

3. Business Sustainability Development

3.1 Policy and Goals of Sustainable Management

Bangkok Land Public Company Limited (“the Company”) is committed to conducting its business in accordance with the principles of sustainable development. The Company strictly adheres to good corporate governance, operates with responsibility toward society and the environment, and carefully considers the impact on all stakeholder groups. The Company seeks to balance internal and external environmental factors throughout the entire business value chain, covering governance, economic, social, and environmental aspects. In preparing and disclosing information, the Company aligns its reporting with the United Nations Sustainable Development Goals (UN SDGs) and refers to the Global Reporting Initiative (GRI) Standards 2018. The Company also ensures compliance with relevant laws, the principles of good corporate governance as prescribed by the Stock Exchange of Thailand, and the regulations of the Securities and Exchange Commission.

The Board of Director intends to manage the organization efficiently and achieve the objectives and believes that by maintaining a high standard of business ethics and by following good corporate governance practices will provide a strong background for the long-term success of the Group. The qualifications of the good corporate governance consist of:

- Honesty
- Transparency
- Independence
- Responsibilities to the duties,
- Fairness
- Social responsibilities

Sustainability Policy

Bangkok Land Public Company Limited and its group of companies conduct the business in accordance with the sustainable development guidelines under the corporate governance code, with sense of responsibility for society and environment considering economic impacts on all groups of stakeholders and creating balance between business operation and responsibility for environment across the business value chain covering environmental, social, and governance dimensions.

To develop the organization towards sustainability, the Company has established a Sustainable Development Policy to serve as a framework for sustainability management in alignment with the United Nations Sustainable Development Goals (UN SDGs) by setting policies and guidelines for sustainable development in three dimensions as follows:

Corporate Governance and Economic Dimension

1. Conduct business in accordance with good corporate governance code, business code of conduct and ethics, with transparency and fairness, considering all groups of stakeholders, while ensuring financial stability and continuous positive performance.
2. Develop the quality and standards of products and services and promote innovation and technology development to meet customer and business partner expectations and satisfaction in order to enhance market competitiveness as well as support green procurement by choosing products and services certified as environmentally friendly.
3. Maintain good relationships with business alliances and partners and promote participation from all groups of stakeholders to efficiently manage the business supply chain.
4. Manage risks systematically and standardize risk management across the organization to enhance stakeholder confidence.
5. Enhance investment opportunities to create value and ensure continuous business growth.

Social Dimension

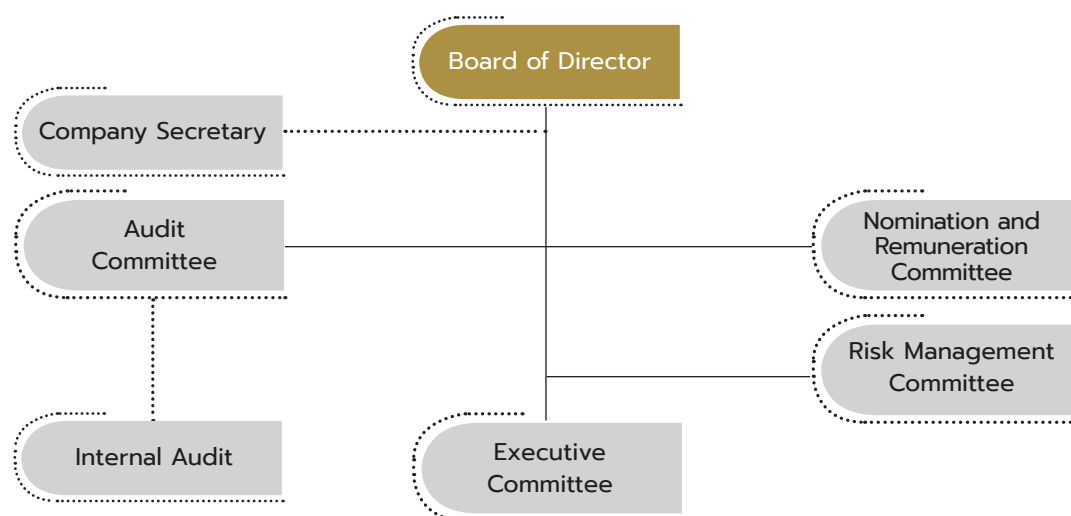
1. Conduct business while prioritizing equality and equity and respecting human rights.
2. Operate with social responsibility and considering impacts on stakeholders.
3. Develop products and services to ensure high quality and standards to meet customer needs, while enhancing customer satisfaction and trust.
4. Promote development of skills and potential of personnel, provide comprehensive welfare including fair and appropriate compensation, and ensure that working environment is safe to life and property for well-being of personnel.
5. Participate in social responsibility and improve the quality of life in community through supporting and promoting employment in local and neighboring areas including community economies and enhance education as a fundamental of society.

Environmental Dimension

1. Promote, provide knowledge, and cultivate a sense of responsibility for environmental conservation to the personnel, consider selecting materials derived from natural sources or biodegradable materials, and adopt technology to manage resources efficiently and sustainably.
2. Manage any activities through the entire business value chain to prevent negative impacts on communities and environment.
3. Support and advocate for the use of eco-friendly products and equipment, explore ways to reduce resource consumption, reuse, recycle, repair, and upcycle the resources as well as supporting the use of clean energy and energy conservation.

Sustainable Development Structure

The Board of Directors is committed to sustainable development and has therefore established an organizational structure comprising four sub-committees: the Audit Committee, the Nomination and Remuneration Committee, the Risk Management Committee, and the Executive Committee. In 2025, the Board of Directors assigned the Executive Committee to oversee the Company's sustainable operations and to be responsible for formulating policies, criteria, and operational guidelines in various areas. These responsibilities aim to ensure alignment with good corporate governance principles and to lead the Company towards long-term sustainable success.



