



Sustainable Development Policy
S Hotels and Resorts Public Company Limited
(Amendment No. 1: 26 February 2026)



Summary of Review / Revision Records

Date	Version	Review/Revision Details	Reviewer/Editor
6 July 2022	Original Issue	-	-
26 February 2026	Amendment No. 1	Amend and add details to Policy Clauses 6.3 and 6.5.2 under the Social Policy section, and Clause 6.5.3 under the Environmental Policy section, specifically Clause 6.5.3.1.	Sustainable Development Department



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1. Introduction

S Hotels and Resorts Public Company Limited ("the Company" or "SHR") and its subsidiaries ("the Group") recognize the importance of conducting business with consideration for the economic, environmental, and social impact in a sustainable manner. Committed to responsible business practices, ethical conduct, and accountability to all stakeholders involved, the Company has established a Sustainable Development Policy ("the Policy"). This Policy serves as a guiding framework for the Company's business operations, encompassing activities at the headquarters, hotels, and resorts. It also encourages stakeholders throughout the business chain to embrace responsibility and respond to sustainable development goals at a global level.

2. Objectives

- 2.1 To align with the sustainable development policy of Singha Estate and serve as a guiding principle for the consistent business operations of the Group of Companies.
- 2.2 To adhere to the best practices of The Stock Exchange of Thailand ("SET") and the Thai Institute of Directors Association, aligning with the guidelines or frameworks of regulatory bodies and/or relevant units at both national and international levels.
- 2.3 To ensure that the business operations of the Group of Companies are in line with global sustainable development goals and to establish recognition as a leader in global hotel and resort investments.

3. Scope of Policy

This Sustainable Development Policy applies to executives, employees, and stakeholders within the Group of Companies. It encompasses the business operations of the entire Group, including investments and sustainable business practices for all hotels and resorts under the jurisdiction and management of the Company.

4. Definitions

Word or text	Definition
Sustainability/ Sustainable Development ¹	Sustainable development that responds to the needs of the present generation without compromising the ability of future generations to meet their own needs.

¹ World Commission on Environment and Development. 'Our Common Future'. Oxford: Oxford University Press, 1987.

Word or text	Definition
Employee and worker	Employees, temporary employees, and special temporary contract employees of the company and its subsidiaries.
Stakeholder ^{2/3}	Individuals who are directly or indirectly affected and/or have an impact, both positively and negatively, on the company. This includes stakeholders such as shareholders, investors, analysts, customer, employees, suppliers, creditors, communities, society, and the environment. They may have a direct relationship with the organization (primary stakeholders) or an indirect relationship with the organization (secondary stakeholders).

5. Roles

The company establishes a framework for governance to ensure that operations are in line with this policy, as follows:

Units/Personnel performing duties	Role and Responsibility
Board of Directors and Corporate Governance and Sustainability Development Committee	According to the details specified in the Corporate Governance and Sustainable Development Committee Charter
Chairman, executives, and all employees of the company	Accept and act in accordance with the policy, including supporting initiatives that consider the impact on stakeholders in economic, environmental, and social dimensions.

6. Details of the Policy

The group of companies envisions leadership in hotel and resort investments, not only by setting new standards for hospitality but also by prioritizing a quality way of life. Committed to sustainable and genuinely beneficial long-term development for local communities, the company operates with an integrated approach,

² The Stock Exchange of Thailand. Stakeholder Engagement & Materiality Analysis: <https://www.setsustainability.com/page/stakeholder-engagement>

³ Sal Forest. Stakeholder, <http://www.salforest.com/glossary/stakeholder>

considering the economic, social, and environmental impacts, inclusive of all stakeholders throughout the business chain. Aligned with the enduring corporate philosophy of Singha Estate Public Company Limited, as well as its role as a subsidiary within the SHR group, the company embraces the sustainable development goals outlined by the United Nations (UN Sustainable Development Goals 2030: SDG2030). This includes adhering to relevant global or industry-specific frameworks and standards that support sustainable practices. The company remains dedicated to enhancing the enriching journey in line with its business principles, aiming to foster prosperity and sustainable growth. It aspires to contribute to the well-being of the communities in which it operates, following the distinctive Singha Estate model. The company is guided by a set of principles and strategies to create a socially responsible impact in all areas it conducts business, reflecting the enduring commitment and direction of Singha Estate Public Company Limited.

