



Sustainable Development Policy

Effective from 14 November 2025

Sustainable Development Policy

Policy Principles and Rationale

Precise Corporation Public Company Limited and its subsidiaries (the “Company”) firmly believe that sustainable development and inclusive growth are the fundamental pathways to creating long-term value for the organization and all stakeholders. The Company therefore places the highest importance on conducting its business in a sustainable manner, grounded in ethical corporate governance, social responsibility, environmental stewardship, and biodiversity conservation. This commitment goes beyond mere compliance with applicable laws, regulations, and national standards in the jurisdictions in which the Company operates. The Company also adheres to internationally recognized principles of sustainable development to ensure consistent and transparent responses to stakeholder expectations, supported by clear and measurable indicators. These include, among others, the Annual Report (Form 56-1 One Report), the Global Reporting Initiative (GRI) Standards, financial performance reporting, and disclosures of social, environmental, and biodiversity performance (i.e., non-financial performance). Through this integrated approach, the Company aims to meet stakeholder needs while advancing business growth in parallel with the sustainable management of its social and environmental responsibilities.

Scope

This policy shall apply to Precise Corporation Public Company Limited and its subsidiaries, hereinafter collectively referred to as the “Company.”

Objective

The objective of this policy is to establish a framework for management and operational practices to define strategies and performance targets in accordance with sustainability principles, thereby promoting a balanced and integrated approach across economic, social, environmental, and biodiversity dimensions throughout the entire value chain.

Sustainability Development Policy

To advance toward becoming a high-performance and sustainably growing enterprise that creates shared value for all stakeholders and fosters collective progress, the Company is committed to operating under the principles of good corporate governance. In response to evolving challenges and changes in the industrial landscape, strategic frameworks, and

global megatrends—both present and future—the Company has established its Sustainable Development Policy and objectives, structured around four key dimensions, as follows.

1. Governance

1.1 Internal Governance

1.1.1 Corporate Governance and Anti-Corruption

1.1.1.1 The Company shall conduct its business with integrity, fairness, and transparency, in strict compliance with applicable laws; the Code of Business Ethics; anti-corruption and anti-bribery principles; and sound risk management practices. Mechanisms shall be established for whistleblowing and grievance handling, and for preventing conflicts of interest and the abuse of authority, to ensure that the highest ethical standards are upheld and that fair and equitable benefits are delivered to employees at all levels, in accordance with international best practices.

1.1.1.2 The Company shall promote and support compliance by all employees, at every level, with the Company's duly issued and enforced policies, rules, regulations, notifications, and official orders.

Target: The Company aims to achieve a Corporate Governance Rating at the “Excellence” level, as assessed annually by nationally or internationally recognized institutions or their equivalents.

1.1.2 Respect for International Human Rights Principles

1.1.2.1 The Company shall uphold and implement comprehensive Human Rights Due Diligence (HRDD) through Human Rights Impact Assessments (HRIA); the management of diversity and inclusion; and the promotion of respect for individual and cultural differences. The Company shall also provide guidance and build employee capacity on human rights, in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs).

Target: The Company aims to achieve zero incidents of human rights violations involving employees each year.

1.2 External Society

2.1.1 Corporate Governance and Anti-Corruption

- 1.2.1.1 The Company shall conduct its business in a transparent manner and in accordance with the principles of good corporate governance, including full and appropriate disclosure of information and comprehensive risk management across the entire value chain. The Company shall manage risks in a manner that enables it to adapt to change, identify new opportunities, and respond appropriately to the expectations of external stakeholders.
- 1.2.1.2 The Company shall conduct its business with integrity and fairness, in strict compliance with all applicable laws, rules, regulations, contractual obligations, and the relevant requirements of the countries in which it operates, as well as with internationally recognized standards and practices.

Target: The Company aims to achieve a Corporate Governance Rating at the “Excellence” level, as assessed annually by nationally or internationally recognized institutions or their equivalents.

