

Sustainable Development Policy

I.C.C. International Public Company Limited

The Company is committed to developing the organisation for stable and sustainable growth, guided by its business philosophy of *'Good People, Good Products, Good Society.'* The Company strives to maintain a balanced relationship between the organisation and its surrounding communities, ensuring harmonious coexistence, minimising negative operational impacts, and generating positive impacts both in terms of tangible and intangible value for its stakeholders and the organisation in an appropriate manner.

The Company therefore adheres to the principles of good corporate governance and establishes operational guidelines aligned with its business development plan, taking into account sustainable development across all dimensions economic, social, and environmental in order to respond to global changes and support the United Nations Sustainable Development Goals (UNSDGs), alongside continuous and sustainable business growth.

Scope

This policy applies to the business operations of I.C.C. International Public Company Limited and its subsidiaries, and serves as a guideline for suppliers and business partners to adopt in their own operations. It also promotes the participation of all relevant parties throughout the supply chain in jointly creating sustainable value across every process.

Definition

Sustainability refers to development that meets the needs of the present generation without compromising the ability of future generations to meet their own needs.

Guidelines

The Company has established a Sustainability Framework referencing internationally recognised operational guidelines, integrating connectivity throughout the value chain from resource utilisation, production, warehouse management and logistics, distribution to consumers, to post-sale product management. The sustainable development policy is as follows:

Environmental

The Company is committed to environmentally sustainable business operations by:

- Utilising resources efficiently and cost-effectively.
- Controlling and minimising impacts on ecosystems and biodiversity.
- Proactively adapting to and addressing climate change.

- Managing operations throughout the value chain from collaborative product development with Research and Development, to the selection of suppliers with environmental standards, and through to responsible post-sale product and service management.
- Encouraging stakeholders to conduct environmentally friendly operations.
- Cultivating environmental awareness and building an organisational culture of sustainability, encouraging employee participation in environmental conservation.

Social

The Company conducts its business with responsibility toward society, both internally and externally, by:

- Respecting the human rights and dignity of all stakeholder groups, without discrimination and without the use of child labour
- Treating workers fairly, transparently, and in accordance with applicable laws.
- Creating a safe working environment and developing the potential of personnel appropriately and in alignment with business development.
- Promoting participation and creating development opportunities for stakeholders.
- Creating value and improving the quality of life for individuals in society throughout the business chain.
- Providing whistleblowing and complaint channels, and ensuring such reports are handled appropriately

Corporate Governance

The Company conducts its business with integrity, honesty, fairness, and transparency by:

- Complying with all relevant laws and regulations.
- Establishing mechanisms to oversee employee compliance with policies and regulations, and instilling such compliance as an organisational culture.
- Effectively managing risk and business continuity, including the implementation of systems and mechanisms for internal audit and control.

Economic

The Company conducts its business responsibly, upholding its code of conduct, ethics, and the principles of good corporate governance. It strictly complies with all relevant laws, discloses information and operational results transparently, and establishes policies and operational guidelines in accordance with internationally recognised quality system standards to build equal and consistent confidence among all stakeholder groups. The Company focuses on five core approaches:

- Continually enhancing the quality of products and services to elevate the efficiency and reliability of products and service delivery.

- Promoting the adoption of innovation and new technologies to strengthen competitiveness and reduce impacts on society and the environment.
- Improving the efficiency of internal management and supply chain operations, and managing risks and opportunities effectively including sustainability-related risks to accommodate change and enhance organisational agility.
- Elevating service standards and customer relationship management to appropriately address customer needs, expectations, and satisfaction.
- Supporting quality, long-term organisational growth on the basis of sustainability and shared value creation with all stakeholder groups.

Monitoring, Evaluation, and Progress Reporting

- Establishing sustainability targets and key performance indicators;
- Regularly monitoring and evaluating progress;
- Preparing a Sustainability Report in accordance with the criteria of the Securities and Exchange Commission, Thailand (SEC) and internationally accepted standards.

Communication and Engagement

This policy is aligned and integrated with the Company's policies on the environment, human rights, safety, occupational health, and stakeholders, in order to ensure continuity in sustainability operations.

Directors, executives, and all employees are obliged to support, promote, drive, and comply with this Sustainable Development Policy, and to communicate it to all stakeholder groups in order to strengthen the Company's sustainable development.

This Sustainable Development Policy was approved at the Board of Directors' Meeting No. 12/2025 on 11 March 2026 and shall be effective from 11 March 2026 onwards.

Anuchit Anuchitanukul
Anuchit Anuchitanukul Ph.D.
Chairman of the Board of Directors and
Chairman of the Corporate Governance and
Sustainable Development Committee