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SUSTAINABILITY REPORT 2025

Thai Poly Acrylic Public Company Limited.

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Message from the Chairman

Mr. Peter Andrew Boagey Chairman of the Board of Directors

On behalf of the Board of Directors, I would like to share our perspectives on the business environment, strategic direction, and the Company's commitment to driving sustainable growth amid rapid changes, rising uncertainties, and diverse challenges. The Company recognizes the need to adapt our organizational structure, operational processes, and management systems to enhance agility, resilience, and long-term competitiveness. These transformations address not only short-term efficiency but also serve as a vital foundation for sustainable growth and readiness to face future challenges.

Throughout 2025, both global and domestic economies experienced volatility driven by economic, political, and geopolitical factors, affecting trade, investment, supply chains, and production costs. In this high-risk environment, the Company used the opportunity to revisit its strategies, strengthen internal capabilities, and enhance preparedness for long-term changes.

Political instability and conflicts in neighboring and nearby countries continue to impact trade, logistics, and economic connectivity in the region. At the same time, intensifying competition from domestic producers and low-cost imports, along with a wider variety of substitute and alternative products, have caused consumer behavior to shift rapidly. The Company therefore places strong emphasis on differentiation through quality, reliability, and continuous development of competitive capabilities to meet market demands and create sustainable value.

Fluctuations in the Thai baht against the US dollar remain a structural risk that directly affects operating costs, particularly for key raw materials such as Methyl Methacrylate (MMA), whose volatility significantly influences pricing structures, supply conditions, and competitiveness. The Company manages costs prudently, using accurate, transparent, and timely information to enhance operational agility, responsiveness, and precision.

Within this context, the Company is committed to maintaining a balance between growth, competitiveness, cost management, and systematic risk management. Our operations are guided by discipline, data-driven decision-making, and flexible planning—key principles that enable the Company to convert uncertainty into opportunity and maintain business stability in all circumstances.

Amid volatility and multifaceted challenges, the Company firmly believes that organizational strength derives from the collaboration and dedication of all stakeholders. Past experiences have shaped our ability to adapt, learn together, and pursue new opportunities in innovation, development, and value creation, supported by our employees, stakeholders, and long-term vision.

Regarding sustainability, the Company places utmost importance on safety, occupational health, and environmental stewardship. We focus on proactive risk prevention, enhancing safety standards, and continuously reducing environmental impacts to safeguard our employees, communities, and society.

The Company strictly adheres to principles of good corporate governance, relevant laws, and applicable regulations. We uphold accurate, transparent, and auditable accounting practices, and we protect personal data and information security—key foundations of trust among customers, business partners, investors, employees, and all stakeholders.

In terms of labor and human rights, the Company is committed to lawful, fair, and respectful labor practices at all levels. A workplace environment built on respect, fairness, and open communication helps mitigate labor-related risks, strengthen employee engagement, and encourage participation in building the Company's long-term success.

The Company maintains a clear and uncompromising stance against all forms of fraud, corruption, and bribery. Corruption risks undermine organizational value over the long term; therefore, the Company enforces anti-corruption policies rigorously and promotes a corporate culture grounded in transparency, accountability, and ethical business conduct.

Finally, on behalf of the Board of Directors, I would like to express my appreciation to our shareholders, investors, customers, business partners, employees, and all stakeholders for their continued trust and support. Your cooperation and commitment are essential driving forces that enable the Company to overcome challenges, embrace new opportunities, and achieve stable and sustainable long-term growth.

Sincerely,
Mr. Peter Andrew Boagey
Chairman of the Board





Message from the Managing Director

Dr. Surajin Tappanchai Managing Director

The year 2025 marks a period of significant transformation and heightened challenges across the business landscape. The Company recognizes that long-term success in today's environment requires the integration of economic resilience with environmental and social responsibility to create balanced, sustainable value for all stakeholders.

Management has established clear sustainability directions and strategies, focusing on operations aligned with international standards and the Sustainable Development Goals (SDGs). A key initiative in 2025 is the installation of a rooftop solar power generation system (Solar Roof), which will begin producing electricity in 2026. This project demonstrates our commitment to increasing the share of clean energy in our operations and reducing greenhouse gas emissions. Additionally, the Company is enhancing its resource and waste management systems to optimize efficiency and support responsible resource usage.

In the area of safety, occupational health, and environmental protection, the Company places the highest priority on risk prevention, the continuous enhancement of safety standards, and the well-being of employees, while minimizing environmental impacts. This commitment reflects the Company's responsibility toward employees, communities, and society elements that form the foundation of long-term business sustainability.

With respect to corporate governance, the management team strictly adheres to all applicable laws and regulations, while strengthening transparent internal control systems and ensuring robust protection of personal data. These efforts are supported through policies, operational systems, and awareness-building initiatives for employees at all levels, helping preserve the trust of customers, partners, and stakeholders.

The Company maintains a strong stance against all forms of corruption and implements anti-bribery principles rigorously through internal controls, communication, and continuous training. In 2026, the Company plans to renew its certification under the Thai Private Sector Collective Action Against Corruption (CAC), reaffirming its commitment to transparency and ethical business conduct.

In terms of social responsibility, human rights, and fair labor practices, the Company fosters a safe, respectful, and inclusive working environment that encourages employee engagement. Adherence to these principles helps strengthen employee commitment, competitiveness, and organizational resilience in the long term.

Furthermore, in 2025 the Company invested in employee development through ESG-related campaigns and training to enhance capabilities and support the transition toward a sustainably operated organization. Through ongoing efforts that encompass economic, environmental, social, and governance dimensions, the Company has been recognized with a "SET ESG Rating – A Level" by the Stock Exchange of Thailand (SET).

As Managing Director, I am committed to translating the directions, policies, and governance principles established by the Board of Directors into concrete management practices at all organizational levels. Amid a highly volatile and uncertain business environment, the management team is focused on driving strategies toward clear outcomes while ensuring business continuity, effective risk management, and long-term stakeholder confidence.

Finally, on behalf of the management team, I would like to express my appreciation to all employees, shareholders, investors, customers, business partners, and stakeholders for their continued support. The management team reaffirms its dedication to leading the organization with responsibility and sustainability, transforming challenges into opportunities and fostering stable growth while contributing to a more sustainable society.

Sincerely,
Dr. Surajin Tappanchai
Managing Director



TPA General Information

Vision



To be a leading manufacturer and distributor of cast acrylic sheets and other plastic products, driven by inspiration and innovation, and committed to creating value-added products that effectively meet the needs of customers and consumers.



Mission

We are committed to maintaining and upholding high-quality production standards, delivering products that create value and meet customer requirements, for the benefit of our customers and all stakeholders of the Company.

Core Values



We strive to collaboratively create innovation in plastic and acrylic products through a team that works closely together, deeply understands and responds to customer needs, and places strong emphasis on safety, occupational health, and environmental responsibility toward our colleagues and the surrounding community.



Corporate Strategy

The Company's management remains firmly committed to continuous growth, with a strategic focus on diversifying its product portfolio to consistently respond to customer needs. This includes shifting toward higher value-added products, such as PP and HIPS sheets in Anti-static grades that prevent electrostatic discharge, as well as Conductive grades with electrical conductivity properties, among others.

Business Structure

Company Name :	Thai Poly Acrylic Public Company Limited
Stock Exchange Symbol :	TPA
Paid-up Registered Capital:	THB 121.5 million
Date of Incorporation :	17 June 1994
Company Registration Number:	0107537002257
Head Office Address:	60 - 61 Moo 9, Phutthamonthon Sai 4 Road, Krathum Lom Subdistrict, Sam Phran District, Nakhon Pathom Province, Thailand
Number of Employees:	211 persons
Official Website:	www.thaipolyacrylic.com
Managing Director:	Dr. Surajin Tappanchai

Production Capability and Market Position

The Company manufactures plastic sheets including ABS, HIPS, PS, and PMMA, among others. Currently, the Company is the only acrylic sheet manufacturer in Thailand and within the ASEAN region that operates two plastic production systems, with a total production capacity of 20,000 tons per year.

Revenue Structure by Product Line (2023–2025)

Product Line	FY 2025		FY 2024		FY 2023	
	Revenue	(%)	Revenue	(%)	Revenue	(%)
Acrylic Sheets	488.29	76.09	618.54	76.85	601.76	75.18
Extruded Plastic Sheets	143.79	22.41	176.59	21.94	191.82	23.96
Revenue from Sales	632.28	98.50	795.13	98.79	793.58	99.14
Service Income	-	-	-	-	-	-
Other Income	9.60	1.50	9.75	1.21	6.88	0.86
Total Revenue	641.69	100	804.88	100	800.46	100

Unit: Million Baht

Nature of Products and Services

Acrylic Sheet Business (Polymethyl Methacrylate: PMMA)

The Company manufactures and distributes acrylic sheets through two production systems, namely Cell Cast Acrylic Sheets and Extruded PMMA Sheets.

The applications of Cell Cast Acrylic Sheets can be categorized into three main product segments:

(1) General Purpose Grade. This grade is designed for general applications, offering a wide variety of color options. The Company also provides custom color development services to meet specific customer requirements.

(2) Sanitary Grade. Sanitary Grade acrylic sheets are suitable for thermoforming into products such as bathtubs, spa units, shower units, as well as other bathroom interior and sanitary ware accessories.

(3) Premium Specialty Grade for Specific Applications. These acrylic sheets are developed for specialized and high-performance applications, including:

- Engineering applications, such as noise barrier acrylic sheets
- Structural applications, including roofing, wall, and flooring systems, with enhanced properties such as heat resistance and/or ultraviolet (UV) resistance
- Signage and advertising applications, emphasizing aesthetic design, customized shapes, and uniform light transmission, delivering modern, visually distinctive appearances



Examples of specialty products include Acrylic LED Blocks, Acrylic Diffusion Sheets, Acrylic Light Guide Panels (LGP), and Magic Color Acrylic Sheets, which can change color shades depending on lighting conditions, among others.

Extruded Plastic Sheet Business

The Company also manufactures and distributes a wide range of extruded plastic sheets in various grades, classified according to the type of raw materials used, as follows:

(1) ABS Sheets. Produced from Acrylonitrile Butadiene Styrene (ABS), these sheets are widely used in the automotive parts industry and the electrical appliance manufacturing sector.

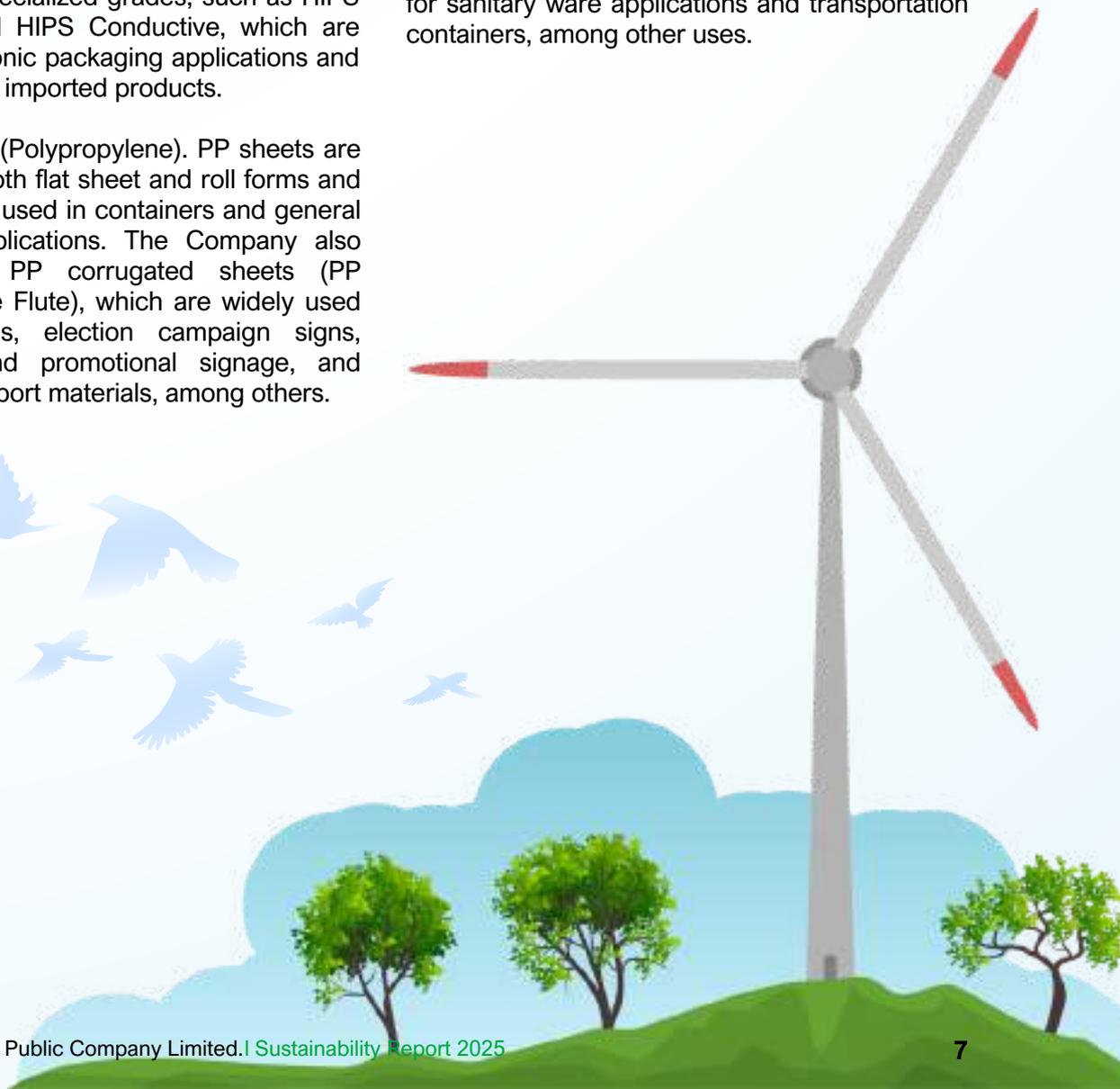
(2) HIPS Sheets. Manufactured from High Impact Styrene (HIPS), these sheets have application characteristics similar to ABS sheets and are commonly used as a cost-effective alternative due to their durability and lower cost. HIPS sheets are widely applied in the electrical appliance industry, cold storage applications, and general packaging.

In addition, the Company has developed both flat HIPS sheets and thin HIPS sheets in roll form (HIPS Rolls), available in standard grades and specialized grades, such as HIPS Anti-static and HIPS Conductive, which are used in electronic packaging applications and help substitute imported products.

(3) PP Sheets (Polypropylene). PP sheets are produced in both flat sheet and roll forms and are commonly used in containers and general packaging applications. The Company also manufactures PP corrugated sheets (PP Profile or Core Flute), which are widely used for price tags, election campaign signs, advertising and promotional signage, and packaging support materials, among others.

(4) PE Sheets (Polyethylene). PE sheets, typically produced in black, are commonly used for automotive trays, pickup truck bed liners, and thermoformed decorative components in the automotive industry.

(5) Co-extrusion Sheets (ComPlas). Co-extrusion sheets, marketed under the name ComPlas, are specialty-grade plastic sheets composed of two or more plastic layers within a single sheet, such as PMMA, ASA, and ABS. These products are designed to deliver multiple functional properties tailored to specific applications, while also offering a wide range of color options for decorative purposes. By combining the excellent formability of ABS with the UV resistance of PMMA, these co-extruded sheets are well suited for sanitary ware applications and transportation containers, among other uses.



Awards and Achievements



The Company received an “A” rating in the SET ESG Ratings 2025 from the Stock Exchange of Thailand, reflecting its commitment to being a listed company that operates sustainably with strong environmental stewardship, social responsibility, and good corporate governance (ESG).



Certification of Green Industry Level 3 (Green System) covering both Casting and Extrusion production processes, certified under GI(E) No. 3-475/2567 and GI(E) No. 3-474/2567, respectively, by the Department of Industrial Works, Ministry of Industry.



Certification of Carbon Footprint of Product (CFP) for 9 key products of the Company, including sheets, color sheets, roofing sheets, ABS, PP Profile, HIPS, PMMA, and PE Sheet, certified by the Thailand Greenhouse Gas Management Organization (Public Organization).



Received certification for continued membership in the Thai Private Sector Collective Action Against Corruption (CAC) initiative.

Association & Membership

1. Federation of Accounting Professions
2. Thai Institute of Directors Association
3. Thai Listed Companies Association
4. Plastics Institute of Thailand



About This Report

The 2025 Sustainability Report of Thai Poly Acrylic Public Company Limited has been prepared for the second consecutive year to communicate and disclose the Company's sustainability performance for the calendar year from 1 January to 31 December 2025.

This report covers the Company's performance across the economic, social, and environmental dimensions, focusing on issues that are material to the business and relevant to stakeholders. The report also supports the United Nations Sustainable Development Goals (SDGs).

The preparation of this report is aligned with the Sustainability Reporting Guide for Listed Companies and the Recommended Sustainability Indicators for the Industrial Products Group – Petrochemical and Chemical Products Sector, as issued by the Stock Exchange of Thailand (SET).

Assurance of Sustainability Information

The corporate governance and economic performance data disclosed in this Sustainability Report are derived from the Company's accounting and financial data collection systems, consistent with those used in the Annual Report, and have been audited by a licensed external auditor.

For environmental and social performance data, the Sustainability Working Committee has collected, verified, and conducted preliminary analysis in accordance with the Company's internal processes. The information was subsequently reviewed by senior management and approved by the Board of Directors to ensure that the disclosed information is accurate, factual, and responsive to the expectations of all stakeholder groups.

The Company has not engaged any external organization or individual to provide independent assurance for this Sustainability Report. However, certain environmental data have been verified by private entities registered with relevant government authorities, in order to enhance the credibility and reliability of the reported environmental performance figures.

This Sustainability Report was published on 16 March 2026. Stakeholders can access and download the report via the Company's website at: <https://www.thaipolyacrylic.com/article/new>



Contact Information

For further inquiries, please contact:

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Sustainability Report Feedback Form (2025)

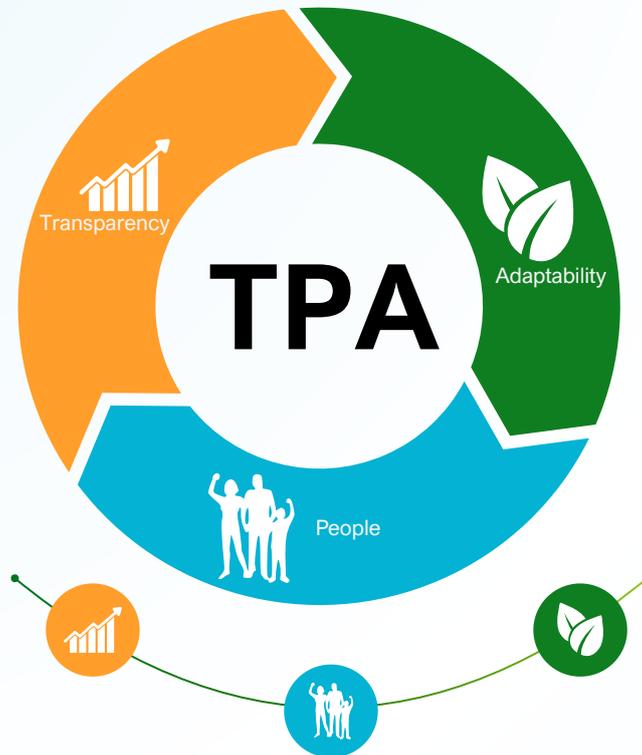
The Company is committed to continuously improving the completeness, transparency, and quality of sustainability disclosures and reporting, in alignment with the expectations of all stakeholder groups.

Stakeholders are invited to provide feedback, comments, or suggestions regarding the content and presentation of this Sustainability Report via the QR Code.



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Sustainability Framework



T

Transparency

The Company is committed to leveraging technology and innovation in the development of products, production processes, and services in order to deliver high-quality products that can effectively respond to the diverse needs of customers, as well as current and future industry trends. The Company operates its business based on the principles of ethics and good corporate governance, with transparency and accountability under a robust governance structure. Comprehensive risk and opportunity management is implemented across the organization and throughout the value chain to support sustainable business operations.

P

People

The Company is committed to driving business growth in parallel with the development of human capital, emphasizing work processes that ensure occupational safety and health, as people are the most valuable asset of the organization.

The Company promotes equality, diversity, and inclusion, and fosters collaboration with local communities to support balanced social development, alongside sustainable organizational growth.

A

Adaptability

The Company conducts its business with a strong focus on environmental protection and climate responsibility, emphasizing the efficient use of natural resources in accordance with international standards. Innovation is applied to improve energy efficiency, increase the proportion of clean and renewable energy, and minimize environmental impacts, in order to maintain ecological balance and support the long-term sustainability of natural ecosystems.

Sustainability Policy

Thai Poly Acrylic Public Company Limited is a leading manufacturer and distributor of plastic sheets, cast acrylic sheets, and other high-quality plastic products. The Company is driven by a clear vision and mission to meet the needs of business partners and consumers through modern product design, efficient manufacturing processes, and excellent services, ensuring consistent quality of products and services.

The Company has been recognized as an organization that operates under ethical principles and good corporate governance practices, enabling continuous business growth. It is committed to sustainable organizational development by creating value across three key dimensions: environmental, social, and economic, based on responsible business practices that take societal impacts into account.

The Company emphasizes the creation of business opportunities for sustainable development, the promotion of a circular economy, and the management of risks and impacts across environmental, social, and economic dimensions. It aims to build collaborative approaches and long-term value for all stakeholder groups throughout the value chain, while also promoting the well-being of employees and surrounding communities.

These efforts are aligned with the requirements of the Securities and Exchange Commission of Thailand (SEC) and relevant international sustainability principles, such as the United Nations Sustainable Development Goals (SDGs), across all areas of operation. The Company recognizes its responsibilities toward stakeholders throughout the value chain and has established concrete management approaches to drive sustainable business practices in a systematic and measurable manner.

Practices to Achieve Sustainability Objectives

Environmental Dimension

- Establish an Environmental Subcommittee to oversee environmental management within the organization
- Strictly comply with environmental laws and standards, such as ISO 14001 and relevant ministerial regulations, while enhancing environmental knowledge among employees through training and awareness-building activities
- Promote efficient resource utilization, reduce energy consumption, minimize waste, and reduce greenhouse gas emissions, while setting environmental standards for contractors, suppliers, and customers in line with the Company's commitments
- Commit to the development of safe and environmentally friendly products throughout the entire product life cycle

Social Dimension

- Provide employee training in accordance with annual plans aligned with job characteristics and employee needs, and support career advancement through quarterly performance evaluations
- Develop safety manuals and conduct regular occupational health and safety training, with annual safety risk assessments in accordance with TIS 18001 standards
- Strictly comply with labor laws, promote equality and respect diversity, and continuously improve operational plans based on employee satisfaction survey results
- Implement community development activities and regularly assess community satisfaction to identify concerns and establish appropriate preventive and corrective measures
-

Economic and Corporate Governance Dimension

- Ensure the disclosure of financial statements and compliance with Stock Exchange regulations and relevant laws to promote transparency and prevent internal fraud.
- Conduct risk assessments through dedicated units and perform annual evaluations in accordance with ISO standards, supported by a Safety Committee to monitor legal compliance.
- Develop and control the quality of products, innovations, and services delivered by the Company, while managing customer satisfaction under agreed conditions, with production and management processes aligned with international standards.
- Strengthen collaboration with stakeholders in circular economy initiatives, leverage technology to improve operational efficiency, and expand online channels to enhance stakeholder accessibility.
- Promote fair trade practices, transparent supplier selection, ethical employee conduct, and a firm stance against all forms of corruption and bribery.

Policy and Target Review in Alignment with the Sustainability Strategy

The Company conducts an annual review of its sustainability policy and objectives to ensure alignment with the evolving business environment, stakeholder expectations, and applicable legal requirements and international standards.

The Sustainability Working Committee is responsible for assessing the appropriateness of the policy, the completeness of material issues, and alignment with the Company's overall strategy. The review outcomes are reported to the Board of Directors and/or senior management for approval and for setting strategic directions for the subsequent year.

For the 2025 annual review, no material issues requiring amendments or revisions were identified. Accordingly, the Sustainability Working Committee resolved to maintain the existing Sustainability Policy.

Further details of the policy are available via the QR Code.



Sustainability Governance and Management Structure

The Company has established an appropriate organizational structure, clearly defining roles, responsibilities, and governance mechanisms to support effective oversight and checks and balances. This structure is designed to enhance efficiency and effectiveness in accordance with the principles of good corporate governance and transparent business practices.

These governance arrangements ensure that the Company conducts its business responsibly, fairly, and in compliance with corporate governance principles, thereby creating long-term sustainable value for the organization.



