



Sustainability Development Policy and Guideline

Pinthong Industrial Park Public Company Limited

13 November 2024

Approved on 13 November 2024, BOD4/2024

Sustainability Development Policy and Guideline

Pinthong Industrial Park Public Company Limited and its subsidiaries (“the Company”) recognize the importance of conducting business based on good corporate governance throughout the value chain, taking into account impacts on stakeholders, society, and the environment, under the principles of sustainable development.

In alignment with the Company’s mission to become an industrial estate that grows steadily and sustainably across economic, social, and environmental dimensions, the Company integrates sustainability concepts encompassing environmental, social, and economic aspects, with organizational sustainability established as the highest objective and embedded as part of strategic planning and sustainability development guidelines.

Accordingly, the Company has established systems, information technology, and operational processes to strengthen the organization in response to emerging challenges, to address long-term risk factors, and to create value across the Company’s value chain, thereby enhancing sustainable development.

Therefore, in order to ensure that the Company’s business operations are aligned with and support the Company’s sustainability principles, goals, and performance indicators, the Board of Directors has established this Sustainability Development Policy and Guidelines. This is to ensure that management implements such policies and practices to achieve sustainable value creation and business operations, as well as to create balanced value for all stakeholders.

Guidelines for Sustainable Development

The Company has established operational guidelines and targets in accordance with its Sustainability Development Policy, aiming to achieve sustainability across all dimensions under the principles of good corporate governance and business ethics, covering governance, environmental, and social aspects, with the following practices

1. Corporate Governance

1.1 Conduct of Business in accordance with Good Corporate Governance Principles

The Company is committed to conducting business with transparency fairness and accountability to all stakeholder groups ensuring that all operational processes are verifiable while strictly complying with applicable laws rules regulations procedures as well as the Company's policies rules announcements and orders in accordance with good corporate governance principles and policies such as risk management business continuity management accounting and financial policies relating to shareholders employees society and the environment anti-corruption occupational health and safety and working environment

1.2 Ethical Business Conduct and Anti-Corruption

The Company places importance on and is committed to conducting business in accordance with its Code of Conduct whereby all directors executives and employees shall not request engage in or accept any form of corruption whether directly or indirectly in any circumstance The Company has established an Anti-Corruption Policy which is strictly enforced including regular review and assessment to ensure alignment with changes in business operations regulations and applicable laws

1.3 Sustainable Supply Chain Practices

The Company recognizes the importance of all stakeholder groups and supports partners suppliers and stakeholders throughout the value chain in adhering to sustainable development practices The Company is committed to conducting business with suppliers in a sustainable manner in compliance with relevant environmental standards and with transparency in order to prevent and mitigate potential impacts on business operations as follows

(1) The Company has established a Supplier Code of Conduct and assessment criteria for new suppliers including annual evaluations and has improved operational processes to incorporate social and environmental considerations ensuring practical implementation transparency and auditability

(2) To respond to customer needs ensure customer satisfaction and fully deliver services in accordance with contractual obligations

(3) To promote participation of surrounding communities and relevant stakeholders by encouraging open dialogue and supporting quality of life development and community resilience

(4) To cooperate with government agencies business partners and other stakeholders in the development and or application of sustainability standards and best practices of the Company and or relevant sectors

1.4 Comprehensive Sustainability Assessment for New Businesses

The Company conducts comprehensive sustainability assessments for new investments, mergers, or acquisitions, covering environmental, social, governance, and economic aspects, in order to prevent both short-term and long-term impacts that may affect the Company's ability to achieve its future objectives

2. Environmental Aspect

The Company recognizes environmental risks and impacts that may arise from its business operations and has therefore established environmental management guidelines covering four key areas namely energy management water management waste and pollution management and greenhouse gas management The Company complies with relevant environmental standards as follows

(1) Promote an organizational culture in which all employees are aware of and participate in identifying and implementing methods to reduce resource and energy consumption as well as waste and greenhouse gas emissions in order to prevent control and minimize impacts on the environment communities and society

(2) Establish energy conservation and management as part of the Company's operations and continuously implement environmental initiatives through projects or ongoing processes with the objective of reducing environmental impacts arising from business activities

(3) Implement measures for natural resource conservation such as energy reduction and adherence to the 3R policy Reduce Reuse or Recycle and Replenish

(4) Establish policies to minimize waste generation and cooperate in proper waste disposal methods

(5) Procure and reserve natural water sources both within and outside operational areas for use in water production in order to reduce reliance on external natural water sources

(6) Monitor control and manage wastewater treatment to ensure compliance with standard requirements in order to prevent water quality degradation that may impact surrounding communities

(7) Reuse treated water for irrigation of green areas to enhance sustainable water utilization efficiency

(8) Conduct risk and impact assessments related to environment health and safety prior to any investment or joint venture

(9) Promote environmental sustainability throughout the value chain by selecting suppliers contractors and business partners based on their environmental management capabilities aligned with the Company's environmental policy

3. Social Aspect

3.1 Respect for Human Rights and Fair Labor Practices

The Company respects the rights of and treats its employees (including employees and workers of its business partners) in accordance with applicable laws and human rights principles on an equal and fair basis under fair employment conditions without discrimination based on differences in ideology race nationality skin color religion gender cultural background political opinion or any other status from recruitment selection appointment employment and the provision of appropriate compensation and benefits The Company respects diversity and coexistence promotes teamwork mutual respect and dignity and ensures the safety and protection of employees and Company assets without affecting the rights and safety of others including the protection of personal rights Data confidentiality data disclosure and the use of personal data are strictly in compliance with applicable laws The Company also aims to build a strong organizational culture and values while continuously developing employees' knowledge skills and capabilities to create career advancement opportunities and readiness for change

3.2 Occupational Health Safety and Working Environment

The Company places importance on occupational health safety and working environment management for employees by establishing operational rules and standards to ensure safety prevent work-related injuries and illnesses and avoid environmental impacts in operational areas including the promotion of employee health and well-being

3.3 Human Capital Development

Employees are valuable human capital and a key driver of the Company's business The Company therefore emphasizes human resource development by promoting continuous training and development for employees at all levels to enhance competitiveness and adaptability to change including ethics training to ensure integrity morality and ethical conduct alongside improving employee well-being and fostering a supportive working environment with strong attention to safety occupational health and workplace conditions so that employees can work happily while enhancing their performance effectively

3.4 Community and Social Development

The Company promotes participatory community and social development by fostering a strong sense of social responsibility in business operations to create value and improve the quality of life of communities including participation in problem-solving and building a livable society The Company implements continuous social development initiatives such as supporting education promoting career creation and encouraging self-reliance within communities through various programs including educational support programs eco-school or eco-community initiatives and community enterprise projects

This Sustainability Development Policy and Guideline Policy shall be effective from 13 November 2024, by the approval of the Board of Directors at its Meeting No. 4/2024

- Mr. Prasan Tanprasert -

Chairman of the Board of Directors

Pinthong Industrial Park Public Company Limited