

## ESG Performance

Company Name : TPBI PUBLIC COMPANY LIMITED

Symbol : TPBI

Market : SET

Industry Group : Industrials

Sector : Packaging

### Environmental management

#### Information on environmental policy and guidelines

##### Environmental policy and guidelines

Environmental policy and guidelines : Yes

Environmental guidelines : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water Management, Waste Management, Greenhouse Gas and Climate Change Management, Air Quality Management, Noise Pollution Management

As a company operating in the plastic and other packaging industries, we are committed to conservation responsibility. environment, including continuous review and improvement of environmental operations, as well as reviewing practices to align with operations.

Currently, the company has established the following environmental policy:

“Green factory for a better environment for the community and stakeholders”

“Green factory for better environment of community and interested parties”

- Environmental care in the workplace is the responsibility of all personnel.
  - Support various resources for use in improving energy conservation efforts and reducing waste from production processes to achieve targets.
  - Control the quality of wastewater, noise, and air released from the company to meet the specified standards and manage waste disposal properly.
- as required by law, to prevent impacts on surrounding communities and the company's stakeholders.
- Communicate and disseminate information on environmental operations and policies to the community, including stakeholders throughout the supply chain.
  - Aiming to cultivate environmental awareness among personnel at all levels.
  - Committed to the participation, consultation, and involvement of employees and employee representatives.

The company places importance on environmental care to prevent its business operations from negatively impacting the environment. This is evident through the company's ISO 14001 (Environmental Management System) certification, which has been maintained from 1958 to the present. This certification serves as a guideline for all departments within the organization to establish their management systems to comply with the established environmental policy. It demonstrates that the company has a sound environmental management system, with skills, infrastructure, clear responsibilities, and systematic methods and processes to support good environmental management.

#### Information on review of environmental policies, guidelines, and/or goals over the past year

##### Review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or goals : Yes  
over the past year

Changes in environmental policies, guidelines, and/or goals : Electricity Management, Renewable/Clean Energy Management, Water Management, Waste Management, Greenhouse Gas and Climate Change Management, Air Quality Management, Noise Pollution Management

#### Information on compliance with environmental management principles and standards

##### Compliance with environmental management principles and standards

Environmental management principles and standards : ISO 14001 - Environmental management systems

##### Compliance with energy management principles and standards

Compliance with water management principles and standards

Water management principles and standards : 3Rs or 5Rs

Compliance with waste management principles and standards

Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and : Thailand Greenhouse Gas Management Organization (TGO)  
standards

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

Pollution Management

In 2024, the company aims to limit pollutant emissions to within legal standards. The company monitors environmental quality around its operating areas and has found that air, water, noise, and light pollution levels in the workplace are within normal limits as prescribed by law. There have been no chemical leaks from business operations, and the company has had no issues with violating environmental laws or regulations.

Information on incidents related to legal violations or negative environmental impacts

Number of cases and incidents of legal violations or negative environmental impacts

	2022	2023	2024
Number of cases or incidents of legal violations or negative environmental impact (cases)	0	0	0

## Energy management

### Disclosure boundary in energy management in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

### Information on energy management

#### Energy management plan

The company's energy management plan : Yes

##### Energy Conservation Policy

The company has established an energy conservation policy to guide energy operations and to promote the most efficient and beneficial use of energy.

“Building habits, working together to develop, cost-effective energy, seeking measures, uniting executives and employees as one.”

- Using energy efficiently and cost-effectively by creating values and awareness in energy consumption.
- The efficient use of energy must be planned and controlled for maximum efficiency and benefit. Energy loss is reduced at every step, with constant monitoring and inspection of electrical appliance usage to reduce energy leakage.
- Using alternative energy, especially energy from nature, such as solar energy, wind energy, hydro energy, and others.
- Selecting and using highly efficient tools and equipment, such as No. 5 energy-saving light bulbs.
- Increasing fuel efficiency, such as changing the structure to make the fuel more energy-efficient.
- Circulating and reusing by repairing damaged materials for reuse, reducing unnecessary waste disposal, or recycling.

In addition to energy conservation, the company also encourages employees to use resources such as water and chemicals cost-effectively according to targets. The company continuously reviews and improves the efficiency of resource utilization to be appropriate for the size of the business's resource consumption and manages waste effectively. Waste is utilized to maximize benefits.

The company places importance on energy management. Measures and operational plans are in place. An energy management working group has been set up, consisting of representatives from various departments to coordinate and develop energy conservation within the company to achieve the objectives and policies set forth through various projects and measures. The company promotes both direct and indirect energy conservation.

### Information on setting goals for managing energy

#### Setting goals for managing electricity and/or oil and fuel<sup>(1)</sup>

Does the company set goals for electricity and/or fuel : Yes  
management

#### Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased for consumption	2023	2024 : Reduced by 5%
Reduction of fuel consumption	2023	2024 : Reduced by 3%

Remark: <sup>(1)</sup> The company sets targets in kilowatt-hours per ton of production. Sampran Factory sets a target to reduce water consumption from 2023 by 5% kilowatt-hours per ton of production, while Rayong branch has set a target of 3% kilowatt-hours per ton of production.

### Information on performance and outcomes of energy management

#### Performance and outcomes of energy management

Sam Phran Office and Factory

In 2024, the factory and office located in Rai Khing Subdistrict, Sam Phran District, Nakhon Pathom Province, used a total of 9,892,840 kilowatt-hours of electricity. The company has set a goal to reduce electricity consumption in the production process by at least 5% per ton of production from 2023, which was able to reduce electricity consumption by 7%. A working group has been set up to closely monitor electricity consumption. There are campaigns to save electricity and maintain machinery regularly. In addition, 215,729 kilowatt-hours of electricity from renewable energy (Solar Rooftop) was used, an increase of 0.5% from the previous year.

## Electricity Reduction Project Examples

## 1. Reduce air system leakage

Operation: The factory used a compressed air leak detector with leak assessment and cost loss functions.

Target: Reduce electricity leakage by 40,504.19 kWh/year

Performance result: Reduced electricity leakage by 40,504.19 kWh/year, saving 186,724.32 baht/year

Rayong Office and Factory

In 2024, the company used a total of 27,425,600 kilowatt-hours of electricity, divided into 23,841,855.87 kilowatt-hours of purchased electricity and 3,508,353 kilowatt-hours of electricity from renewable energy (Solar Rooftop), which is an increase in the use of solar cells from the previous year by 2%. However, the company has set a target of reducing electricity consumption per ton of production by 3%, which the company was able to achieve at 2% in the past year. The company has implemented measures to reduce electricity by regularly improving and maintaining machinery, monitoring electricity usage, and campaigning for energy conservation where necessary, including the use of renewable energy, etc.

**Information on electricity management****Company's electricity consumption <sup>(\*)</sup>**

	2022	2023	2024
<b>Total electricity consumption within the organization (Kilowatt-Hours)</b>	47,761,675.74	35,835,953.00	37,458,778.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	44,708,104.00	32,112,840.00	33,734,696.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	3,053,571.74	3,723,113.00	3,724,082.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	33,753.83	29,373.73	28,881.09

Additional explanation : <sup>(\*)</sup> Exclude electricity consumption outside of the Company

**Electricity Consumption Intensity**

	2022	2023	2024
Intensity of total electricity consumption within the organization (Kilowatt-Hours / Person (employee))	N/A	29,373.73000000	N/A

**Electricity Expense <sup>(\*)</sup>**

	2022	2023	2024
Total electricity expense (Baht)	166,063,756.00	N/A	N/A
Percentage of total electricity expense to total expenses (%) <sup>(**)</sup>	2.54	N/A	N/A

	2022	2023	2024
Percentage of total electricity expense to total revenues (%) <sup>(**)</sup>	2.43	N/A	N/A
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	117,359.54	N/A	N/A

Additional explanation : <sup>(\*)</sup> Exclude electricity expense outside of the Company

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

## Information on fuel management

### Company's fuel consumption

	2022	2023	2024
Diesel (Litres)	34,823.00	39,183.68	29,889.35
Gasoline (Litres)	43,888.20	5,575.40	4,354.12
LPG (Kilograms)	14,760.00	8,265.00	7,710.00

Additional explanation : Not include external fuel consumption

### Company's fuel expense <sup>(\*)</sup>

	2022	2023	2024
Total fuel expense (Baht)	308,682.00	N/A	N/A
Percentage of total fuel expense to total expenses (%) <sup>(**)</sup>	0.00	N/A	N/A
Percentage of total fuel expense to total revenues (%) <sup>(**)</sup>	0.00	N/A	N/A

Additional explanation : <sup>(\*)</sup> Exclude electricity expense outside of the Company

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

## Information on total energy management (electricity + fuel)

### Energy Consumption

	2022	2023	2024
Total energy consumption within the organization (Megawatt-Hours)	N/A	0.00	0.00

### Energy Consumption Intensity

	2022	2023	2024
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) <sup>(*)</sup>	N/A	0.00000000	0.00000000

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Water management

### Disclosure boundary in water management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

### Information on water management plan

#### Water management plan

The Company's water management plan : Yes

Although the company does not use water as a primary raw material in its production process, the company recognizes the importance of water resources and has a plan to control and manage water usage in relation to production tons. This is to control costs and conserve the environment for a sustainable future.

The company has the following operational methods:

1. Cultivating awareness among all employees in the organization to value the economical and efficient use of water through annual environmental training.
2. Establishing an energy conservation working group to develop saving measures from the initiatives of the employees directly.
3. Organizing a water-saving measures competition within the organization to promote participation and generate new ideas.
3. Organizing Energy Conservation Day activities that integrate knowledge and fun to reach employees at all levels.
4. Campaigning for employees to save water through various communication channels such as email, bulletin boards at various points, especially points with faucets and water-using equipment.
5. Regularly and closely monitoring water meters to detect leaks and promptly repair them, preventing unnecessary water loss.
6. Encouraging all employees to participate in observing and reporting damaged water equipment for prompt maintenance and repair.

With these measures, the company aims to continuously reduce water consumption and create a sustainable culture of water conservation within the organization.

### Information on setting goals for water management

#### Setting goals for water management<sup>(2)</sup>

Does the company set goals for water management : Yes

#### Details of setting goals for water management

Target(s)	Base year(s)	Target year(s)
Reduction of water withdrawal	2023	2024 : Reduced by 5%

Remark: <sup>(2)</sup> The company aims to reduce water consumption by 5% per unit of production.

### Information on performance and outcomes of water management

#### Performance and outcomes of water management

Performance and outcomes of water management : Yes

##### Sam Phran Office and Factory

The company is committed to sustainable water management. In the past year, the company used a total of 28,386 cubic meters of water, a decrease of 14 percent from the previous year. However, the company has set a target to reduce water use from the production process by 5 percent, which the company was able to reduce by 35 percent. This is because the

company has guidelines for reducing water use by repairing and inspecting the water supply system to meet standards, adjusting the water flow rate at sinks and sanitary ware inside the building, and managing wastewater efficiently. This includes raising awareness among employees and personnel to appreciate and use water economically by publicizing and disseminating media to campaign for water conservation.

#### Rayong Office and Factory

For the Rayong office and factory, the company used a total of 51,947 cubic meters of water, with a target to reduce water use by 5 percent per ton of production. The company was able to reduce water use by 5 percent from 2023 water usage, or 1.4 cubic meters per ton of production. The company regularly inspects and maintains water-using equipment, promotes water conservation, and closely monitors water use.

### Information on water management

#### Water withdrawal by source

	2022	2023	2024
<b>Total water withdrawal (Cubic meters)</b>	132,007.00	83,970.00	80,333.00
Water withdrawal by third-party water (cubic meters)	132,007.00	83,970.00	80,333.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	93.29	68.83	61.94
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup>	0.02	0.02	0.01

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

#### Water discharge by destinations

	2022	2023	2024
<b>Total wastewater discharge (cubic meters)</b>	0.00	0.00	0.00
Wastewater discharged to groundwater (cubic meters)	0.00	0.00	0.00
Wastewater discharged to seawater (cubic meters)	0.00	0.00	0.00

#### Water consumption

	2022	2023	2024
<b>Total water consumption (Cubic meters)</b>	132,007.00	83,970.00	80,333.00

#### Recycled water consumption

	2022	2023	2024
<b>Total recycled water for consumption (Cubic meters)</b>	0.00	0.00	0.00

#### Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup>	0.01929574	0.01594754	0.01413977
Intensity of total water consumption (Cubic meters / Person (employee))	N/A	68.83000000	N/A

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Water withdrawal expenses

	2022	2023	2024
<b>Total water withdrawal expense (Baht)</b>	0.00	0.00	0.00
Percentage of total water withdrawal expense to total expenses (%) <sup>(*)</sup>	0.00	0.00	0.00
Percentage of total water withdrawal expense to total revenues (%) <sup>(*)</sup>	0.00	0.00	0.00
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	0.00	0.00	0.00

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement



## Waste management

### Disclosure boundary in waste management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

### Information on waste management plan

#### Waste management plan

The company's waste management plan : Yes

The company manages waste, waste materials, and pollution to reduce negative environmental impacts, reduce waste disposal costs, and create a culture of conservation and protection of natural resources throughout the business value chain. This is done by implementing a waste sorting system, storage, and developing operational processes to reduce waste volume and add value to waste by promoting its use as a raw material for other products or industries. When waste occurs, the company will consider using those wastes that can be reused to maximize their benefits, to continuously reduce environmental impacts, and as a guideline to achieve the goal of zero waste from the production process to landfill continuously.

### Information on setting goals for waste management

#### Setting goals for waste management

Does the company set goals for waste management : Yes

#### Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Reduction of waste generation Waste type: Non-hazardous waste	2022 : non-hazardous waste 714,069.00 Kilograms	2024 : Reduced by 5%	<ul style="list-style-type: none"><li>• Reuse</li><li>• Recycle</li><li>• Incineration with energy recovery</li></ul>
Reduction of waste generation Waste type: Hazardous waste	2022 : hazardous waste 146,090.00 Kilograms	2024 : Reduced by 5%	<ul style="list-style-type: none"><li>• Incineration with energy recovery</li></ul>

### Information on performance and outcomes of waste management

#### Performance and outcomes of waste management

The company's performance and outcomes of waste : Yes  
management

#### Waste, Waste, Hazardous Waste

The company aims to reduce the amount of hazardous waste in the production process by at least 5 percent from the base year 2022. The company has implemented the following measures to reduce hazardous waste:

1. Survey the sources of hazardous waste to determine which departments or sources generate the most hazardous waste and develop projects to reduce hazardous waste.
2. Switching from chemical-based to water-based ink, a project that has been ongoing since last year and has been expanded to other related departments.
3. Implement a project to reduce the size of ink cartridges to reduce the amount of ink left over from printing.

The company was able to reduce the amount of hazardous waste by 6 percent. However, the company has set a short-term target that the amount of hazardous waste per ton of production must not exceed the value of 2023, which in 2023 the

company was able to reduce by 25 percent.

#### Non-Hazardous Waste

The company aims to reduce the amount of non-hazardous waste in the production process by at least 5 percent from the base year 2022. The company has implemented measures to reduce hazardous waste by supervising each department to reduce the amount of general or non-hazardous waste generated from activities within the department in order to reduce the amount of general or non-hazardous waste. The results of the operation in 2023 show that the company was able to reduce the amount of non-hazardous waste by 21 percent from 2022.

In addition to waste from the production process, the company also recognizes the importance of proper disposal of waste in daily life. The Zero food waste to landfill project has been implemented as follows.

1. Campaign/Invitation "Just finish your food . . Reduce food waste"
2. Separate "Food Waste" more efficiently for further sustainable management.
3. Find ways to utilize the "Food Waste" generated, such as selling it to fish ponds, selling it to chicken farms, making fertilizer, etc.

The company was able to manage 4,091.89 kilograms of food waste, or reduce greenhouse gas emissions by 10,352.48 kgCO<sub>2</sub>e.

### Information on waste management

#### Waste Generation<sup>(\*)</sup>

	2022	2023	2024
<b>Total waste generated (Kilograms)</b>	860,159.00	438,024.00	697,880.33
<b>Total non-hazardous waste (kilograms)</b>	714,069.00	306,513.00	560,691.45
<b>Total hazardous waste (kilograms)</b>	146,090.00	131,511.00	137,188.88
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.13	0.08	0.12
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.10	0.06	0.10
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.02	0.02	0.02

Additional explanation : <sup>(\*)</sup> Exclude the total weight of waste generated outside of the Company, which is not responsible for the waste disposal or treatment cost

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

#### Waste reuse and recycling

	2022	2023	2024
<b>Total reused/recycled waste (Kilograms)</b>	714,069.00	306,513.00	137,188.88
<b>Reused/Recycled non-hazardous waste (Kilograms)</b>	714,069.00	306,513.00	137,188.88
Percentage of total reused/recycled waste to total waste generated (%)	83.02	69.98	19.66
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	100.00	100.00	24.47

Additional explanation : Exclude the total weight of reused/recycled waste outside of the Company, which is not responsible for the waste disposal or treatment cost

## Greenhouse gas management

### Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

### Information on greenhouse gas management plan

#### Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

##### Policy on Greenhouse Gas Management

The company recognizes the importance of greenhouse gas management to mitigate climate change, including supporting and promoting greenhouse gas management for the benefit of the company, society, and the environment. This is to transition the company towards a low-carbon society, in line with the international environmental agreement on climate change. The company aims to reduce greenhouse gas emissions by 30 percent from the production process by 2028, based on the 2020 baseline. We are committed to developing business processes that meet our greenhouse gas reduction targets, including adopting domestic and international standards for our organization, processes, and products. These include the ISO 14001 Environmental Management System standard.

### Information on setting greenhouse gas emission goals

#### Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : Yes

Company's existing targets : Setting net-zero greenhouse gas emissions targets, Carbon Neutrality, Other Greenhouse Gas Emission Reduction Target

### Setting net-zero greenhouse gas emissions targets

#### Details of setting net-zero greenhouse gas emissions targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year	Certification
Scope 1-2	2021 : Greenhouse gas emissions 23,555.00 tCO <sub>2</sub> e	2025 : Reduced by 30% in comparison to the base year	2065 : Reduced by 100% in comparison to the base year	<ul style="list-style-type: none"><li>Thailand Greenhouse Gas Management Organization (TGO) : None</li><li>Science-based Targets (SBTi) : None</li></ul>

### Setting carbon neutrality targets

#### Details of setting carbon neutrality targets

Greenhouse gas emission scope	Base year(s)	Target year(s)	Certification
Scope 1-3	2021	2050	None

### Setting other greenhouse gas reduction targets<sup>(3)</sup>

#### Details of setting other greenhouse gas reduction targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year
Scope 1-2	2023 : Greenhouse gas emissions 23,555.00 tCO <sub>2</sub> e	2024 : Reduced by 5% in comparison to the base year	-

Remark: <sup>(3)</sup> The company aims to reduce Scope 1+2 greenhouse gas emissions intensity per unit of production.

## Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

In 2024, the company implemented greenhouse gas management as follows:

1. Review the environmental management policy and greenhouse gas reduction targets, including developing strategies for implementation.
2. Review greenhouse gas emission sources throughout the business chain.
3. Develop, improve production processes, and create innovations to reduce greenhouse gas emissions.
4. Use renewable energy in the production process.
5. Improve the efficiency of electrical appliances, such as switching to solar cell air conditioners and changing light bulbs.
6. Develop projects that focus on changing behavior in the office to reduce energy consumption and initiate environmentally friendly activities such as waste reduction by reducing, reusing, recycling, reducing, and eliminating the use of hazardous chemicals. Support the procurement of environmentally friendly goods and services (Green Procurement).
7. Join as a member and become a leading organization in greenhouse gas management (Climate Action Leading Organization: CALO) of the Thailand Greenhouse Gas Management Organization (TCNN) network. The company received an honorary award as a leading organization in greenhouse gas management with outstanding assessment results from Mr. Jatuporn Buruspat, Permanent Secretary of the Ministry of Natural Resources and Environment, at the award ceremony for leading organizations in greenhouse gas management for the year 2024 (Climate Action Leading Organization: CALO).

In the past year, the company has been able to reduce Scope 1 and Scope 2 carbon dioxide emissions in the production process by 19% from the 2021 base year. In addition, the company has also tracked Scope 1 and Scope 2 carbon dioxide emissions per production volume, which has decreased by 5.4% TonCO<sub>2</sub>eq/Ton FG.

## Information on greenhouse gas management

### The company's greenhouse gas emissions

	2022	2023	2024
<b>Total GHG emissions (Metrics tonne of carbon dioxide equivalents)</b>	294,139.00	153,290.00	133,860.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	385.00	319.00	456.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	22,326.00	16,030.00	18,783.00
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	271,428.00	136,941.00	114,621.00

### Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) <sup>(*)</sup>	0.042995	0.029113	0.023561

	2022	2023	2024
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	207.87	125.65	103.21
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / Metric ton of product)	3.70000000	3.45000000	2.50000000

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Information on verification of the company's greenhouse gas emissions over the past year

### Verification of the company's greenhouse gas emissions over the past year<sup>(4)</sup>

Verification of the company's greenhouse gas emissions : Yes

List of greenhouse gas verifier entity : Other : SGS

Remark: <sup>(4)</sup> The company is audited by SGS (Thailand) Co., Ltd.

## Information on reduction and absorption of greenhouse gas

### Reduction of Greenhouse Gas

	2022	2023	2024
<b>Total reduced GHG (Metric kilograms of carbon dioxide equivalent)</b>	0.00	443.00	5,164.38
Care the Bear Project (Metric kilograms of carbon dioxide equivalent)	N/A	443.00	98.57
Care the Whale Project (Metric kilograms of carbon dioxide equivalent)	N/A	0.00	0.00
<b>Other projects (Metric kilograms of carbon dioxide equivalent)</b>	0.00	0.00	5,065.81
Greenhouse gas reduction activities in TPBI (Metric kilograms of carbon dioxide equivalent)	N/A	N/A	5,065.81

### Absorption and removal of Greenhouse Gas

	2022	2023	2024
<b>Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)</b>	0.00	0.00	0.00
Care the Wild Project (Metric kilograms of carbon dioxide equivalent)	N/A	0.00	0.00

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## ESG Performance

Company Name : TPBI PUBLIC COMPANY LIMITED

Symbol : TPBI

Market : SET

Industry Group : Industrials

Sector : Packaging

## Human rights

### Information on social and human rights policies and guidelines

#### Social and human rights policy and guidelines

Social and human rights policy and guidelines : Yes

Social and human rights guidelines : Employee Rights, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work, Non-discrimination, Supplier rights

#### Corporate Social Responsibility Policy

The Company recognizes the importance of sustainable business operations under Corporate Social Responsibilities by focusing on conducting business with care for stakeholders, the economy, society, and the environment with morality, ethics, and good governance. The Company hopes that conducting business under corporate social responsibility will benefit the community as a whole, along with the growth of the Company. The Company has established a Corporate Social Responsibility Policy, which is divided into 8 categories as follows:

1. Fair Business Practices
2. Anti-corruption
3. Respect for Human Rights
4. Fair Labor Practices
5. Customer Responsibility
6. Environmental Care
7. Community or Social Co-development
8. Innovation and dissemination of innovations resulting from operations that are socially, environmentally, and stakeholder responsible.

#### Human Rights Policy

The Company is committed to conducting business under the Human Rights and Labor Practices Policy to prevent human rights violations of all stakeholders from business operations in the supply chain. The Company has established guidelines in accordance with the International Labour Organization Convention, the Universal Declaration of Human Rights, the United Nations Convention on the Rights of the Child and the elimination of all forms of discrimination against women, the UN Global Compact, and other relevant laws. The Company also promotes business partners and key partners to have comprehensive human rights practices through awareness of respect for and compliance with human rights principles, as well as human rights risk assessments. The Company encourages employees to be aware of the importance of and understand human rights and to comply with human rights principles correctly by providing annual refresher training.

##### Practices

1. Respect human rights, treat each other with respect, honor each other, and treat each other equally without discrimination on the basis of physical or mental characteristics, race, nationality, ethnicity, religion, gender, language, age, skin color, education, social status, culture, traditions, or any other matter.
2. Exercise caution in performing duties to prevent the risk of human rights violations in business operations. Monitor respect for human rights.
3. Support and promote actions to protect human rights.
4. Communicate, disseminate, educate, create understanding, set guidelines, and provide other support to business partners in the value chain, suppliers of goods and services, contractors, and business partners to participate in conducting business with integrity, respect for human rights, and treat everyone in accordance with human rights principles.
5. Monitor respect for human rights. Do not neglect or ignore any acts that may constitute human rights violations. Report to the supervisor or responsible person and cooperate in verifying the facts. If there are any doubts or questions, consult with the supervisor or the person in charge through the designated channels.
6. Provide fairness and protection to individuals who report human rights violations by using measures to protect

complainants or those who cooperate in reporting human rights violations.

7. Continuously develop and implement a human rights management process to identify issues and assess risks and impacts of human rights violations.

8. Inspect and follow up on the results of the management and resolution of human rights violations according to the monitoring and evaluation process, including providing support and cooperation in remedying the impacts.

9. Committed to creating and maintaining an organizational culture that upholds respect for human rights.

10. Perpetrators of human rights violations are guilty of ethical misconduct, which will be subject to disciplinary action according to regulations. In addition, they may be punished by law if the act is illegal.

The Company has been certified to the Supplier Ethical Data Exchange (SEDEX), Business Social Compliance Initiative (BSCI), and Thai Labor Standard and Thai Social and Business Responsibility (TLS 8001-2553) standards, demonstrating its commitment to conducting business in accordance with the principles of the Company's human rights policy.

Reference link for social and human rights policy and : <https://www.tpbgroup.com/news/csr-policy-guidelines>

## Information on review of social and human rights policies, guidelines, and/or goals over the past year

### Review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or : Yes  
goals over the past year

Changes in social and human rights policies, guidelines, and/or : Employee Rights, Migrant/foreign labor, Child Labor,  
goals Consumer/customer rights, Community and environmental rights,  
Safety and Occupational Health at Work, Non-discrimination,  
Supplier rights

## Information on compliance with human rights principles and standards

### Compliance with human rights principles and standards

Human rights management principles and standards : Thai Labour Standard: Corporate Social Responsibility of Thai Businesses (TLS 8001-2010) by the Ministry of Labour, The UN Guiding Principles on Business and Human Rights, The OECD Guidelines for Multinational Enterprises, Others : The Sedex Members Ethical Trade Audit (SMETA)

## Information on Human Rights Due Diligence : HRDD

### Human Rights Due Diligence : HRDD

Does the company have an HRDD process : Yes

The company has conducted a human rights due diligence process, which is an ongoing risk management process. The objective is to identify, prevent, mitigate, and consider how the company addresses human rights impacts that occur throughout its business activities. The human rights due diligence process consists of 5 steps.

#### Human Rights Due Diligence Process

1. Declaration of the company's policies and principles on respecting human rights
2. Assessing the actual or potential impacts of the company's activities
3. Policy Integration with Assessments and Control Mechanisms
4. Monitoring and reporting on performance
5. Remediation and Remedy

The company has assessed the following human rights risks:

#### Key Human Rights Risks

The company has identified six key human rights risks as a result of assessing the risks of its business activities throughout its operations and value chain. The company has also implemented management approaches to prevent these risks, as follows:

(1) Employment Conditions

Risk Factors: Forced Overtime

Risk Management Approach:

- Company regulations and employee handbooks
- SEDEX BSCI and TLS. 8001-2010 certification
- Establishment of a Welfare Committee in the Workplace
- Complaint channels for employees

#### (2) Employee Health and Safety

Risk Factors: Accidents and illnesses from work

Risk Management Approach:

- Occupational Health and Safety Policy
- Wearing personal protective equipment (PPE)
- ISO 45001 Certification
- Establishment of a Safety, Occupational Health, and Working Environment Committee
- Complaint channels for employees
- Safety training for all employees
- KYT activities

#### (3) Community Health and Safety

Risk Factors: Accidents from transporting goods, waste, and pollution

Risk Management Approach:

- Occupational Health and Safety Policy
- Compliance with company safety standards for transport vehicles and forklifts
- Require drivers to pass a company driving test.
- ISO 14001 and ISO 45001 Certification
- Environmental Policy
- Environmental monitoring results, such as wastewater, chimney emissions, noise, etc.
- Channels for receiving complaints from the community
- Community visits to listen to the opinions and concerns of people in the area

(4) Personal Data Risk Factors: Personal data breaches, unauthorized data collection, and failure to notify customers and partners of the use of personal data after the company has collected such data.