- Establish policies and directions for sustainability management
- Review material sustainability issues
- Appoint the Sustainability Committee and the Chairperson of the Sustainability Committee
- Acknowledge and approve sustainability-related policies, including providing opinions and necessary recommendations to guide sustainability implementation across the economic and governance, social, and environmental dimensions
- Acknowledge sustainability performance results and approve action plans to enhance the effectiveness of the Company's sustainability performance
- Monitor and regularly review sustainability performance to ensure the achievement of established objectives
- Define policies, practices, and action plans to ensure alignment with sustainable business operations for all stakeholder groups across economic, social, and environmental dimensions
- Oversee and review sustainable development initiatives, ensure implementation, and promote participation in sustainability-related projects in collaboration with relevant internal and external parties, aligned with international standards
- Promote and support, through both resources and personnel, the communication and integration of sustainability strategies and culture so that they are understood by executives and employees at all levels, and effectively implemented across the Company and its subsidiaries in a consistent and aligned manner.

- Oversee the sustainability operations of the Sustainability Working Committee
- Promote, support, define directions, and monitor sustainability implementation across economic and governance, social, and environmental dimensions, in alignment with the sustainability policy approved by the Board of Directors
- Receive and communicate policies established by the Board of Directors to ensure sustainability operations across all dimensions are carried out in accordance with the defined direction
- Review and report sustainability performance to the Board of Directors for evaluation and informed decision-making
- Provide advice and recommendations to the Board of Directors on matters related to sustainability management.
- Summarize sustainability performance, including sustainability management information, and present the results to the Board of Directors once per year
- Ensure the monitoring and evaluation of sustainability performance and present results to the Board of Directors, together with opinions and recommendations necessary for future sustainability initiatives.
- Perform other duties related to sustainability operations and development as assigned by the Board of Directors.

- Comprises executives from the Safety and Systems Department, Human Resources Department, Operations Department, Commercial Department, Supply Chain Management Department, Research and Development Department, and Finance Department, with responsibility for driving organizational sustainability management in accordance with policies and directions approved by the Chief Executive Officer
- Define strategies, drive action plans, manage implementation, and report sustainability performance to the Chief Executive Officer
- Establish frameworks for performance monitoring and sustainability data collection from relevant departments for the preparation of the Sustainability Report
- Coordinate and collaborate with the Board of Directors, Chief Executive Officer, internal personnel, regulatory bodies, and relevant stakeholders throughout the value chain

Sustainability Management Targets

Governance and Economic Dimension		
Material Sustainability Issues	Targets	Related SDGs
Good Corporate Governance	<ul style="list-style-type: none"> • Zero cases of legal violations • 100% compliance with applicable laws and regulations • Zero complaints and whistleblowing cases related to violations of business ethics and corruption • 100% of complaints and whistleblowing cases related to business ethics and corruption resolved • 100% of employees receive the Business Ethics Handbook • 100% of directors, executives, and employees receive training on good corporate governance, business ethics, and anti-corruption policies 	
Cybersecurity and Personal Data Protection Risk Management	<ul style="list-style-type: none"> • Zero cybersecurity incidents or attacks • 100% of target employees receive training on personal data protection • 100% of target employees receive cybersecurity awareness training • Zero incidents of personal data leakage 	
Product Quality and Production Management	<ul style="list-style-type: none"> • Increase sales of products and services by 10% by 2024 (base year 2023) • Reduce unit production cost by 5% by 2025 (base year 2024) • Achieve Overall Equipment Effectiveness (OEE) of 55% • Maintain internal scrap rate at less than 3% of total production volume. 	

Sustainability Management Targets

Governance and Economic Dimension		
Material Sustainability Issues	Targets	Related SDGs
Innovation and Technology	<ul style="list-style-type: none"> Implement at least 3 projects per year related to technology development, innovation, and product development. Implement at least 1 project per year to develop digital platforms that enhance access to products and services, including product information communication. 	 
Supply Chain Management	<ul style="list-style-type: none"> Conduct supplier assessments once per year Key raw material suppliers and industrial waste management partners undergo on-site assessments at least twice per year. 100% of suppliers acknowledge and comply with the Supplier Code of Conduct. 	 

Sustainability Management Targets

Environmental Dimension		
Material Sustainability Issues	Targets	Related SDGs
Climate Change Management	<ul style="list-style-type: none"> Reduce greenhouse gas emissions per unit of production by 5% compared with the 2023 base year 	
Environmental Management	<ul style="list-style-type: none"> Control air pollution to comply with applicable legal requirements Reduce the generation rate of non-hazardous waste sent to landfill by 10% compared with the 2023 base year Reduce the hazardous waste generation rate per unit of production by 2.5% compared with 2023 100% of employees receive training and pass assessments on waste segregation Zero environmental complaints 	  
Efficient Resource Management	<ul style="list-style-type: none"> Reduce consumption of LPG and fuel oil by 1,200 liters compared with the 2024 base year Reduce electricity consumption per unit of production by 2% compared with the 2024 base year Reduce water consumption per unit of production by 1% compared with the 2024 base year 	  

Sustainability Management Targets

Social Dimension		
Material Sustainability Issues	Targets	Related SDGs
Human Capital Development	<ul style="list-style-type: none"> Employee turnover rate less than 20% of total employees Average employee satisfaction and/or engagement score not less than 86% of employees participating in the survey Average employee training hours not less than 30 hours per person per year 	 
Occupational Health and Safety	<ul style="list-style-type: none"> Zero fatality rate from work-related accidents for employees and contractors Zero Lost Time Injury Frequency Rate (LTIFR) for employees and contractors Zero occupational disease cases among employees total safety training hours for all employees of the organization at least 4,500 hours per year 100% safety training coverage for visitors and contractors Zero safety complaints received from regulatory authorities Zero safety complaints received from the community 	  
Human Rights and Fair Labor Practices	<ul style="list-style-type: none"> 100% of employees receive training and communication on human rights Zero complaints or violations related to human rights within the organization or by company representatives arising from the Company's operations 	  

Sustainability Management Targets

Social Dimension		
Material Sustainability Issues	Targets	Related SDGs
Community Engagement	<ul style="list-style-type: none"> Zero community complaints or grievances arising from the Company's business operations Implementation of 3 community and social development projects per year (CSR after Process) 	 
Customer and Consumer Responsibility	<ul style="list-style-type: none"> Customer satisfaction score for products and services not less than 95% of total orders Ratio of customer complaint handling related to product quality not exceeding 0.18% of total sales value On-Time Delivery (OTD) performance not less than 95% of total orders 	



Key Performance in the year 2025

Environmental Dimension



CLIMATE CHANGE MANAGEMENT

Greenhouse gas emissions
45,207 tonCO₂eq*

*The data is under consideration for carbon label registration by the Thailand Greenhouse Gas Management Organization (TGO), with the announcement of results expected on 18 March 2025.

ENERGY MANAGEMENT



Reduce total electrical consumption
by 9.92% Compared to 2024



LPG and Fuel Oil Consumption
30,600 liters
Reduce LPG and Fuel consumption by
7,845 liters
Compared to 2024

ENVIRONMENTAL MANAGEMENT

Number of Environmental
Complaints

1 Case*



*For further details, please refer to page 83.

AIR POLLUTION



Air quality monitoring
Not exceed
benchmarks

WATER MANAGEMENT



Reduce water
consumption per unit operation
by 1.55%
Compared to 2024

Social Dimension



HUMAN RIGHTS

Number of human rights violations from
internal/external
0 cases



HUMAN CAPITAL DEVELOPMENT

Number of employees training hours
27 Hours/Employee/Year

OCCUPATIONAL HEALTH & SAFETY

Lost Time Injury Frequency Rate
(LTIFR) of employees and
contractors



0 cases

Workplace Fatality Rate



0 cases

947 hours/year Total Safety Training Hours

Overall customer
satisfaction rate

89%



Key Performance in the year 2025

Social Dimension

COMMUNITY RELATIONSHIP MANAGEMENT



Number of Community Complaints Related to the Company's Business Operations
0 cases



Corporate Social Responsibility (CSR) Projects
4 projects

Governance and Economic Dimension

CORPORATE GOVERNANCE

Number of Reports on Business Ethics and Corporate Governance Violations
0 cases



Employees at all levels pass training on business Code of Conduct



98%

RISK MANAGEMENT

Number of Fraud or Cybercrime Incidents
0 cases
Incidents of personal data leakage
0 cases



INNOVATION

Technology and Innovation Development Projects
2 projects



SUPPLY CHAIN MANAGEMENT



Suppliers acknowledge and comply with the Supplier Code of Conduct
47%

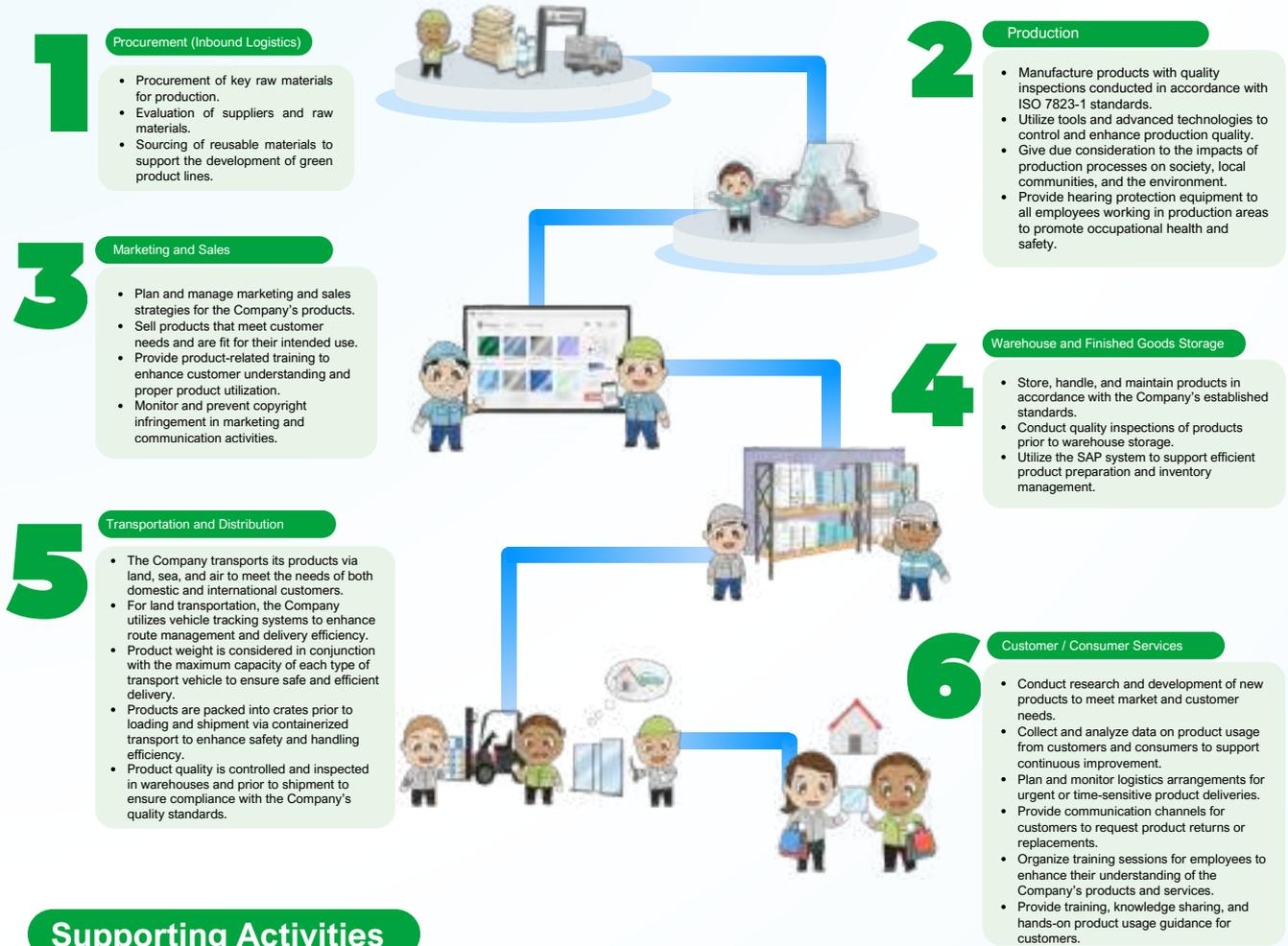
Once per year Supplier Assessments

Business Value Chain

Thai Poly Acrylic Public Company Limited places strong emphasis on end-to-end value chain management, supported by risk management practices that consider potential impacts on the environmental, social, and governance (ESG) dimensions to ensure sustainable business growth.

The Company's value chain activities are as follows:

Core Activities



Supporting Activities

1. Procurement Management

- Selection and evaluation of new suppliers based on qualifications, quality, delivery, documentation, and price.
- Procurement of materials, equipment, and contractors to support Company operations.

2. Technology Development

- Dedicated teams to study the application of technology in production machinery and quality control.
- Knowledge exchange with external organizations to ensure technological development aligns with current conditions.

3. Human Resource Management

- Fair and merit-based recruitment aligned with job qualifications.
- Employee capability development, engagement, succession planning, and career progression.
- Training plans developed based on business needs (current and future) and individual assessment results.
- Employee motivation through appropriate compensation and benefits.
- Compliance with laws related to labor management, migrant workers, forced labor, female labor, and human trafficking prevention.
- Organization of Company CSR activities.

4. Finance and Accounting

- Accurate and timely financial analysis to support management decision-making.
- Calculation of production and sales costs for pricing determination.
- Customer payment collection and receivable follow-up to enhance liquidity.
- Accurate, complete, and timely payments to employees and suppliers.
- Verification of supplier documents (invoices, tax invoices, receipts) and rejection of counterfeit tax documents.
- Preparation and disclosure of quarterly financial reports via the Stock Exchange website.
- Accurate and timely submission of tax filings and financial statements to relevant authorities.
- Internal audit planning and quarterly reporting to the Audit Committee and external parties.
- Coordination with external auditors for quarterly audits.

5. Internal Audit

- Audits of ISO management systems: ISO 9001:2015, ISO 14001:2015, TIS 18001:2004, with future adoption of ISO 45001:2018.
- Audit planning for production and support functions beyond financial audits.
- Product quality audits by department (ISO 9001:2015).
- Document control and disposal related to certification systems.
- Coordination with the Company's Audit Committee.

6. Safety and Environment

- Planning and implementation in compliance with applicable laws.
- Occupational safety, health, and environmental activities, including risk consultation and management advisory.
- Proactive community monitoring, including weekly MMA air monitoring.
- Waste management in compliance with legal requirements.
- 24 hours site security, including security personnel and CCTV systems.

7. Engineering

- Energy planning and control to reduce greenhouse gas emissions and production costs, including alternative energy adoption.
- Pollution control through equipment upgrades and installations.
- Machinery maintenance and improvement to reduce waste and maintain production efficiency.

8. Information Technology (IT)

- Procurement of IT equipment in accordance with Company policy.
- Maintenance and repair of IT systems.
- IT system design and management, including data access control, personal data protection, and data backup.
- IT training for employees.

Stakeholder Analysis in the Business Value Chain

Thai Poly Acrylic Public Company Limited has conducted a stakeholder analysis, identifying six stakeholder groups:

Shareholders, Employees and Management, Customers, Government and Regulatory Authorities, Communities and Society, and Suppliers / Vendors / Service Providers.

Stakeholder prioritization is assessed based on:

- Level of interest in the Company's operations (Interest)
- Level of influence on the Company's decision-making and operations (Influence)

The top three priority stakeholder groups are:

Shareholders, Employees and Management, and Customers.

Accordingly, the Company has established engagement channels and engagement frequency, identified stakeholder needs and expectations, and defined response mechanisms to stakeholder concerns, as detailed in the following sections.

Table: Stakeholder Needs, Expectations, and Company Responses

Stakeholders	Stakeholder Needs and Expectations	Company Responses to Stakeholder Expectations	Engagement Channels and Frequency
Shareholders 	<ul style="list-style-type: none"> • Strong operating performance, high profitability, and shareholder value. • Transparent operations in compliance with applicable laws and regulations. • Fair and systematic sustainability management. • Availability of face-to-face engagement channels. 	<ul style="list-style-type: none"> • Development of products that respond to market demand and enhancement of business structure efficiency. • Transparent and lawful business operations. • Fair and systematic implementation of sustainability principles. • Defined timelines for disclosure of operating results, shareholder value, and financial performance. • Increased opportunities for shareholder participation in Company activities. • Strengthened oversight through the Audit Committee, Internal Audit function, internal control systems, and enterprise risk management. 	<ul style="list-style-type: none"> • Annual General Meeting of Shareholders. • Disclosure through various channels such as the Stock Exchange of Thailand and Investor Relations (IR). • Company website. • Suggestion and feedback channels • Investor Relations (IR) email. • Responses to inquiries via telephone, email, and Line Official Account. • Annual Report and Sustainability Report.

Stakeholders	Stakeholder Needs and Expectations	Company Responses to Stakeholder Expectations	Engagement Channels and Frequency
<p>Employees / Management</p> 	<ul style="list-style-type: none"> • Timely responses to employee opinions and feedback. • Appropriate compensation and benefits. • Safe and healthy working environment. • Job security and business growth. • Career advancement opportunities. • Fair labor practices. 	<ul style="list-style-type: none"> • Management review and response to suggestions and feedback through monthly Management Meetings. • Market benchmarking of compensation and benefits. • Succession planning for key positions. • Quarterly performance and potential evaluations. • Improvement of working conditions in compliance with labor laws. • Implementation of management systems such as ISO 14001, ISO 9001, and TIS 18001. • Compliance with human rights and non-discrimination policies. • Annual health check-ups. • Defined training and human capital development plans. 	<ul style="list-style-type: none"> • Quarterly Town Hall meetings. • Weekly Morning Talks within operational units. • KAIZEN activities. • Internal communication systems such as email, website, bulletin boards, newsletters, social media, and Line Group. • Suggestion boxes. • Complaint and grievance channels. • Employee engagement activities.
<p>Customers</p> 	<ul style="list-style-type: none"> • Satisfaction with products and services • High-quality products and services meeting expectations • Continuous product development and improvement • Competitive pricing • After-sales services, inquiry handling, and technical support • Compensation or replacement under defined conditions • Product warranty • On-time delivery according to agreed schedules • Support for customer business growth 	<ul style="list-style-type: none"> • Customer needs assessment covering product quality, application, and packaging • Market price analysis • Continuous improvement of production efficiency to reduce costs • Product usage training and documentation • Regular customer satisfaction surveys • Technical services for product application issues • Clear delivery timelines and order confirmation (domestic: within 24 hours; international: within 3 working days) • Communication of product and Company information through online channels 	<ul style="list-style-type: none"> • Communication via telephone and email • Customer visits by sales teams, prioritized by Key Accounts • Overseas customer visits for potential and key customers • Communication via social media such as Facebook, LinkedIn, Company website, and Line Official Account • Factory visits • Product training sessions at least twice per year • Technical Center support for after-sales services • Annual customer satisfaction surveys
<p>Government / Regulatory and Supervisory Authorities</p> 	<ul style="list-style-type: none"> • Compliance with applicable laws and regulations • Alignment with government policies and guidelines • Awareness of legal changes and future regulatory trends • Cooperation with government and regulatory initiatives 	<ul style="list-style-type: none"> • Continuous monitoring of new laws and regulations • Regular legal compliance assessments • Participation in meetings and reporting to management • Receipt of industry certifications (e.g. Green Industry Level 3) • Encouragement of employee participation in government and regulatory activities 	<ul style="list-style-type: none"> • Monthly, quarterly, and annual reporting via relevant government or regulatory websites • Monitoring of laws, policies, and regulatory projects through official government websites • Regular coordination with government and regulatory agencies • Communication via Line application • Participation in government-organized activities • Regular communication via telephone

Stakeholders	Stakeholder Needs and Expectations	Company Responses to Stakeholder Expectations	Engagement Channels and Frequency
<p>Community / Society</p>	<ul style="list-style-type: none"> • Compliance with laws and regulations • Accountability for impacts arising from Company operations • Transparent information disclosure in the event of incidents affecting the community • Participation in community activities • Accessible feedback channels and prompt response • Improvement of quality of life and well-being • Support for job creation and income generation 	<ul style="list-style-type: none"> • Continuous monitoring of new laws and regulations • Regular legal compliance assessments • Participation in meetings and reporting to management • Receipt of industry certifications (e.g. Green Industry Level 3) • Encouragement of employee participation in government and regulatory activities • Establishment of policies, guidelines, and standards aligned with legal requirements • Strict compliance with laws and regulations with transparent business operations • Consideration and mitigation of impacts on communities and society • Regular monitoring and reporting of operational impacts • Organization of activities to enhance community quality of life • Participation in community and social initiatives 	<ul style="list-style-type: none"> • Community meetings to listen to feedback and concerns (weekly). • Participation in or support of community CSR activities according to the operational plan (at least 5 times per year). • Air quality monitoring and sharing of results with the community weekly or as necessary.
<p>Suppliers / Vendors / Service Providers</p> 	<ul style="list-style-type: none"> • Timely payment for goods and services • Protection of confidential and personal data provided to the Company • Business continuity • Transparent and auditable procurement processes • Effective utilization of supplied products and services 	<ul style="list-style-type: none"> • Compliance with procurement and sourcing policies • Monitoring and auditing of procurement activities • Supplier development through guidance on product quality and usage • Compliance with anti-corruption policies and transparent, lawful operations • Market price analysis to enhance fair competition for both the Company and suppliers 	<ul style="list-style-type: none"> • Regular communication via telephone, email, and Line application • Annual domestic and overseas supplier visits • Supplier meetings to present products and services and align with Company requirements • Regular surveys on the use of supplied products and services • Annual supplier evaluations

Material Sustainability Topics

To ensure that the Company's operations across the economic, social, environmental, and good corporate governance dimensions achieve the objectives of sustainable development, appropriately respond to stakeholder expectations, and can be effectively measured, Thai Poly Acrylic Public Company Limited has systematically identified, analyzed, and prioritized material sustainability topics.

The materiality assessment considers the organizational context, stakeholder expectations, and external factors that may impact business operations. This process is conducted annually to enable the Company to define appropriate sustainability policies, practices, and action plans.

Material Sustainability Assessment Process

The Company has identified material sustainability topics in accordance with the Sustainability Reporting Guidelines of the Stock Exchange of Thailand (SET). The materiality assessment process consists of five key steps, as follows:

1

Understanding the Organizational Context

The Company assessed its organizational context in line with the Stock Exchange of Thailand's sustainability reporting guidelines to identify material sustainability issues. This assessment considered key internal and external factors affecting long-term business sustainability and stakeholders, enabling the Company to determine the sustainability issues most relevant to its operations and strategic direction.

2

Identification of Material Sustainability Topics

The Company identified material sustainability issues relevant to its business operations across all three ESG dimensions through an analysis of the business value chain, the Company's sustainability context, and stakeholder expectations. This process was supported by a review of relevant sustainability reference sources and standards at both national and international levels, including S&P Global, MSCI Industry Materiality (Sub-Industry: Commodity Chemicals), the Sustainability Accounting Standards Board (SASB), the World Economic Forum, Allianz – Top Risks in Manufacturing, the Stock Exchange of Thailand (SET), Allianz – Top Risks in Thailand, as well as benchmarking against domestic and international industry peers. In 2025, the Company updated its material sustainability topics by adding "Customer and Consumer Responsibility," which was previously included under Product Quality and Production Management. As a result, the Company's total number of material sustainability topics increased to 13.

3

Prioritization of Material Sustainability Topics

The Company prioritized sustainability issues based on assessment criteria covering both the level of impact on the business and the level of impact on stakeholders. The results of this prioritization were used to determine material sustainability topics and were presented to management for consideration of alignment with the Company's context, objectives, and strategic direction, as well as submitted to the Board of Directors for approval prior to disclosure.

4

Validation and Approval

Senior management reviewed and validated the appropriateness of the materiality prioritization process. The Board of Directors examined the accuracy and completeness of the identified material sustainability topics and provided approval for the material topics disclosed.

The outcomes of this validation and approval process play a critical role in shaping the Company's sustainability strategy and the preparation of the Sustainability Report.