- 6.1 Establish a framework, assign clear roles and responsibilities, and implement a comprehensive monitoring system to ensure accountability throughout crucial operational activities. This includes aligning operational practices with sustainable development principles at organizational and relevant departmental levels and overseeing and coordinating company activities within the group to ensure unified practices.
- 6.2 Promote sustainability throughout the business chain by emphasizing the importance of community and environmentally conscious procurement practices. Encourage partners to adhere to social and environmental factors in their operations and support business partners aligned with the company's sustainable development principles and other relevant policies. This includes developing the resilience of local communities and partners to extend positive impacts into the broader society in the future.
- 6.3 Promote and support a conscientious and socially responsible culture among the employees of the group of companies. Foster a sense of corporate citizenship by encouraging employees to fully engage, participate, innovate, and adopt suitable technologies to develop and contribute to sustainable business practices.
- 6.4 Promote collaboration with stakeholders and encourage cooperation in the community to exchange knowledge and work together effectively, both at the national and global levels. This aims to address the aspirations of stakeholders, develop within the framework of policies and business operations, and contribute to sustainable development.
- 6.5 To ensure sustainable development aligned with SHR's values, the business operations of the group of companies are guided to respond to all three dimensions of sustainability: economic, social, and environmental. This is outlined as follows:
 - 6.5.1 **Economic policy**, the group of companies aims to strengthen its business, ensuring competitiveness in the face of current changes. It aspires to enrich a sustainable journey by guiding and overseeing

operations based on ethical principles. This includes considerations for sustainable procurement and supply chain management and fostering a business that contributes to local communities' resilience. The company actively engages in community development, supporting local procurement to enhance the economic growth of communities in alignment with the company. It is committed to fostering sustainable economic development at all levels.

6.5.2 Social policy, the group of company's places importance on understanding and respecting the diverse sociocultural aspects of the countries in which the company invests and operates. It conducts operations fairly and considers the quality of life for all stakeholder groups within the business chain, including employees, customers, and local communities. It ensures health and safety according to Singha Estate's standards, adhering to regulations, laws, and international agreements related to human rights and personal rights. The company treats employees fairly, developing their skills at all levels and fostering a work environment that emphasizes inclusivity and employee satisfaction. It actively engages with communities and society to uplift the overall well-being and collaborates in conserving significant historical and cultural sites. The group of companies is steadfast in promoting a community-centric social approach, growing together with communities, resorts, and hotels under SHR. The group of companies has outlined various social policies, including:

6.5.2.1. Employment and Community Capacity Building

The hotels and resorts of the group of companies operate globally, contributing to sustainable community development in various regions. With a commitment to enriching and sustaining the quality of life for local communities, they actively undertake employment and community capacity-building initiatives. These efforts aim to foster community development, empower local employees to take on leadership roles, and promote genuine community engagement. Additionally, the group participates in community-based tourism (CBT) activities, fostering collaborative tourism initiatives with local communities.

6.5.2.2. Procurement from Local Communities and Sustainable Business Chain

Support the procurement of products and services from local communities for sustainable coexistence. Promote tourism, sustainable village fisheries, and the purchase of raw materials from communities (Farm-to-table Menu). Utilize materials or products sourced from local communities in hotel and resort operations, including souvenirs, in-room amenities, and other consumables. This

aligns with community capacity building, particularly for small-scale entrepreneurs, as partners to meet business needs. Do not support fishing practices that impact biodiversity negatively, ensuring the preservation of biological diversity.

6.5.2.3. Community Engagement and Well-being

Focus on enriching and improving the well-being of local communities in every area where business operations take place. Listen to and reflect the community's voices, promote inclusive engagement with communities in all dimensions, and elevate the quality of community life with essential factors such as sustenance, healthcare, and education. This aligns with the Sustainable Development Goal 2: Zero Hunger, a crucial and sustainable focus at the global level.

