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Environmental Policy and Practices

1. Importance

This Environmental Policy and Practices is part of the "Sustainability Development Policy" of Northeast Rubber Public Company Limited. The company acknowledges and emphasizes the importance of environmental preservation and responsible use of natural resources. It addresses climate change management, the development of a low-carbon society, and the reduction of greenhouse gas emissions from its activities, from upstream to downstream. The company promotes energy efficiency, the increased use of renewable energy, and the fostering of creative collaboration with partners, business allies, supply chain stakeholders, and all relevant parties.

In addition, the company focuses on water resource management by maintaining a balanced approach to water use through tools such as the Aqueduct Water Risk Atlas, developed by the World Resources Institute (WRI), to analyze water stress and assess water scarcity risks. This is done in close collaboration with local authorities to monitor water conditions and promote efficient water use throughout the value chain, guided by the principles of the 3Rs: Reuse, Reduce, and Recycle. These practices aim to mitigate the impacts of water resource depletion.

The company also prioritizes circular economy practices, optimizing resource management based on circular economy principles. It places importance on managing production and consumption waste by incorporating used materials back into production, reducing unnecessary or single-use packaging, and utilizing biodegradable (compostable)

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materials. Additionally, the company seeks to create added value from recyclable or reusable waste, striving to achieve Zero Waste to Landfill.

With a focus on biodiversity, the company is committed to protecting and restoring ecosystems and biodiversity across all its operational areas to ensure sustainability for future generations. The company also fosters collaboration with partners and business allies to protect and restore natural habitats and raise awareness among employees, communities, and stakeholders about the responsible use of resources.

The company adheres to environmental laws and regulations to safeguard the environment of the community and reduce environmental impacts from business operations across the company's scope of work and its stakeholders throughout the value chain. It is committed to following the relevant environmental principles and supporting business partners, suppliers, and contractors in implementing these principles, creating long-term value and sustainability for all stakeholders. To ensure the effectiveness of its environmental operations, the company has established specific policies within its broader environmental policy framework.

- 1) Sustainable Water Resource Management Policy
- 2) Industrial Waste Management Policy
- 3) Climate Change and Energy Management Policy
- 4) Biodiversity Management Policy

2. Scope of Policy

This policy and guidelines apply to North East Rubber Public Company Limited, hereinafter referred to as the "Company." The policy and environmental practices will be reviewed at least annually or as deemed necessary based on relevant circumstances.

3. Objectives

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- 3.1 To ensure that all employees at every level understand their roles, responsibilities, and the importance of environmental considerations in business operations. This includes addressing climate change management, water resource management, circular economy practices, and biodiversity conservation as part of the Company's overall strategy.
- 3.2 To minimize environmental impacts and promote the efficient use of natural resources in order to protect the balance of ecosystems and biodiversity, in alignment with the Company's sustainability development framework.

4. Duties and Responsibilities

4.1 Board of Directors

- 4.1.1 The Board of Directors is responsible for considering, approving, and reviewing the environmental policies and practices within the scope of the policy that encompasses all activities of the Company. This includes ensuring that the policies apply to all stakeholders throughout the entire value chain.
- 4.1.2 The Board of Directors is responsible for overseeing that the Company's business operations are in full compliance with relevant environmental laws, regulations, policies, and industry standards. This includes ensuring that all activities are conducted in accordance with legal requirements and that the Company continuously adheres to the best environmental practices to mitigate any potential environmental impact.

4.2 Executive Management

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- 4.2.1 Set Objectives, Goals, and Key Performance Indicators (KPIs) for Environmental Performance
- 4.2.2 Establish Standards, Guidelines, and Operating Procedures Appropriate to the Business Context, in Alignment with Environmental Policies and Practices
- 4.2.3 Establish an Appropriate Responsible Structure with Defined Roles, Duties, and Responsibilities to Ensure Compliance with Laws, Regulations, Policies, and Relevant Practices
- 4.2.4 Promote and support the alignment of business operations with the Company's policies, practices, as well as the laws, regulations, and standards that the Company adheres to.
- 4.2.5 Evaluate Environmental Risks Including Air, Water, Noise, Biodiversity, and Waste, as Well as the Impact of Resource and Energy Use in Various Activities to Ensure Business Operations Align with Policies and Practices
- 4.2.6 Communicate Policies and Practices to All Employees and Relevant Departments to Ensure Proper Compliance
- 4.2.7 Establish Channels for Reporting Environmental Violations to All Stakeholders, Including Measures to Protect Whistleblowers, Complainants, and Informants
- 4.2.8 Monitor, Oversee, and Control Operations to Ensure Compliance with Laws, Regulations, Policies, Practices, and Relevant Environmental Standards, and Explore Ways to Improve Operations
- 4.2.9 Prepare Annual Environmental Management Performance Report
- 4.2.10 Review Environmental Policies and Practices to Ensure Compliance with Laws

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4.3 Responsible Department or Individuals for Environmental Management