Risk Management Approach:

- Channels for receiving complaints from customers and partners
- Responding to customer and partner complaints
- Contracts and terms for customers and partners regarding the non-disclosure of personal information
- Data segregation and access control

#### (5) Illegal Labor Practices, such as Child Labor, Forced Labor, and Migrant Labor in the Supply Chain

Risk Factors: Child labor, illegal employment of foreign workers, limitations in compliance with labor laws and regulations by partners, leading to unfair treatment of workers, such as wage deductions, overtime work without adequate rest, discrimination, etc.

Risk Management Approach:

- Procurement Policy
- Auditing and selection of new partners, and annual audits
- Complaint channels

#### (6) Health and Safety of Partners and Contractors

Risk Factors: Unsafe practices, such as not wearing a protective mask while performing spark-producing work, etc.

Risk Management Approach:

- Occupational Health and Safety Policy
- Procurement Policy
- Pre-work safety inspections and random inspections during work by occupational health and safety officers.
- Auditing and selection of new partners and contractors, and annual audits

#### Performance Monitoring

The company is committed to conducting a comprehensive and ongoing human rights due diligence process. This includes monitoring and evaluating existing risk management approaches to ensure continuous improvement of measures. This is achieved through stakeholder engagement to address and resolve human rights violations that arise. This is done through grievance mechanisms, remediation of the social and environmental management system, and improvement of action plans to effectively address impacts and implement remedies.

#### Remediation and Complaint Channels

The company is committed to conducting human rights risk assessments within a reasonable timeframe, along with developing risk prevention and mitigation measures, providing remedies in the event of human rights violations, monitoring and reporting on performance, and reviewing the company's policy commitments to maximize the effectiveness of the human



rights management system. Remedies for those who may be affected by human rights impacts are available in both monetary and non-monetary forms to alleviate the suffering of those affected by the company's business operations. The level of impact in each case will be taken into consideration. Channels and procedures for filing complaints can be found in the Whistleblowing section.

Reference link for the information and an HRDD process : [https://www.tpbigroup.com/images/sustain/TPBI-Human\\_Rights\\_Due\\_Diligence\\_HRDD.pdf](https://www.tpbigroup.com/images/sustain/TPBI-Human_Rights_Due_Diligence_HRDD.pdf)

## Information on other social management

### Plans, performance, and outcomes related to other social management

The company initiated the "Won Project" by adopting the Sustainable Development Goals (SDGs) and the Circular Economy principles as key guidelines for efficient resource management. The project focuses on comprehensive plastic management by providing consumers with channels to return dry and clean soft plastic bags and films (Polyethylene) for recycling through the social media platform "Wontoegether".

An interesting innovation is the conversion of donated plastic into financial support for various foundations such as the Thai Forest Conservation Foundation, Seub Nakhasathien Foundation, the United Nations High Commissioner for Refugees (UNHCR), the Mirror Foundation, and the Friends of the Asian Elephant Foundation. Over the past 5 years, the project has continuously expanded its network of collaboration with government agencies, private sectors, and independent organizations. It aims to further expand its network to cover more provinces.

## Information on incidents related to legal or social and human rights violations

### Number of cases and incidents of significant legal or social and human rights violations

	2022	2023	2024
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0
Total number of incidents or complaints related to business partner's rights violations (cases)	0	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	0	0	0
Total number of cases or incidents related to workplace safety and occupational health (cases)	0	0	0

## Fair labor practice

### Disclosure boundary in fair labor practice in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	0.00

### Information on employees and labor management plan

#### Employees and labor management plan

The company's employee and labor management plan	:	Yes
Employee and labor management plan implemented by the Company in the past year	:	Fair employee compensation, Employee training and development, Promoting employee relations and participation, Occupational health and safety in workplace

The company's approach to employees and labor, with an emphasis on human rights, includes fair hiring and compensation practices, training and development programs, fostering employee engagement and satisfaction, and managing workplace safety, occupational health, and the work environment. The company also demonstrates efforts to mitigate risks related to employee and labor disputes to maintain competitiveness, attract potential talent, and enhance employee loyalty to the organization.

The company recognizes that successful business operations require key drivers to enhance competitiveness. "Human resources" are at the heart of creating such drivers. Therefore, the company strives to enhance the potential of employees throughout the organization through various training programs and by continuously fostering a positive working environment. In addition, the company has established an effective employee development plan and a standardized performance evaluation system used to manage the performance of employees at all levels. This aligns with the company's policy of developing work capabilities, providing career advancement opportunities, establishing succession plans, creating a safe and healthy work environment, and providing appropriate employee welfare in accordance with legal requirements.

### Information on setting employee and labor management goals

#### Setting employee and labor management goals

Does the company set employee and labor management goals?	:	Yes
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#### Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Employee training and development	Employee training hours	-	2024: Employees received training more than hours per person per year
• Fair employee compensation	All employees must receive performance evaluations, including recommendations for development or improvement from their supervisors.	-	2024: 100% of employees have undergone performance evaluations.
• Promoting employee relations and participation	Employee engagement	-	2024: Organizational commitment not less than 75 percent out of 100 percent.
• Occupational health and safety in workplace	Occupational accident	-	2024: Work-related accidents Zero (Zero Accident)
• Non-discrimination	Complaints regarding harassment and discrimination	-	2024: There are no complaints regarding violations and discrimination.

## Information on performance and outcomes for employee and labor management

### Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor : Yes  
management

#### Training and Employee Development

The company places importance on consistently developing the skills, knowledge, abilities, and potential of its employees. This includes organizing training courses, seminars, and workshops, along with providing opportunities for learning and developing employee knowledge and abilities to their full potential, comprehensively and consistently. The company strives to motivate highly skilled and knowledgeable employees to remain with the company for organizational development. Furthermore, the company prioritizes internal promotions and performance evaluations, which are considered crucial factors for stable and robust business growth. The company has also established annual refresher training for employees at all levels on topics such as good corporate governance, anti-corruption, business ethics, and work ethics to instill in all employees strict adherence to relevant laws and regulations.

In the past year, the company organized a total of 178 training courses, exceeding the target of 122 courses. These courses included orientation programs, various courses related to production process development, First Aid Training & AED, courses related to production process standards, C-TPAT (Customs-Trade Partnership Against Terrorism) training, electrical safety training, Train the Trainer programs, basic knowledge of corporate sustainability, and courses on environment and energy conservation.

#### Fair Employee Remuneration

The company has a policy of fair remuneration based on a performance evaluation system that is applied equally. This includes job security, fair career advancement opportunities, and the provision of various benefits for employees as required by law, such as social security. Benefits beyond legal requirements are also provided, including health insurance, accident insurance, and various types of financial assistance. In the past year, 100% of employees underwent performance evaluations and received developmental or improvement recommendations from their supervisors.

#### Promoting Employee Relations and Engagement

The company places importance on employee participation by establishing a welfare committee, which acts as a representative of employees in coordinating with the management. This committee plays a vital role in communicating employee needs to the employer, as well as participating in consultations, providing suggestions, and monitoring the welfare system within the company. In addition, the welfare committee is responsible for organizing various activities

for employees, such as sports days and New Year's parties, with the objective of creating happiness, enjoyment, and fostering unity among employees, as well as building bonds between employees and the company. This aims to generate genuine satisfaction and participation.

#### Occupational Health and Safety

The company provides welfare in terms of hygiene, safety, and a good working environment by establishing environmental, occupational health, and safety policies. It focuses on preventing potential accidents arising from work and fostering a safety consciousness among employees. Moreover, the company provides training, promotes good health for employees, and ensures a safe and healthy work environment.

#### Non-Discrimination

The company has an employment policy that emphasizes equality, without limitation or discrimination based on gender, race, religion, culture, or disability. In the past year, the company has had no complaints regarding harassment and discrimination. Additionally, the ratio of male to female employees is 1:1.3.

### Information on employment

#### Employment

	2022	2023	2024
<b>Total Employment (Person)</b>	1,415	1,220	1,297
Percentage of employees to total employment (%)	100.00	100.00	100.00
<b>Total employees (persons)</b>	1,415	1,220	1,297
Male employees (persons)	637	560	609
Percentage of male employees (%)	45.02	45.90	46.95
Female employees (persons)	778	660	688
Percentage of female employees (%)	54.98	54.10	53.05

#### Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	N/A	359	354
Percentage of employees under 30 years old (%)	N/A	29.43	27.29
Total number of employees 30-50 years old (Persons)	N/A	770	841
Percentage of employees 30-50 years old (%)	N/A	63.11	64.84
Total number of employees over 50 years old (Persons)	N/A	91	102
Percentage of employees over 50 years old (%)	N/A	7.46	7.86

#### Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	N/A	154	160

	2022	2023	2024
Percentage of male employees under 30 years old (%)	N/A	27.50	26.27
Total number of male employees 30-50 years old (Persons)	N/A	361	395
Percentage of male employees 30-50 years old (%)	N/A	64.46	64.86
Total number of male employees over 50 years old (Persons)	N/A	45	54
Percentage of male employees over 50 years old (%)	N/A	8.04	8.87

#### Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	N/A	205	194
Percentage of female employees under 30 years old (%)	N/A	31.06	28.20
Total number of female employees 30-50 years old (Persons)	N/A	409	446
Percentage of female employees 30-50 years old (%)	N/A	61.97	64.83
Total number of female employees over 50 years old (Persons)	N/A	46	48
Percentage of female employees over 50 years old (%)	N/A	6.97	6.98

#### Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	N/A	1,176	1,239
Percentage of employees in operational level (%)	N/A	96.39	95.53
Total number of employees in management level (Persons)	N/A	39	51
Percentage of employees in management level (%)	N/A	3.20	3.93
Total number of employees in executive level (Persons)	N/A	5	7
Percentage of employees in executive level (%)	N/A	0.41	0.54

#### Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	N/A	535	575

	2022	2023	2024
Percentage of male employees in operational level (%)	N/A	95.54	94.42
Total number of male employees in management level (Persons)	N/A	22	28
Percentage of male employees in management level (%)	N/A	3.93	4.60
Total number of male employees in executive level (Persons) <sup>(5)</sup>	N/A	3	6
Percentage of male employees in executive level (%)	N/A	0.54	0.99

Remark: <sup>(5)</sup> Board of Directors

### Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	N/A	641	664
Percentage of female employees in operational level (%)	N/A	97.12	96.51
Total number of female employees in management level (Persons)	N/A	17	23
Percentage of female employees in management level (%)	N/A	2.58	3.34
Total number of female employees in executive level (Persons)	N/A	2	1
Percentage of female employees in executive level (%)	N/A	0.30	0.15

### Significant changes in the number of employees

Significant changes in number of employees over the past 3 : No  
Years

### Number of male employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person)	N/A	N/A	36
Northern (Person)	N/A	N/A	57
Central (Person)	N/A	N/A	129
Northeastern (Person)	N/A	N/A	210
Southern (Person)	N/A	N/A	32
Eastern (Person)	N/A	N/A	145

### Number of female employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person)	N/A	N/A	48
Northern (Person)	N/A	N/A	79
Central (Person)	N/A	N/A	188
Northeastern (Person)	N/A	N/A	195
Southern (Person)	N/A	N/A	10
Eastern (Person)	N/A	N/A	168

### Employment of workers with disabilities

	2022	2023	2024
<b>Total employment of workers with disabilities (persons)</b>	15	14	13
Percentage of disabled workers to total employment (%)	1.06	1.15	1.00
<b>Total number of employees with disabilities (Persons)</b>	N/A	9	9
Percentage of disabled employees to total employees (%)	N/A	0.74	0.69
<b>Total number of workers who are not employees with disabilities (persons)</b>	N/A	5	4
<b>Contributions to empowerment for persons with disabilities fund</b>	No	No	No

### Information on compensation of employees

#### Employee remuneration by gender

	2022	2023	2024
<b>Total employee remuneration (baht)</b>	532,572,529.00	364,450,388.82	381,674,350.72
Total male employee remuneration (baht)	N/A	178,008,775.49	189,231,378.00
Percentage of remuneration in male employees (%)	N/A	48.84	49.58
Total female employee remuneration (baht)	N/A	186,441,613.33	192,442,972.72
Percentage of remuneration in female employees (%)	N/A	51.16	50.42
Average remuneration of employees (Baht / Person)	376,376.35	298,729.83	294,274.75
Average remuneration of male employees (Baht / Person)	N/A	317,872.81	310,724.76

	2022	2023	2024
Average remuneration of female employees (Baht / Person)	N/A	282,487.29	279,713.62
Ratio of average remuneration of female employees to male employees	N/A	0.89	0.90

## Provident fund management policy

Provident fund management policy : Have

### Overview of provident fund management and fund manager selection.

The company has established a provident fund to encourage employees to save for the long term and as financial security upon retirement, resignation.

disability or death. The company provides a variety of investment policies to meet the needs of members with different risk levels.

Members have the opportunity to change their investment policy twice a year in January and July to align with their financial situation and

Needs that may change throughout life. The company places importance on efficient fund management by considering risk diversification.

Appropriate, regular investment performance monitoring and evaluation, and investment policy adjustments to suit the age of members.

For the selection of fund managers, the company considers several key factors, including past performance history, transparency in information disclosure.

Investment and risk, including readiness to provide information to fund members. Selecting an effective fund manager is a crucial factor that will affect

on the long-term returns of the fund members. All of this is under the principle of good investment governance.

## Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	512	482	476
Proportion of employees who are PVD members (%)	36.18	39.51	36.70
Total amount of provident fund contributed by the company (baht)	4,000,000.00	4,000,000.00	3,000,000.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	0.75	1.10	0.79

## Information on employee development

### Employee training and development

	2022	2023	2024
Employee development plans as part of annual performance reviews	Yes	Yes	Yes
Average employee training hours (Hours / Person / Year)	10.09	17.40	19.01
Total amount spent on employee training and development (Baht)	1,357,024.00	1,512,687.52	1,678,533.07



	2022	2023	2024
Percentage of training and development expenses to total expenses (%) <sup>(*)</sup>	0.000208	0.000304	0.000318
Percentage of training and development expenses to total revenue (%) <sup>(*)</sup>	0.000198	0.000287	0.000295

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Information on safety, occupational health, and work environment

### Number of working hours

	2022	2023	2024
Total number of hours work (Hours)	N/A	N/A	3,413,513.77
Total number of hours worked by employees (Hours)	N/A	N/A	3,413,513.77

### Statistic of accident and injuries of employees from work

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	18	11	11
Total number of employees that lost time injuries for 1 day or more (Persons)	18	3	4
Percentage of employees that lost time injuries for 1 day or more (%)	1.27	0.25	0.31
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 1 million-manhours) <sup>(*)</sup>	N/A	N/A	0.00
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours) <sup>(**)</sup>	N/A	N/A	0.00

Additional explanation : <sup>(\*)</sup> The company with the total number of employees over 100 or more

<sup>(\*\*)</sup> The company with the total number of employees less than or equal to 100

## Information on promoting employee relations and participation

### Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	N/A	330	422
Total number of male employee turnover leaving the company voluntarily (persons)	N/A	171	201

	2022	2023	2024
Total number of female employee turnover leaving the company voluntarily (persons)	N/A	159	221
Proportion of voluntary resignations (%)	N/A	27.05	32.54
Percentage of male employee turnover leaving the Company voluntarily (%)	N/A	14.02	15.50
Percentage of female employee turnover leaving the Company voluntarily (%)	N/A	13.03	17.04
	2022	2023	2024
Evaluation result of employee engagement	Yes	Yes	Yes

## Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare Committee

## Responsibility to customers/ consumers

### Information on responsibility to customers/consumers policy

#### Consumer data privacy and protection policy and guidelines

Consumer data privacy and protection policy and guidelines	:	Yes
Consumer data privacy and protection guidelines	:	Collection of personal data, Use or disclosure of data, Rights of data owners, Retention and storage duration of personal data, Company's measures for third parties' use of customer data, Security measures of personal data
Reference link to consumer data privacy and protection policy and guidelines	:	<a href="https://www.tpbigroup.com/images/private_policy/SD-LAW-CN-003_Privacy_Notice_for_Customers.pdf">https://www.tpbigroup.com/images/private_policy/SD-LAW-CN-003_Privacy_Notice_for_Customers.pdf</a>

#### Responsible sales and marketing policy and guidelines

Responsible sales and marketing policy and guidelines	:	No
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### Policy and guidelines on communicating the impact of products and services to customers / consumers

Policy and guidelines on communicating the impact of products and services to customers / consumers	:	No
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### Information on customer management plan

#### Customer management plan

Company's customer management plan	:	Yes
Customer management plan implemented by the company in the past year	:	Responsible production and services for customers, Communication of product and service impacts to customers / consumers, Development of customer satisfaction and customer relationship, Consumer data privacy and protection

The company is responsible to customers by maintaining the quality and standards of products and services, including product safety throughout the production process with international certification standards, to meet customer expectations. The company listens to customers' voices to analyze and determine their needs and expectations, competitive landscape, technology, customer behavior trends, and future needs. This information is considered along with other information, such as government policies, regulations, technological innovations, financial and economic data, to design products and services that fully meet customer needs and expectations, both present and future. This customer-centric approach aims to ensure long-term customer satisfaction. Furthermore, the company has a system in place to evaluate and enhance customer satisfaction, taking into account direct customer purchasing behavior. This ensures that the survey results reflect current operations and provide clearer opportunities for future business expansion.

Moreover, the company provides after-sales service throughout the lifespan of its products and services, along with accurate information about its offerings. It also provides channels for customers to report problems or inadequate services, enabling the company to prevent and resolve issues promptly. The company is committed to responding to every customer after a resolution is reached, inquiring about their satisfaction with the problem-solving process, and communicating long-term solutions. This approach aims to build customer confidence and encourage continued use of the company's products and services. Additionally, the company prioritizes customer confidentiality, refraining from using customer secrets for improper benefits. It also complies with the Personal Data Protection Act B.E. 2562 by properly storing and protecting customers' personal information.

### Information on setting customer management goals

#### Setting customer management goals

Does the company set customer management goals	:	Yes
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#### Details of setting customer management goals

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Responsible production and services for customers	Complaint	-	2024: No complaints regarding incorrect information on product labels
• Communication of product and service impacts to customers/consumers	Complaint	-	2024: No complaints about product communication.
• Development of customer satisfaction and customer relationship	Customer satisfaction score	-	2024: Received a customer satisfaction rating of 3 out of 4.
• Protection of customer personal information	Protection of Customer Personal Data and Privacy Violations	-	2024: No complaints of customer privacy violations

## Information on performance and results of customer management

### Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

The company received a customer satisfaction score of 3.6 out of 4. The company has a plan to improve customer satisfaction by using information from customer satisfaction assessments to develop and improve products and business processes. In the past year, the issue of product lead time was a point of feedback from customers. The company has made improvements to reduce lead times and deliver products to customers faster. This has involved meetings with all relevant departments, such as planning, production, and export.

The company is committed to prioritizing the safety and health of its customers by implementing measures to inspect and control the quality and safety of raw materials and products. The company has a process for assessing risks and opportunities in quality development, including the systematic procurement of raw materials. This ensures that high-quality raw materials enter the production process sufficiently and in accordance with customer needs. Technology is used to inspect product quality during the production process, including random inspections and quality testing before delivery to customers. This ensures that the products are of high quality and safety, and meet international standards, covering the entire business chain from raw material procurement to product delivery to customers or consumers. Currently, the company has been certified with safety management systems that meet food safety standards, such as ISO 22000 and BRC, as well as quality management system standards, such as ISO 9001. The company analyzes hazards and critical control points (HACCP) in the production process. HACCP is a management system that helps ensure consumer safety by controlling critical control points (CCPs) in production. This system must be implemented by food businesses in all processes involved in the value chain, from primary producers to consumers. As a result, in the past year, the company has had no complaints as targeted. There were only complaints regarding product and packaging quality, all of which have been resolved.

### Diagram of performance and outcomes of customer management



#### Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	Yes	Yes	Yes

#### Channels for receiving complaints from customers/consumers

Company's channels for receiving complaints from : Yes  
customers/consumers

Telephone : (+66) 02 429 0354 - 7

Fax : -

Email : hotline@tpbigroup.com

Company's website : www.tpbigroup.com

Address : 42/174 Moo 5, Raking Sampran  
Nakorn pathom 73210

## Responsibility to community/ society

### Information on community development and engagement policies

#### Community development and engagement policies

Community development and engagement policies : Yes

### Information on community and social management plan

#### Community and social management plan

Company's community and social management plan : Yes

Community and social management plan implemented by the company over the past year : Employment and professional skill development, Education, Religion and culture, Forests and natural resources, Sports and recreation, Occupational health, safety, health, and quality of life, Disadvantaged and vulnerable groups

The company recognizes its responsibility to the community and society and has a policy of providing assistance and development to society. The company has a policy of supporting education, medicine, religion, and other public benefits.

The company cares about and recognizes its responsibility to society, the environment, the quality of life, and the safety of people involved in its operations. It encourages its employees to be aware of and responsible for the environment and society. It aims to support activities that develop the quality of life and enhance the well-being of the community, use resources and expertise effectively and sustainably, and strictly comply with relevant laws and regulations. In addition, the company continuously develops environmentally friendly products or raw materials.

The company conducts business responsibly towards the community and society. It conducts surveys and monitors the community and society for negative impacts from its operations, focusing on reducing environmental impacts and avoiding operations that may negatively affect the quality of life of the community surrounding its facilities. In 2024, there were no complaints from the community.

For activities that develop the quality of life and promote community engagement, the company provides support through budgets, supplies, and assistance from employees who are committed to being part of creating social value with the company. The company plans social activities every year. All activities have been successfully completed according to the goals set.

### Information on setting of community and social management goals

#### Setting of community and social management goals

Does the company set community and social management goals : Yes

#### Details of community and social management goal setting

Target	Indicators	Base year	Target year
• Employment and professional skill development	Number of products supporting the community	-	2024: Support at least 10 products from surrounding communities.
• Others : Formal complaint from the neighboring community	Formal complaint from the neighboring community	-	2024: There are no formal complaints from the neighboring communities.

### Information on outcomes and results of community and social management

#### Performance and outcomes of community and social management

Performance and outcomes of community and social management : Yes

#### Employment and skills development

The company is committed to creating value for society through sustainable community development projects, particularly by promoting employment and developing vocational skills for vulnerable groups. For instance, the company employs visually impaired masseuses from the Samphran School for the Blind to provide neck, shoulder, and back massages to employees. This not only provides relaxation but also supports livelihoods and creates economic opportunities for the community. Furthermore, the company runs the "TPBI Touching Communities" project to promote and enhance the quality of life for community enterprises by supporting over 10 community products with a total value of over 10,000 baht. This initiative concretely increases income and strengthens the community.

#### Education

The company is committed to supporting human resource development by promoting learning and skills development for students. The company provides opportunities for students to intern and gain practical work experience. TPBI organized an open house event, welcoming students from various universities, such as Silpakorn University and Ubon Ratchathani Rajabhat University, to visit the factory and learn about the plastic production and recycling processes, as well as marketing operations. Moreover, executives and employees regularly serve as guest speakers at various educational institutions to share their knowledge, thereby continuously supporting and developing knowledge among young people.

#### Forests and natural resources

The company organized the "TPBI People Care for the Environment" activity to conserve coastal ecosystems and support communities sustainably. This year, the company released 120 kilograms of oysters into their natural habitat and provided employees with the opportunity to learn about the way of life and oyster farming methods of villagers in Rayong province. This activity not only restored the ecosystem and increased aquatic populations but also created jobs and opportunities for the community. Additionally, the company provided financial support to the Kao Yod small-scale fishing group to promote tangible community development.

#### Sports and Recreation

The company organized meaningful Children's Day events and other community relations activities, focusing on the holistic development of children and youth. This includes giving gifts and organizing creative game activities that promote physical, emotional, social, and intellectual development. Additionally, the company organized a "Take Kids on Tour" activity, teaching children about waste separation and allowing them to exchange separated waste for sports equipment. This instilled environmental awareness while creating fun and self-awareness. The activities received cooperation from local administrative organizations, communities, and nearby schools in connecting children, youth, parents, and the community.

#### Religion and Culture

The company is committed to preserving and upholding Thai culture by continuously organizing religious and traditional events. This year, the company offered candles to three temples during Buddhist Lent and organized a water-pouring ceremony during Songkran to foster good relationships with the community and promote employee engagement. Additionally, the company supported important government activities such as the birthday celebrations of His Majesty the King and His Majesty King Bhumibol Adulyadej The Great, as well as participating in the Royal Kathin Robe Offering Ceremony at Wat Wachirarongsaram Worawihan Temple. These actions reflect the company's true social and cultural responsibility.

#### Occupational Health, Safety, Health and Quality of Life

The company prioritizes the well-being of both employees and the community through various social activities, such as blood donations, which not only help fellow human beings but also bring happiness and pride to the donors. In addition, the company is committed to continuously caring for the environment around the factory by monitoring environmental quality, collecting garbage, donating garbage bags, and providing assistance to flood victims.

### **Benefit from implementing social development project**

#### Financial benefits

Does the company measure the financial benefits from social : No  
development?

#### Non-financial benefits

Does the company measure the non-financial benefits from : No  
social development?

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## ESG Performance

Company Name : TPBI PUBLIC COMPANY LIMITED

Symbol : TPBI

Market : SET

Industry Group : Industrials

Sector : Packaging

## Corporate Governance Policy

### Information on overview of the policy and guidelines

#### Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

##### Corporate Governance Policy

The Board of Directors recognizes the importance of complying with laws, objectives, requirements, and resolutions of the shareholders' meeting. The Board is committed to upholding and Comply with the Principles of Good Corporate Governance of Listed Companies as guided by the Stock Exchange of Thailand (SET) and the Securities and Exchange Commission (SEC). These principles serve as guidelines for the company's operations to enhance operational efficiency, promote transparency for investors, build confidence in the company's business operations among external stakeholders, and disseminate to the board of directors, executives, employees, and stakeholders as follows:

##### Good Corporate Governance Structure

1. Board of Directors
2. Independent Directors
3. Subcommittees
4. Chief Executive Officer
5. Company Secretary
6. Board Leadership and Independence
7. Board and Chief Executive Officer Performance Evaluation
8. Director and Executive Recruitment
9. Remuneration of Directors and Chief Executive Officer
10. Director and Executive Development
11. Succession Planning

##### Compliance with Good Corporate Governance Principles

1. Shareholders' Rights
2. Equitable Treatment of Shareholders
3. Considering the Role of Stakeholders
4. Disclosure and Transparency
5. Board Responsibilities

Board of Directors' Charter and Other Relevant Charters

#### Policy and guidelines related to the board of directors

Are there policy and guidelines related to the board of directors : Yes

Guidelines related to the board of directors : Nomination of Directors, Determination of Director Remuneration, Independence of the Board of Directors from the Management, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies, Other guidelines regarding the board of directors

#### Nomination of Directors

In recruiting directors, the Company will prioritize individuals with knowledge, abilities, experience, a good working history, leadership qualities, vision, broadly, including having morals, ethics, and a good attitude towards the organization. They should be able to devote sufficient time, which is beneficial to the Company's business operations. The Company may also use a Director Pool to assist in the recruitment of new directors. In addition, the Company considers diversity in the structure of

the Board of Directors (Board Diversity) in terms of knowledge and abilities in various professional skills, experience, and expertise that are beneficial to the business operations of the Company and its subsidiaries, regardless of gender, race, religion, and age. The Company also prepares a Board Skills Matrix) to determine the qualifications of the directors to be recruited, considering the necessary skills that are still lacking, as well as appropriate and consistent qualifications with the composition and structure of the Board of Directors in accordance with the Company's business strategy. The process is transparent and builds confidence among shareholders. The process includes the following steps:

The director recruitment process is as follows:

- 1) The Company provides an opportunity for minority shareholders to submit names of individuals to be considered as directors of the Company.
  - 2) The Nomination and Remuneration Committee reviews and considers the structure of the Board of Directors to ensure its appropriateness to the Company's strategic needs.
  - 3) Consider and determine the knowledge, abilities, and experience of the directors to be recruited to align with the Company's objectives and strategies.
  - 4) The Nomination and Remuneration Committee recruits, selects, and proposes qualified candidates for the position of director of the Company.
- to replace directors who retire by rotation or additional directors and propose appropriate candidates for the Board of Directors' approval.
- 5) The Board of Directors approves the list of directors and proposes it for approval at the Annual General Meeting of Shareholders.

