Bangkok ranch public company limited

Policy and Direction for Sustainability Management

(English Translation)

Prepared By	Certified by	Approved by	Date
CG & SD Steering & Working Team	CG & SD Committee 4-Mar-2026	BOD 15-May-2026	18-May-2026

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1. Introduction

Bangkok Ranch Public Company Limited conducts the business with integrity and ethics, as evidenced by its defined mission and vision, which reflect its intention and commitment to driving business while considering the impact on the environment, society, and good corporate governance, as well as adhering to accountability towards all stakeholder groups.

Following this approach, the company has established policies and goals for sustainable development and business operations in the dimensions of environment, society, and good governance as follows:

Sustainability policy in the environmental dimension.

The Company efficiently and effectively manages and mitigates environmental impacts by focusing on reducing environmental effects, creating natural balance, and utilizing resources sustainably.

To this end, the Company collects various data across the business operation cycle (project cycle) to study carbon footprint and carbon credits in the production process. It regularly assesses the organization's carbon footprint and obtains annual certification from SGS (Thailand) Co., Ltd. to monitor the results of activities under greenhouse gas reduction measures. This aligns with the Company's target to reduce greenhouse gas emissions from organizational activities, which forms part of its environmental conservation and sustainable social responsibility measures, consistent with the United Nations Sustainable Development Goals.

Sustainability policy in the social dimension.

The Company prioritizes quality and safety at every step of production, including the care and delivery of products to customers, ensuring that all operational steps add value. We are committed to developing personnel capabilities and fostering awareness to protect and preserve the environment and society, both within the organization and in relevant communities.

Sustainability policy in the good governance dimension.

The Company operates with clarity, transparency, and fairness, generating benefits for all stakeholders. We place importance on anti-corruption measures, respect for human rights, and equitable and fair treatment of workers.

2. Objectives

1. To establish a framework and guidelines for organizational operations that promote sustainable development alongside long-term business growth.
2. To ensure that directors, executives, and employees at all levels understand their roles, duties, and responsibilities related to sustainability operations.

3. Scope

This policy applies to directors, executives, and all employees of Bangkok Ranch Public Company Limited, its subsidiaries, affiliates, and other companies or entities over which the Company holds management authority, both domestically and internationally, collectively referred to herein as the “Company.” It serves as a guideline for sustainability management that everyone must strictly adhere to without exception.

4. Roles and Responsibilities

4.1 Board of Directors

Establish policies and practices, review key sustainability issues, and support internal business operations to align with sustainability goals and international sustainability standards.

4.2 Corporate Governance and Sustainable Development Committee

4.2.1 Responsible for reviewing guidelines to drive the policy, practices, and strategic sustainability targets to ensure they are implemented effectively.

4.2.2 Monitor and review performance results, provide recommendations, and review/update ESG and sustainability policies and practices; also consider key sustainability issues, necessary budgets, and present to the Board for approval.

4.2.3 Comply with the charter of the Corporate Governance and Sustainability Development Committee.

4.3 Sustainability steering and Working team

4.3.1 Prepare operational plans, best practices, relevant documents, necessary draft budgets, and strategic sustainability goals for submission to the Corporate Governance and Sustainable Development Committee for consideration.

4.3.2 Compile data and summarize recommendations to prepare a summary report on ESG and sustainability performance for submission to the Corporate Governance and Sustainable Development Committee for consideration.

4.3.3 Communicate sustainability policies, strategies, goals, and progress to the public, and build stakeholder engagement for continuous improvement.

4.3.4 Verify the accuracy of disclosures in the 56-1 sustainability report and sustainability ratings across various areas.

4.4 Top management

4.4.1 Establish a responsible structure, such as a management committee and sustainability working groups, to represent management in implementing sustainability initiatives appropriately within the organizational context and in each country where the company operates.

4.4.2 Continuously communicate the commitment and progress towards sustainability to all internal and external stakeholders.

4.4.3 Encourage and support employees to comply with sustainability policies and practices.

4.5 Department Heads:

Promote, support awareness, communicate, and build a sustainability culture within the company.

4.6 Employees and Company Personnel:

Recognize the importance of sustainability activities by participating in or supporting various activities related to the company's sustainability.

5. Guidelines for sustainability

The company adheres to international sustainability management frameworks and has processes in place to drive its business towards sustainability, comprising five key practices for management, teams, and stakeholders:

5.1 Analyze context, business-stakeholder relationships, and relevant issues to determine the organization's key sustainability topics (Materiality).

5.1.1 Study and analyze the organization's vision, mission, culture, value chain, business strategy, business risks and opportunities, as well as industry directions and trends, to understand the organizational context (Understand Context).

5.1.2 Identify and analyze stakeholders by examining issues where stakeholders and the business impact each other, along with defining methods for stakeholder engagement (Define Stakeholder).

5.1.3 Define and prioritize key sustainability topics (Define Materiality).

Assess the opportunities and impacts of current business operations and prioritize issues that may affect the organization's sustainability across all three dimensions: environment, society, and governance (ESG).

5.2 Establish an organizational sustainability policy (Policy)

5.2.1 Establish policies and goals for managing sustainability at the organizational level (Make Commitment)

The top management will define the vision, mission, strategic framework, and strategic goals for sustainability in the short, medium, and long term, aligned with international standards, to be applied in operations and fostered as part of the organizational culture.

5.2.2 Management will define working groups and their roles and responsibilities to drive key sustainability issues in order to create coordinated work (Set up a Team)

5.3 Define the organization's sustainability strategy. (Strategy)

The working team and management jointly define strategies, goals, and performance indicators that align with the business context, and develop an effective implementation plan.

5.4 Driving sustainability into practice. (Implementation)

The working team implements policies, strategies, and operational plans throughout the organization, enhancing awareness, engagement, and skills among personnel, and promoting responsible participation with partners and stakeholders throughout the value chain. Clear performance indicators and responsible parties are defined; data analysis and evaluation are used to identify strengths and areas for improvement in the company's operations.

5.5 Sustainability Disclosure:

The working group or assigned personnel are responsible for collecting and systematizing sustainability data, verifying the accuracy of the data, communicating progress updates internally and externally on a regular annual basis through the Sustainability Report or One Report 56-1, and fostering engagement and commitment with stakeholders to continuously develop and improve sustainability practices.

6. Training

The company communicates and disseminates the sustainability policies and operational direction through training, meetings, and various appropriate activities to directors, executives, employees, and external stakeholders, including business partners, contractors, and the public throughout the supply chain. This is done via diverse communication channels to ensure awareness and implementation of these measures, and post-training effectiveness assessments are conducted.

7. Monitoring and Evaluation

The company monitors and evaluates the effectiveness of sustainability operations. Sub-committees and working groups report on their performance to the Corporate Governance and Sustainability Committee quarterly.

A review of the sustainability policy and operational direction is scheduled every two years, or when there are significant changes in the nature of the business operations, to ensure it is appropriate for any evolving business environment. All levels of personnel are informed through training and various forms of communication, such as training for both existing and new employees, sharing on the intranet and company website, meetings, and online learning.