

Announcement No. 016/2023

Sustainability Policy and Practices



ICHITAN

Ichitan Group Public Company Limited

Table of Contents

Importance	3
Policy Scope	3
Objectives	3
Roles and Responsibilities	3
Practices	5
Training	7
Complaints and Suggestions	7
Penalties	7
Related Laws, Regulations and Policies	8
Appendices	
Appendix A The 10 Principles of the United Nations Global Compact	9
Appendix B The United Nations' 17 Sustainable Development Goals	10
Appendix C The 3-Dimensional Framework for Sustainable Development	11

Sustainability Policy and Practices

1. Importance

Ichitan Group Public Company Limited (“Company”) emphasizes sustainable resource usage, believing that sustainable development and inclusive growth are pathways to creating long-term value for the organization and all stakeholders. The Company is committed to sustainable business operations based on good governance, social responsibility and environmental care. This commitment extends beyond compliance with regulations and national standards to adherence to international principles of sustainability, including the 10 Principles of the UN Global Compact (Appendix A) and the 17 Sustainable Development Goals (SDGs) of the United Nations (Appendix B). The Company strives to achieve these goals through concrete operations aligned with the 3-dimensional sustainable development framework (Appendix C). Consequently, the Company has revised its “Sustainable Management Policy” into the “Sustainability Policy and Practices” (“the Policy”).

2. Policy Scope

This Sustainability Policy and Practices applies to Ichitan Group Public Company Limited and is reviewed regularly to ensure its relevance and alignment with the Company’s current business operations and significant changes.

3. Objectives

To manage and guide the formulation of strategies and goals in line with sustainable development principles, balancing economic, social and environmental aspects throughout the value chain.

4. Roles and Responsibilities

4.1 Governance and Sustainability Committee

4.1.1 Review key sustainability issues and approve the annual sustainability report.

4.1.2 Support internal business operations to be in line with the Company’s sustainability goals and in line with sustainable development in accordance with international principles.

4.2 Executives

- 4.2.1 Define policies, goals, strategies, management approaches and sustainability metrics aligned with the Sustainability Policy and Practices.
- 4.2.2 Establish a structure of responsibility such as working committees, departments or individuals responsible for representing the executives in implementing sustainability efforts in a manner appropriate to the organizational context. The head of the responsible department, committee or individual should be a senior executive who can report directly to the Chief Executive Officer or the highest-ranking executive of the Company and can collaborate across relevant departments
- 4.2.3 Monitor and review sustainability performance, including consideration of sustainability performance reporting through the Company's annual sustainability report, and present it to the Board of Directors for approval.
- 4.2.4 Continuously communicate commitments and progress in sustainability operations to all stakeholders both internal and external
- 4.2.5 Promote and support employees in adhering to the Sustainability Policy and Practices.

4.3 Sustainable Development Committee

- 4.3.1 Define policies, directions, methods, strategies, planning and activities for the Company's sustainable development in accordance with the established plans to ensure continuous and effective achievement of the goals set forth in the "Sustainability Policy and Practices".
- 4.3.2 Communicate and disseminate information to the Board of Directors, executive committees, employees at all levels, business partners and all relevant parties to raise awareness of corporate social responsibility (CSR) and sustainable business practices (SD)
- 4.3.3 Prepare budgets, monitor and evaluate performance, as well as report on social responsibility for sustainable development. Review work plans and execute them in accordance with approved budgets effectively.
- 4.3.4 Encourage the exchange of knowledge, successes and experiences in social responsibility and sustainable business practices, both internally and externally, in an efficient manner.
- 4.3.5 Participate in the Sustainable Development Committee (SD Committee) meetings and continuously provide tangible progress reports.

4.3.6 Collaborate in preparing the annual “Sustainability Development Report (SD Report)” and disclose sustainability information related to the economy, society, environment and governance to regulatory agencies overseeing Thai listed companies such as the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET).

4.3.7 Develop clear work plans and goals with a minimum timeline of 3 years and report results every 6 months to the Governance Committee

4.3.8 Provide advice, recommendations, supporting documents, manuals and practices according to necessary technical standards to support sustainability operations.

4.4 Employees

4.4.1 Understand sustainability in the context of Ichitan Group Public Company Limited.

4.4.2 Acknowledge and comply with policies, strategies, goals and metrics aligned with the Sustainability Policy and Practices.

5. Practices

Ichitan Group Public Company Limited emphasizes driving business towards sustainability by defining clear and systematic management practices for sustainable development (SUSTAINABILITY MANAGEMENT PROCESS) based on widely recognized frameworks such as GRI, SASB, and TCFD. The process consists of 5 main steps as follows:

Step 1 Identifying key sustainability issues for the business (Materiality)

- (1) Analyze and assess the relationship between the business and stakeholders on various issues.
- (2) Prioritize sustainability issues throughout the business value chain, considering global and regional trends, key stakeholders, risks and opportunities that may arise throughout the value chain.

