

Sustainability Policy

KCG Corporation Public Company Limited

KCG Corporation Public Company Limited and its subsidiaries (“the Company”) are committed to driving sustainable business practices across the economic, social, and environmental dimensions. This commitment is grounded in the principles of good corporate governance and effective risk management, supported by a corporate culture that considers the needs of all stakeholders. The Company aims to create shared value both in the present and future, in order to achieve its sustainability development goals in alignment with the Stock Exchange of Thailand’s guidelines and the United Nations Sustainable Development Goals (SDGs). The Company emphasizes the practical implementation of sustainability initiatives through a Sustainability Development Framework (as detailed in the appendix), covering Environmental, Social, Governance, and Economic aspects, as follows:

1. Environmental Sustainability Framework

1.1 Climate Change and Greenhouse Gas Emissions

The Company places great importance on climate change management to mitigate risks and impacts that may arise from climate change and affect business operations. The Company is committed to reducing greenhouse gas emissions to support the transition to a low-carbon society, in alignment with national emission reduction targets and to achieve sustainable emission reductions.

1.2 Energy and Resource Management

The Company is committed to developing efficient environmental management systems, as well as energy and resource management systems, to maximize efficiency and benefits in compliance with relevant laws, regulations, and international standards. The Company emphasizes reducing the use of fossil fuels while increasing the use of renewable and alternative energy sources. It promotes the adoption of technologies and innovations to enhance energy and resource efficiency and fosters a culture of environmental conservation and sustainable resource utilization across all levels of employees.

1.3 Water Management

The Company is committed to establishing sustainable water resource management practices. This includes proactive water risk management and the continuous improvement of water use efficiency to ensure maximum benefit. The Company emphasizes the responsible sourcing of water and the effective management of wastewater and water pollution in compliance with applicable laws, standards, and regulations. These practices aim to prevent adverse impacts on surrounding communities, the environment, and aquatic biodiversity.

1.4 Waste and Pollution Management

The Company is committed to minimizing the generation of waste and food waste. Comprehensive measures are implemented to control and prevent pollution and negative environmental impacts, including those affecting biodiversity, arising from production processes, transportation, and related activities. These efforts align with sustainable development principles. The Company promotes the adoption of technologies and innovations in production and operational processes to reduce waste generation and to support circular practices, such as waste recycling and long-term resource recovery.

2. Social Sustainability Framework

2.1 Food Quality, Safety, and Responsibility to Customers and Consumers

The Company is dedicated to enhancing customer satisfaction and trust by consistently delivering products that meet internationally recognized quality and safety standards. We continuously develop and maintain robust quality and safety management systems, implementing rigorous quality control and inspection processes in full compliance with applicable laws and international standards. This commitment spans the entire value chain, from sourcing high-quality raw materials, adhering to standardized production processes, to the safe delivery of products to customers and consumers. Additionally, the Company actively pursues the development of diverse, innovative, and high-quality products and services to meet evolving customer and consumer needs. We uphold fair, responsible, and ethical business practices and marketing activities, fostering sustainable relationships with customers to support long-term mutual growth.

2.2 Human Rights

The Company respect and strictly uphold international human rights principles, recognizing the inherent dignity and equality of all individuals without discrimination. The Company supports and promotes the protection, respect, and equitable remedy of human rights in a fair and just manner. Human rights risk management mechanisms are implemented to identify, assess, and mitigate potential human rights impacts arising from the Company's operations and across the value chain, ensuring that the Company's business activities do not violate human rights.

2.3 Community Engagement and Development

The Company is committed to conducting its business responsibly, taking into account both current and potential impacts on the local communities where the Company operates. Through appropriate proactive measures, the Company strives to care for and build strong relationships with these communities. By engaging in initiatives that support community development, the Company aims to enhance quality of life, promote social well-being, and contribute to long-term stability and sustainable growth.

