

STP&I Public Company Limited

Sustainable Business Development Policy

(Submitted for approval by the Board of Directors at Meeting No. 2/2026
on March 13, 2026.)

Sustainable Business Development Policy

STP&I Public Company Limited

STP&I Public Company Limited and its subsidiaries ("the Company") are committed to and take into account the importance of sustainable business development in order to create value and achieve long-term balanced growth, both economic, social, environment, and good corporate governance. As the cornerstone to promote enterprises to unswervingly realize corporate vision and its mission.

1. Objective

The company has established a sustainable business development policy based on international best practices and the requirements of the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand, to ensure that business operations are conducted responsibly, transparently, and with consideration for all stakeholders.

2. Scope

This policy applies to companies, directors, management, employees and personnel, and encourages partners, contractors and business partners to conduct business in accordance with the principles of sustainable development and business ethics.

3. Roles and responsibilities

3.1 Board of Directors

It is responsible for guiding, policy and supervising the sustainable operation of the organization, and its main functions include:

- formulating sustainable and good governance policies (ESG policies);
- Supervise and ensure that the business operation conforms to the sustainable development strategy and principles of the organization.
- Consider and monitor the ESG operation and risk management of the organization.
- Promote a corporate culture that considers ethics, transparency and accountability to stakeholders.

3.2 Executive Directors

It is responsible for formulating guidelines and action plans to translate sustainability policies into practice at the organizational level. Its main functions include:

- Define ESG strategies and plans in line with the business direction.
- Supervise and monitor the sustainability operations of various entities.
- Support the integration of ESG into Enterprise Risk Management (ERM).

3.3 ESG Committee

The company appointed a sustainability and risk management working group to support the implementation of ESG and risk management at the operational level, and its responsibilities and responsibilities are as follows:

- research, analyze and determine the key sustainability issues (material themes) of the organization.
- Support the formulation of ESG objectives, indicators and action plans; Monitor and evaluate the sustainability performance of various departments.
- Coordinate with relevant departments to collect data and prepare sustainability reports.
- Support the implementation of enterprise risk management.
- Report on performance to management.

3.4 Operational Units

Responsible for implementing sustainability policies into routine operations, with roles including

- operating in line with ESG policies and corporate sustainability business practices
- managing risks associated with the organization's operations
- storing data and reporting on performance indicators. ESG as defined by the company
- Supporting environmental, social and corporate governance activities

4. Key Operational Guidelines

4.1 Economic Value Creation and Innovation

The company focuses on achieving continuous and stable business growth to deliver appropriate and sustainable returns to shareholders and investors. It also promotes the application of innovation and technology in product manufacturing and service development to enhance operational efficiency and elevate the organization's long-term competitiveness.

Additionally, the company prioritizes responsible supply chain management, encompassing supplier selection processes, collaborative operations with partners, and the delivery of high-quality, equitable products and services to customers.

4.2 Corporate Governance

The company conducts its business based on the principles of good governance, transparency, and accountability, within the framework of ethical and moral business practices. It considers the protection of rights and treats all stakeholders equally and fairly. Furthermore, the company has established appropriate risk management guidelines and promotes innovation and organizational capability development to support stable and sustainable growth, within the framework of the corporate governance policy and related practices as mandated by the Securities and Exchange Commission and the Stock Exchange of Thailand.

4.3 Social Responsibility and Human Rights

The company prioritizes respect for human rights and fair treatment of workers without discrimination. It also ensures that occupational safety, health, and working conditions meet appropriate standards. Furthermore, the company promotes continuous development of the potential and skills of its personnel to support future organizational changes and growth. The company also aims to build positive relationships with the community and society by supporting activities that improve the quality of life in the community and create sustainable public benefit.

4.4 Environmental and Sustainable Resource Management

The company is committed to reducing the negative impact of its business activities on the environment by promoting the effective and cost-effective use of resources and energy, and at the same time, following the concept of circular economy, making contributions to coping with climate change by managing and reducing greenhouse gas emissions. In addition, the company also pays attention to protecting natural resources, restoring ecosystems and maintaining biodiversity, to strike a balance between business activities and long-term environmental protection.

5. Monitoring and Reporting

The company is required to continuously monitor and evaluate its sustainability performance and report the results through a sustainability report included in the annual disclosures (One Report).

6. Policy Review

The company will review and revise its sustainability policy at least once a year to ensure it aligns with changes in the business environment, international standards, and regulatory requirements.