



Sustainable Development Policy

Srithai Superware Public Company Limited conducts its business in accordance with sustainable development principles, taking into consideration the impacts on all stakeholders throughout its value chain. The Company is committed to balancing economic, social, and environmental dimensions while maintaining a balance between business growth and corporate responsibility. Guided by its vision, mission, and strategic objectives, the Company has established operational frameworks and practices aligned with internationally recognized standards to drive sustainable organizational growth.

Economic Dimension

- **Business Integrity:** The Company is committed to conducting business with integrity, transparency, and fairness by strictly complying with applicable laws, regulations, and trade requirements. Operating under the principles of good corporate governance and business ethics, the Company supports anti-corruption efforts in all forms, prevents unfair gain and abuse of authority, and strives to build trust and create sustainable value for all stakeholders.
- **Innovation Development:** The Company is committed to fostering innovation and continuously developing products and operational processes to enhance quality, efficiency, and sustainability. In doing so, the Company considers its social and environmental responsibilities, responds to customer needs, creates added value for the organization, and generates shared benefits for business partners, communities, and all stakeholders.
- **Risk Management:** The Company places significant importance on systematic, comprehensive, and continuous risk management to enhance opportunities for achieving business objectives while minimizing risks and potential impacts on operations. Through the adoption of internationally recognized risk management frameworks and standards appropriate to its business nature, the Company seeks to strengthen organizational stability and resilience.
- **Process Improvement:** The Company emphasizes the continuous improvement and development of operational processes, including services throughout the value chain. By encouraging stakeholder participation and enhancing management effectiveness and agility, the Company aims to adapt to changing business environments and support sustainable long-term growth.

Social Dimension

- **Respect for Human Rights:** The Company respects and upholds human rights by treating employees, stakeholders, and vulnerable groups with equality, fairness, and non-discrimination. The Company remains committed to fairness in all aspects of its operations and decision-making processes.
- **Occupational Health and Safety:** The Company is committed to providing a safe and healthy working environment for employees, business partners, and visitors. Appropriate preventive measures and risk management practices are implemented to minimize workplace accidents and operational risks, thereby safeguarding life, health, and property.
- **Human Capital Development:** The Company promotes the continuous development of employees' knowledge, skills, capabilities, and potential. It supports career growth opportunities and provides appropriate and equitable employee welfare programs to foster motivation, engagement, and shared growth between employees and the organization.
- **Community and Social Development:** The Company actively supports sustainable community and social development through participation in initiatives that enhance quality of life in areas such as education, healthcare, and environmental conservation, thereby creating positive and lasting impacts on society.

Environmental Dimension

- **Environmentally Responsible Operations:** The Company promotes environmentally responsible business operations through the efficient use of natural resources and the adoption of appropriate technologies and management practices to minimize environmental impacts. This includes pollution prevention, water resource management, waste reduction and utilization, energy efficiency improvement, renewable energy promotion, and biodiversity conservation. These efforts support sustainable operations and contribute to the achievement of the Company's Net Zero Emissions goal.
- **Environmental Awareness:** The Company is committed to providing environmental education and fostering environmental awareness among employees at all levels. It promotes the efficient and responsible use of resources while encouraging awareness of environmental impacts arising from both work processes and daily activities.
- **Use of Environmentally Friendly Products:** The Company supports the selection and use of environmentally friendly products, equipment, and raw materials in its operations to reduce impacts on natural resources and the environment, while promoting sustainable business practices over the long term.

- **Biodiversity Protection and Impact Avoidance:** The Company recognizes the importance of protecting ecosystems and biodiversity. It is committed to avoiding, preventing, and mitigating adverse impacts that may arise from its operations throughout the value chain. The Company strictly complies with applicable environmental laws, regulations, and standards at both national and international levels. The Company shall not engage in activities that result in the destruction of natural habitats or ecosystems and shall avoid establishing operational facilities or manufacturing plants within protected areas, ecologically sensitive areas, or areas of high biodiversity value.

This Policy shall be communicated to and observed by all relevant parties.

Announced on May 25, 2026

Mr. Sanan Angubolkul

Chairman

Srithai Superware Public Company Limited