

Business Development Policy for Sustainability



Sikarin Public Company Limited

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1. Principles and importance

Sikarin Public Company Limited (the "Company") has a vision and mission that sustainable business growth must be based on the proper response to the needs of all stakeholders. This belief is reflected in the Company's vision, mission, values, and corporate culture. To strengthen the organization's culture of sustainability and create a framework for operations that employees can implement, with the main goal of focusing on creating value in three areas: economic value (Growth), social value (Good), and environmental value (Green), based on the foundation of good corporate governance (Governance).

The Company adheres to operational standards throughout its value chain, in line with requirements in all areas of operation, and adheres to relevant international sustainability principles, such as the United Nations Sustainable Development Goals (SDGs). The Company has established strategies and operational guidelines based on good corporate governance principles, aiming to engage with all stakeholders, support excellent business performance, manage environmental impacts, and promote the health and well-being of its personnel and communities. The Company has assigned the Sustainability Committee to oversee these matters. As follows

2. Objective

To establish guidelines for corporate management based on the principles of sustainable development and to create participation with all stakeholder groups in order to maintain balance and control economic, social, and environmental impacts as follows:

- 1) Good corporate governance : Conduct business with transparency and good governance, with a strict anti-corruption policy and comprehensive risk management throughout the value chain.
- 2) Committed to developing business processes : in line with the organization's core mission, adhering to the principles of good corporate governance, transparency, treating workers with equality and taking into account human rights principles throughout the supply chain, taking into account all stakeholders.
- 3) Cultivate awareness : Employees at all levels must work with honesty, integrity, morality and ethics, manage risks, and be responsible for society and the environment, which will become the organizational culture. This includes caring for the well-being of employees, promoting a work atmosphere and environment to ensure that employees are happy at work, alongside developing their potential to work effectively and in response to the organization's goals.
- 4) Collaborate with all sectors to promote sustainable development : both in terms of laws and regulations and raising public awareness. Collaborate with government, business, community and

civil society to promote sustainable development through pushing for laws and regulations and raising awareness about the importance of environmental and energy conservation.

- 5) Supporting community energy security : Supporting the local economy, promoting community development and aiming to create shared value by supporting communities to access sustainable and reliable energy sources.
- 6) Reduce environmental impact in all aspects : Reduce the environmental impact of business operations by integrating the concept of “circular economy” to reduce resource use and waste.
- 7) Respond to customer needs, protect personal information : Respond to customer needs effectively, protect personal information and maintain online privacy with modern technology and the best data security system.
- 8) Grow creatively with environmentally friendly innovations : Develop business growth through continuous creation of environmentally friendly innovations and adapt accordingly to utilize value-added technologies for benefits.
- 9) Developing potential throughout the value chain : Enhance organizational capabilities and sustain continuous growth by developing employee readiness, fostering business partnerships, and developing the capabilities of partners and subcontractors throughout the value chain.
- 10) Respect diversity, protect human rights : Aim to be an organization that accepts and respects diversity, including operating equally without discrimination.

3. Responsibilities

3.1 Board of Directors

- Review the sustainability management policy and guidelines, including stakeholder engagement, review of key sustainability issues, and acknowledge the annual sustainability reporting guidelines.
- Support internal operations to meet SKR 's sustainability goals and align with international principles of sustainable development.

3.2 Managing Director

- Report sustainability performance to the Board of Directors for review of sustainability management policies and guidelines, covering stakeholder engagement, reviewing material sustainability issues, and acknowledging the annual sustainability reporting guidelines.
- Acknowledge the opinions and guidelines on sustainability management policy from the Board of Directors in order to communicate and act together with the Sustainability Committee.

3.3 Sustainability Committee

- Coordinate to transmit and drive sustainability policies, practices and strategic goals to the group of companies.
- Appoint a responsible representative to coordinate, receive feedback and drive sustainability operations together with the Sustainability Committee.
- The responsible representative from each group of companies should be a senior executive or a person who can carry out cross-functional activities at the business group level, such as the medical services department, human resources department, safety, occupational health and environment department, procurement department, research and development department, social responsibility/sustainability department, or corporate marketing department, etc.
- The Sustainability Committee, together with responsible representatives from each group of companies Develop an efficient sustainability management system
- Provide advice to responsible representatives from each group of companies in preparing supporting documents, manuals and/or technical standard guidelines as necessary to support the implementation of sustainability policies and practices.
- Provide advice to responsible representatives from each group of companies. To promote knowledge, communication and create a culture of sustainability, organizations
- Responsible representatives from each group of companies monitor progress against targets, verify accuracy, process and analyze data, consider plans for improving operational guidelines, and report progress quarterly or when the Board requests additional feedback.
- Prepare sustainable development reports according to international standards by monitoring, collecting and verifying the accuracy of information from responsible representatives from each group of companies. To communicate the policy, strategy, goals and progress in sustainability operations to the public, as well as to engage with stakeholders for continuous improvement of operations.
- Present sustainability performance results and draft sustainability development report to the Board. To review, approve and approve the preparation and disclosure of sustainable development reports.
- The Chairman of the Executive Board, as Chairman of the Sustainability Committee, presents sustainability performance results to the Board of Directors for acknowledgement and review of the Company's sustainability policies and guidelines.