3.2 Management of impacts on stakeholders in the business value chain

3.2.1 Value Chain

Inbound Logistics	<ul style="list-style-type: none"> • Land and resource acquisition • Fundraising and financial sourcing • Quality assurance and inspection
Operations	<ul style="list-style-type: none"> • Lease, purchase, and sales contract management • Real estate development for convention centers, hotels, and exhibition halls
Outbound Logistics	<ul style="list-style-type: none"> • Office acquisition, sales, and leasing
Marketing and Sales	<ul style="list-style-type: none"> • Appropriate pricing strategy • Provision of product and service information • Advertising and public relations • Sales promotion and marketing
Customer services	<ul style="list-style-type: none"> • Utilities and juristic person management • Customer relationship management • Complaint and feedback channels

3.2.2 Engagement with stakeholders

Stakeholder Groups	Expectations	Channels of Communication and Participation
Internal Stakeholders		
1. Shareholders	<ul style="list-style-type: none"> • Good company performance • Business growth • Sustainable corporate management • Effective risk management 	1) Annual/Extraordinary General Meetings of Shareholders 2) Company snapshot 3) Communication through online media or email 4) Channels for suggestions or complaints
2. Employees	<ul style="list-style-type: none"> • Job stability and career advancement • A positive working environment • Capacity, knowledge, and skill development • Workplace safety 	1) Meetings with employees of the company and affiliated companies 2) Committee (welfare) meetings 3) Communication through intranet, online media, and email 4) Whistleblowing channels for suggestions or complaints 5) Annual employee engagement surveys
External Stakeholders		
1. Customers / Consumers	<ul style="list-style-type: none"> • High-quality after-sales service • Customer relationship management • Traffic and road safety management • Compliance with environmental laws, such as wastewater and waste management • Risk and emergency management • Data confidentiality • Security management 	1) Annual customer satisfaction surveys 2) Customer relationship/marketing activities 3) Direct meetings with customers 4) Online communication/email 5) Whistleblowing and complaint channels

Stakeholder Groups	Expectations	Channels of Communication and Participation
2. Business Partners and/or Contractors	<ul style="list-style-type: none"> • Long-term business collaboration • Fairness in business practices • Transparent and fair procurement processes • Partner development 	1) Meetings with business partners and contractors 2) Evaluation of business partners and contractors 3) Communication through online media or email 4) Whistleblowing and complaint channels
3. Community Society and Environment	<ul style="list-style-type: none"> • Safety and traffic problem resolution • Quality of water for usage and natural water sources • Compliance with environmental laws • Community and social development 	1) Community engagement activities 2) Community satisfaction surveys 3) Meetings with company employees 4) Communication through online media, email, and others 5) Whistleblowing and complaint channels
4. Government Agencies and/or Regulatory Authorities	<ul style="list-style-type: none"> • Compliance with laws and regulations • Good corporate governance • Value creation for the economy and society • Disclosure of company performance 	1) Joint meetings on various occasions 2) Cooperation in government-related projects 3) Communication through online media, email, and others 4) Disclosure or reporting of information
5. Creditors	<ul style="list-style-type: none"> • Compliance with loan and debenture agreements • Effective risk management • Appropriate capital structure management • Timely debt repayment 	1) Meetings with creditors 2) Communication through online media, email, and others
6. Competitors	<ul style="list-style-type: none"> • Fair and lawful competition 	1) Joint meetings within industry groups 2) Collaborative actions in response to government requests

Stakeholder Engagement Monitoring and Evaluation

On the stakeholder analysis assessment, the Company will monitor and evaluate the stakeholder engagement processes to continuously improve their effectiveness in the future. The Company will also develop an integrated plan based on feedback obtained from stakeholder engagement on key corporate issues. This approach reflects the Company's recognition of the value of stakeholder input in shaping its strategies and project implementations. Furthermore, the Company will publicly disclose relevant information to ensure transparency.

Materiality Assessment on Sustainability Issues

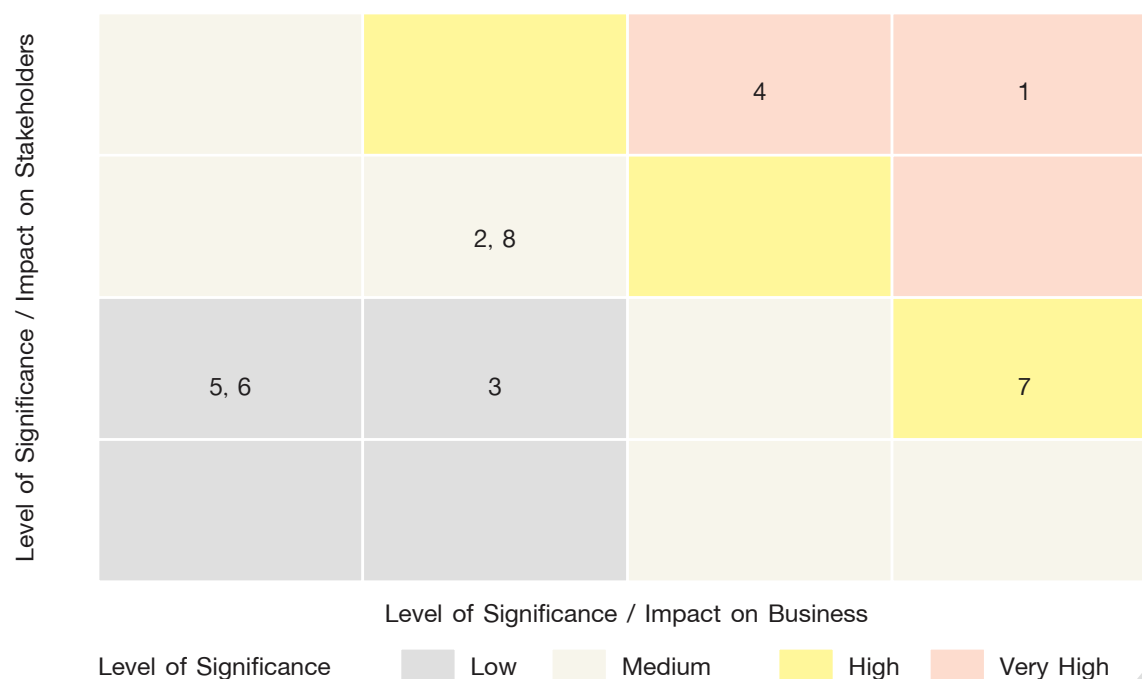
The Company has conducted a materiality assessment to identify issues significant to sustainable business operations. This assessment considers the level of impact on both stakeholders and the Company's business, analyzing key issues with regard to corporate governance, economic, social, and environmental dimensions. The assessment process is summarized as follows:

1. Identification of Material Issues: The Company compiled sustainability-related issues based on its operational framework, taking into account both stakeholder expectations and interests, as well as communication channels or methods for data collection.
2. Sustainability Materiality Assessment: The Company assessed sustainability issues significant to both the Company and its stakeholders, across three dimensions: corporate governance and economic, social, and environmental aspects.
3. Review of Material Issues: The Company reviewed and prioritized material issues in alignment with the Sustainable Development Goals (SDGs) and the Global Reporting Initiative (GRI) Standards for sustainability reporting.

Analyzing key issues of sustainability

Identify Key Issues	<p>The Sustainable Development Working Group has compiled key sustainability issues by considering matters relevant to the Company's business operations and stakeholders. This assessment covers the dimensions of corporate governance, economic, social, and environmental aspects, which include:</p> <ul style="list-style-type: none"> • The United Nations Sustainable Development Goals (SDGs) • The Global Reporting Initiative (GRI) Standards • Other material issues within the same or related industries, such as the real estate development sector, the real estate and construction sector, and the catering services sector.
Assessing Important Aspects of Sustainability	<p>The Company preliminarily analyzed the material sustainability issues identified by various organizations and subsequently reviewed them through the Sustainable Development Working Group within the Group. The assessment considered the level of influence on stakeholders' and the organization's decision-making regarding material sustainability issues, as well as other relevant issues within related business sectors. Stakeholders, executives, and relevant company employees participated in this assessment process.</p>
Verify the accuracy of key issues and review the issues for continuous improvement	<p>The Sustainable Development Working Group presented the analyzed material sustainability issues to the Management Committee, which comprises representatives of the Board of Directors and senior management, for approval of prioritization. This was conducted by considering both the influence on stakeholders' and the organization's decision-making, and the significance of the impact on corporate governance, economic, social, and environmental dimensions. The process involved collecting stakeholder feedback and organizing internal meetings to review the data related to the materiality assessment process. The Management Committee has reviewed and approved the material sustainability issues for the year 2025, which are presented in the form of a materiality matrix.</p>

Materiality Assessment



Corporate Governance and Economic Dimension	Level of Significance
1. Good Corporate Governance and Legal Compliance	
2. Data Confidentiality	
3. Clear and Transparent Disclosure of Information	
Social Dimension	
4. Community and Social Quality of Life Development	
5. Human Rights Principles	
6. Health and Safety	
Environmental Dimension	
7. Environmental and Surrounding Management	
8. Waste Management	

3.3 Management of environmental sustainability



3.3.1 Environmental Policy and guidelines

Bangkok Land Public Company Limited and its group of companies are committed to conducting the business in accordance with the sustainable development guidelines and recognizing the importance of environment by focusing on creating balance between business operation and responsibility for environment in activities across the business value chain through responsible and mindful use of natural resources, reduction of energy consumption and maximization of resources, as well as planning and preparing guidelines to mitigate and solve greenhouse gas emissions problems and environmental impacts that may affect all groups of stakeholders by setting the environmental policy and guidelines as follows:

1. Conduct business pursuant to environmental laws and standards, including greenhouse gas emissions management.
2. Explore ways to reduce resource consumption, reuse, recycle, repair, upcycle the resources and use of clean energy, as well as continuously improve environmental management.
3. Promote a sense of responsibility for the environment and provide knowledge of environmental conservation to all groups of stakeholders.
4. Communicate environmental activities to employees at all levels and all groups of stakeholders throughout the business value chain to enhance and develop environmental activities.
5. Promote projects in relation to environmental impact reduction by collaboration with both internal and external stakeholders.
6. Implement environmentally friendly procurement process for goods and services.

3.3.2 Environmental operating results

1. Management of Energy

The Company and its group companies have implemented various energy management systems through activities and projects aimed at reducing energy consumption and the use of resources that may lead to energy waste and the generation of waste materials. The Company has

established energy control measures, including the management of electricity consumption and fuel usage. The results of the initiatives conducted over the past year can be summarized as follows:

Energy Management Activities and Projects

1.1 Energy Reduction Project in Exhibition Areas

Due to the increasing severe issue of climate change, which has resulted in rising average temperatures and unpredictable seasonal patterns, daily life and energy costs have been significantly affected.

IMPACT Exhibition Management Co., Ltd. has initiated an energy reduction project within exhibition areas to address these challenges. The project also aims to raise awareness and encourage employees at all levels to participate in efficient energy use and to operate in compliance with legal requirements. This initiative helps mitigate the effects of climate change while reducing the Company's energy expenses. The project includes continuous planning and implementation, such as replacing conventional lighting with energy-saving LED bulbs in buildings and event halls, upgrading air curtains to minimize the exchange of indoor and outdoor air to maintain stable temperatures, and improving air conditioning systems like BBP and upgrading split-type air conditioners for higher efficiency.

Summary of Energy Reduction Results in 2024

- IMPACT set a target to reduce energy consumption in exhibition areas by 3% (compared to the base year 2023) and achieved an actual reduction of 3.07%.
- Electricity consumption was reduced by 858,163 kWh, which saved approximately THB 4,007,619 (based on an average electricity rate of THB 4.67 per kWh)
- The project contributed to reducing greenhouse gas emissions by 481,429 kgCO₂e, equivalent to the annual energy consumption of 2,600 two-story houses (16 sq. wah each)

1.2 Clean Energy Project: Solar Cell Installation

Following the energy reduction initiative, the Company's management has embraced the vision of promoting clean energy by installing solar rooftop systems that convert solar energy into electricity. This project helps reduce electricity costs and greenhouse gas emissions, providing a sustainable clean energy solution.

