



Sustainable Development and
Environmental Management Policy
Pruksa Holding Public Company Limited and its Subsidiaries

Pruksa Holding Public Company Limited and its subsidiaries (the “Company”) reaffirm our intention and commitment to creating societal value and environmental value, integrating sustainable development in our business, and creating long-term value for the Company and all stakeholders. At the same time, the Company strictly adheres to the applicable rules and regulations of government agencies and regulatory agencies. The Company also maintains international standards and codes of conduct concerning corporate governance and social and environmental responsibility, such as the Sustainable Development Goals (SDGs), to respond to challenges and changes in the industry, national strategic frameworks, and important global trends. The Board of Directors, therefore, hereby implements this Sustainable Development and Environmental Management Policy (the “Policy”).

1. Duties and Responsibilities

To ensure that sustainable development is the main part of how the Company operates in the future and ingrains it in the corporate culture, all directors, management, and employees must perform their duties and responsibilities in compliance with this Policy, as per the details below.

1.1 Board of Directors

1.1.1 To approve policies, goals, strategies, and yearly budget with respect to sustainable development and environmental management.

1.1.2 To supervise and monitor compliance with the Sustainable Development and Environmental Management Policy and all applicable regulations through a sub-committee or the Sustainability Management Committee.

1.2 Corporate Governance and Sustainable Development Committee

1.2.1 To consider sustainable development and environmental management goals and strategies to ensure that they are in line with the Policy and achieve the sustainable development goals as determined by the Board of Directors.

1.2.2 To supervise and monitor the operation as per the applicable policies and strategies and to give advice and support to the sustainable development management team and the Management in order to achieve goals.

1.2.3 To report to the shareholders once a year and to the Board of Directors every quarter on our performance on sustainable development and environmental management. The Corporate Governance and Sustainable Development Committee may consult with the Management about the allocation of responsibilities



and assigning a person to report the performance to the Board of Directors. The Chairman of the Corporate Governance and Sustainable Development Committee may assign the secretary of the Corporate Governance and Sustainable Development Committee or another involved executive to present the report.

1.2.4 To ensure that the Company and its subsidiaries have proper corporate governance risk management and give advice on corporate governance risk management.

1.2.5 To supervise and monitor social responsibility performance and support engagement with key stakeholders.

1.3 Executive Committee

1.3.1 To approve issues that significantly impact the Company and its subsidiaries. To approve a sustainable development framework and work plan to manage these significant issues and review them at least once a year or when an important change occurs.

1.3.2 To consider sustainable development goals, strategies, and yearly budget before presenting them to the Board of Directors for their approval. The Executive Committee may consult with the Corporate Governance and Sustainable Development Committee.

1.3.3 To supervise, monitor, and support the operation under the sustainable development framework to achieve goals.

1.4 Sustainability Management Committee

1.4.1 To give advice and support on sustainable development and environmental management direction, goals, activities, policies, and strategies in line with issues that are significant to the Company and its subsidiaries.

1.4.2 To consider policies, sustainable development and environmental management budget, personnel to carry out sustainable development and environmental management projects and activities, other related activities, and all supporting tools before presenting them to the Executive Committee or the Corporate Governance and Sustainable Development Committee for their consideration. The presentation will be subject to the duties and responsibilities of this subcommittee.

1.4.3 The Sustainability Management Committee may consider engaging third-party consultants or experts to provide their opinions or assess and/or review the Company's and its subsidiaries' performance on sustainable development and environmental management as appropriate and within the budget approved by the Board of Directors. The internal approval must adhere to the Company's delegation of authority policy.

1.4.4 To report to the Executive Committee and/or the Corporate Governance and Sustainable Development Committee on the sustainable development performance in every quarter. The presentation of the report will be subject to the duties and responsibilities of this subcommittee. The Chairman of the Sustainability Management Committee may assign the secretary of the Sustainability Management Committee or another related managing director to present the report.

1.5 Management

1.5.1 To promote compliance with policies and set good examples

1.5.2 To promote communication and training for employees to ensure that they are aware of and understand the Company's core value and sustainable development issues and implement the lessons learned at the workplace and in their everyday lives.

1.5.3 To support our employees in participating in the Company's sustainable development, societal management activities, and social responsibility activities.

1.6 Sustainability Work Group and Sustainability Champions

1.6.1 To manage and administer sustainable development activities.

1.6.2 To present, give advice, and support work plans to help meet sustainable development targets.

1.6.3 To monitor, collect data, and report to the Sustainability Management Committee and/or a subcommittee and/or the Board of Directors on the performance.

1.7 Employee

1.7.1 To strictly adhere to the Policy and adapt the policy in their everyday work.

1.7.2 To cooperate with the Company to reach the sustainable development targets and regularly attend related activities.

2. Policies

2.1 Good Corporate Governance and Anti-corruption. The Company ensures that the business operation is transparent and in compliance with the applicable laws, good corporate governance, anti-bribery and corruption principles, and other applicable policies and guidelines on good corporate governance.

2.2 Personal Data Protection and Data Security. The Company implements the policy to keep confidential the data of its management, employees, partners, customers, and trade data unless it is explicitly specified otherwise under the applicable laws. The Company has also implemented classification levels as per the standard



and applicable laws, as well as access rights for each level. The Company provides training and communicates with all employees on how to use and protect the data of the Company and its subsidiaries. Moreover, The Company regularly conducts security risk assessments for the IT system and other systems of the Company and its subsidiaries to prevent data theft.