- 4.3.1 Drive Policies and Practices in Alignment with Sustainable Development Goals and Business Context
- 4.3.2 Develop Action Plans and Targets Aligned with This Policy and the Company's Sustainable Development Goals
- 4.3.3 Support and Coordinate Between Responsible Departments or Individuals for the Company's Sustainability Development in Driving Environmental Policies and Practices, Including the Company's Sustainable Development Goals
- 4.3.4 Provide Guidance and Recommendations for Policy Compliance to Management and Employees to Foster Understanding and Encourage Continuous Stakeholder Engagement Throughout the Value Chain
- 4.3.5 Develop Investment Plans for Environmental Management and Tools to Evaluate Environmental Return on Investment (EROI)
- 4.3.6 Provide Training, Public Awareness Campaigns, and Communication to Raise Awareness and Environmental Consciousness
- 4.3.7 Raise awareness about the channels for receiving feedback, suggestions, and complaints from employees and stakeholders, in order to utilize the information to improve the company's environmental management practices for greater effectiveness.
- 4.3.8 Continuously monitor and analyze operations to ensure compliance with this policy and guidelines.
- 4.3.9 Collect all environmental data as outlined in this policy and guidelines, and prepare an annual environmental management performance report to be presented to senior management.

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- 4.3.10 Communicate all environmental information to the public, employees, and stakeholders through the annual sustainability report.
- 4.3.11 Provide recommendations on the establishment or review of environmental management policies, measures, standards, and related plans for senior management's consideration on an annual basis.

4.4 Employees

- 4.4.1 Learn, understand, and comply with relevant laws, regulations, standards, and the policies and practices outlined in this document correctly.
- 4.4.2 Participate in training and engage in activities related to environmental matters.
- 4.4.3 If any violations or actions that may potentially breach this policy are discovered, report the information or file a complaint through the whistleblowing channels.

5. Procedures

- 5.1 Comply with applicable laws, regulations, environmental policies, procedures, and environmental standards.
- 5.2 Develop and improve production processes, procurement, services, transportation, product design management, and related activities to be efficient, while consistently delivering high-quality and environmentally-friendly products and services to customers.
- 5.3 Prevent the impact on natural resources and the environment from business operations and throughout the value chain.
- 5.4 Support the creation of technologies and innovations to enhance resource efficiency and reduce greenhouse gas emissions across the business and the entire value chain.

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- 5.5 Assess environmental risks and impacts, including calculating the financial implications of the organization's operational activities throughout the entire product and service lifecycle. Develop appropriate risk mitigation and impact reduction plans, ensuring thorough, careful, and continuous management before, during, and after operations.
- 5.6 Manage and control various factors that may cause pollution issues to the community and surrounding society.
- 5.7 Monitor the environmental impacts of operations and promote continuous improvements by setting clear objectives, goals, and action plans, as well as assessing environmental impacts to support decision-making in operations.
- 5.8 Conserve and use natural resources efficiently and sustainably with the 3Rs principles, which are:
 - (1) Reduce means to decrease usage or use only as much as necessary.
 - (2) Reuse means to use again.
 - (3) Recycle means to process and convert into new products for reuse.
- 5.9 Manage the environment and integrate collaboration with stakeholders, including supporting business partners to operate in alignment with the environmental policy.
- 5.10 Support and collaborate with private organizations, government sectors, civil society, and surrounding communities in promoting and conserving natural resources to maintain ecological balance and create a better environment.
- 5.11 Communicate this policy and guidelines to business partners and allies to ensure compliance with relevant laws, regulations, and environmental policies and practices.

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- 5.12 Promote and support the creation of awareness and enhance the capacity for environmentally friendly business practices among partners, allies, and relevant stakeholders.
- 5.13 Disclose environmental performance to the public in the sustainability report or through other forms of disclosure.

6. Training

Ensure the communication and dissemination of the environmental policy and practices through training sessions, meetings, or other appropriate activities for directors, executives, employees, and external stakeholders, including partners, business allies, and the public throughout the value chain. Additionally, ensure continuous evaluation of the effectiveness of these activities.

7. Whistleblowing

The process for reporting or whistleblowing when witnessing actions believed to violate the environmental policies and practices includes following the steps outlined in the whistleblowing policy and procedures.

The individual who reports or discloses the information will receive protection, and their identity will remain confidential. No impact will be made on their job position during the investigation and after the process is completed.

8. Request for Guidance

In cases where there is uncertainty about whether an action may violate environmental laws, regulations, policies, or practices, individuals can seek guidance from their supervisors, the relevant environmental compliance department, or legal experts. It is recommended to consult with these authorities before making any decisions or taking any actions to ensure compliance with environmental standards and regulations. This helps prevent potential violations and promotes responsible decision-making in line with the company's environmental policies.

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9. Penalties

In the event of an investigation, all employees are required to fully cooperate with both internal and external agencies. If any executive or employee engages in actions that violate or fail to comply with this policy, whether directly or indirectly, they will be subject to disciplinary action in accordance with the company's work regulations and policies.

10. The relevant laws, regulations, and policies

10.1 The relevant environmental laws and statutes.

10.2 Sustainability Development Policy

- Mr. Chanitr Charnchainarong -

(Mr. Chanitr Charnchainarong)

Chairman of the Board of Directors/

Corporate Governance and Sustainable

Development Committee

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