Step 2 Defining policies, strategies and targets

- (1) Demonstrate intent and commitment by announcing policies and goals to stakeholders (Commitment).
- (2) Assign responsibilities and roles to drive each key sustainability issue, ensuring interconnected efforts (Team set up).
- (3) Foster understanding and engagement among executives, employees and stakeholders to align operational concepts and roles with integrated policies and goals.

Step 3 Developing the organization's sustainability strategies

- (1) Define a framework or strategies for sustainable business development in alignment with policies and goals.
- (2) Develop short, medium and long-term action plans to address key sustainability issues, reduce significant risks, build resilience and create opportunities for sustainable business growth while delivering value to key stakeholders.
- (3) Set performance indicators that reflect outcomes or values (Measurement) and determine data for monitoring and reporting to enable continuous improvement.

Step 4 Implementing sustainability into practice

- (1) Execute sustainability plans to achieve objectives and goals, fostering employee awareness of the importance of addressing key sustainability issues.
- (2) Implement a system for collecting and tracking performance against targets, processing and analyzing performance results to enable the agency to operate according to the plan and continuously improve performance results so that the data is consistent, accurate, reliable and transparent.
- (3) Communicate important information and performance results to employees at all levels (Communication and Engagement).
- (4) Provide training to enhance employees' knowledge and skills, ensuring they can manage future business risks effectively.

Step 5 Auditing and disclosing sustainability information (Disclosure)

- (1) Data collection and verification, measurement methods and consistent data collection methods to ensure that data is of quality, standardized and reliable.
- (2) Review performance, analyze strengths and weaknesses, and adapt operations to improve sustainability efforts continuously.
- (3) According to internationally recognized reporting frameworks, sustainability performance is disclosed and communicated to stakeholders annually.

6. Training

Communicate sustainable development policies and practices to directors, executives, and employees through appropriate training, meetings or events and continuously evaluate their effectiveness.

7. Complaints and suggestions

Complaints may be made when witnessing any action that is believed to be a violation of this policy and practice through the channels for reporting misconduct or complaints. The complainant or whistleblower will be protected and the information will be kept confidential if the action is taken in good faith.

Channels for reporting misconduct or complaints

7.1 CG Report of the company can be contacted through the following channels:

- Telephone no. 02-023-1111
- E-mail: cg@ichitangroup.com

7.2 Company Secretary Office can be contacted through the following channels:

- Telephone no. 02-023-1111, E-mail: sec@ichitangroup.com
- Address of Secretary Office: Ichitan Group Public Company Limited, No. 8 T-One Building, 44th Floor, Soi Sukhumvit 40, Phra Khanong Sub-District, Khlong Toei District, Bangkok 10110

7.3 Internal Audit Department and the Secretary of the Audit Committee can be contacted through the following channels:

- Telephone no. 02-023-1111, E-mail: internalaudit@ichitangroup.com
- Address of Internal Audit Department: Ichitan Group Public Company Limited, No. 8 T-One Building, 42nd Floor, Soi Sukhumvit 40, Phra Khanong Sub-District, Khlong Toei District, Bangkok 10110

7.4 Audit Committee can be contacted through the following channels:

- Email: auditcommittee@ichitangroup.com
- Address of Audit Committee: Ichitan Group Public Company Limited, No. 8 T-One Building, 42nd Floor, Soi Sukhumvit 40, Phra Khanong Sub-District, Khlong Toei District, Bangkok 10110

8. Penalties

If an investigation is conducted, all employees must fully cooperate with internal and external agencies. If this policy is directly or indirectly violated or not complied with, executives and employees will be subject to disciplinary action in accordance with the work regulations.

9. Related Laws, Regulations and Policies

- 9.1 Sustainable Development Report of Ichitan Group Public Company Limited
- 9.2 Manual on Good Corporate Governance Principles, Ethics and Business Conduct
- 9.3 Policies and Practices on Safety, Occupational Health, and Workplace Environment
- 9.4 Human Rights Policy and the Human Rights Audit Process Manual

10. Appendices

This Policy and Practices document includes the following appendices:

- 10.1 Appendix A The 10 Principles of the United Nations Global Compact
- 10.2 Appendix B The United Nations' 17 Sustainable Development Goals
- 10.3 Appendix C The 3-Dimensional Framework for Sustainable Development

All executives and employees of the Company are responsible for supporting, driving and integrating this Policy across the organization. They must ensure compliance with the Policy, disseminate it throughout the Company and to all stakeholders and engage with leading global organizations to enhance sustainability capabilities. To ensure proper governance of sustainability, the announcement No. 012/2014 on the “Sustainable Management Policy” dated on August 13, 2014, is hereby revoked and this Policy replaces it.