## Determination of Director Remuneration

- 1) The Nomination and Remuneration Committee considers establishing a clear, fair, reasonable, and easy-to-understand policy and criteria for directors' remuneration and presents it to the Board of Directors for approval at the Annual General Meeting of Shareholders. The process of considering the amount of annual remuneration is conducted transparently.
- 2) The structure/composition of remuneration must be appropriate to the duties and responsibilities assigned to the directors and the benefits received by each director fairly, consistent with the company's performance at a level that can attract and retain quality directors, or comparable to the same industry level.
- 3) The Board of Directors must disclose the form, nature, and amount of remuneration received by each director throughout the year, including remuneration received from being a director in subsidiaries by position or responsibility, to demonstrate alignment with the policy set forth in Form 56-1 One Report.

Directors' remuneration will be approved by the Annual General Meeting of Shareholders, which has been reviewed and proposed by the Nomination and Remuneration Committee.

The remuneration must be in an amount and composition that can attract competent directors who are essential to the performance of the

The Board of Directors and management have and will avoid paying excessive remuneration. In determining directors' remuneration, consideration will be given to

general practices in the industry, taking into account work experience, knowledge, abilities, commitment, and dedication, as well as the benefits that

and businesses of similar size. In the event that the Board of Directors assigns any director to perform additional duties (such as being a member of

each director can bring to the company, and benchmarking against other listed companies on the Stock Exchange of Thailand in the same industry

various committees, etc.), such director will receive additional remuneration as appropriate, as determined by the Board of Directors.

## Independence of the Board of Directors from the Management

The Board of Directors has significant responsibilities in establishing and reviewing policies, visions, missions, directions and strategies, and overseeing the management to operate in accordance with the established policies. The Board must also consider, express opinions, and make decisions and resolutions on important matters. Therefore, to ensure that the Board of Directors, under the leadership of the Chairman of the Board, has leadership and independence in making decisions, can formulate policies and oversee the management's operations effectively and efficiently, the roles and responsibilities between the Chairman of the Board and the Chief Executive Officer are clearly separated and must not be the same person.

## Director Development

The Board of Directors establishes policies for the development of directors and executives to enhance/develop knowledge, understanding, and skills of directors in both business aspects.

of the company and other courses beneficial to the continuous performance of duties by specifying the form and method of such development from the orientation

Obtaining information, news, and knowledge necessary for performing duties, including organizing internal and external training for newly appointed directors, current directors, including executives appointed as directors in the corporate group, and relevant personnel in the system.

Corporate governance, including the secretary of the subcommittee, the company secretary, and investor relations officers. This orientation

For new directors, the company has prepared information and proceeded as follows:

- Company history, goals, mission, vision, nature of the company's business
- Corporate group structure, organizational structure, structure of major shareholders and directors
- Financial position and operating results
- Responsibilities of the company's directors under relevant laws
- Scope of duties and responsibilities of the Board of Directors and subcommittees
- Matters to comply with the law as a company director
- Directors' remuneration
- Scheduling board meetings throughout the year
- Good Corporate Governance Manual and Code of Business Conduct and Work Ethics
- Risk management plan

## Board Performance Evaluation

The Board of Directors must have an annual performance evaluation, both as a group and individually, to be used as a framework for monitoring the performance of

Board of Directors to consider reviewing the performance, problems, and obstacles that occurred in the past year at least once a year and as an opportunity to

Consider the dedication of time to perform duties. It also helps improve the relationship between the Board of Directors and the executives. The Board of Directors

may consider having external consultants to help determine guidelines and suggest issues in the performance evaluation of the Board of Directors

as necessary and appropriate. In addition, all subcommittees must have an annual performance evaluation, both as a group and individually.

The results of the annual performance evaluation of the Board of Directors and such subcommittees will be presented to the Board of Directors meeting

To provide useful suggestions for improving and developing the performance of all boards. It is a benchmark to be used to compare

with performance criteria and disclosed in Form 56-1 One Report. The evaluation criteria are calculated as a percentage of the total score, as follows:

Percentage 90 – 100 = Excellent

Percentage 76 – 89 = Very good

Percentage 66 – 75 = Good

Percentage 50 – 65 = Fair

Less than 50 percent = Should be improved

Topics in the performance evaluation of individual directors as follows:

- (1) Structure and qualifications of the Board of Directors
- (2) Roles, duties, and responsibilities of the Board of Directors
- (3) Board meetings
- (4) Board's duties
- (5) Relationship with the management
- (6) Director development and executive development
- (7) Results of corporate governance assessment by the Thai Institute of Directors Association

Topics in the performance evaluation of individual directors as follows:

- (1) Structure and qualifications of the Board of Directors
- (2) Board meetings
- (3) Roles, duties, and responsibilities of the Board of Directors

## Corporate Governance of Subsidiaries and Associated Companies

The Company has a policy on investment and supervision of subsidiaries. The Company will invest in businesses that are closely related and beneficial to and support the Company's business operations to enhance the Company's stability and operating results. The Company will not invest in companies in which persons who may have conflicts of interest with the Company, such as directors, management, or major shareholders, hold more than 10 percent of the total voting shares of such subsidiaries, unless it can be shown that the shareholding structure of the subsidiary is arranged so that the Company can control and manage the subsidiary as if it were a unit of the Company. The Company therefore requires that the nomination and exercise of voting rights in the appointment of directors of subsidiaries must be approved by the Company's Board of Directors in advance. The persons appointed as directors of subsidiaries are responsible for overseeing the subsidiaries to ensure that they disclose all material information.

Comply with relevant regulations, oversee and control subsidiaries to have appropriate and adequate internal control systems, ensure that directors and management of subsidiaries perform their duties and responsibilities as prescribed by law, and act in the best interests of such subsidiaries (not the Company).

and in accordance with the Company's policies. The Company requires that such appointees obtain the approval of the Company's Board of Directors before voting or exercising voting rights on material matters to the same extent as would be required of the Company's Board of Directors if the Company were to take such action itself.

Transactions between subsidiaries and related persons, the acquisition or disposal of significant assets, or any other material transactions of subsidiaries, such as the dissolution of subsidiaries, approval of capital increases or decreases, must be approved by the Board of Directors or the shareholders' meeting prior to such transactions. The persons appointed by the Company must ensure that the subsidiaries comply with the regulations on related party transactions, the acquisition or disposal of assets,

or any other material transactions of the company. The relevant principles on disclosure and the aforementioned transactions must be used.

in the same manner as the Company's regulations, including overseeing the maintenance of information and accounting records of subsidiaries so that the Company can inspect and consolidate them for the preparation of consolidated financial statements in a timely manner. In the past, the Company has complied with the regulations of the Stock Exchange of Thailand and the announcements of the Securities and Exchange Commission relating to connected transactions and transactions that may give rise to conflicts of interest. The appointment of directors to represent the Company in such subsidiaries is in accordance with the Company's shareholding and/or agreements between shareholders in such subsidiaries or joint ventures.

In the past year, the Board of Directors has monitored subsidiaries by communicating corporate governance policies, business ethics, and codes of conduct to both domestic and international subsidiaries, with 100 percent of employees being informed and signing for acknowledgement. The Board also monitored the reporting of conflicts of interest for directors, management, and employees of 100 percent of domestic subsidiaries. In addition, the Board approved the appointment of auditors and hired an external audit firm to audit subsidiaries to ensure transparency, verifiability, and compliance with established policies.

### **The Board of Directors' roles and responsibilities in approving/establishing guidelines/and monitoring the implementation of the company's vision/mission/strategies**

The Board of Directors regularly reviews the company's vision/mission/strategies annually and ensures the continuous implementation of the company's strategies. The Board of Directors is involved in defining the vision, strategies, business direction, policies, goals, business plans, budgets, organizational structure, and authorization of the company and its subsidiaries as proposed by the management. The Board also oversees and monitors the management of the company and its subsidiaries continuously and consistently to achieve the strategies and comply with the established plans, budgets, and policies effectively and efficiently to maximize value for the company and shareholders. This is done by prioritizing ethics, social and environmental impacts, and the company's sustainability. The Board ensures that the company and its subsidiaries have appropriate and efficient accounting systems, reliable financial reporting and audits, and adequate and appropriate internal control and audit systems.

In the Board of Directors Meeting No. 8/2024, the Board reviewed the company's vision, mission, corporate values, acknowledged the business direction, and considered and established the company's strategies for 2025, including business strategies and sustainability strategies. The Board also considered and monitored the implementation of the company's strategies at least once a quarter.

### **Policy and guidelines related to shareholders and stakeholders**

Policy and guidelines related to shareholders and stakeholders	:	Yes
Guidelines and measures related to shareholders and stakeholders	:	Shareholder, Employee, Customer, Business competitor, Business partner, Creditor, Government agencies, Community and society

## Shareholder

### Policy

Encourage shareholders to exercise their fundamental rights and strive to create maximum satisfaction for shareholders by taking into account sustainable growth, creating added value, and providing appropriate and continuous returns, as well as conducting business in accordance with good corporate governance principles.

### Best Practices

- 1) Manage and perform duties by applying knowledge and management skills to the fullest extent with honesty and integrity, as well as making decisions to proceed with any actions with caution, prudence, and fairness to all shareholders for the best interests of the shareholders as a whole.
- 2) Do not engage in any actions that may cause conflicts of interest of the group of companies.
- 3) Report the financial and non-financial status, including the future prospects of the group of companies to shareholders equally, fairly, and completely in accordance with the truth.
- 4) Do not seek benefits for themselves or related parties by using inside information that has not yet been disclosed to the public and do not disclose business secrets that will cause harm to the group of companies to external parties.
- 5) Provide opportunities for one or more shareholders who hold shares according to the criteria set by the company to propose matters to be included on the agenda or nominate persons deemed appropriate for consideration and selection as directors of the company in advance of the shareholders' meeting, whereby the Sustainability and Corporate Governance Committee or the Nomination and Remuneration Committee will consider the appropriateness and propose for approval from the Board of Directors.

Next

## Employee

### Policy

Committed to developing the organization into a learning organization, strengthening the culture and working atmosphere, promoting teamwork, providing fair returns, taking care of safety and maintaining a good working environment, attaching importance to the development, transfer of knowledge and abilities of employees, listening to opinions and suggestions from employees at all levels equally and fairly, defining and building upon the cultivation of organizational culture, recognizing that all employees are an important factor and valuable to the success, progress, and sustainable growth of the group of companies.

### Good Practice

- 1) Comply with laws and regulations related to employees and the principles of fundamental human rights according to international standards, without discrimination based on origin, race, gender, age, skin color, religion, disability, status, nationality, educational institution, or any other status not directly related to work performance, including respect for individuality and human dignity.
- 2) Manage human resources to be sufficient and support business strategies/goals and establish human resource management systems and processes to be comparable to leading businesses, with clarity, transparency, fairness, and alignment across the group of companies.
- 3) All supervisors are responsible for managing human resources within their departments according to the human resource management system and guidelines of the group of companies and manage their work by avoiding any unfair actions that may affect the job security of employees.
- 4) Human resource development is a matter for the organization, supervisors, and all employees, as follows:
  - The organization will select and develop good and capable people with professional work behavior and continuously develop their knowledge and abilities to be effective in their responsibilities.
  - Supervisors are responsible for planning, monitoring, evaluating, providing feedback, and supporting employee development equally.
  - Employees have equal opportunities to develop their skills and abilities.
- 5) Provide fair returns to employees, whereby career advancement, compensation, and various incentives depend on the quality, work performance, attitude, and potential of the employees.
- 6) Appointment and transfer, including rewards and punishments for employees, are carried out fairly, in good faith, and based on knowledge.

Ability and suitability, including the actions or performance of the employee.

- 7) Support the establishment of employee clubs within the group of companies with the objective of promoting

relationships and exchanging knowledge among employees.

As well as organizing activities to connect with the organization and external communities.

- 8) Promote the well-being of employees at work, good safety, and occupational health, as well as manage the workplace to be free from drug use and alcohol consumption.
- 9) Maintain a safe and secure work environment for the life and property of employees at all times and ensure that the workplace is free from illegal gambling.
- 10) Listen to opinions and suggestions from employees at all levels equally and fairly, with channels for employees to report any misconduct, work regulations, rules, regulations, orders, announcements, or laws.

## Customer

### Policy

Committed to creating satisfaction and confidence for customers and the public to receive good quality products and services at reasonable prices and continuously raise standards to a higher level, as well as maintain good and sustainable relationships.

### Good Practice

- 1) Committed to developing the quality of products and services to continuously meet customer needs.
- 2) Disclose complete, accurate, and up-to-date information about products and services without distorting the facts.
- 3) Provide product and service warranties under reasonable timeframes, have a system for receiving complaints about products and services, and handle them to the best of our ability.  
To enable customers to receive prompt responses.
- 4) Do not make excessive profits compared to the quality of goods or services of the same type or category, and do not impose unfair trading conditions on customers.
- 5) Strictly comply with the various conditions for customers. If unable to comply, customers must be notified in advance to jointly consider solutions.
- 6) Give importance to and listen to the opinions, complaints, and suggestions of customers or stakeholders to improve work performance.
- 7) Have a systematic Customer Relationship Management system with customer satisfaction surveys for product development. And services to be able to meet customer needs efficiently.
- 8) Committed to preventing and combating acts of fraud and corruption, and reporting them to supervisors.
- 9) Comply with the Personal Data Protection Act and other relevant laws to protect personal data and maintain customer confidentiality, and not use customer information for the benefit of oneself and related parties.

## Business competitor

### Policy

Treat competitors in accordance with international principles, within the framework of laws regarding competition practices, and adhere to the rules of fair competition.

### Good Practices

- 1) Conduct business within the framework of free and fair competition rules.
- 2) Do not seek confidential information from competitors through unethical or inappropriate means.
- 3) Do not damage the reputation of competitors by making false accusations, slandering, or attacking competitors without grounds.

## Business partner

### Policy

Considering equality and integrity in business operations, maintaining mutual benefits with partners by strictly adhering to jointly established laws and regulations, and having business ethics, good practices

- 1) Perform duties with honesty and integrity towards partners and refrain from using authority for personal gain, both directly and indirectly.
- 2) Treat partners equally and fairly, including providing accurate, clear, and complete information without bias to create fair, transparent, and auditable competition.
- 3) Keep all information received from each partner confidential.
- 4) Do not disclose confidential company information or documents to unrelated persons.
- 5) Do not demand or accept gifts, assets, support, or any other benefits from partners, both directly and indirectly.
- 6) Value and listen to the opinions, complaints, and suggestions of partners or stakeholders to improve work performance.
- 7) Do not entertain or accept entertainment from partners, except for business purposes with the team.

8) Comply with the Personal Data Protection Act and other relevant laws to protect the personal data and confidentiality of partners, and do not use partner information for the benefit of oneself and related parties.

## Creditor

### Policy

Adhere to fair practices in accordance with the conditions and be responsible to creditors, including timely repayments.

### Best Practice

- 1) Strictly maintain and comply with the creditor's conditions, including repayment, collateral management, and other conditions.
- 2) Report financial status to creditors as specified in the loan agreement accurately, completely, and in accordance with good corporate governance principles.
- 3) Notify creditors in advance if unable to comply with contractual obligations and work together to find solutions to prevent default.

## Government agencies

### Policy

The Group places importance on the public sector as one of its stakeholders and has therefore established guidelines for dealing with the public sector and government officials in the country.

and all countries in which it invests to avoid actions that may result in inappropriate actions and damage to the organization's image.

### Good Practices

- 1) Conduct business with integrity when interacting or transacting with government officials or agencies.
- 2) Be aware that each locality or country may have different laws, conditions, procedures, criteria, practices, or customs in conducting business related to giving rewards, donating money, hiring, welcoming, or hosting government officials or agencies.
- 3) Comply with the rules of each country or locality regarding the employment of government officials, both in the case of hiring as a consultant or as an employee of  
The Group, with the condition that the terms of employment must be transparent and appropriate.
- 4) Refrain from engaging in transactions with government officials or their family members when such officials have influence over decisions.  
regarding contracts made with the state.
- 5) Building acquaintances or good relationships between the public sector and the Group within appropriate boundaries can be done, such as meeting and talking in public.  
various events, expressing congratulations on festive occasions, or according to traditional practices.

## Community and society

### Policy

Conduct business responsibly towards the community, society, and the environment in terms of safety, quality of life, and natural resource conservation. Promote efficient energy consumption. Recognize the quality of life of the community and society, both in the surrounding areas of the factory and at the national level. Share a portion of the profits to give back and develop the community and society. Consider the environmental impacts of business operations, starting from the factory construction phase, technology selection, throughout the production process, and waste disposal, including research and development of innovations that promote efficient energy consumption.

### Good Practices

- 1) Consider alternatives in utilizing natural resources without causing damage to society, the environment, and the quality of life of the people, or minimizing such damage.
- 2) Regularly return a portion of profits to develop society and the environment.
- 3) Continuously and seriously instill awareness of social and environmental responsibility among employees at all levels.
- 4) Give importance to doing business with partners who share the company's commitment to community, social, and environmental responsibility.
- 5) Be a leader in promoting efficient energy use and conservation for the benefit of the community and future generations.
- 6) Consider it a duty and a key policy to prioritize community and social activities, focusing on the development of society, communities, and the environment.  
Sustainably, aiming to create and conserve natural resources, as well as support education for youth and public benefit activities for underprivileged communities, enabling them to become self-reliant.

- 7) Listen to the opinions and needs of the community to ensure effective response and development of good governance practices.
- 8) Benefit society at all levels, both in the short and long term.
- 9) Participate in and support activities that align with social and national development policies, including both preventive and promotional policies.
- 10) Promote learning and educational skills development among youth and the general public, as well as promote awareness of natural resource and environmental conservation in Thai communities and society.
- 11) Provide accurate information, create understanding, and listen to problems and potential impacts on surrounding communities for timely resolution, which will be the foundation for a harmonious coexistence between the factory and the community without conflict and mutually beneficial.
- 12) Support public benefit activities, especially local activities where the group operates, taking into account the appropriateness and sustainable benefits that society and the community will receive.

## Information on business code of conduct

### Business code of conduct

Business code of conduct : Yes

TPBI Public Company Limited is committed to conducting business in accordance with good corporate governance principles and strives to promote the group of companies to be

An organization committed to operating with transparency, integrity, and responsibility towards shareholders and relevant stakeholders, including customers, partners, competitors, business partners, creditors, the government, employees, as well as communities, society, and the environment as a whole. The Code of Business Conduct of the group of companies is a compilation of good practices in various matters that define the scope of standard conduct under the framework of

Ethics, morality, and integrity, expecting personnel at all levels to give importance and uphold it as a duty, with the responsibility to be aware of.

understand, adhere to, and must not neglect. Conduct and strictly comply with, not acting at will and cannot claim to be unaware of.

If a violation of this principle is found and a fair investigation proves to be true, the employee will be subject to disciplinary action.

according to company regulations and/or penalties under relevant laws. In order for the business operations to achieve the vision and reflect the values and culture of the organization, to be an organization with sustainable growth.

It is the duty of the supervisor to oversee, be responsible for, and advise their subordinates to acknowledge, understand, and comply with this Code of Business Conduct seriously. In addition, in case of doubt or problems in making decisions or acting in accordance with the Code of Ethics not specified,

Please use preliminary judgment by asking yourself questions about the action before proceeding.

1. Is the action against the law?
2. Is the action contrary to the policies and corporate culture of the group of companies?
3. Is the action acceptable and can be disclosed to the public?
4. Does the action damage the reputation and image of the group of companies?
5. Does the action seriously affect the stakeholders of the group of companies? Or ask the supervisor in the hierarchy, whose duty is to give initial advice.

Or inquire directly with the department responsible for that matter or the Corporate Secretary and Corporate Sustainability Development, Internal Control Department, or Human Resources Department.

### Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information, Money laundering prevention, Gift giving or receiving, entertainment, or business hospitality, Compliance with laws, regulations, and rules, Information and assets usage and protection, Anti-unfair competitiveness, Information and IT system security, Human rights, Other guidelines related to business code of conduct



## Prevention of Conflicts of Interest

Conflict of Interest and Related Party Transactions The Group considers it an important policy to conduct business with regard to the benefits of the Group and its stakeholders as a whole. Therefore, the Group has established good practices to demonstrate its intention to conduct business transparently and verifiably. It is the duty of the Board of Directors, management, and personnel at all levels, including related parties and those with relationships, to avoid engaging in or being involved in any activity that may create

resulting in a conflict of interest that would be detrimental to the Group or reduce the effectiveness of its operations.

In the event that such items cannot be avoided, the responsible unit will oversee the reporting of such items in a transparent and clear manner for the best interests of the Group.

However, if any item falls under the criteria of connected transactions as announced by the SEC, it must comply with the criteria and procedures specified in such announcement.

strictly. Guidelines for performing duties or conducting any activities that may create a conflict of interest with the Group defined as follows:

### Good Practices

1) Avoid any action that would result in a conflict of interest with the Group, whether arising from contact with related parties.

of the Group or from taking advantage of or using information learned from being an employee for personal gain and doing business that competes with the Group or

other work outside of the Group's work that affects the work in the position.

2) The Company requires directors, management, and employees at all levels to report their own conflicts of interest and those of related persons, which are conflicts of interest.

related to the management of the Company and its subsidiaries upon first assuming office and to report any changes in information.

a conflict of interest or in the event that an act has been committed or is in a situation that is questionable or that others believe would create a conflict of interest with the Group.

must be reported in writing on the prescribed form. For directors and management, submit to the Company Secretary. For employees, notify

supervisors in the chain of command and submit to the Internal Control Department to enable the monitoring and prevention of conflicts of interest and to enter into the process of determining whether there is a conflict of interest with the Group and how to proceed.

3) In the event that an employee of the Group or a related person is required to enter into a transaction with the Group for the benefit of the Group, such transaction shall be treated as a transaction with an outside party, with general commercial terms and conditions that are similar to those with a general counterparty.

4) The process for considering and disclosing conflicts of interest, connected transactions, or conflicts of interest must comply with the laws and regulations of the SEC and the Stock Exchange of Thailand strictly and carefully.

Directors, management, and employees who have a conflict of interest or are involved must not participate in the consideration. If it is necessary for such persons to clarify the details for consideration, they shall abstain from voting and expressing any opinions in the consideration and approval of such transactions in order to maintain independence in the consideration.

5) Entering into business transactions must be done honestly, fairly, reasonably, and independently within the framework of good corporate governance and in the best interests of

of the Group. In addition, the Company places importance on reporting, both in cases where there are and are not events that may be a conflict of interest, by

requires annual reporting and when conflicts of interest arise during the year to build confidence in demonstrating the intent

In conducting business with transparency

## Anti-corruption

The Group supports and encourages personnel at all levels to recognize the importance of and be aware of anti-corruption.

It also establishes an internal control system to prevent fraud, extortion, and bribery in all forms, including any

actions that may pose a risk of corruption, including money laundering, to prevent the company from being used as a channel or tool for embezzlement, transfer, or concealment of the source of illegal assets. Personnel at all levels must

perform their duties with prudence and caution. In addition, the Group supports and encourages anyone who acts for the benefit of the Group, such as customers, partners, and business alliances, to recognize the importance of and comply with laws and regulations.

## Whistleblowing and Protection of Whistleblowers

The Group has established a unit to receive notifications, complaints, or suggestions from stakeholders affected by the Company's operations throughout

24 hours. The Group will clarify the initial facts and the approach to handling or proceeding with the matter to the complainant, including

Relevant parties, shareholders, and all stakeholder groups can report any inappropriate conduct, violations of business ethics, policies,

Good corporate governance, rules, regulations, or violations of the law or regulations of the Group by individuals or events that may cause

damage to the Group, through the channels specified in the Complaint Handling Policy. The Group will keep such information confidential and will protect

complainants who are in good faith.

The company expects all employees of the group to jointly monitor to ensure that the operation is efficient and in accordance with the law.

rules, regulations, and in accordance with the principles of good corporate governance and business ethics by encouraging honest reporting of practices that violate or

are suspected of violating these principles to the appropriate authorities. The company will treat such information as confidential. In addition, employees of the group

Complaints can be submitted upon encountering inappropriate behavior or violations of the Group's business ethics, along with supporting documents for consideration to

Complaint channels are in accordance with the procedures set by the company to enter the investigation and consideration process. In order to protect the rights as well as protect

the privacy of the complainant. The complainant will be protected and personal information will be kept confidential, accessible only to those involved.

For audit purposes only. Do not disclose information to unauthorized persons unless such disclosure is required by law.

In the event of a complaint, please contact

If there is an alleged misconduct, an Inquiry Committee will be set up, consisting of executives and representatives from departments that have no vested interest in the matter, to investigate and proceed in accordance with the company's disciplinary regulations and report to the Audit Committee and the Board of Directors.

Channel 1 Complaints in person at the head office

TPBI Public Company Limited 42/174 Moo 5, Srisatienneves Road, Rai Khing Subdistrict, Sam Phran District, Nakhon Pathom Province 73210

Channel 2 Complaints in writing

Company Secretary, TPBI Public Company Limited 42/174 Moo 5, Srisatienneves Road, Rai Khing Subdistrict, Sam Phran District, Nakhon Pathom Province 73210

Channel 3 Complaints by phone or fax

Telephone 0-2429-0354-7 ext. 501 or Fax 0-2429-0358

Channel 4 Complaints via the Company's Website

<https://www.tpbigroup.com/investor-relations/whistleblowing>

Channel 5 Complaints via email

Audit Committee: [ac@tpbigroup.com](mailto:ac@tpbigroup.com) / [hotline@tpbigroup.com](mailto:hotline@tpbigroup.com)

Investor Relations: [ir@tpbigroup.com](mailto:ir@tpbigroup.com)

Company Secretary: [company\\_secretary@tpbigroup.com](mailto:company_secretary@tpbigroup.com)

Channel 6 Suggestion Box for Employees

Reference link for Whistleblowing and Protection of Whistleblowers : <https://www.tpbigroup.com/investor-relations/whistleblowing>

## Prevention of Misuse of Inside Information

As a listed company on the Stock Exchange, it is an important policy to ensure equality and fairness to stakeholders.

related, including all shareholders equally. Inside information or news that is material to changes in the price of

securities that has not yet been disclosed to the public is considered inside information used in business operations and

is considered confidential information. If disclosed, it will affect the group of companies, especially if there is

Impact on the Company's share value and image. Therefore, the Board of Directors, management, and employees at all levels must keep inside information confidential and must

Do not disclose inside information learned from the performance of one's duties to others or use inside information to seek profit or benefit from trading.

securities unfairly or to the detriment of the company, whether directly or indirectly,

#### Trading in the Company's securities using inside information

The Board of Directors, management, and employees at all levels should adhere to good practices in securities trading. By not using inside information that is not publicly disclosed

for equality for all shareholders and investors and to prevent wrongdoing by employees, including their families and all those involved.

