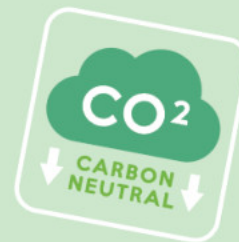




SUSTAINABILITY REPORT 2025

THANTAWAN INDUSTRY PUBLIC COMPANY LIMITED





About this report (GRI 2-1, 2-2, 2-3, 2-4, 2-5)

Thantawan Industry Public Company Limited has continuously prepared the sustainability report for the 7th year since 2019, aiming to be a communication channel to demonstrate the commitment to presenting target information, performance results, and management approaches related to key sustainability issues in every dimension to all stakeholders, covering economic, social, and environmental aspects that are non-financial information. This includes both the factory and the Suntowers office, with the reporting period from January 1, 2025, to December 31, 2025. (GRI 2-3)

Report Preparation Approach

For the 2025 Sustainability Report, the Company established reporting guidelines with reference to the Global Reporting Initiative (GRI) Standards 2021 and integrated the Sustainability Accounting Standards Board (SASB) framework. This ensures coverage of material topics significant to the industry, alongside incorporating the United Nations Sustainable Development Goals (SDGs) into organizational operations. This demonstrates our commitment to achieving sustainability targets while concretely responding to the needs and expectations of all stakeholder groups. Furthermore, the Company prioritizes presenting accurate, complete data and providing historical performance comparisons to clearly illustrate development across all dimensions. (GRI 2-4)

Reliability and assurance report

The Board of Directors and senior management play a vital role in monitoring, advising, approving, and verifying the accuracy of key information in this report. This ensures the content is complete and addresses stakeholder concerns while incorporating feedback to improve operational processes and sustainable development alongside all stakeholder groups. Financial information in this report aligns with the Company's 2025 Annual Report (Form 56-1 One Report), audited by certified public accountants. Regarding environmental and social performance data, it has been verified for accuracy and compliance with GRI Standards 2021 by an independent third party. (GRI 2-5)



CONTACT US

For more information, Please contact: Sustainability & Corporate Social Responsibility Department Thantawan Industry Public Company Limited



32nd Floor, Suntowers Building A, 123 Vibhavadi-Rangsit Rd., Jatuchak, Bangkok 10900



02 273 8333 # 3816, 3815



sustainability@thantawan.com



www.thantawan.com



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Chairman statement (GRI 2-22)



Ms. Sasitorn Wongvilai

Chairman of the Board of Director
Thantawan Industry Public Company Limited

Standing Firm on Good Governance: Overcoming Challenges to Sustainable Opportunities

Over the past year, the global industry faced complex, interconnected structural challenges across multiple dimensions, including geopolitical pressures, trade policies, global economic volatility, and increasingly stringent environmental regulations—such as CBAM measures, PPWR trends, the sustainability disclosure framework under IFRS S1 and IFRS S2, and emerging Climate Change laws that set new standards for businesses worldwide.

Amid this context, the Company remains steadfast in its vision to be a global leader in comprehensive packaging innovation, while committing strongly to sustainable business operations. The Board of Directors places utmost importance on integrating ESG principles into the corporate strategy under the THIP Circular ECO Way concept, which reflects growth founded on a balanced equilibrium among economy, environment, and society.

The Board has clearly defined strategic sustainability directions, particularly the transition to a low-carbon economy and the reduction of climate change impacts—a critical challenge for the industry today. This includes medium-term targets for significant greenhouse gas emission reductions and long-term goals to achieve net zero emissions by 2050, within

a timeframe aligned with international standards. These targets are not merely environmental commitments but integral parts of a strategy to enhance competitiveness and manage systemic risks for the future.

At the same time, the Board emphasizes creating new business opportunities alongside improving resource efficiency, fostering innovation, and generating shared value with all stakeholders. This strengthens the organization's resilience and stability, as we believe true sustainability is built on a foundation of robust governance.

The Board is confident that a clear, steadfast direction—combined with the adaptability of management and personnel—will drive the organization through challenges toward long-term sustainable growth. We will continue conducting business with full responsibility, integrity, and transparency to deliver balanced, sustainable growth for every stakeholder.

Finally, the Company extends sincere thanks to all stakeholders—customers, partners, business allies, shareholders, and every employee—for their unwavering trust, support, and excellent cooperation. This collective strength has been vital in propelling the organization forward to grow steadily and overcome all challenges with resilience.



Acting Chief Executive Officer statement (GRI 2-14, 2-22)



Mrs. Pojanard Prinyapatpakorn

Acting Chief Executive Officer
Thantawan Industry Public Company Limited

The world is currently entering an era of significant transition in economy, technology, and environment. The volatility of the global economy, geopolitical uncertainties, energy challenges, and climate change have become key factors determining the direction of global business. Organizations that can adapt rapidly and operate responsibly and sustainably will grow and create stable long-term value.

Thantawan Industry Public Company Limited (THIP) recognizes that organizational growth in the new era cannot be measured solely by business performance but must create value for the economy, society, and environment together. The Company therefore conducts business under the sustainable development concept by integrating business growth with environmental impact management and balanced social development.

“I am confident that for THIP, business growth and the sustainability of the world must go hand in hand. Our packaging innovations therefore do not aim only to meet customer needs but must also meet the needs of the world’s future.”

In the economic dimension,

the Company continues to strengthen its customer base both domestically and internationally, emphasizing main markets in Europe and the United States with high potential. At the same time, the Company has expanded the role of its group companies in Vietnam to support revenue growth and increase business structure diversity, helping to enhance the organization’s flexibility and competitiveness in the long term.

In the environmental dimension,

the Company drives the organization toward a low-carbon entity through continuous improvement in energy and resource efficiency. In the past year, the Company implemented Solar Rooftop projects (Phase 2 and Phase 3) to increase the proportion of clean energy, reduce dependence on external energy, and support the organization’s energy transition, resulting in significant reduction in Scope 2 greenhouse gas emissions.

At the same time, the Company has developed a systematic greenhouse gas management system by measuring and certifying the Carbon Footprint for Organization (CFO) to identify emission sources, plan, and set effective reduction measures in line with decarbonization and the organization’s long-term sustainability goals.

In addition, the Company promotes efficient resource use in production by reducing waste and increasing the proportion of material reuse, reflecting its commitment to implementing the Circular Economy concept in practice.

In the social dimension,

the Company believes that organizational sustainability starts from personnel potential and thus prioritizes continuous development of employee knowledge, skills, and potential through key projects such as ESG DNA and THIP Academy to enhance workforce capability and prepare new-generation leaders for the organization’s future.

For the direction of future operations, the Company will focus on three key strategies:

- Development of environmentally friendly products and low-carbon materials (Green Products & Low-Carbon Materials)
- Elevation of operational efficiency (Operational Excellence)
- Enhancement of personnel capability (People Capability)

to strengthen competitiveness in the rapidly changing global economy.

The Company believes that the packaging industry plays an important role in supporting the transition to low-carbon and circular economy at global level. The Company therefore aims to develop packaging innovations that meet customer needs while reducing environmental impacts to contribute to the sustainable development of the industry.

On this occasion, the Company thanks the Board of Directors, management, employees, shareholders, customers, partners, communities, and all business partners for their continued trust and support. Cooperation from all sectors is the key power that helps the Company overcome challenges and advance to stable and sustainable growth. The Company will continue to build a strong, transparent, and responsible organization to create long-term value for all stakeholders.



Getting to know “Thantawan Industry” (GRI 2-1)

Thantawan Industry Public Company Limited was established on September 21, 1978, formerly known as Blowtech (Thailand) Company Limited. The Company was transformed into a public limited company and listed on the Stock Exchange of Thailand on May 19, 1994. The objective is to engage in the business of manufacturing and distributing plastic products.



Company name	: THANTAWAN INDUSTRY PUBLIC COMPANY LIMITED
Securities abbreviation	: THIP
Head office (Factory)	: 143-144, Moo. 8, Soi Kangwal 2, Phetkasem Road, Omyai, Sampran, Nakornpathom 73160 Tel. 02-811-4700 or 02-431-3051 Fax. 02-420-3180 or 02-431-3056
Branch office	: 123, Suntowers Building A, 32nd Floor, Vibhawadee Road, Chomphol, Chatuchak, Bangkok 10900 Tel. 02-273-8333 Fax. 02-273-8282 or 02-273-8484
Tuangtana office	: 197-198, Phetkasem Road, Yaicha, Sampran, Nakhonpathom 73160 Tel. 02-811-4700 or 02-431-3051 Fax. 02-431-3056-7
Vietnam Office	: Lot 47-19-2, 47-20, Road N16, Phuoc Dong Industrial Park, Phuoc Dong Commune, Go Dau District, Tay Ninh Province, Vietnam
Company website	: www.thantawan.com
Top management	: Mrs. Pojanard Prinyapatpakorn, Acting Chief Executive Officer
Registration date	: 1978
Type of business	: Manufacturing and distributing plastic packaging and plastic products
Registration no.	: 0107537001749 (Former registration no. BorMorJor. 421)
Registered capital	: 89,999,686 Baht, including 89,999,686 common shares, par value of 1 Baht
Issued and paid-up capital	: 89,999,686 Baht, including 89,999,686 common shares, par value of 1 Baht
Number of permanent employees	: 2,001 (as of December 31, 2025) <small>(GRI 2-7)</small>

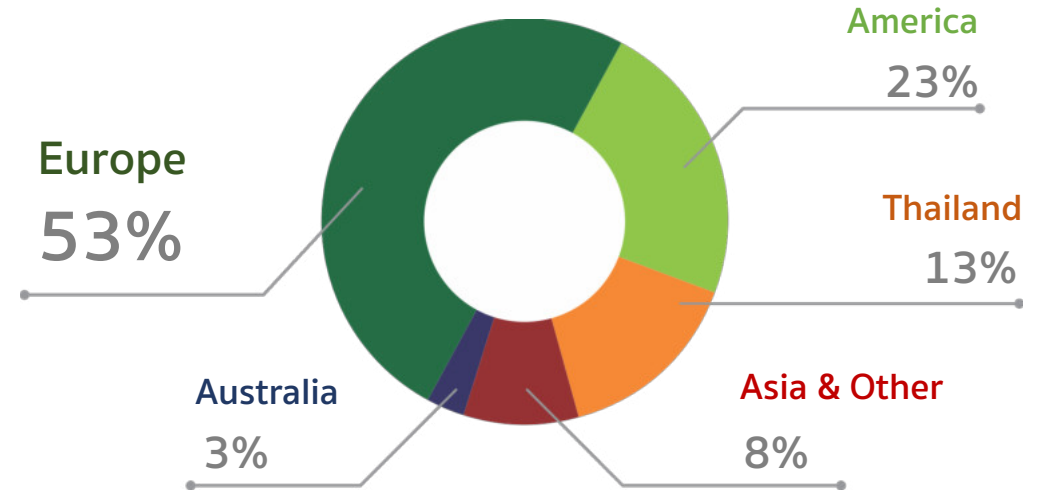


THIP Business Overview (GRI 2-1)

Thantawan Industry Public Company Limited holds the vision to be a "To be the world's leading innovative packaging solution provider" Our mission, aligning with this sustainable business vision, is to utilize innovation, technology, and packaging expertise for design, research, manufacturing, and distribution. We aim to be a value-added service provider for business partners, ensuring sustainable returns for all stakeholders.

Revenue Breakdown by Market

Sales Revenue **4,830.03** million baht



Thantawan Industry's Business Bases

With over 47 years of experience and expertise, Thantawan Industry operates in the manufacturing and distribution of plastic products. Primarily, we produce custom-made products according to customer requirements, serving clients across nearly every continent worldwide, including regions in Asia, Europe, the United States, Australia, and New Zealand.



EBITDA:
508.18 Million baht

4 Strategic Locations:
3 Factories
1 Office

Total Production Volume



**Total :
34,754 tons**



Our Product Brands (GRI 2-1)

"Thantawan Industry" continually innovates and develops product innovations.



Product Innovations (GRI 301-1, 306-2, 416-1)

Environmentally friendly product innovations



"SUNECO Straw" is a portable, reusable drinking straw designed with 3 adjustable levels to fit the 3 most popular drink sizes: 12, 16, and 22 ounces. It can be used with both hot and cold beverages, comes with a cleaning brush in the box, and a lanyard, catering to an eco-friendly lifestyle. It represents our commitment to promoting a circular economy, reducing waste, being repairable, and recyclable when it becomes worn out.

SUNBIOTM

"SUNBIO" is made from 100% natural bioplastic pellets derived from natural materials such as corn and cassava. It is environmentally friendly and can decompose through burial by natural microbes and bacteria within 180 days, fully returning to the ecosystem without releasing any toxins back into the environment.

"SUNSTRAW Green PE" white bendable straws wrapped in paper and brown bendable straws wrapped in film, also known as Thantawan bendable straws, are Thailand's first bendable straws, with a history spanning over 45 years. Currently, Thantawan bendable straws have been developed to contribute to a low-carbon society with the Green PE bendable straw innovation, produced from bio-based plastics derived from sugarcane in the

manufacturing process. This helps reduce CO₂ emissions by up to 1.53 kgCO₂eq/kg or -78.10%, earning the environmentally friendly product certification "Green Label" No. TGL-105-R1-22. It offers consumers a new option for purchasing environmentally friendly products, ensuring that products with the Green Label are of high quality, standard, and safe.



"SUNBIN" 100% recycled trash bags are part of the continuous research, development, and innovation in PIR and PCR. We can reprocess plastic scraps within the production line and adjust the formula to create foldable and roll-up

recycled trash bags. These bags are tough, can hold weight well, and are odorless. They offer a new option for daily use, reducing the need for new raw materials and can reduce CO₂ emissions by up to 4.31 kgCO₂eq/kg or -110.10%.

Through business operations conducted with care and dedication to developing environmentally friendly products, Thantawan Industry has been awarded the Carbon Footprint for Products (CFP) certification for the product "SUNZIP Clear Zip Bags, Economy Pack, Size 15 x 21 cm" by the Thailand Greenhouse Gas Management Organization (Public Organization), aiming to reduce greenhouse gas emissions in accordance with international standards.



Product Innovations (GRI 301-1, 306-2, 416-1)

Product Innovations for Society

The versatile "SUNZIP Anti Virus" zip bag, created with cutting-edge innovation, inhibits the growth of viruses by more than 99%. It is easy to use, reusable, and maintains its effectiveness, addressing the needs for cleanliness and safety in daily life. Tested in the laboratory of the Faculty of Tropical Medicine, Mahidol University, it is effective in eliminating Influenza A (H1N1) and Influenza B viruses within 24 hours. This is the first zip bag innovation that can inhibit viruses with Silver Ion Technology from Japan, marking another proud achievement of the Company in creating health-care innovations for users, in line with the Company's vision to invent and develop products that make consumers' lives more convenient.



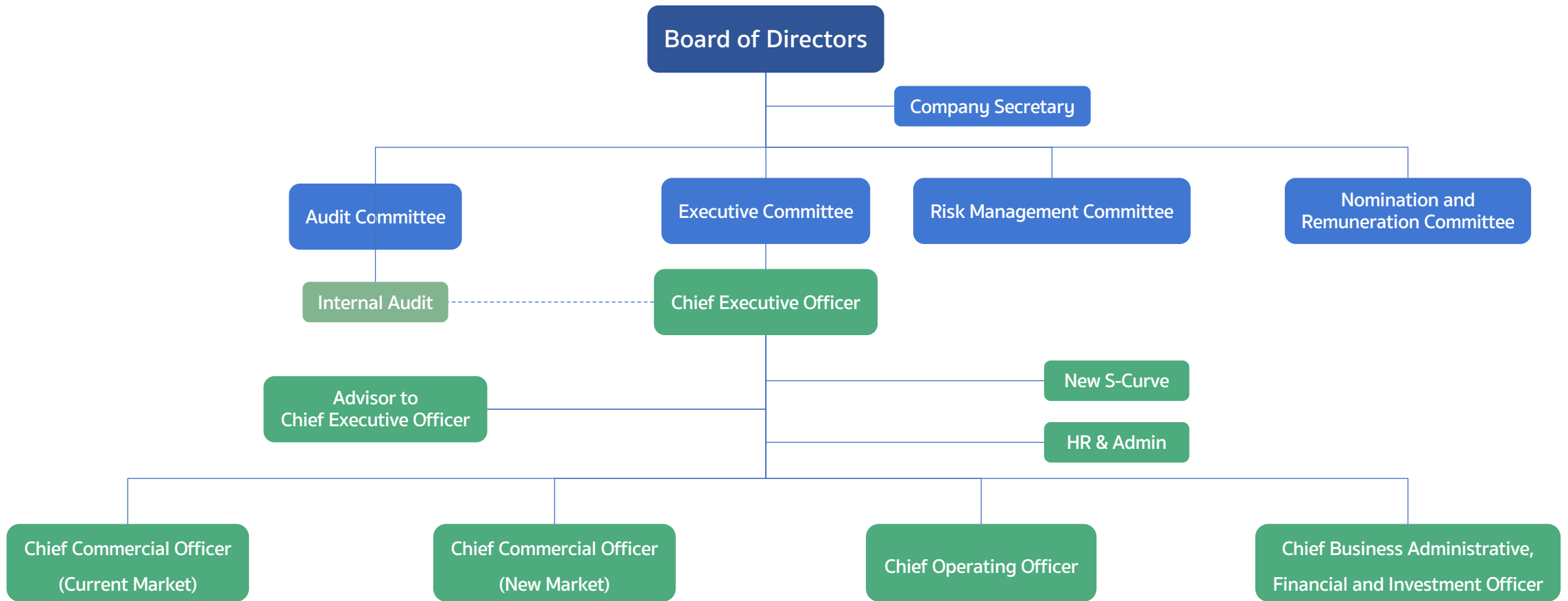
SUNMUMTM
All About Mom & Baby Products



The "SUNMUM Smart Bag" breast milk storage bag is made from 100% new plastic, safe from phenol, and sterilized with gamma radiation, the same system used for medical instruments. It is designed for ease of use with a triple-layer zip lock for a tight seal to prevent leakage, the bag is clear for easy visibility of the milk, with thick and strong side seals, a wide writing strip for convenience, and specially designed to stand upright for space-saving storage, ensuring cleanliness and safety for your little one

Organizational Chart (GRI 2-1, 2-9)

In 2025, Thantawan Industry reviewed the organizational structure to align with operational practices and achieve maximum efficiency within the business context.





Membership Associations (GRI 2-28)

Thantawan Industry Public Company Limited recognizes the importance of building business partnerships to elevate industry standards and drive sustainable development. The Company has joined leading organizations and associations at both national and industrial levels to exchange knowledge, co-define policy directions, and support the Sustainable Development Goals (SDGs) as follows:



The Thai Chamber of
Commerce
Board of Trade of Thailand



The Global Language of
Business



Thai Plastic Industries
Association



Thai Listed Companies
Association



The Stock Exchange of
Thailand



International Chamber of
Commerce - Thailand



The Federation of
Thai Industries



Thai National Shippers'
Council



Thai Institute of Directors
Association



Thai AEO Importer &
Exporter Association



Collective Action Against
Corruption



Thai Bioplastics Industry
Association



Thailand Management
Association



Carbon Markets Club

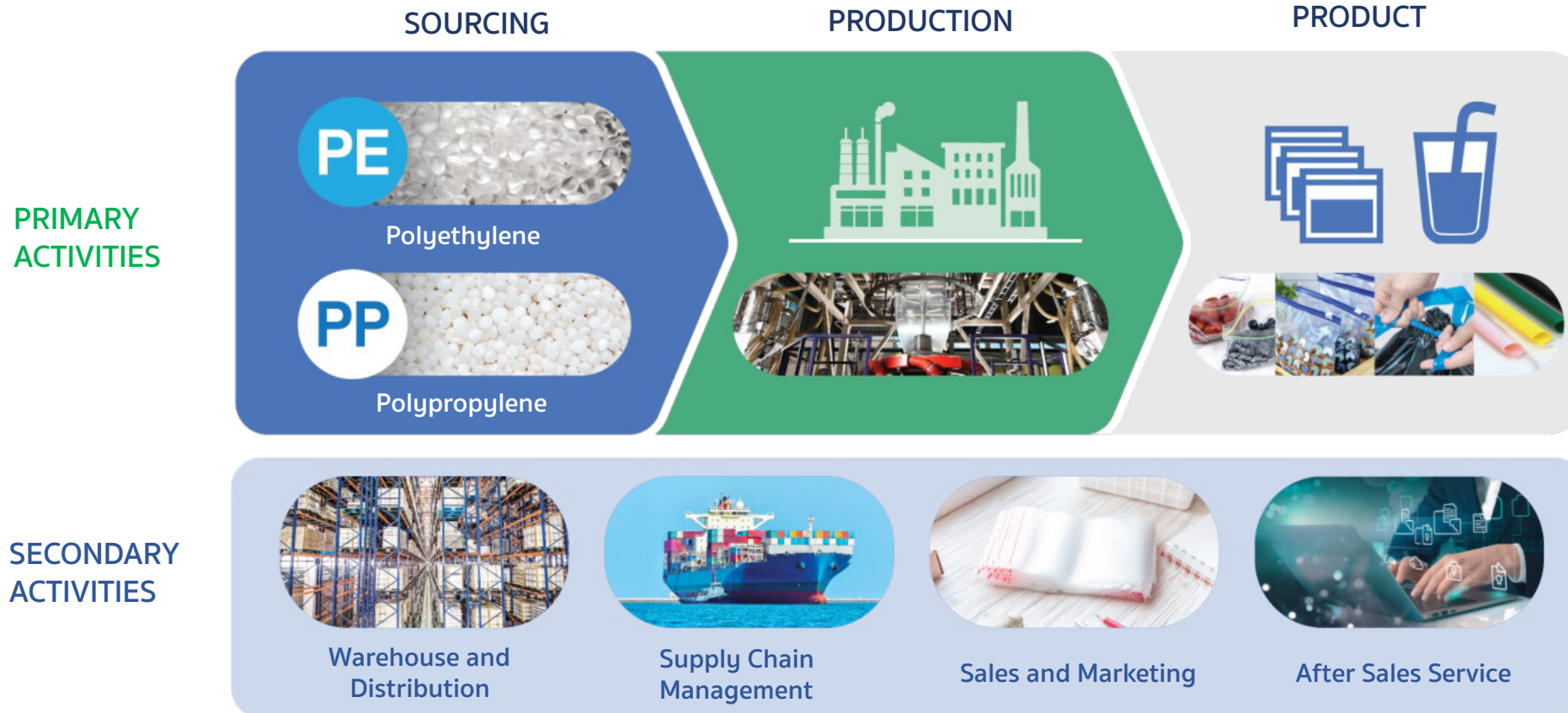
Business Value Chain (GRI 2-6)

Activities and Products: A leading international manufacturer and distributor of plastic packaging, including zipper bags, multi-purpose bags, drinking straws, and sustainable innovations (Compostable & Recycled Plastic).

