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Bangkok Chain Hospital Public Company Limited

Sustainability Policy

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Sustainability Policy

Bangkok Chain Hospital Public Company Limited

1. Introduction

Bangkok Chain Hospital Public Company Limited (the “Company”) and its subsidiaries are committed to operating a sustainable business by prioritizing and promoting practices that comprehensively address Environmental, Social, and Governance (ESG) considerations. The Company is dedicated to creating enduring value for all stakeholders.

To support this commitment, the Company has established a Sustainable Development Policy that serves as a guiding framework aimed at enhancing business practices toward sustainability, fostering value and growth for the Company, and ultimately achieving long-term, sustainable success. This policy aligns with the United Nations’ Sustainable Development Goals (SDGs).

2. Objectives

- To affirm the Company and its subsidiaries' unwavering commitment to operating a sustainable business model that considers the economic, social, and environmental impacts of our activities.
- To enhance awareness and foster collaboration in sustainability initiatives throughout the organization.
- To provide a comprehensive framework for the integration of key sustainability issues into our business operations.

3. Definitions

“**The Company**” refers to Bangkok Chain Hospital Public Company Limited.

“**Subsidiaries**” refers to companies in which Bangkok Chain Hospital Public Company Limited holds, directly and/or indirectly, more than 50 percent of the shares.

“**Stakeholders**” refers to individuals or groups who are affected by, or may affect, the Company’s operations either directly or indirectly, or who have any interests in the Company’s business operations, or whose influence may have an impact on the Company. These include, but are not limited to, customers, employees, physicians, communities, shareholders, business partners, government agencies, the media, and business competitors.

4. Scope of enforcement

Sustainable Development Policy is applicable to all directors, executives, and employees of the Company and its subsidiaries.

5. Regulations

- 5.1 The company emphasizes the importance of sustainable business practices across the entire value chain and encourages all stakeholders to prioritize sustainability.
- 5.2 The Company fosters capacity building and service quality enhancement to meet customer demands, supports innovation and technological advancement to create opportunities, and strengthens business competitiveness.

- 5.3 The Company conducts its business in full compliance with applicable laws and regulations, prioritizes and promotes the application of good corporate governance principles appropriate to the organizational context, and supports robust internal control and audit systems to build trust and confidence among shareholders, investors, and stakeholders.
- 5.4 The Company prioritizes stringent protection of personal data privacy and promotes a culture of safety and occupational health for employees and stakeholders.
- 5.5 The Company treats employees fairly and without discrimination, respects employee rights, ensures decent work and fair remuneration, fosters a safe and healthy work environment, and supports continuous and equitable employee development.
- 5.6 The Company supports, promotes, and respects human rights, upholding mutual respect and equal treatment without discrimination based on physical or mental disability, religion, ethnicity, nationality, race, gender, sexual orientation, language, age, social status, marital status, origin, culture, customs, opinions, or other grounds.
- 5.7 The Company supports community development and actively participates in enhancing access to healthcare services, health education, and community activities to improve quality of life.
- 5.8 The Company responsibly manages its supply chain and prioritizes stakeholder relationship management through formal stakeholder engagement policies.
- 5.9 The Company is committed to raising awareness and promoting environmental and natural resource conservation among employees, medical personnel, business partners, customers, and all relevant parties.
- 5.10 The Company is committed to minimizing its environmental impact, promoting resource efficiency, adapting to climate change, and supporting environmentally responsible procurement practices.
- 5.11 The Company is committed to fostering a risk-aware culture and comprehensive risk management, with effective monitoring, control, and audit mechanisms to swiftly respond to changes and emerging risks, ensuring sustainable long-term growth.

6. Review and Improvement

The Sustainability, Corporate Governance, and Risk Management Committee governs this Sustainability Policy. The policy shall be reviewed regularly, at least once a year, or whenever there are significant changes that impact business operations. This ensures that the Sustainability Policy remains aligned with the Company's practices, applicable regulations, and relevant laws. Any revisions to the policy must be approved by the Board of Directors and communicated comprehensively throughout the organization.

This Sustainability Policy shall come into effect from January 14, 2026, onward, pursuant to the resolution of the Board of Directors' meeting No. 1/2026 held on January 14, 2026.