Material Sustainability Topics of TPA

Material Topics		Impact Level
Environmental		
E1	Climate Change Management	Low
E2	Environmental Management	High
E2	Efficient Resource Management	Medium
Social		
S1	Human Capital Development	Low
S2	Occupational Health and Safety	High
S3	Human Rights and Fair Labor Practices	Low
S4	Community Engagement	Low
S5	Customer Responsibility	High
Governance and Economic		
G1	Good Corporate Governance	High
G2	Cybersecurity Risk Management and Personal Data Protection	Medium
G3	Product Quality and Production Management	High
G4	Innovation and Technology	High
G5	Supply Chain Management	Low



Scope of Impacts of Material Topics on Stakeholders and the Company



Environmental Dimension



Material Topic	Stakeholders	Risks / Opportunities and Impacts of Material Topics on the Company
Climate Change Management	<ul style="list-style-type: none"> • Employees, Management • Government / Regulatory Authorities 	<p>Effective management of climate change impacts helps create business opportunities, improve the quality of life of communities and employees, and build confidence among investors and customers, while enhancing corporate reputation. Conversely, failure to develop technology or improve processes in line with greenhouse gas reduction targets may lead to risks of business disruption, losses from climate-related crises, declining stakeholder confidence, and increased costs associated with low-carbon policies and carbon taxation.</p>
Environmental Management	<ul style="list-style-type: none"> • Employees, Management • Shareholders • Government / Regulatory Authorities • Society / Communities 	<p>Responsible environmental management reduces concerns from communities and customers, mitigates risks to employee and community well-being, and strengthens stakeholder trust. Effective practices enhance corporate image and credibility. Conversely, inadequate environmental management may result in regulatory inspections, permit revocation, reputational damage, and reduced investor confidence.</p>
Efficient Resource Management	<ul style="list-style-type: none"> • Employees / Management • Government / Regulatory Authorities 	<p>Efficient resource management enables surrounding communities to avoid concerns, supports productive working conditions, and strengthens confidence among shareholders and management. Improved efficiency can create business opportunities and enhance resilience amid energy price volatility. Conversely, inefficient resource management may increase production costs, reduce profitability, cause community issues, and heighten risks related to energy shortages and rising energy prices.</p>



Social Dimension



Material Topic	Stakeholders	Risks / Opportunities and Impacts of Material Topics on the Company
Human Capital Development	<ul style="list-style-type: none"> • Employees / Management • Society / Communities 	Developing employee capabilities enhances career confidence and operational efficiency, leading to improved service quality and higher customer satisfaction. Conversely, insufficient investment in workforce development or inability to retain skilled personnel may reduce customer and partner confidence, weaken competitiveness, and increase recruitment and training costs.
Occupational Health and Safety	<ul style="list-style-type: none"> • Employees, Management • Shareholders • Government / Regulatory Authorities • Society / Communities 	Ensuring safety of employees' lives and property, as well as community well-being, enhances quality of life and strengthens stakeholder confidence in the Company's safety management system. Conversely, unsafe working conditions may lead to injuries, loss of life or assets, legal complaints, permit revocation, reputational damage, and declining stakeholder trust.
Human Rights and Fair Labor Practices	<ul style="list-style-type: none"> • Employees / Management • Shareholders • Government / Regulatory Authorities 	Fair and equitable practices across all stakeholder groups foster trust among employees, customers, business partners, and authorities. Conversely, unfair labor practices may lead to conflicts, legal risks, loss of stakeholder confidence, reputational damage, reduced ability to attract quality talent, and long-term business impacts.
Community Engagement	<ul style="list-style-type: none"> • Employees / Management • Society / Communities 	Building trust and improving community quality of life through engagement activities strengthens social relationships and cooperation. Conversely, lack of engagement or misunderstanding with communities may lead to disputes, complaints, and regulatory scrutiny.
Customer Responsibility	<ul style="list-style-type: none"> • Employees, Management • Shareholders • Customers / Consumers 	Responsible delivery of products and services enhances customer trust and satisfaction, contributing to revenue growth. Conversely, failure to meet customer expectations or quality issues may damage reputation, reduce competitiveness, limit business expansion, and deter new customers or investors.



Governance and Economic Dimension



Material Topic	Stakeholders	Risks / Opportunities and Impacts of Material Topics on the Company
Good Corporate Governance	<ul style="list-style-type: none"> • Employees, Management • Shareholders • Customers / Consumers • Business Partners / Suppliers • Government / Regulatory Authorities 	<p>Strict compliance with laws, regulations, and business ethics builds stakeholder confidence, supports financial stability, enhances growth potential, and strengthens long-term business expansion. Conversely, non-compliance, lack of transparency, or corruption may damage reputation, increase operating costs, undermine shareholder value, and threaten business sustainability.</p>
Cybersecurity Risk Management and Personal Data Protection	<ul style="list-style-type: none"> • Employees, Management • Shareholders • Customers / Consumers • Business Partners / Suppliers 	<p>Continuous investment in cybersecurity and data protection reduces risks of cyberattacks, data misuse, system disruptions, and legal violations. Conversely, data breaches or cyber incidents may cause reputational damage, operational disruptions, legal penalties, loss of stakeholder trust, and ineffective budget allocation due to unplanned remediation costs.</p>
Product Quality and Production Management	<ul style="list-style-type: none"> • Employees, Management • Shareholders • Customers / Consumers 	<p>Maintaining product safety, reliability, and compliance enhances customer satisfaction and loyalty. Efficient production management reduces losses and costs, improving profitability. Conversely, inadequate quality control may lead to customer complaints, loss of trust, reputational damage, reduced competitiveness, increased costs, and missed business growth opportunities.</p>



Governance and Economic Dimension



Material Topic	Stakeholders	Risks / Opportunities and Impacts of Material Topics on the Company
Innovation and Technology	<ul style="list-style-type: none"> • Employees / Management • Shareholders • Customers / Consumers • Business Partners / Suppliers • Government / Regulatory Authorities 	<p>Improving accessibility to products and services and enhancing communication through digital platforms increases customer satisfaction and brand trust. Technology adoption improves operational efficiency, reduces costs, and boosts productivity. Conversely, failure to adapt to technological changes may reduce competitiveness, customer satisfaction, and investor confidence.</p>
Supply Chain Management	<ul style="list-style-type: none"> • Employees / Management • Customers / Consumers • Business Partners / Suppliers 	<p>Transparent and ethical supply chain management builds partner trust and operational continuity. Use of safe and environmentally friendly materials protects employees and communities while ensuring product safety. Strong supply chain practices enhance corporate image, reduce production costs, and improve price competitiveness.</p>





Sustainability Risk Management

Risk Management Policy

This Risk Management Policy provides a framework established by the organization to identify, assess, and manage risks that may affect business operations, with the objective of protecting assets, reputation, and long-term sustainability. Effective risk management enables the organization to prepare for unforeseen situations, minimize losses, and increase the likelihood of achieving its objectives.

Strict and continuous compliance with the Risk Management Policy supports stable and sustainable operations, strengthens stakeholder confidence, and enhances the Company's competitiveness in an ever-changing market environment.

Scope

Implementation of this policy covers all levels of the organization, taking into account the involvement of stakeholders across all dimensions, including employees, customers, suppliers, investors, government agencies, and surrounding communities. The Company emphasizes the shared responsibility of all relevant parties in identifying and managing risks to ensure sustainable and resilient operations.

Risk identification encompasses all relevant areas, including financial, operational, legal, and reputational risks. Each risk is then assessed in terms of likelihood and impact to prioritize risks and determine appropriate management measures. These measures include risk avoidance, risk mitigation, risk transfer, or risk acceptance at an acceptable level.

Practices

The Company conducts regular risk assessments in accordance with the COSO Framework (Committee of Sponsoring Organizations of the Treadway Commission) to ensure comprehensive risk analysis and control across all organizational levels. This process enables the identification of key risk factors, enhancement of control measures, and development of appropriate response strategies.

In the event of urgent incidents that may have a significant impact on the Company, management may report directly to the Board of Directors or the Audit Committee without delay, enabling timely and effective decision-making and response actions.

In the event of urgent incidents that may have a significant impact on the Company, management may report directly to the Board of Directors or the Audit Committee without delay, enabling timely and effective decision-making and response actions. To ensure effective risk management, the Company implements the following measures:

1. Clearly define Risk Appetite and Risk Tolerance
2. Prepare a Risk Matrix illustrating the likelihood and impact of key risks
3. Establish Key Risk Indicators (KRIs)
4. Continuously monitor and evaluate risk management performance
5. Periodically report organizational risks to the Board of Directors

The Company is committed to continuously improving its risk management approach in response to changing circumstances and ensuring that employees at all levels fully understand and strictly comply with this policy.

Risk Management Process

The Company has established a Risk Management Committee responsible for overseeing and managing business risks to ensure they remain within acceptable levels and are aligned with the continuously evolving operating environment.

Risk management plans and mitigation approaches are compiled into reports and presented to the Audit Committee and the Board of Directors for acknowledgment and guidance. Feedback received is incorporated to further enhance risk management measures.

In addition, the Company has developed a Business Continuity Plan (BCP) to prepare for crises or emergency situations. The BCP covers both existing risks and emerging risks that may arise unexpectedly and potentially have a significant impact on business operations.

The Company applies Enterprise Risk Management principles in accordance with the COSO-ERM framework, consisting of the following key steps:



Sustainability Risk Management

In 2025, the Company conducted a comprehensive review of organizational risks, taking into account changes in the business environment, economic conditions, and sustainability context. Key changes identified include:

- Economic and business volatility risks
- Environmental and sustainability risks
- Legal compliance and corporate governance risks
- Operational and human resource risks

The results of this review were used to enhance risk management measures to ensure they are robust, transparent, and aligned with sustainable business operations.

Risk Factors Affecting Business Operations

The Company analyzed both internal and external business environments, including economic, social, environmental, and other relevant trends, to identify key risk factors affecting its operations. This analysis covers current risks as well as emerging risks that may arise in the future.

These risks encompass environmental, social, governance, and economic dimensions, enabling the Company to establish comprehensive risk management measures addressing all aspects that may impact business performance.

Accordingly, the Company categorizes risk factors into five main groups, as follows:



Strategic and Business Risks (Strategic Risk)



Management and Operational Risks (Operational Risk)



Regulatory and Legal Risks (Compliance Risk)



Financial Risks (Financial Risk)



Emerging Risks

Risk Drivers	Risk Characteristics	Impacts from Risk	Risk Mitigation Measures
Financial Risk			
Volatility of foreign exchange rates	Exchange rate fluctuations 	<ul style="list-style-type: none"> • Cost uncertainty • Exposure in import/export transactions in certain currencies • Volatility in revenue and operating results • Potential decline in revenue and profit from exchange rate movements 	The Company has established a dedicated working team to closely monitor and analyze developments and trends in foreign exchange rates. In addition, the Company has implemented a foreign exchange risk management policy, which may include entering into forward exchange contracts with domestic financial institutions. Most of these contracts have maturities of no longer than one year. These measures are intended to mitigate the impact of exchange rate volatility and to enable the Company to determine its costs and selling prices in Thai Baht with greater certainty.
Operational Risk			
Personal data security	Personal data leakage 	The misuse of personal data may result in a loss of the Company's credibility in its operations and could also lead to criminal penalties.	The Company has established a personal data protection policy and appointed a responsible working team with the objective of strengthening data security measures, in order to ensure that its operations comply with the Personal Data Protection Act (PDPA).
Internal communication	Language differences (Thai-Myanmar) 	<ul style="list-style-type: none"> • Misunderstandings among employees/teams causing errors and non-alignment with targets • Conflicts and reduced teamwork and engagement 	<ul style="list-style-type: none"> • Develop bilingual work instructions and visual aids • Provide operational training for foreign workers • Improve internal communications to be bilingual (Thai-Myanmar) • Recruit bilingual staff to facilitate communication
Cybersecurity	Data leakage from cyberattacks, unauthorized access, data loss 	Cybersecurity threats, including unauthorized access to the Company's systems and networks, may lead to operational interruptions, decreased system effectiveness, and reputational damage resulting from false or misleading information.	The Company complies with information system security policies and measures, including the installation of firewall systems and devices to prevent access from external threats across all channels. Firewall backup solutions are in place, and antivirus software is installed on all Company computers to prevent data loss caused by malware infections. Risk assessments are conducted on a monthly basis, and cybersecurity awareness training is provided to targeted employee groups at all levels to ensure awareness of cyber threats.
Internal control systems	Weak or ineffective internal controls. 	Deficiencies in internal management or personnel-related issues, without effective controls, may lead to operational delays, higher costs, or reduced product and service quality.	The Company has implemented strong internal controls, enhanced operational efficiency through technology, and continuously developed employee capabilities, while maintaining contingency plans to ensure business continuity and mitigate potential disruptions.
Workplace environment	Unsafe working conditions 	<ul style="list-style-type: none"> • Accidents causing injuries, fatalities, or asset losses • Work stoppages and income loss. • Increased welfare costs and reputational damage. 	<ul style="list-style-type: none"> • Implement 5S activities. • Establish OHS & Environment Committee (SHE). • Conduct annual workplace inspections and enforce standards • Annual health check-ups for employees. • Health promotion programs for high-risk groups.
Air pollution	Air quality risks 	<ul style="list-style-type: none"> • Employee illness (e.g., respiratory diseases) leading to absenteeism and lower productivity. • High costs for air pollution controls. • Regulatory actions and reputational risk. 	Annual air quality monitoring is conducted to ensure that the Company's production activities do not emit pollutants into the environment beyond regulatory standards. In addition, annual health check-ups based on risk factors are provided for employees to ensure that they are not adversely affected by air pollution.

Risk Drivers	Risk Characteristics	Impacts from Risk	Risk Mitigation Measures
Strategic Risk			
Geopolitical instability	Trade wars 	Trade wars lead to higher costs and reduce opportunities for market expansion. Political instability also undermines investor confidence. In addition, newly enacted laws increase the cost burden on businesses, while sanctions can restrict business operations in certain regions.	The Company will identify risks by analyzing geopolitical factors and assessing their impacts, taking into account both the severity and the likelihood of potential effects on the Company. It will develop response plans, establish contingency plans, diversify risks, build networks with relevant stakeholders, and continuously monitor and update the plans in line with evolving circumstances.
Compliance Risk			
Regulatory changes	Change in laws and regulations 	<ul style="list-style-type: none"> • Fines, litigation, or license revocation if non-compliant • Reputational damage and financial losses • Market share loss • Impact on production/export plans due to regulatory changes 	<ul style="list-style-type: none"> • Continuously monitor legal/regulatory changes (HR, Legal, EHS) • Annual legal compliance assessments • Adjust operations to comply with country-specific regulations
Emerging Risks			
Climate change	Climate change impacts or new climate laws (GHG control, waste reduction) 	<ul style="list-style-type: none"> • Business disruption from extreme weather and crises • Supply chain delays and emergencies in operating areas • Reputational and trust impacts if GHG targets are not met 	<ul style="list-style-type: none"> • Resource efficiency (energy reduction, waste reduction) • Emergency preparedness and response planning; BCP • Identify carbon footprint and implement GHG reduction measures



Business Continuity Plan (BCP)

The Company regularly prepares and updates a Business Continuity Plan (BCP) to respond to crises or emergency events and to manage key risks that may disrupt business operations in both the short and long term, such as earthquakes, floods, war, personal data breaches, and pandemic situations. These events may cause operational interruptions and/or adversely affect the Company's reputation.

Earthquake Scenario

The earthquake BCP is designed to respond to sudden and severe natural disasters. Its objectives are to protect employees' lives and safety, minimize damage to assets and operational systems, and enable the business to recover and return to normal operations as quickly as possible.

Response Strategy

Step 1: Monitoring and Early Warning

The Company monitors information and announcements from the Thai Meteorological Department and relevant authorities. When tremors are detected or an earthquake warning is issued, employees are immediately notified via alarms, public address systems, or internal online communication groups. Employees are trained on proper actions during an earthquake, such as taking cover under a sturdy desk/table or evacuating to designated safe areas.

Step 2: Prevention and Control Measures

The Company regularly inspects the structural integrity of buildings, machinery, and utilities. Engineers or safety specialists assess risks and implement reinforcement measures, such as securing heavy equipment, anchoring storage racks, and establishing clear and safe evacuation routes. Emergency equipment (e.g., fire extinguishers, flashlights, first-aid kits, and food supplies) is prepared and placed in accessible locations.

Step 3: Workforce and Work Arrangement Management

During an earthquake, employees must immediately follow the emergency evacuation plan. Supervisors and safety officers manage evacuation routes and verify the safety of all personnel. After the event, the Company evaluates whether the original work area is safe. If risks remain, alternative arrangements will be implemented, such as temporary relocation of work areas or remote work for certain roles until the site is deemed safe.

Step 4: Post-Incident Safety Follow-up and Support

The Company implements an employee check-in system to confirm safety and identify individuals needing assistance. Injured persons will be transferred to appropriate medical facilities without delay. Before resuming operations, the Company conducts detailed inspections of building structures, electrical systems, water supply, and machinery to prevent secondary incidents, supported by engineers or specialists assessing damages.

Responsible Party

The Crisis Management Team (CMT) serves as the central decision-making body. The CMT communicates continuously and transparently with employees regarding safety measures, temporary worksite relocation, and adjustments to production/service plans. The CMT also assesses business impacts such as machinery damage, supply chain disruption, and financial impacts to appropriately adapt strategies for business continuity.

Recovery and Remediation

After the earthquake situation ends, the Company restores the workplace, repairs or replaces damaged equipment and structures, and verifies safety before resuming use. The Company also provides support to affected employees and their families, including temporary accommodation, financial assistance, and psychological support, to ensure employees can return to work effectively. Lessons learned will be documented, and the BCP will be strengthened for future preparedness.

Flood Scenario

The flood BCP is designed to manage natural disasters that may affect employee safety, assets, and operations. It emphasizes damage prevention, advance preparedness, timely response, and post-incident recovery to maintain operational continuity and reduce long-term impacts.

Response Strategy

Step 1: Monitoring and Early Warning

The Company monitors information from relevant agencies such as the Thai Meteorological Department, the Department of Disaster Prevention and Mitigation, and local authorities. When warnings are issued or risk signals are detected (e.g., heavy rainfall, overflowing dams/canals), the Company immediately informs employees and management and provides guidance on initial preventive measures.

Step 2: Prevention and Control Measures

The Company prepares measures to mitigate flood impacts, including reinforcing flood barriers around the premises, procuring water pumps and drainage tools, moving critical equipment and machinery to higher ground, and preparing backup power systems to prevent outages. Safe evacuation points and ready-to-use first-aid equipment are also prepared.

Step 3: Workforce and Work Arrangement Management

During flooding, the Company implements appropriate work arrangements, such as adjusting working hours, supporting remote work where feasible, and arranging alternative routes or backup transportation to ensure employee safety. If certain areas cannot operate, the Company prioritizes critical activities to keep essential operations running.

Step 4: Safety Follow-up and Support

The Company tracks employee safety through periodic check-ins. Emergency support is prepared (e.g., transportation, food, drinking water), and coordination with local authorities or rescue units will be arranged if needed. The Company also continuously inspects buildings, machinery, and utilities to ensure safety.

Step 5: Communication and Continuity Management

The Company communicates continuously and transparently with employees regarding changing measures, such as closing/opening work areas, temporary relocation, or switching to online systems in place of on-site work.

Responsible Party

The Crisis Management Team (CMT) is responsible for monitoring the situation, assessing impacts, and defining strategic measures to maintain business continuity.

Recovery and Remediation

After flooding subsides, the Company restores the worksite, repairs damaged equipment and machinery, and verifies safety measures before returning to normal operations. Support will be provided to affected employees, such as housing assistance, financial support, or psychological counseling. Lessons learned will be documented to improve future plans.

Pandemic Scenario

This pandemic BCP provides structured guidance to prevent and respond to all types of pandemics—past, present, and potential future outbreaks—to ensure business continuity is maintained effectively.

Response Strategy

Step 1: Monitoring and Early Warning

The Company monitors information from relevant national and international authorities to assess severity and trends. When risk is identified, the Company promptly alerts and communicates with employees via accessible channels (e.g., email, notices, online meetings) to create shared understanding and reduce panic.

Step 2: Prevention and Control Measures

The Company implements clear measures to prevent disease spread, such as restricting travel to high-risk areas, providing personal protective equipment, screening employees and visitors, and adjusting workplace layouts for physical distancing—ensuring a safe working environment and reducing transmission risk.

Step 3: Workforce and Work Arrangement Management

Remote work is supported for eligible roles, with necessary tools and systems (e.g., online meetings, close task tracking). Employees who are ill or at risk must quarantine without affecting their rights. The Company also prepares workforce contingency plans to ensure operations continue without disruption.

Step 4: Health Monitoring and Support

Technology may be used to monitor and assess employee health (e.g., symptom/travel history applications). Disinfection equipment is provided for common areas, and the Company supports access to treatment and vaccination. Suitable medical activities/services are arranged to ensure employees feel well cared for.

Step 5: Communication and Continuity Management

Transparent and continuous communication is emphasized during crises, supported by the Crisis Management Team (CMT).

Responsible Party

The Crisis Management Team (CMT) oversees and decides on measures and regularly evaluates business impacts to enable timely operational adjustments while maintaining continuity.

Recovery and Remediation

As the situation improves, the Company systematically restores operations to normal, alongside remediation for employees affected physically, mentally, or in work arrangements. Lessons learned will be documented, plans will be improved, and drills/training will be conducted periodically to enhance readiness for future outbreaks.

Personal Data Breach Scenario

1. To respond to personal data breaches that may impact data subject rights, customer confidence, and business operations, with the goal of protecting data subject rights and safety.
2. To minimize legal, financial, and reputational damage, enabling the Company to control the situation, recover, and return to normal operations quickly and transparently.

Response Strategy

Step 1: Monitoring and Early Warning

- Implement monitoring systems for access/use of personal data (e.g., access logs, security monitoring alerts).
- If abnormalities occur (unauthorized access, data loss, misdirected disclosure), immediate alerts must be issued through IT systems, the central data hub, and the Data Controller.
- Train employees to correctly identify and promptly report potential breaches.

Step 2: Prevention and Control Measures

- Regularly review databases, storage devices, and employee access rights.
- Implement data encryption, access controls, and multi-factor authentication (MFA).
- Establish backup & recovery plans and store backups in secure separate locations.
- Apply physical and digital controls (e.g., USB control, firewall, malware monitoring).

Step 3: Workforce and Work Arrangement Management

- Upon a breach, employees must immediately stop using affected systems and notify relevant functions.
- Establish an Incident Response Team (IT, Legal, HR, and Management) to lead remediation.
- Assess operational impact; if systems are unavailable, switch to backup systems or temporary offline processes as needed.

Step 4: Safety Follow-up and Support

- Prepare incident reports and maintain records for audit trails.
- Investigate root causes (cyberattack, human error, system weakness).
- Support employees and data subjects (e.g., guidance to change passwords).
- Verify system security before restoring operations.

Step 5: Communication and Continuity Management

The CMT is appointed to centrally manage the situation and communication with:

- Data subjects: notify breach, risks, and support measures
- Regulators: notify within 72 hours as required (e.g., Thailand PDPA; GDPR where applicable)
- Other stakeholders (business partners, shareholders): assess business impacts such as service disruption, financial loss, and reputational impacts

Responsible Party

The Crisis Management Team (CMT) serves as the central incident management body.

Recovery and Remediation

- Repair systems and strengthen security measures to prevent recurrence.
- Provide remediation for affected data subjects (e.g., financial support, credit monitoring, advisory support).
- Conduct lessons learned sessions and enhance the BCP and personal data protection controls.
- Report actions and corrective measures to management and the Board of Directors.



War Scenario

The war BCP prepares the Company to respond to instability, including conflicts in neighboring countries, regional wars, or international disputes that may directly or indirectly affect the business. The objectives are to protect employees, minimize operational impacts, and maintain organizational continuity.

Response Strategy

Step 1: Monitoring and Early Warning

Monitor security and geopolitical developments closely from credible sources (e.g., government, military, embassies, international organizations, reputable media). When risks are identified, promptly alert employees and provide clear guidance.

Step 2: Prevention and Control Measures

Implement measures to safeguard employees and assets, including assessing risk levels for workplaces and employee residences, preparing protective equipment, arranging safe travel channels, strengthening site security, and preparing evacuation plans when conflict escalates nearby.

Step 3: Workforce and Work Arrangement Management

Assess roles eligible for remote work and prepare supporting technology. Establish a workforce backup plan for situations where employees cannot report to work. Prioritize critical tasks to ensure essential business functions continue.

Step 4: Safety Follow-up and Support

Establish systems to track and confirm employee safety in risk areas, with 24/7 emergency contact channels. Support diplomatic/government assistance where cross-border movement is required. Provide physical and mental health support, including counseling and special assistance for impacted employees.

Step 5: Communication and Continuity Management

Communicate conditions and measures transparently and continuously through the Crisis Management Team (CMT).

Responsible Party

The Crisis Management Team (CMT) monitors the situation, assesses impacts, and makes strategic decisions across production, logistics, finance, and supply chain to maintain operations during wartime conditions.

Recovery and Remediation

When conflict subsides, the Company will restore business operations to normal and provide remediation for employees and families affected in terms of safety, income, and mental health. Measures will be updated based on lessons learned to strengthen future preparedness.