Value Chain: Upstream: Sourcing raw materials (plastic resins) from partners who comply with the Supplier Code of Conduct.

Midstream: Manufacturing through efficient processes focused on waste reduction and minimizing environmental impacts.

Downstream: Delivering products to Thai and international customers via efficient logistics systems and after-sales services.



Stakeholder Engagement Management (GRI 2-16, 2-25, 2-26, 2-29)

Under the vision "To be the world's leading innovative packaging solution provider," the Company implements business strategies considering all stakeholder groups. We focus on utilizing innovation, technology, and plastic packaging expertise for design, research, production, and distribution, while being a service provider that creates added value for business partners to ensure sustainable returns for all stakeholders.

Operations are conducted adhering to good corporate governance principles. Engaging with stakeholders is a priority that the Company has consistently aligned with its vision. Furthermore, we emphasize balancing business value and worth for all parties, while building good relationships and confidence in operations between the Company and its stakeholders.

Stakeholder Engagement Process

Identify and prioritize stakeholder groups by considering the following conditions:

- Which stakeholder groups are related to the Company's operations?
- Does the Company create a sustainability impact on the stakeholder groups?
- Do the stakeholder groups have the influence to impact the Company's sustainability?

Key steps in stakeholder engagement include:

- Assigning departments responsible for stakeholder groups.
- Systematically determining methods to survey the needs and expectations of stakeholders.
- Gathering data and expectations of stakeholders.

Analysis and Selection of Key Issues

- Considering the needs and expectations of stakeholders in the context of impacts, risks, opportunities, and alignment with the organization's policies and goals, as well as the importance of stakeholders and the organization.



The Company has categorized the stakeholders into 7 groups, including (1) Employees, (2) Shareholders, (3) Customers, (4) Partners, (5) Competitors, (6) Government agencies, and (7) Communities and society. Each stakeholder group may be impacted by or may impact the Company's operations to varying degrees. Therefore, the Company has analyzed the needs and expectations of its stakeholder groups, which are related to the business's value chain, and established practices to meet these needs and expectations as follows:



Employees

Needs and Expectations

- Positive atmosphere and relationships
- Skill enhancement and potential development of employees
- Skill enhancement and potential development of employees
- Job security, advancement opportunities, and career growth
- Work safety and occupational health
- Building employee engagement
- Fair performance evaluation
- Consideration of human rights and fair treatment of employees
- Freedom of association and collective bargaining
- Sufficient and appropriate resources for operations
- Improved access to corporate information



Operations to respond

- Establishing performance indicators for transparent performance evaluation
- Organizing employee activities, such as health promotion events
- Providing appropriate training courses for all positions
- Aligning HR policies and practices with relevant laws
- Promoting career advancement within the organization with fair compensation and benefits
- Creating a safe and good work environment
- Respecting human rights and strictly adhering to HR policies
- Conducting annual health checks and providing health and accident insurance
- Facilitating the election of a welfare committee in the workplace to negotiate welfare arrangements with the employer appropriately

Engagement/Participation Activities

- Relationship-building activities
- Training and seminars for knowledge development
- Channels for whistleblowing and complaints
- Town Hall activities
- Internal communication systems/Intranet/Website/E-mail/Social media
- Surveys on employee engagement with the organization

Shareholders

Needs and Expectations

- Clear and transparent disclosure of essential information about the Company's operations, in a timely manner
- Effective risk management
- Regular dividend payments
- Conducting business with transparency and good internal control systems
- Ability to create opportunities in challenges
- Equitable treatment of shareholders
- Stable and sustainable operations with social and environmental responsibility
- Environmentally friendly products/degradable/low carbon
- Competitive low costs in the global market

Operations to respond

- Adherence to transparent and timely information disclosure standards
- Establishment of good corporate governance policies
- Conducting business in alignment with the vision
- Achieving good performance and dividend payments to shareholders according to the policy
- Membership certification by the Thai Institute of Directors Association to join the anti-corruption efforts in the private sector
- Innovation in new products/environmentally friendly products

Engagement/Participation Activities

- Annual shareholder meetings
- Quarterly performance reports and annual information disclosure
- Presentation of news and information through the annual report, annual sustainability report, and the Company's website
- Channels for whistleblowing and complaints



Customers

Needs and Expectations

- Receiving high-quality products that meet standards
- Fair pricing
- Developing efficient logistics systems
- Quality after-sales service
- Strict compliance with international standards and customer requirements
- Protection of customer personal information
- Environmentally friendly products
- Operations that are socially and environmentally responsible and consider climate change issues
- The Company has sustainability operations.

Operations to respond

- Conducting quality checks to ensure products meet set standards
- Reviewing promotional programs and pricing
- Delivering products on time
- Being honest about commitments to customers
- Providing a good customer experience
- Establishing policies and practices for protecting personal data

Engagement/Participation Activities

- Customer satisfaction surveys
- Presenting product information on the Company's website
- Channels for whistleblowing and complaints



Partners

Needs and Expectations

- Compliance with contracts and agreements with partners
- Fair and equal treatment of partners
- Transparent and fair criteria for selecting partners
- Efficient, accurate, transparent, and fair procurement processes
- Strengthening business robustness and sustainable growth together
- Social and environmental responsibility in operations, considering climate change issues

Operations to respond

- Reviewing partners' business practices and ethics
- Adhering to fair procurement policies and procedures
- Establishing fair criteria for partner selection
- Prompt payment for goods and services within the agreed timeframe
- Setting guidelines for partners
- Strict compliance with anti-corruption policies

Engagement/Participation Activities

- Communication through various channels such as the Company website, email, social media, and telephone systems
- Channels for whistleblowing and complaints





Competitors

Needs and Expectations

- Conducting business transparently, fairly, and under good competitive practices
- Operating within a competitive environment based on free market mechanisms

Operations to respond

- Providing marketing information that does not adversely affect competitors
- Providing marketing information that does not adversely affect competitors

Engagement/Participation Activities

- Communicating through central entities such as the Plastics Institute of Thailand, the Thai Plastic Industries Association, etc.

Government agencies

Needs and Expectations

- Compliance with regulations, rules, and laws
- Cooperation and support with government agencies to drive various issues towards sustainable business operations
- Responsible operations towards society and the environment, considering climate change issues

Operations to respond

- Correct and transparent compliance with business-related regulations, rules, and laws
- Providing cooperation and support for projects and activities of government agencies

Engagement/Participation Activities

- Through the systems of government agencies
- Compliance with established regulations, rules, and laws
Providing cooperation and support for projects and activities of government agencies

Communities and society

Needs and Expectations

- Generating income for the community
- Listening to and valuing community feedback
- Operating safely and responsibly towards society and the environment
- Preventing environmental impacts
- Managing resources related to the community
- Participating in community activities
- Receiving support for knowledge and resources to improve quality of life and enhance the community's capabilities in various aspects
- Adhering to human rights principles and respecting the rights of nearby communities

Operations to respond

- Supporting and promoting job creation, career development, and income generation in the community
- Opening channels for suggestions/comments/complaints
- Enhancing living standards, contributing to community, social, tradition, and local culture development
- Fostering good relationships with the community

Engagement/Participation Activities

- Organizing various activities for community and social development
- Participating in activities to promote good relationships with the community
- Channels for suggestions/comments/ complaints Field visits to inquire about community needs, expectations, satisfaction, and the company's impact on the community and society

Thantawan Industry's Commitment to Sustainable Management (GRI 2-23, 207, 304)

Thantawan Industry Public Company is committed to driving sustainable and stable business growth by balancing economic growth, social development, and environmental protection, alongside good corporate governance, to deliver shared value to all stakeholder groups, support UN SDGs, and a low-carbon economy.

We aspire “ To be the world’s leading innovative packaging solution provider ” in accordance with ESG (Environmental, Social, Governance) principles.

Sustainability Policy



- We operate our business by maximizing resource efficiency and minimizing negative environmental impacts, with emphasis on climate action, biodiversity, pollution and resource management, water security, and supply chain collaboration.

- We act responsibly toward personnel, communities, and society, focusing on labor standards, human rights and community engagement, occupational health and safety, customer responsibility, and social supply chain collaboration.



- We adhere to good, transparent, and auditable corporate governance, emphasizing corporate governance, risk management, anti-corruption, and tax transparency.

These policies are "approved by the Board of Directors." Furthermore, the Company has disclosed the full version of Thantawan Industry Public Company Limited's Sustainability Policy on the corporate website at www.thantawan.com.



Material Sustainability Topics of Thantawan Industry (GRI 3-1)

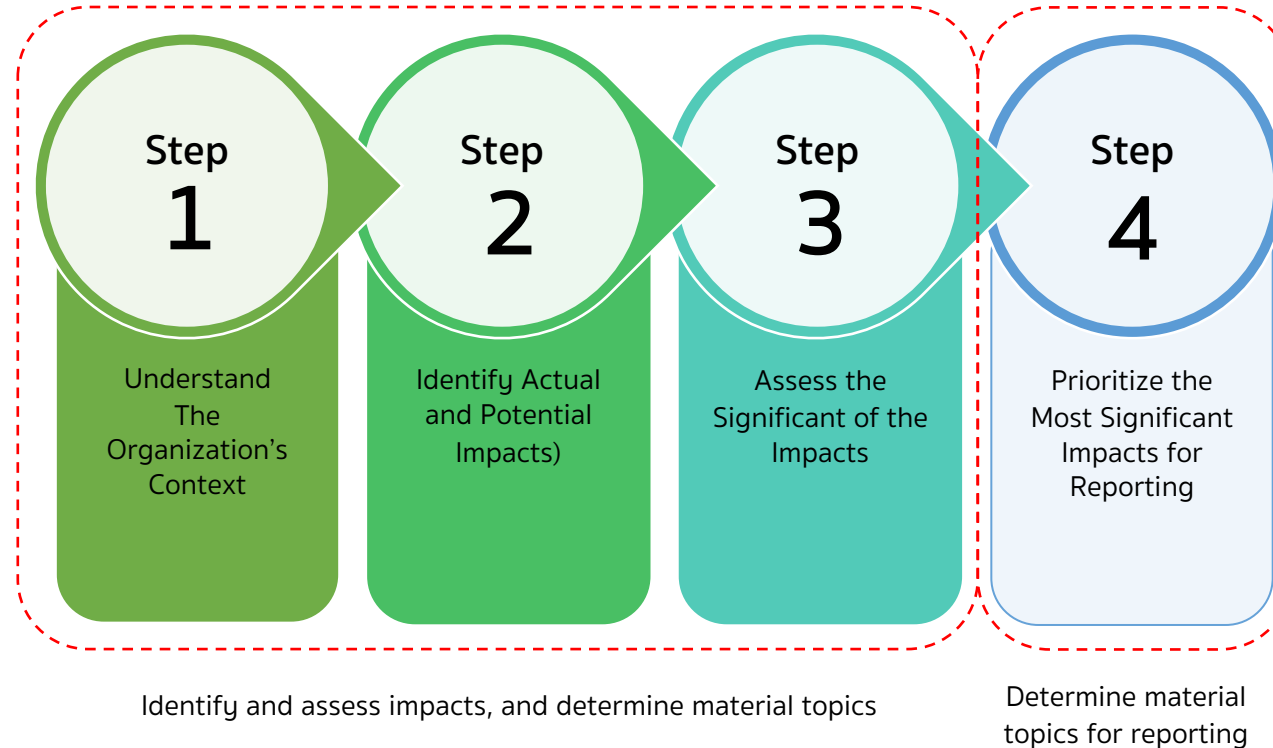
Thantawan Industry places importance on sustainability management both within and outside the organization. In 2025, the company reviewed the identification and evaluate material sustainability topics related to the Company's business operations. This assessment was used to analyze the impacts on the

environment, society, human rights, and corporate governance (ESG). The material topics were selected based on the needs and expectations of all stakeholder groups of the Company, along with important issues that affect the Company's operations in the context of sustainability, risk factors, and global trends that may

impact or provide opportunities for the business, following the Double Materiality principle. The Company collected and prioritized important sustainability issues with reference to the Global Reporting Initiative (GRI) Standards 2021 framework.

Process for Determine Material Topics (GRI 3-2)

consists of 4 main steps as follows:





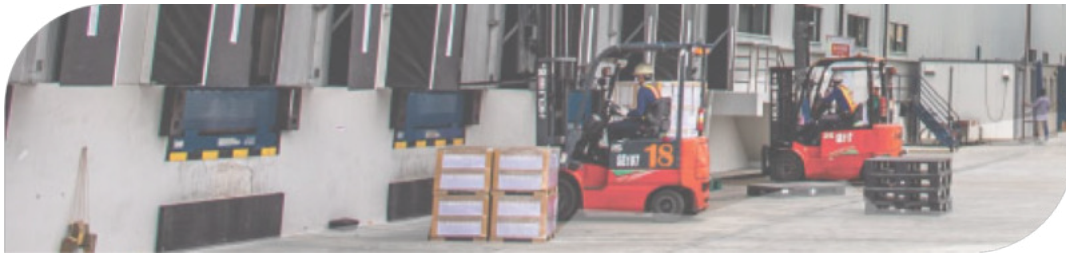
Assessment of Material Sustainability Topics (GRI 3-2)

The material sustainability topics of Thantawan Industry are assessed by prioritizing them based on international standards referenced from the Global Reporting Initiative (GRI Standards 2021) and AA1000 Account Ability Principles (AA1000AP). The assessment considers the significance to the Company and the importance to all

stakeholder groups, covering both positive and negative impacts from the Company's operations throughout the value chain in the dimensions of Environmental, Social, and Governance (ESG). The assessment also integrates human rights risks into the consideration of all aspects.

Sources of sustainability topics include:

Internal Factors



- Goals and direction of the organization
- Business plans of the organization
- Operational policies of the organization
- Risks that may impact the organization's sustainability (ESG) in both the short and long term
- Results of employee engagement surveys and feedback

External Factors



- Review of sustainability trends and directions
- Potential risks at both national and international levels
- United Nations Sustainable Development Goals (SDGs)
- Relevant laws, regulations, and requirements
- Needs and expectations of stakeholders that may have both positive and negative ESG impacts



Selection of Material Sustainability Topics (Materiality) (GRI 3-1, 3-2)

The process of selecting important issues from the needs and expectations of all stakeholder groups and other information, along with important issues that impact the Company, is as follows:



1. Identification of Material Topics

The Company has collected important data and analyzed internal and external factors that are consistent with the organization's business operations. Various data sources are considered to ensure that important issues and new risk factors are not overlooked. The organization selects relevant issues and identifies them as sustainability topics for Thantawan Industry through the following process:

1. Identify Key Stakeholders
2. Determine sustainability issues by reviewing sustainability topics according to GRI Standards, the Sustainability Accounting Standards Board (SASB), industry trend analysis, and relevant stakeholder groups.



2. Prioritization and Impact Evaluation

The data from the identification of material sustainability topics that are significant to the Company and stakeholders are grouped, evaluated, and prioritized according to the Double Materiality assessment framework, following the guidelines of GRI Standards. In addition, sustainability experts also provide opinions on the prioritization of the Company's sustainability issues to ensure that the Company's sustainability topics are comprehensive, accurate, and reasonable. The impact assessment consists of:

1. Outside-In: Assessing the impact of sustainability issues from external factors on Thantawan Industry.
2. Inside-Out: Assessing the impact of Thantawan Industry's operations in terms of environmental, social, and governance dimensions through stakeholder assessments.



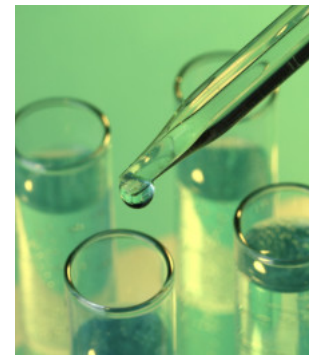
3. Validation

The material sustainability topics obtained from the assessment and prioritization must go through a management evaluation to align with stakeholder perspectives and be approved by senior management to validate the completeness of the Company's material topics.



4. Disclosure

Reporting on the management approach and performance of material sustainability topics in accordance with the GRI Standards 2021 sustainability disclosure guidelines.



5. Continuous improvement

Thantawan Industry continuously reviews the Company's material sustainability topics by incorporating perspectives and recommendations as guidelines for practices that are consistent with sustainability operations appropriate to the business and the needs and expectations of all stakeholder groups.

Prioritization of Material Sustainability Topics in 2025 (Materiality Matrix) (GRI 3-2, 3-3)

The review of the process for determining material sustainability topics in 2025 resulted in the following materiality matrix :

Governance & Economic

- G1. Conducting business with integrity, fairness, transparency, and auditability.
- G2. Customer relationship management.
- G3. Overseas market Development.
- G4. Anti-competitive behavior.
- G5. Product safety.
- G6. Product development and innovation.
- G7. Supply chain management.
- G8. Economic performance.



Social & Human Rights

- S1. Employee engagement.
- S2. Safety and occupational health.
- S3. Compensation and benefits.
- S4. Progress and opportunities for growth.
- S5. Skills enhancement and employee development.
- S6. Environment and good relationships.
- S7. Community involvement and quality of life development.
- S8. Promoting local economy.
- S9. Compliance with human rights, equality, and non-discrimination.
- S10. Freedom of association and collective bargaining.

Environmental

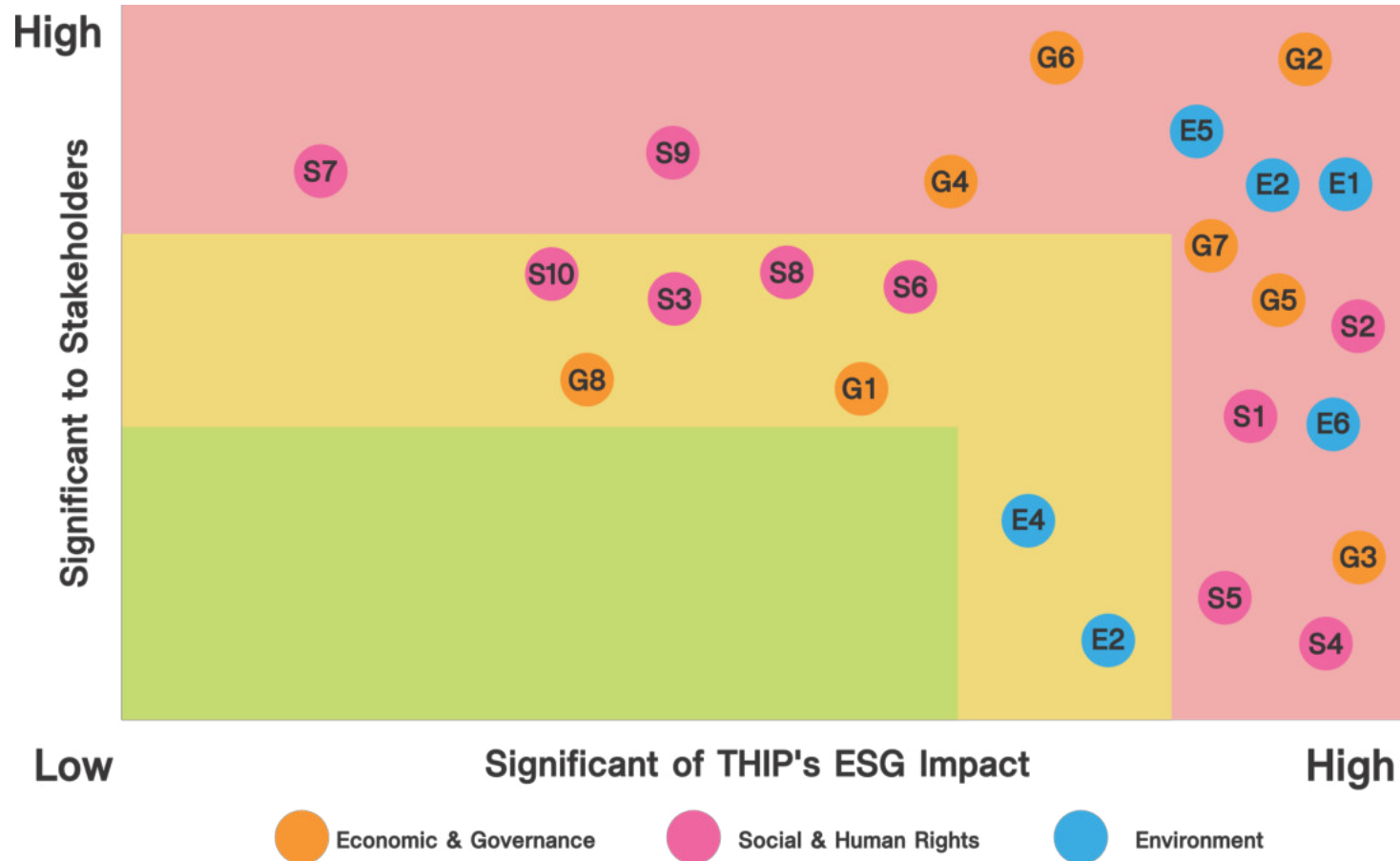
- E1. Greenhouse gas management.
- E2. Waste management.
- E3. Energy management.
- E4. Biodiversity conservation.
- E5. Eco-products and low carbon.
- E6. Circular economy.





Results of the Prioritization of Material Sustainability Topics in 2025 (GRI 3-2)

From the review of the process for determining material sustainability topics of Thantawan Industry, there are a total of 24 material topics covering economic and governance, social and human rights, and environmental aspects. In 2025, Thantawan Industry has a total of 16 significant material sustainability topics as follows:





Sustainable Strategy (GRI 2-6, 2-12, 2-22, 2-24, 3-3)

Sustainable Business Strategy

Vision “To be the world’s leading innovative packaging solution provider”

Mission

“We will adapt innovations, technologies and our experience in plastic packaging to the design, research, manufacture and sale, as well as being the service provider who generate value added to the business partner for a sustainable return to all stakeholders”

Core Value

- Team Spirit
- High Performance
- Ingenuity
- Partnership

Trust and respect one another, communicate positively and constructively, co-creating collaboration. Possess skills and abilities, be determined, dedicated and passionate about work, maintain honesty and ethics. Dare to think and act, open to change, continuously improve. Build and maintain relationships, provide support and cooperation, exchange information.

