

## Sustainable Development Policy

Amata VN Public Company Limited, its associates, subsidiaries, and affiliates (the Company) are well aware that business development to grow while coexisting with and responsible for the local community, as well as the preservation of natural resources and a sound environment based on good corporate governance, will help create long-term value for the organization and stakeholders throughout the value chain. Therefore, the Company is committed to conducting business in accordance with the principles of sustainable development and the “ALL WIN” philosophy under the principles of corporate governance and the Company’s business code of conduct, as well as complying with the guidelines of the UN Global Compact as well as relevant international practices and standards. This is done by integrating sustainability management guidelines with the Company’s business strategy and operations to drive the sustainable development of the organization in a concrete manner with the goal of developing the business to grow steadily, increase competitiveness, reduce the negative impact of business operations, and create a positive impact on the economy, the environment, and society. It is also able to meet the expectations of all stakeholders in a balanced manner and support the achievement of the United Nations Sustainable Development Goals (SDGs).

### Definitions

**Sustainable development** refers to development that meets the needs of the current generation without depriving them of the ability to meet the needs of future generations. The ultimate goal of this concept is to improve the quality of life of the world’s population while maintaining the level of human use of natural resources that does not exceed the production potential of nature and focusing on the balance between the economy, society, and the environment by taking the next generation into account.

### Practices

The Company has established guidelines for setting strategies and operational goals in alignment with the principles of sustainable development that aim to create a balance between the economy, society, and the environment throughout the value chain under the principles of good corporate governance and the business code of conduct. The guidelines that should be followed are as follows:

## **1. Leadership Commitment**

The Company demonstrates the commitment of the top management in formulating the strategy, sustainability management framework, and short-, medium-, and long-term corporate strategic goals that are consistent with the international principles of sustainability and sustainable development goals to guide practices and drive the concrete implementation of the whole organization. The Company continuously monitors various situations, prepares for changes, and consistently supervises operations to be efficient, as well as building a strong corporate culture and behaving as a good role model, including cooperating or supporting Thai and international organizations or agencies in driving business toward sustainability.

## **2. Business operation with integrity based on the corporate governance principles**

The Company operates with integrity, transparency, and fairness, adheres to applicable laws, regulations, policies, guidelines, and standards, and upholds the tenets of corporate governance and business ethics to combat corruption, prevent conflicts of interest, and respect intellectual property. The Company also respects and adheres to human rights principles, treats workers fairly, discloses information transparently, conducts socially and environmentally responsible business, and treats all stakeholders equally. Besides this, the Company cultivates an ethical culture in the organization and systematically implements the ethics and compliance program by adequately providing an effective mechanism for supervision, risk management, audits, and internal controls.

## **3. Increase in business value with innovation and quality**

The Company continues to improve its work processes and improve the quality of products and services throughout the product life cycle efficiently with technology and innovation, while promoting innovation and developing new businesses that create added value for the organization and stakeholders by taking into account the long-term impact covering issues related to stakeholders, society, and the environment in the value-creating process of the Company. It also invests in innovative new businesses for sustainability and supports innovation with suppliers and business partners to increase competitiveness, generate continuous growth of turnovers, and provide good returns for shareholders and stakeholders.

#### **4. Treatment of employees in accordance with human rights principles**

The Company respects the rights and treats employees and workers in accordance with human rights principles. It encourages teamwork, respect for differences, diversity, and inclusion. The Company does not use forced labor in any form and treats employees and workers fairly and equally without discrimination in the processes of recruitment, selection, appointment, and provision of welfare and remuneration, transfer, as well as performance evaluation and dismissal. The Company also creates a good working environment in accordance with quality standards, builds a strong corporate culture and values, and continuously develops the knowledge, skills, and potential of its personnel to create opportunities for advancement in work and prepare for changes. In addition, the Company respects the privacy rights and protects the personal information of employees to be secure and safe.

#### **5. Promotion of participation and consideration for all stakeholders**

The Company is committed to reducing the negative impact of business operations that occur or may occur to stakeholders, both inside and outside the organization, by providing channels for expressing opinions, complaints, or whistleblowing and the transparent and fair process of handling complaints from stakeholders, as well as creating participation and engagement with stakeholders through various means to manage the interests, concerns, and expectations of stakeholders. The Company strives to minimize or eliminate direct and indirect negative impacts on stakeholders by comprehensively assessing risks and responsibly managing all types of risks in the supply chain in accordance with international standards, as well as developing employees, suppliers, business partners, and key stakeholders to have the knowledge and skills to support sustainable business operations to create sustainable opportunities and benefits for all stakeholders.

#### **6. Care for and protection of the environment**

The Company encourages executives and employees at all levels to be aware of the risks and environmental impacts caused by business operations on water, air, ecosystems, and biodiversity, including climate change. It conducts business by promoting the most efficient use of natural resources, increasing the ability to manage natural resources sustainably, fostering the use of renewable energy and clean energy, creating innovations or environmentally friendly new businesses, and reducing the impact of operations on the environment, including adapting to climate change. Controls and manages greenhouse gas emission reduction, waste emission

reduction, and the use of chemicals that are harmful to the environment throughout the supply chain in line with international practices. This includes creating awareness of working with responsibility toward the environment and encouraging stakeholders to jointly care for the environment, preserve, and restore ecosystems and biodiversity.

## **7. Promotion of the development of the quality of life of people in society**

The Company respects the rights of the community and promotes a good quality of life for workers in the operating area and the community, including supporting equal access to resources and utilizing resources in the community with appreciation. It also takes responsibility for managing risks and negative impacts on communities resulting from business activities along the supply chain, as well as caring for and improving community quality of life through projects and activities such as creating employment opportunities and promoting community public health development that enable opportunity to listen to feedback. Moreover, the Company encourages stakeholders to participate in its operations and create shared value by using the organization's capabilities to help develop society and create equal opportunities for all groups of people in society. The Company cooperates with the government sector, the private sector, and civil society to develop the potential of communities to be strong and sustainable.

