

Sustainable Development Policy
KCG Corporation Public Company Limited

KCG Corporation Public Company Limited (“Company”) is dedicated to driving the business towards sustainability by integrating sustainability development into its strategy and corporate culture. The Company’s operations prioritize the needs of all stakeholders, fostering shared value, as well as current and future benefits for business sustainability. The Company established a sustainable development policy that covers the areas of environment, social, and governance, aligning with the objectives of Thailand Sustainability Investment (THSI) and the Sustainable Development Goals (SDGs) set by the United Nations. The sustainable development framework is as follows:

1. **Environment Sustainable Development Framework:** The Company and its subsidiaries place a high priority on environmental management systems and respond proactively to environmental changes in accordance with Thailand Sustainability Investment (THSI) guidelines and the Sustainable Development Goals (SDGs) set by the United Nations in order to utilize resources efficiently. The Company will acknowledge the risks and concerns regarding environmental safety arising from its business operations and implement standardized and well-controlled operational systems throughout the supply chain. The Company will promote the use of technology and innovation to develop efficient environmental management systems for energy, water, and waste within business processes. Furthermore, the Company places great emphasis on fostering environmental awareness among employees at all levels. The following aspects are given utmost importance:
 - 1.1 **Greenhouse Gas Emissions:** The Company and its subsidiaries are committed to becoming an environmentally friendly business organization and driving the business toward a low-carbon society. This is achieved through a dedicated effort to minimize the greenhouse gas emissions emitted at every stage of the product life cycle, encompassing raw material sourcing, transportation, manufacturing processes, and product usage. The Company consistently discloses validated and verified greenhouse gas emissions data on an annual basis.
 - 1.2 **Energy Management:** The Company and its subsidiaries are dedicated to implementing and developing energy management systems that are efficient and in compliance with laws and relevant regulations. Collaboration in energy conservation efforts is a shared responsibility among the management and employees at all levels. Moreover, the Company acknowledges the significance of integrating energy conservation into its operations in order to enhance energy efficiency across multiple aspects. This includes electricity and fuel consumption, solar energy, and other alternative energy sources. This also includes utilizing appropriate technologies and innovations based on best practices existing within the industry and/or other industries. These initiatives aim to foster organizational learning and enhance the Company’s energy management systems to be effective and efficient.
 - 1.3 **Water Management:** The Company and its subsidiaries are committed to establishing sustainable water resource management guidelines and continuously developing water management practices. Priority is given to sourcing water from environmentally friendly and suitable sources that have no adverse effects on neighboring communities. The Company

manages water resources to maximize benefits through standardized wastewater treatment systems. Moreover, the Company has implemented a systematic approach to wastewater management, following the 3R process which includes Reduce (minimizing usage or using only what is necessary), Reuse (utilizing water again), and Recycle (transforming water for further use), while ensuring minimal environmental impact.

1.4 Waste Management: The Company and its subsidiaries prioritize reducing waste generation by adhering to the principle of using minimal or necessary resources. The Company prioritizes the importance of proper waste management, including waste generated from production processes, packaging processes, transportation, and other supporting operations in accordance with relevant regulations and guidelines. There are 4 main approaches: 1) reusing materials, 2) utilizing waste as compost or mixed fuel, 3) environmentally friendly incineration methods that minimize environmental impact, and 4) proper landfill disposal. These measures aim to minimize the overall environmental impact and align with sustainable development principles, ensuring the Company's resource utilization, waste management, and environmental preservation have the least possible impact on the environment as a whole.

2. Social Sustainable Development Framework: The Company and its subsidiaries aim to develop products and services that are safe and of high quality for delivery to consumers. The Company may consider implementing risk management processes in terms of economics, environment, and safety throughout the production, transportation, and service stages. This includes supply chain management and procurement, as well as the production and delivery of goods to customers and consumers. In order to establish trust and confidence with customers, the Company is committed to selecting high-quality raw materials for production and maintaining good customer relationships.

Furthermore, the Company recognizes that human resources are a vital foundation for sustainable development. Therefore, the Company is dedicated to implementing processes for managing and developing human resources to enhance their potential and improve their quality of life. This will contribute to the overall improvement of the quality of life for communities, society, and the nation.

2.1 Community and Social Development: The Company and its subsidiaries are committed to conducting business that benefits the economy and society while adhering to good citizenship practices and complying with relevant laws and regulations thoroughly. Additionally, the Company promotes and supports learning within communities, creating jobs, generating livelihoods, and distributing income to each local area, aiming to foster stability and improve the quality of life for individuals in the community and society.

2.2 Employee Health, Safety, and Well-being: The Company and its subsidiaries prioritize safety and occupational health, and foster a good working environment in accordance with international standards that emphasize employees' potential development and awareness regarding safety as service providers within the organization. Additionally, the Company utilizes digital technology to enhance efficiency in accessing information and upgrading data processing capabilities in safety and occupational health management processes. This is done to improve work processes, including health care, safety, and well-being for employees.

2.3 Food Quality Control and Safety: The Company and its subsidiaries prioritize quality and safety standards for customers and consumers as well as emphasize the use of clean and high-quality raw materials, including standardized production processes to deliver products that meet high-quality standards and provide maximum customer satisfaction at a reasonable price. The Company continuously develops and innovates new products and services to meet the needs of customers and consumers, aiming to offer a diverse range of quality products that meet specific requirements. In addition, the Company is committed to conducting fair marketing activities, ensuring that customers and consumers receive accurate information about the Company's products without distortion, concealment, or excessive advertising. This aims to provide reliable and sufficient information for customers and consumers in accordance with legal requirements and international safety regulations.