S1. Market Expansion and Quality Growth

- Expand new customer bases locally and internationally (focusing on reducing single-market dependency)
- Develop products and solutions tailored to specific market segments (B2B, B2C, and Made to Order)
- Build collaborations with partners throughout the entire supply chain



S2. Innovation and Product Development

- Create innovation in all dimensions (products, design, and work processes)
- Utilize Research and Development (R&D) to build competitive advantages
- Develop high-quality, safe products that meet future trends



S3. Enhancing Operational Efficiency & Technology

- Invest in technology, machinery, and automation systems
- Improve production efficiency and reduce costs to meet international standards
- Increase factory flexibility to support growing orders



S4. Empowering Employees for Growth

- Upgrade employee skills (Reskill/Upskill) to stay current with technology and industry trends
- Create an environment that fosters employee engagement and participation
- Cultivate a corporate culture rooted in ethics and responsibility



S5. Driving Business with Data

- Manage and make strategic decisions based on data (Data-Driven)
- Develop modern information systems and data infrastructure
- Increase operational accuracy amidst business complexity



S6. Embedding ESG DNA into the Organization

- Integrate ESG into operations at all levels (embedding DNA)
- Focus on eco-friendly products and efficient resource utilization
- Ensure corporate governance with transparency and anti-corruption























ESG Metrics and Targets

(GRI 3-3, 300, 400)

THIP recognizes the importance of driving and promoting ESG practices to achieve concrete, quantifiable, and comparable results. This aligns with the United Nations Sustainable Development Goals (SDGs). In 2025, the Company successfully responded to 15 out of 17 SDGs.

Materiality Issues	SDGs	SDGs, ESG Targets
Climate Resilience	   	<ul style="list-style-type: none"> Achieve Net Zero greenhouse gas emissions by 2050 Reduce greenhouse gas emissions by 67% within 2035, compared to the 2021 base year Reduce greenhouse gas emissions by 55% within 2030, compared to the 2021 base year
Water Management	    	<ul style="list-style-type: none"> Zero complaints from communities and stakeholders regarding water resource competition or water pollution throughout the fiscal year
Industrial Waste Management	 	<ul style="list-style-type: none"> Zero production waste sent to landfills by 2027 100% reduction of waste per ton of product requiring disposal through non-energy recovery incineration by 2025
Air Quality Management	 	<ul style="list-style-type: none"> Zero leakage incidents of chemicals or dust into the atmosphere affecting the community throughout the fiscal year
Health and Safety	 	<ul style="list-style-type: none"> Zero fatalities among employees and business partners throughout the fiscal year
Employee Care and Human Capital Development	  	<ul style="list-style-type: none"> Employee engagement of at least 80% throughout the fiscal year



Materiality Issues	SDGs	SDGs, ESG Targets
Human Rights	    	<ul style="list-style-type: none"> • Zero cases of human rights violations. • 100% of employees have completed human rights training and testing.
Community Engagement and Development	     	<ul style="list-style-type: none"> • Community satisfaction rate exceeding 90%
Corporate Governance	  	<ul style="list-style-type: none"> • Zero violations of the anti-corruption policy • 100% of employees have completed ethics training and testing.
Information Technology Security and Cybersecurity	 	<ul style="list-style-type: none"> • Information systems operate continuously at no less than 99% availability. • No complaints on customer data breach.
Sustainable Products and Services	   	<ul style="list-style-type: none"> • The Company received standard certifications to control and ensure product quality and safety • Zero complaints regarding non-compliance with laws and product safety
Customer & Consumer Centricity		<ul style="list-style-type: none"> • Domestic customer satisfaction rate exceeding 90% • International customer satisfaction rate exceeding 80%
Sustainable Value Towards Suppliers	  	<ul style="list-style-type: none"> • 100% of business partners by procurement value committed to the THIP Supplier Code of Conduct • 100% of business partners by procurement value passed Environmental, Social, and Governance (ESG) risk assessments



Good Corporate Governance (GRI 2-9, 2-10, 2-11, 2-15, 2-17)

The Board of Directors of the Company consists of 8 members. All directors are fully qualified and have no prohibited characteristics according to relevant laws and regulations. Additionally, the board members possess a variety of professional skills and specialized expertise, as assessed through the Board Skill Matrix. This aligns with the company's corporate governance policy and its regulations, ensuring effective management and maximizing benefits for the company.

Corporate Governance Structure

Board of Directors' Structure

8 persons



Non-executive Director

4 persons

Accounted for 50% of the Board of Directors



Executive Director

4 persons

Accounted for 50% of the Board of Directors

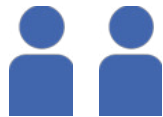
Sub-committee's Structure

Audit Committee



Chairman / Independent Director

1 persons



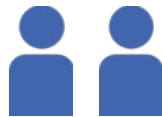
Independent Director
2 persons

Nomination, Remuneration and Good Corporate Governance Committee



Chairman / Independent Director

1 persons



Independent Director
2 persons

Risk Management Committee



Chairman / Director

1 persons



Director
2 persons

Executive Committee



Chairman / Director

1 persons



Director
4 persons



Nomination and Responsibilities of the Nomination, Remuneration and Good Corporate Governance Committee (GRI 2-10, 2-11, 2-12, 2-19, 2-20, 2-23)

The Board of Directors has appointed the Nomination, Remuneration and Good Corporate Governance Committee to promote the principles of good corporate governance. The committee considers the qualifications of directors in various aspects, including qualifications according to the Public Limited Companies Act and relevant laws and regulations, expertise and work experience that are beneficial and in line with the Company's business strategy. The consideration does not limit or discriminate based on gender, race, religion, or any other differences. The Chairman of the Nomination, Remuneration and Good Corporate Governance Committee may be appointed by the Board of Directors or the Nomination, Remuneration and Good Corporate Governance Committee may select one of its members to serve as the Chairman of the Nomination, Remuneration and Good Corporate Governance Committee. The Chairman of the Nomination, Remuneration and Good Corporate Governance Committee must be an independent director, and the Secretary of the Nomination, Remuneration and Good Corporate Governance Committee is appointed by the Nomination, Remuneration and Good Corporate Governance Committee.

The Nomination, Remuneration and Good Corporate Governance Committee consists of at least 3 members of the Board of Directors, with at least half being independent directors. The Committee members must not hold senior management positions in the Company. The criteria and qualifications for selecting independent directors in the Nomination, Remuneration and Good Corporate Governance Committee require that the

independent directors must have independence in accordance with the Company's good corporate governance principles and adhere to the Company's good corporate governance practices. The committee proposes the names of suitable persons who meet the criteria to the Board of Directors for consideration and seeks approval from the shareholders' meeting.



The Nomination, Remuneration and Good Corporate Governance Committee is responsible for overseeing and determining the criteria and processes for nominating suitable persons to hold positions as directors, sub-committee members, and senior executives. The Committee considers the remuneration criteria and remuneration structure for the Board of Directors, including sub-committees, and provides opinions to the Board of Directors for consideration before proposing to the shareholders for approval. The Committee also considers the remuneration criteria for the Board of Directors, sub-committees, and senior executives, and

oversees the preparation of good corporate governance policies, guidelines for compliance with good corporate governance principles, and anti-corruption policies that are appropriate for the Company, under the framework of relevant laws, regulations, rules, and requirements, as well as international best practices and standards in corporate governance. This is to increase the organization's value and promote the Company's sustainable growth through business management in accordance with good corporate governance principles. The Committee also suggests guidelines for good practices in accordance with the business ethics of the Company's directors, executives, and employees, and reports on the performance to the Board of Directors, along with presenting opinions and suggestions for appropriate improvements.



Corporate Governance Policy (GRI 2-23)



The Board of Directors and executives of the Company are committed to managing the business by adhering to the principles of good corporate governance, which will lead to transparent and fair business operations to maximize benefits for investors and all stakeholders, in accordance with the Corporate Governance Code (CG Code) for listed companies in year 2017 of the Securities and Exchange Commission, in order to create sustainability in business operations.

■ Overview of Corporate Governance Policies and Practices

The Company is committed to building trust among investors and all stakeholders, increasing corporate value, and promoting the Company's sustainable growth through business management in accordance with corporate governance principles. This is to achieve the goals that are the fundamental values of leading organizations and serve as guidelines for the Board of Directors, executives, and employees to adhere to in compliance with relevant laws, rules, and regulations. Therefore, the Board of Directors

has established a corporate governance policy for the Board of Directors, executives, and all employees to adhere to as a guideline for practice, as follows

- Comply with the Company's corporate governance manual with confidence and understanding of corporate governance principles.
- Apply the Company's corporate governance principles in business management at all levels.
- Adhere to fairness, treat stakeholders equally, and perform duties for the Company's benefit to the fullest extent with honesty, transparency, and accountability.
- Suggest improvements to the Company's corporate governance policy to align with and be suitable for changing business standards and social needs, and to meet international standards.



Moreover, the Board of Directors places importance on compliance with good corporate governance principles, covering 8 principles of corporate governance practices, which include:

1. Recognizing the roles and responsibilities of the Board of Directors as the leader of the organization that creates sustainable value for the business.
 2. Defining the Company's objectives and key goals for sustainability.
 3. Strengthening an effective Board of Directors.
 4. Recruiting and developing senior executives and personnel management.
 5. Promoting innovation and responsible business operations.
 6. Ensuring appropriate risk management and internal control systems.
 7. Maintaining financial credibility and information disclosure.
 8. Supporting participation and communication with shareholders.
- **Monitoring and Ensuring Compliance** (GRI 2-24, 2-25, 2-26, 2-27)

The Company stipulates that it is the duty and responsibility of all directors, executives, and employees to acknowledge and comply with the policies and requirements contained in the corporate governance manual. All levels of executives must be responsible for and consider it important to promote the knowledge, understanding, and strict compliance with the company's corporate governance manual among their subordinates.

The Company will not engage in any illegal activities or actions that violate corporate governance principles. If any directors, executives, or employees violate the corporate governance principles as specified, they will be subject to strict disciplinary action. If there is any action believed to violate laws, rules, regulations, and government requirements, the company will refer the matter to government officials for further action.





Business Code of Conduct (GRI 2-23, 2-26)

The Board of Directors has a policy to promote morality, ethics, code of conduct, and transparency by focusing on conducting business in accordance with ethical principles in all aspects and in line with corporate governance principles to lead to becoming a good governance organization. The Board of Directors has established a "Code of Conduct for Business Operations" to serve as a guideline for fair business practices towards internal and external stakeholders, as well as fair treatment of all groups of the Company's stakeholders in joint business operations, in order to create stability and continuous and sustainable growth for the organization and shareholders. The key elements include treatment of stakeholders, respect for laws and international human rights principles, safety, occupational health and environment, conflicts of interest, related party transactions, confidentiality and use of inside information,

anti-corruption and whistleblowing, and the code of conduct for investor relations.

The Company considers the "Code of Conduct for Business Operations" as part of the personnel management regulations that executive directors, executives, and all employees must comply with, and there will be disciplinary action if compliance is neglected. The Company believes that if the Company's directors, executives, and employees conduct themselves correctly and appropriately in accordance with the guidelines of the code of conduct for business operations, the Company will be accepted by all related parties in terms of conducting business with ethics.

■ Policies and Practices Related to Business Code of Conduct

Thantawan Industry places importance on considering the interests of various stakeholder groups by conducting business with responsibility and fairness to all related parties, striving to develop the Company's business to be secure and sustainable, able to generate appropriate returns to shareholders through equal good practices. The Board of Directors will supervise to ensure that the Company conducts business ethically, with responsibility to society and the environment, without violating the rights of stakeholders, in order to provide a guideline for all parts of the Company to achieve the main objectives and goals sustainably. The Company has established policies and practices related to business ethics covering the following matters:



(1) Prevention of Conflict of interest

The Company has given importance to managing conflicts of interest of related parties, including the Board of Directors, sub-committees, executives, and employees of the Company, in a thorough, fair, and transparent manner. The Company has established a "Code of Conduct on Conflicts of Interest" in the Code of Conduct for Business Operations. The Company has disclosed the full version of the Code of Conduct on the Company's website at www.thantawan.com.

In 2025, there were no complaints related to conflicts of interest involving the parties concerned.

(2) Prevention of the Use of Inside Information for Personal Gain (Insider trading/dealing)

The Company places importance on the use of the Company's inside information that has not been disclosed to the public or information that may affect the Company's stock price for personal gain or for the benefit of others in an improper manner. The Company has established clear written measures to prevent the misuse of inside information in the Good Corporate Governance Manual, Code of Conduct, and Employee Regulations as guidelines for related persons, which include the Board of Directors, sub-committees, executives, and employees in departments related to the information, as well as spouses and minor children of such persons. The guidelines are in accordance with the Securities and Exchange Act, and the Company has established a "Code of Conduct on Confidentiality and Use of Inside Information" in the Code of Conduct for Business Operations. The Company has disclosed the full version of the Code of Conduct on the Company's website at www.thantawan.com.

In 2025, there were no violations by directors, executives, or employees related to

the use of inside information.

(3) Anti-corruption (GRI 205-1, 205-2, 3-3)

The Company complies with relevant laws and standards and requires the Company to have and publicly announce an anti-corruption policy. The Company has also established written guidelines for not demanding, accepting, or doing business with individuals and legal entities involved in corruption, which have been approved by the Board of Directors. More details can be found on the Company's website at www.thantawan.com.

The Company has joined the Thai Private Sector Collective Action Against Corruption (CAC) by announcing the intention to join the project on September 25, 2017, and received its second renewal certification in 2025 (certification valid for 3 years). The Company has taken the following actions regarding anti-corruption: (GRI 205-3)

- Reviewing anti-corruption policies and practices annually.
- Encouraging business partners and customers to join as CAC network partners by issuing letters requesting cooperation to comply with anti-corruption policies and practices, notifying business partners and customers, and publishing them on the Company's website.
- The Company announced its No Gift Policy, requesting cooperation to refrain from giving gifts, souvenirs, or any other benefits during New Year festivals and other occasions to executives and employees. This was communicated to business partners and external agencies. The Company has achieved 100% communication of the No Gift Policy to both internal and external personnel, while also publishing it on the corporate website.



บริษัท ทานตะวันอุตสาหกรรม จำกัด (มหาชน)



งดการให้ **ไม่รับ** ของขวัญ

และประโยชน์อื่นใดในเทศกาลปีใหม่ 2569 และโอกาสอื่นๆ



NO

GIFT POLICY

for New Year 2026 and other occasions

ขอขอบคุณทุกความปรารถนาดีและมีตรโมตรัยของท่าน
พร้อมอำนวยความสะดวกให้ทุกท่านประสบความสำเร็จ สมปรารถนาทุกประการ

- Annual anti-corruption policy awareness training is conducted for the Board of Directors, executives, and all employee levels. In 2025, an online workshop titled "Thantawan Code of Conduct and Collective Action Against Corruption (CAC)" was held on November 28, 2025. This session achieved 100% attendance from the Board of Directors, executives, and employees across all levels, ensuring comprehensive understanding and commitment to these organizational standards. (GRI 205-2)

- The Audit Committee has monitored to ensure that there is an internal control system to prevent corruption risks and continuously reports the results to the Board of Directors.

In 2025, there were no findings of misconduct involving corruption by the Board of Directors, executives, or employees at any level. Furthermore, the Company received zero complaints or reports regarding corruption or fraudulent activities throughout the year. (GRI 205-3)

(4) Whistleblowing (GRI 2-26)

The Company has always prioritized good corporate governance, conducting business with integrity and fairness toward all stakeholders, while emphasizing transparency and accountability. Consequently, we established a Whistleblowing Policy and channels for internal and external stakeholders to report grievances or concerns regarding illegal acts, regulatory breaches, or violations of the Company's Code of Conduct. This includes fraudulent activities or corruption involving directors, executives, or employees, as well as inaccurate financial reporting, deficient internal control systems, or behaviors suggesting corruption, unequal treatment, and negligence. Stakeholders can report misconduct or provide feedback through designated channels. Furthermore, the Company implements a "Non-retaliation Policy" to protect whistleblowers from harassment or punishment and allows for "Anonymity" in reporting through the following channels:



By mail to the Chairman of the Board of Directors or the Chairman of the Audit Committee
Thantawan Industry Public Company Limited
123, Suntowers Building A, 32nd Floor, Vibhawadee Road, Chomphol, Chatuchak, Bangkok 10900



By email to the Chairman of the Board of Directors or the Chairman of the Audit Committee

at e-mail: board-thip@thantawan.com



Company website:
<https://thantawan.com/th/corruption-reporting-th/>



Suggestion box/opinion box/complaint box within the Company

(5) Respect for Human Rights

The Company recognizes the importance of respecting human rights, emphasizing individual freedom and equality, and complying with relevant laws and international principles to ensure that business operations are free from human rights violations in all business activities within the Company, including all stakeholder groups throughout the value chain. The Company has established a human rights policy to provide guidelines for directors, executives, and employees at all levels to respect and comply with laws and human rights principles towards individuals equally and without discrimination. The Company also supports business partners and associates to participate in conducting business by respecting and treating everyone according to human rights principles. More details can be found on the company's website at www.thantawan.com.

In 2025, there were no risks or violations of human rights in any business activities within the Company, including all stakeholder groups throughout the value chain.

(6) Personal Data Protection (PDPA)

The Company places importance on maintaining security and respecting the rights to personal data. Therefore, the Company has issued a personal data protection notification to inform about the collection, use, and disclosure of personal data of natural persons in accordance with the Personal Data Protection Act B.E. 2562 (2019) and other relevant laws and/or regulations. This includes the methods by which the Company collects, uses, or discloses personal data, the types of data, and the purposes of such actions. Details about the sources of personal data, the retention period of data, the disclosure of personal data to third parties, the rights of data subjects, the confidentiality and security of personal data, and how to contact the company are provided. The Company has posted the current personal data protection notification on the Company's website at www.thantawan.com. (GRI 418-1)



(7) Information Technology Security

The Company places importance on protecting the data that has been collected and used on the Company's information technology systems. To establish practices and procedures for maintaining the security of data on information technology systems for the Company's employees in accordance with international standards and the intent of relevant laws, the Company has established a policy on the use of information technology systems for security and corporate communication. This is to ensure that the Company's information technology systems and network and computer systems, which are used jointly, are appropriate, secure, and able to support the Company's operations continuously. The systems are used correctly and in compliance with the provisions of the Computer Crime Act, the Personal Data Protection Act, and other relevant laws. The policy also aims to prevent threats that may cause damage to the Company. The Company will review the measures at least once a year or in case of any changes or amendments to the laws.

The Company has prepared a manual on good corporate governance policies and business ethics of Thantawan Industry Public Company Limited, which is reviewed annually and delivered to all directors, executives, and employees to acknowledge and adhere to. The Company also continuously disseminates information, knowledge, and news related to good corporate governance and business ethics to executives and employees through the intranet, internal email, and the Company's website, as well as in the orientation for new executives and employees. The Company has included a topic on good corporate governance and the Company's code of conduct to ensure understanding and use as a guideline for work. The full version of the manual on good corporate governance policies and business ethics of the Company is disclosed on the Company's website at www.thantawan.com.

Reporting Violations (GRI 2-27, 205-3)	Total number of complaints		
	2023	2024	2025
Total number of complaints	0	0	0
<ul style="list-style-type: none"> ▪ Conflicts of interest 	0	0	0
<ul style="list-style-type: none"> ▪ Fraud and corruption 	0	0	0
<ul style="list-style-type: none"> ▪ Human rights violations 	0	0	0
<ul style="list-style-type: none"> ▪ Trade competition 	0	0	0
<ul style="list-style-type: none"> ▪ The use of inside information 	0	0	0
<ul style="list-style-type: none"> ▪ Other matters 	0	0	0





Risk Management (GRI 2-13)

Thantawan Industry recognizes that risk management is part of good corporate governance. Identifying and managing risks that may occur to the organization will help support the Company in seeing opportunities for development, as well as being able to mitigate negative impacts from significant events that may occur. The Company, therefore, conducts risk management by preparing a manual for risk management and assessment as a tool for managing risks throughout the organization and using it in formulating strategies in accordance with the risk management policy. The Company has also appointed a unit to manage risks and clearly defined its responsibilities to ensure the process of monitoring, controlling, and evaluating the overall risk management of all departments in the Company to be in accordance with the Company's risk management and assessment policy and manual. (GRI 2-13, 3-3)

Risk Management Policy and Plan

The Company realizes that risk management is part of good corporate governance, which is an important foundation that helps the Company achieve its objectives. Identifying and managing risks will support the Company in making better decisions and help identify opportunities, as well as mitigate negative impacts from significant events

that may occur.

The Company requires risk assessments, which include risk identification, risk analysis, and risk level measurement, in order to respond to or manage risks to an acceptable level. In addition, the Company promotes, supports, and creates a culture of risk prevention, continuously monitoring and reporting risk management results. This ensures that the Company has risk assessments, management, and various measures that are sufficient, appropriate, and cover the entire Company's operations, resulting in stakeholders associated with the Company having confidence in the Company's operations. The Company has appointed a Risk Management Committee to set policies and assess risks by identifying factors that may cause the Company to be unable to achieve its specified objectives, as well as considering assessing impacts and opportunities to determine risk management measures to keep risks at a level acceptable to the Company. The Risk Management Committee reports the risk assessment results to the Board of Directors for review at least once per quarter. (GRI 2-12)

Risk Management Structure





The Company has appointed a "Risk Management Committee" to oversee the Company's risk-related operations to ensure that the Company conducts business under the risk management policy. The committee considers approving and providing recommendations on the company-level risk management plan, acknowledging the results of the company-level risk management operations, evaluating and reviewing the adequacy and appropriateness of the risk management policy and system, and reporting the results of risk management operations to the Board of Directors.

The Corporate Strategy Department serves as the secretary of the Risk Management Committee and is the main unit of the Company responsible for studying

and analyzing risk factors that affect the Company in order to use the information to formulate appropriate risk management policies and frameworks, prepare risk management manuals and plans for the organization, monitor, analyze, evaluate, and prepare reports on enterprise risk management to submit to the Risk Management Committee, as well as promote and support providing knowledge and advice on risk management to various departments.