Solar Cell Installation Summary

- IMPACT Exhibition Management Co., Ltd.
Installed at: IMPACT CHALLENGER, IMPACT FORUM, IMPACT INDOOR PARKING 3, and The Portal Lifestyle Building, Total installed capacity 1,185 kWp, Estimated annual power generation: 1,254,497.82 kWh
- Bangkok Land Agency Co., Ltd.
Installed at: COSMO BAZAAR Phase 1 and Phase 2. Total installed capacity: 969.84 kWp, Estimated annual power generation: 1,518,703.17 kWh
- Bangkok Airport Industry Co., Ltd.
Installed at: COSMO OFFICE PARK, Total installed capacity: 165.24 kWp, Estimated annual power generation: 201,410.80 kWh
- Bangkok Land Public Company Limited
Installed at: BEEHIVE LIFESTYLE MALL, Total installed capacity: 375.84 kWp, Estimated annual power generation: 549,788.37 kWh

1.3 Electric Vehicle (EV) Charging Station Project

IMPACT Exhibition Management Co., Ltd. recognizes the growing importance of electric vehicles (EVs), which are environmentally friendly innovations that help reduce pollution from traditional fuel combustion engines. The Company has established eight Level 2 EV charging stations and provides eight electric rental cars for car-sharing services to event attendees and visitors within the IMPACT premises. This initiative is part of the Company's sustainable business strategy, meeting customer needs while contributing to environmental protection.

Summary of Installed EV Charging Stations. Total: 6 locations with 18 charging bays

1. P1 Challenger Parking Area (G27-G28) 1 charging bay
2. P3 Parking Area 1 charging bay
3. The Portal Parking Area 1 charging bay
4. Bee Hive Lifestyle Mall Parking Area 3 charging bays
5. P1 Challenger Indoor Parking (G30-G33) 9 charging bays
6. Novotel Parking Area 4 charging bays

2. Water Management

The Company and group companies have implemented water usage control processes for essential operations, such as water consumption for personal use, cleaning of buildings and facilities, washing and preparing goods and raw materials, and wastewater treatment. The Company places significant importance on water management, which includes controlling water consumption, ensuring water quality, and monitoring wastewater. The Company has established strict operational plans to ensure efficient water usage and maximize its benefits.

Additionally, the Company emphasizes the importance of controlling the quality of municipal water used by regularly measuring the Biological Oxygen Demand (BOD) to ensure it remains within the standard levels required by law. This proactive approach helps control wastewater generation from the source. The measurement results in 2025 indicate that water quality remained within good and legally compliant standards.

Summary of Average Wastewater Quality in 2024

Unit: milligrams per liter

pH (5.5 - 9.5)	BOD (<20)	TSS (<30)	TDS (<1000)	SS (<0.5)	Sulfide (<1.0)	TKN (<35)	Oil & Grease (<20)	DO (>5)
8.6	6.5	5.8	282.7	0.1	0.5	4.5	3.0	7.3

Water Management Activities and Projects

2.1 Wastewater Management within the Muang Thong Thani Area

Given the extensive area of Muang Thong Thani, which encompasses residential buildings, office spaces, exhibition centers, and various retail outlets, the Company has designed and installed a centralized wastewater treatment system. This system ensures that wastewater discharged into the environment complies with legal standards and does not adversely impact the surrounding ecosystem. The treatment system has a maximum capacity of 7,500 cubic meters per day, reflecting the Company's commitment to efficient and sustainable water resource management.

2.2 Canal and Drainage Maintenance Project

Currently, the Muang Thong Thani and Chaengwattana areas are experiencing significant business expansion, attracting a growing number of visitors and residents. In cases of heavy rainfall exceeding the drainage capacity originally designed for the project, localized flooding may occur. To mitigate this potential issue, the Company has implemented a regular canal and drainage maintenance plan within the Muang Thong Thani area to ensure optimal rainwater drainage efficiency. This project aims to alleviate flooding problems and minimize inconvenience for the local community.

3. Waste, Pollution, and Waste Management

The Company and group companies have implemented waste, pollution, and by-product management systems in full compliance with legal requirements. Various projects and activities have been organized to support the Company's environmental policies and to foster environmental responsibility among all stakeholder groups.

With over 10 million visitors per year attending exhibitions, conferences, and events at IMPACT Muang Thong Thani, the Company has adapted its services and facilities to better accommodate customers by replacing single waste bins with separated waste bins. A systematic waste separation and collection process has been established to ensure that each type of waste is properly disposed of and managed to maximize its value, following the 4R principles: Reuse, Repair/Recover, Reduce, and Recycle. This approach helps minimize environmental pollution, enhances the Company's sustainability image, and aligns with the sustainable event management policy.

Waste, Pollution, and Waste Management Activities and Projects

3.1 Promotion of Sustainable Event Management (Green Package)

IMPACT Exhibition Management Co., Ltd., the operator of IMPACT Exhibition and Convention Center, the largest event venue in Thailand and Southeast Asia, offers international-standard facilities and services for all types of events. As a leading organization in the MICE (Meetings, Incentives, Conventions, and Exhibitions) industry, the Company prioritizes its social and environmental responsibilities and conducts its business with a sustainable approach encompassing economic, social, and environmental dimensions. The Company has established a Sustainable Event Policy to serve as a guideline aligned with international sustainability standards and requirements.

The Company has also developed the "Green Package" service to provide an option for clients who value sustainable event organization. This package can be tailored to suit the specific nature of each event and covers five types of activities: Meetings/Seminars, Exhibitions, Concerts, Parties, Weddings.

