

Report of the Sustainability Committee

The Board of Directors realised the importance of the sustainability development. Therefore, in 2023, the Board approved to formalise the Sustainability Committee comprising executive directors and senior managements. Duties and responsibilities of the Sustainability Committee were indicated particularly considering and setting goals, policies, strategies, and action plans on sustainability that in line with the Company's business operations in the economic, social, and environmental dimension.

The Company's goal is to become a leading food and food-related Company with sustainable growth and development. Maintaining a balance between generating appropriate profits and building long-term sustainability remains central to your Company's strategic direction.

To this end, various investment projects aligning with the established Vision have been initiated to actively integrating ESG pillars into regular business processes. They include sustainable FFB sourcing under RSPO standard, environmental management through effective wastewater treatment (Biogas Project and CDM Project) and greenhouse gas reduction (carbon footprint project and net zero carbon emission targeted in 2040), and energy saving project (solar rooftop), together with community engagement. In addition, your Company at all times upholds a strong commitment to respecting human rights and complying with applicable labour standards.

The Company also upholds the CG Code, particularly ensuring transparency, maintaining anti-corruption mechanisms and enforcing a Code of Business Conduct.

In 2025, the Sustainability Committee has fulfilled and executed its duties and responsibilities in compliance with the Stock Exchange of Thailand's regulations and other activities assigned by the Board. The Committee held 1 meeting within the year, with the attendance of each member shown as below:-

Name	Position	Service Term	Attendance / Total Meetings
(1) Mr. Whang Shang Ying	Executive Director and Chairman of the Sustainability Committee	2023-2026	1/1
(2) Mr. Poomkiet Chotichaicharin	Managing Director and Vice Chairman of the Sustainability Committee	2023-2026	1/1
(3) Ms. Piyathida Sukchan	Executive Director and Secretary	2023-2026	1/1
(4) Mr. Nunthasak Joontrakul	VP – Human Resources	2023-2026	1/1
(5) Mr. Nattapong Mathakun	Bangpoo Plant Manager	2023-2026	1/1

(6) Mr. Chuchai Singruenroeng	Supply Chain Manager	2023-2026	1/1
(7) Mr. Supoch Pangjan	Trang Crushing Mill Manager	2023-2026	1/1
(8) Ms. Anjit Ply-ngam, (replaced Mrs. Jeeratchaya Siriwattamon)	HR Center of Excellence and Head of Sustainability Working Group	2023-2026	1/1

The substantive agenda of the meeting were as follows:

1) Proposed a new SC member and Head of Sustainability Working Group (SD Champion) namely Ms. Anjit Ply-ngam, HR Center of Excellence, which was approved by the Board of Directors Meeting No.1/2026 on 23 February 2026, replacing Mrs. Jeeratchaya Siriwattamon (resigned)

2) Reviewed and identified key success of the 2025 Sustainability Projects to be consistent with policy and Organisation's sustainable development plan, including in comply with ESG principles



No.	Project Name	Action Plan	Target / Measurement
E1	Achieve Net Zero carbon emissions in 2040	- Increase number of approved vender list who have ESG or green factory standard	2025 : start to adjusting the specifications of 15 SKUs for packaging material to comply with environment standard.
E2		- Solar Rooftop (Start running : Jan 2025) - New Hydrogenation plant (Commercial run : Dec 2024 - Dec 2025)	2025 : 1% reduction carbon emission in scope1&2 (in house)
E3	Carbon footprint for Organization	- Data collection from January to December 2025	2025 : Continuous CFO implementation at all sites - Bangna Office, Bangpoo Factory, and Trang Factory.
E4	Carbon Footprint Products	- Data collection from January to December 2027	2027 : Renewal of the Carbon Footprint of Product (CFP) Certification
E5	Energy saving projects (Production Line)	- Continuous Energy Conservation Project throughout the year	2025 : Cost Saving 12,000,000 THB
E6	Innovative YOK Palm Oil (Improved quality)	- Build new refinery plant in 2025	2026 : Commercialise in Q3
E7	Clean Development Mechanism (CDM)	- Procurement of Fresh Fruit Bunch - Crushing mill plant - Biogas plant	2025 : ++1,500 tonCO₂ Greenhouse Gas Mitigation per year
E8	Fish Release	- Breeding fish into nature & Fish conservation. - Creating an abundance of water sources. - Conserving the water ecosystem. - Enhance a good image for the organization in terms of environmental protection.	2026 : Volume of fish > 100,000 fish/year