Risk Management Culture

The Executive Committee and senior management are leaders in creating an organizational culture by communicating the concept of risk management to personnel at all levels in order to instill awareness, create knowledge and understanding, and raise awareness of responsibilities in this matter that risk management is not only the duty of the risk management unit or any one person, but it is the duty and responsibility of everyone in the organization, and encourage its implementation throughout the entire organization (Wide Enterprise Risk Management).

The Company's Risk Management Process

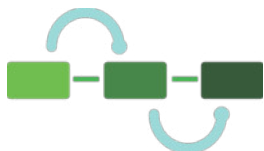
Changes in various issues, such as regulations, economy, environment, health, and safety, result in risks and opportunities for the organization in various aspects. The Company has therefore established a risk management process as part of the business decision-making in the organization's main activities or processes. The Company has applied the COSO (The Committee of Sponsoring Organization of the Treadway Commission) integrated enterprise risk management framework as a guideline for risk management, with steps and activities that the organization and related departments must undertake to reduce risks to an acceptable level or to have no risk.



In addition, one of the risk management measures that tends to impact business continuity is as follows:



Business Continuity Management Policy



Business Continuity Plans: BCP

To reduce risks and prepare for a timely response when incidents or disasters occur that cause operations to be disrupted, the main processes/activities will be able to continue. If an incident or disaster occurs, the Business Continuity Management Committee will be responsible for monitoring and deciding on a management plan to quickly return the situation to normal. To keep the BCP up-to-date, it is required to be reviewed and updated at least once a year or when the main processes/activities, including the resources used in the operation of those processes/activities, change significantly.

Embedding Risk Management Culture into Operations

(GRI 404-2)

The Company recognizes that effective risk management begins with building shared understanding at all levels. In 2025, the Company organized the "Aligning Team Goals with Powerful Execution" workshop for personnel from Assistant Manager level and above, focusing on integrating risk management principles into Key Performance Indicators (KPIs).

This activity aimed to enable participants to analyze risk factors affecting team and organizational goals, while collaboratively designing systematic risk management approaches through group activities and creative perspective sharing. This ensures that every operational step stably and sustainably supports corporate strategies, even under challenging changes. This represents a transition from reactive to proactive risk management through comprehensive human resource development processes.





Business Risk Factors (GRI 3-3, 201-2)

In 2025, Thantawan Industry Public Company Limited faced volatility and uncertainty from both domestic and international business environments, such as the global economy, packaging industry competition, exchange rate fluctuations, and raw material costs. This includes changing environmental and sustainability (ESG) regulations. Under this context, the Company systematically implemented enterprise risk management and continuously integrated risk management into strategic planning and business decision-making. Furthermore, the Company prioritizes monitoring significant risks to operations and international business expansion to effectively handle challenges and maintain competitiveness. Key enterprise risk factors are detailed as follows:

Risk	Risk Title	Risk Issue	Risk Description	Impact	Mitigation or Prevention Measures
Strategic Risk	Risk from Competition and Customer Retention	Economic conditions and intense competition in the packaging industry may affect customer purchasing behavior and business relationship continuity	Ability to retain and expand customer bases in core and new markets	Revenue and market share may decrease, impacting overall performance	Diversify customer bases in high-potential markets. Maintain quality standards, delivery, and services to strengthen long-term confidence
	Risk from Foreign Investment and Business Operations	Differences in economy, politics, law, labor, and business regulations, including geopolitical uncertainties	Complexity in initiating and managing international business operations	Project delays, increased costs, and reduced return on investment	Study and analyze comprehensive economic, political, legal, and business regulations. Set goals, strategies, and budgets aligned with situations. Prepare risk assessments and contingency plans. Employ legal, accounting, and tax experts, and appoint experienced executives and working teams
Operational Risk	Risk in Capacity to Support Production Growth	Expanding or improving production capacity may not align with market demand trends	Sufficiency and flexibility of production capacity	Lost revenue opportunities and impact on customer satisfaction	Plan investments and continuously improve production efficiency based on medium- and long-term market trends
	Risk of Production Efficiency Below Targets	Production process improvements may not achieve planned targets	Cost management and operational efficiency	Increased unit costs and impact on competitiveness	Continuously analyze and improve production processes while implementing technology and automation systems
	Risk from Strategic Project Management	Investment or key projects may face risks regarding timeline and budget	Ability to manage projects according to planned schedules	Business plans fail targets and exceed resource requirements	Establish clear project plans, define KPIs, monitor progress, and report to management regularly
	Risk from Product Development and Innovation	New product development may not align with market requirements	Ability to create value-added and product differentiation	Loss of long-term market opportunities	Conduct comprehensive market and customer demand research, and continuously review development approaches
	Risk of Key Personnel Continuity	Turnover or shortage of personnel in key positions	Continuity and stability of organizational management	Operational disruptions and decreased efficiency	Develop succession plans, enhance employee potential, and systematically transfer organizational knowledge
	Risk in Data Management	Data may lack completeness, systematic structure, or timeliness	Data quality for management's decision-making	Decisions may not align with actual situations	Utilize a central information system, assign data owners in each department, perform regular backups, and ensure data security



Risk	Risk Title	Risk Issue	Risk Description	Impact	Mitigation or Prevention Measures
Financial Risk	Risk from Exchange Rate Volatility	Partial revenue and costs are in foreign currencies. Exchange rate volatility, especially Thai Baht appreciation	Ability to manage exchange rate impacts on revenue, profit, and liquidity	Revenue and profit margins may decrease, and price competitiveness could be affected	Closely monitor exchange rates and manage risks according to policies, such as hedging contracts, managing revenue and cost balance in the same currencies (Natural Hedge), and managing liquidity by investing in secure, highly liquid short-term mutual funds
Compliance Risk	Risk from Changing Environmental Regulations	Domestic and international environmental regulations tend to become increasingly stringent	Ability to comply with relevant laws and regulations	Costs increase, and business opportunities in certain markets may be restricted	Monitor and study new regulations while adjusting operational processes to comply with relevant requirements
	Risk in Greenhouse Gas Emission Reduction	Stakeholder expectations and Net Zero trends	Environmental and sustainability management	Impact on brand image and long-term business opportunities	Track greenhouse gas emissions, develop carbon reduction plans, and ensure transparent reporting
	Risk of Fraud and Corruption	Unethical exploitation of benefits within the organization	Corporate governance and organizational ethics	Reputational damage, loss of confidence, and financial impacts	Update anti-corruption policies, strengthen internal control systems, and enhance whistleblowing channels

In 2025, the Company conducted a supplier risk assessment and found that there were
“No risks arising from the Company's suppliers”



Emerging Risk (GRI 2-12)

In 2025, the international trade environment was highly volatile, particularly regarding United States trade policies and customs tariffs. There could be adjustments to import tax rates, trade measures, or regulatory conditions for specific industry sectors or partner countries. Such uncertainty is an external factor beyond the Company's direct control and may fluctuate according to economic policy directions and geopolitical situations of partner countries.

Since Thantawan Industry Public Company Limited exports products to the United States market, which is considered a key market, changes in U.S. customs tariff policies could impact cost structures, trade patterns, and customer purchasing behaviors in that market. This is therefore considered an Emerging Risk that the Risk Management Committee prioritizes for close monitoring and continuous impact assessment. (GRI 207-2)

Potential Impacts:

If import tariffs on Thai products are increased or additional trade measures are implemented, it may result in higher costs for products exported to the U.S. market. This could affect the Company's price competitiveness and influence the purchasing decisions of customers in that market.

Furthermore, the Company might need to adjust selling price structures, marketing strategies, or raw material procurement approaches to align with changing costs. There is also a risk of losing market share to competitors from countries with lower import tax burdens. Ultimately, such risks could affect revenue, operational performance, and long-term expansion plans in the U.S. market if not managed appropriately.

Mitigation and Prevention Measures:

The Risk Management Committee oversees management in closely monitoring and assessing U.S. trade and customs policies. This involves coordinating with government agencies, relevant authorities, and industry associations to promptly receive information on trends and potential changes.

Strategically, the Company integrates this risk management into business planning, focusing on diversifying export markets to reduce revenue dependency on any single market. This includes optimizing costs and selling price structures, as well as improving production efficiency and raw material procurement effectiveness.

Additionally, the Company is evaluating product development and packaging solutions to align with partner countries' regulations and market conditions. This includes strengthening cooperation with U.S. partners to enhance supply chain flexibility and preparing contingency plans for price restructuring when customs tariffs change. These efforts ensure business continuity remains within the organization's Risk Appetite.

The Company's management of Emerging Risks focuses not only on short-term resolutions but also on proactive preparedness. This builds organizational immunity, enabling flexible and timely adaptation within a business environment that is constantly volatile and changing.

Awards and Achievement Recognition in 2025 (GRI 2-9, 2-10, 2-11, 2-14, 3-3, 205, 301)



Rated "A" in SET ESG rating by the Stock Exchange of Thailand for the year 2025



Recognized among ESG100 securities for outstanding Environmental, Social, and Governance performance for the 8th year by Thaipat Institute



"3-Finger Gloves" won runner-up in Life Enhancement category at the Thailand Green Design Awards 2025



Rated "Excellent" with 109% score in the 2025 Corporate Governance Report of Thai Listed Companies survey by the Thai Institute of Directors Association (IOD)



Achieved an "Excellent" rating with 96 full points in the 2025 Quality Assessment of Annual General Meeting of Shareholders by the Thai Investors Association and FETCO



Certificate confirming participation in the European export readiness program under CBAM Phase 2 measures by the Thailand Greenhouse Gas Management Organization (TGO)



Certificate of membership in the Thai Private Sector Collective Action Against Corruption (CAC), renewed for the second time at the "CAC Certification Ceremony 2025"



Awarded for excellence in sustainability reporting in 2025 for the 7th consecutive year by Thaipat Institute and the Sustainability Disclosure Community (SDC)



Level 4 Green Industry Certification (Green Culture) from the Ministry of Industry



Certificate of participation the ESG DNA Project by the Stock Exchange of Thailand (SET)



Recognition plaque from the Securities and Exchange Commission (SEC) and Thai Listed Companies Association (TLCA) for the "Ting To Trash" initiative



Standard Certifications and Quality Management (GRI 2-23, 303, 305, 416-1, 416-2)

The Company is committed to operating under international standards to deliver highest-quality products, alongside safety and environmental friendliness. We adhere to efficient, transparent, and traceable management principles throughout the value chain. Receiving third-party verification covering production processes, environmental management, and human rights is a key mechanism to build confidence among customers and all stakeholder groups.

For Thantawan Industry, these standards are not just marks of success but powerful risk management tools for controlling quality and sustainability, from upstream raw material selection to consumers. Currently, the Company is certified with ISO 9001, ISO 14001, and BRCGS. Additionally, we have passed the SMETA (Sedex Members Ethical Trade Audit) 4-Pillar verification, reflecting transparency and business ethics regarding labor, health and safety, and environmental systems.



9001:2015



14001:2015



50001:2018



The mark of responsible forestry



CEMs



SMETA



BRCGS



SCAN



GRS



AEO



Green Industry



TISI 685 part 1- 2562



Governance and Economic Dimension Performance



Highlight Performance in 2025 (GRI 2-6, 201-1)

Governance and Economic

Good corporate governance

- **100%** of employees have been communicated with and acknowledged the Company's Code of Conduct and Corporate Governance guidelines.
- **No** cases of corruption complaints or fraudulent actions involving the Board of Directors, executives, or employees within the Company.
- **No** cases of business ethics violations by the Board of Directors, executives, or employees within the Company.
- **No** risks or human rights violations in any business activities within the Company, including all stakeholder groups throughout the entire Value Chain.

Sustainable Products and Services

- **No** complaints regarding non-compliance with laws and product safety.

Customer & Consumer Centricity

Customer Satisfaction Level

- Domestic Customers : **94%**
- International Customers : **83%**

Sustainable Value Towards Suppliers

- Proportion of eco-friendly raw material procurement: **27%**
- Proportion of local raw material procurement: **57%**





Highlight Performance in 2025 (GRI 2-6, 201-1)

Governance and Economic



Two-Way Communication to Drive the Organization (GRI 2-23,2-29)

Thantawan Industry Public Company Limited prioritizes transparent corporate governance and fostering internal engagement. In 2025, the Company organized "Townhall Meeting No. 1/2025" under the concept "Growth, Development, Sustainability," led by the Acting Chief Executive Officer and executive team. The event aimed to communicate 2024 operational results while unveiling 2025 strategies and goals for driving sustainable business growth. It also provided opportunities for employees to engage in direct Q&A with executives to ensure mutual understanding and collectively drive the organization in the same direction.

Reinforcing Anti-Corruption Stance through CAC Certification (GRI 205)

Thantawan Industry Public Company Limited is committed to operating business on the foundation of integrity and transparency. In 2025, the Company successfully achieved its second consecutive membership renewal for the Thai Private Sector Collective Action Against Corruption (CAC) at the "CAC Certification Ceremony 2025: Business Integrity in Action" event.





Sustainable Economic Development (GRI 3-3)

Thantawan Industry Public Company Limited believes that good corporate governance and risk management are essential tools for coping with the volatility of the global economy, as well as uncertain situations and new risk factors that tend to be more complex and severe than in the past. The Company, therefore, places importance on development and efficiency enhancement to drive the organization towards achieving its business objectives and goals, preventing and reducing potential losses, as well as using it as a tool to effectively seek business opportunities from certain risks. This will help build confidence among investors and stakeholders in the Company's business operations.

Economic value creation (GRI 201-1, 201-2)

The year 2025 was quite challenging for the Company due to the increasingly stringent policies on plastic usage implemented by many countries worldwide, including Thailand. These policies include the European Union's ban on single-use plastics and the Carbon Border Adjustment Mechanism (CBAM). Such environmental measures directly impact the operational costs of businesses. Additionally, the volatility in global crude oil prices and affecting plastic resin prices. The increase in interest rates to control rising inflation, the slowdown in the global economy resulting in reduced purchasing demand, especially in foreign countries, and the increase in electricity costs, which are production costs, all had a direct impact on the company's economic value. The key economic performance results are as follows:

Economic Performance	Value (Million Baht)		
	2023	2024	2025
▪ Revenue from contracts with customers	3,410.93	4,275.88	4,830.03
▪ Other income	70.51	66.59	33.46
▪ Net profit	288.51	328.98	206.69
▪ Income tax expenses	48	85	83

Despite being impacted by global economic issues over the past year, the company continues to operate in a highly uncertain business environment. The Company has continuously invested in increasing or improving production efficiency and meeting customer needs, as well as seeking various investment opportunities. The company has expanded its production base to Vietnam to increase production capacity, meet growing customer demands, and expand its customer base both internationally and domestically, penetrating the market for new products by creating product differentiation through innovation, trying to adapt and emphasize sustainable development goals, and pushing and promoting the concept of a circular economy to respond to market trends and meet consumer needs.



Customer relationship management (GRI 2-29, 418-1)

Customer relationship management is considered a key strategy in conducting business, especially in the current context where the direction of business operations is rapidly changing, and customer behavior is placing more importance on sustainability. The Company, therefore, focuses on developing product quality, increasing production efficiency, and continuously and consistently maintaining and building good relationships with customers. The Company also drives the organization with various sustainability innovations to respond to the needs of both current and new customers in order to increase opportunities for creating economic value for the Company in the future. This is defined as a guideline in the Code of Conduct for Business Operations of Thantawan Industry Public Company Limited for the Board of Directors, executives, and employees at all levels to be informed and strictly adhere to. This includes treating customers with

honesty, fairness, and protecting the interests of all customers equally, producing quality products, and strictly, transparently, and equally complying with contracts, agreements, or various conditions made with customers. The Company discloses complete, accurate, and timely information about its services without distorting facts, maintains good and sustainable relationships, and organizes a customer service system and communication channels for customers to complain about dissatisfaction and take the best action to respond to customer needs promptly.

The Company conducts an annual survey of customer satisfaction with its products and services in terms of product prices, quality, delivery, and service, as well as channels and information communication. The results of the customer satisfaction survey in year 2025 found that:


Customer Satisfaction Level	Target for year 2025	Achievement		
		2023	2024	2025
Domestic Customers	≥ 90 %	92.09	92.22	93.98
International Customers	≥ 80 %	86.60	84.10	83.00

Based on the results of the customer satisfaction survey, The Company prioritizes feedback from customer satisfaction surveys to determine management priorities for product and service improvement. We formulate operational strategies to appropriately and sustainably meet customer needs and expectations. Throughout 2025, the Company identified zero incidents of non-compliance with laws or regulations concerning product information and labeling. (GRI 417-2) Furthermore, there were no incidents of non-compliance with regulations or voluntary codes concerning marketing communications, including advertising and promotion. (GRI 417-3)



Customer stewardship (GRI 418-1)


Most of Thantawan Industry's products are made to order and distributed both domestically and internationally. International distribution focuses on large customers and high-quality products, with a variety of products offered to support the continuously increasing customer orders. Customers develop confidence in the company's business operations and expertise in packaging and plastic products, resulting in continuous business relationships. The Company also focuses on developing product designs to keep up with market changes, such as environmentally friendly product innovations and products with special properties or quality to meet the diverse and ever-changing needs of customers


Most of the Company's products are classified as specialty and high-quality products, such as self-sealing ziplock bags with special properties, vegetable and fruit bags with specific properties, garbage bags that respond to customer usage, and drinking straws with various designs that meet customer needs. Most overseas customers have been doing business with the Company for more than 5 years, while domestic customers focus on industrial groups that use products in formats according to customer requirements, both OEM and ODM, as well as offering a variety of product formats to large retail stores under the brand 

The Company provides channels for customers to conveniently complain or suggest about products and services and has a systematic and clear process for managing customer and consumer complaints or suggestions.




 info@thantawan.com

 www.thantawan.com

 (662) 273 8333

 facebook.com/ThantawanOfficial

 (662) 617 6868, 273 8200, 617 6870



Overseas market Development (GRI 2-6)



Building a solid foundation leads to strong growth. As a manufacturer of products under its own trademarks and producing for leading global brands, the Company must control production efficiently according to international standards for both OEM and Own brand products to build credibility and confidence among customers. This will result in the Company's sales and revenue growth, as well as increasing competitive opportunities. At the same time, the Company focuses on developing opportunities to create businesses and find new partners that are still related to the Company's core business, both domestically and internationally, to ensure the organization's continuous long-term growth

For the year 2025, the Company has set goals for success (Key Success) continuing from the development in the previous year regarding market expansion. By building on the business of current customers with whom the Company has had relationships and worked together for more than 10 years, the Company will expand the market together with customers and produce products together to meet customer needs, expand new customer bases in each country, where the Company has strengths in expertise in overseas markets, while developing teams for market development and accelerating the creation of new customers, cooperating with strategic partners in production both domestically and internationally, where such partners must have equivalent standards to the Company.

Product safety (GRI 416-1)



Quality and safety of products are considered important in Thantawan Industry's business operations. The Company operates according to standards and integrated management systems to align with the organization's goal of "Inspiring Sustainable Living with Trusted Innovations for Everyone" through capable personnel, from sourcing quality and safe raw materials, production processes, production quality control, quality assurance, storage, transportation, and product distribution, to maintain product quality and safety standards that comply with national and international standards. This includes product development through processes that can identify, analyze, and assess risks or potential risks at every stage of the production process, with the ability to effectively trace back to customers and consumers.

The Company has been certified with standards to control and ensure product quality and safety, including:



**BRC Standards
packaging Material**






Product development and innovation (GRI 3-3, 417-1)

Innovation and technology play a crucial role in driving business, especially during long-term crisis situations such as global warming. Manufacturing and distribution businesses for packaging and plastic products like Thantawan Industry are accelerating their adaptation to be ready for changes, both in terms of products and services, to increase their competitiveness. The Company is committed to creating and developing products and bringing innovations to solve global warming problems that require worldwide cooperation for sustainable solutions. This situation presents a challenge for the company to adapt, take proactive actions, and seek ways to develop products and innovations to respond to changes in a timely manner, as well as create differentiation and meet customer needs, along with cost management. The Company is also developing the organization, work processes, employees, and products that help reduce greenhouse gas

emissions to move towards the goal of Net Zero GHG Emission. The year 2025 is therefore a challenge and an important opportunity for the Company to enable the business to adapt and elevate its operations sustainably.

- Driving Business Sustainability with THIP Circular Eco Way

The research, design, and development of products and innovations at Thantawan Industry are carried out under the "THIP Circular ECO Way" strategy, with the 6Rs concept as a guideline for creating innovations and products suitable for the transition to a circular economy and the BCG Model approach for national development, in order to create a low-carbon society in the future.



6Rs Thinking Method	Re-New	Using materials that can be reproduced.
	Re-Duce	Reducing the use of materials & Carbon emissions in the production of products.
	Re-Use	A product designed to be reusable or reusing raw materials.
	Re-Pair	Designing a product to be repairable for long-lasting use benefits.
	Re-Cycle	Using recycled materials. Or use materials that can be recycled when exhausted.
	Re-Cover	The innovations and products that can cover all of the 5Rs mentioned above

Creating differentiation through innovation in the use of raw materials for product manufacturing is of great interest to the Company because global trends are shifting towards producing environmentally friendly products, and the Company's key market, the European market, places great importance on the environment. The European Union has begun implementing the Carbon Border Adjustment Mechanism (CBAM). Finding new raw materials to replace the use of plastic resins derived from petrochemicals and developing low-carbon innovations and technologies are therefore very important. To move towards a low-carbon industry and society and accommodate the CBAM measures, adaptation in both production and the use of alternative raw materials to minimize carbon emissions is necessary. The Company therefore focuses on developing formulas and manufacturing from new alternative raw materials as follows:



Group 1: PIR and PCR

Research that develops the reprocessing process to enable the reuse of used raw materials, allowing 100% of the raw materials to be reused, which can help reduce upstream raw materials and enable the reuse of raw materials from the beginning.



Group 2: Green Plastic

Raw materials in the bio-based group that are produced from renewable materials through plant cultivation.



Group 3: Mineral PE

The addition of minerals such as limestone to plastic in the PE group to reduce the use of petrol-based plastic.



Group 4: Upcycling of Plastic Waste

The development of design and molding using appropriate methods to create new products directly from plastic waste without going through the reprocessing process, reducing steps, energy consumption, and carbon emissions. This can create value-added products and reduce waste simultaneously.