#### Best Practices

1) The Board of Directors and management, as defined by the SEC, are responsible for reporting changes in the Company's shareholding to the Company Secretary in advance before

at least 1 day before the transaction in accordance with good corporate governance principles and report to the SEC electronically within 3 business days from the date of the transaction.

trading or transfer of such securities according to the criteria set by the SEC for the company secretary to summarize the report to the Board of Directors at the meeting and

disclosed in the form of 56-1 One Report

2) The Board of Directors and management, as defined by the SEC, should refrain from trading in the Company's securities prior to the announcement of financial statements to the Stock Exchange of Thailand for at least 45 days and after the date on which the Company discloses its financial statements for at least 2 days.

3) Employees at all levels and related parties are prohibited from using inside information for their own benefit in buying/selling or inducing others to buy or sell, or offering to buy or offer to selling the Company's shares, whether by themselves or through a broker, while still in possession of the Company's information that has not been disclosed to the public, including providing information inside information that is not publicly disclosed to other persons for the purpose of trading in the Company's shares. The Stock Exchange of Thailand considers this to be insider trading.

speculate or create an advantage for any particular group.

## Money laundering prevention

### **Anti-Money Laundering and Combating the Financing of Terrorism**

The Group is committed to preventing itself from being used as an instrument of money laundering or terrorist financing and has therefore established a clear policy to guide the Group's business operations, emphasizing the importance of monitoring and providing tips to authorities when it becomes aware of illegal activities, including ensuring that records, financial transactions, and assets are properly recorded in accordance with domestic and Foreign countries define

#### Good Practices

1) In dealing with customers or business partners, due diligence should be conducted on the customer or business partner to obtain basic information such as the authorized signatory, major shareholders in the initially set at 30 percent or as prescribed by relevant laws, rules, and regulations. The objectives and intentions of the business relationship of the

customers, which may be verified by official documents or reliable independent organizations, to eliminate doubts and to prevent being used as an intermediary in money laundering or terrorist financing.

2) Cooperate with relevant agencies in implementing anti-money laundering and combating the financing of terrorism measures prescribed both domestically and internationally.

3) Avoid any act to conceal or disguise the true nature, such as the location, distribution, granting of rights, etc., of the property that in relation to offenses under the Anti-Money Laundering and Combating the Financing of terrorism to make it appear that the property was acquired legally, including acts of assistance in such cases. the above.

4) Exercise caution in dealing with individuals or legal entities suspected of committing offenses under money laundering laws or financing

Terrorism, such as drug offenses, sexual offenses, fraud offenses, embezzlement or

business fraud in financial institutions, malfeasance in office, extortion or blackmail, or similar acts.

which is illegal, offenses related to smuggling under the Customs Act, offenses related to terrorism under the Penal Code criminal offenses, gambling offenses (only in cases where the person is the organizer of the gambling), election

offenses, and human trafficking offenses, etc.

5) Customer account information should be verified with the financial institution to ensure that the customer is the true beneficial owner and not using false names, aliases, or presenting false evidence to conceal involvement in terrorism, drug trafficking, or other activities, and should have procedures in place to screen customers by considering key fundamental factors such as country group factors, international standards, or the main source of income of customers, etc., to prioritize risks, as well as having procedures in place to review customer lists and keep them up-to-date to mitigate the impact on

Business Planning

## Gift giving or receiving, entertainment, or business hospitality

All directors, executives, and employees of the company group shall avoid any actions that may influence decision-making in performing their duties with bias or create conflicts of interest with the company group. The company has established guidelines in accordance with the Anti-Fraud and Corruption Policy, the No Gift Policy, which covers participation in events, domestic and international travel, as well as related travel expenses received from stakeholders of the company group. The objective is to ensure transparency in the company group's business operations, free from fraud and corruption, and to establish good practices within the company group.

Reference link for Gift giving or receiving, entertainment, or business hospitality : <https://www.tpbgroup.com/images/investor-relations/corporate-governance/No%20Gift%20Policy%20en.pdf>

## Compliance with laws, regulations, and rules

### Compliance with Laws, Rules, Regulations, and Respect for Different Cultures

The Group places importance on respecting different cultures and complying with relevant laws, rules, and regulations wherever it operates. Employees of the Group must therefore respect the law, not violate it, and conduct their duties in accordance with good practices as follows:

#### Good Practices

- 1) Comply with the rules, orders, announcements, and requirements issued by the Group.
- 2) Comply with all rules, regulations, and requirements of relevant agencies applicable to the Group.
- 3) Acknowledge and understand the responsibilities in complying with laws, rules, and regulations related to work.
- 4) Review compliance with relevant laws, rules, and regulations and cooperate in promoting, supporting, and ensuring consistent compliance.
- 5) Study, understand, and comply with the laws, rules, and regulations of the countries in which the Group invests and operates, as well as respect the local customs, traditions, and good culture. If it is found that the rules, regulations, procedures, or local customs, traditions, and culture differ from the practices of the Group, consult with relevant departments before taking any action.

## Information and assets usage and protection

### Asset Protection

Executives and employees are responsible for maintaining and utilizing company assets to the fullest benefit of the company's business only, and not for their own benefit or that of others in an inappropriate manner.

#### Practices:

- 1) Executives and employees must comply with the company's safety requirements in the use of tools, equipment, and the work environment.
- 2) Executives and employees must not use, sell, borrow, lend, or transfer company assets without authorization, regardless of the value or condition of the assets.
- 3) Executives and employees must not intentionally damage, sabotage, or destroy company assets.
- 4) Executives and employees must not use company assets for personal gain or external business purposes unless authorized by a supervisor.
- 5) Executives and employees have a duty to assist or attempt to obtain patents, copyrights, and to protect, preserve, and safeguard the company's intellectual property rights, such as patents, copyrights, trademarks, trade secrets, which are essential for maintaining a competitive business advantage. They must exercise their rights responsibly, including respecting the rights of intellectual property owners. For example, do not install unauthorized

system software, movie files, music files, games, or other unauthorized software on company computers.

## Anti-unfair competitiveness

The company is committed to complying with antitrust or competition laws and supports free and fair competition, without discrimination or exploitation. It has established a policy to comply with competition laws both domestically and internationally where the company conducts business. This includes any laws, rules, and regulations related to competition law. Therefore, the company must exercise caution and adhere to the guidelines set by the company.

### Best Practices

- 1) Merger Control activities that may result in a reduction of competition or a monopoly in any market, such as mergers that create a monopoly, asset acquisitions, stock acquisitions, takeovers, or cross-investment in shares or assets, joint ventures, or interlocking directorates, etc., must be reviewed by legal counsel or experts in competition law to ensure compliance with the necessary legal processes. Prior to such actions, before any mergers or acquisitions,
  - 2) Prohibition of engaging in business activities that constitute agreements to monopolize, restrict, or reduce competition (Hardcore Cartel or Non-Hardcore Cartel).
  - 3) Prohibition of any conduct that constitutes unfair trade practices, even if not in a position of market dominance.
  - 4) Prohibition of any agreement with other entrepreneurs (both domestic and international) that would create restrictions on competition and
- This has a serious impact on the economic system and consumers.

## Information and IT system security

Data and Information System Security Executives and employees are aware of data and information system security to prevent physical and data damage to computer systems. Hardware, programs, data files, and other devices are destroyed.

### Practices

- 1) Executives and employees are responsible for protecting information from unauthorized alteration, modification, loss, access, or disclosure, which may affect the company, customers, partners, and business alliances or other related persons.
- 2) Executives and employees must not use company computers to procure or transmit anything that violates the law or presents messages or content that are illegal or good morals of society and shall not use the company's information technology system for matters outside the company's mission and personal matters.
- 3) The company encourages the use of internet services for business operations and as a learning tool, prioritizing the company's best interests.
- 4) All executives and employees must avoid websites that are illegal or violate good morals and refrain from disseminating such information or websites to others.
- 5) Only authorized employees shall have access to data files, whether stored in computer files or otherwise, and unauthorized employees must not view, disseminate, delete, destroy, or alter data, change passwords, or perform any other actions that cause damage.
- 6) All executives and employees must protect against security breaches, including unauthorized data access or login to the server.
- 7) Employees who use computers must not infringe on the rights of any person or company protected by copyright, trade secret, patent, or property. other offenses or similar laws or regulations, including installing or distributing pirated software products or software that is not properly licensed to the company.
- 8) All executives and employees must comply with the company's information system security policy.

## Human rights

The Group supports and respects human rights principles both domestically and internationally by establishing a written company human rights policy.

and places importance on treating all employees equally, without discrimination on the basis of origin, race, gender, age, skin color, religion, disability

or any disability that is not relevant to the performance of the work, including not being involved in human rights violations and not using illegal labor.

and activities that will affect human rights throughout the supply chain by accepting practices that are beneficial to the world community, such as human rights principles.

of the United Nations and recognizes the limitations of the laws of each country in which the Group invests.

### Human Rights Policy

The Group is committed to conducting business under its human rights and labor practices policy to prevent human rights violations of its stakeholders.

all groups from doing business in the supply chain. The Company has established guidelines that are consistent with the International Labor Organization Convention, the Universal Declaration of Human Rights, the Charter of the Convention. on the Rights of the Child and the Elimination of All Forms of Discrimination against Women (The United Nations Convention on the Rights

of the Child and the elimination of all forms of discrimination against women), the United Nations (UN

Global Compact) and other relevant laws, as well as encouraging business partners and key partners to have comprehensive human rights operations through awareness of respect for and compliance with human rights principles, as well as human rights risk assessments. The Company encourages employees to

Recognize the importance of and understand human rights and comply with human rights principles correctly by providing training to review knowledge.

annually.

### good practice

1) Adhere to and comply with the Company's Human Rights Policy, which has been issued in writing.

2) Respect, promote, protect and stimulate respect for the right to protection and respect for fundamental human rights at all levels. There will be no

Any person who has been treated unfairly or discriminated against, whether it be discrimination on the grounds of race, ethnicity, skin color, national origin or social origin, religion, social status, gender, age, physical appearance, language, political opinion, property or other status.

3) Committed to and maintaining fair working conditions and being a good example in doing business that is in line with human rights, such as giving importance to the rights of equality of women, non-use of child labor or other matters that demonstrate respect for human rights and adherence to international standards on

Human rights principles, freedom and equality

4) Promote social and international order rights everywhere the Group operates to ensure that such business does not contribute to

or refrain from acts that violate human rights, as well as promote and give importance to doing business with customers or partners who adhere to these principles.

5) Monitor and report on performance, including reporting on human rights impact assessments to demonstrate business transparency.

## **Prioritizing quality, stability, safety, hygiene, environment, and business continuity**

### Policy

Place importance on the management of quality, security, safety, occupational health, environment, and business continuity in operations with continuous standards. Define and review such policies, including good practices for sustainable development.

### Good Practices

1) All employees must operate with a quality, security, safety, occupational health, environment, and business continuity management system to enhance efficiency, effectiveness, and maximize value for both work, life, body, property, and the environment.

2) Executives, employees, and contractor employees must adhere to and comply with laws, policies, requirements, and standards regarding quality, security, safety, occupational health, environment, and business continuity.

3) The Group shall take all measures to control and prevent losses in various forms arising from accidents, fires, injuries, or illnesses from work, loss of or damage to property, security breaches, improper work practices, and errors that occur, as well as maintaining a safe working environment for employees and contractor employees. It is the responsibility of management and employees to report accidents or incidents by following the established procedures.

4) The Group shall establish emergency control and prevention plans in all operating areas. The Group shall have an organizational emergency and crisis management plan to be prepared for various emergencies that may occur, such as fire, oil, gas, chemical or waste spills or leaks, and be prepared for other crises that may cause business interruption, damage to the reputation and image of the organization.

5) The Group shall provide public relations and communication to create awareness, understanding, and disseminate information to employees, contractor employees, and relevant stakeholders to be aware of and understand policies, rules, regulations, procedures, practices, and precautions regarding quality, safety, occupational health, and environment, as well as to apply them correctly without causing harm to health, property, and the environment.

- 6) The Group shall promote and instill a culture of quality, safety, occupational health, and environment as a way of life for employees.
- 7) The Group shall be actively and continuously involved in social responsibility for quality, safety, occupational health, and environment. The use of natural resources must be maximized, recognizing the importance of the environment and the safety of relevant stakeholders. The Group shall also promote social activities to preserve the environment and improve the quality of life of people in the community according to the principles of sustainable development.
- 8) Develop a security management system in accordance with laws and international standards, and have it regularly audited and reviewed.
- 9) Regularly conduct emergency response drills and exercises and continuously improve them.
- 10) Provide adequate and appropriate resources for security operations.

## Promotion of compliance with the business code of conduct

Promotion for the board of directors, executives, and : Yes  
employees to comply with the business code of conduct

The Company places importance on good corporate governance. It has established relevant policies and practices in its Corporate Governance Policy, Business Ethics and Code of Conduct, and promotes their effective implementation to build confidence among all stakeholders. In the past year, the Company has monitored compliance with good corporate governance in all areas and provided training to raise awareness of corporate governance, business ethics, and the Code of Conduct to all employees.

### Practices

1. Supervisors or designated representatives are required to report non-compliance with corporate governance policies and practices, as well as the Business Ethics and Code of Conduct, to the Corporate Secretary Unit every quarter.
    - In the event of a violation of the policies and practices on corporate governance, business ethics, and the Code of Conduct, the Company has measures to penalize violators according to the severity of the issue, such as verbal warnings, written warnings, and escalating the matter to management for consideration, as appropriate.
    - Relevant departments define solutions, analyze the causes of issues, and establish preventive measures to prevent recurrence in the future.
  2. The Corporate Secretary Unit summarizes the report to the Audit Committee and key issues to the Board of Directors.
  3. Progress reports on issues requiring resolution are to be submitted, with a specified timeframe for resolution. Responsible units report their progress to the Corporate Secretary Unit for summarization to the Audit Committee. Significant issues will be reported to the Board of Directors accordingly.
  4. To ensure the effectiveness and efficiency of the Business Ethics and Code of Conduct compliance monitoring process, random checks are required.
- Compliance with the Business Ethics and Code of Conduct by the Corporate Secretary Unit or a designated unit at least once a year.

## Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption : No  
networks

## Information on material changes and developments in policy and corporate governance system over the past year

### Material changes and developments related to the review of policy and guidelines in corporate governance system or board of directors' charter

In the past year, did the company review the corporate : Yes  
governance policy and guidelines, or board of directors'  
charter

Material changes and developments in policy and guidelines : Yes  
over the past year

Over the past year, the company has revised its corporate governance manual to align with the current situation and business environment, focusing on its applicability across the organization and subsidiaries. Key changes include:

1. Restructuring and revising the entire manual, reorganizing the content for clarity, categorization, and accessibility, and improving the language for ease of understanding and practical application.

2. Adding details to the Anti-Corruption Policy, providing clearer explanations and details, updating content to align with current situations and international standards, defining the roles and responsibilities of executives and employees, and specifying whistleblowing and investigation procedures.
3. Adding a No Gift Policy that covers all company activities, establishes clear guidelines for gift-giving and receiving, hospitality, outlines exceptions and procedures for special cases, sets maximum allowable values, and reporting procedures. These updates demonstrate the company's commitment to enhancing good corporate governance standards, promoting business transparency, and building trust among all stakeholders.

## Implementation of the CG Code for listed companies

Implementation of the CG Code as prescribed by the SEC : Mostly used in practice

The company has reviewed its Corporate Governance Policy by referencing the Corporate Governance Code for Listed Companies 2012 of the Stock Exchange of Thailand and the Corporate Governance Code for Listed Companies 2017 ("CG Code") of the Securities and Exchange Commission, as well as the latest assessment criteria and best practices for corporate governance. The Board of Directors has considered and found that the company has adopted most of the best practices in its operations. The Board of Directors is committed to managing the company based on good corporate governance principles to ensure that the company's operations are transparent, efficient, and accountable to all stakeholders. The company has implemented the principles of good corporate governance for listed companies. The key issues that have not yet been implemented will be considered for suitability and further adaptation as follows:

Unimplemented Issues: Defining the method of voting for directors by cumulative voting.

Reason: As the company requires one share to equal one vote. However, the company allows minority shareholders to propose meeting agendas in advance or nominate individuals for election as directors at the Annual General Meeting of Shareholders through the company's website in advance.

## Other corporate governance performance and outcomes

With its commitment and determination to operate based on good corporate governance, the company has been consistently ranked for its excellent corporate governance. It has been rated as Excellent, or 5 emblems, in the Corporate Governance Report (CGR) for 2024, marking the fifth consecutive year.

The company conducts its Annual General Meeting of Shareholders by considering the rights and equality of all shareholder groups and intends for shareholders to have a genuine role in management. This promotes a system of checks and balances in good management, which is at the heart of the company's good corporate governance. In 2024, the company participated in the Annual General Meeting (AGM) Checklist assessment and received a score of 98, demonstrating the company's emphasis on good corporate governance and its commitment to developing the efficiency of shareholder meetings. This includes treating stakeholders fairly, ensuring information disclosure and transparency, and upholding the responsibilities of the Board of Directors.

In addition, the company participated in the 22nd Thailand Chamber of Commerce Business Ethics Awards Ceremony under the theme "Restoring Faith with Business Ethics" and received recognition from the Thai Chamber of Commerce Ethics Club as a recipient of the Outstanding Business Ethics Award. Mr. Sanan Angubolkul, Chairman of the Board of Directors of the Thai Chamber of Commerce and the Board of Trade of Thailand, presented the award. The company previously received the Outstanding Business Ethics Award from the Thai Chamber of Commerce in 2023.



# Corporate Governance Structure

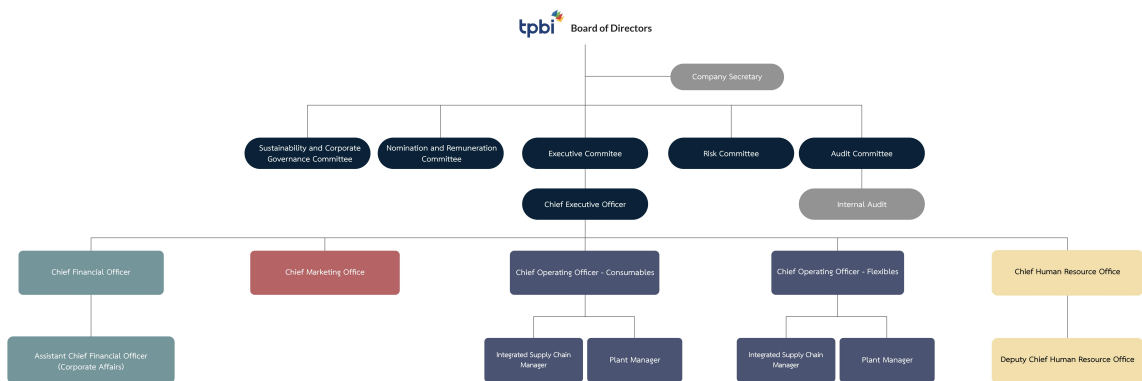
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2024

Corporate governance structure diagram



Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2024	
	Male (persons)	Female (persons)
Total directors	10	
	9	1
Executive directors	6	
	5	1
Non-executive directors	4	
	4	0
Independent directors	4	
	4	0
Non-executive directors who have no position in independent directors	0	
	0	0

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	90.00	10.00
Executive directors	60.00	
	50.00	10.00
Non-executive directors	40.00	
	40.00	0.00
Independent directors	40.00	
	40.00	0.00
Non-executive directors who have no position in independent directors	0.00	
	0.00	0.00

Additional explanation : Displayed % (percentage) from proportion of total board of directors

	2024	
	Male (years)	Female (years)
Average director age	56	
	55	63

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Mr. BANCHONG CHITTCHANG  Gender: Male  Age : 76 years  Highest level of education : Master's degree  Study field of the highest level of education : Engineering  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesn't Have  Legal offenses in the past 5 years : Doesn't Have  DAP course : No  DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 1,537,500 Shares (0.368811 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)</li> </ul>	<p>Chairman of the Board of Directors  (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	24 Mar 2016	Engineering, Risk Management, Governance/ Compliance, Strategic Management, Audit
<p>2. Mr. SOMSAK BORRISUTTANAKUL  Gender: Male  Age : 70 years  Highest level of education : Bachelor's degree  Study field of the highest level of education : Education  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Have  Legal offenses in the past 5 years : Doesn't Have  DAP course : No  DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 45,272,300 Shares (10.859794 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 19,515,200 Shares (4.681252 %)</li> </ul> <p><u>Indirect shareholding details</u></p> <p>Mrs. Duangporn Brisuthanakul holds 19,515,200 shares (spouse).</p>	<p>Director  (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	24 Mar 2016	Packaging, Strategic Management, Engineering, Business Administration, Economics

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Ms. CHAMAIPORN UERPAIROJKIT  Gender: Female  Age : 63 years  Highest level of education : Master's degree  Study field of the highest level of education : Business Administration  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesn't Have  Legal offenses in the past 5 years : Doesn't Have  DAP course : Yes  DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)</li> </ul>	<p>Director  (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	24 Apr 2021	Strategic Management, Risk Management, Marketing, Leadership, Business Administration
<p>4. Mr. KAMOL BORRISUTTANAKUL  Gender: Male  Age : 48 years  Highest level of education : Master's degree  Study field of the highest level of education : Finance  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Have  Legal offenses in the past 5 years : Doesn't Have  DAP course : Yes  DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 33,486,700 Shares (8.032697 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)</li> </ul>	<p>Director  (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	24 Mar 2016	Risk Management, Packaging, Accounting, Finance, Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. SAKSIT BORRISUTTANAKUL</p> <p>Gender: Male</p> <p>Age : 43 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 37,369,400 Shares (8.964069 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)</li> </ul>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	24 Mar 2016	Marketing, Packaging, Business Administration, Sustainability, Economics
<p>6. Mr. SITTICHAJ BORRISUTTANAKUL</p> <p>Gender: Male</p> <p>Age : 41 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Supply Engineering and Logistics</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 37,200,000 Shares (8.923433 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)</li> </ul>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	24 Mar 2016	Risk Management, Packaging, Petrochemicals & Chemicals, Audit, Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Mr. THANWA LAOHASIRIWONG</p> <p>Gender: Male</p> <p>Age : 59 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Engineering</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)</li> </ul>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	24 Mar 2016	<p>Engineering, Information &amp; Communication Technology, Risk Management, Internal Control, Finance</p>
<p>8. Mr. KRIT PHANRATANAMALA</p> <p>Gender: Male</p> <p>Age : 56 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 200,000 Shares (0.047975 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)</li> </ul>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	24 Mar 2016	<p>Sustainability, Internal Control, Governance/ Compliance, Finance, Accounting</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>9. Mr. NATDANAI MANOTHAI</p> <p>Gender: Male</p> <p>Age : 53 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Public Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)</li> </ul>	<p>Director</p> <p>(Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Newly appointed director to replace the ex-director</p>	8 Jul 2024	<p>Risk Management, Audit, Law, Information &amp; Communication Technology, Human Resource Management</p>
<p>10. Mr. DOMDEJ SRIPINPROCH</p> <p>Gender: Male</p> <p>Age : 54 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)</li> </ul>	<p>Director</p> <p>(Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Newly appointed director to replace the ex-director</p>	13 Aug 2024	<p>Engineering, Packaging, Risk Management, Audit, Business Administration</p>

Additional explanation:

(\*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003), only in the following cases:

(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(\*\*) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

## List of board of directors who resigned / vacated their position during the year

List of directors	Position	Date of resignation / termination	Replacement director
<p>1. Mr. VICHAI BORRISUTTANAKUL  Gender: Male  Age : 75 years  Highest level of education : Below a bachelor's degree  Study field of the highest level of education : Business Administration  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Have  Legal offenses in the past 5 years : Doesn't Have  DAP course : Yes  DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 58,509,400 Shares (14.035073 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 19,515,200 Shares (4.681252 %)</li> </ul> <p><u>Indirect shareholding details</u></p> <p>Mrs. Nuchnaret Brisuthanakul holds 19,515,200 shares (spouse).</p>	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p>	13 Aug 2024	<p>Mr. DOMDEJ SRIPINPROCH</p> <p>Appointment date of replacement director : 13 Aug 2024</p>
<p>2. Mr. PATIPARN SUKORNDHAMAN  Gender: Male  Age : 63 years  Highest level of education : Master's degree  Study field of the highest level of education : Finance  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesn't Have  Legal offenses in the past 5 years : Doesn't Have  DAP course : No  DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)</li> </ul>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p>	30 Apr 2024	<p>Mr. NATDANAI MANOTHAI</p> <p>Appointment date of replacement director : 8 Jul 2024</p>

Additional explanation:

(\*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003), only in the following cases:

(1) Dishonest act or gross negligence



(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(\*\*) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

## List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
1. Mr. BANCHONG CHITTCHANG	Chairman of the Board of Directors		✓	✓		
2. Mr. SOMSAK BORRISUTTANAKUL	Director	✓				✓
3. Ms. CHAMAIPORN UERPAIROJKIT	Director	✓				✓
4. Mr. KAMOL BORRISUTTANAKUL	Director	✓				✓
5. Mr. SAKSIT BORRISUTTANAKUL	Director	✓				✓
6. Mr. SITTICHAJ BORRISUTTANAKUL	Director	✓				✓
7. Mr. THANWA LAOHASIRIWONG	Director		✓	✓		
8. Mr. KRIT PHANRATANAMALA	Director		✓	✓		
9. Mr. NATDANAI MANOTHAI	Director		✓	✓		
10. Mr. DOMDEJ SRIPINPROCH	Director	✓				✓
<b>Total (persons)</b>		<b>6</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>6</b>

## Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	2	20.00
2. Petrochemicals & Chemicals	1	10.00
3. Packaging	5	50.00
4. Information & Communication Technology	2	20.00
5. Law	1	10.00
6. Marketing	2	20.00
7. Accounting	2	20.00
8. Finance	3	30.00
9. Human Resource Management	1	10.00
10. Sustainability	2	20.00
11. Engineering	4	40.00
12. Leadership	1	10.00
13. Strategic Management	3	30.00
14. Risk Management	7	70.00
15. Audit	4	40.00
16. Internal Control	2	20.00
17. Governance/ Compliance	2	20.00
18. Business Administration	6	60.00

### Information about the other directors

	2024
The chairman of the board and the highest-ranking executive are from the same person	No
The chairman of the board is an independent director	Yes
The chairman of the board and the highest-ranking executive are from the same family	No
Chairman is a member of the executive board or taskforce	No
The company appoints at least one independent director to determine the agenda of the board of directors' meeting	Yes

Additional explanation : (\*) Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards

(\*\*) If a remark is specified, the remark from the most recent year will be displayed

### The measures for balancing the power between the board of directors and the Management

The measures for balancing the power between the board of : Have  
directors and the Management

Methods of balancing power between the board of directors	:	Appointing one independent director to jointly consider
and Management		setting the board meeting agenda

### **The independence of the Chairman of the Board from management**

In 2024, Mr. Banjong Jitjaeng (Independent Director) is the Chairman of the Board and Independent Director. This is the position of Chairman of the Board.

continuously, which is in line with the principles of good corporate governance and makes the work of the Chairman of the Board independent, including being

Building confidence among all stakeholders, being transparent and fair, the Chief Executive Officer, who is the top executive, is

Ms. Chamaiporn Uea-Apiromkit, who is an executive with experience and expertise in international management. The Chairman of the Board

will not hold any position on the subcommittee so that such subcommittee can propose ideas independently and is not an executive, including

also holds the position of independent director to ensure that there are appropriate checks and balances between the Board of Directors and the management.

