

Sustainable Management Policy **Thai Plaspac Public Company (Limited) and the subsidiaries**

Thai Plaspac Public Company (Limited) and the subsidiaries (“the Company”) are committed to developing a sustainable business alongside good corporate governance throughout the business value chain in accordance with stakeholders' expectations. The Company places great importance on conducting business sustainably in line with international sustainable development guidelines, according to the Sustainable Development Goals (SDGs), with a focus on balanced management encompassing economic, social, and environmental aspects as follows:

1. Ethical and Transparent Business Operations

- Strictly comply with relevant laws, rules, and regulations in the countries where the business operates.
- Oppose all forms of corruption.
- Disclose material information transparently and comprehensively to all stakeholder groups.

2. Respect for Human Rights and Fair Labor Treatment

- No discrimination based on race, religion, gender, age, or other status.
- Provide fair and equal wages and benefits, and do not employ child labor.
- Maintain a safe and healthy working environment.
- Promote and develop the quality of life and potential of personnel.

3. Community and Social Development Participation

- Support community and social development and promote community participation.
- Respect local community cultures, traditions, and ways of life.

4. Environmental Conservation and Sustainable Resource Utilization

- Use energy and water efficiently for maximum benefit and utilize renewable energy.
- Reduce greenhouse gas emissions, pollution, and waste from production processes.
- Reduce resource utilization, reuse materials, and use environmentally friendly materials.
- Promote circular economic development.

5. Innovation and Creativity for Sustainable Development

- Promote quality, safe, and environmentally friendly research, and innovation development.
- Select modern machinery and technology to enhance process efficiency and reduce environmental impact.
- Promote the creation of sustainable products and services.

All executives and employees of Thai Plaspac Public Company (Limited) and the subsidiaries are responsible for supporting, promoting, and implementing this Sustainable Management Policy, also monitoring, and reporting annually to achieve the Company's sustainable development goals.

Effective date from February 23,2024, onwards.