■ Additive we can product

New technologies that can support products.



■ Design Service

Because we pay attention to every detail to fully meet customer needs. With over 20 years of experience and numerous design works, we are guaranteed by quality awards from global stages.





In year 2025, the company had operational outcomes in product development and innovation to create added value for the business, as well as environmental and social value, as follows:

Operational Results: (Innovation and Product Development)	Production Output / Value Added
<ul style="list-style-type: none"> Environmentally Friendly Products: 	
1. SUNBIO	Products made from 100% bioplastic pellets derived from natural raw materials are environmentally friendly. They biodegrade naturally through composting, facilitated by natural bacteria and microorganisms, returning to the ecosystem within 180 days without releasing any harmful toxins.
2. SUNEKO Straw	A portable reusable water straw designed with adjustable sizing capabilities promotes a circular economy by reducing waste. It can be repaired if damaged and recycled when worn out, encouraging society to move towards sustainability and minimizing waste accumulation.
3. SUNBIN	A 100% recyclable trash bag made from reprocessed plastic scraps within the production line and formula enhancements help reduce the need for new raw materials. It can also reduce CO ₂ emissions by up to 4.31 kgCO ₂ eq/kg or -110.10%. (GRI 301-2, 305-5)
4. SUNSTRAW Green PE	Produced from bio-based plastics derived from sugarcane, it helps reduce CO ₂ emissions by up to 1.53 kgCO ₂ eq/kg or -78.10%. It has received certification as an environmentally friendly product with the "Green Label."
<ul style="list-style-type: none"> Products for society: 	
1. SUNZIP Anti Virus	The first innovative zipper bags that can inhibit viruses using Silver Ion Technology from Japan. Innovation for the health care of users.
2. SUNMUM Smart Bag	Breast milk storage bags made from 100% new plastic pellets, safe from phthalates, irradiated with the same system as medical equipment. Designed for usability with 3-layer zipper lock innovation, leak-proof, thick, transparent, and sturdy bags.



Supply chain management (GRI 3-3, 308-1, 308-2, 407-1, 408-1, 409-1, 414-1, 414-2)



The Company has integrated sustainable development approaches that consider social, environmental, good corporate governance issues, as well as human rights operations into its business operations throughout the supply chain, from upstream to downstream processes. This helps increase opportunities and reduce potential risks in business operations, as well as enhances business competitiveness.

The Company places importance on management, including risk management throughout the supply chain, and has adopted international standards as a framework for operations, such as ISO 9001, ISO 14001, ISO 50001, Sedex Members Ethical Trade Audit (SMETA) standards

Moreover, the Company has prepared a manual for

supplier risk assessment and grading to reduce business risks. The Company also has a supplier risk management system based on the supplier's processes and has procedures for verifying the qualifications of all suppliers seeking to register as new suppliers of the Company. This includes ESG risk assessments and annual supplier risk and performance assessments, both in the form of self-assessments using questionnaires and on-site audits at the supplier's premises. The scope of the assessment covers safety, legal compliance, product quality according to relevant standards, and ESG dimensions. There are also

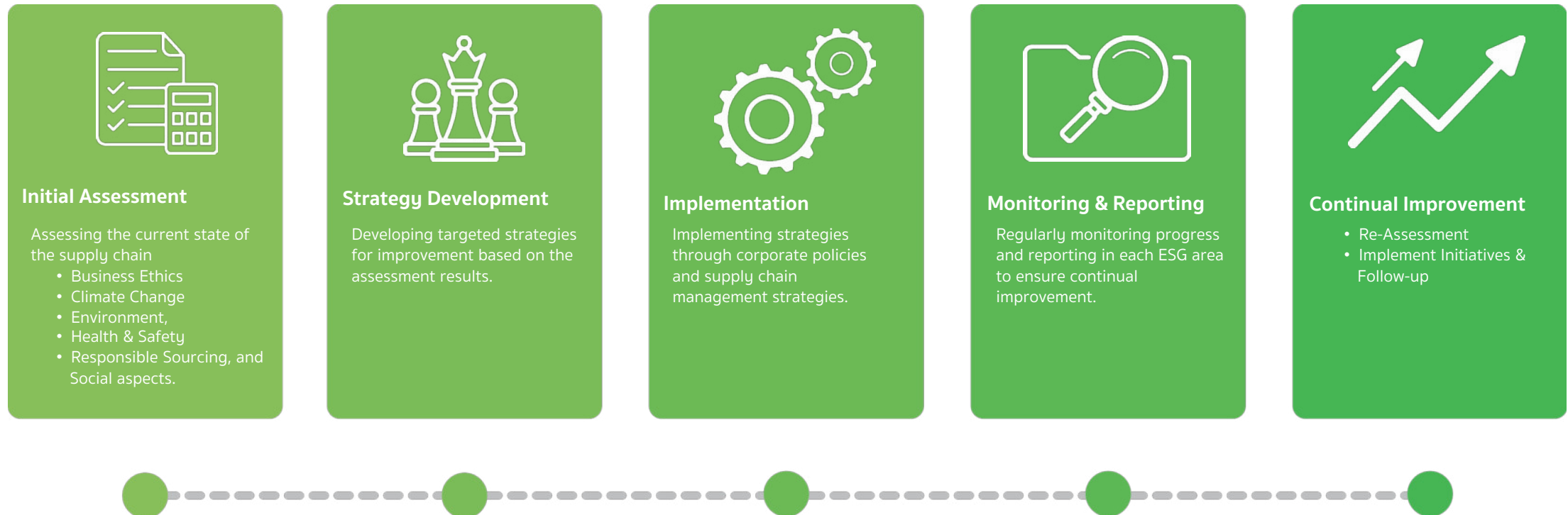
procedures for notifying suppliers of the assessment results via e-mail. To ensure that the Company's suppliers have continuous and sustainable development, which is one of the key supplier assessment criteria, the Company supports and creates participation in knowledge and understanding of sustainability and topics that are beneficial to the development of the company and its suppliers through regular training and seminars. The company has the following supplier management guidelines:

- Conduct supplier selection in a transparent and fair manner, in accordance with business ethics, and comply with laws and regulations.
- Regularly verify and assess the ESG qualifications of suppliers in order to properly identify and manage risks in the supply chain.
- Manage to ensure a safe working environment for suppliers operating on the company's premises and conduct risk assessments for activities before starting work every time.
- Integrate environmental, social, and economic (ESG) goals into supply chain management strategies and other relevant policies.
- Promote collaboration with suppliers by adhering to ethical principles, being socially and environmentally responsible, and respecting human rights.
- Regularly disclose sustainability performance in the supply chain to stakeholders.
- Drive sustainable supplier management through the integration of quality management system standards such as ISO9001 and environmental management system standards such as ISO14001.
- Encourage suppliers to continuously and effectively apply sustainability policies and practices throughout the supply chain.
- Conduct safety training for contractors to enhance safe work practices and reduce the accident rate within the factory premises.



In year 2025, the Company recognizes the importance of responsible supply chain management, which will be a key factor in developing the process of delivering products to consumers and other stakeholders in its supply chain adequately and efficiently. Therefore, the Company has initiated a project plan to develop its supply chain management towards sustainability (Sustainable Supply Chain Management Project). This project will integrate ethical and socially and environmentally responsible practices into the operations throughout the

organization's supply chain, fostering consideration and awareness of economic, social, and environmental (ESG) impacts, covering all of the Company's suppliers and customers. This will help the company reduce negative environmental impacts, reduce operating costs, promote a good reputation for the organization, and systematically and sustainably attract, retain, and increase the satisfaction of the Company's suppliers, customers, and stakeholders. The implementation plan includes:





Environmental Dimension Performance



Highlight Performance in 2025

Environment

Energy Management and Climate Change Response

- Energy consumption per production ton decreased by **6.53%** compared to 2024
- Renewable energy consumption proportion: **82%**
- Renewable raw material consumption proportion: **27%**



Transition to a Low-Carbon Economy

The Company achieved tangible success in implementing Phase 2 and 3 of the Solar Rooftop power generation system at our Nakhon Pathom factory. This serves as a key mechanism for transitioning to a low-carbon economy, elevating the organization toward becoming a Green Factory, and preparing for global trade regulations like the Carbon Border Adjustment Mechanism (CBAM). By integrating results from all three phases, the Company possesses a total generation capacity of 3.45 million kWh per year. This reduces grid electricity consumption by 18% annually and positively impacts the environment by mitigating greenhouse gas emissions by over 2,067 tons of carbon dioxide equivalent (tCO₂e) per year. (GRI 305-5)

Water Management

- Water consumption per production ton decreased by **22%** compared to 2024
- Water reuse and recycling proportion: **0.14%**

Waste Management (GRI 306-4)

- Proportion of waste sent to recycling: **82%**

Turning CBAM Challenges into Global Trade Opportunities

The Company demonstrates a firm commitment to transforming environmental regulatory challenges into competitive opportunities. We are one of 22 leading organizations awarded certificates for participating in the project “Preparing Export Products for the European Union to Address CBAM Measures (Phase 2),” organized by the Greenhouse Gas Management Organization (TGO) in collaboration with Chulalongkorn University. Joining this project is a significant step helping THIP deeply develop expertise in assessing the Carbon Footprint of Product. This ensures our products not only comply with increasingly stringent global sustainability regulations but also create business advantages and maintain sustainable competitiveness as an industry leader. (GRI 3-3)





Environmental Sustainability Initiatives

Environmental Policy

The Company has continuously adhered to the implementation of good corporate governance policies and principles, conducting business with transparency and recognizing its duties and responsibilities regarding environmental operations in conducting business for sustainable development. This is done by strictly complying with environmental laws, regulations, and other requirements related to the Company to reduce environmental impacts, promote energy conservation, and use resources efficiently. The Company focuses on reducing waste generation from production processes, is committed to continuously improving environmental management, and supports employees to have knowledge and understanding of environmental responsibility and conservation.

The full details of the Environmental Policy of Thantawan Industry Public Company Limited can be read on the Company's website at www.thantawan.com.



No significant non-compliance with environmental laws identified



Conducted environmental monitoring and measurements.
100% compliance with legal requirements.



Zero environmental complaints arising from the Company's operations

Greenhouse gases and climate change management (GRI 3-3, 201-1, 305-4, 305-5)



Amidst the intensifying global climate crisis, the Company recognizes the urgency of transitioning to a low-carbon economy. This is especially relevant following the 30th United Nations Climate Change Conference (UNFCCC COP30) in Belém, Brazil. The summit emphasized energy transition, greenhouse gas emissions reduction, and elevating global temperature goals to stay within 1.5°C by 2100 under the Paris Agreement. This includes the necessity of accelerating climate adaptation and building resilience..





The Company is committed to integrating Circular Economy concepts and Science-Based Targets (SBTi) into its business strategy throughout the value chain. This aims to manage climate issues, achieve greenhouse gas reduction targets, and support Sustainable Development Goals (SDGs), particularly SDG 12 and SDG 13, through proactive management aligned with international standards. This demonstrates the Company’s clear stance in supporting public policies or government regulations related to global warming mitigation. We strive to minimize negative environmental impacts while creating positive outcomes for long-term sustainable growth.

Corporate Greenhouse Gas Emissions Management (GRI 305-1, 305-2, 305-3)

The Company operates with a strong commitment to reducing greenhouse gas emissions within its internal operations and throughout the supply chain. In 2025, the Company compiled a Carbon Footprint for Organization (CFO) and calculated corporate greenhouse gas emissions following the reporting and calculation guidelines of the Greenhouse Gas Protocol and the Thailand Greenhouse Gas Management Organization (TGO). Furthermore, we conducted data assurance through a credible third party recognized for international standards to ensure accuracy, reliability, and data transparency.

The results of climate change and greenhouse gas reduction efforts in 2025 show that the Company significantly reduced Scope 2 emissions by installing Solar Rooftop systems (Phase 2 and 3) alongside purchasing Renewable Energy Certificates (REC). Consequently, this increased the renewable energy consumption proportion to 82% of total electricity usage. This demonstrates our support for national renewable energy infrastructure and reinforces our commitment to driving business toward a sustainable low-carbon society.

Greenhouse gas emissions	Total greenhouse gas emissions (tons of carbon dioxide equivalent (tCO2e))			
	2022	2023	2024	2025
• SCOPE 1	669	755	1,804	1,843
• SCOPE 2	14,055	12,698	17,258	17,099
• SCOPE 3	79,005	88,192	93,862	136,790



Energy management (GRI 3-3, 302-1, 302-3, 302-4, 302-5)

The Company places importance on conducting business with responsibility towards the environment and resources. Therefore, it is committed to managing energy to be used efficiently in accordance with the ISO 50001 standard and legal requirements. An Energy Conservation Committee has been established to formulate strategies for achieving goals, including increasing machine efficiency, reducing energy consumption, finding ways to use renewable energy, as well as continuously monitoring, evaluating, and reporting the results of energy management operations to the management.

Target for 2025	Performance
Energy consumption per unit of product Not exceeding 0.86 kilowatt-hours per kilogram	0.86 kilowatt-hours per kilogram

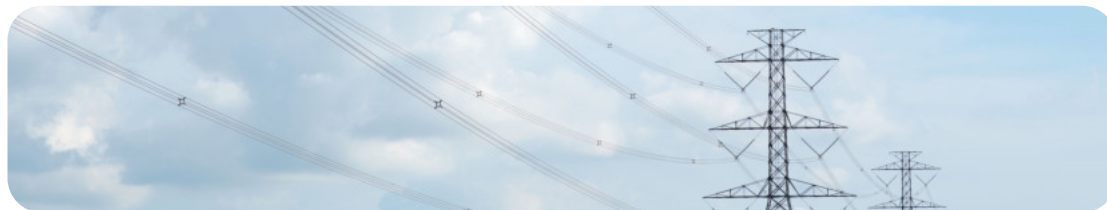


Installation of solar roof to increase the proportion of renewable energy usage project Phase 2 and 3 (GRI 203-1)

The company is committed to increasing the proportion of renewable energy used in its production processes to align with its environmental, energy, and sustainability policies and practices. Therefore, it has implemented the installation of Solar Roof phase 2 and 3 on the roof of the production building. Combined with Solar Roof phase 1, the total energy production capacity will be 3,453,952 kilowatt-hours per year. This will help save 18% of electricity usage per year and reduce greenhouse gas emissions by 2,067 Tons CO₂e per year. The entire project is expected to be completed in the second quarter of 2025.



Total Electricity Consumption



In 2025, the Company's total electricity consumption was 36,408,265 kWh, which increased by 3.69% compared to the previous year. Nevertheless, energy consumption per production ton decreased by 6.53%, demonstrating the Company's commitment to achieving maximum resource efficiency and long-term sustainability.

Total Electricity Consumption (kilowatt-hour per year)			
2022	2023	2024	2025
22,172,724	26,077,436	35,111,071	36,408,265

Water Resource Management (GRI 3-3, 303-1, 303-2)



Water resources are essential factors for activities throughout Thantawan Industry's value chain. Furthermore, climate change causes droughts and water scarcity. Therefore, efficient water resource management is crucial to supporting operations in both production and support processes to meet targets. The Company is committed to managing water used in production for maximum benefit by setting goals to maximize water recycling and reduce fresh water intake. This includes effective wastewater management to ensure continuous water supply without impacting the environment and ecosystems, while preventing risk of complaints from surrounding communities following ISO 14001 environmental management systems. Such water management is also considered a Climate Change Adaptation strategy to handle drought risks (GRI 413-2).

In 2025, the Company achieved excellent success in water management, reducing water consumption per production ton by 22% compared to 2024. The proportion of water reuse stood at 0.14%, representing clear quantitative progress that fulfills the sustainability goals set by the Company.

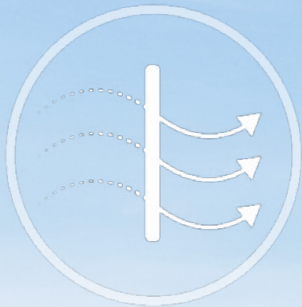


Wastewater Management (GRI 303-4)



To achieve water reduction targets applied throughout the company, in 2025, the Company implemented key operational projects, including standardized and efficient wastewater treatment systems. These systems sufficiently handle and treat discharge from various internal processes in full compliance with legal requirements to prevent potential environmental impacts. We utilized the Activated Sludge Process (AS), a high-efficiency technology suitable for the Company's specific wastewater characteristics. Consequently, treated water quality allows for reuse in onsite activities, such as landscape irrigation. This significantly reduces the burden of extracting water from external sources. Furthermore, the Company has established monitoring and inspection plans for effluent quality according to legal cycles, along with preventive maintenance schedules to ensure the wastewater treatment system remains consistently operational..

Air Quality Management (GRI 303)



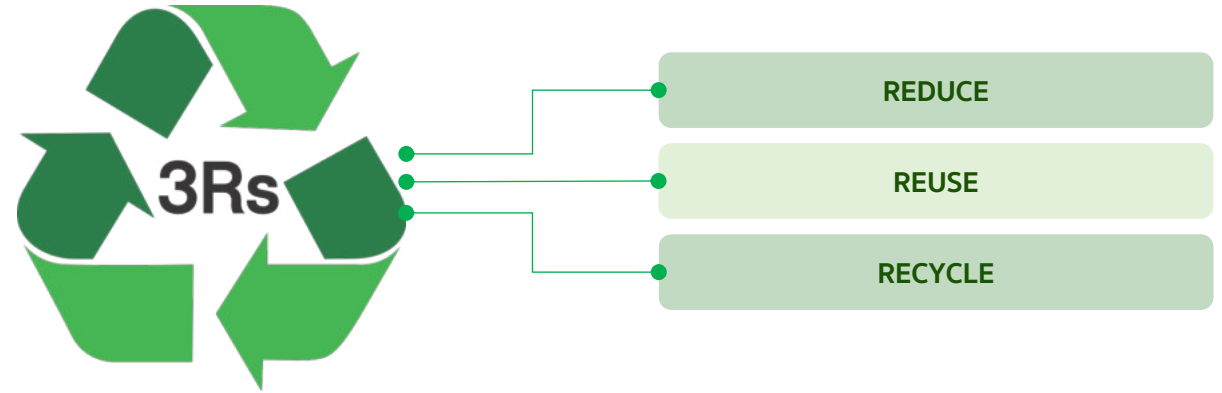
The Company recognizes that good air quality benefits not only the health of employees and nearby communities but also the environment and ecosystems. Consequently, the Company has established guidelines to maintain strict air quality management systems, complying with rigorous air quality standards required by relevant laws and regulations. Regarding the Company's air pollution, although the impact remains at a very low level, we prioritize regular preventive maintenance of related machinery and equipment to ensure optimal operational performance. Furthermore, the Company conducts air quality measurements every six months, using indicators such as Total Suspended Particulate (TSP) and Total Volatile Organic Compounds (TVOC). Since our general production involves no fuel combustion, measurements are taken directly from the factory's emission stacks within the Company's premises..



Waste Management (GRI 3-3, 306-1, 306-2, 306-3, 306-4, 344-5)

The Company is committed to applying the principles of the Circular Economy to help increase efficiency in the production process to avoid waste generation, minimize environmental impact, and reduce the costs of managing the waste generated. The Company also adheres to the 3Rs (Reduce, Reuse, and Recycle) principles as guidelines for managing waste and leftover materials within the company.

Moreover, the company is finding ways to improve the efficiency of waste and garbage management.



The Company recognizes the impact of waste disposal through landfills, which generates greenhouse gases, a major cause of climate change. Therefore, it has set a target to minimize the amount of waste disposed of through landfills by applying the principles of resource recycling for maximum utilization (Circular Economy) in the storage, collection, sorting, and disposal of waste within the Company. Waste sorting is carried out according to the 3Rs (Reduce, Reuse, and Recycle) principles, and the waste is sent for

disposal by various methods through external contractors with expertise and legal licenses. In addition, the Company also has guidelines for waste management from the source, classifying the types of waste to ensure that the waste entering the sorting process is of good quality and can be reused to produce refuse-derived fuel and recyclable waste, leaving the least amount of or no waste that cannot be utilized and must be disposed of through landfills.



Waste Management System



Sorting

- Providing containers for sorting waste types for reuse, recycling, or proper disposal.



Procurement

- Selecting suppliers that meet standards and legal requirements



Storage

- Storing waste according to standards and in compliance with laws.
- Regularly inspecting waste storage area.
- Recording waste data completely and systematically.



Transportation

- Transporting waste according to standards and legal requirements



Disposal

- Selling or disposing of waste using appropriate methods according to standards and legal requirements.
- Recording waste disposal data and storing it systematically

Conservation and Protection of Biodiversity (GRI 3-3, 304-2)

Thantawan Industry, a leader in packaging and plastic products business, inspires sustainable living by creating innovative packaging from experience and expertise to deliver the value of better quality of life for people and being environmentally friendly. The Company's business relies on the abundance of natural resources, such as water resources, geological resources, and agricultural resources for raw materials. This abundance comes from biodiversity. However, currently, biodiversity is declining, making biodiversity conservation an urgent global issue.

The Company recognizes the importance of reducing the impact on biodiversity and protecting the environment along with sustainable business operations, as issues

related to biodiversity are linked to sustainability issues in many dimensions, such as climate change and human rights in accessing natural resources. The Company is therefore committed to supporting such actions to create mutual benefits in conserving and protecting biodiversity for sustainable balance. The Company has prepared a manual for managing the Global standard system, along with establishing policies and operational guidelines to ensure that the Company's products and business operations throughout the product chain that produces products from forests are sourced from well-managed forests without destroying the biodiversity and ecological balance of suitable forests and from legal sources.

Policy on Compliance with Global Standards (GRI 3-3, 301, 304, 306)

The Company is committed to not supporting or participating in any activities resulting from illegal deforestation, destruction of conservation areas, or conversion of natural forests for agriculture related to our business. We do not use GMO plants and oppose any human rights violations or disrespect to local traditions and customs. We are firmly committed to conducting operations in strict compliance with all relevant laws and regulations.

Circular economy (GRI 301-2, 301-3, 306-2, 306-4)

Currently, the demand for natural resources continues to increase while global resources remain limited. Thantawan Industry prioritizes operating with Circular Economy principles to address waste issues by promoting practices that foster a sustainable corporate culture. This involves using resources consciously with minimal loss, efficient waste management, and maximizing resource value creation throughout the value chain, alongside effective systems and design. We also promote awareness and support shifts in consumption behavior.



