



Announcement No. 099/2024  
Sustainable Development Policy

Home Product Center Public Company Limited operates business by prioritizing the balance between the economy, society, and environment, in addition to the responsibility towards all stakeholders to achieve the goal according to the Sustainable Development Policy of the Company.

The Company's Strategy and Sustainable Development Committee has adapted the Sustainable Development Goals (SDGs) of the United Nations and the Code of Conduct according to ISO 26000 standard as the guideline for the sustainable development of the Company. In addition, risk management and monitoring process also cover every dimension, including the economy, society, and environment, to reinforce the Company's position as the leader in Home Solution and Living Experience business in Thailand and Southeast Asia. The Company operates under good corporate governance, creates shared value to the society, builds good quality of living for the community, and takes part in protecting the environment, which will help the Company grow sustainably and be socially exceptional through the following aspects:

#### Good Governance

The Company conducts its business with transparency according to the good governance principles for stakeholders. The Company also follows the law, rules, regulations, guidelines, and international standards that are applicable to the Company, as well as the Company's own policies such as good corporate governance, business ethics, risk management throughout the supply chain, business continuity management, anti-corruption, fair competition, complaint management, information technology safety and protection, and tax management.

Promote and elevate the fight against corruption throughout the supply chain by encouraging business partners to join Thai Private Sector Collective Action Against Corruption.

Protect Privacy of Personal Information and respect Data Privacy of all stakeholders relevant to the Company with modern technology and the best data security system.

Recognize and respect all forms of human rights, covering internal and external affairs of the Company, as well as all related stakeholders.

#### Quality Products and Services

Build good quality of living for customers by providing quality products and services, which are modern and friendly to the environment. Engage in continuous improvement to support the fast-changing needs of consumers.

Promote Responsible Consumption by partnering with business alliances to develop Eco Product and ECO Choice product groups, and together promote Responsible Plastic Consumption.

### **Employee Care**

Provide sufficient Living Wage and benefits for employees and their families, as well as develop employees' skills to help them advance in their careers.

Prioritize occupational health and safety. Build good working environment to inspire creativity and enable employees to work to their fullest potential.

Support and respect human rights protection against discrimination and offer equal work opportunities. Promote the employment of local labor, disadvantaged persons, and persons with disabilities regardless of their race, ethnicity, religion, gender, age, skin color, education, social status, or other factors.

Place importance in the opinions and suggestions of employees based on facts. Respect employees' right to express their opinions.

### **Operational Optimization**

Manage risks to reduce the impact to the environment by integrating the concept of "Circular Economy" into business practices throughout the supply chain. Promote the utilization of resources for maximum efficiency from the production process to consumption, and all the way to waste management.

Adapt to climate change through risk management related to the emission of greenhouse gases and the reduction of carbon emission from business operations, while promoting cooperation of stakeholders within the supply chain.

Reduce energy consumption and increase the proportion of renewable energy usage. Promote and support energy conservation by engaging with employees and major business partners in the supply chain. Recognize the importance of adapting to changes relating to energy and improve the efficiency of energy consumption in sustainable business operations according to the Energy Management, Energy Conservation, and Renewable Energy policies.

Establish sustainable waste management process to effectively reduce the amount of waste from the operation of the Company. Incorporate Reduce, Reuse and Recycle practices to decrease the amount of waste being sent to the landfill as much as possible.

### **Supply Chain Management**

Develop the effectiveness of the supply chain to enhance the Company's capability and maintain continuous growth through the improvement of every major process of the Company. This includes product related operations, service operation, product distribution and store operation.

Promote sustainable packaging and Responsible Consumption through sustainable packaging management guideline. Review every process in the Product Life Cycle and ensure that the process is in alignment with sustainable packaging management guideline.

Promote and support the cooperation with business partners in the innovation of products and services, which take the environment, the society, and good governance into account, to create mutual success throughout the entire supply chain.

Educate business partners about sustainable business operation according to the ESG principles (Environment, Social, Governance), in order to enable business partners to manage their sustainability effectively in alignment with the Sustainable Development Goals (SDGs).

Encourage business partners to take the social responsibility in developing the community through various programs of the Company.

### **Society and Community Care**

Generate economic growth for the community and the society through shared value creation by utilizing the knowledge and expertise of the Company to create jobs, generate income, and develop the community through various activities and programs.

Create shared social value by promoting employment, generating income, and developing skills, as well as creating job opportunities and building good quality of living for the fragile group (people in the society that need special care).

Elevate the relationship building process with stakeholders in alignment with international standards by identifying stakeholder groups, their expectations, and guidelines to fulfill their needs. Create awareness about stakeholders for employees within the Company. Establish the process to review every complaint from stakeholders, to continuously build trust and good relationship between stakeholders and the Company.

The Company would like to ask the Board of Directors, management members and every employee to cooperate in supporting, promoting, and practicing in compliance with the Sustainable Development Policy. In addition, the Company would like to encourage business partners to adapt this policy in their operations related to the Company, in order to drive sustainable development according to the policy. The Company will disclose relevant sustainability performance data in all aspects according to the rules and regulations of the related departments, including the internationally accepted standards, with transparency and consistency every year.

This announcement is effective from January 1<sup>st</sup>, 2024 onwards.

For mutual acknowledgement,

Announced on January 1<sup>st</sup>, 2024

Home Product Center Public Company Limited

A handwritten signature in black ink, appearing to be 'W. Ungsumalee', written in a cursive style.

( Mr. Weerapun Ungsumalee )

Representative of the Board of Directors,

and Managing Director