Examples of IMPACT's Green Package Services for Sustainable Events:

- **Facilities and Venue Services:** Utilize energy-saving electrical equipment and renewable energy sources.
- **Food and Beverage Services:** Use environmentally friendly packaging such as paper straws, paper cups, and biodegradable food containers. Provide sustainable menu options such as low-energy dishes, vegetarian or plant-based proteins, and encourage food donation or takeaway of surplus food to support underprivileged communities.
- **Waste Management:** Provide separated waste bins and systematically separate food waste for efficient recycling or conversion into soil conditioners.

- Sustainable Event Equipment: Avoid using table and chair covers or opt for eco-friendly fabrics. Use reusable decorations such as plants, fruits, vegetables, or artificial flowers. Set up service points for borrowing and returning stationery.
- Sustainable Event Signage: Display signage promoting sustainable event management to clearly communicate the intention to reduce greenhouse gas emissions associated with the event.

The Company was certified under the ISO 20121:2024 Sustainable Event Management System (latest version) by SGS (Thailand) Limited on February 19, 2025. IMPACT is the first organization in Thailand to receive certification under this latest version of the standard.

In January to December 2024, the Company successfully hosted 99 events under the Green Package concept, covering various types of activities including meetings, exhibitions, concerts, parties, and weddings. This demonstrates the Company's true commitment to promoting environmentally friendly and socially responsible event management.

3.2 Waste Separation for Recycling in Exhibition Halls, Catering Services, Food Centers, and On-site Restaurants

Summary Report on "Recyclable Waste" Collected from Waste Separation in Exhibition Halls for Fiscal Year 2024

- Plastic bottles: 3,756.10 kilograms
- Cardboard boxes: 27,258.90 kilograms
- White paper: 350 kilograms
- Paper scraps/cores: 3,381.20 kilograms
- Empty tin cans (galvanized tins): 2,024 kilograms
- Used cooking oil: 1,388 kilograms
- Aluminum cans: 188.10 kilograms

3.3 Zero Waste Project: Converting Food Waste into Soil Conditioner

In addition to providing venues and facilities for various events, IMPACT Muang Thong Thani also offers comprehensive food and beverage services. The Company places great importance on managing food waste by utilizing Food Waste Composter technology to transform leftover raw materials and food waste into soil conditioner, which is used in IMPACT's own organic vegetable gardens and cultivation areas.

This technology helps reduce landfill waste by up to 100 kilograms per day (36,500 kilograms per year) and produces 20 kilograms of fertilizer per day (7,300 kilograms per year), which is equivalent to planting 28 trees per day or 10,220 trees per year. Additionally, it reduces greenhouse gas emissions by 315 kgCO₂e per day or 115 tons per year.

In 2024, a total of 13,409 kilograms of food waste was processed, resulting in 4,446 kilograms of fertilizer produced. This initiative not only helps reduce the Company's fertilizer procurement costs but also aligns with the Company's commitment to sustainable business practices.

3.4 Zero Waste Project: Crafting from Recycled Materials

To promote efficient resource utilization in line with the 4R principle and reduce catering costs, IMPACT has initiated a project to craft decorative items from recycled paper and leftover materials. Examples include vases made from cardboard, decorated

with flowers crafted from corn husks, longan shells, and various seeds. This project aims to reduce waste volume and reflect the organization's environmentally conscious operations.

3.5 Project on Repurposing Unused Assets to Reduce Operational Costs

The FA Asset Department repurposed unused Raiser equipment by converting them into lifting and transportation tools, such as mobile storage racks and boxes, for use within the Store Asset area. This initiative creatively utilizes unused materials as practical tools, eliminating the need to purchase new equipment from external sources. It is an effective recycling project that enhances operational efficiency and reduces company expenses.

3.6 Lotto Project: Turning Waste into Social Value

Since 2019, IMPACT has been running the Lotto Project, which encourages the donation of used lottery tickets. These tickets are sent to the Special Needs Children's Development Center at Wat Huai Moo, Ratchaburi Province, where they are transformed into decorative items such as Krathongs, funeral wreaths, and ornaments. This initiative helps promote local craftsmanship and add value to discarded materials.

3.7 Waste Management and Use of Eco Friendly Packaging

IMPACT has implemented a policy to reduce single-use plastics, promoting the use of fabric bags and biodegradable packaging such as food boxes, carrying bags, straws, and eco-friendly utensils. More than 55 eco-friendly packaging items have been introduced across IMPACT's food businesses, including Food Arena, Sky Kitchen, and IMPACT Catering. Additionally, vendors and restaurants within IMPACT's premises are continuously encouraged to adopt biodegradable packaging. This initiative supports sustainable and environmentally responsible business practices, significantly mitigating negative environmental impacts and demonstrating IMPACT's genuine care for the planet.

4. Greenhouse Gas Emission Reduction Management

The Company and its subsidiaries place great importance on addressing global warming caused by greenhouse gas emissions. The Company is committed to preparing for potential impacts and actively participating in greenhouse gas reduction efforts through various environmental activities and projects.

In 2025, the Company initiated the assessment of its organizational carbon footprint, which measures the total amount of greenhouse gases emitted from the Company's activities. The assessment includes the scopes of greenhouse gas emissions, the total volume of carbon emissions.

Scopes of Greenhouse Gas Emissions

Scope 1	Scope 2	Scope 3
<ul style="list-style-type: none">• Diesel fuel (Company vehicles)• Gasoline (Company vehicles)• Refrigerant R-22 (Air conditioning systems)	<ul style="list-style-type: none">• Electricity	<ul style="list-style-type: none">• Diesel fuel• Water• LPG (Restaurant operations)• Office paper

Activities and Projects for Greenhouse Gas Mitigation

4.1 Mangrove Reforestation Project: “IMPACT Heal the Forest, Heal the Heart Breathing Life Back into Nature”

IMPACT Exhibition Management Co., Ltd. places strong emphasis on environmental conservation and the sustainable use of natural resources, while also promoting active community participation. The company initiated the “IMPACT Heal the Forest, Heal the Heart Breathing Life Back into Nature” project, led by the Real Estate Department, alongside a mangrove reforestation project spearheaded by the Procurement Non-Food Department. Both initiatives took place in Khlong Khon Subdistrict, Mueang District, Samut Songkhram Province, with the goal of restoring degraded mangrove forests to their natural abundance. Mangroves play a crucial role in coastal erosion prevention, serve as nurseries for juvenile marine species, and support biodiversity and food security for local communities. These activities reflect IMPACT’s commitment to environmental protection and the promotion of long-term sustainable natural resource management.