“Reducing resource consumption, minimizing waste generation, and promoting sustainable resource use are achieved through the principles of the circular economy.”

The Company continues expanding its business under a vision and strategy to create innovative, value-added, and eco-friendly products. We focus on natural resource and environmental conservation toward a low-carbon society, operating sustainably by balancing economy, society, and environment. By integrating Circular Economy concepts into business processes, we maximize resource circulation. Residual production materials are reused (Re-Material), minimizing waste and environmental impacts across the supply chain. This includes using innovation, new technologies, and developing personnel expertise, leading to efficient resource management and achieving Sustainable Development Goals across ESG dimensions. These efforts add value for business partners and provide sustainable returns to all stakeholders. Driving the Circular Economy helps create a New Economic Ecosystem, generating jobs and income for scrap collectors and the recycling industry, which represents indirect positive economic impacts on society (GRI 203-2).

The Company has established standard management system policies and manuals, committed to promoting efficient resource and material use through recycling. By adopting and implementing Circular Economy management systems, we ensure a sustainable business pathway forward.



Social Dimension Performance



Highlight Performance in 2025

Social



Health and Safety

- Number of work-related fatalities of employees and business partners: 0 case
- Number of work-related illnesses and diseases resulting in fatalities of employees and business partners: 0 case



Human Rights Management

- 0 risks or human rights violations identified in all business activities within the Company, including all stakeholder groups throughout the entire Value Chain.



Employee Care and Development

- Employee Engagement Rate: 72.4%



Building a Corporate Culture of Sustainability

Cultivating Personnel through the ESG DNA Program (GRI 404-1, 404-2) Thantawan Industry Public Company Limited believes that the essential foundation for driving the organization toward sustainability begins with "People." In 2025, the Company encouraged employees to participate in the "ESG DNA" program, an online learning course organized by the Stock Exchange of Thailand (SET). The program aims to instill fundamental knowledge and understanding of Environment, Social, and Governance (ESG) as part of the working culture. The Company achieved remarkable success in driving 100% of target employees to complete the training and pass the knowledge assessment. This represents a significant milestone in preparing personnel to understand and effectively apply sustainability concepts within actual business processes.



Innovation for Enhancing Quality of Life

Social Innovation Achievement: Thailand Green Design Awards 2025 (GRI 416-1)

Thantawan Industry Public Company Limited reaffirms its commitment to creating environmentally friendly products alongside caring for people's hygiene. The Company's "3-Finger Glove" product successfully won the Runner-up Award in the Life Enhancement category from the Thailand Green Design Awards 2025, which is an award presented to works designed taking into account benefits to living and creating good well-being.



Social sustainability initiatives (GRI 3-3)

Employee care and development (GRI 202-1, 401-1, 401-2, 402-1, 405-1, 405-2)

Employees are valuable resources and the drivers of the organization toward its goals. Given the constantly and rapidly changing social context, preparing human resource management to promptly handle various situations is something the Company prioritizes. This spans from recruitment and hiring, where the Company pays minimum wages as required by labor laws to both male and female daily workers equally, to performance appraisal, appointment, and promotion. We also promote learning, skills development, and employee potential, alongside career advancement and benefits. The Company provides welfare for employees, including a provident fund, annual health check-ups, and employee uniforms. Furthermore, we emphasize appropriate and equal treatment, reflecting the Company's acceptance of diversity.

Career Advancement and Growth Opportunities (GRI 404-2)

The Company prioritizes employee career advancement and growth opportunities by supporting professional progress. We communicate individually with employees regarding goals and support development while assigning special tasks to prepare skills for increasingly challenging missions. This includes providing opportunities for growth and promotion, where every employee has equal chances to advance based on business needs, performance exceeding expectations, and outstanding individual potential. Furthermore, the Company has succession plans for Key Positions to assess organizational readiness,



ensuring qualified personnel are capable of managing critical systems. This reduces turnover of knowledgeable and experienced staff while allowing employees to see growth opportunities in their specialized fields.

The Company maintains a fair and transparent annual performance appraisal and career progress review system. Employees are evaluated alongside supervisors to define goals, Individual Development Plans (IDP), and career growth directions (GRI 404-3).

Employee Relations (GRI 3-3, 402)

The Company works with the Welfare Committee in the workplace to take care of the well-being of employees, aiming to build mutually beneficial and sustainable relationships in various aspects, such as health and sports, culture, and traditions. This is to assure employees that they will grow with potential and happiness together with the organization. In 2025, the Company organized various activities to promote employee participation, such as:

- New Year's party



- Songkran festival activities



- Sport Day



- Retirement day event





Occupational health, safety, and environmental workplace management (GRI 403-1, 403-2, 403-3, 403-4, 403-6, 403-7, 403-8)

Thantawan Industry remains committed to using management systems and occupational health and safety standards as guidelines for the Company's operations. Accidents can happen anywhere and anytime if there is a lack of caution or vigilance, resulting in injuries that can lead to loss of life or limbs, which cannot be valued. Moreover, it may have a long-term impact on the mental health of the accident victims and their loved ones. Therefore, awareness and a safety-conscious mindset are things that everyone must prioritize, especially those who work in high-risk areas, to prevent the loss of life and property. It is a significant challenge for the company to create cooperation from all stakeholder groups to continuously and sustainably build and promote awareness until it becomes a safety culture, ultimately achieving zero accidents.

The most important thing in safety management is to enhance and promote safety. In 2025, the company will manage safety in all processes to comply with legal requirements to ensure that all employees, contractors, and outsiders who come to work on the Company's premises receive the highest level of safety care. Monitoring and control are carried out to create a good working environment and promote balance throughout the operations in the Company.

Safety, occupational health, and environmental workplace policy

The Company is concerned about the safety at work of all employees and is therefore committed to ensuring that safety operations are carried out efficiently, in parallel with the work of all employees. This is done by promoting and supporting operations to eliminate and prevent all types of accidents that may be harmful to the health and well-being of employees and the company's assets. Training and motivation are provided to employees at all levels to prevent accidents and hazards at work. Employees are provided

with necessary and adequate personal protective equipment according to the nature of the work. It is considered the duty of all employees to cooperate in preventing accidents and maintain cleanliness and orderliness. Supervisors at all levels have the duty to control and oversee the safety of employees, provide guidance and training, set an example for subordinates, and ensure the proper use of personal protective equipment and machinery in their work areas.

The objective of safety, occupational health, and environmental workplace management

The Company is committed to achieving business operations in accordance with safety, occupational health, and environmental workplace management standards, and in an accident-free working environment, with an emphasis on the participation of all employees.

- To prevent work-related injuries or illnesses of all employees
- To prevent damage to the company's assets and the lives of the Company's employees
- To prevent any incidents that may cause damage to employee work efficiency, company productivity, and the general public



Occupational Health and Safety Guidelines (GRI 403-1, 403-2, 403-4, 413-2)

 <p>Perform duties with caution and avoid impacting nearby communities or the environment</p>	 <p>Support and promote good hygiene for employee</p>	
 <p>Provide safety training by experts</p>	 <p>Comply with safety regulations</p>	 <p>Restrict access to work areas</p>
 <p>Follow security measures and emergency plans</p>		 <p>Monitor shortcomings to reduce the risk of accidents</p>



The Company has arranged for the election and appointment of a "Safety, Occupational Health, and Environmental workplace Committee" in the workplace, consisting of representatives from management, employee representatives, and a professional-level safety officer as the secretary. The committee is responsible for considering safety policies and plans, promoting and organizing activities to support workplace safety in accordance with ministerial regulations



Promoting Employee Well-being and Quality of Life

Good Mental Health, Happy Work: Caring for Mind with Department of Mental Health Standards

The Company believes that the foundation of sustainable success begins with employees who are happy in both body and mind. In 2025, the Company collaborated with the Mental Health Center 5, Department of Mental Health, Samut Songkhram Province, to implement a proactive mental health promotion project consisting of two key activities:

Mental Health Screening: Encouraging all employees to complete online assessments to recognize their mental health status anonymously, leading to appropriate self-care.

Workshop Training: The "Promoting Mental Health and Creating Happiness in Working Age" course, providing knowledge and techniques for stress management, building positive attitudes, and maintaining Work-Life Balance.

These activities focus on creating a psychologically safe working environment and cultivating a corporate culture conducive to happy growth, aligning with long-term human resource development goals for quality of life (GRI 403-6, 404-2).

Enhancing Employee Financial Well-being and Quality of Life

Unlocking Debt Chains: Strengthening Savings Discipline for Sustainable Financial Stability of Personnel

Thantawan Industry Public Company Limited recognizes that the foundation of work efficiency begins with the stability of personnel's quality of life. In 2025, the Company implemented proactive activities to care for employee financial health by organizing the project "Financial Products and Services to Resolve Informal Debt and Promote Financial Opportunities" at the Om Yai branch.

The Company collaborated with leading financial institutions, including Government Savings Bank and UOB Bank, to provide consulting and fair resolution for informal debt problems, while promoting access to standardized formal capital sources.

These activities are part of an integrated employee care policy to reduce accumulated stress and create happiness in performance (GRI 403-6, 401-2).





Enhancing Employee and Family Well-being

“Promoting Educational Foundations, Developing Youth Futures through the 2025 Employee Children Scholarship Program”

Thantawan Industry Public Company Limited believes that stable organizational growth must coexist with the quality of life of employees and their families. In 2025, the Company continued the 'Scholarships for Employee Children' project to alleviate financial burdens and incentivize educational potential development for children with good academic performance and conduct.

This year, the Company allocated scholarships covering primary school to bachelor’s degree levels, focusing on employees committed to discipline and dedication (over 3 years of service). This project not only creates equal educational opportunities for youth but also strengthens engagement between the organization and employees. This reinforces THIP’s commitment to caring for personnel as sustainable members of the Thantawan family (GRI 401-2, 413-1).

Occupational Health and Well-being Management

“Health is Achievable: Proactive Behavioral Change to Conquer the Belly”

Thantawan Industry Public Company Limited prioritizes preventing employee health risks. In 2025, the Company implemented the “Belly Conquest Mission,” an ongoing project to monitor and evaluate health status through key indicators: Body Mass Index (BMI), blood sugar levels, and blood pressure, to incentivize sustainable health care. The results helped employees recognize the importance of exercise, enabling the Company to reduce personnel health risks and strengthen a Healthy Organization. This ensures an efficient workforce ready to drive the business with stability (GRI 403-6).





Promoting Safety Culture



"Thantawan United: Zero Accidents 2025" Project

The Company is committed to creating sustainable quality of life for employees, with the ultimate goal of reducing work-related accidents for both injuries and property damage to zero. The approach emphasizes employee participation by promoting safety awareness through KYT activities and encouraging employees to identify hidden incidents or risk points in their areas. Additionally, the Company has measures to systematically improve unsafe working conditions based on severity levels. These operations not only reduce losses but also create a safe working environment, enabling employees to work happily. This serves as an essential foundation for human resource care and driving the organization toward sustainability.

Standard Clinic

ตอบทุกคำถาม
ด้านมาตรฐาน
ข้อสงสัย: ช่าง และ บอร์ด
แอดไลน์: ช่าง และ บอร์ด
แอดไลน์: ช่าง และ บอร์ด



แผนกมาตรฐาน



Food Safety Culture & Standard Clinic Project

The Company organized the "Food Safety Culture & Standard Clinic" project to build a strong safety and quality culture through correct practices. Management recognizes this importance by conducting site inspections and establishing a Standard Clinic as a channel for consulting and answering questions regarding Thantawan's operational standards.

Promoting Safety Culture

In 2025, the Company organized 13 training courses regarding occupational health, safety, and working environments, covering both legal requirements and awareness-raising programs (GRI 403-5).



Safety for new employee course



Safety, Occupational Health, and Work Environment Committee course



Occupational and environmental diseases, disease prevention standards, and ergonomics course



Basic firefighting course



Basic first aid course



Hearing conservation in the workplace project course



Forklift driving and maintenance course



Safety in the use of hazardous chemicals and chemical spill evacuation drill course



Specific personnel responsible for the safe storage of hazardous materials course



Medicine cabinet usage course



Emergency action plan, incidents according to BRC standard course



Personnel managing safety in transportation course



Annual fire evacuation drill

Chemical Safety Training



Chemical Spill Response Plan Drills





Creating shared value for communities and society (GRI 3-3, 413-1)

Thantawan Industry recognizes the importance of creating shared value for communities and society. The Company believes that businesses and communities and society can grow together sustainably. The aspiration is that if communities and society have a better quality of life, it will support the Company in gaining acceptance and being able to operate the business sustainably.



Development Strategy

Promoting public-mindedness, sharing creatively, for happy and sustainable coexistence
Under the concept of Sustainability Living the Future: Thantawan for Sustainable Living

Objectives of Working with Communities and Society

Committed to sustainable development together with the community alongside business sustainability, as well as creatively and sustainably improving the quality of life of the people.



Building a Volunteer Culture and Social Engagement

Thantawan Power of Heart: Blood Donation Project for Society (GRI 413-1)



Thantawan Industry Public Company Limited believes in being a part of Thai society by promoting public consciousness among employees. In 2025, the Company continued its collaboration with the Thai Red Cross Society, organizing the "Blood Donation to Extend Fellow Human Lives" activity at a mobile donation unit within the Company's premises to help alleviate the national blood reserve shortage.

The atmosphere was filled with the determination of volunteer employees from

all departments united to deliver help to society. This reflects a strong corporate culture of sacrifice and a business goal aimed at creating a positive impact on the well-being of Thai people.

The Company schedules regular blood donation activities throughout the year to provide accessible and sustainable channels for all personnel to do good deeds.

Preserving Culture and Strengthening Local Communities

Inheriting Thai Traditions, Strengthening Om Yai Community Bonds: 2025 Candle Procession and Offering Ceremony (GRI 2-28, 413-1)



Thantawan Industry Public Company Limited prioritizes living harmoniously with the community and supporting Buddhism, the foundation of local culture. In July 2025, the Company participated with Om Yai Subdistrict Municipality in the “Candle Procession and Offering Ceremony” to present Lenten candles to local temples, including Wat Sirindhorn Devaratnaram, Wat Thiandat, Wat Om Yai, and Wat Klong Om Yai.

This activity not only preserves beautiful traditions but also serves as a vital opportunity to build positive relationships between the Company, government agencies, and local citizens. Together, we aim to develop the local society for stable and peaceful growth in the future.



Creating Shared Value for Society: Applying Packaging Innovation for Hygiene in Crisis Situations

The Company is committed to creating shared value for society by utilizing packaging expertise to enhance quality of life. In 2025, the Company supported Kantharalak Hospital in Si Sa Ket Province, a primary agency handling the Thailand-Cambodia border situation, through donations of innovative products such as SUNZIP multipurpose zipper bags and SUNGLOVE gloves.

This support aimed to increase efficiency in storing medical supplies and equipment, ensuring cleanliness and safety according to hygiene standards in outbreak control and red-zone surveillance areas. This assisted medical personnel in proactive operations and rapid patient transfers. This collaboration reflects the application of the Company's innovations for maximum public health benefit and strengthening communities during challenging circumstances (GRI 413-1).



Creating Shared Value for Society and Vulnerable Groups: Enhancing Hygiene and Nutritional Rights for Mothers and Infants in Prisons

The Company is committed to creating packaging innovations to promote hygiene and quality of life for all Thai people. In 2025, the Company supported the Department of Corrections by donating 2,114 packs of SUNZIP breast milk storage bags and 8,927 multipurpose zipper bags. This support aimed to maintain hygiene and preserve the nutritional value of breast milk for newborns of female inmates in prisons and correctional institutions. Furthermore, it promotes nutritional rights and strengthens the bond between mothers and children, supporting proper breastfeeding practices among female inmates with young infants to effectively enhance infant development quality.

Utilizing THIP's innovative potential in breast milk storage bags not only improves infant development efficiency but also reinforces maternal-infant bonds. This underscores the Company's intention to be part of building an equitable society that leaves no one behind (GRI 413-1).



Adhering to Human Rights Principles (GRI 3-3, 406-1)

Current business operations are driven to grow in parallel with social responsibility in various dimensions, and the issue of human rights is receiving great attention. With higher business growth, human rights risks also increase. Thantawan Industry is committed to respecting human rights, equality, and non-discrimination, and therefore elevates the practice of human rights principles, from establishing policies, operational frameworks, and various practices to cover all activities in the value chain, as well as complying with relevant domestic and international laws, such as the Labor Protection Act B.E. 2541, the Universal Declaration of Human Rights, and the United Nations Guiding Principles on Business and Human Rights (UNGPs). This is another important challenge for the company to ensure that business operations do not violate human rights at all levels. The company always considers it a duty and responsibility to respect and uphold human rights and has a role in driving all stakeholder groups of the Company to respect and adhere to human rights as well.



Reviewing Policies and Practices to Elevate Human Rights Operations

The Company reviews policies and practices to ensure completeness and alignment with national and international standards, covering relevant issues in all business activities of the Company and all stakeholder groups.



Human Rights Policy



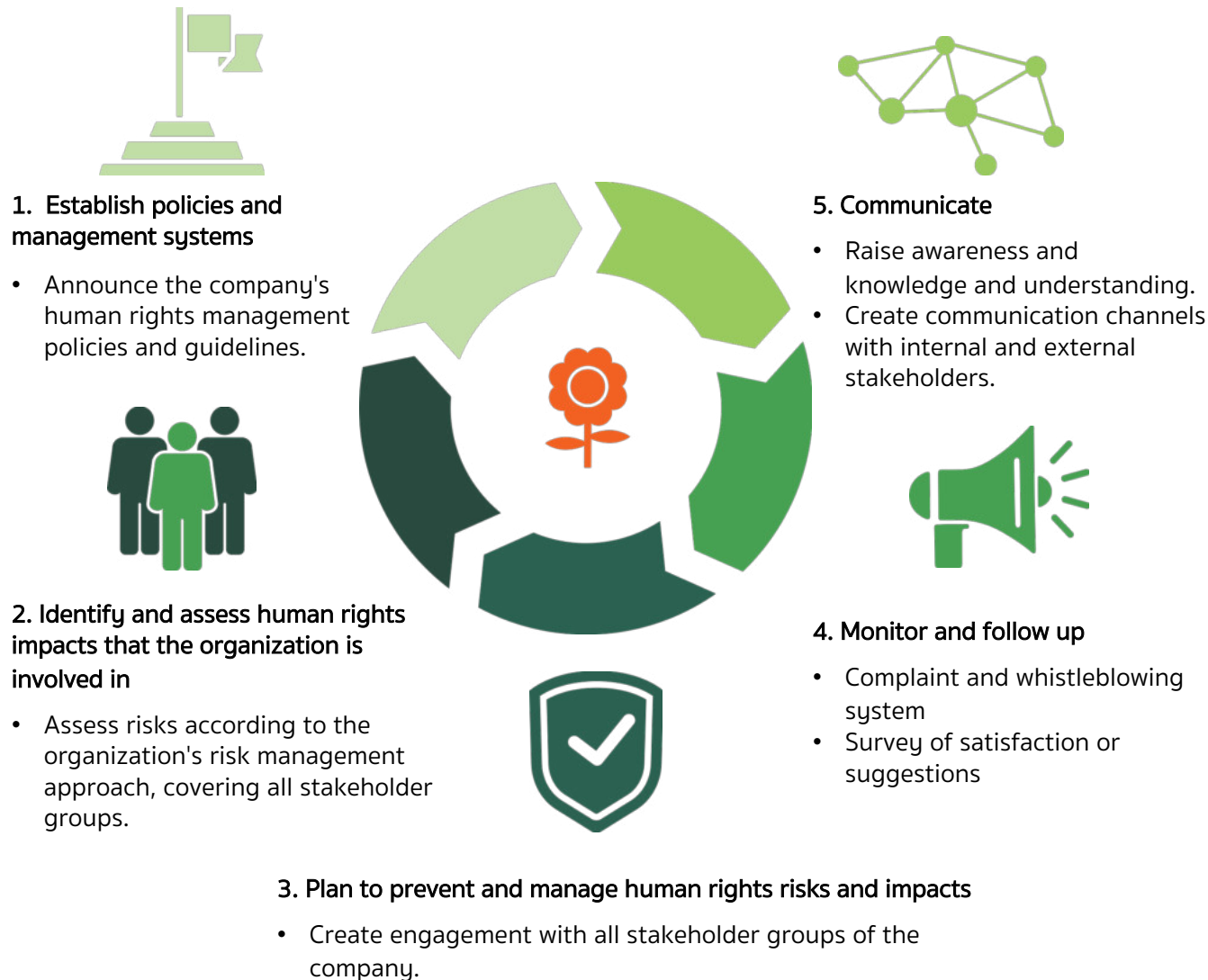
Good Corporate Governance Policy



Code of Conduct



Comprehensive Human Rights Due Diligence Process (GRI 407-1, 408-1, 409-1)



The Company has established a **"Comprehensive Human Rights Due Diligence (HRDD) Process"** in business activities throughout the value chain to enable the Company to identify, prevent, remediate, and manage potential negative impacts and human rights risks arising from future business operations within the value chain, based on the United Nations Guiding Principles on Business and Human Rights (UNGPs).

The human rights risk assessment covers actual and potential human rights issues, as follows:

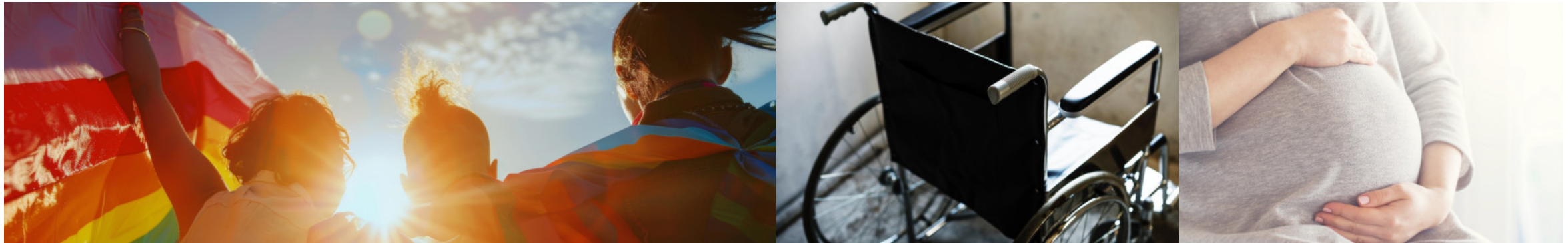
- Forced labor
- Human trafficking
- Child labor
- Freedom of association
- Right to collective bargaining
- Equal remuneration
- Non-discrimination and non-harassment
- Occupational health, safety, and Environmental workplace
- Other related issues



Promoting Human Rights Engagement and Equality with Understanding in the Organization (GRI 2-23, 405)

The Company respects diversity and non-discrimination regarding race, religion, gender, age, sexual orientation (LGBTQ+), disability, and nationality. We focus on consistently communicating knowledge and building understanding of human rights through internal channels. This ensures employees at all levels gain awareness and understanding of human rights while valuing diversity equally to enhance opportunities

and competitiveness, especially for vulnerable groups such as pregnant women, persons with disabilities, LGBTQI+ individuals, and religious minorities. Additionally, effective grievance and whistleblowing channels are provided for employees and external parties, utilizing fair processes to protect individuals who report human rights violations related to the Company.