Review and Improvement of the Business Continuity Plan

The Company reviews its Business Continuity Plan (BCP) on an annual basis, referencing the League Assessment Score to evaluate the effectiveness of the plan, identify areas for improvement, and enhance organizational readiness to appropriately and continuously respond to emergency situations.





Corporate Governance and Economic Dimension

G1 Good Corporate Governance

Issues such as a lack of external trust, loss of shareholder benefits, returns that do not meet expectations, as well as risks arising from corruption and non-transparent operations, may damage the Company’s reputation and increase operating costs.

Accordingly, the Company places strong emphasis on strict compliance with its Code of Conduct and applicable laws, as well as on maintaining the accuracy and integrity of corporate information. These practices are essential to building trust among customers, business partners, and regulatory authorities, while also attracting shareholders and stakeholders. This, in turn, supports financial liquidity and enhances the Company’s ability to expand its business.

Objectives and Management Targets

To enhance stakeholder confidence, strengthen operational transparency, and prevent corruption, the Company has established a management plan with clearly defined objectives and targets for its operations in 2025, together with short-term (2026), medium-term (2027–2029), and long-term (2030–2034) goals, as outlined below.

Key Material Issue Indicators	Target			
	2025	Short Term (1 year)	Medium Term (2–3 years)	Long Term (More than 3–5 years)
Number of legal non-compliance cases	0 Cases	0 Cases	0 Cases	0 Cases
Compliance with laws and Company regulations	100%	100%	100%	100%
Number of complaints and whistleblowing reports related to violations of business ethics and corruption	0 Cases	0 Cases	0 Cases	0 Cases
Percentage of complaints and whistleblowing reports related to violations of business ethics and corruption that were resolved	100%	100%	100%	100%
Percentage of employees who acknowledge and understand business ethics	100%	100%	100%	100%
Training on good corporate governance policy, business ethics, and anti-corruption for executives and employees	100%	100%	100%	100%



Good Corporate Governance Policy

The Company has established a Good Corporate Governance Policy based on the principles of transparency, accountability, fairness, and strict compliance with applicable laws and regulations, in order to build confidence among all stakeholders. The policy emphasizes clear definition of roles and responsibilities of the Board of Directors, management, and employees; appropriate internal controls; systematic risk management; and anti-corruption measures, to support sustainable and well-governed business operations.

The Company regularly reviews and updates this policy to ensure alignment with good corporate governance principles, ESG best practices, and changes in laws and the business environment. Areas receiving increased focus include sustainability and environmental governance, risk management and internal control, legal compliance and business governance, as well as anti-corruption measures. The policy continues to emphasize transparency, accountability, and fairness in support of sustainable business operations.

Corporate Governance Guidelines

The Board of Directors of Thai Poly Acrylic Public Company Limited is responsible for conducting the Company's business in a manner that maximizes value for shareholders while ensuring fairness to all stakeholders. This responsibility is carried out alongside the development of high-quality products and services that meet customer needs.

In fulfilling its duties, the Board adheres to the principles of good corporate governance and applies the recommendations under the Corporate Governance Code for Listed Companies (2017) issued by the Securities and Exchange Commission of Thailand. The Code comprises eight principles for directors, which serve as a framework for governing and overseeing the Company's management to ensure transparency, fairness, and accountability for the collective benefit of shareholders, stakeholders, as well as the communities and society in which the Company operates, as follows:

- Recognize the roles and responsibilities of the Board of Directors as leaders in creating long-term sustainable value for the Company.
- Define the Company's core objectives and strategic goals with a focus on sustainability.
- Strengthen the effectiveness of the Board of Directors.
- Oversee the succession planning, development of senior executives, and effective human capital management.
- Promote innovation and responsible business practices.
- Ensure the establishment of appropriate risk management and internal control systems.
- Safeguard financial credibility and ensure transparent and reliable disclosure of information.
- Support shareholder engagement and effective communication with shareholders.



Business Code of Conduct

The Company places strong emphasis on conducting its business with integrity, transparency, and fairness. Key policies, including the Code of Conduct, Anti-Corruption and Anti-Bribery Policy, and Corporate Governance Policy, are regularly reviewed to ensure alignment with good corporate governance principles, evolving business conditions, and the applicable laws and regulations governing the roles and responsibilities of directors, executives, and employees at all levels.

In 2025, the Company reviewed and enhanced its Code of Conduct to ensure continued alignment with good governance principles, corporate governance best practices, and the evolving sustainability context. Areas of increased focus included compliance with applicable laws and regulations, anti-corruption and anti-bribery practices, prevention of conflicts of interest, respect for human rights, fair treatment of employees, and responsibility toward society and the environment. This review reinforces a transparent, ethical, and well-governed organizational culture and supports the Company's long-term sustainable business operations.

Further details of the Company's "Code of Conduct" are available on the Company's website at: <https://www.thaipolyacrylic.com/about/about-code-of-conduct>

Monitoring and Auditing Compliance with the Business Code of Conduct

1. Responsible Parties for Oversight

The Company has established an appropriate and effective Internal Control system and Internal Audit function. The Board of Directors has assigned the Audit Committee to oversee operations to ensure transparency, compliance with applicable laws, and sound governance practices.

The Audit Committee's roles and responsibilities include:

- Reviewing and evaluating operational processes to ensure appropriate management practices aligned with international standards
- Reviewing the accuracy, completeness, and adequacy of financial reports, including meetings with external auditors
- Overseeing and assessing risks to ensure internal control measures are sufficient and effective in mitigating business impacts
- Ensuring compliance with applicable laws, regulations, and Stock Exchange requirements
- Providing guidance on transactions that may involve conflicts of interest to ensure transparency and fairness
- Selecting and proposing the appointment of independent external auditors and reviewing their qualifications and remuneration in accordance with professional standards

The Audit Committee prepares a signed performance report by the Chairperson and discloses it in the Company's Annual Report, covering financial statement reviews, adequacy of internal controls, and auditor suitability.

The Audit Committee also conducts periodic self-assessments to ensure independent, transparent, and accountable performance, working closely with management and relevant units. Corrective and preventive measures are established in cases of Code of Conduct violations, including investigation and enforcement procedures.

2. Actions in the Event of Business Code of Conduct Violations

Upon receiving complaints or whistleblowing reports through designated channels, the Audit Committee initiates a review and formal investigation. Investigation results are communicated to the complainant or whistleblower within 30 days. Confidentiality is strictly maintained, fairness is ensured for all parties, including the accused, and whistleblowers are protected.

If violations of laws, regulations, or the Business Code of Conduct are identified and may result in financial or reputational damage, the Audit Committee reports the matter to the Board of Directors for urgent corrective action. Follow-up is conducted to ensure effective remediation. Where corrective actions are insufficient, or negligence is identified, the Audit Committee may report the matter to regulatory authorities such as the Securities and Exchange Commission or other relevant agencies, and may recommend additional internal audits or strengthened preventive measures.



3. Remediation for Affected Parties

In cases involving violations of the Business Code of Conduct or corruption that constitute legal offenses, offenders may be required to compensate for actual damages, subject to negotiation under Company regulations or applicable laws, including fines or penalties.

Following resolution, the Company summarizes complaints, investigation outcomes, and corrective actions for presentation to the Board of Directors, prepares an annual summary report, monitors corrective actions, and communicates appropriately with relevant stakeholders.

4. Review of the Business Code of Conduct Audit Process

The Company regularly reviews its Business Code of Conduct audit process and updates the Code to align with legal requirements, relevant standards, and changes in the business environment. Reviews are conducted at least annually in collaboration with relevant units and include:

1. Evaluation of the current Business Code of Conduct to identify areas for improvement or enhancement
2. Assessment of work processes, policies, and employee behavior to ensure alignment with corporate governance principles

Stakeholders, including employees, management, and business partners, participate by providing feedback through complaint, whistleblowing, and governance suggestion channels, supporting effective implementation of the Code of Conduct.

Anti-Corruption Policy

The Company is committed to fair business practices based on ethics, integrity, and good corporate governance, supporting long-term sustainability and responsibility toward society and the environment. Accordingly, the Anti-Corruption Policy is established as a core Company policy, publicly disclosed, and incorporated into the Business Code of Conduct applicable to all employees and business activities.

The policy strictly prohibits bribery or improper inducements to government agencies, officials, legal entities, or individuals, whether in cash or in-kind, including gifts, entertainment, donations, benefits, facilitation payments, assistance, or political contributions in any form.

The policy also requires accurate accounting records and complete documentation to ensure all expenditures are legitimate and transparent, and that Company funds and resources are not used for bribery.

Employees or Company representatives who violate or fail to comply with this policy are subject to disciplinary action and legal consequences. Employees who refuse to engage in corruption, even if it results in lost business opportunities, will not face penalties or adverse employment consequences.

Senior managers are designated as Anti-Corruption Committee members, responsible for meetings, reporting, policy review, and risk assessments. Anti-corruption controls are incorporated into the annual internal audit plan, with reporting to the Audit Committee. Urgent matters may be reported directly to the Audit Committee Chairperson.

Complaints, Whistleblowing, and Governance Suggestions

Complaints, whistleblowing reports, and governance suggestions related to anti-corruption may be submitted in writing or verbally through the following channels:

- Direct supervisor or Human Resources Manager
- Audit Committee: Audit.Committee@thaipolyacrylic.com
- Secretary to the Managing Director (by post): 60–61 Moo 9, Phutthamonthon Sai 4 Road, Krathum Lom, Sam Phran, Nakhon Pathom 73220
- Company website: www.thaipolyacrylic.com
- Whistleblowing hotline: https://www.pfa-japan.net/mcgap_whistleblow Password: Apkaiteki

Complaints are reviewed at two levels:

1. Matters involving Managing Director level or above are handled by the Audit Committee Chairperson
2. Matters below Managing Director level are investigated by a designated committee with no conflicts of interest

Investigations are conducted fairly, confidentially, and with whistleblower protection. Responses are provided within 30 days from receipt.

Anti-Competition and Anti-Monopoly Practices

The Company places the highest importance on conducting its business in a transparent and fair manner and is firmly committed to strict compliance with applicable competition laws. The Company is dedicated to preventing and opposing all forms of anti-competitive practices in order to strengthen stakeholder confidence and safeguard the Company's reputation.

The Company recognizes that anti-competitive conduct such as price fixing, bid rigging, market allocation, or production allocation constitutes illegal behavior and may result in significant adverse impacts on both individuals and the organization. Accordingly, the Company has established policies to promote compliance with competition laws and encourages all directors, executives, and employees to participate in competition law training to enhance awareness and mitigate potential risks.

All employees are required to report any suspected anti-competitive conduct through the Company's designated advisory function or whistleblowing hotline. The identity of whistleblowers is treated with strict confidentiality, and employees who report concerns in good faith are protected under applicable laws and the Company's internal policies.

Conflict of Interest and Related-Party Transactions

The Company recognizes the importance of preventing conflicts of interest at all levels to promote transparency, credibility, and stakeholder trust. Clear guidelines are established, including disclosure requirements, careful review and approval of related-party transactions, and ongoing monitoring to ensure compliance with good governance principles.

Directors and employees are required to disclose potential conflicts of interest transparently through established reporting and review mechanisms to prevent organizational harm.

Tax Policy

The Company conducts business transparently and responsibly as a compliant taxpayer. A Tax Policy has been established to guide tax governance, risk management, and operational tax practices, covering:

1. Tax governance
2. Tax risk management
3. Tax planning and operational guidelines

Details are available on the Company website:

<https://www.thaipolyacrylic.com/article/detail/546>

Key Corporate Governance Actions

Enhancing Legal and Accounting Compliance

The Company emphasizes compliance with laws, accounting standards, and governance requirements, adhering to regulatory standards for financial reporting, taxation, and transparent business operations.

In 2025, accounting staff received training on new financial reporting standards, sustainability disclosure standards for PAEs, actuarial calculations for employee benefits (TAS 19), and professional ethics. These programs enhance understanding of regulatory impacts and reinforce ethical accounting practices.

Communication of the Business Code of Conduct

The Company communicates its Code of Conduct to employees through multiple channels, including new employee orientation programs, internal communications such as announcements and electronic media, training sessions, and ongoing reinforcement by supervisors. These approaches are designed to ensure that employees at all levels consistently understand and comply with the Code of Conduct.

In 2025, all Company employees formally acknowledged the Code of Conduct, representing 100% employee acknowledgment.

Anti-Corruption Awareness Communication

The Company conducted awareness activities on anti-corruption policies through meetings, emails, and internal communications. In 2025, senior management, managerial staff, and operational employees received anti-corruption policy communication, covering 98% of total employees.

Employee Level	Number (Persons)
Senior Management	6
Management Level	8
Operational Level	171

Number of Legal Disputes in 2025

In 2025, the Company was involved in one legal dispute. The case related to a criminal proceeding concerning a dishonored cheque, in which a customer made payment for goods or services by cheque that could not be cleared upon presentation due to insufficient funds or other reasons. Such circumstances may constitute an offense under the applicable laws governing cheque usage. In this regard, the Company reserves the right to pursue appropriate legal actions and procedures in order to protect its legitimate rights and interests.

Thai Private Sector Collective Action Against Corruption (CAC)

The Company has declared a strong commitment to combating corruption by joining the Thai Private Sector Collective Action Against Corruption (CAC) since 2017. The Company also aims to extend this commitment throughout its business network by encouraging suppliers and customers to join the CAC partnership.

In 2025, the Company recorded no cases of corruption, and it has continued to implement the CAC guidelines on an ongoing basis. In 2026, the Company plans to renew its CAC membership to reaffirm its commitment to conducting business with transparency, strong corporate governance, and sustainable adherence to good governance principles.



Training Activities on Good Corporate Governance and Anti-Corruption

The annual compliance knowledge test conducted via both online and offline channels for employees and the Company is a recurring activity organized by the Compliance team. The purpose is to strengthen knowledge and understanding of corporate compliance requirements and corporate governance principles across multiple dimensions. This activity aims to ensure that employees can apply compliance policies correctly and consistently, and perform their duties with confidence in alignment with relevant requirements. Participation covered 98% of the total 189 employees as of December 2025.

“Training on good corporate governance and anti-corruption was provided to employees at all levels, covering 98% of the total workforce.”



Employee Engagement for Sustainable Good Corporate Governance

Quarterly Town Hall for Employee Engagement and Transparency

Quarterly Town Hall activities provide a forum for employees at all levels to understand the Company's direction and communicate transparently with management. The Company holds Town Hall sessions every quarter, totaling four sessions per year, with the objective of enabling employees at all levels to receive comprehensive updates about key organizational matters and promoting two-way communication between employees and management.

Each quarterly Town Hall is led by Dr. Surajin Tappanchai, Managing Director, who presents performance updates, strategic direction, and key policies, including initiatives for development, work-quality improvement, and future growth plans ensuring shared understanding and a common vision across the organization.

The sessions also provide opportunities for employees to ask questions, share opinions, and directly raise concerns or suggestions with management, reflecting transparency, accountability, and the Company's genuine commitment to listening to employee voices.



Anti-Corruption Campaign Activities

On 23 April 2025, the Company organized an anti-corruption campaign under the concept "No Receiving, No Giving Bribes of Any Kind." The campaign aimed to instill integrity among employees at all levels and raise awareness of the impacts of corruption on both the organization and society.

The activity emphasized the importance of conducting business based on good governance transparent, auditable, and aligned with international standards of good management to strengthen an organizational culture grounded in correctness and social responsibility.

This initiative reflects the Company's commitment to taking an active role in combating corruption and helps build confidence among stakeholders, including employees, business partners, customers, and surrounding communities. It also contributes to advancing Thai society toward greater transparency, fairness, and long-term sustainability.



Sustainability Policy Promotion Activity

On 9 April 2025, the Company held a sustainability policy promotion activity to raise awareness of conducting business in parallel with environmental stewardship, social responsibility, and good governance.

The activity encouraged participation from all functions within the organization in driving sustainable development goals.

This activity focused on strengthening employee awareness and enhancing understanding of environmental and social impacts arising from the Company's operations, so that personnel at all levels can meaningfully contribute to creating shared value.

The activity reflects the Company's commitment to being a socially and environmentally responsible organization and supports a corporate culture that prioritizes long-term development enhancing the Company's reputation while helping elevate society toward sustainable growth.



Celebration of SET ESG Ratings 2025 Achievement: Level A

On 25 December 2025, the Company held a celebration event to mark its achievement of SET ESG Ratings 2025 at Level A.

This recognition reflects the Company's sustainable business operations and responsibility across environmental, social, and governance dimensions.

The objective of the event was to express appreciation and communicate sustainability achievements to employees at all levels.

The management team contributed to the joyful atmosphere by preparing desserts such as bingsu, waffles, and ice cream and distributing them to all employees.

The event was filled with warmth and smiles, reflecting the strong collaboration of all parties who contributed to this milestone.



Communication and Awareness

Building on Emergency Response Plans

On 1 April 2025, the Company held a special agenda assembly meeting (Town Hall Meeting) led by Dr. Surajin Tappanchai, Managing Director, to communicate and strengthen understanding of the Company’s emergency response plans.

This meeting was organized following the earthquake in Myanmar on 28 March 2025, which had widespread impacts, including in certain areas of Thailand. The Company recognizes the risks associated with unpredictable disasters and prioritizes preparedness across all employee levels. Key points included:

- Explanation of the earthquake event and potential implications for the Company
- Emphasis on the importance of having a systematic, comprehensive, and actionable emergency plan
- Preparedness in terms of facilities, equipment, communication, and the roles and responsibilities of each function during emergencies



This initiative forms part of the Company’s ESG approach particularly the Governance and Social dimensions focusing on risk management, employee welfare, and comprehensive preparedness for events that may affect business continuity.

Performance in 2025

Key Material Issue Indicators	2025 Target	Performance Results
Number of legal disputes	0 Cases	1 Case
Compliance with laws and company regulations	100%	100%
Number of complaints and whistleblowing cases related to violations of business ethics and corruption	0 Cases	0 Cases
Percentage of complaints and whistleblowing cases related to violations of business ethics and corruption that were resolved	100%	100%
Percentage of employees who acknowledged and understood the Code of Business Ethics	100%	100%
Training coverage for directors, executives, and employees on corporate governance policies, business ethics, and anti-corruption	100%	98%

G2 Cybersecurity Risk Management and Personal Data Protection

Risk management in this area covers cybersecurity threats, data inaccuracies and misinformation, as well as the protection of personal data and information systems. Investment in cybersecurity and personal data protection systems requires continuous expenditure and remains subject to risks arising from vulnerabilities within the Company’s systems and networks. These vulnerabilities may lead to cyberattacks or misuse of data, potentially resulting in loss of credibility and corporate reputation.

Cyber incidents may reduce system efficiency or cause system downtime. In addition, leakage of confidential information may give rise to disputes with regulatory authorities and stakeholders, as well as negatively affect shareholder confidence. Ineffective budget management may also result in insufficient allocation of resources to meet cybersecurity and data protection needs.

Objectives and Management Targets

To protect the personal data of customers and employees, reduce the risk of data breaches, and strengthen confidence in the Company’s security systems, the Company has established management objectives and targets for the year 2025, as well as short-term targets (2026), medium-term targets (2027–2029), and long-term targets (2030–2034), as outlined below.

Key Material Issue Indicators	Target			
	2025	Short Term (1 year)	Medium Term (2–3 years)	Long Term (More than 3–5 years)
Number of cybersecurity incidents or cyberattacks	0 Cases	0 Cases	0 Cases	0 Cases
Percentage of target employees receiving personal data protection training	100 %	100 %	100 %	100 %
Percentage of target employees receiving cybersecurity awareness training	100 %	100 %	100 %	100 %
Number of personal data breach or leakage incidents	0 Cases	0 Cases	0 Cases	0 Cases



Cybersecurity Policy

The Company recognizes the continuously increasing risks posed by cyber threats and is committed to protecting its information technology systems, critical data, and business continuity from cyberattacks or unauthorized access. The Cybersecurity Policy has therefore been established to strengthen preventive measures, controls, and incident response mechanisms against potential risks that may impact the organization.

The policy covers the following key areas:

1. Cybersecurity governance
2. Information technology asset management
3. Personnel and environmental security
4. System and data management
5. Access control management
6. Third-party access security
7. System development and regulatory compliance



Details of the “Cybersecurity Policy” are available on the Company’s website at: <https://www.thaipolyacrylic.com/article/detail/543>

Personal Data Protection Policy and Management Guidelines

The Company recognizes the importance of protecting personal data of employees, shareholders, customers, business partners, and all stakeholder groups whose personal data are collected in both electronic and non-electronic forms, including text and images, as well as data usage and transfer during operational processes.

The Company has established a Personal Data Protection Policy to ensure compliance with applicable laws and international standards, particularly the Personal Data Protection Act (PDPA). The policy includes appropriate and effective measures for managing and addressing personal data rights violations.

Personal Data Management Guidelines

- 1** Issuance of the Personal Data Protection Policy, specifying duties related to data protection, data usage, penalties, registration, data disclosure, and data governance practices, as well as information security measures, to ensure legal compliance and effective implementation.
- 2** Establishment of a Compliance Committee and Personal Data Protection Committee, comprising the Chairman, senior executives, and operational committee members, responsible for reviewing, monitoring, and evaluating activities related to compliance with laws, policies, regulations, and internal requirements.
- 3** Appointment of an Operational Compliance and Personal Data Protection Officer, responsible for overseeing personal data protection, collecting complaints from all channels, preparing reports for committee consideration, and communicating investigation outcomes to complainants within 45 days from the date of receipt, in accordance with applicable laws and Company policies.
- 4** Maintenance of a data inventory for both electronic and non-electronic personal data across all departments, including data classification, risk assessment of data storage, usage, and disclosure, and implementation of appropriate control and security measures in compliance with legal and international data protection standards.

Review of Personal Data Protection Policies and Practices

In 2025, the Company continuously announced and reviewed its personal data protection policies, while updating relevant content and processes to align with current operational practices. Clear roles and responsibilities of the Board of Directors, management, and operational units related to personal data management were defined to ensure systematic, transparent, and legally compliant implementation.

Cybersecurity and Personal Data Protection Risk Management

Key risks related to cybersecurity and personal data protection include data breaches caused by cyberattacks or human error, unauthorized access, and data loss. To mitigate these risks, the Company has implemented security measures such as data encryption, access restriction, strong password policies, regular access log reviews, data backup, and secure document storage.

In the event of a data breach, the IT function will immediately notify management and relevant departments, assess the scope of the incident, notify affected individuals, provide self-protection guidance, and take corrective and recovery actions, including system isolation, security enhancement, and data restoration.

The Company will also report incidents to relevant regulatory authorities, prepare formal reports, provide compensation or additional support services to affected individuals where appropriate, establish communication channels for assistance, and continuously improve internal security systems, data handling processes, policies, and employee training.



Cybersecurity Enhancement Activities

1. The IT function, in collaboration with Global IT, has developed and enhanced information systems to strengthen cybersecurity and close system vulnerabilities as follows:

o Upgraded all operating systems to Windows 11 and applied security patches, covering 100% of users.

Installed network security systems (Firewall) to prevent external cyberattacks, covering 100% of computer users.

Installed and continuously updated antivirus software on all computers, covering 100%.

Installed email filtering systems to screen suspected phishing emails before reaching users, covering 100%.

2. Disseminated cybersecurity knowledge through online platforms to target users (executives and employees), totaling 66 participants. Participants were required to pass assessments with a minimum score of 80%. In 2025, the Company conducted Information Security E-learning and Targeted Attack Email Training, with 100% of targeted employees successfully completing the assessment.
3. Conducted reviews of system access rights for internal personnel at least once per year.
4. Communicated the Cybersecurity Policy to enhance awareness and compliance among system users via email on 13 February 2025.

Personal Data Protection Training and Communication

The Company places strong emphasis on training and communication regarding personal data protection to enhance awareness and compliance with relevant laws. Training covers data retention, encryption, access control, and compliance with the Personal Data Protection Act (PDPA), with continuous reinforcement through internal communication channels such as email, intranet, and notice boards.

In 2025, the Company conducted PDPA training for employees at all levels who are involved in or exposed to personal data processing. This initiative aimed to strengthen knowledge, understanding, and awareness to ensure full compliance with the PDPA and prevent legal violations.

Personal Data Control Measures

- Electronic data: Personal data are stored in designated files with access limited to authorized personnel only. Computers used for data storage are protected by complex passwords, with mandatory password changes every 90 days to prevent unauthorized access.
- Non-electronic data: Personal data are stored only by authorized personnel in secured locations with physical locks. Documents are marked with PDPA stamps and are subject to periodic audits of personal data protection processes to ensure effectiveness and compliance with laws and Company policies.