4.2 Dugong Conservation and Crisis Recovery Project

IMPACT Muang Thong Thani, in collaboration with the Foundation for Environmental and Social Development and government agencies, organized the second “Dugong Conservation and Crisis Recovery” project. The initiative involved the planting of over 900 seagrass saplings in Ao Bang Kwan, Phang Nga Province, to restore the natural food sources of dugongs and enhance the resilience of marine ecosystems.

4.3 Digital Documentation System to Replace Paper Use

In response to increasing environmental challenges, especially those arising from modern lifestyles and business operations, IMPACT has implemented a digital documentation initiative to reduce excessive and inefficient paper usage. Paper waste, often generated in large quantities, significantly contributes to environmental degradation. Aligned with the company’s environmental sustainability policies and the “I am 3R” principle (Reduce, Reuse/Recycle, Replenish), the initiative encourages employees to use digital documents instead of paper, and to print double-sided when necessary. This not only maximizes the use of paper but also reduces corporate costs, paper waste, and the need for tree felling, a key component in paper production while helping lower fuel combustion in paper manufacturing and transportation processes.

4.4 IMPACT Supports Thai Youth in the “Youth Driving Environmental Conservation” Campaign Year 2

On June 5, 2024, IMPACT participated in the second annual “Youth Driving Environmental Conservation” event, delivering a speech on “The Role of the Private Sector in Environmental Support.” The event featured environmental documentaries and exhibitions by young innovators. As a major venue hosting over 15 million international visitors annually, IMPACT acknowledges its role in generating greenhouse gas emissions through its operations. The company is therefore committed to developing and implementing ongoing environmental initiatives, including the “Reduce Avoid Eliminate Plastic Packaging Use” campaign, waste separation programs, and zero-waste projects. These efforts aim to drive positive change and contribute meaningfully to a truly sustainable society.

3.4 Social sustainability management



3.4.1 Social Policy and guidelines

Bangkok Land Public Company Limited and its group companies give importance to participating in the development and promotion of the quality of life of community and society surrounding the locations where the Company operates, to encourage a coexistence as a family with the community and society, striving to upgrade the quality of life of residents within its projects, as well as for the community and society, under the “Smart City” concept. Therefore, the Company has a policy to act responsibly towards the community and society to build sustainable relationships and coexistence by setting policies and guidelines for developing and participating with the community and society Included in Section 4, Annex 5

3.4.2 Social operating results

The Company places importance on the fair and respectful treatment of employees and labor and has established a Human Rights Policy that covers employees as well as relevant stakeholders. Business operations are conducted in accordance with the Company’s principles of good corporate governance. In 2024, the Company plans to continue promoting fairness and human rights through various employee centered activities.

Activities and Projects for Social Responsibility

IMPACT Shares Love with the Community Project 2024

1. Cookie and Butterfly Pie Donation for National Children’s Day 2024

From January 12 to February 9, 2024, IMPACT delivered cookies and essential supplies to 11 foundations in Bangkok, its vicinity, and nearby areas to support child nutrition and bring joy to underprivileged children and community members. Participating organizations included:

- | | |
|----------------------------------|---------------------------------------|
| 1. Don Mueang Recreation Center | 7. Thailand Mine Action Center (TMAC) |
| 2. Chatuchak Recreation Center | 8. Pak Kret Municipality |
| 3. Wat Dokmai Recreation Center | 9. Khlong Sam Wa Recreation Center |
| 4. Suan Aoi Recreation Center | 10. Bon Kai Recreation Center |
| 5. Pa Mai Uthit 9 School | 11. The Deaf Society of Thailand |
| 6. Khlong Toei Recreation Center | |

2. Danish Chicken Floss Pastry Donation

On February 2, 2024, IMPACT donated 300 pieces of freshly baked pastries from its in-house bakery to the Foundation for the Blind in Thailand under the Royal Patronage of Her Majesty the Queen. The foundation supports approximately 110 visually impaired students, many of whom also have additional disabilities such as cognitive impairments, attention deficit disorders, and autism. The Company consulted the foundation to ensure that donated items meet actual needs.

3. **Rice Donation**

On April 24, 2024, Bangkok Land Public Company Limited and IMPACT Exhibition Management Co., Ltd. donated six sacks of rice to Rajvithi Home for Girls and the Foundation for the Mentally Retarded of Thailand under the Royal Patronage, as part of the “Sharing Love with the Community” initiative.

4. **UHT Milk and Danish Chicken Floss Pastry Donation**

On June 25 and 28, 2024, Bangkok Land Public Company Limited and IMPACT Exhibition Management Co., Ltd. donated 12 boxes of UHT milk and 2,700 Danish chicken floss pastries to six charitable organizations in the Rangsit-Nakhon Nayok area, Pathum Thani Province:

- Halfway Home for Women with Disabilities, Pathum Thani (600 pieces)
- Halfway Home for Men with Disabilities, Pathum Thani (600 pieces)
- Social Welfare Development Center for Older Persons, Pathum Thani
- Thanyaburi Shelter for Homeless Men, Pathum Thani
- Thanyaburi Shelter for Homeless Women, Pathum Thani
- Rangsit Babies’ Home, Pathum Thani

5. **Donation of Tables and Chairs from Sky Kitchen Food Court**

In July 2024, the Company donated furniture sets to three organizations:

- 60 sets to Halfway Home for Women with Disabilities, Pathum Thani
- 50 sets to Thanyaburi Shelter for Homeless Men, Pathum Thani
- 90 sets to Thanyaburi Shelter for Homeless Women, Pathum Thani

6. **Donation of Organic Rice and Curry Paste from the “IMPACT Farm” Project (August 2024)**

- Maha Raj Foundation Youth Shelter: 104 kg of rice and 24 boxes of curry paste
- Thanyaporn Girls Reception Center: 101 kg of rice and 24 boxes of curry paste

7. **Annual Kathin Robe Offering Ceremony at Wat Pasuk Maneechak**

On November 9, 2024, Mr. Paul Kanjanapas, CEO, along with the Bangkok Land Group executive team, IMPACT staff, and affiliated companies, participated in the annual Kathin ceremony at Wat Pasuk Maneechak. Donations from staff, affiliates, and clients were presented to the temple for restoration and renovation of its facilities and landscaping, benefiting the local community in Muang Thong Thani.