6.5.2.4. Cultural Heritage Conservation

Respect and actively participate in preserving the cultural heritage of local communities, including traditions, indigenous knowledge, customs, and unique community values. Embrace and celebrate local identity, encompassing monuments, art, historical sites, and more. This involvement aims to be an integral part of community engagement, fostering the understanding, appreciation, and conservation of societal heritage for sustained cultural continuity. Additionally, support community awareness activities focused on environmental conservation.

6.5.2.5. Human Rights

Respect for the dignity of human beings, equality, and the diversity of individuals in all forms, regardless of gender, ethnicity, race, culture, customs, indigenous identity, beliefs, skin color, place of origin, lineage, regional ethnicity, individual characteristics, political opinions, personal rights, or any other distinctions. Unrelated and non-supportive of seeking benefits from activities violating human rights, including sexual exploitation, all forms of forced labor, coercion, or trafficking, and vigilance to prevent violations of human rights throughout the business supply chain. Compliant with the principles of the "Universal Declaration of Human Rights (UDHR)" and the "United Nations Guiding Principles on Business and Human Rights (UNGPR)," which consists of three pillars: "Protect – Respect – Remedy."

6.5.2.6. Natural Resources Assessment

Hotels and resorts within the company group are predominantly located in areas rich in biodiversity. Communities and businesses must coexist and share resources consistently. Therefore, access to natural resources and the environment, including communal natural resources, water resources, consumption and conservation of water, land ownership, exploration, and sustainable utilization of coastal and inland areas, must be comprehensive. It should not impede the use or access to resources by others, especially local communities. This includes providing knowledge, overseeing the sustainable use of natural resources, and ensuring enduring respect for fundamental environmental rights.

6.5.2.7. Occupational Health and Safety

Promoting the issue of occupational health and safety is a matter of utmost concern for all groups throughout the business chain, giving importance to employees, supervisors, support staff, and individuals with significant responsibilities in this regard. The focus is on raising awareness, providing knowledge, prevention, review, and regular training in emergency response plans and contingency plans, emphasizing the importance of health and safety for guests throughout their stay and for staff during work. This includes training employees to have knowledge and vigilance in health, safety, and occupational health, especially in the areas of natural disasters, fire escape, emergency preparedness, and other significant risk factors for hotel businesses, tourism, and travel, as well as for those engaged in walking activities. Additionally, creating a conducive work environment, supporting equipment, and tools for safety in the workplace are also emphasized.

- 6.5.3. Environmental Policy,** The group of companies takes responsibility for preserving natural resources, the environment, and ecosystems, considering the negative environmental impacts in conducting business activities on land, water, and in the air. The group encourages protection, restoration, and conservation efforts, as well as the responsible use of various resources, with knowledge and maximum efficiency. The group of companies has established environmental policies in various aspects, as follows:

6.5.3.1. Natural Resource, Environmental, and Ecosystem Management

- Biodiversity Policy

The group of companies follows the principle of 'Building big, protecting small' as the core idea for biodiversity policy. This entails safeguarding, caring, and restoring biodiversity and the integrity of

nature, including terrestrial and marine life. Special attention is given to vulnerable species, considering the impact on biodiversity from the pre-planning phase, design of projects, project execution, and post-project phases. It is essential to be environmentally friendly, conserve and maintain the original biodiversity to the maximum extent possible. Caution is exercised to prevent the use of plants or local invasive species in all projects, and there is no support for the use of materials or methods that could harm biodiversity. Collaboration with stakeholders, communities, scientists, government agencies, and other interested parties is encouraged throughout the business chain to achieve these objectives. This includes the development of tourism programs that encourage collaboration between stakeholders, hotels, and local communities.