No.	Project Name	Action Plan	Target / Measurement
S1	NICE Knowledge	- Conduct a training program on sustainable development knowledge - The training will include knowledge assessments for all employee levels through an e-learning system and expert-led sessions.	2025 : At least 80% of total employee complete the program and receive more than 50% on the test score.
S2	NICE Suggestion	- Launch the "NICE Suggestion" to encourage employee participation in sustainability initiatives.	2025 : Number of suggestions >=200 submission
S3	NICE Nourish with SOS	- Partner with SOS Foundation in "NICE Nourish with SOS" - Rescue Kitchen: Cook & share surplus food. - Healthy School Meal: Promote balanced meals for underprivileged schools.	3-Year Goal: 100% coverage (Bangna Office & Bangpoo Factory). Cut ≥12,000 kg CO ₂ /year (~570 trees)
S4	CSR project with Sirindhorn Royal College	- Conduct handover ceremony for completed rain-shelter installations during the event.	2025 : Completed all well-being improvements and deliver the upgraded facilities
S5	RSPO Smallholder	- Follow up smallholder to comply with RSPO and ICS regulation.	2025 : +5% Fresh Fruit Brunch Yield per Rai per year
S6	Interactive RSPO Knowledge Workshops	- Promote and educate sustainable consumption to social groups and communities - Organize interactive workshops with students to share knowledge about RSPO (Roundtable on Sustainable Palm Oil) principles and practices	2025 : Conduct 5 workshops , engaging 200 students in RSPO principles and sustainable practices.



No.	Project Name	Action Plan	Target / Measurement
G1	Corporate Governance Score - Evaluated By IOD	- Continuous to maintain the score of CG in 5-star "Excellence"	2025 : Maintain the score of Corporate Governance

3) Approved Social and Environment Projects for 2026 with the target and measurement



• Continuous projects

No.	Project Name	Action Plan	Target / Measurement
E1	Achieve Net Zero carbon emissions in 2040	- Increase number of approved vendor list who have ESG or green factory standard	2026 : Increase approved vendor list by 15 SKUs from suppliers with ESG or green factory standards
E2	Carbon footprint for Organization	- Data collection from January to December 2026	2026 : Continuous CFO implementation at all sites - Bangna Office, Bangpoo Factory, and Trang Factory.
E3	Carbon Footprint Products	- Data collection from January to December 2027	2027 : Renewal of the Carbon Footprint of Product (CFP) Certification
E4	Energy saving projects (Production Line)	- Continuous Energy Saving Project for one full year and implementation of new Energy Saving Projects	2026 : Cost Saving 10,000,000 THB
E5	Innovative YOK Palm Oil (improved quality)	- Build new refinery plant in 2025	2026 : Commercialise in Q3
E6	Clean Development Mechanism (CDM)	- Procurement of Fresh Fruit Bunch - Crushing mill plant - Biogas plant	2026 : +>1,500 tonCO₂ Greenhouse Gas Mitigation per year
E7	Fish Release	- Breeding fish into nature & Fish conservation. - Creating an abundance of water sources. - Conserving the water ecosystem. - Enhance a good image for the organization in terms of environmental protection.	2026 : Volume of fish > 100,000 fish/year

• New Initiative

No.	Project Name	Action Plan	Target / Measurement
E8	Achieve Net Zero carbon emissions in 2040	- New Air Compressor system	2026 : Reduce electricity consumption 20% from the existing Air compressor system.
E9	Project Vertical Sterilizer & Upgrade Capacity	- Lower maintenance and saving maintenance cost per year - Saving steam consumption - Lower production cost (production cost/unit, labor cost)	2027 : Commercialise in Q1



• Continuous projects

No.	Project Name	Action Plan	Target / Measurement
S1	NICE Knowledge	- Conduct a training program on sustainable development knowledge - The training will include knowledge assessments for all employee levels through an e-learning system sessions.	2026 : At least 80% of total employee complete the program and receive more than 50% on the test score.
S2	NICE Suggestion	- Launch the "NICE Suggestion" to encourage employee participation in sustainability initiatives.	2026 : Number of suggestions >=200 submission
S3	NICE Nourish with SOS	- Partner with SOS Foundation in "NICE Nourish with SOS" - Rescue Kitchen: Cook & share surplus food. - Healthy School Meal: Promote balanced meals for underprivileged schools.	3-Year Goal: 100% coverage (Bangna Office & Bangpoo Factory). Reduce ≥12,000 kg CO₂/year (~570 trees)
S4	CSR project with Sirindhorn Royal College	- Conduct handover ceremony for completed rain-shelter installations Children's for Center, Sirindhorn Royal College.	2026 : Complete all well-being improvements and deliver the upgraded facilities.
S5	RSPO Smallholder	- Follow up smallholder to comply with RSPO and ICS regulation.	2026 : +3% Fresh Fruit Brunch Yield per Rai per year
S6	Interactive RSPO Knowledge Workshops	- Promote and educate sustainable consumption to social groups and communities by organizing interactive workshops with students to share knowledge about the principles and practices of RSPO (Roundtable on Sustainable Palm Oil).	2026 : Conduct 3 workshops , engaging 200 students in RSPO principles and sustainable practices.

4) Agreed to transfer the Governance (G) pillar to the Audit and Corporate Governance Committee, as it would be more appropriate for the AC to oversee it.

5) Acknowledged the Company's Bursary Policy being effective since 1 October 2025 with the following objectives

- To support tuition expenses for employees' children
- To support to society by demonstrating the Company's commitment to education

6) Assessed its own performance (Self-Assessment) and report the findings to the Board for acknowledgment as a whole and on individual basis

Remuneration of Sustainability Committee in 2025 : -- N/A --

Self-Assessment of Sustainability Committee in 2025 : 90.48% (2024:87.50%)

Mr. Whang Shang Ying
Chairman of the Sustainability Committee