

## Environmental, Social, and Governance (ESG) Policy

### Objectives

BBGI Public Company Limited (“the Company”) is committed to developing environmentally and socially responsible bio-innovation businesses throughout the entire value chain. This commitment is integrated with social and environmental stewardship, and a strong focus on conducting business with integrity, transparency, responsibility, and sound corporate governance. The Company strives to maximize value for shareholders and stakeholders alike. Responsible business conduct that integrates environmental, social, and governance (ESG) considerations enhances long-term corporate value, leading to sustainable returns for investors.

The Company has thus established its ESG Policy, integrating the Sufficiency Economy Philosophy, the concept of Creating Shared Value (CSV), the principles of the UN Global Compact, the United Nations Sustainable Development Goals (UN SDGs), and other relevant international standards. These frameworks serve as the foundation for a globally competitive and sustainable bio-innovation business. Key components of this policy are outlined as follows:

### 1. Governance

The Company envisions conducting its business and managing internal operations in alignment with good corporate governance principles and sustainable development.

#### 1.1 Good Corporate Governance

The Company operates in full compliance with applicable laws and regulations, including local and international tax laws in all jurisdictions where it conducts business. It adheres strictly to its Code of Conduct, particularly in anti-corruption and anti-bribery practices. Charitable contributions, sponsorships, gifts, hospitality, and related expenditures must be transparent, auditable, and in compliance with internal policies. The Company also upholds the principles of the Sufficiency Economy Philosophy, treating all stakeholders—including shareholders, employees, communities, business partners, the media, customers, the public, competitors, creditors, government agencies, and other stakeholders—fairly and equitably.

#### 1.2 Fair Business Practices

The Company promotes fair and free competition, avoids conflicts of interest, and respects intellectual property rights. It ensures social responsibility across every step of the business chain, from accurate and

sufficient product and service information to the protection of customer data and confidentiality, with no misuse of such information for personal or related-party gain.

### **1.3 Shareholder Rights and Equality**

The Company ensures all shareholders, regardless of their size or nationality, including institutional investors and foreign shareholders—enjoy their fundamental rights as investors and company owners. Shareholders are empowered to make decisions on significant changes through recognized and credible processes. The Board of Directors ensures that shareholders are treated fairly and that their basic rights are protected equally.

### **1.4 Stakeholder Engagement**

The Company is committed to respecting the legal rights of stakeholders and fosters collaboration to enhance corporate financial security, wealth creation, and sustainable growth.

### **1.5 Transparency and Disclosure**

The Company ensures timely, accurate, reliable, and comprehensive disclosure of information in accordance with applicable laws. This facilitates broad and convenient access to information for all stakeholders via multiple channels.

### **1.6 Board Responsibilities**

The Board of Directors is committed to effective, visionary leadership, guiding the Company toward becoming a global leader in green bio-based innovation. The Board ensures alignment and collaboration among directors, executives, and management while ensuring that employees adhere to the Company's Code of Conduct, governance principles, and announced policies.

### **1.7 Human Rights and Sustainable Economic Development**

The Company upholds and respects human rights throughout the business value chain. It ensures equal and fair treatment of all employees and promotes the hiring of local labor, underprivileged individuals, and persons with disabilities. There is zero tolerance for discrimination based on race, religion, gender, age, education, beliefs, or any other differences. The Company provides welfare, safety, and workplace hygiene measures that cover emerging and recurring diseases. It fosters professional workforce development,

continuous improvement of work systems and innovation, and encourages employee participation in social contribution activities, both directly and indirectly, to support sustainable economic growth.

## **2. Social Responsibility**

The Company is dedicated to enhancing the well-being of communities and society by applying business knowledge and experience to create tangible benefits. It prioritizes robust management systems in safety, occupational health, environment, and energy, which are integral to its operations.

### **Guidelines:**

1. Provide appropriate support and assistance to surrounding communities and society.
2. Support public health initiatives around its plants, such as basic health education and proper medicine use.
3. Assist in disaster relief efforts for affected communities.
4. Promote human rights by treating all employees fairly and equally, hiring local labor, the underprivileged, and people with disabilities without discrimination.
5. Ensure comprehensive welfare, workplace safety, and hygiene, including prevention of emerging and recurring diseases.
6. Enhance employee professionalism, develop systems, and foster innovation within the organization.
7. Encourage employee participation in social contributions, both directly and indirectly.
8. Promote the Sufficiency Economy Philosophy, participatory engagement, and business processes that improve quality of life and strengthen local economies toward self-reliance.

## **3. Environment**

The Company is committed to environmental stewardship and conserving natural resources to sustain ecological balance. Environmental considerations are embedded across all aspects of its operations.

1. Develop bio-innovation businesses and deliver services that are safe for both consumers and the environment. Comprehensive risk management processes are in place to address economic, environmental, and safety risks across production, logistics, and procurement, including emergency preparedness and recovery based on international standards throughout the business chain.
2. Conduct thorough sustainability due diligence covering economic, environmental, and social aspects prior to new investments to ensure careful decision-making and mitigation of long-term environmental impacts.
3. Pursue new bio-innovation business opportunities and support sustainability through R&D in green energy and bio-based ventures. Collaborate with local and international organizations to increase sustainable

energy use and resilience while leveraging Bio-Circular-Green Economy (BCG Model) principles to enhance resource efficiency and value creation.

4. Raise awareness among management and staff about environmental risks and impacts—including those related to water, air, soil, forests, ecosystems, biodiversity, and climate change—and manage these through impact assessments and risk management processes.
5. Promote the use of technology and innovation to enhance the efficiency of environmental, energy, water, and waste management throughout all business activities, including new ventures. Collaborate with local and international organizations on resource management, environmental protection, and climate change mitigation and adaptation in a cost-effective and efficient manner.
6. Address climate change as a critical environmental issue by taking decisive action to prevent and reduce greenhouse gas (GHG) emissions. The Company has implemented the following measures at the organizational level:
  - o Set targets to reduce GHG emissions from its bio-innovation operations to mitigate climate change impacts.
  - o Enhance operational strategies, production processes, and adopt clean, efficient technologies to reduce GHG emissions.
  - o Establish a dedicated unit to manage GHG emissions, including developing calculation methods in line with international standards and coordinating with external entities for verification. Encourage internal departments to comply with GHG management measures.
  - o Promote R&D of sustainable technologies and innovations aimed at reducing GHG emissions and adapting to climate change.

Approved by the Board of Directors Meeting No. 1/2024 on January 29, 2024, Effective Date: February 1, 2024