

## SUSTAINABILITY DEVELOPMENT POLICY

### 1. OUR COMMITMENT

Minor International PCL (“**MINT**” or the “**Company**”) is a global company focused on three core businesses: hospitality, restaurants, and lifestyle. We do our utmost to deliver best products and services to our customers while committing to help mitigate environmental, social, and governance issues throughout our value chain. We strive to continually minimize negative impacts to the environment, promote positive impact to the society, and instill good corporate governance in our operations.

#### 1.1 Purpose

The purpose of this sustainability development policy (“**Policy**”) is to outline the framework of sustainability development to ensure the Company conducts our businesses in the way that minimize negative impacts to the environment, promote positive impact to the society, and instill good corporate governance in all of our operations.

#### 1.2 Scope and Applicability

This Policy applies to Minor International PCL, all business units, divisions and offices, across all jurisdictions where we operate, including any subsidiaries and affiliates entities in which the Company has interest and operational control.

MINT is committed to working with and encouraging our stakeholders in the value chain, including suppliers, service providers, contractors, franchisees, non-operational controlled businesses, joint venture partners, customers, and community members, to uphold and adopt the principles in this Policy.

## 2. SUSTAINABILITY DEVELOPMENT POLICY

MINT realizes that our operations have significant impact to the environment and the society. We pledge to minimize negative impacts to the environment, promote positive impact to the society, and instill good corporate governance in our operations and value chain in compliance with relevant legal and regulatory requirements. The Sustainability Development Policy is guided by the following frameworks:

- **Sustainable and capable human capital development**

Develop sustainable and capable human capital within and around our business operations by implementing 3-tier human capital development approach: Grassroots, Workforce, and Talents & Leaders.

- Continuously invest in the support and development of children, youth, and underprivileged community members through community investment, commercial initiatives, and charitable donations
- Pledge to be a responsible employer and employer of choice by upholding a safe and healthy working environment, promoting employees' well-being, and providing development opportunities to cultivate their full potential
- Promote “socially responsible mindset” among our people and peers through community investments that address social and/or environmental issues and contribute to uplift the economic, social, and environmental well-being of the communities where we operate, while simultaneously supports company's sustainability priority

- **Sustainable value chain management**

Drive for sustainable value chain management practices with key stakeholders: suppliers, business partners, and customers

- Maintain food safety and quality of products and services as our top priority and source sustainable and certified materials to support animal welfare, the environment, and the society

- Ensure compliances to environmental, occupational health and safety, and human rights legal regulations of our upstream suppliers
- Create long-term and sustainable relationships with our business partners as they are vital to the growth, competitiveness, and sustainability of our business
- Enhance customer loyalty by uplifting their experiences with sustainable and healthy options
- **Environmental impact management and biodiversity conservation**

Pledge to become a Net-zero carbon organization by 2050 by managing environmental impact and advocating biodiversity conservation

  - Apply the 4R approach within our operations to Reduce, Reuse, Recycle natural resources and discharges, and Replace existing materials with more environmental-friendly and sustainable alternatives
  - Advocate biodiversity conservation and establish conservation measurement methodology to ensure positive impact and link to carbon offset
- **Good corporate governance and responsible business**

Strengthen good corporate governance and responsible business culture within the organization

  - Implement effective management of key risks, including strategic, operational, and emerging risks such as climate change risks
  - Protect the company's cybersecurity and customers' personal information and privacy, as well as to respect their rights to information
  - Require employees and business partners to acknowledge Team Members Code of Conduct and Business Partners Code of Conduct to assure they act in accordance with the company's compliances and relevant legal regulations
  - Implement human rights approach starting with due diligence process where potential human rights risks are identified, commitment to providing fair and equitable remediation against those identified risks, and monitor of current and future human rights issues

- Provide internal and external grievance mechanisms to receive feedbacks and/or complaints, including channels which are addressed to the Whistle-blower Committee for examination, investigation, and instigate remedial action.
- **Shared Value Creation**

Continually educate, embed, and enhance sustainability best practices and integrate them in our operations

  - Educate: Provide sustainability related trainings to employees and share best-practices that benefit both company and the society and/or the environment
  - Embed: Convert knowledge from education into practices, continually measure and improve shared value processes and outcomes
  - Enhance: Enhance sustainability in different business units by benchmarking with national and international peers. Share and expand success stories and practices to other business units via Minor's sustainability awards and recognition

### 3. RELATED DOCUMENTS

- 1 MINT Environmental Policy
- 2 MINT Human Rights Policy
- 3 MINT Risk Management Policy
- 4 MINT Anti-fraud and corruption policy
- 5 MINT Whistleblower Policy
- 6 MINT Team Members Code of Conduct
- 7 MINT Business Partners Code of Conduct

Title: *MINT Sustainability Development Policy*  
Ref. Number: *MINT/SDP\_1.0/2023*  
Issue Date: *30 January 2023*

#### 4. ADMINISTRATION AND CHANGES

MINT Corporate Sustainability Department is responsible for administering this Policy in an independent, objective, and consistent manner. From time to time, this Policy may need to be changed to keep up with our values, best practices, improvements, as well as legislation and regulations. The responsibility of overseeing the implementation of this policy lies with the Sustainability and Risk Management Oversight Committee reporting quarterly to the Board of Directors. This policy is being communicated throughout our organization and is publicly available to all interested parties.