2.1.2 Responsible Supply Chain Management

- 1.2.2.1 The Company shall conduct its business in a transparent manner and in accordance with the principles of good corporate governance, including full and appropriate disclosure of information and comprehensive risk management across the entire value chain. The Company shall manage risks in a manner that enables it to adapt to change, identify new opportunities, and respond appropriately to the expectations of external stakeholders.
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Target: The Company aims to achieve a Corporate Governance Rating at the “Excellence” level, as assessed annually by nationally or internationally recognized institutions or their equivalents.

2. Environment & Biodiversity (Integrating shared value and collective development)

2.1 Internal Operations

2.1.1 Climate Change Adaptation and Mitigation

- 2.1.4.1 The Company shall identify and assess greenhouse gas (GHG) emissions at both the product level (Carbon Footprint of Product: CFP) and the organizational level (Carbon Footprint of Organization: CFO) to establish appropriate strategies and measures for GHG emission reduction
- 2.1.4.2 The Company shall minimize adverse impacts on the environment, communities, and society by raising employee awareness and ensuring strict compliance with applicable laws, regulations, and operational requirements.
- 2.1.4.3 The Company shall promote and support employee engagement and provide knowledge and capacity-building opportunities in high-quality, safe, and environmentally friendly technologies and innovations.
- 2.1.4.4 Reduction and Avoidance of Greenhouse Gas Emissions
 - 2.1.1.4.1 Promote the use of clean energy and increase the share of renewable energy used in operations and production processes.
 - 2.1.1.4.2 Systematically improve energy and resource efficiency across all business units.
 - 2.1.1.4.3 Apply environmentally friendly innovation and green technologies to reduce greenhouse gas emissions at the source (i.e., through source reduction).
- 2.1.4.5 Carbon Offsetting and Sequestration
 - 2.1.1.5.1 Enhance biological carbon sequestration capacity by supporting and developing projects that expand green spaces and cultivate suitable plants (such as bamboo and energy crops) to increase carbon dioxide absorption within operational areas and surrounding communities.
Promote soil carbon storage by supporting research and the application of biochar production and utilization technologies, along with the use of responsibly sourced raw materials to enhance carbon sequestration within ecosystems. The Company shall also promote the registration and use of carbon credits to offset residual greenhouse gas emissions.

2.1.4.6 Climate Risk Management and Adaptation

- 2.1.1.6.1 Conduct climate risk assessments covering both physical risks and transition risks.
- 2.1.1.6.2 Develop management mechanisms to enhance the resilience of the Company, its communities, and its supply chain in response to climate change.

2.1.4.7 Internal Carbon Pricing (ICP)

- 2.1.1.7.1 The Company shall establish and implement internal carbon pricing (ICP) mechanisms—such as a shadow price or an internal carbon fee—for evaluating new investments and operational decisions involving significant greenhouse gas emissions, to create incentives for emission reductions and investments in clean technologies.

Target: The Company aims to achieve net-zero greenhouse gas emissions for Scope 1 and Scope 2 by 2030, in alignment with science-based targets under the Science Based Targets initiative (SBTi).

2.1.2 Improving Energy and Resource Efficiency

- 2.1.2.1 The Company shall use resources and energy efficiently and minimize wastewater generation to prevent, control, and reduce environmental, community, and social impacts, through the promotion of employee awareness, capacity-building, and active participation.
- 2.1.2.2 The Company shall increase the share of clean energy by adopting environmentally friendly technologies and innovations, including the procurement of energy-efficient products and services.

Target: The Company aims to achieve a 25% reduction in net total energy consumption, compared with the business-as-usual (BAU) scenario, by 2027.

2.1.3 Sustainable Waste and Materials Management

- 2.1.3.1 The Company should reduce both hazardous and non-hazardous waste, with particular emphasis on minimizing waste sent to landfill. This shall be achieved by maintaining high-quality process control throughout product design, manufacturing, and delivery, as well as through employee participation and the application of the 7R principles (Refuse, Reduce, Reuse, Refurbish, Recycle, Remanufacture, and Recover).
- 2.1.3.2 The Company shall promote education and awareness to reduce waste generation, encourage proper waste segregation, and maximize resource value and efficiency.