Performance Results for the Year 2025

Key Material Issue Indicators	2025 Target	Performance Results
Number of cybersecurity incidents or cases of cyberattacks against the Company	0 Cases	0 Cases
Percentage of target employees who received personal data protection training	100 %	100 %
Percentage of target employees who received cybersecurity training	100 %	100 %
Number of personal data breach incidents	0 Cases	0 Cases

G3 Product Quality and Production Management

Product quality and production management is a key approach to controlling and maintaining product standards to ensure safety, reliability, and compliance with legal requirements and customer expectations. This helps build customer satisfaction and loyalty. In addition, effective management of production processes enhances efficiency, reduces losses, and lowers costs, thereby strengthening the Company’s competitiveness. Conversely, inadequate management may lead to disputes with customers, regulatory authorities, or surrounding communities, as well as a loss of confidence among all stakeholders. The organization may also face reputational damage, reduced competitiveness, and higher costs resulting from inefficiencies in production processes.

Objectives and Management Targets

The Company is committed to the continuous improvement and development of both product quality and production processes. Accordingly, it has established objectives and targets for operations in 2025, as well as short-term (2026), medium-term (2027–2029), and long-term (2030–2034) goals, as outlined below.

Key Material Issue Indicators	Target			
	2025	Short Term (1 year)	Medium Term (2–3 years)	Long Term (More than 3–5 years)
Sales revenue from products and services	Increase by 10% compared to 2024	Increase by 10% compared to 2026	Increase by 10% compared to the previous year	Increase by 15% compared to the previous year
Unit production cost	Reduce by 5% from the 2024 baseline	Reduce by 5% from the 2024 baseline	Reduce by 6% from the 2024 baseline	Reduce by $\geq 10\%$ from the 2024 baseline
Overall Equipment Effectiveness (OEE)	55 %	Increase by 1% compared to the previous year	Increase by 1% compared to the previous year	Increase by 1% compared to the previous year
Production Scrap Rate	Less than 3% of total production volume	Reduce by 0.1% compared to 2025	Reduce by 0.1% compared to the previous year	Reduce by 0.1% compared to the previous year

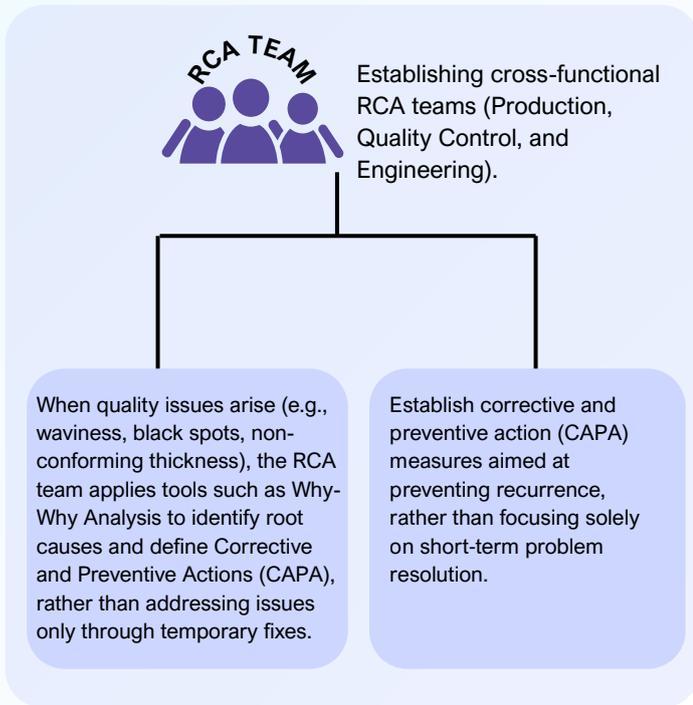
Quality Policy

The Company is committed to being a leading manufacturer of acrylic sheets and sheet-extruded plastic products, delivering consistent product quality and on-time delivery to meet customer needs in both domestic and international markets. This commitment is driven by continuous improvement of quality management systems, employee capability development, and compliance with applicable laws and standards.

The Company also recognizes its environmental responsibilities and operates in accordance with ISO 14001:2015, ensuring that its products are safe for consumers and the environment. Through external testing of hazardous substances and ongoing innovation in products and manufacturing processes, the Company aims to meet evolving business and societal expectations and support long-term sustainable growth.

Root Cause Analysis (RCA) Excellence Project

The Company initiated the Root Cause Analysis (RCA) Excellence Project on January 27, 2025, and continues to implement it to date. The objective of this project is to establish a culture focused on identifying the true root causes of quality issues. Key activities include:



Root Cause Analysis Training

On February 7, 2025, the Company conducted training on Root Cause Analysis to support effective operations and problem-solving. The training was delivered by Mr. Peeranut Chantaramanath, Operations Manager, to 50 participants at supervisory and management levels.

The training focused on developing problem analysis skills and effective solution approaches. Participants were able to apply the learned techniques to analyze and resolve workplace issues more effectively, improve productivity, reduce time and costs associated with problem resolution, and strengthen analytical thinking, communication, and teamwork skills. This supports data-driven decision-making and targeted problem-solving, contributing to overall operational efficiency.



Manufacturing Process Improvements for Product Quality

- **Product Thickness Consistency Control Project:** This project aims to control product thickness within specified standards, reducing the number of non-conforming products (defects) and minimizing resource losses in the production process.
- **Mold Size Optimization Project:** This initiative adjusts mold sizes to more closely match actual product dimensions, reducing excess material from edge trimming, improving raw material utilization, and reducing overall production waste.
- **Enhanced Process Monitoring:** The Company has upgraded monitoring and tracking systems for product groups that previously lacked direct standard measurement tools, closing gaps that lead to unnecessary resource losses and improving accuracy in process control.



Performance Results for 2025

Key Material Issue Indicators	2024 baseline	2025 Target	Performance Results
Sales revenue from products and services	Increase by 10% compared to 2024	804.88 THB million	641.69 THB million Decrease by 20.28% compared to 2024.
Unit production cost	Reduce by 5% from the 2024 baseline	90.9 %	87.7%, Reduce by 3.6% from the 2024 baseline
Overall Equipment Effectiveness (OEE)	55 %	NA	55 %
Production Scrap Rate	Less than 3% of total production volume	NA	8 %

G4 Innovation and Technology

Enhancing convenience in accessing products and services, together with clear communication of information through digital channels, helps increase customer satisfaction and strengthen brand trust. Customers are also able to provide feedback or reviews through online platforms, which fosters a sense of engagement and interest in the brand. Improvements in production and service processes further enhance customer experience and satisfaction. In addition, the use of technology improves operational efficiency, reduces costs, and increases returns for employees and investors. However, if the Company is unable to meet customer expectations or adapt to new technologies, customer loyalty may decline, and the Company may face risks of losing its competitive advantage as well as investor interest.

Objectives and Management Targets

Key Material Issue Indicators	Target			
	2025	Short Term (1 year)	Medium Term (2-3 years)	Long Term (More than 3-5 years)
Projects related to the development of technology, innovation, and new products	3 projects	5 projects	6 projects	7 projects
Development of digital platforms and tools to improve access to products and services, including product information communication	1 project	1 project	2 projects	2 projects

Technology, Innovation, and Product Development Management Policy

The Company places importance on and supports the creation of innovations that generate business value alongside creating value for products, production processes, customers, and relevant stakeholders, while also considering social and environmental responsibility. In addition, the Company aims to foster an organizational culture that promotes and applies innovation as an integral part of strategic reviews, operational planning, process improvement, and performance monitoring. The promotion and application of innovation cover product design and development, service delivery, new business models, management through new approaches, work process development, as well as collaboration with suppliers, customers, value-chain stakeholders, and external organizations and institutions. The Company's practices for managing technology, innovation, and product development are as follows:

1. Establish visions, strategies, and plans for technology and innovation aligned with the Company's mission, while allocating budgets and resources, promoting knowledge development, and appointing working teams to steer direction and ensure the achievement of objectives.
2. Systematically develop new ideas covering new product design and development, services, and production process improvements, including opportunity and risk analysis, clear assignment of responsibilities, and encouragement of collaboration among suppliers, customers, and employees.
3. Regularly monitor and evaluate the progress of innovation projects based on outcomes such as the number of new products, sales, productivity improvement, cost efficiency, and resource utilization to ensure expected results are achieved.
4. Promote employee participation and incentives for proposing new ideas, provide opportunities for external knowledge exchange, and support learning through activities, study visits, and exhibitions to build a continuously innovation-driven organizational culture.

Establishment of Product Development and Innovation Teams

In line with the technology, innovation, and product development management policy assigned by the Board of Directors, the Company has clearly defined goals and approaches for innovation development and therefore established product development and innovation teams. These teams focus on circular economy products and the exploration of new business opportunities.

Additionally, teams have been set up to improve productivity in both production and product quality. These teams develop plans and hold monthly progress review meetings for projects related to new product development, production efficiency improvement, and new product launch plans. Customer or user feedback is collected through questionnaires or interviews with representative customer or user groups and used to further improve products and services. This ensures that new products and services delivered by the Company meet customer needs, achieve intended use objectives, and create significant value for both customers and the organization.

KAIZEN Program

In line with the technology, innovation, and product development management policy assigned by the Board of Directors, the Company has clearly defined goals and approaches for innovation development and therefore established product development and innovation teams. These teams focus on circular economy products and the exploration of new business opportunities.

The Company has continuously implemented the KAIZEN program since 2024 to the present. The objective is to apply KAIZEN principles by reducing or eliminating unnecessary or excessive steps through gradual, quick, and continuous improvements in work methods. The program is categorized into three types:

- Environment, Occupational Health, and Safety
- Convenience and Work Efficiency Improvement
- Cost Reduction and Loss Reduction

In 2025, projects approved by the committee in each category were as follows:

- Environment, Occupational Health, and Safety: 2 projects
- Convenience and Work Efficiency Improvement: 2 projects
- Cost Reduction and Loss Reduction: 2 projects

Example of an Approved Project Save Marking Area

This project was proposed by Company employees after identifying insufficient storage space for waste from the production process, particularly brown adhesive tape waste. The disposal method was improved by compressing the brown adhesive tape into bales, reducing storage space requirements, increasing storage capacity and weight, and adding value to the waste. Beginning in December 2025, 9.1 tons of brown adhesive tape were compressed and sold for 2,434 baht.



KAIZEN Award Ceremony

On 7 March 2025, the Company held a KAIZEN award ceremony to recognize and honor employees who demonstrated creativity and successfully proposed effective work improvement approaches. The awards acknowledge the efforts and dedication of employees participating in KAIZEN competitions held between 2024 and 2025, aimed at encouraging continuous improvement ideas.

The ceremony not only recognized winners but also inspired other employees to engage in self-development and work improvement. Award recipients were given opportunities to explain their ideas and inspirations, reinforcing a culture of learning and continuous improvement that supports sustainable organizational growth.



New Product Development

In 2025, the Company's new product development projects focused on enhancing product functionality for broader applications while considering environmental impacts.

Soundproof Acrylic Sheets for Road Noise Barriers

This project continued from 2024. In 2024, the Company conducted quality and performance testing with external testing institutes to confirm compliance with customer requirements and standards, such as tensile strength greater than 760 kg/m² and sound insulation performance in accordance with ASTM E90. Test results met all standards,

Key Features of Moden Glas Noise Barrier

“Moden Glas Noise Barrier panels are made from high-quality acrylic, offering outstanding strength and aesthetics at the same time.”

- High transparency (Light Transmission 75% – 92%) helps maintain an open, non-opaque appearance and enhances visual appeal.
- Strong and durable, meeting ASTM standards such as:
 - Tensile Strength > 760 kg/cm²
 - Flexural Strength > 1,200 kg/cm²
 - Impact Strength > 15 kg/cm²
- High heat resistance, with a Vicat softening point > 110°C
- Low flammability, in accordance with UL94 < 50 mm/min
- Excellent noise reduction, with Sound Transmission Loss > 30 dB



Enabling product launch and sales in 2025, generating total revenue of 5,866,185 baht.



New Products Under Development in 2025

The Company continues to prioritize product development to meet customer needs while considering environmental impacts, guided by sustainable development principles. In 2025, two new product development projects were initiated, focusing on environmentally friendly raw materials and durable designs for long service life. Both projects are currently undergoing testing and verification with external testing institutes, with planned launches in 2026.

Acrylic Fire-Resistant Project

This project aims to enhance acrylic sheet properties with improved heat resistance and flame retardancy. Products will be tested according to UL94 standards, targeting a V0 rating. The project also emphasizes continuous research and selection of non-halogen chemicals to reduce toxic gas emissions and environmental impact during combustion, aligning with safety- and sustainability-focused development.

Acrylic Anti-Scratch Project

This project addresses the susceptibility of acrylic sheets to scratches, which affect aesthetics and service life. The Company is developing surface coating technology using hard-coat chemicals to improve scratch resistance. Products will be tested in accordance with ASTM D3363-22 (Pencil Hardness Test), targeting surface hardness greater than 3H for high-durability applications.

Research and Development Expenditure

Product R&D involves multiple stages, including laboratory feasibility testing, pilot trials in actual production processes, and third-party testing to confirm compliance with standards. Costs vary by project and stage. In 2025, the average R&D expenditure was approximately 384,072 baht per year.



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Environmentally Supportive Projects

The Company is committed to business growth alongside environmental stewardship. In 2025, internal document approvals were transitioned from physical to digital formats through an online approval system. Document storage and distribution were also digitized using Microsoft Teams to reduce paper usage, centralize reliable data sources, organize information, and eliminate duplication.



Digital Platform Development

The Company focuses on developing digital platforms to improve access to product and service information for customers and stakeholders, supporting new customer segments and all user types. Platforms include the Company website, Facebook, and official LINE account.

In 2025, the Company launched the TPA Newsletter, distributed quarterly to customers, with objectives to:

- Communicate product and service updates (Product Movement)
- Share organizational updates and direction (Company Movement)
- Strengthen customer relationships and engagement beyond sales, fostering long-term satisfaction





Innovation Development Plans for 2026

Real-time SPC Implementation Project.

This project aims to shift from “inspection to sort defects” to “defect prevention” by implementing real-time Statistical Process Control (SPC), scheduled for deployment in 2026.

Approach:

- Define Critical Control Points (CCPs) in casting (e.g., water bath temperature, polymerization time) and extrusion processes (e.g., screw temperature, rotational speed).
- Install sensors to automatically feed data into the SPC system, enabling supervisors to detect trends approaching specification limits before defects occur.
- Train shop-floor employees to interpret control charts and implement “Stop-Call-Fix” actions immediately.

Full Traceability System Project

This project aims to develop end-to-end traceability across the production chain, scheduled for January–June 2026.

Approach:

1. Improve labeling on acrylic sheets and packaging using QR codes or barcodes.
2. Develop data linkage systems to identify details for each acrylic sheet, including:
 - Production machinery
 - Production shift and operators
 - Raw material lots (MMA and additives)

Expected Benefits:

1. Immediate trace-back investigations upon receiving customer complaints, particularly for overseas markets.
2. Rapid quarantine of affected inventory lots to prevent widespread impact.

Performance Results for 2025

Key Material Issue Indicators	2025 Target	Performance Results
Projects related to technology development, innovation, and new product development	3 projects	2 projects
Development of digital tools and platforms to improve access to products and services, including product information communication	1 project	1 project



G5 Supply Chain Management

Transparent and ethical business practices help strengthen supplier confidence and ensure continuity of operations. At the same time, the use of safe and environmentally friendly raw materials helps protect employees and surrounding communities, while customers receive safe products and services that are environmentally responsible. Building a positive image by prioritizing safety and environmental protection also enables the company to reduce production costs and obtain more competitive pricing from suppliers. However, if the company lacks effective management, it may suffer reputational damage, business disruptions, and financial difficulties, as well as face risks arising from non-compliance with laws related to raw material usage and the low-carbon economy.

Objectives and Management Targets

Key Material Issue Indicators	Target			
	2025	Short Term (1 year)	Medium Term (2–3 years)	Long Term (More than 3–5 years)
Supplier audits and assessments	Once per year	Once per year	Once per year	Once per year
Number of raw material suppliers and industrial service providers randomly selected for operational condition assessments	At least 2 suppliers per year			
Proportion of suppliers acknowledging and complying with the Company’s Supplier Code of Conduct	100 %	100 %	100 %	100 %

Procurement and Supplier Management Policy

The Company has established a procurement policy, processes, and supplier selection criteria that are fair, transparent, auditable, and in compliance with the Quality Management System standard (ISO 9001:2015). The Company strictly adheres to its Supplier Code of Conduct in order to prevent monopolistic practices, unfair competition, and corruption. The Company places importance on environmentally responsible procurement, safety, respect for human rights, and the prohibition of child labor and forced labor. The procurement policy covers the following key areas:

Supplier Policy

- The Company conducts procurement activities with consideration given to supplier sourcing and selection based on price competitiveness, value for money, service quality, business continuity, sustainability, and suppliers’ operational capabilities, in order to ensure efficient procurement and sustainable growth together with suppliers.
- The Company supports and promotes responsible procurement of goods and services by ensuring product and service quality in accordance with standards, as well as on-time delivery, while prioritizing the overall collective benefit.

Open and Inclusive Procurement Policy

- The Company supports procurement and business operations with suppliers without discrimination based on race, nationality, ethnicity, gender, language, age, skin color, physical differences, religion, culture, beliefs, political opinions, education, or social status, and does not use such factors to determine supplier credibility or business decisions.
- The Company promotes procurement that supports environmental sustainability by sourcing suppliers who offer solutions to reduce emissions and waste in business operations, such as transportation using alternative energy vehicles.

Sustainable Supplier Selection Policy (Environmental, Social, and Governance – ESG)

- The Company promotes procurement from domestic suppliers located near its operational sites to support local employment, skill development, and community livelihoods, while reducing transportation and travel impacts.
- The Company promotes sustainable procurement practices that consider environmental, social, and governance aspects throughout the supply chain.
- The Company supports ethical procurement in compliance with applicable laws, regulations, standards, and requirements, conducting business with integrity, transparency, honesty, and fairness, without conflicts of interest, while respecting intellectual property, protecting confidential information, and jointly combating corruption.
- The Company promotes environmentally responsible procurement by emphasizing environmental management, efficient resource utilization, and proper control and management of waste, hazardous waste, and pollution to minimize environmental impact.
- The Company supports socially responsible procurement by selecting suppliers that respect human rights, protect labor rights, prohibit forced labor, provide fair compensation and benefits, and prioritize occupational health and safety, as well as appropriate working conditions throughout the supply chain.



Supplier Code of Conduct

The Company has established a Supplier Code of Conduct and guidelines to promote responsible business practices among suppliers toward communities, society, and the environment, based on ethics, transparency, and accountability, in alignment with the Company's sustainability approach. The Supplier Code of Conduct is divided into eight sections covering governance and economic, environmental, and social dimensions, summarized as follows:

Supplier Code of Conduct



1. Legal and Regulatory Compliance

Suppliers must comply with all applicable laws and regulations in all countries in which they operate, maintain appropriate financial and accounting reporting standards, respect consumer rights, comply with relevant product and service standards, and conduct business ethically and fairly in accordance with good corporate governance principles.



2. Business Ethics

Suppliers must conduct business with integrity, transparency, fairness, and accountability, without engaging in corruption or bribery in any form. Fair competition must be promoted, and suppliers should implement measures to prevent violations of ethical standards in their organizations and business processes in compliance with applicable labor protection laws in both countries of operation.



3. Health and Safety

Suppliers must provide a safe working environment and prevent workplace accidents and hazards. They must manage employee health and safety in accordance with applicable requirements and promote employee well-being in compliance with relevant labor protection laws in both countries.



4. Environmental Responsibility

Suppliers must operate in an environmentally responsible manner by complying with environmental standards, using resources efficiently, supporting reuse and recycling, reducing waste, and minimizing greenhouse gas emissions. Production and service processes must not cause severe environmental impacts and must comply with legal requirements.



5. Human Rights

Suppliers must not use child labor or forced labor and must support freedom of employment choice, labor law compliance, diversity, and non-discrimination. Equal opportunities must be provided to all employees, and illegal employment practices involving children, women, or migrant workers are strictly prohibited.



6. Data Protection and Confidentiality

Suppliers must protect personal and confidential information of customers, employees, and business partners, preventing unauthorized disclosure or misuse, and ensuring data security in accordance with applicable cybersecurity and data protection laws.



7. Monitoring and Auditing

Suppliers must maintain document management systems and provide information upon request for compliance verification. They must implement corrective, preventive, and remedial actions promptly if violations are identified to prevent recurrence.



8. Responsible Sourcing

Suppliers must deliver legally compliant, safe, high-quality products and services that do not negatively impact users, communities, society, or the environment, and ensure traceability of product and service origins through transparent sourcing practices.

Communication of the Supplier Code of Conduct



The Company ensures continuous and comprehensive communication of the Supplier Code of Conduct to business partners.

- 100% of new suppliers acknowledged and agreed to comply with the Supplier Code of Conduct
- 47% of all suppliers confirmed their acknowledgment.

Supplier Selection Process



1. Preliminary Qualification Screening

The Company conducts preliminary assessments of new suppliers to evaluate capabilities across environmental, safety, quality, and governance aspects.



2. Supplier and Service Provider Agreements

Formal agreements are established covering legal compliance, fair employment practices, prohibition of child and forced labor, human rights protection, and personal data protection.



3. Supplier Approval

Suppliers that pass preliminary screening undergo a formal selection process to ensure their ability to meet Company requirements. Approved suppliers are registered in the Approved Vendor List (AVL).

Supplier Evaluation Process

1. Planning	<ul style="list-style-type: none">• Annual supplier evaluation plan• Defined evaluation criteria• Assigned timelines and responsibilities
2. Data Collection	<ul style="list-style-type: none">• Product/service quality performance• On-time delivery• Safety and environmental compliance• Communication and service quality• Contract and code of conduct compliance
3. Evaluation	<ul style="list-style-type: none">• Conduct evaluations using standardized evaluation forms or systems with clearly defined criteria.• Perform assessments by responsible personnel from the Procurement Department and relevant functions.• Consider both quantitative and qualitative evaluation results.
4. Supplier Rating / Classification	<ul style="list-style-type: none">• Classify suppliers based on evaluation results, for example: Excellent (A), Good (B), Improvement Required (C), and Non-compliant (D).• Suppliers classified as Group C shall be closely monitored and required to implement improvement plans.
5. Feedback and Communication	<ul style="list-style-type: none">• Formally communicate evaluation results to suppliers.• Provide suppliers with opportunities to propose improvement measures or clarify evaluation outcomes.
6. Follow-up and Improvement	<ul style="list-style-type: none">• Monitor improvement actions for suppliers with low evaluation scores.• Develop joint Supplier Development Plans with relevant suppliers.• Record follow-up results in the system for use in subsequent evaluation cycles.
7. Reporting	<ul style="list-style-type: none">• Summarize overall evaluation results in the annual report.• Use evaluation data to support decisions on contract renewal, new supplier selection, or supplier development initiatives.

Supplier Categorization

The Company categorizes suppliers to manage risks and build effective relationships across the value chain:

1. Critical Tier 1 Suppliers – High purchase value, continuous procurement, high importance, limited alternatives
2. Critical Non-Tier 1 Suppliers – Indirect suppliers supporting Tier 1 suppliers with direct business impact
3. Significant Suppliers – Moderate to high importance suppliers



Supplier Categorization Results in 2025

- Critical Tier 1 Suppliers: 53 suppliers (7%)
- Significant Suppliers: 364 suppliers (47%)
- Critical Non-Tier 1 Suppliers: 10 suppliers (1%)

Supplier Audits

The Company conducts supplier evaluations using comprehensive assessment criteria aligned with the international management system standards under which the Company is certified, including ISO 9001, ISO 14001, and TIS 18001. The evaluation considers suppliers' general information, production or service capabilities, certified standards, training programs, security management, occupational health and safety, and environmental management, as well as business operations conducted in accordance with the principles of good corporate governance and business integrity. Supplier evaluations are conducted at least once a year through both internal audits performed by responsible departments and supplier self-assessments.

In 2025, the evaluation results indicated that the majority of service providers demonstrated a very strong level of performance. Approximately 89% of suppliers were rated at Grade A (90–100%), qualifying them for continued engagement and consideration as Preferred Suppliers. A further 9% were rated at Grade B (86–89%), indicating satisfactory performance and continued eligibility for engagement, subject to routine performance monitoring. Meanwhile, 2% were classified at Grade C (70–79%), for which the Company required corrective actions and provided guidance to support performance improvement.

Notably, no suppliers were rated at Grade D (below 70%), reflecting that the Company's suppliers largely meet the established performance standards.

For raw material suppliers and industrial waste disposal service providers, at least one onsite audit per year is required to ensure compliance with the Company's procurement policies and requirements. In 2025, the Company did not conduct onsite audits due to human resource constraints during that period. Nevertheless, the Company continued to monitor and oversee suppliers through document reviews, performance evaluations, and compliance monitoring with environmental, legal, and relevant regulatory requirements, thereby ensuring ongoing adherence to the Company's standards.