### **Roles, responsibilities of the Chairman of the Board**

- (1) The Chairman of the Board will support the operations of the management but will not be involved in the day-to-day management of the Company. Supervise and
- Encourage the Board of Directors to be able to fully perform their duties in accordance with the established direction and strategy for the best interests of the Company and shareholders as a whole.
- (2) Oversee the functioning of the Board of Directors to be effective and independent from management.
- (3) Set the agenda for the meeting according to the responsibilities of the Board of Directors together with the Chief Executive Officer.
- (4) Act as chairman of the Board of Directors meetings, be the chairman of the meetings, and have the casting vote in the event that the Board of Directors
- There was a vote and the vote was tied. In addition, he also serves as the chairman of the shareholders' meeting of the company so that the meeting
- be effective and efficient.
- (5) Encourage all directors to participate in the meetings.
- (6) Plays an important role in promoting and ensuring that the Board of Directors adheres to the scope, authority, and responsibilities of the Board of Directors according to
- law and in accordance with the principles of good corporate governance and the Company's business ethics, as well as being accountable to shareholders and relevant stakeholders.
- (7) Responsible for promoting, directing, monitoring and overseeing the performance of the Board of Directors to be effective and achieve results according to
- Objectives and key goals of the organization
- (8) Ensure that the Board of Directors receives sufficient, accurate, relevant and timely information, especially information about the Company's operations.
- Decisions of the Board of Directors should be based on prudence and sufficient information, and encourage dissent to be discussed.
- and discuss
- (9) Ensure that the Board of Directors understands the nature and level of key risks that the organization can accept in implementing its strategy, including reviewing the effectiveness of
- risk management system and internal control continuously.
- (10) Acknowledge useful and necessary business information from management, advise and support the CEO in developing strategies.
- (11) Strengthen good relations between executive and non-executive directors and between the Board of Directors and management.
- (12) Ensure that the performance and effectiveness of the Board of Directors and subcommittees are formally evaluated annually.
- and the management has acted and/or followed up to ensure that the recommendations or resolutions of the Board of Directors and subcommittees are properly implemented.

### **Information on the roles and duties of the board of directors**

The Board of Directors plays a crucial role in overseeing the company's management, including setting the company's policy directions and business strategies for the best interests of the company and its shareholders. It also monitors the operations of the company's various subcommittees. The Board of Directors has the power, duties, and responsibilities as prescribed by law, regulations, objectives, and resolutions of the company's shareholder meetings.

## Information on subcommittees

## Information on subcommittees

## Information on roles of subcommittees

## Roles of subcommittees

### Audit Committee

#### Role

- Audit Subcommittee

#### Scope of authorities, role, and duties

- (1) To review the Company to ensure that its financial reporting is accurate, complete, transparent, and discloses sufficient information in a timely manner, with the accounting department and the auditor jointly presenting the financial statements to the Board of Directors every quarter.
- (2) To review the consistency of information in the Company's financial reports with other information relating to the financial position and operating results that have been communicated to investors or related persons.
- (3) To conduct an investigation upon notification from the auditor, in the event of any suspicious circumstances that the Board of Directors, management, or any person responsible for the Company's operations has committed an offense related to their duties and responsibilities under the Securities and Exchange Act, Section 281/2, paragraph two, Sections 305, 306, 308, 309, 310, 311, 312, or 313, and to report the preliminary investigation results to the Office of the Securities and Exchange Commission and the auditor within 30 days from the date of notification from the auditor.
- (4) To consider, select, propose the appointment, and propose the termination of an independent person to act as the Company's auditor, along with proposing their remuneration, and to attend meetings with the auditor without the presence of management at least once a year.
- (5) To review the Company to ensure that it has appropriate and effective internal control and internal audit systems, and to consider the independence of the internal audit unit, as well as to approve the appointment, transfer, and termination of the head of the internal audit unit or any other unit responsible for internal audit, budget, rates, and performance.
- (6) To approve the internal audit plan to ensure that it responds to the Company's risks and strategies.
- (7) To continuously and regularly review and improve the internal control systems of subsidiaries both domestically and internationally.
- (8) To oversee the establishment of a whistleblowing process in the event that employees and stakeholders from all groups have doubts or witness any actions suspected of violating or failing to comply with laws, regulations, rules, ethics, or good corporate governance policies, to assure whistleblowers that the Company has an independent investigation process and appropriate follow-up procedures.
- (9) To consider and monitor the progress of significant asset acquisitions or disposals, related party transactions, or transactions that may involve conflicts of interest, in accordance with the Securities and Exchange Act, as well as the regulations and announcements of the Stock Exchange of Thailand/relevant laws applicable to the Company and/or its business, and to ensure proper disclosure and reporting of progress to shareholders, to ensure that such transactions are reasonable and in the best interests of the Company.
- (10) To adequately consider the details related to the use of proceeds to prevent situations where investments cannot be made as planned, and to monitor the use of proceeds to align with the disclosed objectives.
- (11) If any of the following events or transactions are discovered or suspected, which may have a material impact on the Company's financial position and operating results, the Audit Committee shall report to the Board of Directors for improvement within a timeframe deemed appropriate by the Audit Committee:
  - (a) Transactions involving conflicts of interest.
  - (b) Fraud, irregularities, or material weaknesses in internal control.
  - (c) Violations of the Securities and Exchange Act, regulations and announcements of the Stock Exchange of Thailand, or

other relevant laws applicable to the Company and/or its business.

(12) If the Board of Directors or management fails to make improvements within the specified timeframe, any member of the Audit Committee may report such events or transactions to the Office of the Securities and Exchange Commission or the Stock Exchange of Thailand.

(13) To review the Company to ensure compliance with the Securities and Exchange Act, regulations and announcements of the Stock Exchange of Thailand, and other relevant laws applicable to the Company and/or its business.

(14) To review and monitor the management of key risks from the Risk Management Committee on an ongoing basis.

(15) To investigate and inquire into relevant individuals within the authority of the Audit Committee, and to have the authority to hire or bring in specialists to assist in the investigation and inquiry process.

(16) To review and propose to the Board of Directors for consideration the amendment of the scope of authority, duties, and responsibilities of the Audit Committee to align with the circumstances.

(17) To prepare a report on the Audit Committee's performance to be submitted to the Board of Directors at least once a year and disclosed in the Company's 56-1 One Report.

(18) To perform other duties as assigned by the Board of Directors with the approval of the Audit Committee.

#### Reference link for the charter

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### Nomination and Remuneration Committee

#### Role

- Nomination Subcommittee
- Remuneration Subcommittee

#### Scope of authorities, role, and duties

(1) Establish qualifications, criteria, and procedures for the recruitment of directors (including members of the Board's sub-committees) and senior executives, taking into account the selection of individuals with appropriate knowledge, experience, and expertise. Utilize the database of former directors in considering the recruitment of new directors for nomination to the Board of Directors for appointment and/or presentation to the shareholders' meeting for appointment (as the case may be). Review the criteria and procedures for the recruitment of directors to be submitted to the Board of Directors prior to the recruitment of directors whose terms are expiring. In the case of nominating incumbent directors, the performance of such directors shall be taken into account.

(2) Review and establish policies and criteria for the payment of remuneration and other benefits (whether in cash, securities, or otherwise) to directors, advisors, and executives in a reasonable, fair, clear, transparent manner, in accordance with applicable laws. Ensure that directors receive appropriate remuneration commensurate with their assigned duties and responsibilities. Directors who are assigned additional duties and responsibilities should receive remuneration commensurate with such duties and responsibilities. The remuneration of directors shall be submitted to the Board of Directors or the shareholders' meeting for approval. Such remuneration shall not be excessive and shall be comparable to the general rates for similar businesses, taking into account experience, expertise, dedication, and effort in performing the duties, as well as the performance or benefits that the director has provided to the company.

(3) Prepare a report on the performance of the Nomination and Remuneration Committee to be submitted to the Board of Directors at least once a year and disclose it in the company's 56-1 One Report.

(4) Consider the independence of each independent director to ensure that the company's independent directors are fully qualified.

(5) Consider the form and process for the development of senior executives to align with the company's business and circumstances.

(6) Consider the overall policy and budget regarding salary increases, annual bonuses, and other benefits for the company's employees and submit them to the Board of Directors for approval.

(7) Consider the criteria for evaluating the performance of the Board of Directors, sub-committees, and senior executives, and submit them to the Board of Directors for approval.

(8) Review and propose amendments to the scope of authority, duties, and responsibilities of the Nomination and Remuneration Committee to align with the circumstances.

(9) Perform other duties as assigned by the Board of Directors or as specified in the policies established by the Board of Directors.

#### Reference link for the charter

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## Sustainability and Corporate Governance Committee

### Role

- Nomination Remuneration Subcommittee
- Sustainability Subcommittee
- Climate Change Governance

### Scope of authorities, role, and duties

- (1) Establish the company's corporate governance and sustainability policies, review their suitability and adequacy, including the establishment of the company's business ethics guidelines in accordance with good corporate governance principles, and present them to the Board of Directors for approval.
- (2) Plan activities related to social responsibility.
- (3) Arrange meetings to monitor the progress of the company's corporate governance and sustainability operations, including overseeing compliance with the Good Corporate Governance Manual for the Board of Directors, executives, and employees of the company to ensure that the company has good principles. In managing efficient, transparent, and auditable administration
- (4) Evaluate the company's internal operations with good corporate governance principles to determine areas for improvement, including reporting to the Board of Directors on the company's good corporate governance, along with providing practical opinions and suggestions for improvements as appropriate and as deemed appropriate.
- (5) Drive and oversee the implementation of the company's safety standards, environmental care, as well as the surrounding communities and society, for the sustainable operation of the company.
- (6) Represent the company or assign a person to communicate and carry out good corporate governance and sustainability activities with executives, employees, communities, and external agencies.
- (7) Prepare a report on the performance of the Sustainability and Corporate Governance Committee for submission to the Board of Directors at least once a year and disclose it in the company's 56-1 One Report.

### Reference link for the charter

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## Risk Management Committee

### Role

- RiskManagement Subcommittee

### Scope of authorities, role, and duties

- (1) Establish policies, objectives, and a risk management framework for the company, covering key risk types such as strategic risk, financial risk, legal risk, and operational risk.
- (2) Review policies and develop risk management systems to ensure effectiveness, adequacy, and alignment with the constantly changing environment.
- (3) Support and promote collaboration in risk management at all levels.
- (4) Supervise, monitor, and review the management of significant risks to ensure that risks are managed at an acceptable level in accordance with the organization's risk management policy.
- (5) Report to the Audit Committee regularly and carry out other duties as assigned by the Audit Committee.
- (6) Prepare a report on the performance of the Risk Management Committee for submission to the Board of Directors at least annually and disclose it in the company's 56-1 One Report.

### Reference link for the charter

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## Executive Committee

### Role

- Other
  - Internal administration

### Scope of authorities, role, and duties

- (1) Formulate policies, objectives, strategies, operational plans, annual budgets, and authorities for various company operations to be proposed to the Board of Directors for approval.
- (2) Supervise the company's business operations to ensure alignment with the policies, objectives, strategies, operational plans, and annual budgets approved by the Board of Directors, ensuring effectiveness and adaptability to the business environment, while providing consultation, guidance, and management to executives.
- (3) Consider and approve expenditures for investments, financial transactions with financial institutions, and the company's regular transactions within the authorized limits.
- (4) Establish an efficient organizational structure.
- (5) Supervise, oversee, and approve matters related to the company's operations.
- (6) Perform other duties as assigned by the Board of Directors.

### Reference link for the charter

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## Information on each subcommittee

### List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Mr. THANWA LAOHASIRIWONG<sup>(*)</sup></p> <p>Gender: Male</p> <p>Age : 59 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Engineering</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	<p>Chairman of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	24 Mar 2016	Engineering, Information & Communication Technology, Risk Management, Internal Control, Finance
<p>2. Mr. KRIT PHANRATANAMALA<sup>(*)</sup></p> <p>Gender: Male</p> <p>Age : 56 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Continuing director (Full term of directorship and being re-appointed as a director)</p>	24 Mar 2016	Sustainability, Internal Control, Governance/ Compliance, Finance, Accounting
<p>3. Mr. NATDANAI MANOTHAI</p> <p>Gender: Male</p> <p>Age : 53 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Public Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : No</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Newly appointed director to replace the ex-director</p>	8 Jul 2024	Risk Management, Audit, Law, Information & Communication Technology, Human Resource Management

Additional explanation :

(\*) Directors with expertise in accounting information review

## List of audit committee members who resigned / vacated their position during the year



List of directors	Position	Date of resignation / termination	Replacement committee member
1. Mr. PATIPARN SUKORNDHAMAN <sup>(*)</sup> Gender: Male Age : 63 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Member of the audit committee (Non-executive directors, Independent director)	30 Apr 2024	Mr. NATDANAI MANOTHAI  Appointment date of replacement committee member : 8 Jul 2024

Additional explanation :

(\*) Directors with expertise in accounting information review

## List of executive committee members

List of committee members	Position	Appointment date of executive committee member
1. Mr. SOMSAK BORRISUTTANAKUL Gender: Male Age : 70 years Highest level of education : Bachelor's degree Study field of the highest level of education : Education Thai nationality : Yes Residence in Thailand : Yes	Chairman of the executive committee	1 Mar 2021
2. Ms. CHAMAIORN UERPAIROJKIT Gender: Female Age : 63 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	1 Mar 2021
3. Mr. KAMOL BORRISUTTANAKUL Gender: Male Age : 48 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	1 Mar 2021
4. Mr. SAKSIT BORRISUTTANAKUL Gender: Male Age : 43 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	1 Mar 2021
5. Mr. SITTICHAJ BORRISUTTANAKUL Gender: Male Age : 41 years Highest level of education : Master's degree Study field of the highest level of education : Supply Engineering and Logistics Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	1 Mar 2021
6. Mr. DOMDEJ SRIPINPROCH Gender: Male Age : 54 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	13 Aug 2024

## Other Subcommittees<sup>(6)</sup>

Subcommittee name	Name list	Position
Nomination and Remuneration Committee	Mr. NATDANAI MANOTHAI	The chairman of the subcommittee (Independent director)
	Mr. KRIT PHANRATANAMALA	Member of the subcommittee (Independent director)
	Mr. THANWA LAOHASIRIWONG	Member of the subcommittee (Independent director)
	Mr. PATIPARN SUKORNDHAMAN	Member of the subcommittee (Independent director)
Sustainability and Corporate Governance Committee	Mr. KRIT PHANRATANAMALA	The chairman of the subcommittee (Independent director)
	Mr. SOMSAK BORRISUTTANAKUL	Member of the subcommittee
	Mr. NATDANAI MANOTHAI	Member of the subcommittee (Independent director)
	Mr. PATIPARN SUKORNDHAMAN	The chairman of the subcommittee (Independent director)
Risk Management Committee	Ms. CHAMAIPORN UERPAIROJKIT	The chairman of the subcommittee
	Mr. KAMOL BORRISUTTANAKUL	Member of the subcommittee
	Mr. SAKSIT BORRISUTTANAKUL	Member of the subcommittee
	Mr. SITTICHAJ BORRISUTTANAKUL	Member of the subcommittee
	Mr. DOMDEJ SRIPINPROCH	Member of the subcommittee
	Mr. SOMSAK BORRISUTTANAKUL	Member of the subcommittee
	Mr. PATIPARN SUKORNDHAMAN	The chairman of the subcommittee (Independent director)

Remark: <sup>(6)</sup> Mr. Patipan Sukontantam resigned from the positions of Director and Member of the Sub-Committee on 30 April 2017.

Information on the executives

Information on the executives

List and positions of the executive

List of the highest-ranking executive and the next four executives

List of executives	Position	First appointment date	Skills and expertise
<p>1. Ms. CHAMAIPORN UERPAIROJKIT</p> <p>Gender: Female</p> <p>Age : 63 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	<p>Chief Executive Officer</p> <p>(The highest-ranking executive)</p>	1 Mar 2021	Strategic Management, Risk Management, Marketing, Leadership, Business Administration
<p>2. Mr. KAMOL BORRISUTTANAKUL<sup>(*)</sup></p> <p>Gender: Male</p> <p>Age : 48 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Finance</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : Yes</p> <p>Accounting supervisor : No</p>	Chief Financial Officer	17 Apr 2015	Risk Management, Packaging, Accounting, Finance, Business Administration
<p>3. Mr. SAKSIT BORRISUTTANAKUL</p> <p>Gender: Male</p> <p>Age : 43 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	Chief Marketing Officer	13 Jun 2022	Marketing, Packaging, Business Administration, Sustainability, Economics
<p>4. Mr. SITTICHAJ BORRISUTTANAKUL</p> <p>Gender: Male</p> <p>Age : 41 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Supply Engineering and Logistics</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	<p>Chief Operating Officer</p> <p>(CONSUMABLES)</p>	17 Apr 2015	Risk Management, Packaging, Petrochemicals & Chemicals, Audit, Business Administration

List of executives	Position	First appointment date	Skills and expertise
5. Mr. DOMDEJ SRIPINPROCH Gender: Male Age : 54 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Chief Operating Officer (FLEXIBLES)	13 Jun 2022	Engineering, Packaging, Risk Management, Audit, Business Administration
6. Mr. Saharat Tresri Gender: Male Age : 46 years Highest level of education : Bachelor's degree Study field of the highest level of education : Social Science Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Chief Human Resources Officer	1 Oct 2024	Human Resource Management

Additional Explanation :

(\*) Highest responsibility in corporate accounting and finance

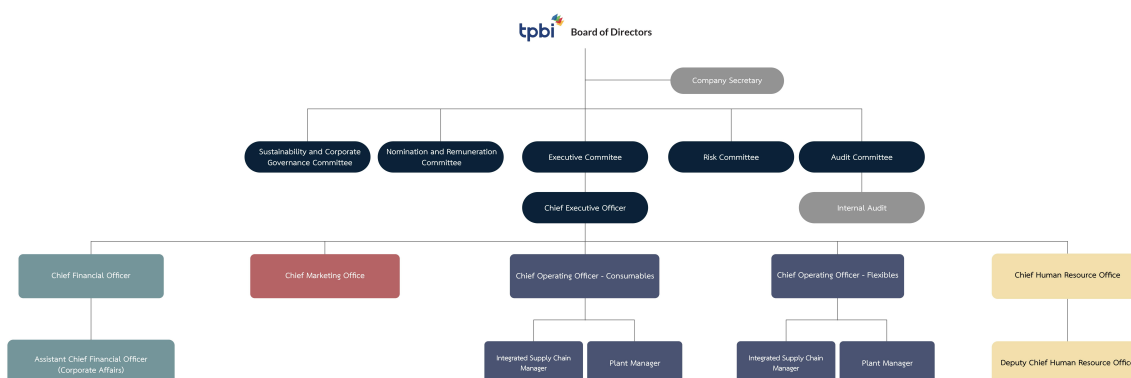
(\*\*) Accounting supervisor

(\*\*\*) Appointed after the fiscal year end of the reporting year

## Organization structure diagram of the highest-ranking executive and the next four executives

Organization structure of the highest-ranking executive and the : 31 Dec 2024  
next four executives as of date

## Organization structure diagram of the highest-ranking executive and the next four executives from the top executive



## Remuneration policy for executive directors and executives

## Directors' Remuneration

- (1) The Nomination and Remuneration Committee considers and establishes clear, fair, reasonable policies and criteria for directors' remuneration and proposes them to the Board of Directors for approval at the Annual General Meeting of Shareholders. The process of considering the annual remuneration amount is conducted transparently.
- (2) The structure/composition of remuneration must be appropriate to the duties and responsibilities assigned to each director and the benefits received by each director fairly. It must be in line with the company's performance at a level that can attract and retain quality directors or be comparable to those in the same industry.
- (3) The Board of Directors must disclose the form, nature, and amount of remuneration received by each director throughout the year, including remuneration received from being a director in subsidiaries by position or responsibility, to demonstrate alignment with the policies set out in the 56-1 One Report.

Does the board of directors or the remuneration committee : Yes  
have an opinion on the remuneration policy for executive  
directors and executives

The Board has considered and deemed that the Company's executive compensation is reasonable and appropriate because:

1. The compensation determination process is transparent, going through consideration by the Nomination and Remuneration Committee, an independent body responsible for setting criteria and evaluating performance.
2. The determination of compensation is clearly linked to performance and results, using annual performance evaluations as criteria for consideration, which truly reflects the capabilities and performance of executives.
3. There is an appropriate system of checks and balances, with the Board of Directors responsible for approving compensation.
4. The level of compensation set is able to attract and retain talented executives to work with the company in the long term, which is beneficial to the business operations and growth of the company. The Board will review the appropriateness of the remuneration policy and structure annually to ensure that the compensation paid remains in line with the interests of the company and shareholders in the long term.

## Remuneration of executive directors and executives

### Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	28,515,049.99	24,311,885.00	28,811,805.00

The remuneration comprises salary and bonuses, excluding compensation received in the capacity of a company director.

### Other remunerations of executive directors and executives

	2022	2023	2024
Company's contribution to provident fund for executive directors and executives (Baht)	N/A	N/A	247,240.00
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

### Outstanding remuneration or benefits of executive directors and executives

Outstanding remuneration or benefits of executive directors : 0.00  
and executives in the past year

### Other significant information

### Other significant information

## Assigned person

### List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. Mattana Chanlong	mattana.ch@tpbigroup.com	-

### List of the company secretary

General information	Email	Telephone number
1. Ms. Dounporn Wongthap	company_secretary@tpbigroup.com	-

### List of the head of internal audit or outsourced internal auditor<sup>(7)</sup>

General information	Email	Telephone number
1. Ms. Piyamas Ruangsaengrob	piyamas@honoraudit.com	-
2. Ms. Tubtim Pimpakhan	tubtim.pi@tpbigroup.com	-

Remark: <sup>(7)</sup> 1. Ms. Piyamart Rueangsangrob is the external auditor.  
2. Ms. Tubtim Pimpakhan, Head of Internal Control Department, is the internal coordinator.

### List of the head of the compliance unit

General information	Email	Telephone number
1. Ms. Shuleeporn Borrisuttanakul	shuleeporn.bo@tpbigroup.com	-

### Head of investor relations

Does the Company have an appointed head of investor relations : Have relations

### List of the head of investor relations

General information	Email	Telephone number
1. Ms. Shuleeporn Borrisuttanakul	ir@tpbigroup.com	-

### Company's auditor

### Details of the company's auditor<sup>(8)</sup>

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
EY OFFICE LIMITED 33RD FLOOR, LAKE RAJADA OFFICE COMPLEX, 193/136-137 RAJADAPISEK ROAD KHLONG TOEI KHLONG TOEI Bangkok 10110 Telephone +66 2264 9090	6,843,906.78	-	<p>1. Mr. NATTHAWUT SANTIPET Email: natthawut.santipet@th.ey.com License number: 5730</p> <p>2. Ms. KRONGKAEW LIMKITTIKUL Email: krongkaew.limkittikul@th.ey.com License number: 5874</p> <p>3. Ms. SIRIRAT SRICHAROENSUP Email: sirirat.sricharoensup@th.ey.com License number: 5419</p>

Remark: <sup>(8)</sup> Other expenses such as travel expenses, telephone expenses, etc., totaling THB 304,313.00. There were no expenses paid to the auditor's office, the auditor, persons or entities related to the auditor and such audit firm in the past fiscal year.

### Assigned personnel in case of a foreign company

Does the company have any individual assigned to be : No  
representatives in Thailand



## Performance Report on Corporate Governance

Information about the summary of duty performance of the board of directors over the past

Selection, development and evaluation of duty performance of the board of directors

### Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. BANCHONG CHITTCHANG	Chairman of the Board of Directors	24 Mar 2016	Engineering, Risk Management, Governance/ Compliance, Strategic Management, Audit
Mr. SOMSAK BORRISUTTANAKUL	Director	24 Mar 2016	Packaging, Strategic Management, Engineering, Business Administration, Economics
Ms. CHAMAIPORN UERPAIROJKIT	Director	24 Apr 2021	Strategic Management, Risk Management, Marketing, Leadership, Business Administration
Mr. KRIT PHANRATANAMALA	Director	24 Mar 2016	Sustainability, Internal Control, Governance/ Compliance, Finance, Accounting

List of newly appointed director to replace the ex-director

List of directors	Position	First appointment date of director	Skills and expertise
Mr. NATDANAI MANOTHAI	Director	8 Jul 2024	Risk Management, Audit, Law, Information & Communication Technology, Human Resource Management
Mr. DOMDEJ SRIPINPROCH	Director	13 Aug 2024	Engineering, Packaging, Risk Management, Audit, Business Administration

Selection of independent directors

### Criteria for selecting independent directors

#### Qualifications of Independent Directors

The Company requires that directors who do not serve as executives be independent from management and controlling

shareholders, and be persons who have no business relationship with the Company in such a manner as to restrict their ability to express independent opinions, and must have the following additional qualifications:

- (1) Holds not more than 0.5 percent of the total voting rights of the Company, its parent company, subsidiaries, joint ventures, major shareholders, or persons who have control of the Company. This includes the shareholding of persons related to such independent director.
- (2) Is not a person who has a relationship by blood or by registration under the law in the nature of being a father, mother, spouse, sibling, and child, including the spouse of a child, executive, major shareholder, person who has control, or a person who will be proposed to be an executive or person who has control of the Company or its subsidiaries.
- (3) Has no or has never had any business relationship with the Company, its subsidiaries, major shareholders, or persons who have control of the Company in a manner that may interfere with the exercise of their independent judgment, including not being or having never been a significant shareholder or person who has control of a person who has a business relationship with the Company, its subsidiaries, major shareholders, or persons who have control of the Company, unless such person has ceased to hold such position for at least two years prior to the appointment. Such business relationship includes normal trade transactions for the purpose of carrying out business, lease or rental of immovable property, transactions relating to assets or services, or the giving or receiving of financial assistance by way of borrowing or lending, guaranteeing, or providing assets as security for debts, including any other act of the same nature, which results in the Company or the other party having a liability to pay to the other party of at least three percent of the net tangible assets of the Company or at least twenty million Baht, whichever is lower. The calculation of such liability shall be in accordance with the method of calculating the value of connected transactions as prescribed in the Notification of the Capital Market Supervisory Board on the Rules and Procedures for Connected Transactions, *mutatis mutandis*. For the purpose of considering such liability, the liability incurred during the one year period prior to the date of

Business relationships with the same person

- (4) Is not or has never been an employee or auditor of the Company, its subsidiaries, major shareholders, or persons who have control of the Company, and is not a significant shareholder, person who has control, or partner of an audit firm that has an auditor of the Company, its subsidiaries, major shareholders, or persons who have control of the Company as its member, unless such person has ceased to hold such position for at least 2 years prior to the appointment.
- (5) Is not or has never been a provider of any professional services, including legal or financial advisory services, who receives a service fee of more than 2 million Baht per year from the Company, its subsidiaries, major shareholders, or persons who have control of the Company, and is not a significant shareholder, person who has control, or partner of such professional service provider, unless such person has ceased to hold such position for at least 2 years prior to the appointment.
- (6) Is not a director appointed to represent the directors of the Company, major shareholders, or shareholders who are related to major shareholders.
- (7) Has no other characteristics that would prevent him/her from expressing an independent opinion on the operations of the Company.
- (8) Does not engage in any business that is similar to and materially competes with the business of the Company or its subsidiaries, or is not a significant partner in a partnership or a director who participates in the management, employee, officer, consultant who receives a regular salary, or holds more than one percent of the total voting rights of another company that engages in any business that is similar to and materially competes with the business of the Company or its subsidiaries.
- (9) Is not a director who participates in the management, employee, officer, consultant who receives a regular salary, or person who has control of the Company, its parent company, subsidiaries, joint ventures, subsidiaries of the same tier, major shareholders, or persons who have control of the Company, both at present and for at least 2 years prior to being appointed as an independent director. This disqualification does not include the case where the independent director was a government official or advisor to a government agency which is a major shareholder or person who has control of the Company.