### **Duties and Responsibilities**

The sustainable development policy is the responsibility of the Board of Directors and management to jointly drive the Company's sustainable development to achieve its goals, and employees at all levels are responsible for supporting and actively following the policy and implementing it as a part of all work processes to achieve these objectives in a concrete manner and implementing the policy throughout the organization with clear supervision. Therefore, the Company has defined the duties and responsibilities of individuals or departments within the organization as follows:

#### **Board of Directors**

- 1) Consider approving and reviewing sustainable development policies and frameworks to be up to date and appropriate to the environment and risk factors, including business activities and stakeholders across the value chain, at least once a year.
- 2) Supervise business operations to be in line with relevant laws, rules, regulations, policies, and guidelines, as well as encourage concrete implementation of this policy.

- 3) Support the management in assessing risks in all dimensions that affect sustainable development and formulate effective, appropriate, and adequate risk control measures.
- 4) Consider reports on risks and performance of sustainable development policies and guidelines, and provide constructive recommendations to the management for development and improvement.
- 5) Consider urgent issues related to sustainable development to supervise and ensure timely operations.
- 6) Encourage and support the executives in recognizing and prioritizing sustainable development and cultivating it as a corporate culture.

#### Executives

- 1) Provide criteria, procedures, and guidelines for sustainable development that are appropriate for each company's context and in accordance with the policies, procedures, and laws of countries in which the Company operates business.
- 2) Establish an organizational structure with responsible individuals and clear responsibilities and roles while allocating appropriate and adequate resources.
- 3) Define interrelated objectives, goals, strategies, plans, and indicators for sustainable development. This includes integrating the performance of climate change and sustainability efforts with key performance indicators (KPIs) that impact executive compensation including business continuity management.
- 4) Adequately arrange for the development and review of effective risk management system, internal controls, and internal audit.
- 5) Monitor, supervise, manage, and support employees, suppliers, business partners, and key stakeholders to comply with relevant laws, policies, measures, and procedures in all dimensions, as well as developing and improving practices to be more effective.
- 6) Act as a good role model by avoiding any activity that may lead to situations or suggestions that could result in policy violations.
- 7) Raise awareness and promote a culture of sustainable development by continuously communicating to employees at all levels and relevant stakeholders.

- 8) Consider the report on the performance of the policy before presenting it to the Board of Directors.
- 9) Provide channels for whistleblowing and receiving complaints about violations of the sustainable development policy, including the complaint handling process and protection measures for whistleblowers, complainants, witnesses, and information reporters.

#### Departments or Individuals Responsible for Sustainable Development

- 1) Develop strategic plans, action plans, and measures for sustainable development that are clear and consistent with the context of the business.
- 2) Establish a clear, transparent, and verifiable process for disclosing and reporting information on sustainable development.
- 3) Assess and manage risks in the economic, social, environmental, and corporate governance dimensions, including determining risk control and management measures, as well as having guidelines for preventing and mitigating impacts.
- 4) Develop internal control, risk management, and policy compliance monitoring to be effective and concise, as well as informing and following up with relevant departments for regular improvement and correction.
- 5) Regularly monitor, collect data, and prepare reports on sustainable development, as well as managing information disclosure to stakeholders throughout the value chain on an annual basis and in accordance with the requirements of regulatory authorities.
- 6) Report the performance of the management of significant issues related to sustainable development to the executives on a regular basis and report immediately when abnormal incidents occur.
- 7) Coordinate and integrate cooperation with relevant individuals, agencies, or stakeholders to jointly establish measures, management, and mechanisms for control, response, and problem solving.
- 8) Continuously communicate with employees and related stakeholders to raise awareness and promote participation in sustainable development.

- 9) Provide initial suggestions on the implementation of the policy, as well as coordinate or discuss with other relevant departments to ensure that the suggestions are correct, complete, and clear.
- 10) Report the results of the policy compliance to the Board of Directors, executives, or relevant agencies.
- 11) Review sustainable development policies in accordance with relevant laws, regulations, guidelines, and standards.

#### Employees

- 1) Learn, understand, and comply with laws, rules, regulations, policies, and guidelines, including relevant standards.
- 2) Communicate and transfer knowledge about the Company's sustainable development policies and goals to business partners, suppliers, contractors, customers, and local communities.
- 3) When someone is found to have committed an offense or committed an act that violates this policy, the information or complaint must be reported through the Company's whistleblowing channels.

#### **Communication and Training**

The Company communicates with the directors, executives, employees, subsidiaries, associates, other companies that the Company has the power to control, business representatives, and suppliers, as well as stakeholders involved in sustainable development policies and organizational goals, through training, orientation, meetings, or activities in various appropriate forms, as well as evaluating their effectiveness and making continuous improvements.

#### **Whistleblowing**

Those who see an action that qualifies as a violation of this policy must complain or report it according to the procedures of the whistleblowing policy. The complainant or whistleblower will be protected, and the information will be kept confidential without impacting their position or compensation, both during the investigation and after the completion of the process.

## **Penalty**

The sustainable development policy is considered part of the operational discipline. Directors, executives, and employees who do not comply will be investigated and disciplined in accordance with the Company's regulations, charters, and applicable laws. This may include termination of employment. In the event of an investigation, all employees must fully cooperate with internal and external agencies.

In the meantime, the Company will not demote, punish, or adversely affect directors, executives, and employees who reject actions intended to violate this policy, even if such actions cause the Company to lose business opportunities.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on February 25, 2025.

- Signature -

(Dr. Apichart Chinwanno)

Chairman of the Board of Directors