
SOCIAL POLICY AND GUIDELINES

BETAGRO PUBLIC COMPANY LIMITED



Social Policy and Guidelines

Betagro Public Company Limited (“the Company”) is committed to conducting business for sustainable growth based on the foundation that employee, community and society will also be developed and grow together. It has adopted and strictly complied with social responsibility, standards, laws and other regulations related, while striving to continuously improve social performance and regularly reviewing the results of operations to promote social equality, reduce inequality, promote a good quality of life and sustainable coexistence. Details are as follows:

1. **Good Corporate Governance:** On the basis of confidence in the correctness, honesty, integrity, transparency, clarity and compliance with the laws, any action with business associates shall be taken in a straightforward manner and auditable, not giving or accepting any form of bribery both from people within the company, outsiders, business partners, customers or related agencies in both the public and private sectors.
2. **Human Rights:** Conduct business by giving importance to human rights principles, treating all individuals equally, respecting their rights and freedom in accordance with labor laws, principles and related regulations. Any action that can be considered a violation of human rights shall not be encouraged. Also give emphasis on labor matters by raising standards of labor management and creating an effective management system
3. **Fair and sustainable operations:** Conduct business or performing tasks that are transactions between the Company and its subsidiaries, third parties, partners, or any juristic persons both within and outside the country in accordance with any laws, regulations or rules and conditions imposed by the government and the Company's policies. Also seek approval based on the operating authority that is strictly straightforward, transparent and auditable. There shall be a fair and sustainable transfer of operating guidelines throughout the supply chain by establishing sustainable code of conduct for the Company's and its subsidiaries' suppliers of products and services (Betagro Supplier Sustainability Code of Conduct) in order to conduct activities in accordance with the laws and the Company's social policies and practices.
4. **Occupational Health and Safety:** Conduct business with consideration for the health and safety of all workers, including employees, business partners, contractors, visitors, and those working within the Company. Focus on reducing risks, preventing injuries and illnesses, promoting a safety culture, and strictly adhering to laws, regulations, and occupational safety standards.



5. **Customer Relationship:** Conduct business based on trading ethics, fair competition, transparency in advertising, product quality display and services that are clear, transparent, traceable while focusing on research and development of products that consistently meet customers' needs.
6. **Community Participation and Development:** Develop and strengthen communities through the holistic area-based community development in 5 areas: economy, health, environment, society and education by using productivity management tools to create a driving mechanism in working with the community and local leaders. The main aim is to achieve unity and to ensure that the communities can truly depend on themselves. Also encourage a sense of love for the hometown and the transfer of knowledge from one generation to another to build a sustainable, good quality community and society.

This Social Policy and Guidelines was approved by the Board of Directors' Meeting No. 7/2026 held on August 11, 2026.

This policy has been effective since September 1, 2026.