8. **Light Bulb Donation for a Temple in Need**

The Company donated 48 light bulbs to a temple in Pak Chong District, Nakhon Ratchasima Province to support its utility infrastructure needs.

9. **“IMPACT Shares Happiness with Children Full Bellies with Love” Project**

The Real Estate Department, in collaboration with local vendors, organized a lunch service activity and donated school supplies along with 15 scholarships both for academic excellence and special activities for students at Wat Tamnak Nuea School (Chuen Wittayanusorn), located in Bang Tanai Subdistrict, Pak Kret District, Nonthaburi Province. The school is a small institution with a total of 75 students from kindergarten and elementary levels.

10. “IMPACT Shares Compassion Flood Relief Support” Project

To aid flood victims in Northern Thailand, the Real Estate Department partnered with the Mirror Foundation to establish three donation drop-off points:

- Bangkok Land Building, 9th Floor (Real Estate Office)
- Food Arena
- BeeHive Lifestyle Mall

The drive collected essential items such as cleaning supplies, electrical appliances, dry food, basic medicine, kitchenware, and clothing for affected communities.

11. “Safe Driving” Training Program 2024

The Quality Control Department, in cooperation with the Human Resources Department and Pak Kret Provincial Police Station, organized a “Safe Driving” training session on October 15, 2024, at Sapphire Rooms 106–107. The session was led by Pol. Sub Lt. Thapanapong Phuengmee, Traffic Inspector, along with other traffic police officers. The training began with real accident footage from events in the exhibition area to raise awareness, followed by information on traffic laws, safety regulations, and practical safe driving techniques. A total of 92 employees from various departments participated in the session, which aimed to encourage staff to apply safe driving practices both at work and in their daily lives.

12. Blood Donation Center Initiative

IMPACT Exhibition Management Co., Ltd., through its Human Resources Department, has partnered with the Thai Red Cross Society to host quarterly blood donation drives. These activities invite IMPACT staff, employees from Bangkok Land Group companies, and members of the public to contribute blood to help save lives. The initiative has received enthusiastic participation and continues to strengthen the Company’s commitment to social responsibility.

Year	Donors	Blood Volume (Units)
2568*	154	140
2567	699	596
2566	741	632
2565	746	597

* Data as of Q1 2025, ending March 2025

13. “IMPACT Shares Love with Four-Legged Friends” Project

IMPACT Exhibition Management Co., Ltd. continues to emphasize its commitment to social responsibility by fostering value creation for communities, society, and the environment. The Sales Department, in collaboration with the Exhibition Project Department, organized a donation campaign to support “Pa Manee Animal Shelter” in Pathum Thani Province, which cares for more than 500 stray dogs and cats. The campaign successfully raised a total of THB 18,000, which was used to purchase pet food and other essential supplies. This initiative reflects the company’s dedication to animal welfare, as well as its efforts to promote a culture of compassion and make a positive impact on society.

14. “Kla MICE” Project

IMPACT Exhibition Management Co., Ltd. welcomed students from universities across the country to participate in the “Kla MICE” program a human resource development initiative aimed at fostering innovation and cultivating the next generation of professionals for the MICE industry in a sustainable manner. The program is designed to offer students practical learning opportunities and hands-on experience in real-world environments. It also aims to deepen their understanding of the roles and significance of the MICE industry while instilling sustainability awareness to prepare them for future leadership in the field.

15. “MUANGTHONG Hackathon”

IMPACT Exhibition Management Co., Ltd. organized the “MUANGTHONG Hackathon” as a platform for young innovators to showcase creative ideas aimed at improving the quality of life in Muang Thong Thani. The goal of the project is to support the development of Muang Thong Thani into a fully integrated Smart City.

The competition focused on five main themes: Smart Environment, Smart Mobility, Smart Living, Smart Energy, and Smart People. The initiative attracted 72 teams from 30 universities nationwide. Twelve teams were selected in the first round to join the Hackathon Camp, which included workshops and mentoring sessions led by experts from Bangkok Land Public Company Limited and affiliated companies.

3.5 Economic and Corporate Governance operating results



Activities and Projects for Economic and Corporate Governance

1. Occupational Health, Safety, and Environmental Management for Employees, Clients, and Visitors

IMPACT Exhibition Management Co., Ltd. places a strong emphasis on occupational health, safety, and environmental (HSE) management, prioritizing the safety of employees, event organizers, and service users. Operations are conducted in strict compliance with relevant safety laws and venue standards through ongoing measures, including:

- Annual fire drills and evacuation exercises
- Workplace safety training programs
- Basic first aid training
- Emergency response drills (e.g., active shooter scenarios)

These initiatives reflect the Company’s commitment to creating a safe working environment, enhancing operational security, and promoting a sustainable quality of life for all stakeholders.

2. Community Employment Support through the KeepMe Platform

The Company continuously supports job creation in surrounding communities to generate income, promote livelihoods, and foster positive relationships with local residents. It also provides opportunities for students to work during school breaks and compensates interns to help

alleviate their living costs. In Year 2024, the Company facilitated community employment for a total of 126,246 individuals, with 86,002 people which is an equal to 86.0% being hired directly from local communities.