Freedom of association (GRI 2-30, 3-3)



The Company respects and supports employees' rights to establish a "Welfare Committee in the Workplace." Members are elected by employees, with a ratio of at least 5 members per 50 or more employees, to serve as independent representatives for collective bargaining with the Company or employer. They provide consultation and offer suggestions on beneficial welfare guidelines for employees openly and sincerely. This results in positive relationships and mutual understanding between the Company and its employees.



APPENDICES



Environmental Performance

Production Volume and Raw Material Data

Operational Data	2022	2023	2024	2025	GRI	SASB
Production Volume (Tons)	35,436	29,455	31,298	34,720		RT-CP-000.A
Total Raw Materials (Tons)	-	-	34,352	37,345	GRI 301-1	RT-CP-410a.1
Renewable Raw Materials (Tons)	-	-	4,652	10,086	GRI 301-1	RT-CP-410a.1
Non-renewable Raw Materials (Tons)	-	-	29,700	27,259	GRI 301-1	RT-CP-410a.1
Recycled Raw Materials (Tons)	-	-	175	27	GRI 301-2	RT-CP-410a.1
Percentage of Recycled Raw Materials (%)	-	-	0.51	0.07	GRI 301-2	RT-CP-410a.1

Greenhouse Gas Emissions and Removals

Greenhouse Gas Performance Data	2022	2023	2024	2025	GRI	SASB
Total GHG Emissions (Scope 1 and 2) (Tons CO2e)	14,724	13,453	19,062	18,942		
Direct GHG Emissions (Scope 1) (Tons CO2e)	669	755	1,804	1,843	GRI 305-1	RT-CP-110a.1.
Indirect GHG Emissions (Scope 2) (Tons CO2e)	14,055	12,698	17,258	17,099	GRI 305-2	
- Market-Based (Tons CO2e)	0	0	0	0	GRI 305-2	
- Location-Based (Tons CO2e)	14,055	12,698	17,258	17,099	GRI 305-2	
Other Indirect GHG Emissions (Scope 3) (Tons CO2e)	79,005	88,192	93,862	136,790	GRI 305-3	
- Category 1: Purchased Goods and Services (Tons CO2e)	52,069	62,519	64,304	98,167	GRI 305-3	
- Category 2: Capital Goods (Tons CO2e)	0	0	0	0	GRI 305-3	
- Category 3: Fuel and Energy Related Activities (Tons CO2e)	2,808	2,542	3,441	3,408	GRI 305-3	
- Category 4: Upstream Transportation and Distribution (Tons CO2e)	1,493	1,134	2,207	2,584	GRI 305-3	
- Category 5: Waste Generated in Operations (Tons CO2e)	1,315	1,178	1,504	1,544	GRI 305-3	
- Category 6: Business Travel (Tons CO2e)	0	0	0	0	GRI 305-3	
- Category 7: Employee Commuting (Tons CO2e)	644	0	0	0	GRI 305-3	
- Category 8: Upstream Leased Assets (Tons CO2e)	10	9	10	12	GRI 305-3	



Greenhouse Gas Emissions and Removals

Greenhouse Gas Performance Data	2022	2023	2024	2025	GRI	SASB
- Category 9: Downstream Transportation and Distribution (Tons CO2e)	5,302	4,480	5,065	7,566	GRI 305-3	
- Category 10: Processing of Sold Products (Tons CO2e)	0	0	0	0	GRI 305-3	
- Category 11: Use of Sold Products (Tons CO2e)	0	0	0	0	GRI 305-3	
- Category 12: End-of-Life Treatment of Sold Products (Tons CO2e)	15,364	16,330	17,330	23,510	GRI 305-3	
- Category 13: Downstream Leased Assets (Tons CO2e)	0	0	0	0	GRI 305-3	
- Category 14: Franchises (Tons CO2e)	0	0	0	0	GRI 305-3	
- Category 15: Investments (Tons CO2e)	0	0	0	0	GRI 305-3	
Total GHG Emissions Intensity (Scope 1 and 2) (Tons CO2e / Production Ton)	0.42	0.46	0.61	0.55	GRI 305-4	
Direct GHG Emissions Intensity (Scope 1) (Tons CO2e / Production Ton)	0.02	0.03	0.06	0.05	GRI 305-4	
Indirect GHG Emissions Intensity (Scope 2) (Tons CO2e / Production Ton)	0.40	0.43	0.55	0.49	GRI 305-4	
Other Indirect GHG Emissions Intensity (Scope 3) (Tons CO2e / Production Ton)	2.23	2.99	3.00	3.94	GRI 305-4	
GHG Emissions Reduction compared to Base Year 2021 (Tons CO2e)	7,978	62	-11,217	-54,025	GRI 305-5	
GHG Emissions Reduction compared to Base Year 2021 (%)	8%	0%	-11%	-53%	GRI 305-5	



Energy Consumption Data

Operational Data	2022	2023	2024	2025	GRI	SASB
Non-renewable Fuel Consumption (Petajoules)	0	0	0	0	GRI 302-1	
Renewable Fuel Consumption (Petajoules)	0	0	0	0	GRI 302-1	RT-CP-130a.1.
Steam and Heating Energy Consumption (Petajoules)	0	0	0	0	GRI 302-1	RT-CP-130a.1.
Electricity Consumption (kWh)	22,172,724	26,077,436	35,111,071	36,408,265	GRI 302-1	RT-CP-130a.1.
Electricity Consumption (Petajoules)	0.0798	0.0939	0.1264	0.1311	GRI 302-1	RT-CP-130a.1.
Electricity Sold (Petajoules)	0	0	0	0	GRI 302-1	
Energy Consumption Outside the Organization (Petajoules)	0	0	0	0	GRI 302-2	
Total Energy Consumption Within the Organization (Petajoules)	0.0798	0.0939	0.1264	0.1311	GRI 302-1	RT-CP-130a.1.
Total Energy Intensity (Petajoules / Production Ton)	2.25E-06	3.19E-06	4.04E-06	3.78E-06	GRI 302-3	
Energy Intensity compared to Previous Year (Petajoules)	-4.15E-07	9.35E-07	8.51E-07	-2.64E-07	GRI 302-4	
Energy Intensity compared to Previous Year (%)	-15.56%	41.49%	26.71%	-6.53%	GRI 302-4	

Air Pollutants

Operational Data	2022	2023	2024	2025	GRI	SASB
Nitrogen Oxides (Thousand Tons)	0	0	0	0	GRI 305-7	RT-CP-120a.1.
Sulfur Oxides (Thousand Tons)	0	0	0	0	GRI 305-7	RT-CP-120a.1.
Particulate Matter (mg/m3)	0.71	0.73	0.92	3.36	GRI 305-7	RT-CP-120a.1.



Water Withdrawal, Discharge, Consumption and Quality Data

Operational Data	2022	2023	2024	2025	GRI	SASB
Total Water Withdrawal (Million Cubic Meters)	0.0696	0.0780	0.0926	0.0802	GRI 303-3	RT-CP-140a.1.
Freshwater Withdrawal (TDS ≤ 1,000 mg/L) (Million Cubic Meters)	0.0696	0.0780	0.0926	0.0802	GRI 303-3	RT-CP-140a.1.
- Surface Water	0	0	0	0	GRI 303-3	RT-CP-140a.1.
- Groundwater	0	0	0	0	GRI 303-3	RT-CP-140a.1.
- Seawater	0	0	0	0	GRI 303-3	RT-CP-140a.1.
- Third-party Water (External Wastewater)	0	0	0	0	GRI 303-3	RT-CP-140a.1.
- Harvested Rainwater	0	0	0	0	GRI 303-3	RT-CP-140a.1.
- Municipal Potable Water	0.0696	0.0780	0.0926	0.0802	GRI 303-3	RT-CP-140a.1.
Other Water Withdrawal (TDS > 1,000 mg/L) (Million Cubic Meters)	0	0	0	0	GRI 303-3	RT-CP-140a.1.
- Surface Water	0	0	0	0	GRI 303-3	RT-CP-140a.1.
- Groundwater	0	0	0	0	GRI 303-3	RT-CP-140a.1.
- Seawater	0	0	0	0	GRI 303-3	RT-CP-140a.1.
- Third-party Water (External Wastewater)	0	0	0	0	GRI 303-3	RT-CP-140a.1.
- Harvested Rainwater	0	0	0	0	GRI 303-3	RT-CP-140a.1.
- Municipal Potable Water	0	0	0	0	GRI 303-3	RT-CP-140a.1.
Freshwater Withdrawal (TDS ≤ 1,000 mg/L) in Water Stress Areas (Million Cubic Meters)	0	0	0	0	GRI 303-3	RT-CP-140a.1.
- Surface Water	0	0	0	0	GRI 303-3	RT-CP-140a.1.
- Groundwater	0	0	0	0	GRI 303-3	RT-CP-140a.1.
- Seawater	0	0	0	0	GRI 303-3	RT-CP-140a.1.
- Third-party Water (External Wastewater)	0	0	0	0	GRI 303-3	RT-CP-140a.1.
- Harvested Rainwater	0	0	0	0	GRI 303-3	RT-CP-140a.1.
- Municipal Potable Water	0	0	0	0	GRI 303-3	RT-CP-140a.1.



Water Withdrawal, Discharge, Consumption and Quality Data

Operational Data	2022	2023	2024	2025	GRI	SASB
Other Water Withdrawal (TDS > 1,000 mg/L) in Water Stress Areas (Million Cubic Meters)	0	0	0	0	GRI 303-3	RT-CP-140a.1.
- Surface Water	0	0	0	0	GRI 303-3	RT-CP-140a.1.
- Groundwater	0	0	0	0	GRI 303-3	RT-CP-140a.1.
- Seawater	0	0	0	0	GRI 303-3	RT-CP-140a.1.
- Third-party Water (External Wastewater)	0	0	0	0	GRI 303-3	RT-CP-140a.1.
- Harvested Rainwater	0	0	0	0	GRI 303-3	RT-CP-140a.1.
- Municipal Potable Water	0	0	0	0	GRI 303-3	RT-CP-140a.1.
Water Withdrawal Reduction compared to Previous Year (Million Cubic Meters)	0.0098	-0.0084	-0.0146	0.0124	GRI 303-3	RT-CP-140a.1.
Water Withdrawal Reduction compared to Previous Year (%)	12.31%	-12.10%	-18.73%	13.43%	GRI 303-3	RT-CP-140a.1.
Recycled Water Volume (Million Cubic Meters)	0.00486	0.00060	0.00005	0.00011		RT-CP-140a.2.
Recycled Water Ratio (%)	6.99%	0.76%	0.06%	0.14%		RT-CP-140a.2.
Water Withdrawal Intensity (Cubic Meters per Production Ton)	1.96	2.65	2.96	2.31		RT-CP-140a.2.
Water Withdrawal Target compared to Previous Year (Million Cubic Meters)	0.0754	0.0661	0.0741	0.0880		RT-CP-140a.2.
Water Withdrawal Intensity Target (Cubic Meters per Production Ton)	2.47	1.87	2.52	2.81		RT-CP-140a.2.
Water Discharge to Various Sources (Million Cubic Meters)	0.02586	0.02444	0.01805	0.02362	GRI 303-4	
- Surface Water	0.02586	0.02444	0.01805	0.02362	GRI 303-4	
- Groundwater	0	0	0	0	GRI 303-4	
- Seawater	0	0	0	0	GRI 303-4	
- Subsurface/Injection Well	0	0	0	0	GRI 303-4	
- Off-site Treatment/Industrial Estates	0	0	0	0	GRI 303-4	
- Third-party Service Providers and Other Users	0	0	0	0	GRI 303-4	
- Other Users	0	0	0	0	GRI 303-4	
Total Water Discharge (Million Cubic Meters)	0.02586	0.02444	0.01805	0.02362	GRI 303-4	
Freshwater Discharge (TDS ≤ 1,000 mg/L) (Million Cubic Meters)	0	0	0	0	GRI 303-4	
Other Water Discharge (TDS > 1,000 mg/L) (Million Cubic Meters)	0	0	0	0	GRI 303-4	
Freshwater Discharge (TDS ≤ 1,000 mg/L) in Water Stress Areas (Million Cubic Meters)	0	0	0	0	GRI 303-4	
Other Water Discharge (TDS > 1,000 mg/L) in Water Stress Areas (Million Cubic Meters)	0	0	0	0	GRI 303-4	
Total Water Consumption (Million Cubic Meters)	0.04375	0.05359	0.07459	0.05658	GRI 303-5	



Water Withdrawal, Discharge, Consumption and Quality Data

Operational Data	2022	2023	2024	2025	GRI	SASB
BOD Load (Tons)	126.69	185.76	175.87	236.23		
COD Load (Tons)	0	1,173.22	1,280.62	1,114.19		
TSS Load (Tons)	276.65	716.16	433.98	597.72		
Fines related to water quality or illegal water use (Baht)	0	0	0	0		

Waste Management

Operational Data	2022	2023	2024	2025	GRI	SASB
Total Hazardous Waste (Thousand Tons)	0.1917	0.1877	0.2479	0.2591	GRI 306-3	RT-CP-150a.1.
Hazardous Waste Intensity (Tons per Ton of Product)	0.0054	0.0064	0.0079	0.0075		
Hazardous Waste Management (Thousand Tons)						RT-CP-150a.1.
- Reuse / Recycling / Other Recovery / Incineration with Energy Recovery (Thousand Tons)	0.1917	0.1877	0.2479	0.2591		RT-CP-150a.1.
- Incineration without Energy Recovery (Thousand Tons)	0	0	0	0	GRI 306-5	RT-CP-150a.1.
- Landfilling (Thousand Tons)	0	0	0	0	GRI 306-5	RT-CP-150a.1.
Hazardous Waste stored on-site at year-end (Thousand Tons)	0	0	0	0		RT-CP-150a.1.
Total Non-hazardous Waste (Thousand Tons)	1.4044	1.4722	2.6788	3.1143	GRI 306-3	
Non-hazardous Waste Intensity (Tons per Ton of Product)	0.0396	0.0500	0.0856	0.0897		
Non-hazardous Waste Management (Thousand Tons)						
- Reuse / Recycling / Other Recovery / Incineration with Energy Recovery (Thousand Tons)	1.0784	1.1709	2.3025	2.7452		
- Incineration without Energy Recovery (Thousand Tons)	0	0	0	0	GRI 306-5	
- Landfilling (Thousand Tons)	0.3260	0.3014	0.3763	0.3691	GRI 306-5	
Non-hazardous Waste stored on-site at year-end (Thousand Tons)	0	0	0	0		



Environmental Expenditures and Investments / Legal and Regulatory Non-compliance (Thailand)

Operational Data	2022	2023	2024	2025	GRI	SASB
Environmental Expenses (Million Baht)	1.54	1.35	1.50	1.51		
Environmental Capital Expenditure (Million Baht)	0	0	0	0		
Benefits from Environmental Investment (Million Baht)	0	0	0	0		
Number of Legal and Regulatory Non-compliance cases (Times)	0	0	0	0	GRI 2-27	
Fines from Legal and Regulatory Non-compliance (Baht)	0	0	0	0	GRI 2-27	
Compensation costs from Legal and Regulatory Non-compliance (Baht)	0	0	0	0	GRI 2-27	

Waste Diverted from Disposal (GRI 306-4)

Waste Type	2024 (Tons)		2025 (Tons)	
	In THIP	Out THIP	In THIP	Out THIP
Waste Diverted from Disposal - Thailand and Overseas				
Hazardous Waste				
Reuse	0	0	0	98.63
Recycling	0	0	0	0
Other recovery operations	0	94.65	0	4.08
Treatment	0	0	0	0
Total	0	94.65	0	102.70
Non-hazardous Waste				
Reuse	0	0	0	0
Recycling	0	0	0	0
Other recovery operations	0	2,258.75	0	2,671.20
Treatment	0	0	0	0
Total	0	2,258.75	0	2,671.20



Waste Directed to Disposal (GRI 306-5)

Waste Type	2024 (Tons)		2025 (Tons)	
	In THIP	Out THIP	In THIP	Out THIP
Waste Directed from Disposal - Thailand and Overseas				
Hazardous Waste				
Disposal by Incineration with Energy Recovery	0	153.25	0	156.38
Disposal by Incineration without Energy Recovery	0	0	0	0.02
Landfilling	0	0	0	0
Disposal by Other Methods	0	0	0	0
Total	0	153.25	0	156.40
Non-hazardous Waste				
Disposal by Incineration with Energy Recovery	0	43.78	0	73.99
Disposal by Incineration without Energy Recovery	0	0	0	0
Landfilling	0	376.25	0	369.12
Disposal by Other Methods	0	0	0	0
Total	0	420.03	0	443.11



Social Performance

Health and Safety

Operational Data	2022	2023	2024	2025	GRI	SASB
Lost Time Injury Rate from Work-Related Injuries (cases / 1,000,000 working hours)						
- Employees	1.91	1.47	1.35	0.57	GRI 403-9	
- Business Partners	0	0	0	0	GRI 403-9	
Severity Rate of Work-Related Lost Time Injuries (cases / 1,000,000 working hours)						
- Employees	19.5	17.14	21.57	2.67	GRI 403-9	
- Business Partners	0	0	0	0	GRI 403-9	
Total Number of Fatalities from All Accidents (cases)						
- Employees (Male : Female)	0	0	0	0	GRI 403-9	
- Business Partners (Male : Female) (in work areas and direct transportation)	0	0	0	0	GRI 403-9	
Number of Fatalities from Transportation and Traffic Accidents (cases)						
- Employees (Male : Female)	0	0	0	0	GRI 403-9	
- Direct Transportation Business Partners (Male : Female)	0	0	0	0	GRI 403-9	
- Other Transportation Business Partners (Male : Female)	0	0	0	0	GRI 403-9	
Number of Work-Related Fatal Accidents (cases)						
- Employees	0	0	0	0	GRI 403-9	
Work-Related Fatal Accident Rate (cases / 1,000,000 working hours)						
- Employees	0	0	0	0	GRI 403-9	
Number of Work-Related Fatal Accidents (cases)						
- Business Partners	0	0	0	0	GRI 403-9	
Work-Related Fatal Accident Rate (cases / 1,000,000 working hours)						
- Business Partners	0	0	0	0	GRI 403-9	
Number of Severe Work-Related Injuries (cases)						
- Employees	9	6	4	2	GRI 403-9	
Severe Work-Related Injury Rate (cases / 1,000,000 working hours)						
- Employees	0.000009	0.000006	0.000004	0.000002	GRI 403-9	



Health and Safety

Operational Data	2022	2023	2024	2025	GRI	SASB
Number of Severe Work-Related Injuries (cases)						
- Business Partners	0	0	0	0	GRI 403-9	
Severe Work-Related Injury Rate (cases / 1,000,000 working hours)						
- Business Partners	0	0	0	0	GRI 403-9	
Number of Recordable Work-Related Injuries (cases)						
- Employees	10	6	7	3	GRI 403-9	
Recordable Work-Related Injury Rate (cases / 1,000,000 working hours)						
- Employees	0.00001	0.000006	0.000007	0.000003	GRI 403-9	
Number of Recordable Work-Related Injuries (cases)						
- Business Partners	0	0	0	0	GRI 403-9	
Recordable Work-Related Injury Rate (cases / 1,000,000 working hours)						
- Business Partners	0	0	0	0	GRI 403-9	
Total Working Hours (hours)						
- Employees	4,718,968	4,083,606	5,191,474	5,250,193	GRI 403-9	
- Business Partners	N/A	N/A	N/A	N/A	GRI 403-9	
Number of Fatal Work-Related Illnesses and Diseases (cases)						
- Employees	0	0	0	0	GRI 403-10	
- Business Partners	0	0	0	0	GRI 403-10	
Total Number of Recordable Work-Related Illnesses and Diseases (cases)						
- Employees	0	0	0	0	GRI 403-10	
- Business Partners	0	0	0	0	GRI 403-10	
Work-Related Illness and Disease Rate (cases / 1,000,000 working hours)						
- Employees	0	0	0	0	GRI 403-10	
Number of Operational Sites with Significant Negative Impact on Local Communities (sites)	0	0	0	0	GRI 413-2	



