

## Announcement 005/2026

### Sustainability Policy & Goal 2026 – 2030

The company is committed to operating its business in accordance with the principles of good corporate governance, fostering the organization's sustainable growth across environmental, social, and governance dimensions. The company integrates ESG considerations into the operational processes of all business units and enhances standards and data systems to ensure accuracy, transparency, and alignment with national and international assessment frameworks.

The company follows its business philosophy, "Somboon Triple Bottom Line," and in support of the United Nations Sustainable Development Goals (SDGs), the company focuses on key goals related to quality education, community development, sustainable production, climate action, peaceful and inclusive society, sustainable cities and communities, and partnership building. These efforts aim to strengthen the organization's capacity to navigate emerging challenges and create balanced outcomes that support long-term economic performance and sustainability.

Topics / Indicators	Goal				
	2026	2027	2028	2029	2030
<b>Environmental</b>					
<b>GHG Reduction &amp; Energy Saving:</b> The company is committed to continuously mitigating the impacts of climate change by managing greenhouse gas emissions efficiently throughout its operations, promoting the efficient use of energy and resources, and increasing the proportion of renewable energy to reduce dependence on fossil fuels. The company advances the adoption of technologies and innovations that support carbon reduction, ensures appropriate waste and material management to minimize emissions from various activities, and strengthens collaboration with stakeholders to drive emission reductions across the supply chain.					
Reduction of greenhouse gas emission per production unit and absolute greenhouse gas emission (Tons Co <sub>2</sub> eq/ Tons production unit) <sup>1,2</sup> (Absolute GHG) <sup>2</sup>	20%	23%	26%	28%	30%
Reduction of energy consumption per production quantity (GJ/ Tons production unit) <sup>1</sup>	5.5%	6.0%	6.5%	7.0%	7.5%
<b>Waste:</b> The company is committed to managing waste systematically and efficiently by prioritizing the reduction of both hazardous and non-hazardous waste generated from production processes, promoting the efficient use of resources, and maximizing the reuse of residual materials to minimize environmental impacts. The company establishes measures to prevent waste from being sent to landfills, encourages reduction practices based on the 3Rs principles, and enhances awareness among employees and relevant stakeholders to ensure responsible waste management, in alignment with circular economy principles and the organization's sustainability objectives.					
Reduction of Hazardous waste disposed per production quantity (Tons hazardous waste/ Tons production unit) <sup>1</sup>	4%	4.5%	5.0%	5.5%	6.0%
Reduction of Non-hazardous waste disposed per production quantity (Tons non-hazardous waste/ Tons production unit)	14%	15%	16%	17%	18%
Zero Industrial Waste to Landfill	0	0	0	0	0
<b>Water:</b> The company is committed to minimizing the impact of water use by managing water resources efficiently across all production processes, promoting the efficient use of water, and reducing water consumption per unit of production through process improvements, proper equipment maintenance, and maximizing water reuse and recycling within the system. The company ensures that wastewater quality complies with applicable laws and standards, and fosters awareness among employees and business partners on responsible water use to align the organization's water management with natural resource conservation principles and support the company's ongoing sustainability efforts.					
Decreasing the number of water consumption per production quantity (m <sup>3</sup> / Tons production unit) <sup>1</sup>	27%	28%	29%	30%	31%