After being appointed as an independent director of the Company, the independent director may be assigned by the Board of Directors to make decisions in the business operations of the Company, its parent company, subsidiaries, joint ventures, subsidiaries of the same tier, major shareholders, or persons who have control of the Company by making decisions in the form of a collective decision. This shall not be deemed as the independent director being a director who participates in the management. (The recruitment process can be found under the heading "Recruitment of Directors and Top Executives").

## **Business or professional relationships of independent directors over the past year**

Business or professional relationships of independent directors : No  
over the past year

## Selection of directors and the highest-ranking executive

### Method for selecting directors and the highest-ranking executive

Method for selecting persons to be appointed as directors : Yes  
through the nomination committee

Method for selecting persons to be appointed as the highest- : Yes  
ranking executive through the nomination committee

### Number of directors from major shareholders

Number of directors from each group of major shareholders : 4  
over the past year (persons)

## Rights of minority shareholders on director appointment

### 1. Director Nomination

- The company allows minority shareholders to nominate individuals to be directors of the company.
- There is a nomination period of not less than one month before the Annual General Meeting of Shareholders.
- The format and method of publication are through the company's website.

### 2. Consideration Process

- The Nomination and Remuneration Committee will consider the qualifications of the nominees.
- Propose to the Board of Directors for consideration.
- If not approved, the reasons will be notified to the shareholders.

### 3. Meeting and Voting

- Provide equal opportunities for all shareholders.
- Shareholders are entitled to one vote per share.
- Use ballots and/or E-Voting for transparency.
- Election of directors individually
- Votes are counted electronically and verified by an independent party.

### 4. Development of Guidelines for the Exercise of Rights

- The company is committed to continuously developing the process of exercising rights for the benefit of shareholders.

Method of director appointment : Method whereby each director requires approval votes  
more than half of the votes of attending shareholders  
and casting votes

## Information on the development of directors

### Development of directors over the past year

### Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mr. BANCHONG CHITTCHANG (Chairman of the Board of Directors)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> <li>• 2023: ESG in the Boardroom: A Practical Guide for Board (ESG)</li> <li>• 2021: Director Leadership Certification Program (DLCP)</li> <li>• 2017: Strategic Board Master Class (SBM)</li> <li>• 2011: Director Certification Program (DCP)</li> </ul> <p>Other</p> <ul style="list-style-type: none"> <li>• 2024: IOD Seminar: Science-Base Target for Climate Mitigation</li> <li>• 2024: SEC Seminar: "Inappropriate Behavior of Listed Companies"</li> <li>• 2024: IOD Chairman Forum: The Art of Chairman - CEO Dynamics</li> <li>• 2023: Refreshment Training Program (RFP) Class 12, 2023, IOD</li> <li>• 2023: Environment, Social and Governance Program (ESG) Curriculum Version 0 Year 2023, IOD</li> <li>• 2021: Director Leadership Certification Program (DLCP) Class 0/2021, IOD</li> <li>• 2018: Board that Make a Difference (BMD) Program, Class 7, 2018, IOD</li> <li>• 2016: Boardroom Success through Financing and Investment (BFI) Program, Class 0, 2016, IOD</li> <li>• 2014: Director Certification Program Update (DCPU) Class 1/2014, IOD</li> <li>• 2012: Anti-Corruption for Executive Program (ACEP) Class 3, 2012, IOD</li> <li>• 2012: The Executive Director Course (EDC), Class 1, 2012, IOD</li> <li>• 2008: Role of Compensation Committee (RCC) Curriculum Version 7, 2008, IOD</li> <li>• 2007: Chartered Director Class (CDC) Class 1, 2007, IOD</li> <li>• 2007: DCP Refresher Course (DCP Re) Class 5, 2007, IOD</li> <li>• 2001: Directors Diploma Examination (Exam), Class 3, 2001, IOD</li> </ul>
2. Mr. SOMSAK BORRISUTTANAKUL (Director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> <li>• 2020: Risk Management Program for Corporate Leaders (RCL)</li> <li>• 2014: Director Certification Program (DCP)</li> <li>• 2014: Role of the Chairman Program (RCP)</li> </ul> <p>Other</p> <ul style="list-style-type: none"> <li>• 2024: CMA Refresher Course, Capital Market Institute and Sasin Graduate Institute of Business Administration</li> <li>• 2020: Risk Management Program for Corporate Leaders (RCL) Class 20, 2020, Thai Institute of Directors Association</li> <li>• 2019: Advanced Insurance Program (AIP) Class 9, 2019, Office of the Insurance Commission (OIC)</li> <li>• 2018: Environmental Governance Program for Executives (EGE) Class 6, 2018, Department of Environmental Quality Promotion, Ministry of Natural Resources and Environment</li> <li>• 2018: Senior Executive Program in National Building, National Institute of Development Administration (NIDA), Class 5, 2018</li> <li>• 2017: Executive MBA (Capital Market) Class 24, 2017, Capital Market Academy</li> </ul>

List of directors	Participation in training in the past financial year	History of training participation
3. Ms. CHAMAIPORN UERPAIROJKIT (Director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> <li>• 2023: Director Certification Program (DCP)</li> <li>• 2022: Board Nomination and Compensation Program (BNCP)</li> <li>• 2021: Director Accreditation Program (DAP)</li> </ul> <p>Other</p> <ul style="list-style-type: none"> <li>• 2024: Kasetsart University Change Agent Readiness Executive Program (KU CARE) Class 2/2024</li> </ul>
4. Mr. KAMOL BORRISUTTANAKUL (Director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> <li>• 2015: Director Certification Program (DCP)</li> <li>• 2014: Director Accreditation Program (DAP)</li> </ul> <p>Other</p> <ul style="list-style-type: none"> <li>• 2024: CFO Refresher Course Curriculum: Generative AI's Impact on Finance and Accounting in Listed Companies, IOD</li> <li>• 2018: Leading in a Disruptive World (LDW) Southeast Asia Center</li> <li>• 2017: Strategic CFO in Capital Markets Program, Capital Market Development Institute</li> <li>• 2017: Strategic Financial Leadership Program (SFLP) "Beyond Accounting: Strategies to improve performance and financial management for sustainable success" . IOD</li> <li>• 2016: HRP Development Course (10th Edition), 2016, IOD</li> <li>• 2015: Company Reporting Program (CRP) Guidelines, Version 13, 2015, IOD</li> </ul>
5. Mr. SAKSIT BORRISUTTANAKUL (Director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> <li>• 2015: Director Certification Program (DCP)</li> <li>• 2014: Director Accreditation Program (DAP)</li> </ul> <p>Other</p> <ul style="list-style-type: none"> <li>• 2024: Creating Business through Circular Design (CIRCO) UN Global Compact</li> <li>• 2023: Hot Issue for Directors Course: "Climate Governance (HOT) Batch 3, 2023", IOD</li> <li>• 2018: Leading in a Disruptive World (LDW) Southeast Asia Center</li> <li>• 2016: IOD's How to Develop a Risk Management Plan (HRP) Course, 10th Edition, 2016</li> </ul>
6. Mr. SITTICHAJ BORRISUTTANAKUL (Director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> <li>• 2013: Director Certification Program (DCP)</li> </ul> <p>Other</p> <ul style="list-style-type: none"> <li>• 2024: Thammasat University's "SCGC NextGen Successors: Empowering Executive Leaders of Tomorrow" Program</li> <li>• 2018: Leading in a Disruptive World (LDW) Southeast Asia Center</li> <li>• 2017: Executive Development Program: Building Regional Leaders, IOD</li> <li>• 2014: Family Business Sustainability (FBS) Program, Class 1, 2014, IOD</li> </ul>

List of directors	Participation in training in the past financial year	History of training participation
7. Mr. THANWA LAOHASIRIWONG (Director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> <li>• 2023: Director Leadership Certification Program (DLCP)</li> <li>• 2019: Board Nomination and Compensation Program (BNCP)</li> <li>• 2019: Role of the Chairman Program (RCP)</li> <li>• 2015: Advanced Audit Committee Program (AAP)</li> <li>• 2015: Ethical Leadership Program (ELP)</li> <li>• 2014: Successful Formulation &amp; Execution of Strategy (SFE)</li> <li>• 2004: Director Certification Program (DCP)</li> </ul> <p>Other</p> <ul style="list-style-type: none"> <li>• 2024: Empowering Boards: Enhancing Governance, Standards, and Financial Insights, SET in collaboration with IOD</li> <li>• 2023: Hot Issue for Directors Program: "Climate Governance" (HOT) - Class 2/2023</li> <li>• 2021: Board Nomination and Compensation Program (BNCP) Version 11, 2023</li> <li>• 2020: Capital Market Academy (CMA) Executive Program, Class 30, 2020, Capital Market Institute (CMI)</li> <li>• 2019: Executive Program on Rule of Law and Development (RoLD) Class 3, 2019 Thailand Institute of Justice</li> <li>• 2018: National Defense College of Thailand (NDC) Class 60, National Defense Studies Institute</li> <li>• 2017: Boardroom Success through Financing and Investment (BFI) Program, Class 2, 2017, IOD</li> <li>• 2016: Driving Company Success with IT Governance (ITG) Course, 2nd Generation, 2016, IOD</li> <li>• 2011: IBM/Harvard Executive Development Program</li> <li>• 2004: Finance for Non-Finance Directors (FND) Class 10/2004, IOD</li> </ul>
8. Mr. KRIT PHANRATANAMALA (Director)	Non-participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> <li>• 2017: Strategic Board Master Class (SBM)</li> <li>• 2007: Director Certification Program (DCP)</li> <li>• 2006: Director Accreditation Program (DAP)</li> </ul> <p>Other</p> <ul style="list-style-type: none"> <li>• 2009: Audit Committee Program (ACP) Curriculum, Class 27, 2009, IOD</li> <li>• 2009: Monitoring Fraud Risk Management (MFM) Curriculum, Version 1, 2009, IOD</li> <li>• 2009: Monitoring of the Quality of Financial Reporting (MFR) Curriculum Version 9, 2009, IOD</li> <li>• 2009: Monitoring the Internal Audit Function (MIA) Curriculum, 6th Edition, 2009, IOD</li> <li>• 2009: Monitoring the System of Internal Control and Risk Management (MIR) Curriculum, Version 7, 2009, IOD</li> </ul>
9. Mr. NATDANAI MANOTHAI (Director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> <li>• 2024: Director Certification Program (DCP)</li> </ul>

List of directors	Participation in training in the past financial year	History of training participation
10. Mr. DOMDEJ SRIPINPROCH (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2017: Director Accreditation Program (DAP)</li> <li>• 2016: Ethical Leadership Program (ELP)</li> </ul> Other <ul style="list-style-type: none"> <li>• 2024: TOTAL PRODUCTIVE MAINTENANCE (TPM), TPBI</li> <li>• 2024: Guideline for Practical Implementation in Accordance with BRCGS Packaging Materials (Issue 7)</li> <li>• 2024: BRCGS Packaging Materials Issue 7 Internal Audit and Hygiene Inspection Course</li> </ul>
11. Mr. VICHAI BORRISUTTANAKUL (Director)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2014: Director Accreditation Program (DAP)</li> </ul>
12. Mr. PATIPARN SUKORNDHAMAN (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2024: Board's Roles in Purpose-driven Transition (PDT)</li> <li>• 2006: Director Certification Program (DCP)</li> </ul>

## Information on the evaluation of duty performance of directors

### Criteria for evaluating the duty performance of the board of directors

The Board of Directors must conduct an annual performance evaluation, both as a group and individually, to serve as a framework for monitoring the performance of Board of Directors to review the performance, problems, and obstacles that occurred in the past year at least once a year and as an opportunity to Consider the dedication of time to perform duties and help improve the relationship between the Board of Directors and the executives. The Board of Directors May consider having external consultants to help determine guidelines and suggest issues in evaluating the performance of the Board of Directors. as necessary and appropriate. In addition, every subcommittee must have an annual performance evaluation, both as a group and individually. Similarly, the results of the annual performance evaluation of the Board of Directors and such subcommittees will be presented to the Board of Directors meeting. companies to provide useful suggestions for improving and developing the performance of all boards to establish benchmarks for comparison. with performance criteria and disclosed in the 56-1 One Report format, with evaluation criteria calculated as a percentage of the total score as follows:

90 – 100 percent = Excellent  
76 – 89 percent = Very good  
66 – 75 percent = Good  
50 – 65 percent = Fair  
below 50 percent = Should be improved

### Evaluation of the duty performance of the board of directors over the past year

In the past year, the assessment has been carried out systematically through an evaluation form that has been developed according to the standards of the Stock Exchange of Thailand and has been improved to be consistent with the nature of the organization's business. The evaluation process consists of Topics in the performance evaluation of the Board of Directors are as follows:

- (1) Board Structure and Qualifications
- (2) Roles, Duties and Responsibilities of the Board
- (3) Board Meetings
- (4) Performance of Directors

- (5) Relationship with Management
- (6) Director Self-Development and Executive Development
- (7) Corporate Governance Evaluation Results by the Thai Institute of Directors Association.

Topics in the performance evaluation of individual directors are as follows:

- (1) Board Structure and Qualifications
- (2) Board Meetings
- (3) Roles, Duties and Responsibilities of the Board

The evaluation results in the past year have shown good progress, reflecting the Board's commitment to continuously developing its performance.

The Board also provided additional comments and suggestions to improve the efficiency of the Board's performance for maximum benefit.

In terms of corporate governance, the said assessment has been reviewed and certified by the Board of Directors, which has presented the assessment results along with recommendations.

to the Board of Directors meeting to lead to the development plan for the Board's potential in the next year by focusing on enhancing knowledge in related fields.

with business and industry, including corporate governance according to international standards. In addition, information from this assessment will be used as a guideline in developing

training plans for each director and improve the Board's working process to be more efficient, which is in line with the long-term goals.

of the organization in elevating corporate governance standards to an international level.

### Details of the evaluation of the duty performance of the board of directors

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Board of Directors	Group assessment	Excellent	Excellent
	Self-assessment	Excellent	Excellent
	Cross-assessment (assessment of another director)	None	None
Audit Committee	Group assessment	Excellent	Excellent
	Self-assessment	Excellent	Excellent
	Cross-assessment (assessment of another director)	None	None
Nomination and Remuneration Committee	Group assessment	Excellent	Excellent
	Self-assessment	Excellent	Excellent
	Cross-assessment (assessment of another director)	None	None
Sustainability and Corporate Governance Committee	Group assessment	Excellent	Excellent
	Self-assessment	Excellent	Excellent
	Cross-assessment (assessment of another director)	None	None



List of directors	Assessment form	Grade / Average score received	Grade / Full score
Risk Management Committee	Group assessment	Good	Excellent
	Self-assessment	Excellent	Excellent
	Cross-assessment (assessment of another director)	None	None

## Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

The Board of Directors provides for an annual performance evaluation of the Chief Executive Officer at least once a year, covering topics related to leadership, strategic plan definition and implementation, financial planning and performance, relationships with the Board of Directors, external relations, management and personnel relationships, succession planning, knowledge of products and services, risk management and internal control, corporate governance, and personal characteristics, using evaluation guidelines from the Stock Exchange of Thailand. In the evaluation process, the company secretary will send the evaluation form to independent directors or non-executive directors, or the Nomination and Compensation Committee, to conduct the performance evaluation, and will bring the evaluation results for discussion in the Board of Directors meeting (for non-executive members).

## Information on meeting attendance and remuneration payment to each board member

### Meeting attendance and remuneration payment to each board member

#### Meeting attendance of the board of directors

#### Meeting attendance of the board of directors

Number of the board of directors meeting over the past year : 8  
(times)

Date of AGM meeting : 27 Apr 2024

EGM meeting : No

### Details of the board of directors' meeting attendance

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. BANCHONG CHITTCHANG (Chairman of the Board of Directors, Independent director)	8	/	8	1	/	1	N/A	/	N/A
2. Mr. SOMSAK BORRISUTTANAKUL (Director)	8	/	8	1	/	1	N/A	/	N/A
3. Ms. CHAMAIORN UERPAIROJKIT (Director)	8	/	8	1	/	1	N/A	/	N/A

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
4. Mr. KAMOL BORRISUTTANAKUL (Director)	8	/	8	1	/	1	N/A	/	N/A
5. Mr. SAKSIT BORRISUTTANAKUL (Director)	8	/	8	1	/	1	N/A	/	N/A
6. Mr. SITTICHAJ BORRISUTTANAKUL (Director)	8	/	8	1	/	1	N/A	/	N/A
7. Mr. THANWA LAOHASIRIWONG (Director, Independent director)	8	/	8	1	/	1	N/A	/	N/A
8. Mr. KRIT PHANRATANAMALA (Director, Independent director)	8	/	8	1	/	1	N/A	/	N/A
9. Mr. NATDANAI MANOTHAI (Director, Independent director)	4	/	4	0	/	0	N/A	/	N/A
10. Mr. DOMDEJ SRIPINPROCH (Director)	3	/	3	0	/	0	N/A	/	N/A
11. Mr. VICHAI BORRISUTTANAKUL (Director)	5	/	5	1	/	1	N/A	/	N/A
12. Mr. PATIPARN SUKORNDHAMAN (Director, Independent director)	3	/	3	1	/	1	N/A	/	N/A

## Remuneration of the board of directors

### Types of remuneration of the board of directors

Director remuneration will be approved by the Annual General Meeting of Shareholders, which has been reviewed and proposed by the Nomination and Remuneration Committee.

Such remuneration must be in an amount and composition that can attract directors who are competent and essential to the performance of the Board of Directors and

received by executives and will avoid paying excessive remuneration. In determining director remuneration, consideration will be given to general industry practices.

which is considered based on work experience, knowledge, abilities, dedication, and contributions, as well as the benefits that each director can bring to the company.

as well as comparing it to other listed companies on the Stock Exchange of Thailand in similar industries and businesses.

In the event that the Board of Directors

If the company assigns any director to perform additional duties (such as being a member of various committees, etc.), such director will receive additional remuneration accordingly.

Appropriateness, with the Board of Directors being responsible for considering the remuneration received by directors for such additional duties,

## Remuneration of the board of directors<sup>(9)</sup>

### Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
<b>1. Mr. BANCHONG CHITTCHANG</b> (Chairman of the Board of Directors)			870,100.00		N/A
Board of Directors	0.00	870,100.00	870,100.00	No	
<b>2. Mr. SOMSAK BORRISUTTANAKUL</b> (Director)			260,000.00		N/A
Board of Directors	0.00	180,000.00	180,000.00	No	
Executive Committee	0.00	0.00	0.00	No	
Sustainability and Corporate Governance Committee	0.00	80,000.00	80,000.00	No	
Risk Management Committee	0.00	0.00	0.00	No	
<b>3. Ms. CHAMAIPORN UERPAIROJKIT</b> (Director)			180,000.00		N/A
Board of Directors	0.00	180,000.00	180,000.00	No	
Executive Committee	0.00	0.00	0.00	No	
Risk Management Committee	0.00	0.00	0.00	No	
<b>4. Mr. KAMOL BORRISUTTANAKUL</b> (Director)			180,000.00		N/A
Board of Directors	0.00	180,000.00	180,000.00	No	
Executive Committee	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Risk Management Committee	0.00	0.00	0.00	No	
<b>5. Mr. SAKSIT BORRISUTTANAKUL (Director)</b>			<b>180,000.00</b>		<b>N/A</b>
Board of Directors	0.00	180,000.00	180,000.00	No	
Executive Committee	0.00	0.00	0.00	No	
Risk Management Committee	0.00	0.00	0.00	No	
<b>6. Mr. SITTICHAJ BORRISUTTANAKUL (Director)</b>			<b>180,000.00</b>		<b>N/A</b>
Board of Directors	0.00	180,000.00	180,000.00	No	
Executive Committee	0.00	0.00	0.00	No	
Risk Management Committee	0.00	0.00	0.00	No	
<b>7. Mr. THANWA LAOHASIRIWONG (Director)</b>			<b>779,700.00</b>		<b>N/A</b>
Board of Directors	0.00	419,700.00	419,700.00	No	
Audit Committee	0.00	280,000.00	280,000.00	No	
Nomination and Remuneration Committee	0.00	80,000.00	80,000.00	No	
<b>8. Mr. KRIT PHANRATANAMALA (Director)</b>			<b>813,590.00</b>		<b>N/A</b>
Board of Directors	0.00	423,600.00	423,600.00	No	
Audit Committee	0.00	180,000.00	180,000.00	No	
Sustainability and Corporate Governance Committee	0.00	88,335.00	88,335.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Nomination and Remuneration Committee	0.00	121,655.00	121,655.00	No	
<b>9. Mr. NATDANAI MANOTHAI (Director)</b>			<b>329,194.00</b>		<b>N/A</b>
Board of Directors	0.00	158,583.00	158,583.00	No	
Audit Committee	0.00	86,500.00	86,500.00	No	
Nomination and Remuneration Committee	0.00	45,666.00	45,666.00	No	
Sustainability and Corporate Governance Committee	0.00	38,445.00	38,445.00	No	
<b>10. Mr. DOMDEJ SRIPINPROCH (Director)</b>			<b>67,500.00</b>		<b>N/A</b>
Board of Directors	0.00	67,500.00	67,500.00	No	
Executive Committee	0.00	0.00	0.00	No	
Risk Management Committee	0.00	0.00	0.00	No	
<b>11. Mr. VICHAI BORRISUTTANAKUL (Director)</b>			<b>112,500.00</b>		<b>N/A</b>
Board of Directors	0.00	112,500.00	112,500.00	No	
<b>12. Mr. PATIPARN SUKORNDHAMAN (Director)</b>			<b>333,601.00</b>		<b>N/A</b>
Board of Directors	0.00	203,600.00	203,600.00	No	
Audit Committee	0.00	60,000.00	60,000.00	No	
Nomination and Remuneration Committee	0.00	26,668.00	26,668.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Sustainability and Corporate Governance Committee	0.00	43,333.00	43,333.00	No	
Risk Management Committee	0.00	0.00	0.00	No	

#### Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	0.00	3,155,583.00	3,155,583.00
2. Audit Committee	0.00	606,500.00	606,500.00
3. Executive Committee	0.00	0.00	0.00
4. Nomination and Remuneration Committee	0.00	273,989.00	273,989.00
5. Sustainability and Corporate Governance Committee	0.00	250,113.00	250,113.00
6. Risk Management Committee	0.00	0.00	0.00

#### Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	0.00
Other monetary remuneration (Baht)	4,286,185.00
Total (Baht)	4,286,185.00

Remark: <sup>(9)</sup> Other monetary benefits include position allowance and bonuses.

#### Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the board of : 0.00  
directors over the past year  
(Baht)

#### Information on corporate governance of subsidiaries and associated companies

##### Corporate governance of subsidiaries and associated companies

##### Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated companies	: Yes
Mechanism for overseeing subsidiaries and associated companies	: Yes
Mechanism for overseeing management and taking responsibility for operations in subsidiaries and associated companies approved by the board of directors	: The appointment of representatives as directors, executives, or controlling persons in proportion to shareholding, The determination of the scope of duties and responsibilities of directors and executives as company representatives in establishing important policies, Disclosure of financial condition and operating results, Transactions between the company and related parties, Other significant transactions, Acquisition or disposal of assets, Internal control system of the subsidiary operating the core business is appropriate and sufficient in the subsidiary operating the core business

The Company has an investment policy and oversees the operations of its subsidiaries. The Company will invest in businesses that are related, similar, and beneficial, and support the Company's business operations to enhance the Company's stability and operating results. The Company will not invest in companies in which individuals who may have conflicts of interest with the Company, such as directors, executives, or major shareholders, hold more than 10 percent of the total voting shares of such subsidiaries, unless it can be demonstrated that the shareholding structure of the subsidiary allows the Company to control and manage the subsidiary as if it were a unit of the Company. The Company therefore requires that the nomination and exercise of voting rights in the appointment of directors of subsidiaries must be approved by the Board of Directors. The persons appointed as directors of subsidiaries are responsible for overseeing the subsidiaries to ensure that they disclose all material information completely and accurately in accordance with relevant regulations, ensure that the subsidiaries have appropriate and adequate internal control systems, and ensure that the directors and management of the subsidiaries perform their duties and responsibilities as prescribed by law. They must also act in the best interests of the subsidiaries (not the Company) and in accordance with the Company's policies. The Company has stipulated that the persons so appointed must obtain the approval of the Board of Directors before voting or exercising voting rights on material matters at the same level as would be required from the Board of Directors if the Company were to take such action itself. For transactions between subsidiaries and related parties, the acquisition or disposal of significant assets, or any other material transactions of subsidiaries, such as the dissolution of a subsidiary, the approval of a capital increase or reduction, must be approved by a resolution of the Board of Directors or the shareholders' meeting prior to such transaction. In addition, the persons appointed by the Company must ensure that the subsidiaries have complete and accurate procedures for related party transactions, the acquisition or disposal of assets, or any other material transactions of the subsidiaries, using the same criteria for disclosure and transactions as those of the Company. They must also ensure that the subsidiaries' data and accounting records are maintained in a manner that allows the Company to audit and consolidate them for the preparation of consolidated financial statements in a timely manner. The Company has complied with the regulations of the Stock Exchange of Thailand and the notifications of the Securities and Exchange Commission relating to related party transactions and conflict of interest transactions. The appointment of directors to represent the Company in such subsidiaries is in accordance with the Company's shareholding proportion and/or the agreements between the shareholders of such subsidiaries or joint ventures.

In the past year, the Board of Directors has monitored and supervised its subsidiaries by communicating corporate governance policies, business ethics, and codes of conduct to subsidiaries both domestically and internationally, with 100 percent of employees receiving communication and signing for acknowledgement. The Board also monitors the reporting of conflicts of interest for directors, management, and employees of 100 percent of domestic subsidiaries. In addition, the Board has approved the appointment of external auditors and internal audit firms to audit subsidiaries to ensure transparency, accountability, and compliance with established policies.

## Information on the monitoring of compliance with corporate governance policy and guidelines

### The monitoring of compliance with corporate governance policy and guidelines

#### Prevention of conflicts of interest

#### Operations for conflict of interest prevention over the past year

Has the company operated in preventing conflicts of interest : Yes  
over the past year

In the past year, the Company has provided training to 100% of its employees on conflict of interest, including a review of conflict of interest for 100% of directors and executives. The Company has reviewed cases that may give rise to conflicts of interest by examining all of the Company's transactions and found that

- There were no items that could give rise to a conflict of interest.
- No directors or executives were employees or part of the external audit firm used by the Company in the past 2 years.
- There were no instances of conflict of interest involving the Company's directors and executives.
- There were no violations or complaints related to conflicts of interest.

In addition, the Company has followed up with directors, executives, and employees to report 100% of their interests and must report at least once a year or whenever there is a change.

#### Number of cases or issues related to conflict of interest

	2022	2023	2024
Total number of cases or issues related to conflict of interest (cases)	0	0	0

#### Prevention of the use of inside information to seek benefits

##### Operations for prevention of the use of inside information to seek benefits over the past year

Has the company operated in preventing the use of inside : Yes  
information to seek benefits over the past year

In the past year, no directors, executives, or employees were found to have traded in the Company's securities during the period prohibited by the Company. Communication, training, and knowledge testing on insider trading prevention have been conducted through annual refresher training and made available in QR code format for easy access, with 100% of employees having been trained and acknowledged. For directors and executives, the company secretary will send information and notifications of the prohibited trading period in advance every quarter to prevent the use of inside information for personal gain. The Company has reviewed compliance with the Company's Insider Trading Policy as follows:

- There were no cases of the Company's directors and senior management trading in securities during the period prohibited by the Company (Black Out period).
- No cases were found of the Company's directors, executives, and employees in positions related to inside information disclosing information about the Group's operating results during the period in which the Company prohibits such disclosure (Silent Period).

