

Sustainability Policy

Sahacogen (Chonburi) Public Company Limited and Subsidiaries

To ensure the business operation and good corporate governance aiming for corporate sustainability, the company determines on lifting up the standard of corporate sustainability development based on Sustainable Development Goals: SDGs of the United Nation. Sahacogen (Chonburi) Public Company Limited has set the sustainability policy as the guideline for business operation of the company and subsidiaries covering in economy, society and environment as mentioned below.

1. The company and subsidiaries set strategic plans for sustainability development covering corporate governance by identifying, evaluating and responding to business material issues (Materiality) and risks affecting stakeholders in terms of economy, society and environment. These actions include business plan, business decision making, and business operation to achieve the target in sustainability development.

2. The company and subsidiaries focus on fairness treatment to stakeholders in business operation and society (Good Governance). The company has good corporate governance, business ethics, Code of Conduct and internal audit system. The business operation is transparent, focusing on integrity, and anti-corruption policy. The company does not accept illegal and immoral ways of achieving business target.

3. The company and subsidiaries set business guideline for sustainability development including all angles.

3.1 Economy

- **Business Chain: Be responsible for customers, partners, counterparties in business chain.** Introducing efficient production system to deliver high quality, safe and trustworthy product to customers. Providing fair return to counterparties. Creating good relationship with customers, counterparties and partners. Supporting stakeholders in business chain based on sustainability development guideline.
- **Innovation: Developing new innovations and technology** aiming for business value creation and sustainable growth. Support and cooperate with local communities and educational institutes to conduct research in improving productivity or recycling residuals from production process to produce new inventions. Practically disseminating knowledges and innovation to society.

3.2 Society

- **Human Rights and Labor Practices: Respect to human rights and fair treatment to workers.** Respecting to human rights protection. Treating stakeholders, other people and staff equally regardless of gender, age, skin color, education, ethnicity, religion and personal believes. Supporting employees fair and legal welfare and benefit payment.
- **Capability Development and Employee Retention:** Paying attention to capability and skills development by providing sufficient trainings and resources. Supporting employees to work at full potential, encouraging innovative idea generation and entrepreneurship.
- **Health and safety Environment:** Supporting and creating safe working environment and creating employee's awareness and concern in health and safety.

- **Community Involvement and Development:** Supporting local community development including education, economy, quality of life, social benefit and corporate social responsibility. Supporting employees to regularly engage in community service activities and preserving traditional activities of local communities.
- **Participation of Stakeholders:** Supporting all stakeholders inclusiveness to create partnership and mutual benefit by setting proper problem-solving methods and solutions. Setting up proper communication channels to allow inclusive communication and supportive to local communities' way of life.

3.3 Environment

- **Environmental Management:** Complying with related laws and regulations. Seeking for standard raising in efficient environment management and control. Preserving ecology and **biodiversity** by supporting all stakeholders' awareness to sustain social and humanity's benefit.
 - **Efficient Use of Resources:** Supporting efficient resources utilization and seeking for reducing and best utilization of resources
 - **Climate Management:** Managing greenhouse gas emission to strictly comply with law and restrictions. Seeking for the reduction of greenhouse gas emission and best response to climate change in order to prevent and minimize negative effects on business operation.
1. Disclose the corporate sustainability policy, information regarding to sustainability management performance based on rules and regulations governed by related government offices and also well-accepted international standards in transparently sufficient and timely manner.
 2. Raising awareness about sustainability among the board of directors, management and employees who are all take parts in supporting and implementing actions based on this sustainability policy.

This Sustainability Policy was approved by the board of directors' meeting no. 1/2023 held on February 22, 2023 and to be effective starting from February 23, 2023 onwards.

(Mr. Sujarit Patchimnan)

Chairman