2.4 Labor Management: The Company and its subsidiaries recognize the importance of human resource development and fair treatment of employees. The Company recognizes employees as crucial factors in enhancing its competitiveness and ensuring the sustainable growth of the Company and its subsidiaries. This contributed to the business's present and future value creation. The Company and its subsidiaries value and respect the rights of employees in accordance with human rights and comply with labor laws. The Company ensures fair recruitment processes and employment conditions, including fair remuneration based on qualifications, positions, and responsibilities through a fair performance evaluation process. This was done in order to foster employment stability, career advancement, and fair remuneration. Moreover, suitable employee benefits and welfare programs are provided.

2.5 Human Rights: The Company and its subsidiaries are committed to conducting business with integrity, emphasizing social responsibility, and considering the impact on all stakeholders, in accordance with the corporate governance code, human rights protection, and equitable and fair treatment of employees. The Company promotes local employment and provides career opportunities for disadvantaged people and disabilities. Moreover, the Company is dedicated to the equitable treatment of employees without discrimination based on race, religion, gender, age, or education. The Company provides workplace safety and occupational health including measures to prevent the spread of new and recurring diseases.

2.6 Human Resource Development: The Company and its subsidiaries are committed to developing and enhancing employee professionalism. The Company develops work systems and promotes employee participation in contribution to society, both directly and indirectly. In order to enhance the knowledge, skills, and potential of its personnel, the Company provides training and seminars to enhance employee's potential and instill good attitudes, ethics, and teamwork as well as foster innovative and creative thinking, and create a positive and happy working environment that embraces and accepts individual differences without discrimination, including treating employees at all levels equally and fairly. The Company also promotes lifelong learning by integrating digital technology to enhance information accessibility.

3. Governance Sustainable Development Framework: The Company and its subsidiaries are committed to conducting business in accordance with the corporate governance code and the sufficiency economy philosophy. The Company's management systems are transparent, fair, and verifiable, considering the

benefits of stakeholders in all sectors. The Company implements effective risk management and supply chain management while encouraging continuous innovation and creativity by taking into account the responsibility to stakeholders, shareholders, employees, customers, business partners, competitors, communities, society, and the environment. Furthermore, the Company promotes free and fair trade competition, fights against corruption in all forms, and avoids actions that could result in conflicts of interest or compromise information security and privacy, as well as the violation of intellectual property. The following issues are prioritized:

3.1 Corporate Governance: The Company and its subsidiaries are committed to conducting business with corporate governance, in accordance with laws and relevant regulations, to combat corporate corruption and bribery. The Company upholds transparency, audibility, ethics, and integrity in its operations and conducts business with fairness, taking into account the benefits of stakeholders from all sectors. This includes, but is not limited to, shareholders, employees, customers, business partners, competitors, communities, society, and the environment. The Company and its subsidiaries also strive to promote free and fair trade competition and avoid actions that may lead to conflicts of interest and violations of intellectual property rights. This approach is based on a balanced and sustainable perspective that prioritizes the well-being of stakeholders. In line with this, the Company has implemented policies for good corporate governance and sustainable development, which serve as guiding principles for their practices and help them achieve their objectives of effective corporate management.

3.2 Risk and Crisis Management: The Company and its subsidiaries are committed to developing products and services that are safe for consumers and the environment. The Company has established processes for managing various risks, including prioritizing safety throughout the production, transportation, service delivery, and procurement processes across the supply chain. Additionally, the Company has implemented precautions, risk management, crisis management, and recovery plans in accordance with international standards throughout the business chain. These efforts aim to ensure that products or services meet expected standards under fair conditions. The Company established risk management and business continuity policies as practice guidelines for achieving the aforementioned objectives.

3.3 Sustainable Supply Chain Management: The Company prioritizes supply chain management, recognizing the importance of all stakeholders and protecting their interests equally. This includes identifying and analyzing stakeholders within the supply chain, identifying expectations and concerns, and using them to guide appropriate operational strategies for the stakeholders' well-being. The aim is to ensure effective and efficient management of the supply chain.

3.4 Innovation Management: The Company and its subsidiaries aim to promote and support innovation in various aspects, including, but not limited to, work processes, products, and/or services, as well as new business models generated by personnel. This includes collaboration with personnel and/or agencies outside the organization. In addition, the Company supports and encourages the analysis of crucial operational processes with prudence, implementing risk management processes to mitigate negative impacts on society, the environment, and the Company. The Company actively seeks solutions and preventative measures and

continuously encourages innovative ideas in accordance with the three main pillars of sustainability, "The Economic, Society, and Environment" to meet consumer demands and achieve the Company's sustainable growth.

3.5 Information Security and Privacy: The Company and its subsidiaries are aware of the importance of information security and privacy. The Company will adhere to security and safety measures to ensure confidentiality and security when collecting, using, and/or disclosing personal information. The Company is committed to providing accurate information regarding its products and services so that consumers can make informed decisions while protecting customer data and confidential information preventing unauthorized use for personal gain.

4. Enforcement

The sustainable development policy shall take effect on the announcement date.

This was announced on November 1, 2022.

Dr. Chaiwat Wibulsawat
Chairman of the Board
KCG Corporation Public Company Limited