Employees and Social Development

Operational Data	2022	2023	2024	2025	GRI	SASB
Number of Employees (persons)	1,640	1,836	1,899	2,001	GRI 2-7	RT-CP-000.C
- By Gender (Female : Male)	992:648	1,070:766	1088:811	1,162:839	GRI 405-1	
- By Age (under 30 years : 30-50 years : over 50 years)	701:807:132	790:917:129	735:1,027:137	787:1,060:154	GRI 405-1	
Proportion of Female Employees to Total Employees (%)	60	58	57	58	GRI 405-1	
Proportion of Female Employees in Senior Management (%)	37.50	20.00	33.33	28.57		
Proportion of Female Employees in Management (%)	50.00	50.00	33.33	34.78		
Proportion of Female Employees in Supervisory Level (%)	58.82	57.63	54.17	55.70		
Proportion of Female Employees in Operational Level (%)	60.77	58.59	57.86	61.42		
Proportion of Female Employees from Supervisory to Senior Management Levels in Revenue-Generating Units (%)	75.00	66.67	69.23	72.22		
Proportion of Female Employees from Supervisory to Senior Management Levels in Science and Technology Units (%)	50.00	71.43	55.56	50.00		
Proportion of Senior Management Employees Who Are Local Employees (%)	0.00	0.00	0.00	0.00	GRI 202-2	
Total Compensation of All Employees (million Baht)	534,308,450.54	505,921,528.16	645,169,088.19	736,205,331.82		
- Female	211,116,997.53	211,121,769.37	275,551,717.57	309,206,239.36	GRI 405-2	
- Male	323,191,453.01	294,799,758.79	369,617,370.62	426,999,092.46	GRI 405-2	
Number of Hired Disabled Employees (persons)	17	18	17	20		
Proportion of Disabled Employees (%)	1	1	1	1	GRI 405-1	
Number of New Hires (persons)	1,091	1,259	1,247	803		
Proportion of New Hires (%)	66.52	68.50	65.67	40.12	GRI 405-1	
- By Gender (Female : Male)	58:42	55:45	60:40	60.9:39.1		
- By Age (under 30 years : 30-50 years : over 50 years)	58.66:40.70:0.64	61.48:38.05:0.48	58.78:40.42:0.80	60.65:38.48:0.87		
- By Employee Level (Operational : Supervisory : Management : Senior Management)	97.80:1.74:0.37:0.09	98.33:0.79:0.40:0.48	96.39:1.92:1.36:0.32	98.13:1.00:0.75:0.12		
Number of Internal Hires for Vacant Positions (Transfers/Promotions) (persons)	313	191	507	428		
Proportion of Internal Hires for Vacant Positions (Transfers/Promotions) (%)	19.09	10.40	26.70	21.39		
- By Gender (Female : Male)	55.91:44.09	58.12:41.88	53.25:46.75	58.18:41.82		
- By Age (under 30 years : 30-50 years : over 50 years)	41.53:53.35:5.11	36.12:56.54:7.33	48.72:46.35:4.93	36.91:58.18:4.91		
- By Employee Level (Operational : Supervisory : Management : Senior Management)	95.85:3.19:0.96:0.00	92.67:2.24:0.05:0.10	95.07:5.55:0.99:0.00	91.82:4.91:1.87:1.40		



Employees and Social Development

Operational Data	2022	2023	2024	2025	GRI	SASB
Number of Voluntary Resignations (persons)	1155	1082	1157	686	GRI 401-1	
Voluntary Resignation Rate (%)	70.43	58.87	60.93	34.28	GRI 401-1	
- By Gender (Female : Male)	57.40:42.60	57.86:42.14	61.11:38.89	40.82:59.18		
- By Age (under 30 years : 30-50 years : over 50 years)	54.03:43.72:2.25	53.88:43.62:2.50	58.08:40.28:1.64	55.46:41.38:3.16		
- By Employee Level (Operational : Supervisory : Management : Senior Management)	98.35:1.30:0.26:0.09	97.60:1.66:0.46:0.28	98.35:0.87:0.52:0.26	97.84:1.15:0.58:0.43		
Total Number of Employee Separations (persons)	1155	1082	1165	696	GRI 401-1	
Total Employee Separation Rate (%)	70.43	58.87	61.35	34.78		
- By Gender (Female : Male)	57.40:42.60	57.86:42.14	60.94:39.06	59.48:40.52		
- By Age (under 30 years : 30-50 years : over 50 years)	54.03:43.72:2.25	53.88:43.62:2.50	58.20:40.17:1.63	55.46:41.38:3.16		
- By Employee Level (Operational : Supervisory : Management : Senior Management)	98.35:1.30:0.26:0.09	97.60:1.66:0.46:0.28	97.34:1.37:0.77:0.52	97.84:1.15:0.58:0.43		
Total Number of Employees Entitled to Parental Leave (persons)	-	-	1345	1427	GRI 401-3	
- By Gender (Female : Male)	-	-	-	1162:265		
Total Number of Employees Who Took Parental Leave (persons)	30	26	21	37	GRI 401-3	
- By Gender (Female : Male)	-	-	-	30:7		
Total Number of Employees Who Returned to Work After Parental Leave (persons)	20	22	15	33	GRI 401-3	
- By Gender (Female : Male)	-	-	-	26:7		
Total Number of Employees Who Returned to Work After Parental Leave and Remained Employed for 12 Months (persons)	-	-	28	21	GRI 401-3	
- By Gender (Female : Male)	-	-	-	17:4		
Return to Work Rate After Parental Leave (%)	-	-	-	89.19	GRI 401-3	
Return to Work Rate After Parental Leave and 12-Month Retention Rate (%)	-	-	-	63.64	GRI 401-3	



Employees and Social Development

Operational Data	2022	2023	2024	2025	GRI	SASB
Level of Employee Engagement with the Organization (%)	65.7	68.0	65.0	72.4		
Average Employee Training Hours (hours/person)	8.49	5.52	5.27	7.65	GRI 404-1	
- By Gender (Female : Male)	7.95:9.30	6.37:4.77	4.58:6.19	7.04:8.50		
- By Age (under 30 years : 30-50 years : over 50 years)	5.48:10.60:6.47	4.62:5.68:9.23	5.37:5.41:3.68	6.93:8.17:7.21		
- By Employee Level (Operational : Supervisory : Management : Senior Management)	8.47:9.45:6.14:7.50	5.54:9.76:5.36:10.80	4.74:13.89:13.04:22.56	6.45:32.93:23.83:12.86		
Average Employee Training Hours for Professionally Required Courses (hours/person)	3.95	4.48	3.27	3.66		
Average Employee Training Hours for Professionally Supplementary Courses (hours/person)	0.41	0.33	0.42	0.62		
Proportion of Employees Trained on the Organization's Human Rights Policies (%)	70	80	70	80	GRI 404-1	
Average Training Expenditure (Baht/person)	396.06	375.30	744.31	514.12		
- By Gender (Female : Male)	272.0:578.32	382.72:364.95	559.26:992.56	414.04:652.20		
- By Age (under 30 years : 30-50 years : over 50 years)	129.61:547.29:435.36	209.08:390.04:791.58	375.96:906.31:1,489.82	219.12:657.83:870.22		
- By Employee Level (Operational : Supervisory : Management : Senior Management)	272.37:1,035.92:6,978.12:7,500.0	284.76:1,471.88:3,804.40:4,994.90	413.59:3,199.17:4,959.68:36,096.56	306.31:3,735.40:5,488.75:6,372.30		



Governance and Economic Performance

Governance and Economic Data (GRI 2-1)

Operational Data	2022	2023	2024	2025	GRI	SASB
Revenue from Sales (billion Baht)	4.07	3.41	4.28	4.83	GRI 201-1	
Profit for the Year (billion Baht)	0.36	0.29	0.33	0.21	GRI 201-1	
EBITDA (billion Baht)	0.57	0.49	0.57	0.51	GRI 201-1	
Employee Benefits Including Salaries, Wages, Welfare, Contributions to Defined Contribution Plans and Defined Benefit Plans (million Baht)	555.48	527.43	670.26	736.21	GRI 401-2	
Dividends Paid to Shareholders (million Baht)	157.50	157.50	207.00	148.49	GRI 201-1	
Taxes Paid to Government and Local Authorities Such as Corporate Income Tax, Local Development Tax, Building and Land Tax, and Specific Business Tax (million Baht)	56.26	53.50	87.62	84.02	GRI 207-4	
Tax Incentives and Other Benefits from Investment Promotion and Research and Development (million Baht)	20.16	18.84	0.00	0.00	GRI 201-4	
Investment and Expenditure for Research, Development, and Innovation (million Baht)	5.04	4.69	1.62	1.95	GRI 203-1	
Financial Contributions to Political Activities (million Baht)	0.00	0.00	0.00	0.00	GRI 415-1	
Complaints Received Through Company Channels (post, email, telephone, company website, suggestion/complaint/opinion boxes within the company) (cases)	0.00	0.00	0.00	0.00	GRI 205-3	
Number of Incidents of Non-Compliance with Regulations on Product and Service Information and Labeling (cases)	0.00	0.00	0.00	0.00	GRI 417-2	
Number of Incidents of Non-Compliance with Regulations on Marketing Communications (cases)	0.00	0.00	0.00	0.00	GRI 417-3	
Business Partners Assessed for Environmental, Social, and Governance Risks (percentage of procurement value)	100.00	100.00	100.00	100.00	GRI 414-1	
Proportion of Procurement Value by Geography (percentage of procurement value)						
- Domestic	54%	58%	58%	51%	GRI 204-1	
- Overseas	46%	42%	42%	49%	GRI 204-1	



Subsidiaries Included in Sustainability Report 2025

Business / Company	Country Principal Business / Products	Country Principal Business / Products	Total Direct / Indirect Holding (Percent)	Sales Revenue	Production	Environment											Society		Remark
						Energy		Air emission				Water					Health & Safety		
						Thermal	Electricity	Dust	SO ₂	NO ₂	GHG	Water withdrawal	Recycle Water	BOD	COD	TSS	Waste	Safety	
Thantawan Industry PLC	Thailand	Plastic Packaging		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Thantawan Industry (Vietnam) Co., Ltd.	Vietnam	Plastic Packaging	100%	✓															



Assurance Statement



INDEPENDENT ASSURANCE OPINION STATEMENT

To the Director of Thantawan Industry Public Company Limited

Holds Statement No.: SRA 842955

The British Standards Institution (BSI) has conducted a limited assurance engagement on the sustainability information (described in the "Scope") in the Sustainability Report 2025 of Thantawan Industry Public Company Limited ("THIP").

Scope

The scope of engagement agreed upon with THIP includes the following: The assurance covers the information of the following subject matters in the Sustainability Report for the year 2025.

1. Materials used by weight or volume (GRI 301-1)
2. Recycled input materials used (GRI 301-2)
3. Scope 1 Emissions (GRI 305-1):
 - Fuel consumption from stationary combustion
 - Fuel consumption from mobile combustion, i.e. company-owned vehicles
 - Fugitive emissions from refrigerant and methane leakage from wastewater treatment
4. Scope 2 Emissions (GRI 305-2):
 - Purchased Electricity
5. Scope 3 Emissions (GRI 305-3):
 - Category 1, 3, 4, 5, 8, 9, 12 – Purchased goods and services, Energy related activities, Upstream transportation and distribution, Waste generated in organization, Upstream Leased Assets, Downstream transportation and distribution, End-of-life treatment of sold products.
6. Employment (GRI 401-1 and GRI 401-3)
7. Occupational Health and Safety (GRI 403-9 and GRI 403-10)

The selected sustainability information was prepared with reference to the GRI Standards as the reporting framework and was assured in accordance with ISAE 3000 (Revised) and ISO 14064-3:2019.

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Opinion Statement

We have conducted a limited assurance engagement on the sustainability information described in the "Scope" above (Sustainability Information).

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the accompanying Sustainability Information is not prepared, in all material respects, in accordance with ISAE 3000 (Revised) and ISO 14064-3:2019.

Methodology

Our assurance engagements were carried out in accordance with ISAE 3000 (Revised) and ISO 14064-3:2019. Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- a top-level review of issues raised by external parties that could be relevant to THIP's policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers and staff on THIP's approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- interviews with staff involved in sustainability management, report preparation and provision of report information were carried out.
- document review of relevant systems, policies, and procedures where available.
- review of supporting evidence for claims made in the report.
- visit of the Head Office to confirm the data collection processes, record management practices, and physically verify GHG emission sources.

Responsibility

THIP is responsible for the preparation and fair presentation of the sustainability information and report in accordance with the agreed criteria. BSI is responsible for providing an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Independence, Quality Control and Competence

BSI is independent of THIP and has no financial interest in the operation of THIP other than for the assurance of the sustainability statements contained in this report.

This independent assurance opinion statement has been prepared for the stakeholders of THIP only for the purposes of verifying its statements relating to its environmental, social and governance (ESG), more particularly described in the Scope above.

This independent assurance opinion statement is prepared on the basis of review by BSI of information presented to it by THIP. In making this independent assurance opinion

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statement, BSI has assumed that all information provided to it by THIP is true, accurate and complete. BSI accepts no liability to any third party who places reliance on this statement. BSI applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17021-1:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

BSI is a leading global standards and assessment body founded in 1901. The BSI assurance team has extensive experience in conducting verification over environmental, social and governance (ESG), management systems and processes.

Issue Date: 23 May 2026

For and on behalf of BSI:

Natthaneth Daidam
Natthaneth Daidam, Lead Assurer

For and on behalf of BSI:

K. Bunbongkarn

Kuldhaj Bunbongkarn, Managing Director Assurance, Thailand

Thailand Headquarters: 127/29 Panjathani Tower, 24th Floor, Nareson Road, Chongnonsiri, Yannawa, Bangkok 10120, Thailand.
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GRI content index



GRI content index

Statement of use	Thantawan Industry Public Company Limited has reported the information cited in this GRI content index for the period 1 January 2025 - 31 December 2025 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	SR 2, 6, 7, 8, 11
	2-2 Entities included in the organization's sustainability reporting	SR 3, 4, 12
	2-3 Reporting period, frequency and contact point	SR 2, 83
	2-4 Restatements of information	SR 2
	2-5 External assurance	SR 2
	2-6 Activities, value chain and other business relationships	SR 13, 24, 50
	2-7 Employees	SR 6, 95
	2-8 Workers who are not employees	-
	2-9 Governance structure and composition	SR 11, 27
	2-10 Nomination and selection of the highest governance body	SR 27, 28
	2-11 Chair of the highest governance body	SR 27, 28
	2-12 Role of the highest governance body in overseeing the management of impacts	SR 24, 28
	2-13 Delegation of responsibility for managing impacts	SR 36
	2-14 Role of the highest governance body in sustainability reporting	SR 4
	2-15 Conflicts of interest	SR 27



GRI content index

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	SR 14
	2-17 Collective knowledge of the highest governance body	SR 27
	2-18 Evaluation of the performance of the highest governance body	-
	2-19 Remuneration policies	SR 28
	2-20 Process to determine remuneration	SR 28
	2-21 Annual total compensation ratio	-
	2-22 Statement on sustainable development strategy	SR 3, 4, 24, 51
	2-23 Policy commitments	SR 18, 29
	2-24 Embedding policy commitments	SR 24, 30
	2-25 Processes to remediate negative impacts	SR 14, 30
	2-26 Mechanisms for seeking advice and raising concerns	SR 31, 33
	2-27 Compliance with laws and regulations	SR 30, 35, 91
	2-28 Membership associations	SR 12
	2-29 Approach to stakeholder engagement	SR 14, 46, 48
2-30 Collective bargaining agreements	SR 83	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	SR 19, 21
	3-2 List of material topics	SR 19-23
	3-3 Management of material topics	SR 22, 24, 25



GRI content index

GRI STANDARD	DISCLOSURE	LOCATION
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	SR 45-47, 98
	201-2 Financial implications and other risks and opportunities due to climate change	SR 39, 47
	201-3 Defined benefit plan obligations and other retirement plans	-
	201-4 Financial assistance received from government	SR 98
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	SR 68
	202-2 Proportion of senior management hired from the local community	SR 95
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	SR 60, 80, 98
	203-2 Significant indirect economic impacts	SR 65
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	SR 97
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	SR 32
	205-2 Communication and training about anti-corruption policies and procedures	SR 32, 33
	205-3 Confirmed incidents of corruption and actions taken	SR 32, 33, 35, 98
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-
GRI 207: Tax 2019	207-1 Approach to tax	SR 18
	207-2 Tax governance, control, and risk management	SR 18
	207-3 Stakeholder engagement and management of concerns related to tax	SR 18
	207-4 Country-by-country reporting	SR 18



GRI content index

GRI STANDARD	DISCLOSURE	LOCATION
GRI 301: Materials 2016	301-1 Materials used by weight or volume	SR 85
	301-2 Recycled input materials used	SR 85
	301-3 Reclaimed products and their packaging materials	SR 87
GRI 302: Energy 2016	302-1 Energy consumption within the organization	SR 87
	302-2 Energy consumption outside of the organization	SR 87
	302-3 Energy intensity	SR 87
	302-4 Reduction of energy consumption	SR 87
	302-5 Reductions in energy requirements of products and services	SR 60
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	SR 61
	303-2 Management of water discharge-related impacts	SR 61
	303-3 Water withdrawal	SR 88, 89
	303-4 Water discharge	SR 89
	303-5 Water consumption	SR 89
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	SR 85
	305-2 Energy indirect (Scope 2) GHG emissions	SR 85
	305-3 Other indirect (Scope 3) GHG emissions	SR 85, 86
	305-4 GHG emissions intensity	SR 86
	305-5 Reduction of GHG emissions	SR 86
	305-6 Emissions of ozone-depleting substances (ODS)	-
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	SR 87



GRI content index

GRI STANDARD	DISCLOSURE	LOCATION
GRI 306: Effluents and Waste 2016	306-3 Significant spills	SR 63, 90
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	SR 63
	306-2 Management of significant waste-related impacts	SR 63
	306-3 Waste generated	SR 63, 90
	306-4 Waste diverted from disposal	SR 57, 91
	306-5 Waste directed to disposal	SR 90, 92
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	SR 54
	308-2 Negative environmental impacts in the supply chain and actions taken	SR 54
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	SR 68, 96
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR 68, 73, 74, 98
	401-3 Parental leave	SR 96



GRI content index

GRI STANDARD	DISCLOSURE	LOCATION
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	SR 68
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	SR 70, 71
	403-2 Hazard identification, risk assessment, and incident investigation	SR 70, 71
	403-3 Occupational health services	SR 70
	403-4 Worker participation, consultation, and communication on occupational health and safety	SR 70, 71
	403-5 Worker training on occupational health and safety	SR 76
	403-6 Promotion of worker health	SR 70, 72-74
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR 70
	403-8 Workers covered by an occupational health and safety management system	SR 70
	403-9 Work-related injuries	SR 93, 94
	403-10 Work-related ill health	SR 94
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	SR 67, 97
	404-2 Programs for upgrading employee skills and transition assistance programs	SR 38, 67, 68
	404-3 Percentage of employees receiving regular performance and career development reviews	SR 68



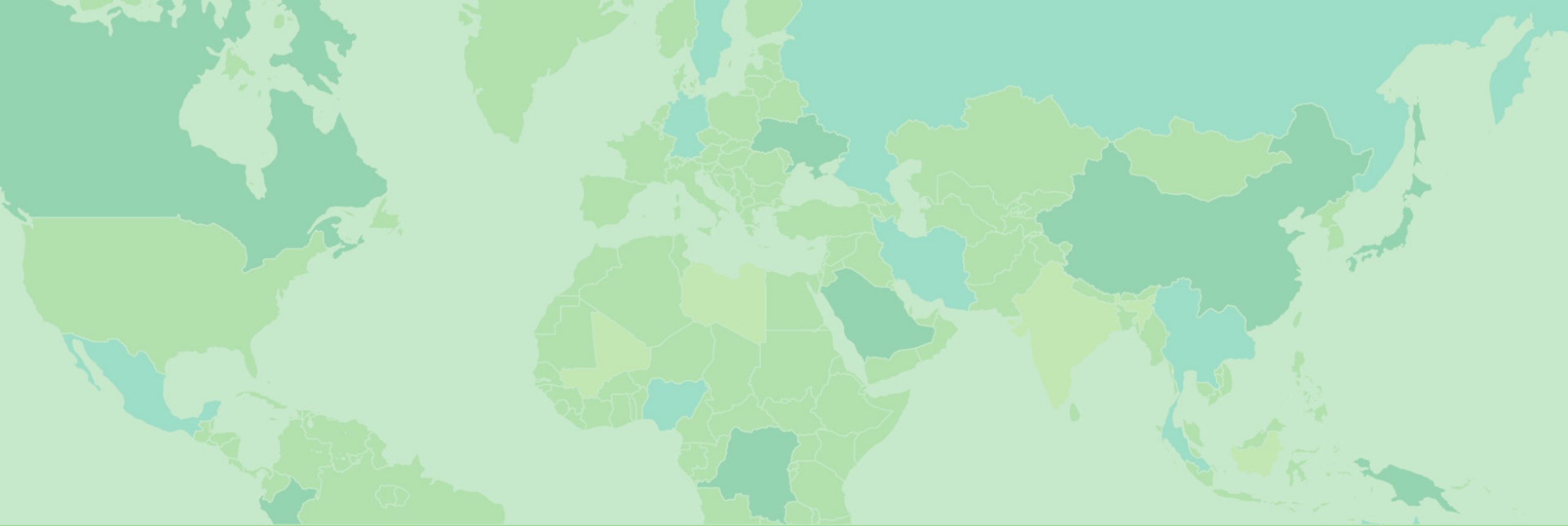
GRI content index

GRI STANDARD	DISCLOSURE	LOCATION
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	SR 68, 95
	405-2 Ratio of basic salary and remuneration of women to men	SR 68, 95
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	SR 45, 81
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	SR 54, 82
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	SR 54, 82
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	SR 54, 82
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	SR 45
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	SR 45
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	SR 74, 77-80
	413-2 Operations with significant actual and potential negative impacts on local communities	SR 61, 71, 94
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	SR 54, 98
	414-2 Negative social impacts in the supply chain and actions taken	SR 54



GRI content index

GRI STANDARD	DISCLOSURE	LOCATION
GRI 415: Public Policy 2016	415-1 Political contributions	SR 98
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	SR 9, 10, 43, 50, 67
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	SR 43
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	SR 51
	417-2 Incidents of non-compliance concerning product and service information and labeling	SR 48, 98
	417-3 Incidents of non-compliance concerning marketing communications	SR 48, 98
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	SR 34, 48, 49



HEAD OFFICE (FACTORY)

143-144 MOO 8, SOI KANGVAL 2,
PHETKASEM RD., OMYAI, SAMPRAN,
NAKORNPATTHOM 73160 THAILAND.

TEL. +66 2431 3051, 2811 4700
FAX. +66 2431 3056-7

BRANCH (OFFICE)

32ND FL., SUNTOWERS BLDG.A.
123 VIBHAVADI-RANGSIT RD.,
CHOMPHON, CHATUCHAK,
BANGKOK 10900 THAILAND.

TEL. +66 2273 8333
FAX. +66 2273 8282, 2273 8484

BRANCH (FACTORY)

197-198 MOO 1, PHETKASEM RD.,
YAICHA, SAMPRAN,
NAKORNPATTHOM 73110 THAILAND.

TEL. +66 2431 3051, 2811 4700
FAX. +66 2431 3056-7

BRANCH (FACTORY)

Lot 47-19-2, 47-20, Road N16, Phuoc Dong
Industrial Park, Phuoc Dong Commune,
Go Dau District, Tay Ninh Province,
Vietnam