

Sustainable Development Policy

The Navakij Insurance Public Company Limited (the “Company”) is committed to create an organization’s value for the benefit of all stakeholders. The Company insists on operating business under ethical principles and corporate governance practices, considering responsibility of environment, social and governance (ESG). The Company therefore integrates sustainable development as part of Company’ business strategy.

The Board of Directors formulates a sustainable development policy with the following objectives:

1. To raise awareness and responsibility for sustainable development guidelines
2. To ensure that the Company's business operations are consistent with social and environmental interests as well as the interests of all stakeholders.
3. To ensure that the Company's business goals are in line with the sustainable development goals of the regulator.

At the same time, the Board of Directors establishes the framework for sustainable development as follows:

Economic and Governance

1. Conduct business with transparency in accordance with the principles of good corporate governance and business ethics, discloses truthful information as well as complying with the laws, rules, and regulations.
2. Realize the importance of respecting rights and fair treatment of all groups of stakeholders, considering the maximum profit of stakeholders.
3. Improve business operations and innovation continuously to create valued added for products and services that meet the demands of customers.
4. Manage risks in line with the Company's objectives, goals, strategies and risk appetite. Risk identification will consider both internal and external factors that may affect the Company, including assessing the impact and likelihood of the risks identified in order to prioritize risks and appropriate management methods.
5. Develop a system to protect the security and confidentiality of data, while maintaining the accuracy and availability of data.

Social

1. Respect human rights and treat the Company's stakeholders and other persons fairly and equally without any discrimination such as race, nationality, skin color, gender, language, religion, age, political opinion, social status, culture, traditions or anything else.

2. Develop a variety of insurance products, including expanding access channels for insurance products and services to meet the demands of insureds with convenient access to insurance.
3. Promote partners and service providers to operate under the Supplier Code of Conduct, in order to grow sustainably together.
4. Treat employees fairly with appropriate salaries and benefits, promotes human resource development, safety workplace, health, and job satisfaction.
5. Hybrid Working policy is adopted to allow employees who are willing and ready to work from home on certain days of the week. This initiative aims to:
 - 5.1 Reduce employees' expenses
 - 5.2 Promote a better work-life balance
 - 5.3 Increase flexibility in human resource management and accommodate potential emergency situations in the future

This policy also supports the Company's environmental goals by helping to reduce energy consumption from commuting, lower greenhouse gas emissions, and minimize overall environmental impact.

Environment

1. The Company operates business taking into consideration responsibility for environment by managing efficient use of energy and resource.
2. The Company develops and improves work processes, services and products by applying innovation or modern technology to reduce energy and resources consumption including the impact on the environment.
3. The Company raises awareness of environmental responsibility among executives and employees.
4. The Company has transitioned to energy-efficient office equipment, and configured devices to enter power-saving mode during periods of inactivity. This approach considers both operational efficiency and the sustainability of energy resources.

The Company requires a review of the sustainable development policy to be consistent with the Company's business plan at least once a year or when there is a significant change. The directors, executives and employees of the Company are responsible for supporting, driving and complying with this sustainable development policy.