3.4 All personnel in the organization

- Understanding sustainability in the context of the company
- Acknowledge and effectively implement policies, strategies, targets, and indicators that are consistent with sustainability policies and practices and present them to responsible representatives from each business group of the Company.

4. Guidelines for sustainable development

4.1 Stakeholder Engagement (**Stakeholder Engagement**)

- The Board of Directors, the CEO or the Board of Directors participate in the stakeholder engagement process together with the Board of Directors. and senior executives by setting guidelines for overseeing operational strategies and business decision-making processes
- Board of Directors, Managing Director or Executive Committee Participate in establishing stakeholder engagement and responsiveness processes as part of business policies or processes, such as risk analysis, materiality assessment, or operational target setting.
- The Board, in conjunction with the Sustainable Development Support Division, allocates resources or prepares personnel to ensure effective stakeholder engagement.
- The Committee, in conjunction with the Sustainable Development Support Division Establish guidelines for identifying stakeholder expectations and concerns, identifying potential stakeholder groups, and managing the risks of stakeholder engagement processes to support effective stakeholder engagement strategies.
- The committee sets indicators or measures to evaluate the effectiveness of the engagement process and communicates the results of the evaluation to both internal and external stakeholders in a transparent and continuous manner.
- The Board, in conjunction with the Sustainable Development Support Division, reviewed the stakeholder engagement process to jointly determine the direction for continuous operational development.

4.2 Materiality assessment (**Materiality Assessment**)

- Sustainable Development Support Committee, responsible representatives from each group of companies and related personnel are responsible for overseeing the process, identifying and assessing material issues throughout the business process, such as risk assessment, compliance actions, and internal policies and operating manuals.

- The Committee, in conjunction with the Sustainable Development Support Division Allocate resources or prepare personnel to enable effective assessment of sustainability materiality issues.

4.3 Response to key issues (**Responsiveness of Materiality**)

- The Committee of Sustainable Development Support, representatives and responsible persons from each group of companies and related personnel are responsible for overseeing the process, responding to material issues and communicating with relevant stakeholders, including integrating the process into the organization's business processes, such as risk assessment and compliance. and development of operational strategies
- The Board, in conjunction with the Sustainable Development Support Department, allocates resources or prepares personnel to effectively respond to material sustainability issues.
- The Committee of Sustainable Development Support, representatives and responsible persons from each group of companies and related personnel take action to respond and communicate the response to important sustainability issues to stakeholders appropriately and continuously. and may seek approval of such response practices from stakeholders.

4.4 Material Impact Management (**Impact of Materiality**)

- Representatives on Support for Sustainable Development Responsible representatives from each group of companies and related personnel are responsible for overseeing the process of managing the impact of material issues that occur both directly and indirectly, including integrating such processes into the organization's business processes, such as risk assessment and compliance. Development of operational and management strategies
- The Board, in conjunction with the Sustainable Development Support Department, allocates resources or prepares personnel to effectively manage the impacts of material sustainability issues.
- The Board, in conjunction with the Sustainable Development Support Department, shall conduct and disclose the management of the impact of material sustainability issues to internal and external stakeholders in an appropriate, principled and rational manner, and be able to monitor qualitatively, quantitatively, or financially.

4.5 Public Communication (**Communication**)

- The Committee, in conjunction with the Sustainable Development Support Division Communicate management guidelines, performance results and progress to the public through sustainability reports in accordance with international reporting frameworks.

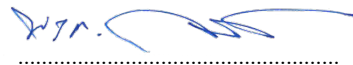
5. **Training**

Provide training to equip personnel with basic knowledge and understanding of sustainability and the organization's sustainability goals, which can be delivered online or classroom formats as appropriate.

6. **Policy review**

The Sustainability Committee presents sustainability performance results to the Board of Directors for acknowledgement and review of the Company's sustainability policy and guidelines. This policy will be reviewed every 3 years or when there are any changes, the results of the policy review will be presented to the Board of Directors for approval. If the review guidelines are approved, the Sustainability Committee will present them to the Board of Directors for further review and approval.

This Policy on Sustainable Business Development is the second revision effective from 22 February 2025 onwards, as resolved by the resolution of the Sustainability Committee at its meeting No. 1/2025 on 21 February 2025.



Pol. Lt. Gen. Jarax Sangtawee
Chairman of Sustainability Committee