Target: The Company aims to reduce food waste and operational waste and to achieve Zero Waste to Landfill by 2030.

2.1.4 Ecosystem Protection, Restoration, and Biodiversity

- 2.1.4.1 The Company shall integrate biodiversity considerations into its business by addressing nature dependencies and impacts, embedding biodiversity into planning, project development, and operational processes across all business units.
- 2.1.4.2 The Company shall conserve and restore ecosystems, including the rehabilitation of degraded areas and green spaces within operational sites, through the “4C (Clean & Healthy Soil, Clean Water, Clean Air, and Clean Energy) – Bamboo for Life” approach. Bamboo shall be used as a core species to restore soil, water, and ecosystems, while promoting balanced land use that supports both economic and environmental objectives.
- 2.1.4.3 The Company shall manage supply chain impacts by encouraging suppliers to use biological resources responsibly, avoid the destruction of natural habitats, and source raw materials from environmentally certified and responsible sources.
- 2.1.4.4 The Company shall assess nature-related risks and opportunities in accordance with the Taskforce on Nature-related Financial Disclosures (TNFD) Framework.

Target: The Company commits to achieving No Net Loss of Biodiversity by 2030 and becoming Nature Positive, with the ambition to reach a Net Positive Impact on

Nature and to live in Harmony with Nature by 2050. This will be accomplished through the adoption of regenerative and circular economy approaches aligned with the Kunming–Montreal Global Biodiversity Framework (GBF Vision 2050) and Thailand's National Biodiversity Strategy.

2.2 External Engagement and Social Responsibility

2.2.1 Climate Change Mitigation and Adaptation

- 2.2.1.1 The Company shall promote collaboration among internal and external stakeholders across the supply chain to reduce greenhouse gas emissions at both the product level (Carbon Footprint of Product: CFP) and the organizational level (Carbon Footprint of Organization: CFO), through the adoption of environmentally friendly technologies and innovations.
- 2.2.1.2 The Company shall encourage the participation of employees, suppliers, communities, and business partners in emission reduction and carbon offset initiatives through various projects and activities, including the transparent disclosure of data, performance, and progress toward greenhouse gas reduction targets to the public.
- 2.2.1.3 The Company shall support farmers in cultivating bamboo for carbon dioxide sequestration and for sale to industry in the form of carbon credits; implement activities to offset carbon dioxide emissions; and support climate resilience and disaster preparedness projects in collaboration with external stakeholders.

Target: The Company aims to achieve Net-zero greenhouse gas emissions for Scope 1 and Scope 2 by 2030, in alignment with science-based targets under the Science Based Targets initiative (SBTi).

2.2.2 Ecosystem Protection, Restoration, and Biodiversity

- 2.2.2.1 The Company shall conduct its operations responsibly and in full compliance with all applicable laws, regulations, standards, policies, and practices related to biodiversity in all countries where it operates.
- 2.2.2.2 The Company shall analyze and assess biodiversity-related risks and impacts arising from its operations across the entire value chain and manage such risks effectively.
- 2.2.2.3 The Company shall ensure that all business activities related to land use, water resources, and biological resources comply with applicable laws and respect the rights of local communities and Indigenous peoples in a fair and equitable manner.

2.2.2.4 The Company shall promote and support farmers and local communities in surrounding areas to cultivate bamboo, in collaboration with local, national, and independent external stakeholders, as a strategy to halt biodiversity loss. Bamboo contributes to carbon dioxide absorption (Clean Air); prevents land degradation and restores soil health (Clean & Healthy Soil); requires minimal chemical inputs and reduces water contamination (Clean Water); and serves as a renewable energy crop that substitutes fossil fuels and lowers greenhouse gas emissions (Clean Energy).

2.2.2.5 The Company shall collaborate with government agencies, local communities, academic institutions, and non-governmental organizations to promote the conservation of native species, the expansion of green spaces, and the development of a community-based bioeconomy, while also disseminating knowledge and raising biodiversity awareness across all levels of the organization.