Credit Terms for Suppliers

The Company recognizes the importance of sustainable business operations for its suppliers and therefore establishes appropriate credit terms for suppliers and/or creditors. Liquidity is considered a key financial factor enabling smooth business operations. The Company defines average payment terms in accordance with agreed conditions or contracts with suppliers. In 2025, the Company made all payments to suppliers in full and in accordance with agreed terms.

Supplier Risk Assessment and Sustainability Audit Plan

The Company has reviewed and enhanced its supplier risk assessment and audit criteria to improve clarity and to more comprehensively address environmental, social, and governance (ESG) considerations. Additional risk factors identified include risks arising from reliance on a limited number of suppliers, risks related to substandard goods or services, human rights risks, risks associated with employee and labor management, business ethics risks, and risks related to non-compliance with environmental laws and regulations. The Company plans to commence supplier risk assessments based on these enhanced criteria in 2026.

Supplier Sustainability Risk Assessment Process

1. Scope and Objective Definition

1.1 Identification of Supplier Categories for Risk Assessment

- Key raw material suppliers
- Transportation service providers
- Waste disposal contractors
- Service and outsourcing providers

1.2 Objective Setting.

To prioritize risks, monitor suppliers, and reduce the likelihood of events that may impact business operations.

3. Risk Evaluation

Risk assessment is conducted using defined indicators such as: Likelihood of occurrence and Level of impact on the business. A combined risk score is calculated to classify supplier risk levels, for example:

- High Risk – requires onsite audit
- Medium Risk – improvement actions to be monitored
- Low Risk – standard annual assessment

5. Reporting and Risk Treatment Plan

- Summarize assessment results and prepare audit reports
- Propose risk mitigation measures, such as improvement plans or follow-up audits
- Develop Supplier Development Programs for high-risk suppliers

2. Risk Identification

Assessment of potential risks associated with suppliers across multiple dimensions, including:

- Quality and Delivery: defective products, delayed deliveries
- Financial: liquidity risks or business discontinuation
- Legal and Compliance: lack of licenses or non-compliance with laws
- Environmental: waste management, emissions, pollution
- Social: child labor, forced labor, human rights violations
- Governance: corruption, conflicts of interest, lack of transparency

4. Supplier Audit

Document reviews and/or onsite audits are conducted to assess actual risks, covering ESG aspects as follows:

- Environmental (E): waste management systems, efficient use of energy and resources, pollution prevention
- Social (S): working conditions and welfare, labor protection and human rights, occupational safety
- Governance (G): legal compliance, anti-corruption measures, transparency in business operations

6. Follow-up and Review

- Monitor suppliers' implementation of corrective actions
- Review risk levels at least once per year
- Record results in the database for use in subsequent assessments

Risk Assessment and Supplier Audit Criteria Covering Environmental, Social, and Governance (ESG) Aspects

Environmental Criteria (E)

Assessment of suppliers' responsibility toward environmental protection and sustainable resource utilization.

Category	Indicators / Assessment Criteria
1. Environmental Management	Existence of an environmental policy or environmental management system (e.g., ISO 14001)
2. Waste and Pollution Management	Proper segregation, storage, and disposal of waste in accordance with legal requirements
3. Resource and Energy Utilization	Monitoring and reduction of energy, water, and raw material consumption in an efficient manner
4. Spill and Accident Prevention	Measures in place to prevent chemical spills or hazardous waste leakage
5. Compliance with Environmental Laws	No history of environmental litigation or environmental penalties

Social Criteria (S)

Assessment of responsibility toward employees, local communities, and surrounding society.

Category	Indicators / Assessment Criteria
1. Labor Management	Compliance with labor laws; no use of child labor or forced labor
2. Occupational Health and Safety	Occupational safety management system in place (e.g., ISO 45001) and employee safety training
3. Working Conditions and Welfare	Provision of fair and appropriate working conditions and employee welfare
4. Employee Development and Training	Support for employee skill development and capability enhancement
5. Community Responsibility	Engagement in social activities (CSR) or support for surrounding communities

Governance Criteria (G)

Assessment of transparent business operations and ethical conduct.

Category	Indicators / Assessment Criteria
1. Compliance with Laws and Regulations	Strict compliance with trade, tax, and labor laws.
2. Anti-Corruption and Anti-Bribery	Existence of a clear anti-corruption and anti-bribery policy or guidelines.
3. Transparency in Business Operations	Transparent disclosure of information with no history of reputational damage.
4. Data Protection and Intellectual Property	Measures in place to protect customer data and company information.
5. Compliance with Supplier Code of Conduct	Acknowledgement and formal commitment to comply with the "Supplier Code of Conduct"

Performance Results for the Year 2025

Key Material Issue Indicators	2025 Target	Performance Results
Supplier audits	Once per year	Once per year
Number of raw material suppliers and industrial waste management contractors randomly selected for assessment	At least 2 suppliers per year	0
Percentage of suppliers acknowledging the Company's Supplier Code of Conduct	100 %	47 %



Environmental Dimension



E1 Climate Change Management

Business operations that reduce greenhouse gas emissions and effectively manage the impacts of climate change help create business opportunities, improve the quality of life for communities and employees, and build investor confidence. Climate-related actions also enhance customer trust and strengthen the Company’s reputation. However, if the Company is unable to develop technology or improve operational processes in alignment with carbon reduction targets, it may face risks such as business disruption, losses arising from climate-related crises, declining stakeholder confidence, and increased costs associated with compliance with carbon regulations and carbon taxes.

Objectives and Management Targets

Key Performance Indicators	Targets			
	Year 2025	Short-term (1 year)	Medium-term (2–3 years)	Long-term (More than 3–5 years)
Reduction of greenhouse gas emissions	Reduce by 5% from the 2023 production baseline within 2025	Reduce by 6% from the 2023 production baseline within 2026	Reduce by 7% from the 2023 production baseline within 2027	Reduce by 10% from the 2023 production baseline within 2030

Climate Change Management

The Company places strong emphasis on conducting business in an environmentally and socially responsible and sustainable manner. The Company recognizes that its business operations may have both direct and indirect environmental impacts, which could negatively affect biodiversity and contribute to climate change. Accordingly, the Company has established the following operational guidelines:

- Establish long-term greenhouse gas (GHG) emission reduction targets to support sustainable practices.
- Identify sources of greenhouse gas emissions, calculate emission volumes, and define operational guidelines to avoid and reduce GHG emissions within the organization.
- Manage transportation systems and encourage customers, employees, and business partners to adopt clean-energy transportation in order to conserve natural resources.
- Measure the volume of waste, residual waste, and food waste, and implement waste management plans to reduce waste generation. Where waste reduction is not possible, recycling methods must be applied.
- Manage residual waste and ensure proper disposal to prevent impacts on surrounding communities and the environment.
- Provide continuous support in terms of information, personnel, budget, working time, training, and awareness-building for employees and relevant stakeholders to achieve environmental management and climate change objectives, fostering a “green culture” within the organization.



Climate Change Governance

The Board of Directors and Management play a key role in addressing climate change by establishing relevant policies, overseeing operations, providing guidance, and supporting related initiatives. This includes integrating climate strategies into business operations, monitoring compliance with environmental standards, and promoting innovation to reduce carbon dioxide emissions. Emphasis is placed on collaboration at all organizational levels to drive sustainable practices and support global efforts to mitigate climate change impacts.

Climate Change Risk Assessment

The Company recognizes that climate change may significantly affect its business operations. Global warming has resulted in climate variability and natural disasters such as droughts due to irregular rainfall, flooding caused by rising sea levels, shortages of raw materials, transportation delays, and emergency or crisis situations at Company sites. These impacts may cause material damage to business operations.

To address these risks, the Company has developed risk management guidelines focusing on mitigating factors that contribute to global warming, including energy reduction, waste reduction, reuse, and elimination of unnecessary materials or processes. Emergency response plans have been established, with assigned responsibilities, regular drills, and periodic reviews to ensure preparedness for crisis situations.

Organizational Carbon Footprint Certification

In 2025, the Company conducted a carbon footprint assessment across all operational sites, with the data collection period covering 1 November 2024 to 31 October 2025. The assessment is currently under review for certification by the Thailand Greenhouse Gas Management Organization (Public Organization) (TGO), with the certification outcome scheduled to be announced on 18 March 2026.

This initiative aims to support the Thai government's national targets of achieving carbon neutrality by 2050 and net-zero greenhouse gas emissions by 2065. The disclosure of greenhouse gas emissions reflects the Company's commitment to transparency in climate-related information and underscores its preparedness to address future climate-related challenges.

Product Carbon Footprint Certification (CFP)

In 2025, the Company prepared and registered Carbon Footprint of Products (CFP) for nine key products, including clear sheets, colored sheets, sanitary ware, ABS, PP profiles, HIPS, PMMA, and PE sheets, with the Thailand Greenhouse Gas Management Organization (Public Organization). The data was verified by ECEE Co., Ltd.

Greenhouse Gas Emission Reduction Action Plans

Inspection of CO₂ Capture / Filtration Systems

The Company has installed carbon dioxide filtration systems and regularly inspects all relevant activities to ensure maximum efficiency and prevent emissions exceeding regulatory limits. This includes:

- Inspection of ventilation stacks to measure chemical contaminants every 6 months
- Inspection of boiler exhaust stacks every 3 months

In 2026, the Company plans to discontinue the use of foam fire extinguishing agents containing PFAS (Per- and Polyfluoroalkyl Substances). The Company will promote the use of palm kernel shells as an alternative fuel to fuel oil and replace CO₂ fire extinguishers with Halotron-type extinguishers, supporting future greenhouse gas reduction targets.

Refrigerant Substitution Project

In 2025, the Company began replacing high global warming potential refrigerants R22 / R314 with R410A to reduce greenhouse gas emissions. This initiative is expected to reduce emissions by approximately 2.20 tons of CO₂ equivalent, supporting pollution reduction and the adoption of environmentally friendly refrigerants.

Performance Results for 2025

Greenhouse Gas Emissions	Unit	2023	2024	2025
Scope 1	tCO ₂ eq	533	Not disclosed	368*
Scope 2	tCO ₂ eq	3,925	Not disclosed	3,504*
Scope 3	tCO ₂ eq	45,844	Not disclosed	41,335*
Total Greenhouse Gas Emissions	tCO ₂ eq	50,302	Not disclosed	45,207*

*The data is under consideration for carbon label registration by the Thailand Greenhouse Gas Management Organization (TGO), with the announcement of results expected on 18 March 2025.



E2 Environmental Management Issues

The Company is committed to responsible environmental management to help reduce concerns and risks from communities and business partners, enhance the quality of life of employees and surrounding communities, and promote good health through proper waste management. Effective environmental management also helps build a positive corporate image and strengthen stakeholder confidence. However, if the Company fails to manage environmental responsibilities appropriately, it may face regulatory scrutiny, revocation of certifications, reputational damage, and a decline in investor confidence and interest.

Management Objectives and Targets

The Company is committed to environmentally friendly operations in line with its environmental policy and in compliance with applicable laws and regulations. The Company has established environmental management targets for 2025, as well as short-term targets (2026), medium-term targets (2027–2030), and long-term targets (2031–2036), as outlined below.

Key Performance Indicators	Targets			
	Year 2025	Short-term (1 year)	Medium-term (2–3 years)	Long-term (More than 3–5 years)
Control and management of air pollutants (SO _x , NO _x , TSP, and CO) in compliance with legal requirements	Maintain within legally prescribed standards			
Management of non-hazardous waste through landfill disposal relative to production volume	Reduce landfill disposal by 10% compared with base year 2023	Reduce landfill disposal by 20% compared with base year 2023	Reduce landfill disposal by 20% compared with base year 2023	Reduce landfill disposal by 30% compared with base year 2023
Reduction of hazardous waste volume relative to production volume	Reduce by 2.5% compared with 2023			
Employees participating in training and passing knowledge assessments on waste segregation	100 %	100 %	100 %	100 %
Number of environmental complaints	0 Cases	0 Cases	0 Cases	0 Cases

Environmental Policy

The Company is committed to conducting its business in an environmentally responsible manner through the efficient use of resources, pollution prevention and waste management, biodiversity conservation, and the reduction of greenhouse gas emissions toward a low-carbon economy. The Company has established an environmental policy to be jointly implemented by all functions, fostering a green organizational culture. The Company's environmental policy focuses on three key areas as follows:

1. Environmental and Natural Resource Conservation



- The Company complies with applicable environmental laws and standards, including the ISO 14001:2015 Environmental Management System, and continuously monitors environmental risks and impacts in order to establish appropriate control measures.
- The Company strives to improve production processes and operational practices to minimize impacts on the community and the environment, selects environmentally friendly suppliers, and implements efficient procurement practices to reduce waste in accordance with the 3Rs principle.
- The Company controls its operations in accordance with established standards, emphasizing sustainable resource use and waste reduction based on the 3Rs principle (Reduce, Reuse, Recycle).
- The Company manages energy, water, fuel, and other resources efficiently, sets annual targets, and promotes increased use of renewable energy.
- The Company communicates its environmental policies and performance to all stakeholder groups, provides relevant training, and gathers feedback to continuously improve environmental performance.
- The Company is committed to responsible product development, ensuring that products are safe for users and environmentally friendly throughout their entire life cycle.

2. Pollution Reduction and Climate Change Mitigation



- The Company implements pollution reduction and climate change mitigation measures by establishing long-term greenhouse gas (GHG) reduction targets, identifying emission sources, calculating emissions, and defining measures to reduce or avoid GHG emissions within the organization.
- The Company manages waste systematically, covering waste measurement, food waste, waste reduction at the source, and reuse when reduction is not feasible. Residual waste disposal is strictly controlled to prevent adverse impacts on surrounding communities and the environment.
- In logistics and transportation, the Company promotes the use of clean energy transportation systems among customers, employees, and business partners to reduce natural resource consumption and greenhouse gas emissions from logistics activities.
- To achieve environmental and climate goals, the Company allocates necessary resources, including data, personnel, budgets, training, and awareness-raising activities, to continuously develop a green culture within the organization.

3. Biodiversity and Ecosystem Conservation



- The Company assesses, analyzes, and reviews environmental, biodiversity, and ecosystem impacts arising from its business operations in a comprehensive manner, and continuously improves its production processes and products to reduce pollution, waste, and adverse impacts on natural ecosystems.
- The Company promotes and supports stakeholder participation in biodiversity conservation by managing assets located in environmentally sensitive areas, such as protected areas or areas of high biodiversity value, to ensure that operations do not adversely affect surrounding ecosystems. Measures are also in place to prevent the introduction of invasive alien species, while promoting the use of native plant and animal species in ecosystem restoration activities.
- The Company enhances environmental and biodiversity awareness among management, employees, and relevant stakeholders to build a sustainable green culture, while actively listening to community and stakeholder concerns in accordance with human rights principles in all development projects, in order to prevent and mitigate impacts on ecosystems and affected parties.

Environmental Working Committee

To ensure the effective implementation of environmental policies, objectives, and targets, the Managing Director has appointed the Occupational Safety, Health, and Working Environment Committee (OSH Committee) to oversee the management of occupational health and safety and environmental management systems. The Committee's environmental responsibilities include:

1. Assessing compliance with applicable environmental laws and other related requirements.
2. Receiving environmental complaints and suggestions from all stakeholder groups.
3. Monitoring environmental performance in accordance with established objectives and targets.
4. Monitoring the status of corrective and preventive environmental actions.
5. Following up on actions arising from previous environmental management system review meetings.
6. Monitoring changes in circumstances, as well as developments in laws and other requirements related to the Company's environmental issues.
7. Providing recommendations for continual improvement of the environmental management system.

Green Industry Certification

The Company has been certified at Green Industry Level 3 (Green System) for both acrylic casting production (Certification No. GI(E) 3-475/2567) and plastic extrusion production (Certification No. GI(E) 3-474/2567) by the Director-General of the Department of Industrial Works, Ministry of Industry.

By 2026, the Company aims to further develop its green culture and stakeholder collaboration, with the goal of upgrading its Green Industry certification from Level 3 to Level 4.



Promoting a Green Culture

The Company promotes environmental awareness among employees through continuous communication and campaigns using internal notice boards, vinyl banners, public address systems, and morning talks. These activities aim to raise awareness of efficient resource and energy use.

Initiatives include promoting the use of cloth bags instead of plastic bags by distributing cloth bags to employees during Safety Day 2025, encouraging paper reuse, implementing electronic forms (E-forms) to reduce paper consumption, and promoting waste segregation by category. The Company aims to align its environmental performance with the Green Industry Level 4 (Green Culture) criteria of the Department of Industrial Works.

The Company also conducts annual knowledge refreshers and environmental training programs for employees, such as ISO 14001:2015 requirements, waste segregation, and industrial waste management in accordance with the Department of Industrial Works' guidelines, to continuously strengthen environmental management practices at all organizational levels.

Environmental Training in 2025

Waste segregation training for 39 new employees, 18 existing employees, and 229 contractors working on Company premises. The training covered environmental policy, waste types, proper waste disposal, and hazardous waste management.



Industrial waste management and waste segregation training conducted at least once per year, with 48 participants. All participants passed the waste segregation knowledge assessment (100%).



Basic ISO 14001:2015 training for 18 operational-level employees.



Environmental Monitoring and Inspection

The Company conducts regular environmental monitoring to assess potential environmental impacts, including annual internal environmental quality measurements. Workplace environmental conditions are controlled in compliance with legal requirements, such as heat, lighting, noise, and chemical exposure. Emergency response drills are conducted at least once per year to prevent and mitigate potential environmental impacts from unexpected incidents.



Lighting Intensity Measurement

The Company controls workplace lighting levels in accordance with the Notification of the Department of Labour Protection and Welfare on Lighting Intensity Standards B.E. 2561 (2018). Measurements were conducted at 142 locations during daytime and 36 locations at night. Results showed compliance at 115 daytime locations and 17 nighttime locations. Continuous improvements are being implemented to ensure all areas meet regulatory standards.



Heat Stress Measurement

The Company controls workplace heat levels in accordance with the Ministerial Regulation on Safety, Occupational Health, and Working Environment Management regarding Heat, Light, and Noise B.E. 2559 (2016). Heat measurements were conducted at eight locations, with six locations meeting the standard. Improvements are being implemented to enhance ventilation and provide appropriate personal protective equipment (PPE).



Dust and Chemical Measurement

The Company controls dust and chemical concentrations in accordance with the Notification of the Department of Labour Protection and Welfare on Hazardous Chemical Exposure Limits B.E. 2560 (2017). Measurements were conducted at 11 locations, all of which complied with regulatory standards. Appropriate PPE is provided to employees.



Noise Level Measurement

The Company controls workplace noise levels in accordance with relevant ministerial regulations and notifications. Average noise levels in production areas were measured at 86.9 dB(A), exceeding regulatory limits. Corrective actions have been implemented, including two projects: installation of soundproof walls at the Front Office and installation of sound absorbers in production areas.

In addition, a Hearing Conservation Program has been implemented, comprising:

- Noise monitoring, including surveys, noise measurements, exposure duration analysis, and exposure assessments.
- Hearing surveillance, including annual audiometric testing for employees working in noise-exposed areas.
- Training programs, including annual occupational disease training for all employees (100% coverage) and induction training for new employees on noise hazards, prevention measures, and proper use of personal protective equipment.



Air Pollution Control and Management

The Company controls air pollution in accordance with the Notification of the Ministry of Industry on Emission Standards for Factory Exhaust B.E. 2549 (2006) and the Notification of the National Environment Board No. 24 (B.E. 2547/2004) on Ambient Air Quality Standards. Air quality measurements are conducted twice per year for exhaust stacks and ambient air, and four times per year for boiler exhaust stacks.

In 2025, all air quality measurement results complied with regulatory standards for all exhaust stacks.

Wastewater Discharge Control

The Company has set a target to control wastewater quality in accordance with the Notification of the Ministry of Industry on Effluent Discharge Control Standards for Factories B.E. 2560 (2017). Wastewater quality is monitored and tested every three months to ensure compliance with the prescribed standards. Appropriate monitoring methods are applied and wastewater discharge is effectively controlled.

Monitoring covers three sampling points, using key indicators including BOD, COD, TOC, Total Nitrogen, and Total Phosphorus. The Company records monitoring results and takes immediate corrective actions if any parameter exceeds the standards, to prevent environmental impacts and ensure legal compliance. In December, the monitoring results confirmed that wastewater quality at all three sampling points remained within the standards.

Drinking Water Quality Control

The Company has set a target to control drinking water quality in accordance with the Department of Health Notification on Drinking Water Supply Quality Standards B.E. 2563 (2020). Drinking water quality is regularly tested to ensure it is safe and suitable for consumption.

Testing covers key parameters such as turbidity, pH, heavy metals, hazardous chemical substances, and microbiological quality (e.g., coliform bacteria). The Company records the test results and takes immediate corrective actions if any parameter exceeds the standards, ensuring continuous compliance. In November, test results confirmed that drinking water quality complied with all indicators.

Activities to Reduce Non-Hazardous and Hazardous Waste Generation

The Company manages both non-hazardous and hazardous waste systematically based on the 3R principle (Reduce, Reuse, Recycle). Waste is segregated by type, alongside awareness-building and engagement with relevant stakeholders. Most waste generated arises from production processes, facility and machinery maintenance in factory areas, and improvements to enhance production efficiency—aimed at maximizing resource efficiency and minimizing waste. Key waste reduction initiatives include:

Hazardous Waste Reduction

- Controlling chemical storage in accordance with standards to prevent leakage and contamination.
- Proper storage and transportation of hazardous waste to reduce contamination risks.
- Training employees to ensure correct chemical and hazardous waste management practices.
- Inspecting and maintaining machinery to reduce leakage of lubricants and chemicals.
- Converting MMA vapor (a hazardous chemical) into liquid for reuse in the production process. This initiative is implemented continuously every year by the cast acrylic sheet production unit. A condenser is used to capture vapor generated during mixing and vacuum processes. The recovered liquid is then re-distilled to obtain clean MMA raw material suitable for acrylic sheet production. On average, this process converts MMA vapor into liquid at approximately 1 ton per month, while also helping reduce airborne hazardous chemical contamination.

Non-Hazardous Waste Reduction

- Reusing leftover materials, such as wooden pallets, cardboard boxes, and packaging bags.
- Conducting campaigns and providing training to encourage employee participation in waste segregation and waste reduction at every stage.



Activities to Mitigate Environmental Impacts and Manage Complaints

The Company recognizes the importance of preventing and mitigating environmental impacts that may arise from its operations, as well as managing complaints from stakeholders effectively to build trust and maintain positive relationships with communities and society.

Accordingly, the Company has established proactive measures and control practices, including:

- Regular inspection and maintenance of machinery to reduce chemical and oil leakage that could cause contamination.
- Implementing an environmental quality monitoring plan (e.g., air quality, wastewater, and noise) to ensure compliance with legal standards.
- Taking corrective and preventive actions upon receiving complaints by analyzing root causes and improving processes to prevent recurrence.
- Conducting environmental awareness activities for employees and relevant parties, such as training, campaigns, and internal communications.

Environmental Complaint Channels

The Company values stakeholder feedback and complaints and provides environmental complaint channels via telephone and online communication groups (Line Group). These channels enable communities and relevant parties to access information and report incidents conveniently and promptly. The Company also continuously disseminates information related to safety, occupational health, and the environment.

In addition, the Company conducts weekly surveys and environmental measurements in surrounding communities to support risk assessment and ensure systematic and effective environmental impact management.

Environmental Complaint Handling in 2025

In 2025, the Company received one environmental complaint. The complaint reported that soot from the boiler dispersed outside the factory boundary and affected nearby residences. The Company responded as follows:

Immediate Response

1. Assigned employees to clean the affected residences immediately.
2. Reported the incident to management and conducted a detailed investigation to identify the root cause.

Long-term Preventive Measures

1. Developed and enforced a standard Work Instruction (WI) for boiler cleaning.
2. Prepared a Job Safety Analysis (JSA) and established system-check procedures prior to blower start-up.
3. Introduced a checklist for pre-start blower inspections and boiler cleaning activities.
4. Required employees to verify critical points (e.g., ensuring the Dust Collector door is fully closed) and assigned an area supervisor.
5. Conducted an annual review of the WI and the training plan, at least once per year.
6. Installed a sensor or interlock system to prevent blower operation if the Dust Collector door is not fully closed.

From the measures implemented by the company, no further complaints on the same issue have been received after the improvements were made.

Kitchen Garden Promotion Activity

Each year at the start of Thailand's planting season, the Company promotes food security and self-reliance among employees by distributing vegetable seeds for household cultivation. This initiative supports employee well-being, reduces living expenses, and encourages healthier lifestyles, while fostering environmental awareness and green spaces within communities. The program reflects the Company's social responsibility and aligns with the United Nations Sustainable Development Goals, particularly Zero Hunger, Good Health and Well-being, Responsible Consumption and Production, and Climate Action.