- Waste Management and Disposal Policy

The group of companies has a policy that requires each business to establish waste and disposal management practices that are suitable for their respective operations. The overarching goal is "Zero-waste to landfill, zero-waste to ocean." Starting from reducing the generation of waste and pollutants (Reduce), using resources wisely and practicing reuse (Reuse), to setting limits on the production of all types of waste and pollutants. Proper disposal methods, such as recycling (Recycle) or environmentally friendly disposal, are employed. This includes the process of reconsidering our approach (Rethink) to foster a strong environmental awareness for the optimal use of resources, with a focus on minimizing the impact on terrestrial and marine ecosystems. This includes supporting partners with clear waste management responsibilities, promoting the reduction or retrieval of packaging. Moreover, undertaking initiatives in alignment with the circular economy concept and actively encouraging affiliated companies to participate in waste reduction efforts. Additionally, fostering community involvement through the Local Community Engagement Program.

- Climate Change and Energy Management Policy

The company group has a policy to improve work processes in all forms, increase the proportion of renewable energy and environmentally friendly energy in place of original energy in all business operations, to reduce significant carbon emissions that contribute to climate change. This includes promoting the efficient use of energy, maintenance, assessment, and improvement of electrical appliance to be suitable for consistent energy use, for cost-effectiveness and maximum benefit in energy consumption. Additionally, it adopts technology and innovation to save energy and reduce carbon

emissions. Moreover, it considers the use of resources, processes, waste management, and waste reduction, focusing on evaluating and offsetting high carbon emissions. Furthermore, it incorporates strategies for assessing and mitigating carbon emissions, as well as conserving natural resources on land and in the sea, which are important indicators for the changing climate. The company also actively involves employees in low-carbon community initiatives.

- Water Resource Management Policy

The group of companies has a policy for the sustainable management of water resources throughout the cycle. This policy places importance on water sources, efficient water usage, water recycling, wastewater treatment, and the release of treated water back into water sources. It emphasizes conserving water sources for shared use with communities and sustaining underwater ecosystems. Additionally, consideration is given to respecting local community water sources, preserving natural resources, and maintaining biodiversity in water areas within the geographical areas where the group of companies operates.

6.5.3.2. Conservation and Restoration of Natural Resources, Environment, and Ecosystems

- Protection and Conservation

The group of companies safeguards and conserves natural resources and the environment at all levels to sustain environmental systems. This involves avoiding, reducing, or adjusting resource usage, conducting business responsibly, assessing impacts both before, during, and after operations, and collaborating with stakeholders such as affected individuals, communities, schools, youth, and environmental researchers. This includes promoting various learning methods and educational programs, both in tangible formats and online (TV house program), to encourage responsible attitudes and responsible tourism in customer.

- Restoration

The group of companies has a policy for the restoration of natural resources, the environment, and ecosystems both before, during, and after the completion of projects construction. The approach aims to restore areas where the company group operates to improve them to their full potential, with stringent supervision and care for those affected.

- Rising Awareness

The group of companies has a policy to serve as a body of knowledge, disseminating and propagating knowledge related to the conservation, protection, and restoration of natural resources, the environment, and ecosystems. This is carried out through learning centers, activities, and various media of the company group to foster collaboration, raise awareness, and provide accurate knowledge to all stakeholders. This includes participating in the creation of communication channels that are suitable for public access, regardless of whether it involves providing information, engaging in joint learning with the company, or contributing to community and environmental initiatives for sustainable development.

7. Policy Review and Supervision

The secretary of the Corporate Governance and Sustainability Development Committee is responsible for proposing an annual policy review to the Corporate Governance and Sustainable Development Committee, seeking approval from the committee. Upon obtaining approval from the Corporate Governance and Sustainable Development Committee, the proposal is then submitted to the Board of Directors for final approval and implementation.

8. Violation

Non-compliance with the Safety, Occupational Health and Working Environment Policy will result in disciplinary actions according to the Company's regulations which is applicable to all employees, and contractors as well as workers, while impose penalties as specified in their agreements.

Announced on 26 February 2026

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(Mr. Chayanin Debhakam, D.B.A.)

Chairman of the Board of Directors

S Hotels and Resorts Public Company Limited