Target: The Company is committed to achieving No Net Loss of Biodiversity by 2030, and to progressing toward a Nature Positive future and a Net Positive Impact on Nature, with the long-term ambition of Living in Harmony with Nature by 2050. This will be pursued through the adoption of regenerative and circular economy practices aligned with the Kunming–Montreal Global Biodiversity Framework (GBF Vision 2050) and Thailand's National Biodiversity Strategy.

3. Economic –Shared and Sustainable Economic

3.1 Internal

- **Employees**

3.1.1 Employee Quality of Life During Employment and After Retirement, Including Employees' Children

4.1.1.1 The Company shall enhance organizational productivity to provide employee remuneration at levels above the industry average.

4.1.1.2 The Company shall reduce employees' cost of living by providing meal allowances for employees in Levels 1–7B, work uniforms, outpatient medical (OPD) benefits, and group accident insurance.

4.1.1.3 The Company shall reduce the risk of informal debt by supporting the establishment of an employee savings cooperative, enabling employees to access low-interest loans when necessary.

4.1.1.4 The Company shall establish an Employee Association registered with the Ministry of Interior and enable it to hold shares in the Company to generate dividend income. This income shall be used to support employees' children by providing milk from birth to three years of age to promote healthy development and higher cognitive potential. In addition, retired employees shall receive a monthly financial allowance, supplementary to social security benefits, sufficient to support their livelihood after retirement.

Target: The Company aims to achieve a year-on-year improvement in employee engagement scores or, to maintain a level not lower than the previous year.

- **The Company**

3.1.2 Innovation and Business Transformation

3.1.2.1 The Company shall develop and implement strategic plans to achieve sustainable growth and profitability and to create value-added products and services for customers and society through operational processes that emphasize quality, efficiency, and organizational agility.

3.1.2.2 The Company shall foster and develop innovation by transforming its business model to build competitive advantage based on science, technology, management, human capital, and brand strength. It shall place strong emphasis on environmentally friendly innovation and the advancement of the organization toward becoming a digital business organization, to generate greater value from new products, services, processes, and business models.

Target: The Company aims to generate 20% of total revenue from innovation—including new products, services, new businesses, and process innovations—by 2030.

3.2 External Engagement and Community Development

3.2.1 Circular and Inclusive Growth for Communities Surrounding the Company

The Company shall promote the economic, social, and environmental development of communities located near its operations, enabling shared growth under the principles of the Circular Economy and Inclusive Growth.

- 3.2.1.1 The Company shall support the establishment of community enterprises, enabling local residents in surrounding areas to become shareholders and co-owners of business ventures linked to the Company. This model shall generate dividend-based passive income and foster a participatory community economy integrated into the Company's value chain—including raw material sourcing, processing, and distribution.
- 3.2.1.2 The Company shall promote bamboo and energy crop cultivation by farmers in surrounding communities for sale to the Company, generating active income through low-carbon agroforestry systems that prohibit open burning, in support of greenhouse gas reduction initiatives.
- 3.2.1.3 The Company shall provide educational scholarships to children and youth in surrounding communities to pursue vocational education (Diploma level) and enter employment with the Company. It shall also prioritize local hiring, particularly for roles aligned with its core businesses, to enhance the quality and sustainability of local employment.
- 3.2.1.4 The Company shall support the establishment of a Foundation for Intellectual Capital Development to strengthen community-based commerce by creating community enterprise markets and encouraging participation from surrounding communities.

Target: The Company aims to increase the average household income of participants in bamboo and energy crop programs by at least 5% by 2030.

4. Social – A High-Performance and Sustainable Society

4.1 Internal

4.1.1 Human Capital Development

- 4.1.1.1 The Company shall enhance employee performance by developing its operating systems toward becoming a High-Performance Organization (HPO) and by providing employees with opportunities to learn and assume new roles in both technology and management.

Target: At least 50% of high-potential employees shall be developed in accordance with the HRD Blueprint by 2027, with regular monitoring of development progress.

- 4.1.1.2 The Company shall support education and lifelong learning and promote the continuous development of employees' mindsets and capabilities

4.1.1.3 The Company shall ensure that employees at all levels acquire knowledge and skills appropriate to their roles and to current and future business conditions.