Environmental Performance in 2025

The Company implemented various projects and measures to achieve its defined objectives and targets. The Company's environmental performance demonstrates its commitment to reducing environmental impacts. The environmental performance results for 2025 are summarized as follows:

Key Performance Indicators	Targets	Performance Results	
		2024	2025
Air Emission Control and Management (SO ₂ , NO ₂ , TSP, and CO) in compliance with legal requirements	Total Suspended Particulate (TSP) <= 320 mg/Nm ³	31.49 mg/Nm ³	32.62 mg/Nm ³
	Nitrogen Dioxide (NO ₂) <= 200 ppm	9.63 ppm	10.50 ppm
	Sulfur Dioxide (SO ₂) <=60 ppm	5.55 ppm	1.91 ppm
	Carbon monoxide (CO) <= 690 ppm	100.14 ppm	43.80 ppm
Rate of non-hazardous waste disposal by landfill per production volume	Reduce by 10% compared with the 2023 baseline	Increased by 25% compared with 2023	Increased by 85% compared with 2023
Hazardous waste generation rate per production volume	Reduce by 2.5% compared with 2023	Reduced by 68% compared with 2023	Reduced by 25% compared with 2023
Employees receiving training and passing the waste segregation knowledge assessment	100 %	100 %	100 %
Number of environmental complaints	0 Cases	0 Cases	1 Case*

* For more details, please see page 82



E3 Efficient Resource Management

Efficient resource management is essential for the Company, as improper resource management may lead to increased production costs, reduced profitability, and adverse impacts on surrounding communities. In addition, the Company faces management risks arising from energy shortages and rising energy prices.

The Company recognizes that effective resource management helps alleviate community concerns, enhances employee productivity, and builds confidence among shareholders and management. Improving resource management efficiency also enables the Company to expand business opportunities and increase resilience amid volatile energy conditions.

Objectives and Resource Management Targets

The Company places importance on sound resource management from the outset, emphasizing efficient resource utilization across all activities. Accordingly, the Company has established resource management targets for 2025, as well as short-term (2026), medium-term (2027–2029), and long-term (2030–2034) targets, as outlined below.

Key Performance Indicators	Targets			
	Year 2025	Short-term (1 year)	Medium-term (2–3 years)	Long-term (More than 3–5 years)
Reduction of LPG and fuel oil consumption	Reduce LPG and fuel oil consumption by 1,200 liters compared with the 2024 baseline	Reduce LPG and fuel oil consumption by 1,500 liters compared with the 2024 baseline	Reduce LPG and fuel oil consumption by 2,400 liters compared with the 2024 baseline by 2027	Reduce LPG and fuel oil consumption by 3,600 liters compared with the 2024 baseline by 2030
Electricity resource management	Reduce electricity consumption by 2% compared with 2024	Reduce electricity consumption by 2% compared with 2025	Reduce electricity consumption by 8% compared with 2024 by 2027	Reduce electricity consumption by 15% compared with 2024 by 2030
Water resource management	Reduce water consumption intensity per unit of production by 1% compared with 2024	Reduce water consumption intensity per unit of production by 1% compared with 2025	Reduce water consumption intensity per unit of production by 2% compared with 2023 by 2027	Reduce water consumption intensity per unit of production by 2.5% compared with 2023 by 2030

Resource management

The Company is certified under the Environmental Management System standard ISO 14001:2015 and has adopted its requirements as the operational standard across its activities. In addition, the Company complies with the Energy Conservation Promotion Act B.E. 2535 (1992), demonstrating its strong commitment to efficient resource management and the promotion of renewable energy. These efforts aim to maximize energy efficiency, reduce energy costs, and mitigate greenhouse gas emissions.

To effectively manage energy consumption, the Company has established an Energy Conservation Committee and appointed designated energy officers at the plant level to oversee energy management through energy conservation projects and energy-saving measures. Such measures include the use of energy-efficient equipment, the promotion of energy-saving behaviors through training and awareness campaigns, and the increased adoption of renewable energy.

Currently, the Company utilizes 100% biomass fuel for thermal energy generation in its boilers and has implemented solar lighting systems to support its production processes. These initiatives not only reduce purchased energy costs but also contribute to the Company's greenhouse gas emission reduction targets.

Energy Management Framework

1. Energy inspection and assessment, including annual Energy Audits and installation of energy measurement and monitoring systems (Energy Monitoring System).
2. Equipment and system improvements, such as energy-efficient motors, LED lighting, and optimization of HVAC and electrical systems to match operational requirements.
3. Regular inspection and maintenance of equipment and machinery to ensure maximum energy efficiency.
4. Promotion of energy conservation behaviors through employee training on efficient energy use.
5. Use of renewable energy, including installation of Solar Rooftop systems and feasibility studies for other renewable energy solutions.
6. Quarterly monitoring and reporting, with results presented to management and disclosed in the annual ESG report.

Based on the above framework, the Company has developed short-term, medium-term, and long-term action plans for fuel, electricity, and water management as follows:

Short-Term Plan (1–2 years): 2025–2026 (B.E. 2568–2569)

1. Fuel Management

Objective: Reduce fuel consumption in boiler operations

Approach:

- Inspect and maintain boilers to ensure optimal efficiency.
- Promote the use of alternative fuels, such as wood chips and palm residues, where appropriate.
- Monitor daily boiler fuel consumption through Google Forms to track fuel efficiency, with data collection commencing in January 2026.

2. Electricity Management

Objective: Reduce electricity consumption in office buildings and operational areas

Approach:

- Install rooftop solar panels and commence operation in 2026.
- Install motion sensors in intermittently used areas such as meeting rooms and restrooms.
- Promote setting air-conditioning temperatures within the range of 25–26°C.
- Encourage switching off electrical equipment when not in use, such as computers, printers, and chargers.

Key Performance Indicators:

- Average monthly electricity costs reduced by 5%.
- Electricity consumption reports based on zone-specific meters.

3. Water Management

Objective: Reduce water consumption and improve water-use efficiency in operational areas

Approach:

- Inspect and repair leaks in water systems.
- Install water-saving devices such as push-type faucets and water-efficient spray nozzles.
- Conduct water conservation awareness campaigns.
- Initiate water reuse projects, such as reusing condensate water from air-conditioning systems.

Key Performance Indicators:

- Water consumption reduced by 3% within six months.
- Monthly water consumption reports based on water meters.



Medium-Term Plan (2–3 years): 2027–2029

1. Fuel Management

- Conduct feasibility studies for a boiler replacement project.

2. Electricity Management

- Monitor and evaluate the performance of the rooftop solar panel installation project.

3. Water Management

- Implement water circulation and reuse system improvement projects, particularly for reuse in the Casting unit.
- Conduct regular maintenance and inspections of internal water distribution systems in production processes, and collect monthly water consumption data by area to enhance effective water resource management.

Long-Term Plan (3–5 years): 2030–2034

1. Fuel Management

- Initiate pilot projects for boiler replacement.

2. Electricity Management

- Perform regular maintenance of rooftop solar panels to ensure continuous and optimal electricity generation.
- Replace existing motors with energy-efficient motors.

3. Water Management

- Monitor and evaluate the performance of water circulation and reuse system improvement projects.
- Continue regular maintenance and inspections of internal water distribution systems and monthly water consumption data collection to support continuous improvement in water resource management.

Annual Action Plans and Projects for 2025

Biomass Fuel Utilization

The Company has commenced feasibility studies for transitioning boiler operations from fuel oil to 100% biomass fuel, aiming to shift from petroleum-based fuels to renewable energy sources with lower environmental impact. Performance is measured by reductions in fuel oil consumption. In 2025, the Company utilized 4,789,740 tons of palm shell biomass fuel, representing an increase compared with the previous year, while fuel oil consumption declined.

Boiler Maintenance for Maximum Efficiency

The Company's production processes rely primarily on steam thermal energy. Therefore, boiler inspection and maintenance are critical to maintaining production efficiency, ensuring employee safety, and complying with legal requirements.

The Engineering Department is responsible for boiler operation, control, and maintenance. Boilers are inspected daily, including safety systems, to analyze deterioration trends and prevent operational risks. In addition, annual inspections are conducted in accordance with the Ministry of Industry Notification on Safety Measures for Boilers and Thermal Fluid Heaters, with all inspection results meeting regulatory standards.

Forklift Conversion Project: LPG/Diesel to Electric

In 2025, the Company continued its project to convert forklifts from LPG and diesel to electric-powered forklifts, maintaining the same proportion as in 2024 due to annual capital expenditure control. Although no additional electric forklifts were added in 2025, the existing electric fleet contributed to reduced LPG and diesel consumption, improved energy cost control, and minimized environmental impacts within factory operations.

The Company plans to convert an additional three forklifts in 2026 to further increase the share of electric-powered equipment and support its sustainability policy.

Electric Vehicle (EV) Transportation Project

In 2025, the Company operated two electric delivery vehicles (EVs), the same number as in 2024, due to capital expenditure control. While no additional EVs were added during the year, the Company increased delivery frequency using existing EVs to replace internal combustion engine vehicles.

This initiative helps reduce fossil fuel consumption, control energy costs, and mitigate environmental impacts from transportation activities.



Rooftop Solar Panel Installation Project (Solar Roof)

In 2025, the Company installed 1,400 rooftop solar panels, with plans to commence electricity generation in 2026. The system is expected to generate approximately 1 MWh of electricity per year, supporting the use of renewable energy, reducing reliance on non-renewable energy sources, and contributing to Scope 2 greenhouse gas emission reductions.



Water Recirculation System Improvement Project for Water Reuse

This project focuses on enhancing and improving the efficiency of the internal water recirculation system with the objective of enabling water reuse. The initiative aims to reduce the consumption of water from external sources, decrease wastewater discharge, and support sustainable water resource management.

Project performance is measured based on water consumption within the Casting production based department. It is expected that the project will reduce water losses within the recirculation system by approximately 600 cubic meters per year.



Regular Maintenance and Inspection of the Water Distribution System

Regular maintenance and inspection of the water distribution system are conducted to ensure that the system within the production process consistently meets established standards. In addition, water consumption data in each operational area are collected on a monthly basis to support continuous improvement in the company's water resource management efficiency.

As a result of these measures, no water leakage points were identified in the water distribution system during the year 2025, and total water consumption decreased by 4,629 cubic meters compared to the previous year.

Resource Efficiency Awareness Activities

- Conducted training programs for engineering personnel on efficient energy utilization.
- Promoted water conservation and the practice of turning off water when not in use by installing communication signage at water tap locations.
- Implemented awareness campaigns such as “Turn Off When Not in Use” and “Reduce Electricity Consumption during Peak Load Periods.”
- Established an Energy Saving Suggestion System to encourage employees to propose ideas for improving energy efficiency.



Performance Results in 2025

Key Material Indicators	Targets	2024 baseline	2025
Reduction of LPG and fuel oil consumption	Reduce fuel consumption by 1,200 liters compared with 2024	Total LPG and fuel oil consumption 38,445 liters	Reduced by 7,845 liters compared to the 2024 base year. Total LPG and fuel oil consumption 30,600 liters
Reduction of electricity consumption	Reduce by 2% compared with 2024 baseline	Total electricity consumption 7,502,820 kWh	Reduce by 9.92% from 2024 Total electricity consumption 6,758,360 kWh.
Reduction of water consumption	Reduce water consumption intensity per unit of production by 1% compared with 2024	Total water consumption 41,026 cubic meters	Reduce by 1.52 % from 2024 Total water consumption 36,397 cubic meters



Social Dimension

S1 Human Capital Development

Insufficient human resource development may pose risks to the organization, resulting in employees lacking essential skills, high employee turnover, and reduced work efficiency. These factors may weaken the organization’s competitiveness, limit its ability to attract and retain qualified personnel, and lead to increased costs associated with recruitment and retraining. To mitigate these risks, the Company has implemented risk-reduction measures, including training and skill development plans aligned with organizational needs, appropriate development programs, and the creation of career advancement opportunities to reduce employee turnover.

Objectives and Resource Management Targets

To enhance employee capabilities in line with organizational needs, strengthen employee engagement, and improve operational efficiency, the Company has established management objectives and targets for 2024, including short-term (2025), medium-term (2026–2027), and long-term (2027–2030) goals, as outlined below.

Key Material Indicators	Targets			
	2025	Short-term (1 year)	Medium-term (2–3 years)	Long-term (More than 3–5 years)
Employee turnover rate	Less than 20% of total employees in 2025	Less than 20% of total employees in 2026	Less than 15% of total employees in 2027	Less than 10% of total employees by 2030
Results of employee satisfaction and/or engagement surveys	Average score of not less than 86% of participating employees in 2025	Average score of not less than 87% of participating employees in 2026	Average score of not less than 88% of participating employees in 2027	Average score of not less than 90% of participating employees by 2030
Employee training and development hours	Not less than 30 hours per person per year in 2025	Not less than 30 hours per person per year in 2026	Not less than 31 hours per person per year in 2027	Not less than 33 hours per person per year by 2030

Human Resource Management Policy

The Company has established a human resource management policy covering key aspects of human capital development, with a focus on strengthening sustainability and competitiveness in compliance with labor protection laws. The policy includes appropriate management of compensation and employee benefits, as well as the establishment and administration of transparent and auditable performance evaluation processes that clearly identify individual and departmental performance and potential. These evaluations are linked to training and development plans that emphasize the continuous development of employees across all functions. In addition, the Company has implemented a structured recruitment process to attract qualified personnel aligned with organizational needs, promotes the employment of local personnel, and maintains succession planning for key positions.



Implementation Guidelines

1. Comply with labor protection laws, ensuring that no actions are taken that violate or conflict with applicable labor regulations.
2. Manage compensation and benefits with the objective of enhancing employee satisfaction and motivation, while attracting and retaining talented employees in a sustainable manner.
3. Establish comprehensive training and development plans covering employees at all levels, recognizing employees as valuable assets of the Company.
4. Conduct recruitment processes in a systematic and transparent manner, selecting qualified candidates suitable for each position to support organizational efficiency and growth.
5. Implement a Succession Plan to ensure business continuity and mitigate risks arising from changes in key positions.
6. Conduct fair performance evaluations as a tool for capability development, training planning, and long-term career advancement.
7. Respect human rights and diversity by providing appropriate facilities for employees with disabilities, promoting equality, preventing discrimination, and refraining from any actions that violate human dignity or individual differences.
8. Manage personal data in compliance with applicable laws (PDPA), implementing personal data protection policies and strict measures to prevent data breaches.
9. Promote transparent and safe communication by providing channels for complaints, suggestions, and feedback to ensure employee participation and fair treatment of all parties involved.

The Company provides multiple whistleblowing channels for the general public to report inappropriate conduct or behavior by directors, executives, or employees that may violate the Company's Code of Business Ethics, as follows:



1. Audit Committee Email: Audit.Committee@thaipolyacrylic.com
2. Secretary to the Managing Director (by mail) : 60–61 Moo 9, Phutthamonthon Sai 4 Road, Krathum Lom Subdistrict, Sam Phran District, Nakhon Pathom 73220, Thailand
3. Company website : www.thaipolyacrylic.com
4. Whistleblowing Hotline : https://www.pfa-japan.net/mcgap_whistleblow Password: Apkaiteki

Employee Satisfaction and Engagement Survey

The Company conducts employee satisfaction and engagement surveys every two years. These surveys help identify employee needs and concerns, enabling the Company to improve the working environment and internal policies. Survey results are analyzed to develop measures to reduce employee turnover and to define training and development hour targets.

Appropriate training enhances employee skills and knowledge, reinforces employees' sense of value, and demonstrates the Company's commitment to employee development. This, in turn, increases employee satisfaction and engagement, reduces turnover, and strengthens organizational stability.

In 2025, the employee satisfaction survey achieved an average satisfaction score of 94% among participating employees. The Company carefully considered employee feedback and concerns and identified key focus areas along with corresponding response measures, as outlined below:

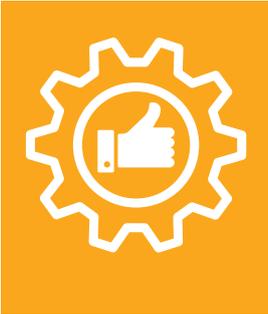
In 2025, the employee satisfaction survey achieved an average satisfaction score of 94% among participating employees. The Company carefully considered employee feedback and concerns and identified key focus areas along with corresponding response measures, as outlined below:



1) Promoting a Healthy Working Environment

Implementation Measures:

- Integrate EHS principles into continuous workplace environment inspections, covering lighting, noise, air quality, heat, cleanliness, and operational safety.
- Communicate inspection results and identified risks in a clear and appropriate manner to raise employee awareness and encourage participation in improvements.
- Organize ongoing health and safety promotion activities focused on real operational risks and safe behaviors.



2) Product and Service Quality

Implementation Measures:

- Establish a customer feedback and complaint handling system with clear and prompt response processes.
- Continuously communicate quality improvement outcomes and achievements internally to reinforce shared responsibility for quality across all departments.
- Encourage employees to recognize the impact of their work on overall product and service quality.



3) Leadership Capability in Responding to Change

Implementation Measures:

- Continuously communicate organizational direction, rationale, and impacts of change to help employees understand and adapt accordingly.
- Maintain open channels for employee feedback and concerns to support informed decision-making and management improvements.
- Continuously develop leadership skills in communication, change management, and decision-making under uncertainty.



Employee Skill Development

Based on employee satisfaction survey results and individual performance assessments, the Company analyzes data to develop an annual training plan covering employees at all levels and functions. Training programs are aligned with organizational development needs to keep pace with changes in production processes and emerging technologies.

Soft Skills Development Training for Effective Communication and Collaboration

On 13 August 2025, the Company conducted a development training program titled “Soft Skills Development for Effective Communication and Collaboration.” The session was delivered by Mr. Surajin Tappanchai, Managing Director, and Mr. Thanawat Kulprasert, Manager – Human Resources and Legal. The program aimed to strengthen essential skills required for effective collaboration in the modern workplace.

The training emphasized clear communication, active listening, teamwork, and adopting an open mindset to enhance work efficiency and elevate organizational performance standards.

A key focus of the program was fostering an Innovation Mindset, encouraging employees to explore new ideas, express creative opinions, ask questions, propose alternative approaches, and step beyond familiar boundaries to drive improved outcomes and work practices.

The training atmosphere was engaging and participatory, with employees demonstrating enthusiasm and openness to experimentation. As a result, the program not only delivered practical skills but also served as a catalyst for positive organizational change.



Lead with Excellence: First Level Manager Workshop

On 17–18 February 2025, the Company sent supervisory-level employees to participate in the Lead with Excellence: First Level Manager Workshop. This workshop focused on building foundational leadership knowledge and experience, which serves as a critical stepping stone toward higher leadership roles.

The program covered essential management competencies, including coaching, performance follow-up, and structured experience-building, providing a clear and systematic pathway toward more advanced leadership skills.



Move to leadership Excellence workshop

On 19–20 February 2025, the Company’s management team participated in the Move to Leadership Excellence Workshop, targeting managers and senior executives. The workshop emphasized strengthening leadership capabilities through structured learning frameworks and group-based activities.

Key topics included cross-functional collaboration, effective conflict management, and the development and promotion of a sustainable organizational culture. Participants are expected to apply these learnings to enhance management effectiveness and support long-term organizational development.



Employee Care and Retention

Employee retention and the reduction of employee turnover are among the key priorities of the Company. The loss of skilled and experienced employees not only affects operational continuity but also results in additional costs associated with recruitment, training, and development to ensure new employees can perform effectively. Accordingly, initiatives aimed at enhancing employee retention and reducing turnover are considered a strategic approach to fostering a positive working environment, improving job satisfaction, and strengthening employee engagement. These efforts enable the Company to retain a highly skilled and experienced workforce over the long term, thereby supporting the effective achievement of the Company’s growth objectives.

Men’s Football Tournament Award Ceremony

In April 2025, the Company conducted workplace drug-prevention awareness campaigns involving employees across all departments to promote healthy lifestyles and raise awareness of the risks of drug abuse. The initiative encouraged employees to share knowledge within their families and communities, helping to foster drug-free behaviors, safer living environments, and stronger social resilience. This effort reflects the Company’s commitment to employee well-being, social responsibility, and the development of an ethical workforce that supports long-term organizational sustainability.



Campaign on Drug Prevention and Rehabilitation Standards in the Workplace

In April 2025, the Company organized workplace drug-prevention awareness campaigns involving employees from all departments to promote healthy lifestyles and raise awareness of the risks associated with drug abuse. The initiative enhanced employees’ understanding and encouraged knowledge sharing within families, contributing to long-term prevention at the household level. Increased awareness among employees also generated positive impacts on surrounding communities by promoting drug-free behavior and safer living environments. This initiative reflects the Company’s commitment to employee well-being, social responsibility, and the development of an ethical and resilient workforce that supports long-term organizational sustainability.



Songkran Water-Pouring Ceremony to Preserve Thai Cultural Heritage

On 11 April 2025, the Company organized a Songkran water-pouring ceremony to preserve and promote Thailand's valuable cultural traditions and to bring auspiciousness to all employees. The event marked a time for sharing goodwill, encouragement, and positive wishes, welcoming the Thai New Year with warmth and harmony.

Beyond its cultural significance, the activity fostered inner peace, boosted morale, and strengthened bonds within the organization. Employees had the opportunity to exchange blessings and good wishes, creating an atmosphere of unity, warmth, and a sense of family.



Receipt of Certification for Drug Prevention and Rehabilitation Standards in the Workplace

On 30 April 2025, Mr. Thanawat Kulprasert, Manager Human Resources and Legal, represented the Company in receiving the Certification for Drug Prevention and Rehabilitation Standards in the Workplace. The Company was among ten organizations recognized with this certification.

The certificate presentation ceremony was organized by the Nakhon Pathom Provincial Office of Labour Protection and Welfare, in collaboration with agencies under the Ministry of Labour, partner organizations, employers, and employees. The event was presided over by Ms. Arocha Nuntamontri, Governor of Nakhon Pathom, in conjunction with National Labour Day 2025, under the theme "New Ways of Working: Caring for Safety, Unity, Volunteer Spirit, and National Development."



"New Ways of Working: Caring for Safety, Unity, Volunteer Spirit, and National Development."

Scholarship Program for Employees' Children with Academic Excellence

The Company recognizes the importance of education as a fundamental pillar for individual, family, and societal development, particularly for the children of employees, who represent an important foundation for the nation's future.

Accordingly, the Company organizes an annual scholarship program to support the children of employees who demonstrate strong academic performance, with the aim of expanding access to educational opportunities. On 15 May 2025, Dr. Surachin Tappanchai, Managing Director, presented scholarships to eligible students who met the Company's established criteria.

The scholarship program covers students from Grade 1 through Grade 12, as well as those enrolled in vocational education programs, including the Certificate of Vocational Education and the Higher Vocational Certificate. The program aims to help alleviate educational expenses and provide encouragement for students to pursue their studies to the best of their abilities.

Following the scholarship award ceremony, the Company invited scholarship recipients and their parents to visit the Company's facilities to gain insight into the industrial workplace, broaden their perspectives, and foster inspiration. This initiative also helps young people understand the Company's role in society and the importance of employees within the organization.

The Company believes that continued investment in education serves as a critical foundation for long-term sustainability at the family, community, and organizational levels.



National Mother's Day Activities

From 1–5 May 2025, the Company organized National Mother's Day 2025 activities to honor mothers and raise awareness of their vital role within families. The activities aimed to strengthen family relationships and foster employee engagement, contributing to a warm and supportive organizational atmosphere.

A highlight of the program was a photography contest under the theme "Family Relationships," inviting employees to submit photos reflecting love and bonds among family members, including parents, children, spouses, or other relatives. In 2025, the Company awarded a total of 45 prizes to contest participants. The Company hopes that this initiative will strengthen family relationships and reinforce employees' appreciation of the importance of family in daily life, while promoting a sustainable organizational culture grounded in warmth, care, and positive relationships.



Annual Anti-Drug Sports Activities 2025

From November to December 2025, the Company organized its annual Anti-Drug Sports Activities, aimed at strengthening unity within the organization by using sports as a tool to foster relationships and promote employee health. The activities also sought to support drug prevention efforts in the workplace and encourage the productive use of leisure time.

The Company places strong emphasis on creating a safe and drug-free working environment by supporting government policies and aligning with the "MYS" (Measures for Health Promotion and Drug Prevention in the Workplace) guidelines issued by the Department of Labour Protection and Welfare.

Sports serve as an effective means to promote teamwork, unity, positive relationships among colleagues, sportsmanship, respect for rules, and mutual understanding—key foundations of a strong and healthy organizational culture. Employees actively participated in the competitions, which included three sports categories:

- Football
- Badminton
- Snooker



The continuous organization of these activities each year not only promotes physical and mental well-being among employees but also reinforces the Company's commitment to supporting a safe, drug-free lifestyle and long-term employee engagement with the organization.