2.3 Labor Law and the Universal Declaration of Human Rights (UDHR). The Company supports the employees' work and practice on the basis of equality, rights, freedom, and tolerance, encompassing fair employment, compensation, benefits, and a corporate culture that is in line with the UDHR. The Company communicates and raises awareness among the employees of the Company and its subsidiaries on Human Rights Due Diligence (HRDD) to align management practices and reduce the risk of human rights violations in the business environment.

2.4 Human Capital Development. The Company implements measures and guidelines to develop our workforce and support our employees on their self-development journey. The Company passes on knowledge and gives value to the Company, society, and the communities through a variety of learning processes and sustainable development projects of the Company and its subsidiaries.

2.5 Innovation and Value Creation. The Company supports invention, initiation, and investment in innovations, such as services, processes, and new businesses, which can create economic value for the Company and its subsidiaries and excellent value for society and the environment. Moreover, the Company promotes a culture of innovation in the business and supports the engagement of our employees and key stakeholders in developing innovations.

2.6 Responsible Supply Chain Management. The Company ensures that all stakeholders in the supply chain correctly and completely comply with applicable laws, regulations, business partners' codes of conduct, and agreements. The Company operates the business and supports our employees under the principles of good corporate governance and social and environmental responsibility. The Company and its subsidiaries, together with key business partners, may prepare work plans or activities on assessment of risks that may impact the sustainability aspect or significant risks that might impact the operation of the Company and its subsidiaries.

Moreover, the Company and its subsidiaries should promote capacity and knowledge development for the business partners in order to achieve operational excellence, minimize negative impact throughout the supply

chain, and transform to sustainable management. The main raw materials or products should be procured from responsible and verifiable resources.

2.7 Positive Societal Impact. The Company is committed to building societal value by promoting jobs and income, developing people, and boosting competitiveness for SMEs and startups. The Company also creates job opportunities for new graduates and enhances quality of life for vulnerable people (those who need special care) throughout the supply chain.

2.8 Health and Wellness. The Company develops new products and services that focus on health and well-being. It also develops projects or activities that promote physical, mental, and social health and well-being for all employees, customers, and stakeholders.

2.9 Key Stakeholder Management and Engagement. The Company enhances our stakeholder management and engagement process in line with local and international standards. In particular, the Company and its subsidiaries understand the needs and expectations of each group of stakeholders, resulting in proper strategies and management guidelines to cater to those needs and expectations. The Company also pays attention to their opinions and suggestions to deepen understanding and trust and promote creative collaboration.

2.10 Climate Resilience. The Company considers and manages greenhouse emissions and climate change risks, focusing on reducing carbon dioxide emissions and the impact of our business operation on the environment. The Company also promotes cooperation from key stakeholders in the supply chain to minimize impact and adapt to climate change. The Company supports environmental impact assessment throughout the product and service life cycle. The Company works with our key stakeholders to carry out carbon offsetting activities and create the risk management plan, the business continuity plan, and the climate change disaster response project.

2.11 Energy and Resource Efficiency. The Company promotes energy and resource efficiency by increasing the use of renewable energy and encouraging continuous reuse of resources. It also aims to reduce water consumption in operations and supports systematic wastewater management to minimize environmental impact and preserve valuable resources. The Company raises awareness and encourages participation from employees, supply chain partners, and all stakeholders in efficient use of energy, water, and other resources.

2.12 Environment-friendly and Society-friendly Construction and Raw Materials. The Company conducts environmental impact assessments in all construction projects and operations under the Company and its



subsidiaries, then considers the assessment results when purchasing materials or exploring ways to minimize environmental and societal impact. This encompasses construction, projects, or services certified by eco-friendly standards and the use of standardized eco-friendly and energy-saving materials and equipment that are safe for consumers and communities. The Company obtains innovations and technologies that maximize our operation efficiency, reduce costs, build positive impact, and control negative impact on the environment and society.

2.13 Sustainable Waste and Pollution Management. The Company is committed to reducing pollution and waste resulting from its business activities. This includes noise, dust, air pollution, and other impacts, in compliance with applicable laws and regulations. The Company aims to reduce the impact on surrounding communities and the environment by minimizing waste sent to landfills and finding ways to prevent waste generation in the manufacturing and service chains. The Company takes responsibility for the waste it generates, with due consideration to safety and prevention of contamination. Various measures have been implemented such as proper waste sorting, reuse, or clean energy production. The Company promotes collaboration with networks and all stakeholders to achieve sustainable results.

2.14 Ecosystem and Biodiversity Rehabilitation. The Company has biodiversity measures to ensure compliance with applicable laws and regulations. The Company promotes designs that take into consideration harmony with the environment and the surrounding communities. Moreover, the Company should deeply analyze the environmental impact assessment report and/or impact on biodiversity and ecosystems to explore ways to prevent possible impact. The Company also implements strict monitoring measures to minimize the negative impact on biodiversity and the ecosystem and promote ecosystem protection and rehabilitation in the areas surrounding our projects and other areas. The Company shall continue to work with all stakeholders to raise awareness of ecosystem rehabilitation.

Announced and Enforced on April 2, 2025.

-Signed-

(Mr. Roongrote Rangsiyopash)

Chairman of the Board of Directors