Target: All employees shall receive a minimum of 20 training hours per person per year by 2027.

4.1.2 Occupational Health and Safety

4.1.2.1 The Company shall ensure the health, well-being, and safety of employees and contractors, safeguarding both physical and mental health.

Target: The Company aims to achieve zero work-related injuries and occupational diseases each year.

4.2 External Engagement and Social Responsibility

4.2.1 Learning and Health Promotion

4.2.1.1 The Company shall support the establishment of a Foundation for Intellectual Capital Development to promote learning for children and youth in digital economy skills and languages for future careers. The Foundation shall also provide adults with knowledge on income generation through bamboo and energy crop cultivation, which form a key raw material base for the Company's business, to increase income, reduce expenses, and create sustainable livelihood opportunities.

4.2.1.2 In collaboration with the Foundation and local communities, the Company shall develop household- and village-level agroforestry models as learning examples. These models shall provide food, nutritional knowledge, and healthy recipes to promote well-being, prevent and reduce non-communicable diseases (NCDs), and encourage sustainable consumption—enabling communities to reduce costs and improve overall health.

Target: By 2027, at least 80% of pilot households shall have good health, defined as normal BMI and absence of non-communicable diseases (NCDs).

Roles and Responsibilities

1. Board of Directors

- 1.1 Define the Company's sustainability policies, objectives, and strategies.
- 1.2 Review and approve key sustainability matters, including the Company's annual sustainability reporting.
- 1.3 Review and approve the sustainability action framework and budget, including greenhouse gas reduction targets (Net Zero 2030) and biodiversity conservation targets (Nature Positive 2050).
- 1.4 Oversee the management of strategic risks related to climate change (climate risk) and biodiversity (nature risk) to ensure that mitigation and adaptation measures defined by the Board and its committees are adequate and effective.
- 1.5 Ensure that the Board's subcommittees and management continuously and effectively implement the Sustainable Development Policy.

2. Good Corporate Governance and Sustainable Development Committee

This Committee serves as a subcommittee of the Board of Directors, providing strategic guidance and oversight of the Company's sustainability performance. Its roles and responsibilities are as follows:

- 2.1 Recommend sustainability policies and operational frameworks in alignment with internationally recognized standards and initiatives, including GRI, TCFD/IFRS S2, TNFD, SBTi, and the SDGs.
- 2.2 Monitor and evaluate the ESG performance of each subsidiary to ensure alignment with established targets.
- 2.3 Review and provide recommendations to the Board of Directors on policies and strategies related to good corporate governance and sustainability, including the strategic direction for Net Zero Emissions by 2030 and No Net Loss by 2030.
- 2.4 Review and advise the Board on the formulation of ESG policies and strategies, including the strategic direction for Net Zero Emissions by 2030 and No Net Loss by 2030.
- 2.5 Provide guidance to the Risk Management Committee and management on the oversight and mitigation of governance- and sustainability-related strategic risks, such as failure to meet Net Zero Emissions targets or risks related to human rights violations.

- 2.6 Review and provide recommendations on the Sustainable Development Report and ESG disclosures intended for public reporting, prior to submission to the Board of Directors for final approval.
- 2.7 Support the promotion of a sustainable corporate culture and the active engagement of all stakeholder groups.

3. Executive Management

Executive Management is responsible for implementing the Board's Sustainable Development Policy and ensuring its translation into concrete and measurable outcomes. Its responsibilities include:

- 3.1 Translate sustainability policies and strategies into actionable, group-wide implementation plans for all subsidiaries.
- 3.2 Translate sustainability policies and strategies into actionable, group-wide implementation plans for all subsidiaries.
- 3.3 Monitor performance and report progress to the Good Corporate Governance and Sustainable Development Committee, as well as to the Board of Directors.
- 3.4 Promote coordination among group companies to ensure data integration, strategic alignment, and consistent performance outcomes.

