

## Announcement of 014/2024

### Sustainability Policy 2024 - 2026

To drive business toward a sustainable future, the company commits to operate business with good governance, confront current and future challenges within our organizational contexts, and appropriately support the needs of key stakeholders.

The company follows its business philosophy, "Somboon Triple Bottom Line," which aligns with 7 Sustainable Development Goals: SDGs, including 1. Quality Education 2. Decent Work and Economic Growth, 3. Sustainable Cities and Communities, 4. Responsible Consumption and Production, 5. Climate Action, 6. Peace, Justice, and Strong Institutions 7. Partnership for the Goals. Company's business philosophy and SDG goals are directly linked with ESG principles, including Environmental, Social, and Governance. The key ESG indicators and goals utilized to drive organization are as follows:

Topics / Indicators	Goal		
	2024	2025	2026
<b>Environmental</b>			
<b>GHG Reduction</b>			
Reduction of greenhouse gases emission per production unit and absolute greenhouse gases emission(Tons CO <sub>2</sub> e/ Tons production nit) <sup>1,2</sup> (Absolute GHG <sup>2</sup> )	14%	17%	20%
<b>Energy Saving</b>			
Reduction of energy consumption per production quantity (GJ/ Tons production nit) <sup>1</sup>	4.5%	5%	5.5%
<b>Waste</b>			
Reduction of industrial waste disposed per production quantity (Tons hazardous waste/ Tons production unit) <sup>1</sup>	3%	3.5%	4%
Reduction of Non-hazardous waste disposed per production quantity (Tons non-hazardous waste/ Tons production unit)	12%	13%	14%
Zero Industrial Waste to Landfill within 3 years	Decrease 30% From 2023	Decrease 60% From 2023	0
<b>Water</b>			
Decreasing the number of water consumption per production quantity (M <sup>3</sup> / Tons production unit) <sup>1</sup>	25%	26%	27%
1 = Use tons production from accounting report to set the target compared with 2018 base year data. 2= Targets and base year data include greenhouse gas data only Scope 1 and 2			
<b>Social</b>			
<b>The Development of Good People</b>			
Employee's Participation in Voluntary Activities	100%	100%	100%
<b>The Development of Smart People</b>			
Training Hours	12 hours/person/year	14 hours/person/year	16 hours/person/year
Closing Competency Gap	2 topics/person/year Chief Up	2 topics/person/year Chief Up	2 topics/person/year Chief Up
<b>Safety Management</b>			
Loss Time Injury Frequency rate <sup>3</sup>	0	0	0
3 = LTIFR (Number of Injury Case x 1,000,000/ Total working hours)			



Topics / Indicators	Goal		
	2024	2025	2026
<b>Employee Engagement</b>			
% Employee Engagement <sup>4</sup>	-	≥80%	-
<b>Human Right</b>			
Total operational where have been assessed Human Rights Risks	100%	100%	100%
Employees have a Human Right training and Pass Test	100%	100%	100%
Complaint on human rights violations	0	0	0
<b>Create Value for Society</b>			
Create Value for Society of Net Profit	0.5 %	0.5 %	0.5 %
<b>Governance</b>			
<b>Customer Relationship Management</b>			
Customer satisfaction survey results	100%	100%	100%
<b>Supply Chain Management</b>			
New Supplier Declaration with SAT	100%	100%	100%
New Supplier Declaration with CAC <sup>5</sup>	100%	100%	100%
Suppliers are evaluated for ESG risks. <sup>6</sup>	100%	100%	100%
5 = Suppliers who trade with the company and have spending over 10 million baht, totally accounted for 80% of the organization's spending. 6 = Assessment criteria are in accordance with the procurement manual PM-01.			
<b>Information Technology and Cyber Security</b>			
Information Technology and Cyber Security <sup>7</sup>	≥85%	≥87%	≥90%
7 = Assessment by NIST Maturity Framework Standard			
<b>Business Continuity Plan</b>			
BCP Scenario Mock Drill	100%	100%	100%
<b>Innovation</b>			
Number of Innovation Sandbox projects between employees and external entities for society and the environment	1		
<b>Business Ethics</b>			
Employees have a business ethics training	100%	100%	100%
Employees have a business ethics pass test	100%	-	100%
In case of violation of business ethics	0 Case	0 Case	0 Case

This Sustainability Policy will be deployed throughout the entire organization under governance by the executive committee. The Company should reviews the sustainability policy at least once a year or when there is a significant change.

This announcement is made 28<sup>th</sup> March, 2024

( Napatsorn Kitaphanich )

President

CC: All Executives, Managers.