



Sustainable Development Policy

Aikchol Hospital Public Company Limited

1. Principles and Importance

Aikchol Hospital Public Company Limited has a vision to be a quality hospital that provides services according to international standards to service recipients in Chonburi and the Eastern region. The mission is to be a quality hospital that provides holistic services by a multidisciplinary team of experts to ensure the safety and satisfaction of service recipients.

The Company has established a corporate management approach based on the principles of sustainable development based on economic, social and environmental responsibility in order to create shared value for stakeholders and maintain acceptance and trust from all stakeholders.

2. Objective

To set guidelines for corporate management based on the principles of sustainable development and create engagement with all stakeholders in order to maintain balance and control economic, social and environmental impacts.

3. Definition

Stakeholders	mean	Individuals or groups of individuals, both inside and outside the company, who are affected by the company's business operations. Internal: shareholders, directors, executives, employees External: customers or service recipients, business partners, employee families, surrounding communities, society, and business competitors
Key Issues	mean	Economic, social and environmental issues that are significant to the company's decision-making, management and performance towards stakeholders in both the short and long term.
Personnel	mean	Permanent and temporary employees working for Aikchol Hospital Public Company Limited in both Clinical and Non-Clinical positions.



4. Responsibilities

4.1 Board of Directors

- Review the sustainability management policy and guidelines, covering stakeholder engagement, reviewing material sustainability issues, and acknowledging the annual sustainability reporting guidelines.
- Support internal operations of the company to meet the company's sustainability goals.

4.2 Executive Board

- Report on sustainability performance to the Board of Directors to review sustainability management policies and guidelines, covering stakeholder engagement, reviewing material sustainability issues, and acknowledging annual sustainability reporting guidelines.
- Acknowledge comments and guidelines on sustainability management policies from the Board of Directors to communicate and work with the Company's Sustainability Working Group.

4.3 Sustainability Working Group

- The Sustainability Working Group consists of the CEO acting as the working group chairman. The working group consists of the Medical Director of Aikchol Hospital, Medical Director of Aikchol Hospital 2, Administrative Director, Director of Accounting and Finance, Deputy Director of Accounting and Finance, Human Resources Manager, Building and Facilities Manager, General Services Manager, Information Technology Manager, Quality Center Manager, and Head of the Share Registration Department.
- Consider, define, review and support the implementation of policies, goals, strategies and management guidelines for sustainability at the corporate level, covering stakeholder engagement and material sustainability issues.
- **Stakeholders Engagement**
- Assess, respond to and manage impacts on materiality issues
- Review, approve and vote to approve the operations, preparation and disclosure of sustainable development reports.
- Drive policies, practices and strategic objectives, including engaging stakeholders for sustainable development.
- Present sustainability performance report to the Board of Directors.



4.4 All personnel in the organization

- Acknowledge and effectively comply with policies, strategies, targets and indicators that are consistent with sustainability policies and practices.

5. Guidelines for Sustainable Development

5.1 Stakeholder Engagement

- The Corporate Sustainability Working Group participates in stakeholder engagement processes, setting governance guidelines, operational strategies and business decision-making processes.
- The corporate sustainability team is involved in incorporating stakeholder engagement and response processes into business policies or processes, such as risk analysis, materiality assessment, or performance target setting.
- The Corporate Sustainability Working Group defines indicators or assessments of the effectiveness of engagement processes and communicates assessment results to internal and external stakeholders in a transparent and continuous manner.

5.2 Assessment of material issues

- The Corporate Sustainability Working Group oversees the process of identifying and assessing material issues throughout business processes, such as risk assessments, compliance actions, and internal corporate policies and procedures.
- The corporate sustainability team establishes appropriate materiality assessment criteria, has clear scope and timelines, and discloses material sustainability issues.

5.3 Responding to and managing the impact of material issues

- The Corporate Sustainability Working Group shall respond to and communicate its responses to material sustainability issues to stakeholders in an appropriate, ongoing manner and may seek stakeholder approval of such responses.
- The Corporate Sustainability Working Group conducts and discloses the management of the impacts of material sustainability issues to both internal and external stakeholders in an appropriate manner, with principles and reasons, and can be monitored qualitatively, quantitatively, or financially.
- The Corporate Sustainability Working Group oversees the process for responding to and managing the impacts of material issues, both direct and indirect, and communicates to all stakeholders, as well as integrating the process for responding to and managing the impacts of material issues into the organization's business



processes, such as risk assessment, compliance implementation and operational strategy development.

5.4 Public Communication

The Sustainability Working Group communicates management guidelines, performance results and progress to the public.

6. Training

The HR Department is responsible for providing training to ensure that personnel have a basic understanding of sustainability and the organization's sustainability goals, either online or in-class, as appropriate.

7. Policy Review

This policy will be reviewed annually by the Sustainability Working Group and submitted to the Executive Board for consideration and approval, and to the Board of Directors for consideration and approval.

**This Sustainable Development Policy has been approved by the 331st Board of Directors
Meeting on July 2, 2021 and will be effective from July 2, 2021 onwards.**

(Mr.Apirag Vanich)

Chairman of the Board