

## **Sustainability Development Policy**

Thaifoods Group Public Company Limited ("the Company") recognizes the rapid changes in the business environment driven by various factors both domestically and internationally, such as climate change, global economic volatility, business competition, and geopolitical instability. The Company must adapt to enhance its competitive capabilities continuously and has established a policy to conduct business in a sustainable manner, focusing on good corporate governance, business ethics, and strict compliance with legal requirements. The Company also aims to foster cooperation between organizations and stakeholders in the areas of economy, society, environment, governance, and technological innovation. The Company is committed to activities that promote sustainability, such as reducing greenhouse gas emissions, utilizing renewable energy, managing waste efficiently, and promoting labor welfare. Additionally, the Company places importance on creating value for communities and society through supporting various social projects to ensure the stable and sustainable coexistence of all sectors.

### **Policy Guidelines:**

#### Economic

1. Focus on creating added value for shareholders and stakeholders through efficient operations, appropriate resource management, and the establishment of a strong and sustainable financial foundation.
2. Prioritize investment in long-term growth opportunities, developing new business innovations that meet market demands, and expanding into new markets to increase sustainable revenue generation.
3. Ensure product quality and safety standards comply with regulations.
4. Enhance production efficiency to create value and reduce costs.

#### Social

1. Focus on improving the quality of life for employees and surrounding communities through training programs and skill development for staff.
2. Promote diversity and participation within the organization, supporting beneficial activities for society such as providing scholarships, public benefit activities, and supporting community health and well-being.
3. Treat workers fairly and equally, ensure job security, and promote occupational health and safety in the workplace.
4. Foster community engagement, protect human rights throughout the supply chain, support community businesses, and promote access to food.

#### Environmental

1. Focus on reducing environmental impacts from company operations through efficient resource use and reducing greenhouse gas emissions.
2. Emphasize proper waste management, water and energy conservation, and reducing waste generated by internal processes.

3. Promote the use of clean energy in production processes and encourage the use of renewable resources.

#### Governance

1. Focus on creating a transparent and accountable governance system in accordance with stringent ethical standards.

2. Establish a governance committee to ensure the company's operations comply with laws and international standards.

3. Communicate regularly with stakeholders, including ensuring that business partners and commercial allies adhere to international standards.

4. Implement appropriate risk management practices.

#### **Revision and improvement of policy**

The Company requires this policy to be reviewed regularly, at least every year or when significant changes occur, to be consistent with the Company's operations.

Announcement on January 1st, 2026