The announcement shall be effective as of November 1, 2023

A handwritten signature in blue ink, appearing to read 'Tan Passakornnatee', with a large checkmark above it.

(Mr. Tan Passakornnatee)
Chief Executive Officer

Appendix A

The 10 Principles of the United Nations Global Compact

Human Rights

1. Support and respect the protection of internationally proclaimed human rights.
2. Ensure that the Company does not participate in any activities that violate human rights.

Labor

3. Promote and uphold the freedom of labor association and the right to collective bargaining.
4. Advocate and find measures to eliminate forced labor in all forms.
5. Promote and find measures to eradicate child labor effectively.
6. Promote and find measures to eliminate discrimination in employment and occupation.

Environment

7. Support precautionary approaches to environmental challenges.
8. Undertake initiatives to promote greater environmental responsibility.
9. Encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

10. Actively combat corruption in all its forms, including extortion and bribery.

Appendix B

The United Nations' 17 Sustainable Development Goals

- Goal 1: End poverty in all its forms everywhere.
- Goal 2: End hunger, achieve food security, improve nutrition, and promote sustainable agriculture.
- Goal 3: Ensure healthy lives and promote well-being for all at all ages.
- Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.
- Goal 5: Achieve gender equality and empower all women and girls.
- Goal 6: Ensure availability and sustainable management of water and sanitation for all.
- Goal 7: Ensure access to affordable, reliable, sustainable and modern energy for all.
- Goal 8: Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.
- Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation
- Goal 10: Reduce inequality within and among countries.
- Goal 11: Make cities and human settlements inclusive, safe, resilient, and sustainable.
- Goal 12: Ensure sustainable consumption and production patterns.
- Goal 13: Take urgent action to combat climate change and its impacts.
- Goal 14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development.
- Goal 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation, and halt biodiversity loss.
- Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels.
- Goal 17: Strengthen the means of implementation and revitalize the global partnership for sustainable development.

Appendix C

The 3-Dimensional Framework for Sustainable Development

The Company operates its business under the BCG Economy Model, which is in line with the philosophy of the Sufficiency Economy and the concept of national economic and social development. It consists of 3 main economies: (1) Bio Economy, which emphasizes the efficient use of biological resources by using technology and innovation to produce high-value biological products. (2) Circular Economy, which emphasizes the efficient use of resources, raw materials, and products. (3) Green Economy, which emphasizes solving environmental problems and reducing impacts sustainably. These are the business concepts to create value, worth, and sustainability for the Company and all stakeholders through excellent and transparent operations, emphasizing the continuous development of innovation and technology to enable the business to grow steadily and sustainably in 3 dimensions: environment, society, and good governance. Therefore, the Company has all units implement tangible sustainability development to cover all 3 dimensions: (1) environmental conservation (Environment) (2) Social responsibility and (3) under the operation of good corporate governance principles (Corporate Governance) in order to respond to the 17 Sustainable Development Goals of the United Nations (Sustainable Development Goals: SDGs) and to set a framework for working on sustainable development in 3 dimensions as follows:



- 1. Environmental: E0** The Company aims to build a resilient infrastructure, promote inclusive and sustainable industrial development, and promote innovation. The Company has the following policies on Industry, Innovation and Infrastructure:



- Voluntary Greenhouse Gas Reduction Project (T-VER) in accordance with Thailand Standards to create clean renewable energy by using solar power (ICHITAN SUNERGY) in the beverage production process of Ichitan Green Factory based on the concept of reducing, replacing, treating, and reusing energy.
- Developing a Carbon Footprint for Organization to find an effective way to manage and reduce greenhouse gas emissions.
- Greenhouse gas emission reduction project by reducing the use of plastic, reducing waste from the production process, and reducing transportation effectively.
- Aiming to develop the factory into an environmental prototype factory (Ichitan Green Factory) with a thermal energy control system.

- 2. Social: S** by proceeding as follows:



- No compulsion or support for the use of forced labor in any form and no use of child labor under the legal age.
- Installation of solar power systems (Solar Rooftop) to create clean, renewable energy in the beverage production process.

- 3. Governance: G** Aim to create a resilient infrastructure, promote inclusive and sustainable industrial development, and promote innovation (Industry, Innovation and Infrastructure) as follows:



- Upgrading infrastructure and improving the ICHITAN GREEN FACTORY industry to achieve sustainability.



- Creating an industry that is cleaner and more friendly to the community, society, and the environment. Create new innovations in product PACKAGING. Committed to changing every bottle packaging to be environmentally friendly in order to enhance the technological capabilities of the domestic industrial sector.