Topics / Indicators	Goal				
	2026	2027	2028	2029	2030
<p><b>Air Pollution:</b> The company is committed to reducing and controlling air emissions from production processes by implementing a systematic monitoring and management approach, ensuring that emission levels remain below legal standards and minimizing their impact on the environment. The company also promotes awareness among employees at all levels to support compliance with air pollution prevention and control measures.</p>					
Air pollutant emissions are maintained below the legal limits (CO,NOx,SO <sub>2</sub> ,TSP,VOC)	10%	10%	10%	10%	10%
<p><b>Biodiversity:</b> The company is committed to fostering an organizational culture that recognizes the value and importance of biodiversity and promotes ongoing participation by employees and local communities in conservation activities, including green area restoration, local ecosystem stewardship, and support for natural resource conservation initiatives. The company believes that preserving biodiversity is fundamental to long-term environmental, economic, and social sustainability, and is dedicated to collaborating with all stakeholders to safeguard natural resources for future generations.</p>					
Biodiversity support initiatives and sustainable land conservation within the Group	≥1 project				
<p>1 = Use tons of production from the 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</p>					
<b>Social</b>					
<p><b>The Development of Good People:</b> The company is committed to developing employees into capable and high-potential individuals, while encouraging them to apply the knowledge, skills, and experience gained from their work to contribute to social initiatives. These efforts not only create value and benefits for local communities but also provide employees with opportunities to enhance their competencies, confidence, and hands-on experience. Employee participation in social contribution activities, therefore, serves as both a driver of personal growth and a means of strengthening community sustainability.</p>					
Employee's Participation in Voluntary Activities	100%	100%	100%	100%	100%
<p><b>The Development of Smart People:</b> The company is committed to continuously developing employees' capabilities and skills to ensure that their knowledge, competencies, and professional qualifications align with job requirements and the organization's future business direction. The company encourages employees to participate in structured training, learning programs, and competency gap closure initiatives to enhance their individual potential, improve work quality, and support career growth. Employee skill development also contributes to the organization's performance by improving operational efficiency, supporting innovation, and reinforcing long-term competitiveness. The company regards people development as a fundamental driver of sustainable success.</p>					
Training Hours	18 hours/person/year	18 hours/person/year	18 hours/person/year	18 hours/person/year	18 hours/person/year
Closing Competency Gap	2 topics/person/year Chief Up				
<p><b>Safety and Occupational Health:</b> The company is committed to strengthening its occupational health and safety management system to ensure that employees can work safely and to achieve zero incidents and work-related illnesses. The company identifies, analyzes, and controls risks throughout all work processes, provides certified protective equipment, and promotes a strong safety culture through regular training, campaigns, and assessments. The company prioritizes creating a safe and healthy working environment for all employees to prevent lost-time incidents and to elevate the organization's safety standards in alignment with international practices and long-term sustainability goals.</p>					
Loss Time Injury Frequency rate <sup>3</sup>	0	0	0	0	0
<p>3 = LTIFR (Number of Injury Case x 1,000,000/ Total working hours)</p>					

Topics / Indicators	Goal				
	2026	2027	2028	2029	2030
<p><b>Employee Engagement:</b> The company is committed to enhancing employees' quality of life by fostering a work environment that supports their well-being, satisfaction, and sense of belonging. This includes listening to employee feedback, improving welfare and benefit programs, promoting work-life balance, and providing continuous support for physical and mental health. The company believes that ensuring employees' happiness and well-being contributes to higher work performance, lower turnover rates, and stronger long-term engagement between employees and the organization, which are essential to sustainable organizational growth and success.</p>					
% Employee Engagement	≥74%	≥76%	≥78%	≥80%	≥82%
<p><b>Human Rights:</b> The company places the highest importance on respecting and protecting the human rights of employees and all stakeholders. The company is committed to operating in accordance with international human rights principles by conducting human rights due diligence across all operations, providing training to enhance employees' understanding of human rights and appropriate conduct, and ensuring that the organization's activities are free from all forms of human rights violations. The company also promotes accessible and transparent grievance mechanisms to enable effective reporting, resolution, and prevention of human rights violations, thereby supporting long-term and sustainable human rights practices within the organization.</p>					
Total operational where have been assessed Human Rights Risks	100%	100%	100%	100%	100%
Employees have a Human Right training and Pass Test	100%	100%	100%	100%	100%
In case of violation of Human Rights	0 Case				
<p><b>Create Value for Society:</b> The company is committed to generating positive social impacts through public service activities, quality-of-life enhancement initiatives, and ongoing support for education. The company allocates resources for social initiatives in alignment with its business performance to support the creation of meaningful and sustainable value for communities. The company emphasizes the development of people and communities, the expansion of educational opportunities, and the improvement of well-being, enabling society to progress alongside the organization in the long term.</p>					
Create Value for Society of Previous Year's Net Profit	0.5 % of Net Profit for 2025	0.5 % of Net Profit for 2026	0.5 % of Net Profit for 2027	0.5 % of Net Profit for 2028	0.5 % of Net Profit for 2029
<b>Governance</b>					
<p><b>Customer Relationship Management:</b> The company is committed to strengthening customer relationships and continuously improving operational effectiveness by prioritizing customer feedback, responding promptly to customer needs, and consistently enhancing product quality to ensure the highest level of customer satisfaction. The company promotes collaboration across relevant departments to address issues systematically and regularly monitors and evaluates customer satisfaction to support ongoing improvements in product quality and service.</p>					
Customer satisfaction survey results	100%	100%	100%	100%	100%
<p><b>Supply Chain Management:</b> The company is committed to strengthening collaboration with business partners to develop a sustainable supply chain, grounded in the principles of transparency, legal compliance, elevated standards, and the joint reduction of ESG impacts. The company requires all suppliers to acknowledge and adhere to the SAT Supplier Code of Conduct and conducts ESG risk assessments to identify and mitigate potential risks throughout the supply chain. The company also supports supplier capability development through advisory programs, training, and continuous performance monitoring.</p>					
All Supplier Declaration with SAT	100%	100%	100%	100%	100%
Suppliers are evaluated for ESG risks. <sup>4</sup>	100%	100%	100%	100%	100%
<p><sup>4</sup> = Assessment criteria are by the procurement manual PM-01.</p>					