3. Community Image Promotion through “Made in Muang Thong” Program

IMPACT Muang Thong Thani, located at the heart of the Muang Thong Thani community with over 10,000 households, launched a communication initiative via social media titled “Made in Muang Thong.” The program highlights local life, introduces key locations, and celebrates the lifestyles of community residents.

This initiative fosters positive community relations, enhances the Company’s public image, and stimulates the local economy by encouraging visitor spending within the area.

4. “Bag Again” Upcycling Used Vinyl Banners into New Bags

The “Bag Again” project was created to repurpose used vinyl banners from client advertisements into value-added products instead of generating waste. The Real Estate Department collected and pre-processed the banners, then delivered them to the Nonthaburi Shelter for Homeless Persons to be crafted into bags. The project not only reduces non-biodegradable waste but also provides employment and vocational opportunities for people with mental health conditions and the homeless. These bags were sold at Beehive Lifestyle Mall and the Food Arena at The Portal Building in February 2025. All proceeds were donated directly to the shelter without any deductions.

5. Seminar: “Rethink and Start Your Business with Social Media 2025”

In response to the growing importance of digital business, IMPACT Muang Thong Thani organized a seminar titled “Rethink and Start Your Business with Social Media 2025.” The session offered insights, tips, and strategies for building a business through online platforms. This activity aimed to strengthen the economic potential of the Muang Thong Thani community by inspiring local residents to develop new business ideas, generate income, and contribute to sustainable economic growth.

6. Sustainable Procurement Promotion

IMPACT Exhibition Management Co., Ltd. is committed to operating responsibly, particularly in its procurement of goods and services. The Company follows a Sustainable Procurement policy that promotes sustainability throughout the supply chain, giving preference to:

- Products and services certified under sustainability standards (e.g., ISO 14001, ISO 50001, ISO 45001)
- Items bearing environmental or carbon footprint certifications (eco-labels, Carbon Footprint label)
- Environmentally friendly materials and products
- High-efficiency electrical equipment with energy-saving labels
- Locally sourced or organic products

IMPACT Muang Thong Thani received the “Sustainable Forest Contributors Award” from Kimberly-Clark, a global leader in hygiene products. The award recognizes organizations that prioritize environmental responsibility and support products that promote sustainable natural resource management. This honor reflects the Company’s commitment to its environmental policies and corporate accountability in resource conservation and environmental impact reduction.

7. IMPACT Muang Thong Thani Wins “2024 Thailand Headlines Person of the Year Award” in the Socioeconomics Category

On 7 November 2024, Mr. Paul Kanjanapas, CEO of IMPACT Exhibition Management Co., Ltd., received the “2024 Thailand Headlines Person of the Year Award” in the Socioeconomics category. The award ceremony, hosted by TJA (Thai Jeeranan Group), was held at IMPACT Forum Hall 4, Muang Thong Thani. This prestigious recognition reflects IMPACT’s commitment to advancing Thailand’s MICE industry and driving grassroots economic growth through job creation, income generation, and student employment programs aimed at enhancing quality of life and promoting sustainable socio-economic development.

The Thailand Headlines Person of the Year Awards 2024 was held under the theme “Year of the Golden Dragon: A Thousand Stars Shine in Siam”, with awards presented in five categories: Politics, Thailand - China Relations, Socioeconomics, Culture & Entertainment, and The Most Influential.

8. IMPACT Becomes the First Thai Organization to Win the “HR Management” Award as the first organization in Thailand to be recognized on the global stage.

IMPACT Exhibition Management Co., Ltd. brought pride to Thailand by winning the “HR Management” award at the UFI Awards 2024, held during the 91st UFI Global Congress at Koelnmesse, Cologne, Germany.

The winning project, titled “Routine to Innovation (R2i)”, is a long-term initiative promoting employee-driven innovation by encouraging staff to generate and implement new ideas to improve workplace efficiency and enhance service delivery.

Highlights of the R2i Program:

- Internal innovation competition launched in 2018
- Over 176 projects submitted across five annual rounds
- Innovations stem from real work practices or newly developed processes, ideas, systems, services, or equipment
- Aimed at reducing costs, saving time, enhancing customer experience, and driving business growth

Objectives:

1. Cultivate creativity and allow employees to transform real-world work challenges into innovative solutions
2. Promote practical innovations that generate profit, reduce costs/time, and enhance customer experience

3. Inspire a sense of pride and purpose among employees by giving them a platform to shape the Company's future

Competition Format

Employees are encouraged to propose creative ideas and implement them in real practice. They also receive guidance from experts to further develop, refine, and enhance their projects, with the ultimate goal of turning those ideas into practical outcomes within the organization.

In 2024, under the theme “Your Ideas, Our Future”, the program integrated project management principles and launched a Mentor Program to guide participants in turning their ideas into reality.

9. IMPACT Signs MOU with National Innovation Agency to Transform Muang Thong Thani into an Innovation District

On 22 July 2024, Mr. Paul Kanjanapas, CEO of IMPACT Exhibition Management Co., Ltd., and Dr. Krithpaka Boonfueng, Director of the National Innovation Agency (NIA), signed a Memorandum of Understanding (MOU) at Queen Sirikit National Convention Center. The MOU aims to establish Muang Thong Thani as a full-fledged Innovation District by promoting strategic partnerships, attracting future investments, and facilitating knowledge exchange between the two organizations to support long-term sustainable development.

10. IMPACT Receives Prestigious Recognition at TEA Awards 2024

At the TEA Forum 2024 held on 3 April 2024, the Thai Exhibition Association (TEA) presented the “Favorite Venue Member Award 2024” to IMPACT Muang Thong Thani in recognition of its excellence and commitment to high standards in Thailand's exhibition industry.

This award underscores IMPACT's leadership and dedication as a premier exhibition venue in the country. Additionally, Ms. Kulwadee Jintavorn, Executive Director of IMPACT Exhibition Management Co., Ltd., was honored with the “Loyal Employee Award 2024”. This award celebrates individuals with long-standing dedication and impactful contributions to organizational development.