

## Sustainability Policy

Sabina Public Company Limited and its subsidiaries recognize the importance of conducting business within the framework of sustainable development principles. The company is committed to creating value across three key areas: economic, social, and environmental, based on good governance practices. This approach aims to foster stable and sustainable growth for the company, guided by sound principles.

The following operational guidelines have been established:

1. The company places great emphasis on ensuring sustainability in all processes throughout the supply chain. Additionally, it promotes and supports stakeholders across the company's business network to operate in accordance with sustainable development principles, thereby creating value, enhancing worth, and fostering sustainable growth for the company.
2. The company has established a committee to oversee efficient, transparent, and accountable management. It is committed to adhering to business ethics and anti-corruption policies, ensuring that all processes are traceable and auditable according to established standards. This is done to build trust and confidence among the company's stakeholders.
3. The company conducts its business with fairness, adhering strictly to laws, trade regulations, and fair competition practices. It rejects any benefits derived from unlawful operations, non-compliance with regulations, or unethical conduct.
4. The company promotes the respect for human rights in accordance with international principles and the Constitution of the Kingdom of Thailand, which guarantees and protects these rights. It is committed to upholding human dignity, rights, freedoms, and equality, ensuring non-discrimination against individuals regardless of gender, age, race, religion, skin color, beliefs, or opinions.
5. The company treats employees with fairness, recognizing them as a key factor in creating value and driving business success. As such, the company is committed to ensuring a safe working environment, fostering happiness, and promoting a high quality of life. It also focuses on developing employees' potential through various training programs to enhance their skills and providing equal opportunities for career growth and advancement.
6. The company places great importance on stakeholders and has identified stakeholder groups throughout the entire supply chain. This ensures that the needs of all stakeholders are met comprehensively. Additionally, the company has established channels for receiving feedback and complaints from stakeholders.
7. The company develops products that meet consumer needs, focusing on high quality and standardized services to ensure customer satisfaction. It is committed to producing sustainable and environmentally-friendly products.

8. The company promotes community and societal involvement to foster strength and sustainability. It actively participates in various activities, including initiatives that support employment, education, and community development.

9. The company places great importance on environmental quality management and actively promotes the prevention of environmental impacts resulting from its operations. This includes waste management, water management, energy management, and greenhouse gas management, among others. These practices are incorporated into the company's policies and operational guidelines. The company encourages participation from all employees and external stakeholders in activities aimed at protecting and preserving the environment.

10. The company has established a structure for managing its greenhouse gas emissions, with a system in place to report results and set guidelines for reducing greenhouse gas emissions in compliance with both national and international regulations.

11. The company prioritizes and promotes the efficient use of resources and energy, establishing guidelines and methods to reduce resource and energy consumption. It also explores environmentally-friendly alternative energy sources.

12. The company places significant emphasis on biodiversity, conducting comprehensive studies on biodiversity under environmental impact analysis. It ensures regular monitoring and works to protect, conserve, restore, and mitigate the impact on natural ecosystems, aiming to preserve biodiversity in the areas where projects are implemented and in surrounding communities.

13. The company prioritizes the management of safety, occupational health, and the work environment for employees, extending these efforts to include all stakeholders involved.

14. The company places great importance on comprehensive risk management across all business processes. It has established guidelines for managing and continuously monitoring risks to enhance opportunities and minimize losses in business operations.

15. The company establishes measures for water resource management based on specific timeframes and factors, including potential disasters, to prevent negative impacts on communities and the broader environment. This includes monitoring water resources, setting time-based reduction targets, and ensuring wastewater discharge complies with established standards and regulations regarding discharge sources.

Effective as of 12 December 2024



(Duangdao Mahanavanont)

Chief Executive Officer