#### Number of cases or issues related to the use of inside information to seek benefits

	2022	2023	2024
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

#### Anti-corruption action

##### Operations in anti-corruption in the past year

Has the company operated in anti-corruption over the past : Yes  
year



Form of operations in anti-corruption	:	Review of appropriateness in anti-corruption, Assessment and identification of corruption risk, Communication and training for employees on anti-corruption policy and guidelines, The monitoring of the evaluation of compliance with the anti-corruption policy, Review of the completeness and adequacy of the process by the Audit Committee or auditor
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The Company places importance on monitoring and evaluating compliance with the Anti-Corruption Policy. In 2024, the following actions were taken:

1. Reviewed the appropriateness of the Code of Business Conduct and Work Practices, which contain content and practices related to anti-corruption, and communicated them to employees through the annual refresher program. 100% of the Board of Directors, executives, and employees have completed the review.
2. Disseminated and communicated to business partners the Good Corporate Governance Guidelines, Code of Business Conduct, and Work Practices, which contain content and practices related to anti-corruption. In the past year, 100% of communications and business partners have been informed.
3. Conducted a corruption risk assessment and established corruption risk prevention measures, including communicating such risk management to employees and management at all levels to create a correct understanding of international good governance principles in corruption risk management and related internal control measures, and to be able to apply anti-corruption guidelines in their daily work.
4. The Company reviewed the adequacy of its anti-corruption processes, with the Audit Committee assigning the Internal Audit Department to conduct regular audits.
5. The Company has monitored compliance with anti-corruption policies and measures to review and improve anti-corruption measures to align with monitoring and evaluation results and changing risks every quarter.
6. Aspires to be a part of building a strong network of transparency for Thai society by demonstrating its commitment to participating in anti-corruption campaigns with Thai private sector networks when the opportunity arises.

#### Number of cases or issues related to corruption

	2022	2023	2024
Total number of cases or issues related to corruption (cases)	0	0	0

### Whistleblowing

#### Operations related to whistleblowing over the past year

Has the company implemented whistleblowing procedures : Yes  
over the past year

The company has appointed an officer responsible for collecting complaints or whistleblowing reports to consider appropriate actions and maintain confidentiality to protect whistleblowers from any harm. Additionally, the company considers and establishes measures to compensate for any damages that complainants or whistleblowers may encounter. In 2024, there were no complaints related to fraud and corruption or violations of business ethics. Complaints solely pertained to product and service quality. Simultaneously, these complaints were addressed effectively, demonstrating the company's commitment to prioritizing good governance with honesty, integrity, and ethical conduct to enhance competitiveness and sustainable growth.

#### Number of cases or issues related to whistleblowing

	2022	2023	2024
Total number of cases or issues received through whistleblowing channels (cases)	0	0	0

#### The monitoring of compliance with other corporate governance policy and guidelines

##### Shareholders' Rights and Equal Treatment of Shareholders

In the past year, the company held its 2024 Annual General Meeting of Shareholders on Saturday, April 27, 2024, at 10:00

AM. The meeting was held electronically, allowing shareholders to participate in person or by proxy from anywhere using various devices without complicated conditions. The meeting was conducted in accordance with the Public Limited Companies Act B.E. 2535 (1992), as amended by the Public Limited Companies Act (No. 4) B.E. 2565 (2022) and the Emergency Decree on Electronic Meetings B.E. 2563 (2020), as well as other relevant laws and regulations. The meeting was broadcast live from the meeting room at the company's head office. The company provided an opportunity for shareholders to propose matters for inclusion on the meeting agenda and to nominate qualified individuals for

The nomination for directors at the 2024 Annual General Meeting of Shareholders was open from October 2, 2023, to December 31, 2023, through the Stock Exchange of Thailand's information disclosure channels and the company's website. No shareholders proposed any agenda items or qualified candidates for directorships. The meeting agenda was announced through the Stock Exchange of Thailand's information disclosure channels starting on February 20, 2024. The company published the invitation to the shareholders' meeting, the annual report (56-1 One Report), and other supporting documents in both Thai and English on March 28, 2024. The invitation to the meeting was disclosed through the Stock Exchange and the company's systems 31 days before the meeting, and the invitation along with meeting materials was sent to shareholders 29 days in advance. The company also announced the meeting invitation on its website for consecutive days during the same period as the invitation was sent to shareholders, in accordance with good corporate governance principles. The invitation to the shareholders' meeting clearly separates the agenda items and requests approval for each item separately, such as the agenda items for approving dividend payments and the dividend payment policy, the agenda item for appointing directors, and the agenda item for approving directors' remuneration. It also includes the biographies of the persons nominated for directorships in accordance with the disclosure guidelines of good corporate governance, the biographies of two independent directors proposed by the company as proxies for shareholders, details of the auditor proposed by the company for shareholder approval, the proxy voting process, both through the electronic system and by submitting documents to the company, and detailed instructions on how to use the meeting system. At the 2024 Annual General Meeting of Shareholders, registration opened two hours before the meeting. Before the meeting commenced, the chairman instructed the moderator to explain the voting procedures to the meeting and to explain how to use the meeting system, as detailed in the manual provided to shareholders in advance. Channels were provided for online shareholders to ask questions, both by typing and sending voice messages. The meeting proceeded smoothly in accordance with the company's Articles of Association, following the agenda specified in the invitation to the meeting. There were no additions or changes to the order of the agenda items, nor were there any changes to important information without prior notice to shareholders. The company also arranged for one retail shareholder to act as a shareholder representative to observe the vote counting.

The company disclosed the resolutions of the meeting to shareholders through the Stock Exchange of Thailand's website on April 29, 2024, and published the minutes of the meeting on May 9, 2024. Shareholders were given the opportunity to review and approve the minutes of the meeting from May 9, 2024, to June 7, 2024. No shareholders requested any amendments to the minutes of the meeting.

## Information on report on the results of duty performance of the audit committee in the past year

### Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 5

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Mr. THANWA LAOHASIRIWONG (Chairman of the audit committee)	5	/	5
2 Mr. KRIT PHANRATANAMALA (Member of the audit committee)	5	/	5
3 Mr. NATDANAI MANOTHAI (Member of the audit committee)	4	/	4
4 Mr. PATIPARN SUKORNDHAMAN (Member of the audit committee)	1	/	1

## The results of duty performance of the audit committee

In 2024, the Audit Committee provided advice on various related matters, which received good cooperation from management, internal audit, and

the Company's auditors, to meet, discuss, express opinions, and provide suggestions independently as they should. The key points are summarized as follows:

### 1. Financial statements review.

The Audit Committee has reviewed the Company's interim and annual financial statements for 2024, in conjunction with the auditors and management. The review focused on significant accounting items and items with significant changes to ensure that the financial statements were prepared in accordance with accounting standards, with complete, accurate, reliable, appropriate, timely, and truly beneficial disclosures to shareholders and other users of the financial statements.

### 2. Review of the Company's internal control system.

The Company places importance on the internal control system by hiring an external internal audit firm with recognized professional standards and the ability to conduct internal audits effectively. The internal audit firm has no interest in the Company and is independent in reporting factual information to the Audit Committee, which will enhance the effectiveness of the Company's corporate governance, internal control, and risk management. The Company selected Honor Audit and Advisory Co., Ltd. as the internal auditor and arranged for the review and evaluation of the internal control and risk management systems to be at an acceptable level. The Audit Committee is of the opinion that the internal control and risk management systems are adequate and appropriate. The Audit Committee also approved the annual audit plan, audit reports, and follow-up on the improvements found by the internal auditor, along with providing comments for improvement in an efficient and effective manner.

### 3. Compliance with the Securities and Exchange Act, Stock Exchange Requirements, and Regulatory Compliance with relevant laws, including regulations and policies.

The Audit Committee has reviewed the results of the review of compliance with the Securities and Exchange Act, the requirements of the Stock Exchange and the Capital Market Supervisory Board, all accounting standards that have been announced, as well as laws related to the Company's business operations to ensure that the Company complies with relevant laws and regulations. The Audit Committee has also driven and promoted compliance with the anti-fraud and corruption policy throughout the organization. The Audit Committee found that the Company has complied with relevant laws and regulations correctly and there were no cases of fraud and corruption.

### 4. Overseeing transactions that may involve conflicts of interest.

The Audit Committee has reviewed the Company's related party transactions with subsidiaries and transactions between business groups to ensure that such transactions are reasonable, in the best interests of the Company, and in accordance with the laws and regulations of the Stock Exchange of Thailand. The Audit Committee is of the opinion that such transactions have been conducted in accordance with normal business conditions, including complete and adequate disclosure of information. The Audit Committee has also provided its opinion to management to be used as a guideline for the standard of practice.

### 5. Reporting to the Board of Directors.

The Audit Committee reported the performance of the internal audit to the Board of Directors every quarter. The Audit Committee provided useful suggestions for management, which the management has improved and corrected appropriately.

### 6. Consideration, selection, and proposal for the appointment of auditors.

The Audit Committee has met with the auditors and found no significant issues with the financial statements. The auditors have performed the audit appropriately. Therefore, the Audit Committee considered and proposed the approval of the Board of Directors to propose to the shareholders' meeting the appointment of auditors and audit fees for 2025, proposing the auditors from EY Office Limited as the Company's auditors for the fiscal year ending December 31, 2025, for another term.

The Audit Committee proposed that one of the following auditors:

Mr. Nattawut Santipet, Certified Public Accountant No. 5730 and/or

Ms. Krongkaew Limpkittikul, Certified Public Accountant No. 5874 and/or

Ms. Sirirat Srijarontup, Certified Public Accountant No. 5419

audit and express an opinion on the Company's financial statements. This is because the past performance of the audit firm has been in accordance with professional standards, has a good understanding of the Company's business, and has a responsibility to deliver work on time consistently. The said auditor has the qualifications as prescribed by the Office of the Securities and Exchange Commission. The aforementioned audit firm and auditor are independent and have recognized qualifications. They have no relationship and no interest in the Company, subsidiaries, executives, major shareholders, or persons related to such persons.

### 7. Private meetings with auditors and internal auditors without the presence of management.

The Audit Committee met with the auditors and internal auditors without the presence of management once to acknowledge the issues found from the audit to ensure that the auditors and internal auditors are independent in their work and to

consider the performance, scope of work, knowledge, competence, credibility, and adequacy of resources compared to the proposed audit and internal audit fees. The Audit Committee also reviewed the qualifications and independence of the Company's auditors and internal auditors to ensure compliance with the regulations of the Securities and Exchange Commission (SEC). The Audit Committee is of the opinion that in 2024, the Company has adequate and appropriate internal control, internal audit, and risk management systems, as well as processes to ensure that the Company's operations comply with relevant laws and regulations, including the preparation and disclosure of information in the Company's financial statements accurately, completely, and reliably.

## Information on summary of the results of duty performance of subcommittees

### Meeting attendance and the results of duty performance of subcommittees

#### Meeting attendance Executive Committee

Meeting Executive Committee (times) : 11

List of Directors	Meeting attendance Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. SOMSAK BORRISUTTANAKUL (Chairman of the executive committee)	11	/	11
2 Ms. CHAMAIORN UERPAIROJKIT (Member of the executive committee)	11	/	11
3 Mr. KAMOL BORRISUTTANAKUL (Member of the executive committee)	11	/	11
4 Mr. SAKSIT BORRISUTTANAKUL (Member of the executive committee)	11	/	11
5 Mr. SITTICHAJ BORRISUTTANAKUL (Member of the executive committee)	11	/	11
6 Mr. DOMDEJ SRIPINPROCH (Member of the executive committee)	4	/	4

### The results of duty performance of Executive Committee

The Executive Committee has performed its duties within the scope, authority, duties, and responsibilities assigned by the Board of Directors.

During the past year, there have been significant performance results as follows:

#### 1. Policy and Strategy Formulation

- Developed a corporate strategy plan and business plan, along with setting operational goals in line with the company's sustainability approach and annual budget, to be submitted to the Board of Directors for approval.
- Review and improve operational policies to align with changing market conditions and competition.

#### 2. Business Supervision

- Monitor the company's performance on a monthly basis to ensure that business operations are in line with the approved goals and plans.
- Provide advice and suggestions to adjust operational strategies to achieve the set goals.
- Take measures to promptly resolve problems and obstacles that arise in business operations.

#### 3. Consideration and approval of investments and financial transactions.

- Approve investments in various projects within the budget framework approved by the Board of Directors.
- Consider and approve financial transactions with financial institutions as necessary and appropriate.
- Overseeing budget expenditures to be efficient and in line with the established plan.

#### 4. Defining the Management Structure

- Improving the organizational structure for efficient management.

- Clearly define the roles and responsibilities of management at each level.
- Develop a human resource management system to enhance potential and career advancement.

#### 5. Supervision and approval of matters related to operations.

- Consider and approve plans and projects related to the company's business operations.
- Oversee operations to comply with the company's laws, regulations, rules, and policies.
- Promote the use of innovation and technology in the development of the company's operations and products.

#### 6. Proceedings as assigned by the Board of Directors

- Fully perform special duties as assigned by the Board of Directors.
- Regularly report on the progress and future of various projects to the Board of Directors.

The Executive Committee is committed to performing its duties with prudence, diligence, and consideration for the best interests of the company and shareholders, adhering to the principles of good corporate governance and business ethics throughout the term of office.

## Meeting attendance Nomination and Remuneration Committee

Meeting Nomination and Remuneration : 5  
Committee (times)

List of Directors	Meeting attendance Nomination and Remuneration Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. NATDANAI MANOTHAI (The chairman of the subcommittee)	3	/	3
2 Mr. KRIT PHANRATANAMALA (Member of the subcommittee)	5	/	5
3 Mr. THANWA LAOHASIRIWONG (Member of the subcommittee)	5	/	5
4 Mr. PATIPARN SUKORNDHAMAN (Member of the subcommittee)	1	/	1

## The results of duty performance of Nomination and Remuneration Committee

In 2024, the key points of the performance can be summarized as follows:

1. Consider providing opinions on the appointment of directors to replace those whose terms have expired, taking into account their knowledge, abilities, experience, good work history, leadership qualities, broad vision, morality, ethics, positive attitude towards the organization, and ability to devote sufficient time for the benefit of the company's operations. In addition, the Board Diversity and Board Skills Matrix are also considered to determine the qualifications of the directors to be recruited, considering the necessary skills that are still lacking, as well as considering the performance and roles in the past up to the present that can build confidence among stakeholders, including qualifications that are appropriate and consistent with the composition and structure of the Board of Directors according to the company's business strategy. This is to be proposed to the Board of Directors for their approval and then submitted to the Annual General Meeting of Shareholders for approval. The opportunity has been given to shareholders to nominate individuals they deem qualified to be selected as directors, and it appears that no one has nominated any individuals to enter the director selection process.
2. Consider and determine the remuneration for directors for the year 2024 by considering the company's operating results and business size, the practices of listed companies in the same industry and leading companies nationwide. This remuneration is sufficient to motivate qualified directors to perform their duties to achieve the goals and business direction set by the company, including the responsibilities of the Board of Directors, along with the evaluation results of the Board of Directors on various topics specified in the annual evaluation form. This is to be proposed to the Board of Directors for their approval and then submitted to the Annual General Meeting of Shareholders for approval.
3. Consider performance evaluation guidelines to determine the remuneration for the Chief Executive Officer, taking into account factors such as the company's operating results, performance in accordance with the vision and sustainability,

and leadership management capabilities before presenting to the Board of Directors. This remuneration is sufficient to motivate qualified executives to perform their duties to achieve the goals and business direction set by the company. The Nomination and Remuneration Committee has performed its duties independently in accordance with the principles of good corporate governance to ensure that the recruitment and remuneration process is transparent and builds confidence among shareholders and all stakeholders.

## Meeting attendance Sustainability and Corporate Governance Committee

Meeting Sustainability and Corporate : 4  
Governance Committee (times)

List of Directors	Meeting attendance Sustainability and Corporate Governance Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. KRIT PHANRATANAMALA (The chairman of the subcommittee)	4	/	4
2 Mr. SOMSAK BORRISUTTANAKUL (Member of the subcommittee)	4	/	4
3 Mr. NATDANAI MANOTHAI (Member of the subcommittee)	2	/	2
4 Mr. PATIPARN SUKORNDHAMAN (The chairman of the subcommittee)	1	/	1

## The results of duty performance of Sustainability and Corporate Governance Committee

In 2024, the essence of the performance can be summarized as follows:

### 1. Sustainability

1.1 Monitor and supervise the organization's sustainable development operations by ensuring that key sustainability issues are addressed, sustainability policies and goals are set, covering economic, social, and environmental dimensions. Plan to reduce resource consumption, increase the use of alternative energy, promote product and service innovation development. Report the work plan to the Board of Directors for consideration and approval of key sustainability issues before actual implementation throughout the organization.

1.2 Monitor and ensure that management incorporates key sustainability issues as part of the annual strategy and work plan, as well as the company's sustainability performance indicators.

1.3 Consider approving the sustainability performance results, covering all ESG dimensions, for disclosure in the 56-1 One Report.

1.4 Ensure that the sustainability performance evaluation results in the company receiving an ESG Rating of "AAA" and the SET Awards 2024, Best Sustainability Awards.

### 2. Corporate Governance

2.1 Consider reviewing the good corporate governance policy of the Company and its subsidiaries for application within the organization, to be in line with the criteria of the CGR project of the Thai Institute of Directors Association (IOD). Review and amend the regulations of the Board of Directors and the Board of Directors of subsidiaries to comply with the law, the current situation, and the practices recommended by the Office of the Securities and Exchange Commission. Review the Code of Conduct and Ethics to be appropriate for current operations, resulting in a good corporate governance assessment rating of "Excellent" for the 5th consecutive year in the 2024 Corporate Governance Report of Thai Listed Companies (CGR) project.

2.2 Hold a shareholders' meeting by taking into account the rights and equality of all shareholder groups and intending for shareholders to truly participate in management. To promote checks and balances in good management, which is the heart of good corporate governance.

2.3 Hold an annual company strategy seminar with the management to review the vision and set short-term and long-term organizational goals. Hold a meeting of non-executive directors (independent directors only) once in November 2024 on issues related to overseeing the management of the company's management system and report to the Board of Directors

meeting.

2.4 Organize training and communicate the good corporate governance policy, business ethics, and work ethics to the Board of Directors, executives, and all employees to ensure that everyone implements them and drives the organization in the same direction. The Code of Business Conduct covers important policies and practices, including the Code of Conduct for Stakeholders, Business Ethics, Ethical Conduct, and Monitoring Compliance. In addition, the Code of Business Conduct also raises awareness and is used to communicate to the Board of Directors and all personnel in the organization to understand good values and be able to implement them as a guideline for transparency and becoming a sustainable leader.

2.5 Provide orientation for 2 new directors, namely, Mr. Natdanai Manothai and Mr. Domdech Sreepinpor, to inform the new directors of the overview and business direction, roles, responsibilities of the Board of Directors according to relevant laws and regulations, good corporate governance policy, and other information necessary and beneficial for the directors to perform their duties effectively.

2.6 Conduct an annual performance evaluation of the Board of Directors and subcommittees in 2024. There are 2 evaluation formats: group evaluation and self-assessment. To allow the Board of Directors to review the performance, problems, and obstacles during the year, which will lead to the development and improvement of operations to be more efficient. The evaluation results, including various proposals, have been disclosed to all directors for their information as guidelines for further development of the performance.

2.7 Emphasize communication on good corporate governance, business ethics, and work ethics to employees at all levels.

2.8 Follow up on reports of whistleblowing or complaints and inspect various activities of the company. There were no complaints regarding corporate governance, ethics, and work ethics, including corruption cases. There were no violations regarding corruption or ethical misconduct, demonstrating the company's commitment to prioritizing good corporate governance with honesty, integrity, and ethics to enhance its competitiveness and sustainable growth.

### 3. Disclosure and Transparency

The Company prepares Management's Discussion and Analysis to accompany the disclosure of financial statements and prepares newsletters to report a summary of operating results every quarter, which are published on the Company's website, including participation in the Opportunity Day event of the Stock Exchange of Thailand.

In 2024, the Company participated in the Opportunity Day event twice and issued newsletters published on the Company's website. The details are as follows:

- Participated in the Opportunity Day event on March 6, 2024, to report the operating results for the year 2023.
- Participated in the Opportunity Day event on August 28, 2024, to report the operating results for the 2nd quarter of 2024.

## Meeting attendance Risk Management Committee

Meeting Risk Management Committee (times) : 4

List of Directors	Meeting attendance Risk Management Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Ms. CHAMAIPORN UERPAIROJKIT (The chairman of the subcommittee)	4	/	4
2 Mr. KAMOL BORRISUTTANAKUL (Member of the subcommittee)	4	/	4
3 Mr. SAKSIT BORRISUTTANAKUL (Member of the subcommittee)	4	/	4
4 Mr. SITTICHAJ BORRISUTTANAKUL (Member of the subcommittee)	4	/	4
5 Mr. DOMDEJ SRIPINPROCH (Member of the subcommittee)	4	/	4
6 Mr. SOMSAK BORRISUTTANAKUL (Member of the subcommittee)	4	/	4

List of Directors	Meeting attendance Risk Management Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
7 Mr. PATIPARN SUKORNDHAMAN (The chairman of the subcommittee)	1	/	1

## The results of duty performance of Risk Management Committee

In 2023, the essence of the performance can be summarized as follows:

1. Oversee, consider policies and manage the company's main risks by defining and monitoring Key Risk Indicators that will affect the organization's Key Performance Indicators in a timely manner in response to rapidly changing business situations, both internal and external factors such as safety, environmental, social and community impacts, compliance with rules and regulations, anti-corruption, emerging diseases, and monitoring risks from Cyber Security threats, etc. In order for the business to develop sustainably alongside the environment and society, under the supervision of the organization, the Risk Management Committee has therefore placed importance on the company's risk management to ensure that it can operate appropriately, monitor and track the overall impact in order to control risks to an acceptable level.

The Risk Management Committee has considered significant risks and risk management, including considering the appropriateness and effectiveness of risk management policies to facilitate risk management operations and reporting to the Audit Committee and the Board of Directors on a quarterly basis. The Risk Management Committee found that the risk management process was able to identify key risks, that the management was appropriate and sufficient to manage and monitor risks, and that there was a balance with business opportunities.

2. Cultivating a Risk Management Culture: The Risk Management Committee has promoted risk management policies in all businesses, and the company has communicated this to ensure that employees are aware of and comply with them. The Risk Management Committee is of the opinion that the company's risk management process is appropriate and effective in accordance with the defined risk management framework and is fully supported by management. In this regard, the company has promoted a risk management culture in the organization through various activities as follows:

- Consider and appoint a Risk Management, Sustainability and Corporate Governance Working Group consisting of members from various departments, with Ms. Chuleeporn Brisuthanakul, Assistant President - Finance (Corporate) as the chairman of the working group, responsible for the highest level of operations in risk audit and management.
- Promote risk awareness by having unit representatives participate in group risk assessment meetings and emerging risks. These meetings are joint meetings of the Risk Management, Sustainability and Corporate Governance Working Group.
- Integrate the risk assessment and risk management process into the consideration of the company's key strategies and investment projects, including new activities that will occur in the company.
- Control operational risks within the organization by focusing on correct work procedures and employee participation to improve the efficiency of work manuals.



# Corporate Sustainability Policy

## Information on policy and goals of sustainable management

### Sustainability Policy

Sustainability Policy : Yes

The group of companies is committed to conducting business under the sustainable development approach in line with the social responsibility approach by creating participation

Confidence and value to stakeholders, committed to managing key sustainability issues in 3 dimensions: environmental, social, and economic dimensions clearly. It also focuses on risk management, adapting to changes, and seeking opportunities appropriate to the business. This policy has been translated into practice throughout the company and throughout the supply chain through various channels. All executives and employees are responsible for supporting, driving, and integrating throughout the company.

and acting in accordance with policies to drive the company to operate with excellence, transparency, respond to changes effectively, and comply with international standards and practices. This is achieved by maintaining a balance between the environment, society, and good corporate governance. The company reviews its sustainability management policy annually by considering the situation, trends, changing directions, and internal and external sustainability factors. This includes relevant requirements and standards, taking into account stakeholders in all sectors to support the company in achieving its vision, direction, strategies, and goals effectively, as well as responding to the Sustainable Development Goals (SDGs).

Under the driving force of the Risk and Sustainability Management Working Group, it serves as an important mechanism in overseeing the company's sustainability development to ensure its effective implementation. The operational approach under the strategic and sustainability framework can be summarized as follows:

- Measure and evaluate the efficiency and effectiveness of the company's sustainability to determine guidelines and improve business processes to integrate international sustainability practices into the organization level throughout the value chain and supply chain.
- Cultivate ideas, knowledge, understanding, and build awareness in sustainable business practices through various channels to executives and employees at all levels to raise awareness and participation throughout the organization.

Reference link for sustainability policy : <https://www.tpbigroup.com/sustainable-development/tpbi-and-sustainability>

### Sustainability management goals

Does the company set sustainability management goals : Yes

The company has established sustainability goals and operational strategies integrated with its business operations, encompassing all three dimensions: environmental, social, and economic. This is achieved through clear targets within the 3P framework, which are:

**Planet:** The company sets a long-term goal of achieving Carbon Neutral by 2050 and Net Zero by 2065, reflecting its commitment to addressing climate change. It also aims to increase the proportion of environmentally friendly products (Green Products) to 17% of the total sales portfolio by 2025.

**Profit:** Defines sustainable business growth goals by focusing on achieving profit growth twice the rate of sales growth by 2025 (currently at 8.4 times).

**People:** Focuses on developing and retaining talented personnel through the Talent Retention project, which has already achieved 50% progress and aims for 100% completion by 2025. This objective is driven by the Risk Management and Sustainability Working Group, which oversees its effective implementation throughout the organization.

United Nations SDGs that align with the organization's sustainability management goals	Goal 3 Good Health and Well-being, Goal 5 Gender Equality, Goal 6 Clean Water and Sanitation, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 16 Peace, Justice and Strong Institutions
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## Information on review of policy and/or goals of sustainable management over the past year

## Review of policy and/or goals of sustainable management over the past year

Has the company reviewed the policy and/or goals of sustainable management over the past year : Yes

Has the company changed and developed the policy and/or goals of sustainable management over the past year : Yes

The company reviews its sustainability management policy annually. In the past year, there have been significant developments as follows:

- Develop a new Materiality Matrix to be more aligned with current operations and situations.
- Integrate sustainability strategies with business strategies to drive effectiveness.
- Conduct monitoring and evaluation of sustainability performance to improve business processes in line with international standards.
- Create engagement of employees at all levels through the cultivation of ideas and knowledge about sustainability. The progress of the 2025 targets demonstrates effective performance, especially in terms of Profit, which is close to achieving the target, and the implementation of the Talent Retention project, which has progressed by 50%. In addition, setting long-term goals for Carbon Neutral and Net Zero reflects the vision for sustainable development in the long term.

## Information on impacts on stakeholder management in business value chain

### Business value chain

The company prioritizes and considers stakeholders, as well as managing the sustainability of activities in the company's value chain. We are committed to meeting the needs and expectations of all stakeholder groups to create a balance between value and worth from business operations for stakeholders. These factors are essential for the company's sustainable growth.

#### Primary Activities

##### 1) Production Factors Management

The company prioritizes the use of high-quality and environmentally friendly raw materials from both domestic and international partners. We conduct research, development, and design to create product innovations that meet customer needs. We have a systematic management and planning system for the use and procurement of raw materials to achieve cost-effectiveness, impacting prices and market competitiveness.

##### 2) Operations

The company has continuously improved the efficiency of its machinery and factories. Currently, the factory can operate efficiently and has good safety and pollution control systems. In addition, the company prioritizes and ensures that executives and employees have the skills, knowledge, and work experience. We provide continuous training to executives and employees to improve production efficiency, which will reduce waste and environmental impacts from the production process. We have a quality control system that meets standards, laboratory analysis, and various international standard certifications.