2.4 Employee Health, Safety, and Well-being

The Company places high importance on adhering to international standards in safety management, occupational health, and workplace environmental conditions. The Company is committed to promoting a safety-first culture and safe work practices across all levels of the organization. The Company continuously develops and enhances the safety, security, and occupational health management systems to effectively eliminate risks related to safety, security, and employee health. This commitment ensures that employees, contractors, and business partners work in an environment free from accidents and occupational illnesses. In addition, the Company is dedicated to supporting the overall health, safety, and well-being of our employees as a key foundation for long-term, sustainable business success.

2.5 Human Resource Management

The Company is committed to treating all employees fairly, respecting their rights in accordance with human rights principles, and complying fully with labor laws. We ensure fair employment practices by establishing transparent and equitable recruitment processes, as well as fair terms and conditions of employment. Employees are compensated appropriately based on their competencies, job roles, and responsibilities, in alignment with a fair and transparent performance evaluation process. The Company also promotes career development opportunities to support professional growth and long-term employee engagement.

2.6 Talent Development

The Company is committed to developing its workforce to enhance professional performance and strengthen employee capabilities in alignment with the Company's strategic objectives. We strive to cultivate a workforce that embodies strong values, ethical conduct, a positive attitude, and effective teamwork. Furthermore, the Company encourages creativity, innovation, and the adoption of technology and digital solutions to drive continuous improvement and generate added value for all stakeholders.

3. Governance and Economic Sustainability Framework

3.1 Good Corporate Governance

The Company is committed to conducting its business in accordance with good corporate governance principles, complying with all relevant laws and regulations. The Company uphold transparency, accountability, ethics, and integrity, while firmly opposing corruption in all its forms. The Company's decisions and actions consider the interests of all stakeholders. Furthermore, the Company promotes free and fair competition and avoids practices that may lead to conflicts of interest or infringement of intellectual property rights. All operations are based on the balanced and sustainable benefit of all stakeholders.

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3.2 Risk Management and Business Continuity

The Company places importance on comprehensive enterprise risk management that encompasses both business operations and sustainability aspects. It continuously develops its business continuity management system based on international standards to enhance resilience and ensure operational capability. This includes effective crisis management and responses to unforeseen events and emerging risks, enabling the Company to achieve its strategic goals while minimizing negative impacts on the environment and stakeholders in a sustainable manner.

3.3 Innovation and Technology Management

The Company is committed to promoting and supporting the creation of innovations in products, services, work processes, and new business models through the appropriate use of technology and research and development (R&D). It encourages systematic and continuous innovation development by fostering collaboration between internal departments and external partners. All innovation efforts are carried out with consideration for social and environmental sustainability, aiming to meet consumer needs and enhance the Company's competitiveness.

3.4 Sustainable Supply Chain Management

The Company drives efficient and effective supply chain management to support the achievement of its business goals, while taking into account potential economic, social, and environmental impacts throughout its value chain, arising from both the Company's operations and those of its business partners. The Company is committed to developing sustainable supplier management by sourcing raw materials and selecting suppliers from responsible sources that do not negatively impact society, the environment, or biodiversity. The Company promotes good corporate governance practices to reduce operational risks, and places strong emphasis on collaboration with suppliers, focusing on capability development, innovation, and new business opportunities. This collaborative approach aims to enhance competitive advantage across the entire supply chain and foster shared sustainability.

3.5 Data Security and Privacy

The Company recognizes the importance of data protection and privacy. It is committed to safeguarding customer, partner, and stakeholder information, maintaining confidentiality, and ensuring cybersecurity. The Company complies with all relevant laws, regulations, and requirements, while continuously improving its security measures to meet international standards and minimizing data-related risks or potential impacts on the Company and its stakeholders.

To ensure effective and resilient sustainability operations that can adapt to change and emerging risks, the Company regularly reviews its material sustainability issues, goals, and performance. Progress is monitored annually, and sustainability-related information is disclosed appropriately.

4. Policy Review

The Company shall conduct a review of this Sustainability Policy at least once a year.

5. Policy Enforcement

This Sustainability Policy shall take effect from the date of its official announcement.

Announced on: March 14, 2025

Signed -*Chaiyawat Wibulswasdi*-

Dr. Chaiyawat Wibulswasdi

Chairman of the Board

KCG Corporation Public Company Limited