

SISB Public Company Limited Sustainability Management Policy

SISB Public Company Limited and all subsidiaries (the “Company”) is committed to its vision to be the leading education provider and making quality education accessible to all. The Company recognizes the significance of sustainable business development and aims to support the United Nation for Sustainability Development Goals (SDGs) by considering the impacts of its business operations on environment, society, and stakeholders. Accordingly, the Company has set this Sustainability Management Policy which is in line with its Code of Conduct, Corporate Social Responsibility Policy, and Good Corporate Governance Policy as a principle and practice guideline to be followed by all management and employees of the Company. This Sustainability Management Policy has 3 dimensions as follows.

1. Environmental Dimension

1.1 Energy Management and Environmental Stewardship

The Company understands the importance of its responsibility towards the energy and environmental management including air, water, and waste. The Company acknowledges and will comply with all applicable environmental and related laws and regulations in the areas it operates. The Company is committed to its Corporate Social Responsibility Policy and shall promote energy efficiency, awareness on environmentally friendly approach, and the reduction of pollution. The Company will also avoid activities that lead to environmental degradation; reduce its energy-intensive activities; and seek mitigation measures for its greenhouse gas (GHG) emissions. **The Company’s goal is to reduce its Scope 1 and Scope 2 GHG emissions per average student numbers from base year (Y2023) by 15% percent in 2028.**

2. Social Dimension

2.1 Respect for Human Rights

The Company recognizes the importance of human rights and will not do anything that will violate human rights of a person or any group of persons both directly and indirectly. The Company has a policy to treat all employees and other stakeholders with fairness. All stakeholders of the Company including shareholders, teacher staff, trading partners, creditors, students, parents, and competitors shall be treated with respect for their integrity and privacy. The Company shall always ensure a safe working environment for both the health and property of its employees. **The Company’s goal is to have a zero case for violations of human rights annually.**

2.2 Community and Social Development

The Company will continue supporting the development of communities and society surrounding the Company’s location by organizing social responsibility-related activities. The Company shall seek opportunities to collaborate and promote the educational advancement of local communities. **The Company’s goal is to have a total of 1,200 students developed for English language skills by 2028 from a continuing project of SISB Corporate Social Responsibility-English Learning (CSR-EL).**

3. Governance Dimension

3.1 Anti-Corruption

The Company adheres to the principle of integrity, transparency, and anti-corruption policy in its business conduct. The Company shall ensure the prevention of corruption both within and outside the organization and must require all of its employees to comply with the

law and adhere to ethical practice as stated in its Code of Conduct, Corporate Social Responsibility Policy, and Good Corporate Governance Policy. **The Company's goal is to maintain a zero case for corruption reported from its whistleblowing channel and a zero case for corruption reported or found by regulatory entities such as the Securities and Exchange Commission, Thailand (SEC) and the Stock Exchange of Thailand (SET).**

3.2 Responsibility for Students

The Company shall ensure that students are in safe learning environments which promote multicultural and linguistic diversity developments. The Company will maintain the standard of teaching quality and ensure that it encourages students to have academic excellence, analytical mind, lifelong learning, and trilingual environment. The Company will also ensure and promote the well-being of students through both curricula and extracurricular activities. **The Company's goal is to maintain the validity of its school licenses and educational standards from the Office of the Private Education Commission (OPEC), the Ministry of Education, the Office for National Education Standards and Quality Assessment (ONESQA), the Council of International Schools (CIS), or other equivalent entities.**

All management and employees of SISB Public Company Limited and all subsidiaries are responsible for supporting, promoting, and complying with this Sustainability Management Policy.

This Sustainability Management Policy has been reviewed and approved by the Board of Directors at the Board of Directors' Meeting on 13 August 2024.