Topics / Indicators	Goal				
	2026	2027	2028	2029	2030
<p><b>Information Technology and Cyber Security:</b> The company is committed to enhancing its information technology systems to ensure maximum security and efficiency in supporting organizational operations and protecting critical data from all forms of cyber risk. The company strengthens system resilience, manages access rights, maintains secure data backups, and implements cyber-threat prevention measures in accordance with international standards. The company also promotes employee awareness and understanding of cybersecurity through regular training, internal communication, and preparedness exercises to support collective participation in risk prevention. The company believes that robust information technology and cybersecurity practices are vital to maintaining business continuity and fostering stakeholders' trust.</p>					
Information Technology and Cyber Security <sup>5</sup>	≥90%	≥ 95%	≥ 100%	≥ 100%	≥ 100%
5 = Assessment by NIST Maturity Framework Standard					
<p><b>Business Continuity Plan:</b> The company is committed to strengthening its business continuity management system to enhance organizational resilience and enable effective responses to unexpected events. This includes preventing operational disruptions and reducing impacts on all stakeholders. The company regularly develops, reviews, and tests its business continuity plans to ensure that all departments are prepared to respond to emergencies. The company also emphasizes personnel capability development, proactive risk management, and clear internal communication to support rapid recovery and maintain uninterrupted operations under all circumstances.</p>					
BCP Review and Scenario Mock Drill	100%	100%	100%	100%	100%
<p><b>Innovation:</b> The company promotes and supports creativity and the application of innovation in improving work processes, operations, and projects that create economic, social, and environmental benefits. The company encourages the development of new ideas that enhance resource efficiency, reduce environmental impacts, and improve the quality of life for stakeholders. The company also fosters the implementation of practical innovation projects, including environmental initiatives such as waste reduction and efficient resource use, as well as social initiatives that strengthen community value. These efforts aim to cultivate an innovation-driven culture within the organization.</p>					
The number of social or environmental innovation projects selected from the Innovation Day event. <sup>6</sup>	1	2	3	4	5
6 = Projects approved through Innovation Day, Sandbox, or other designated selection channels					
<p><b>Good Governance:</b> The company is committed to conducting its business with integrity, transparency, and accountability by ensuring that employees at all levels comply with laws, regulations, and the organization's ethical standards. This is supported through regular training, internal communication, and understanding assessments to ensure that employees can appropriately apply good governance principles in their work. The company places strong emphasis on preventing corruption and unethical conduct in all forms and provides transparent and verifiable channels for reporting concerns.</p>					
Compliance with laws	100%	100%	100%	100%	100%
Employees acknowledge the Business Ethics and pass the test.	100%	100%	100%	100%	100%
In case of violation of business ethics	0 Case				

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

This announcement is made on 1<sup>st</sup> January, 2026



( Vacharatorn Kitaphanich )  
President