##### 3) Distribution, Service, and Export

The company has a systematic distribution system and uses experienced and skilled transportation providers. The company also places great importance on delivering products to customers on time and takes responsibility when goods are damaged.

##### 4) Marketing and Sales

The group of companies places great importance on the quality of service. We focus on responding to customer needs quickly and efficiently within 48 hours of being contacted. We have a sales and marketing team that coordinates, communicates, and provides information about the use of products and services correctly and thoroughly. We respond to customers on various matters effectively and have fair and reasonable pricing.

##### 5) After-Sales Service

The company provides customer satisfaction assessments and complaint channels, such as the company's website and email, to receive feedback or suggestions about products. We have a systematic process to ensure that complaints are addressed and improved effectively.

#### Support Activities

Critical processes for sustainable development in all aspects. The development of infrastructure and various facilities, such as accounting software systems and warehouse management systems. Activities that support the primary activities to achieve their goals are as important as the primary activities. The company conducts its operations carefully and adheres to appropriate management standards. This includes procurement, which focuses on quality raw materials at reasonable prices, research and development of environmentally friendly innovations, and human resource management, which is a crucial process for sustainable development in all aspects.

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			
<ul style="list-style-type: none"> <li>Employees</li> </ul>	<ul style="list-style-type: none"> <li>Understand the needs of employees and provide facilities to ensure their well-being and job satisfaction, including promoting continuous skill development and potential enhancement.</li> <li>Communicate the overall direction and disclose operational information in various aspects to keep employees informed about the company's business movements.</li> <li>Provide fair compensation and benefits, a suitable work environment, occupational health care, and safety measures.</li> </ul>	<ul style="list-style-type: none"> <li>Support employees to learn new trends and topics continuously to develop their potential.</li> <li>Establish channels for employees to directly submit feedback, complaints, and expectations to management.</li> <li>Organize Town Hall meetings for management to meet with employees.</li> <li>Ensure occupational safety and health.</li> <li>Provide comprehensive compensation and benefits to employees.</li> <li>Implement a system that facilitates employee access to necessary information.</li> <li>Conduct 360-degree evaluations to ensure fairness and comprehensiveness in annual bonus and salary adjustments.</li> </ul>	<ul style="list-style-type: none"> <li>Online Communication</li> <li>Internal Meeting</li> <li>Complaint Reception</li> <li>Employee Engagement Survey</li> <li>Training / Seminar</li> </ul>

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<b>External stakeholders</b>			
<ul style="list-style-type: none"> <li>• Creditor</li> <li>• Investors or investment institutions</li> <li>• Shareholders</li> <li>• Financial institution</li> <li>• Joint venture partners</li> </ul>	<ul style="list-style-type: none"> <li>- Disclosure of material information to keep stakeholders informed of the company's performance.</li> <li>- Transparent and accountable corporate governance with a focus on social and environmental responsibility.</li> <li>- Enhancing business competitiveness and strategic direction.</li> <li>- Comprehensive risk management addressing both short-term and long-term challenges.</li> </ul>	<ul style="list-style-type: none"> <li>- Collaborate with relevant agencies and other companies to enhance operational efficiency.</li> <li>- Analyze, monitor, and prepare risk management measures for both short-term organizational risks and emerging risks that may arise in the next 3-5 years.</li> <li>- Provide transparent information in accordance with national and international standards.</li> <li>- Allow shareholders to directly submit feedback and complaints to the company.</li> <li>- Regularly communicate news and information to shareholders through the company's website.</li> </ul>	<ul style="list-style-type: none"> <li>• Visit</li> <li>• Press Release</li> <li>• Online Communication</li> <li>• External Meeting</li> <li>• Annual General Meeting (AGM)</li> <li>• Complaint Reception</li> </ul>
<ul style="list-style-type: none"> <li>• Educational institution or academic agency</li> <li>• Research institutes</li> <li>• Non-profit organization / NGOs</li> <li>• Independent entities</li> </ul>	<ul style="list-style-type: none"> <li>- Disclose complete and transparent information.</li> <li>- Seek opportunities to collaborate, promote, and drive sustainability-related issues.</li> <li>- Raise awareness and understanding among the public on important issues related to sustainable development.</li> <li>- Disclose company information and performance accurately and in a timely manner.</li> </ul>	<ul style="list-style-type: none"> <li>- Listen to feedback and suggestions for improving the company's operations.</li> <li>- Participate in projects that promote social sustainability.</li> <li>- Communicate and disclose complete, accurate, and up-to-date information about the company's operations.</li> </ul>	<ul style="list-style-type: none"> <li>• Social Event</li> <li>• Online Communication</li> <li>• Training / Seminar</li> </ul>

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			
<ul style="list-style-type: none"> <li>• Community</li> <li>• Society</li> </ul>	<ul style="list-style-type: none"> <li>- Respect community rights and collaborate in preserving the community environment.</li> <li>- Enhance the quality of life and promote the well-being of the community and society.</li> <li>- Disclose company information and performance accurately and promptly.</li> <li>- Possess knowledge and understanding of the company's businesses, such as the plastic recycling project "Won."</li> </ul>	<ul style="list-style-type: none"> <li>- Conduct community visits to listen to opinions, suggestions, inquiries, and needs of the community.</li> <li>- Act as a thought partner and provide advice and consultation to support and develop the community in various aspects by utilizing the company's potential.</li> <li>- Conduct business with caution and prudence to prevent potential impacts on the community, society, and the environment.</li> <li>- Communicate and disclose information regarding the company's operations completely, accurately, and promptly, keeping up with events, as well as listening to feedback and complaints from the community and society.</li> <li>- Organize workshops to provide knowledge and understanding about plastic recycling, including information related to the company's business.</li> </ul>	<ul style="list-style-type: none"> <li>• Social Event</li> <li>• Online Communication</li> <li>• Complaint Reception</li> <li>• Satisfaction Survey</li> </ul>

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			
<ul style="list-style-type: none"> <li>Customers</li> </ul>	<ul style="list-style-type: none"> <li>- Responsive to customer needs in various aspects, including product development to meet customer requirements.</li> <li>- Providing various channels for customers to provide feedback on products and services, clarify consultation procedures, problem-solving methods, and complaint handling.</li> </ul>	<ul style="list-style-type: none"> <li>- Receive complaints/suggestions/feedback from customers through various channels.</li> <li>- Conduct customer satisfaction surveys to continuously improve and enhance operations.</li> <li>- Provide consultation to customers on suitable designs and formats for their products, advise on product trends, and current and future technologies.</li> <li>- Collaborate with customers on product development.</li> <li>- Manufacture and deliver products that meet customer requirements.</li> </ul>	<ul style="list-style-type: none"> <li>Visit</li> <li>Online Communication</li> <li>External Meeting</li> <li>Complaint Reception</li> <li>Satisfaction Survey</li> </ul>

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			
<ul style="list-style-type: none"> <li>Government agencies and Regulators</li> </ul>	<ul style="list-style-type: none"> <li>Serve as a role model for other companies in terms of transparent, fair, auditable, and excellent governance.</li> <li>Collaborate with government agencies and present best practices to achieve sustainable development.</li> </ul>	<ul style="list-style-type: none"> <li>Provide feedback and suggestions on regulations and various practices.</li> <li>Foster collaboration and share best practices for dissemination by government agencies and regulators.</li> <li>Ensure comprehensive, accurate, and timely communication and disclosure of the company's operational performance, as well as actively listen to feedback and complaints from government agencies and regulators.</li> <li>Establish a dedicated unit responsible for coordinating with government agencies and regulators effectively.</li> <li>Strictly comply with relevant laws and regulations.</li> <li>Monitor information and news from various channels related to government agencies and regulators to inform the company's direction and operational plans.</li> </ul>	<ul style="list-style-type: none"> <li>Social Event</li> <li>Online Communication</li> <li>External Meeting</li> <li>Annual General Meeting (AGM)</li> <li>Complaint Reception</li> <li>Training / Seminar</li> </ul>



Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<b>External stakeholders</b>			
<ul style="list-style-type: none"> <li>• Suppliers</li> <li>• Business partners</li> </ul>	<ul style="list-style-type: none"> <li>- Create value and benefits for the operations of partners and businesses.</li> <li>- Support and enhance the operations of partners and businesses.</li> <li>- Develop knowledge, resulting in maximum work efficiency.</li> <li>- Take care of the environment and safety in the workplace for partners and businesses.</li> <li>- Support partners and businesses to have the knowledge, understanding, and skills to work safely.</li> <li>- Operate with honesty, transparency, and fairness to receive high-quality goods and services at fair prices, as well as increase business competitiveness and future business directions.</li> </ul>	<ul style="list-style-type: none"> <li>- <b>**Knowledge Support:</b></li> <li><b>** Implementing</b> operations that consider Environmental, Social, and Governance (ESG) factors to enhance the operations of partners and business associates. This includes taking actions to mitigate operational and reputational risks.</li> <li>- <b>**Knowledge Sharing:**</b> Sharing knowledge and new approaches that may impact the operations of partners and business associates.</li> <li>- <b>**Cultivating Awareness:**</b> Raising awareness and transforming work behaviors to foster a culture of safety.</li> <li>- <b>**Code of Conduct:**</b> Establishing a code of conduct for business dealings with partners and business associates. This includes enhancing their capabilities through initiatives such as environmental and social assessments, and promoting good governance practices.</li> <li>- <b>**Support Unit:**</b> Establishing a dedicated unit responsible for providing recommendations, advice, and handling complaints.</li> <li>- <b>**Quality and Innovation:**</b> Maintaining product and service quality, improving production efficiency, and jointly developing new products and services.</li> <li>- <b>**Operational Excellence:**</b> Conducting</li> </ul>	<ul style="list-style-type: none"> <li>• Visit</li> <li>• Online Communication</li> <li>• External Meeting</li> <li>• Complaint Reception</li> <li>• Satisfaction Survey</li> <li>• Training / Seminar</li> </ul>

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			
		business efficiently and in accordance with standards and expectations.	

## Information on organization's material sustainability topics

### Organization's material sustainability topics

The company has identified its sustainability materiality topics : Yes

Over the past year, the company has reviewed its sustainability materiality topics : Yes

### Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Corporate Governance	<ul style="list-style-type: none"> <li>• Human Rights</li> <li>• Customer / Consumer Responsibility</li> <li>• Good Governance</li> </ul>
Eco Innotech	<ul style="list-style-type: none"> <li>• Innovation Development</li> </ul>
Value chain management	<ul style="list-style-type: none"> <li>• Sustainable Supply Chain Management</li> </ul>
Risk management	<ul style="list-style-type: none"> <li>• Sustainability Risk Management</li> </ul>
Climate change	<ul style="list-style-type: none"> <li>• Greenhouse Gas Management</li> </ul>
Environmental management	<ul style="list-style-type: none"> <li>• Environmental Management Standards Policy and Compliance</li> <li>• Energy Management</li> <li>• Water Management</li> <li>• Waste and Waste Management</li> </ul>
Circular Economy implementation	<ul style="list-style-type: none"> <li>• Community / Social Responsibility</li> <li>• Innovation Development</li> <li>• Others : Circular Economy and Post Consumer Waste</li> </ul>
Safety, Health and Environment	<ul style="list-style-type: none"> <li>• Others : Safety, Health and Environment</li> </ul>
Sustainable people development	<ul style="list-style-type: none"> <li>• Fair Labor Practices</li> </ul>

## Information on sustainability report

### Corporate sustainability report

The company's corporate sustainability report : Doesn't Have data

### Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or guidelines : GRI Standards

# Sustainability risk management

## Information on risk management policy and plan

### Risk management policy and plan

The Company has an effective internal control and risk management system with guidelines for compliance with relevant laws, standards, and policies. An independent Internal Audit Department is responsible for developing and reviewing the effectiveness of the internal control and key risk management systems. The department reports directly to the Audit Committee on the adequacy of the internal control and risk management systems.

An effective internal control and risk management system will enable the Company to anticipate and manage economic, environmental, and social opportunities, as well as risks arising from the Company's current and future business operations. Risk management is an essential process that helps to systematically plan for business uncertainties. The Company uses international standards as a framework for its operations to ensure that stakeholders understand the principles of risk management for development and application at all levels of the Company, covering the management of all of the Company's operations.

The Board of Directors has appointed a Risk Management Committee composed of six members with knowledge and expertise in risk management and operations. The committee, chaired by the Board of Directors to ensure independence, is responsible for reviewing the risk management policy framework and risk management structure. A Risk Management, Sustainability, and Corporate Governance Working Group ("Working Group") has also been established to work in parallel with the policy and provide recommendations on risk management approaches in alignment with the strategic direction and business plan. The Working Group is also responsible for overseeing, monitoring, and reviewing the key risk management reports of all departments to ensure compliance with standards and the changing environment. The Working Group comprises members from various departments, with Ms. Chuleeporn Brisuthanagul, Assistant Chief Financial Officer (Corporate), as the Head of the Working Group, responsible for overseeing the assessment and management of risks. The Internal Audit Department (Internal Audit) is responsible for risk.

The Company has established a risk management policy framework and operating system that covers the entire organization's operations, following the guidelines of the Committee of Sponsoring Organizations of the Treadway Commission-Enterprise Risk Management (COSO-ERM). This framework is implemented throughout the organization, identifying and defining Key Risk Indicators (KRIs) that may arise, and establishing risk mitigation measures. Senior management considers and determines the acceptable level of risk (Risk Appetite), monitors, and continuously reviews the risk management process.

In addition, the Company has an internal audit unit from an external organization that is independent of the risk management unit and reports to the

The Audit Committee is responsible for reviewing and examining the organization's internal control and risk management systems to ensure that the management is effective, efficient, and aligned with the Company's direction. The Audit Committee reports the results of its review to the Audit Committee and the Board of Directors for their consideration of the adequacy and appropriateness of the organization's internal control system on a quarterly basis.

## Information on ESG risk factors management standards

### ESG risk factors management standards

Standards on ESG risk management : Yes

Standards on ESG risk management : COSO - Enterprise risk management framework (ERM)

## Information on ESG risk factors

### Risk factors on business operation

### Operational risk associated with the Company or the group of companies

#### Risk 1 Risks from Strategies to Respond to Changing Consumer Behavior

Related risk topics : Strategic Risk

- Behavior or needs of customers / consumers
- Policies or international agreements related to business operations
- Changes in technologies

ESG risks : Yes

**Risk characteristics**

- Consumer behavior is changing, with a trend toward reducing the use of single-use packaging and an increasing demand for environmentally friendly products.

**Risk-related consequences**

- Decreased sales of existing products
- Loss of market share
- Increased technology development costs

**Risk management measures**

- Establish a circular economy strategy
- Develop innovative and environmentally friendly products
- Increase the proportion of recycled plastic
- Develop biodegradable products

**Risk 2 Risk of dependence on a limited number of suppliers**

Related risk topics : Strategic Risk

- Reliance on large partners / distributors or few partners / distributors

ESG risks : Yes

**Risk characteristics**

Relying on a small and limited number of raw material suppliers may lead to shortages of raw materials used in the production process.

**Risk-related consequences**

- Potential supply chain disruptions
- Risk of raw material shortages
- Reduced bargaining power

**Risk management measures**

- Diversify sources of raw material procurement
- Establish long-term contracts with suppliers
- Find alternative sources of raw materials

**Risk 3 Volatility in the price of key raw materials**

Related risk topics : Strategic Risk

- Volatility in the industry in which the company operates
- Policies or international agreements related to business operations
- Business operations of partners in the supply chain
- Economic risk
- Climate change and disasters

ESG risks : Yes

**Risk characteristics**

- Fluctuations in the supply and demand of plastic resin and crude oil prices in the global market.

**Risk-related consequences**

- Production costs are volatile
- Affecting product prices and profits

**Risk management measures**

- Analyze and closely monitor prices.
- Reserve sufficient raw materials for use.
- The company negotiates with customers to adjust selling prices to be appropriate for the changing costs of plastic beads.

#### Risk 4 Risk of inventory obsolescence

Related risk topics	: <u>Operational Risk</u>
	• Product obsolescence
	• Loss or damage from non-compliance of partners or counterparties
ESG risks	: No

##### Risk characteristics

- Delays in product sales, waiting for delivery to customers, including cases where customers request to postpone delivery.

##### Risk-related consequences

- Inventory age may cause product deterioration.
- Impact on the production cost of the product.

##### Risk management measures

- Plan inventory management, develop forecasting systems, and control stock.
- Plan sales effectively and accurately.

#### Risk 5 Cybersecurity risks

Related risk topics	: <u>Operational Risk</u>
	• Systems or internal control system
	• Information security and cyber-attack
ESG risks	: Yes

##### Risk characteristics

- May result in the theft of important or confidential information, or disruption to the production system, impacting operations or business partners/customers.

##### Risk-related consequences

- Business continuity
- Credibility, image, and reputation
- Trade secret theft

##### Risk management measures

- Test and evaluate the proactive defense plan against attacks
- Rehearse the cyberattack response plan and the information system recovery plan

#### Risk 6 Foreign exchange risk

Related risk topics	: <u>Financial Risk</u>
	• Fluctuation in exchange rates, interest rates, or the inflation rate
	• Liquidity risk
	• Income volatility
ESG risks	: No

##### Risk characteristics

- Affecting revenues and expenses in foreign currencies

##### Risk-related consequences

- Impact on the Group's operating results
- Impact on revenue and profit
- Financial uncertainty

##### Risk management measures

- Enter into a forward contract for foreign currency

#### Risk 7 Risks from changes in business regulations and laws

Related risk topics	: <u>Compliance Risk</u>
	• Change in laws and regulations
	• Laws and regulations is not favorable for doing business

ESG risks : Yes

#### **Risk characteristics**

- The enforcement of bans on single-use plastic bags in major markets such as Thailand, the United States, the United Kingdom, and Australia, as well as stricter environmental conservation policies and regulations in trading partner countries.

#### **Risk-related consequences**

- Impact on revenue and decreased sales of original products.
- Increased costs of new product development.
- Challenges in adapting to different regulations in each country.

#### **Risk management measures**

- Study laws and legal directions in the areas of existing customers.
- Seek new markets to replace declining sales.
- Develop new environmentally friendly products, such as biodegradable plastics and products with recycled content.
- Invest in environmentally friendly production technologies.

#### **Risk 8 Climate change risks**

Related risk topics : Strategic Risk

- ESG risk
- Climate change and disasters

Operational Risk

- Climate change and disasters
- Pandemic risk

ESG risks : Yes

#### **Risk characteristics**

- The government is pushing the business sector to reduce greenhouse gas emissions, and environmental regulations in customer countries are becoming more stringent.

#### **Risk-related consequences**

- Cost of adjusting production processes to reduce greenhouse gas emissions
- Risks from environmental measures in customer countries, such as the Carbon Border Adjustment Mechanism (CBAM)
- Impact on competitiveness in foreign markets

#### **Risk management measures**

- Manage energy for maximum efficiency.
- Promote the use of renewable energy. Consider innovation and environmentally friendly technologies in investments.
- Proceed with the application for Product Carbon Footprint (CFP) certification and Carbon Footprint Reduction Label (CFR).

#### **Risk 9 Community acceptance risk**

Related risk topics : Strategic Risk

- Damage to company image and reputation
- ESG risk

ESG risks : Yes

#### **Risk characteristics**

- Impact of business operations on the community and environment, and the growth of the community around the factory

#### **Risk-related consequences**

- Business operations cause environmental impacts on the community.
- Risks to the image and reputation of the organization
- Loss of Social License to Operate

#### **Risk management measures**

- Implement the ISO 14001 Environmental Management System standard.
- Conduct community consultations to gather concerns and suggestions.
- Disclose environmental performance information transparently.

## Risk 10 Corruption risks

Related risk topics : Strategic Risk

- ESG risk

Operational Risk

- Systems or internal control system
- Human error in business operations
- Impact on human rights
- Corruption

ESG risks : Yes

### Risk characteristics

- Fraud and corruption occur in business operations.

### Risk-related consequences

- Loss of revenue due to fraud
- An increase in unnecessary expenses
- Damage to reputation and credibility
- Risk of prosecution both domestically and internationally

### Risk management measures

- Develop and communicate a code of business ethics to employees and business partners.
- Establish anti-corruption policies and practices.
- Establish a transparent and auditable management structure.
- Increase secure channels for reporting misconduct.

## Information on business continuity plan (BCP)

### Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

The company emphasizes systematic and efficient Business Continuity Plan (BCP) management by developing emergency response plans covering all operational dimensions. These include guidelines for relocating work sites, communication systems, and critical information backup, to ensure the organization can continue operating smoothly and continuously even in crisis situations.

The company conducts annual emergency plan drills and creates a clear and regularly updated Call Tree to ensure that all departments can coordinate and respond to emergency situations quickly and effectively.

## Sustainable supply chain management

### Information on sustainable supply chain management policy and guidelines

#### Sustainable supply chain management policy and guidelines

Company's sustainable supply chain management policy and : Yes  
guidelines

### Information on sustainable supply chain management plan

#### Sustainable supply chain management plan

Company's sustainable supply chain management plan : Yes

The company has a process for selecting partners with fairness under the company's evaluation and selection criteria, where partners compete on equal, transparent information. Additionally, the company has created appropriate and fair contract formats or agreements for all parties and established a monitoring system to ensure that partners respect human rights and treat their labor fairly, are socially and environmentally responsible, fully comply with contract or agreement conditions, and prevent fraud and misconduct in all stages of the procurement process. The company purchases goods from partners according to commercial conditions and strictly adheres to contracts with partners. Furthermore, the company has activities to promote the potential and capabilities of partners, which are beneficial to both the company's and partners' businesses. The company has prepared a Supplier Sustainable Code of Conduct (TPBI - SUPPLIER SUSTAINABLE CODE OF CONDUCT) for partners and a Code of Conduct for officers (TPBI PURCHASER CODE OF CONDUCT) for employees, to ensure that both partners and employees strictly adhere to and follow these guidelines.

##### Risk Assessment and Supplier Grouping

Analysis of expenses and business risk assessment, along with environmental, social, and corporate governance (ESG) considerations, by prioritizing risks that may impact the company's business operations for existing and new suppliers. The results are used to group suppliers to define strategies and develop partners in line with the company's policies, assessed by the procurement department alongside the suppliers' self-assessment of sustainability.

The company considers various impacts of partners through a 4-step analysis and risk assessment process:

Spend analysis covering all procurement groups, focusing on expenses of top-spending suppliers

Risk assessment of partners' corporate governance operations, emphasizing sustainability risks in procurement processes, such as sources of goods and services, procurement process impacts, child labor, illegal raw material purchases, etc.

Critical analysis with the following criteria: v Partner (High Risk High Expenditure) - high risk and high importance v Leverage (Low Risk High Expenditure) - low risk and high importance v Risk (High Risk Low Expenditure) - high risk and low importance v Shop (Low Risk Low Expenditure) - low risk and low importance

Mitigation measures based on risk assessment and critical analysis to prepare the company for handling high-risk, high-importance partners, with key measures including:

v Key Partners: Suppliers with high expenditure and very high or high risk, with difficult-to-replace goods in critical parts or equipment. These are classified in the High Risk Tier, requiring annual inspections, site visits, and interviews with management and employees. These partners must develop plans to reduce potential risks and severity, including audit plans to ensure sustainable practices, ensuring the company can manage risks without impacting business, community, and environment.

v Secondary Partners: Suppliers with medium or low expenditure and medium or low risk, not in the High Risk Tier, must pass supplier assessments and sustainability practice checks from relevant departments.

##### Developing and Elevating Partner Capabilities towards Sustainability

The company is committed to continuously promoting and developing partners through capability development approaches.

This includes creating joint business plans to elevate collaboration between the company and partners, developing new projects and plans. The company also provides knowledge transfer to partners through various training activities to increase competitive and sustainable operational capabilities. These include: Lectures on various standards, Promoting knowledge about good corporate governance, Business ethics and sustainability guidelines for business partners

The company also runs various projects to develop partner sustainability, such as: BRC Standard Development Project, ISO Quality Management System Improvement, Annual partner facility visits to review performance against company requirements.

Reviewing compliance with relevant standards covering three sustainability dimensions: environmental, social, economic, and corporate governance. Exchanging experiences and gathering recommendations to collaboratively enhance capabilities and efficiency

For new partners with significant impact, the company conducts on-site audits.



## Information on new suppliers undergoing sustainability screening criteria

### New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening criteria with : Yes  
new suppliers?

	2022	2023	2024
Percentage of new suppliers undergoing sustainability screening criteria over the past year (%)	100.00	100.00	100.00

## Information on supplier code of conduct

### Supplier code of conduct

Supplier code of conduct : Yes

## Information on key suppliers acknowledging compliance with the supplier code of conduct

### Key suppliers acknowledging compliance with the supplier code of conduct

Does the company require key suppliers to acknowledge : Yes  
compliance with the supplier code of conduct?

	2022	2023	2024
Percentage of key suppliers acknowledging compliance with the supplier code of conduct over the past year (%)	100.00	100.00	100.00

## Innovation development

### Information on innovation development policy and guidelines in an organizational level

#### Research and development policy (R&D)

Research and development policy (R&D) (Yes/No) : Yes

#### R&D expenses in the past 3 years

	2022	2023	2024
Research and development (R&D) expenses over the past 3 years (Million Baht)	8,092.32	9,766.79	13,144.87

### Information on process of developing and promoting the company's innovation culture

#### Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's : Yes  
innovation culture

The company places importance on and continuously develops research and innovation to meet the needs of stakeholders and adapt to economic, social, and environmental changes, leading to increased opportunities and competitiveness. The company has a dedicated unit responsible for overseeing and managing knowledge directly related to research, development, and innovation to ensure that the company's research and innovation development is sustainable, efficient, and benefits both the company and its stakeholders. Therefore, the company has a research and development policy that focuses on incorporating more recycled raw materials into products and increasing the variety of products that can use recycled materials to meet the ever-changing market demands.

The company conducts relevant market research to clearly identify market needs. It has a team of researchers who develop materials and production formulas to increase the amount of recycled raw materials that can be incorporated into products. There is also a product design and development team to develop product samples for market testing. The company is therefore highly competitive and can be a sustainable leader in the packaging market. The company's research and innovation management consists of strategic planning, target setting, and performance indicators to serve as a framework for research and innovation development in line with the organization's main objectives. This includes plans such as production process development, material development, product development, intellectual property management, collaboration with external agencies, both public and private, to enhance the organization's capabilities, as well as other support activities.

In recent years, the company has witnessed the rapidly and continuously growing environmental awareness trend. The company has implemented various measures to lay the groundwork for addressing this trend, as follows:

1. Establishment of a Circular Economy unit under the marketing department. Its main responsibility is to drive concrete implementation of the circular economy, including research and development of innovations related to the circular economy, to focus on developing new products in line with this concept.
2. Appointment of a working group on the organization's circular economy management system to formulate circular economy policies and guidelines for internal use within the organization to ensure a clear and unified framework for the entire group of companies.
3. "Won Project" established to promote recycling awareness within the company and extend it externally. The Won Project accepts donations of dry and clean plastic film scraps from consumers and recycles them according to circular economy guidelines to reduce plastic waste contamination in the environment. The company has also collaborated with various organizations to raise awareness about the importance of recycling and the principles of the circular economy.

### Information on innovation development benefits and research and development (R&D) expenses

#### Benefits of innovation development

##### Financial benefits

Does the company measure the financial benefits from : Yes  
innovation development?

	2022	2023	2024
Cost reduction resulting from the innovation development of process (Baht)	0.00	30,000,000.00	38,600,000.00

Non-financial benefits

Does the company measure the non-financial benefits from : Yes  
innovation development?

	2022	2023	2024
Percentage increase in customer satisfaction scores (%)	0.00	5.80	9.80
Reduction in the organization's greenhouse gas emissions (Metric tonnes of carbon dioxide equivalent)	0.00	140,849.00	19,430.00

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