4. Sustainability Working Group

The Sustainability Working Group is responsible for driving sustainability implementation across the Company. Its key roles and responsibilities are as follows:

- 4.1 Implement sustainability policies and action plans as assigned by Executive Management.
- 4.2 Collect, manage, and maintain ESG, greenhouse gas (GHG), biodiversity, and social impact data, and provide the necessary inputs to support the preparation of the Sustainability Report and the Annual Report (Form 56-1 One Report).
- 4.3 Coordinate with internal units of subsidiaries and the ESG & Sustainable Development for Corporate & Smart Community function to consolidate and report performance data to Executive Management.

5. Enterprise Risk Management Committee

- 5.1 Oversee the identification, assessment, and management of climate-related risks and opportunities—both physical and transition risks—using internationally recognized frameworks such as the Task Force on Climate-related Financial Disclosures (TCFD).

- 5.2 Oversee the assessment and management of nature-related risks, including biodiversity impacts and dependencies, in alignment with the Taskforce on Nature-related Financial Disclosures (TNFD), in support of the No Net Loss objective.
- 5.3 Approve and oversee the integration of sustainability-related risks (ESG risks) into the Company's Enterprise Risk Management (ERM) system to support strategic decision-making.

6. ESG & Sustainable Development – Corporate & Smart Community Function

- 6.1 Lead the development and review of the Sustainability Strategy, the Net Zero and Decarbonization Roadmap, and the Biodiversity Action Plan to ensure alignment with the targets approved by the Board of Directors.
- 6.2 Be responsible for the collection, measurement, validation, and verification of ESG data, including GHG inventories (Scopes 1, 2, and 3) and biodiversity data, in accordance with international standards such as SBTi, GRI, and TNFD.
- 6.3 Oversee and coordinate with relevant business units and operational functions to ensure the effective implementation of GHG reduction measures, application of the mitigation hierarchy, and bio-economy value creation projects, to achieve both short- and long-term sustainability targets.
- 6.4 Monitor and assess sustainability-related risks and opportunities, as well as evolving laws, regulations, and international standards, and recommend improvements to Company policies and operational practices.
- 6.5 Serve as the central communication hub for sustainability information to external stakeholders through various channels (e.g., sustainability reports and ESG questionnaires), and lead training and awareness programs to build sustainability knowledge and capabilities across all levels of the organization.

7. Management

- 7.1 Review the Company's sustainability policies, objectives, and strategies; establish management approaches; and define key performance indicators (KPIs) for sustainability performance.
- 7.2 Provide the resources, infrastructure, working conditions, and information systems necessary to support the achievement of the Company's sustainability objectives.
- 7.3 Monitor and review performance and approve sustainability disclosures in the Annual Report (Form 56-1 One Report), the Sustainable Development Report, and

other corporate communication channels prior to submission to the Board of Directors for approval.

- 7.4 Demonstrate leadership commitment to achieving sustainability targets and continuous improvement, and communicate progress and performance to all stakeholder groups.
- 7.5 Promote and oversee the creation of shared value through bio-economy and community development projects, ensuring that business growth contributes to sustainable societal development in alignment with the SDGs.

8. Employees and Operational Units

- 8.1 Understand sustainability in the context of the Company.
- 8.2 Acknowledge and comply strictly with the Company's sustainability policies, objectives, strategies, and management guidelines.
- 8.3 Implement assigned Departmental Action Plans to achieve short-term and GHG reduction targets, in accordance with the Decarbonization Roadmap.
- 8.4 Continuously improve energy and resource efficiency (e.g., water and raw materials) in daily operations, and reduce waste and by-products generated from production and operational processes.
- 8.5 Be responsible for collecting, compiling, and reporting data related to greenhouse gas emissions (Scopes 1, 2, and 3) and other environmental indicators (e.g., water use and waste generation) in an accurate and timely manner, to enable the ESG & Sustainable Development for Corporate & Smart Community function to conduct measurement and reporting.
- 8.6 For units involved in land use or construction, apply the Mitigation Hierarchy (avoid, minimize, restore, and offset) to ensure alignment with the No Net Loss of Biodiversity objective.
- 8.7 Actively participate in the Company's sustainability and community development initiatives, and propose innovative ideas or improvement measures to reduce environmental impacts and enhance performance within their respective areas of responsibility.