Merit-Making Ceremony and Year-End Celebration

On 4 December 2025, the Company organized a merit-making ceremony and alms-giving activity to mark the conclusion of 2025 and welcome the New Year 2026. Executives and employees participated in offering dry food and meals to monks from Wat Nakhon Chuenchum, a nearby temple that serves as a spiritual center for the local community.

In the afternoon, the Company hosted a communal meal for employees to create a warm and inclusive atmosphere, strengthen employees' sense of belonging, and reinforce teamwork during the year-end festive season.

This year-end celebration not only marked an important occasion but also reflected the Company's organizational culture that values unity, collaboration, and mutual care, alongside its ongoing commitment to social responsibility and community engagement.



Performance Results in 2025

To enhance employee skills, reduce turnover, and strengthen the Company’s competitiveness, the Company continuously implemented skill development initiatives through both external and internal training programs, as outlined below.

Key Material Indicators	Targets	Performance Results
Employee turnover rate	Less than 20% of the total number of employees in 2025	41 %
Employee satisfaction and/or engagement survey results*	Average score of not less than 86%	94 %
Employee capability development training hours	Not less than 30 hours per person per year	27 hours per person per year

* The Company conducts employee satisfaction and engagement surveys every two years.



S2 Occupational Health and Safety

Occupational health and safety issues have a direct impact on employees' quality of life and well-being, as well as on the confidence of internal stakeholders. Ineffective management of occupational health and safety may result in loss of life and damage to organizational assets, which could subsequently lead to adverse impacts on the Company's reputation.

Objectives and Management Targets

The Company has established a management plan with clearly defined objectives and targets for its operations in 2025, together with short-term targets (2026), medium-term targets (2027–2029), and long-term targets (2030–2034), as outlined below.

Key Material Indicators	Targets			
	2025	Short-term (1 year)	Medium-term (2–3 years)	Long-term (More than 3–5 years)
Work-related fatality rate of employees and contractors	0 Cases	0 Cases	0 Cases	0 Cases
Lost Time Injury Frequency Rate (LTIFR) for employees and contractors	0 Cases	0 Cases	0 Cases	0 Cases
Occupational diseases among employees	0 Cases	0 Cases	0 Cases	0 Cases
Safety training hours for all employees	4,500 hours per year	4,500 hours per year	4,500 hours per year	4,500 hours per year
Safety training for visitors and contractors	100 %	100 %	100 %	100 %
Number of safety-related complaints received from regulatory authorities	0 Cases	0 Cases	0 Cases	0 Cases



Safety, Occupational Health, and Working Environment Policy

The Company is committed to providing a safe and healthy working environment for all employees. Occupational safety and health are regarded as an integral part of the Company's business operations and a key aspect of its social responsibility. Accordingly, the Company has established the following policy guidelines for implementation:

1. The Company is committed to complying with all applicable laws, regulations, codes of conduct, business ethics, and relevant commitments, both current and future, including group-level guidelines. These requirements are adopted as the minimum operational standards.
2. The Company conducts regular risk assessments and risk management related to occupational safety and health, while identifying opportunities for the prevention and control of hazards, injuries, and work-related illnesses, in order to continuously improve safety measures.
3. The Company promotes and supports continuous safety and health training for employees to enhance awareness of personal safety and enable employees to perform their duties safely, efficiently, and sustainably.
4. The Company is committed to achieving zero work-related accidents and preventing occupational injuries by promoting workplace health and safety through systematic and continuous activities and programs.
5. The Company allocates appropriate and sufficient resources to ensure that occupational safety and health management aligns with established policies, objectives, and targets.
6. Cooperation and compliance with occupational safety and health regulations are included as key criteria in the annual performance evaluation of all employees.
7. Occupational safety and health standards are established for contractors and/or visitors, in accordance with the Company's policies and regulations.
8. Responsibilities for occupational safety and health are assigned to management and all employees, both during and outside working hours.
9. The Company promotes collaboration and ensures continuous and appropriate communication of safety-related information, updates, and policies to employees, stakeholders, and external parties in both the public and private sectors, to enhance shared understanding and awareness of safety.
10. The Company conducts regular monitoring, audits, and performance evaluations of occupational safety and health practices, and leverages modern technology and data from multiple sources to drive continuous improvement, with the aim of achieving maximum efficiency and long-term sustainability.

Occupational Safety and Health Management

Occupational safety and health management is overseen by the Safety, Occupational Health, and Working Environment Committee (EHS Committee), chaired by the Company's top executive, to effectively drive policy implementation and achieve the Company's safety objectives. The EHS Committee was formally elected and announced on 9 September 2025.

The EHS Committee performs duties as required by law, including reviewing safety plans for both working and non-working hours, establishing measures to prevent and reduce accidents, illnesses, and workplace disturbances, and reporting corrective and improvement measures in compliance with legal requirements and safety standards. The Committee convenes monthly and conducts safety performance reviews and workplace accident statistics assessments at least once per month.

In addition, the Company appoints a Professional Safety Officer, who is responsible for monitoring, inspecting, providing recommendations, and reporting on occupational safety, health, and working environment performance to management. The Company also has a dedicated Safety, Occupational Health, and Environment Department to ensure the effective management and implementation of occupational safety and health practices.

Programs and Activities to Achieve the Goal of Zero Accidents

Hazard Identification and Occupational Health and Safety Risk Assessment

The Company requires all departments to conduct hazard identification and occupational health and safety risk assessments for all activities performed by employees and contractors at least once per year, and whenever there are changes in risk conditions. These assessments aim to analyze and evaluate factors that may cause hazards or adverse impacts on employee health and safety in the workplace, and to develop risk control plans while identifying opportunities for continuous improvement in occupational health and safety performance.

Hazard identification considers job characteristics, work areas, and activities, such as hazardous chemicals, deteriorated machinery, or unsafe environmental conditions. Risk assessment is based on accident and incident history, work methods, and changes in operating procedures, with analysis of the likelihood of occurrence and the severity of potential impacts.

Occupational safety risk levels are classified into five categories:



Based on the 2025 occupational safety risk assessment, most work activities were classified as low risk, followed by acceptable risk, reflecting the effectiveness of existing preventive measures. However, some activities were identified as medium risk, high risk, or unacceptable risk, which require corrective actions and strict control measures. Accordingly, the Company has established the following measures:

Risk Level	Implementation / Control Measures
Unacceptable Risk	Work will not commence or continue unless the risk can be reduced. If it is not possible to lower the risk level, even with maximum efforts, work must be stopped immediately.
High Risk	The risk must be reduced before work can begin. Immediate corrective actions must be implemented to mitigate the risk. If the risk cannot be minimized while work is ongoing, operations must be halted immediately.
Moderate Risk	Efforts must be made to further lower the risk level. If additional risk prevention measures are required, they must be thoroughly reviewed. If the control measures fail, the risk level within that area must be reassessed in relation to its impact. Detailed risk assessments should be periodically conducted to track and ensure risk mitigation, even if the current control measures appear effective. Implementation should also verify whether existing controls need further improvement.



Employee Participation, Consultation, and Communication on Occupational Health and Safety

The Company has implemented a variety of occupational health and safety promotion activities to encourage employee participation, raise awareness, provide consultation, and effectively communicate issues related to occupational health and safety. Key initiatives include the following:

Safety Hero Program

The Safety Hero Program aims to elevate awareness of occupational safety, health, and the working environment by recognizing employees who demonstrate outstanding performance in safe work practices, strong responsibility, and strict compliance with safety standards. Selected employees are honored as safety role models for others within the organization.

Employees selected as Safety Heroes are featured in internal communications distributed to management and employees on a monthly basis. In addition, awards are presented to recognize their achievements and to foster pride and motivation. The program was launched in October 2024 and has been continuously implemented. The Safety Department, in collaboration with the Occupational Safety and Health Committee, is responsible for selecting Safety Heroes each month, with results announced in the following month. Award recipients serve as exemplary role models in safety compliance, helping to raise awareness and encourage colleagues to apply safety principles in their own work practices.

This program reflects the Company's commitment to building a strong safety culture, promoting safe work practices, reducing workplace accidents, and enhancing employees' quality of life in the long term. It also provides positive reinforcement and recognition for employees who consistently uphold safety standards, inspiring others to integrate safety into their daily work routines.

In 2025, a total of six (6) Safety Heroes were selected and formally recognized. An award ceremony was held during Safety Day, organized on 4 December 2025, where Company directors and senior executives presented the awards to express congratulations and encouragement.



Safety Day

On 4 December 2025, the Company organized Safety Day to promote workplace safety, with the primary objectives of encouraging participation, fostering safety awareness, and providing knowledge on occupational health, safety, and the environment to all employees.

Activities included interactive booths such as the Life Saving Rules booth and waste management booth, along with prize giveaways for employees. The event atmosphere was engaging and enjoyable, enabling employees to learn about safety while strengthening positive relationships within the organization.



Implementation of Life Saving Rules (LSR) Toward a Sustainable Safety Culture

Effective 1 October 2025, Thai Poly Acrylic Public Company Limited officially enforced the Life Saving Rules (LSR), consisting of seven core safety rules established by the Mitsubishi Chemical Group. These rules represent fundamental safety requirements that all employees must strictly comply with.

To reinforce effective implementation, the Company announced disciplinary measures related to LSR compliance on 1 October, followed by LSR promotion activities through interactive booths on the following day. The activities were attended by more than 50 employees and executives, and included an award presentation ceremony featuring a Thai-language name for Life Saving Behavior, designed to be meaningful, impactful, and memorable.



These initiatives demonstrate the Company's strong commitment to embedding Life Saving Rules into daily operations and advancing toward a sustainable safety culture across the organization.

Occupational Health and Safety Training

The Company provides occupational health and safety training to enhance knowledge and skills for all employees and workers prior to commencing work, as well as when job changes occur, in accordance with job requirements and applicable legal requirements on an annual basis.

Training Topic	Number of Participants	Training Hours
Occupational safety, occupational health, and working environment for employees who change jobs, work locations, or experience changes in machinery or equipment that involve new or different risk factors	15	1
Chemical handling management and operating procedures in the event of chemical leakage	39	3
Basic fire-fighting training	27	6
Life Saving Rules (LSR)	200	2
Safety training for operating lifting equipment – Counterbalance Forklift	14	12
Refresher safety training for operating lifting equipment – Counterbalance Forklift	32	6
Electrical safety for employees working with electrical systems	31	6
Safety in working with hazardous chemicals and emergency response to MMA incidents	5	1
Working at height safety for operators	11	6
Safety, occupational health, and working environment committee training for workplace establishments	4	12
Confined space working safety	15	12
Line of Fire	18	2
Occupational diseases and environmental health	18	6



JCC Training on Work Procedures and Operating Instructions

This training is conducted to enable supervisors to provide training on documented work procedures and operating instructions to their subordinates twice per person per year. The objective is to reinforce knowledge, skills, and competencies related to specific work procedures, and to prevent lapses or deviations from correct work practices. The training places particular emphasis on new employees with less than two years of service, also referred to as Koshin practice.

The target for 2025 is 376 training sessions, of which 112 sessions have been completed to date.*

* Data as of 31 January 2025. The third and fourth quarters will conclude on 31 March 2026.

Safety Inspections and Reporting of Unsafe Acts, Unsafe Conditions, and Near-Miss Incidents (APT)

Safety inspections, or Accident Predictive Technique (APT), are implemented to promote workplace safety across all levels of employees. The objective is to enhance awareness and participation in accident prevention.

Employees are required to inspect tools, equipment, and machinery prior to commencing work to ensure safe operating conditions. In addition, employees must remain vigilant and report unsafe acts, unsafe conditions, and near-miss incidents through the Company's APT reporting forms.

Reported data are analyzed to identify opportunities for improving workplace conditions, work behaviors, and the overall safety management system. This proactive approach focuses on prevention and early corrective action before accidents occur.

Safety inspections are conducted through behavioral and environmental assessments, categorizing observations as either Unsafe Acts or Unsafe Conditions, enabling the identification of risk points and implementation of appropriate corrective actions. This approach helps reduce the likelihood of workplace accidents and reinforces employee confidence in working under a controlled and continuously monitored safety system.

Job Freeze

Contractor safety assessment is a critical component of the Company's safety management. Random inspections are conducted for contractors and employees involved in maintenance, machinery modification, construction, or expansion projects. These inspections are carried out jointly by area owners, the Engineering Department, and the Safety Department, as such activities carry a higher risk of accidents.

The Job Freeze process involves temporarily suspending work to conduct safety inspections, ensuring compliance with safety standards and requirements. In 2025, a total of 135 Job Freeze activities were conducted.

Promotion of Health and Well-being for Employees and Workers

In addition to safety training and participation activities, the Company places strong emphasis on employee health and access to medical services for non-work-related illnesses, including:

- Provision of an on-site medical room offering basic medical treatment and health consultations at no cost
- Free access to blood glucose and blood pressure monitoring equipment, allowing employees to assess health risks and receive advice from nursing staff
- This initiative received personal support from the Managing Director, Mr. Surajin Tappanchai, who recognizes the importance of disease prevention.
- Availability of test kits for COVID-19, Influenza A, and Influenza B for employees showing symptoms or identified as at risk. Testing is provided at no cost. If infection is detected, the Safety Department or nursing staff will coordinate with supervisors to ensure timely medical treatment.



Annual Employee Health Check-ups

The Company provides annual health check-ups for all employees in accordance with legal requirements, aiming to promote good health, prevent occupational diseases, and ensure ongoing employee safety and welfare.

Benefits to Participants

- Employees receive legally mandated health examinations, including general health checks and job-specific medical examinations
- Employees gain awareness of their health status and can take timely preventive or corrective actions

“The Company places great importance on the health and safety of all employees. Annual health check-ups are a key measure to ensure proper care, enabling employees to work with confidence, safety, and quality.”

The Company remains committed to supporting employee well-being and maintaining a safe working environment through continuous health and safety initiatives, ensuring that all employees can work happily and sustainably.



“Don’t Drink and Drive” Campaign During the Songkran Festival

On 11 April 2025, the Company organized a “Don’t Drink and Drive” campaign during the Songkran Festival to promote road safety awareness among employees and surrounding communities. The campaign aimed to prevent and reduce road accidents during a peak travel period.

The activity raised awareness of the risks associated with drunk driving and encouraged safe behavior for employees, their families, and other road users. The knowledge gained was also shared with families and communities, contributing to broader social safety.

This initiative reflects the Company’s role as a socially responsible organization and reinforces safety values as part of its corporate culture, enhancing the Company’s reputation as an organization that prioritizes life, safety, and societal well-being.



Campaign to Prevent Dengue Fever, Zika Virus, and Chikungunya

On 9 May 2025, the Company, together with employees, organized a campaign emphasizing the “3 Cleaning Actions”: cleaning homes, managing waste, and eliminating standing water, to prevent mosquito breeding.

The campaign raised awareness among employees and surrounding communities, demonstrating the Company’s social responsibility and encouraging joint efforts to reduce health risks related to environmental and climate-related diseases.



Smoking Cessation Support Program for Employees

On 25 April 2025, the Company collaborated with the Thai Health Promotion Foundation (ThaiHealth) under the “Health Professionals for a Tobacco-Free Thailand” initiative, together with a team of nurses, to conduct a smoking cessation training program for 25 employees.

The program aimed to promote health awareness, reduce risk behaviors, and inspire employees to quit smoking sustainably. Employees learned about the health impacts of smoking and effective cessation methods from healthcare professionals, encouraging long-term healthy behavior.

This initiative demonstrates the Company’s commitment to enhancing quality of life, fostering a safe and healthy workplace, and contributing to public health by promoting a smoke-free organizational culture. It also supports Thailand’s goal of becoming a smoke-free workplace, contributing to a healthier and more sustainable society.



Influenza Vaccination Program for Employees

In May, at the start of the rainy season and during peak influenza outbreaks, the Company partnered with Mahachai 2 Hospital to provide free influenza vaccinations to all employees. The vaccines covered multiple circulating strains to enhance protection and reduce illness severity.

This program underscores the Company’s systematic approach to employee health care, reducing absenteeism during outbreak periods and supporting a safer and more sustainable working environment. It also contributes to the United Nations Sustainable Development Goals (UN SDGs), particularly in health and well-being.



Toothpaste Distribution During the “Alcohol Abstinence During Buddhist Lent” Campaign

On 11 July 2025, the Company distributed toothpaste to employees as part of the “Alcohol Abstinence During Buddhist Lent” campaign. The activity aimed to promote oral health, healthy habits, and personal discipline while supporting Buddhist traditions.

The initiative encouraged employees to adopt healthier lifestyles, reduce risk factors such as alcohol consumption, and enhance long-term health, work performance, and quality of life. It also fostered mindfulness, balance, and well-being in daily life.

This activity reflects the Company’s commitment to promoting a balanced lifestyle that integrates work, health, and cultural values, supporting sustainable growth for both employees and the organization.



Performance Results for 2025

Key Material Indicators	Targets	Performance Results
Work-related fatality rate of employees and contractors	0 Cases	0 Cases
Lost Time Injury Frequency Rate (LTIFR) for employees and contractors	0 Cases	0 Cases
Occupational diseases among employees	0 Cases	0 Cases
Safety training hours for all employees	4,500 hours per year	947 hours per year*
Safety training for visitors and contractors	100 %	100 %
Number of safety-related complaints received from regulatory authorities	0 Cases	0 Cases

* Data as of 31 January 2025. The third and fourth quarters will conclude on 31 March 2026.

S3 Human Rights and Fair Labor Practices

Human rights impacts and fair labor practices are critical issues that may significantly affect the Company. Risks related to human rights violations or unfair labor practices may lead to legal claims, reputational damage, and a loss of trust from employees and society. Such impacts may result in the loss of qualified employees, legal penalties, and diminished confidence from customers and business partners. To mitigate these risks, the Company has established policies that emphasize equality and labor rights, provides training to employees on human rights principles, and conducts regular monitoring to ensure consistent compliance with applicable standards.

Objectives and Targets

In order to promote fairness in the workplace, reduce internal conflicts, and enhance employee motivation and performance, the Company has established management objectives and targets for 2025, as well as short-term targets (2026), medium-term targets (2027–2029), and long-term targets (2030–2034), as outlined below.

Key Material Indicators	Targets			
	2025	Short-term (1 year)	Medium-term (2–3 years)	Long-term (More than 3–5 years)
Percentage of employees across all departments who receive training and communication on human rights	100 %	100 %	100% of all employees, expanded to cover all contractors	100% of all employees, expanded to cover all contractors
Number of complaints against the Company or its representatives regarding human rights violations from stakeholders	0 Cases	0 Cases	0 Cases	0 Cases

Policy and Practices for Fair, Safe, and Human Rights–Respecting Recruitment and Workforce Management

The Company commits to conducting its business ethically and in accordance with ESG principles in the social dimension, as well as Thai and international labor laws. The Company does not discriminate on the basis of gender, age, nationality, religion, language, region, disability, sexual orientation, or any other condition. The Company respects human rights in accordance with the Universal Declaration of Human Rights (UDHR) and the ILO Conventions (C29, C105, C111, C138).

The Company supports diversity and the acceptance of differences among all groups of employees, including local labor from all regions, migrant workers, female workers, ethnic workers, workers with disabilities, and workers of different age groups. This policy covers the recruitment, hiring, and employment processes to ensure that all employees are treated equally.

1. Recruitment

Recruitment fees are strictly prohibited. Recruitment agencies are not allowed to collect any fees from applicants. If violations are found, the Company will terminate the contract and take legal action. Employment contracts must be clear and prepared in written form, in a language that applicants understand. The Company does not retain personal documents such as passports or work permits; such documents must remain with their owners at all times. Child labor is strictly prohibited. Minimum age requirements are verified in accordance with the law. Subcontractors and recruitment agents are required to comply with human rights principles.

2. Employment Period

The Company ensures fair and lawful employment practices by providing wages and benefits in compliance with legal requirements, maintaining a safe working environment, and respecting the rights of all employees. Equal treatment is upheld for female employees, persons with disabilities, and migrant or ethnic workers, including maternity protection, workplace accessibility, and freedom of communication. The Company also respects freedom of association, collective bargaining, and employee representation, reinforcing its commitment to human rights, labor standards, and responsible employment practices.

3. Workplace Practices

The Company upholds a respectful and inclusive working environment through a zero-tolerance policy toward discrimination, harassment, hate speech, and workplace bullying. Secure and confidential grievance mechanisms are in place, with protection against retaliation. Working hours and disciplinary processes are managed fairly in compliance with Thai labor laws and ILO standards, ensuring transparency, due process, and the right to appeal.

4. Monitoring and Continuous Improvement

The Human Resources and Legal / Compliance functions conduct internal audits at least once a year and report the results to the Corporate Governance Committee. Policies are reviewed and updated whenever there are changes in applicable laws or standards, or when deficiencies are identified through the audit process.

During the year 2025, the Company reviewed and improved its social-dimension policies, including the issuance of community policy, human rights policy, and labor management policy, making them clearer and more concrete. These policies cover stakeholder care, respect for human rights, and fair labor practices in alignment with laws, relevant guidelines, and the Company's current operations.

Human Rights and Labor Practices

1. Respect for Human Rights

The Company places importance on and adheres to the respect for human rights, ensuring that its operational processes do not cause human rights violations. The Company has established practices aligned with international standards, covering equal employment opportunities and non-discriminatory employee care regardless of gender, age, race, religion, or disability.

2. Support for Employees with Disabilities

The Company supports employees with disabilities by providing appropriate facilities, necessary assistive equipment, and workplace adjustments to enable safe, effective, and high-performance work.

3. Non-Discrimination and Participation

The Company promotes equality and participation at all employee levels, prohibiting discrimination in any form and supporting equal opportunities for career development, employment, promotion, and training to create a fair and inclusive work environment.

4. Prohibition of Disrespectful Conduct

The Company prohibits any actions that may constitute disrespect or human rights violations, including language, expressions, or behaviors that may cause discomfort or undermine the dignity of individuals or groups.

The Company implements appropriate measures to ensure that all relevant parties understand, are aware of, and strictly comply with its human rights policies.



Respect for Consumer and Customer Rights

The Company treats consumers and customers fairly by conducting business with honesty, integrity, and transparency to build and maintain trust sustainably. The Company is committed to strict protection of customer personal data, ensuring that the collection, use, and disclosure of data are appropriate and do not violate privacy rights.

Action Plans

- Develop customer data protection measures
- Establish customer data security systems in line with international standards
- Enhance transparency in sales processes
- Create mechanisms to receive customer feedback
- Develop platforms for customer complaints and suggestions and use feedback to continuously improve services

The Company treats consumers and customers fairly by conducting business with honesty, integrity, and transparency to build and maintain trust sustainably. The Company is committed to strict protection of customer personal data, ensuring that the collection, use, and disclosure of data are appropriate and do not violate privacy rights.

Respect for Supplier Rights

The Company recognizes the importance of suppliers in the business value chain and emphasizes fair, transparent, and sustainable relationships. The Company treats suppliers with respect, provides equal opportunities to participate in business activities, promotes fair competition, and reduces discrimination risks.

The Company encourages suppliers to comply with human rights principles, labor laws, and supplier codes of conduct while considering social and environmental responsibility to strengthen sustainable business cooperation.

Practices

- Establish fair and transparent criteria and policies for engaging with suppliers, to be used as a unified guideline for supplier selection and relationship management.
- Develop clear and auditable supplier selection policies and criteria to ensure equitable procurement processes and reduce governance-related risks.
- Enhance processes for monitoring and evaluating supplier performance, covering quality, legal compliance, and principles of good corporate governance.
- Establish systems for continuous tracking and monitoring of supplier quality and performance to ensure alignment with company standards.
- Promote and strengthen collaboration with suppliers for sustainable development by supporting knowledge sharing and joint best practices.
- Encourage suppliers to conduct business with consideration for environmental and social aspects, in order to elevate the supply chain in line with the company's sustainability approach.
- Implement incentive measures to encourage suppliers to continuously improve their performance in terms of quality, efficiency, and social and environmental responsibility.

Stakeholder Engagement

The Company places importance on listening to feedback and suggestions from all stakeholder groups, including customers, suppliers, employees, shareholders, and surrounding communities. Stakeholders are given appropriate opportunities to participate in the Company's business operations to support continuous and sustainable organizational development.

Stakeholder Engagement and Feedback Mechanisms

The Company places importance on the engagement of all stakeholder groups by providing opportunities to receive opinions, suggestions, and complaints from customers, business partners, employees, shareholders, surrounding communities, and government agencies. The information obtained is used to improve and develop the Company's operations to be more efficient, transparent, and fair.

In this regard, the Company emphasizes the establishment of effective, open, and accessible communication channels that allow stakeholders to freely express their views and concerns. The Company analyzes the feedback received and applies it to improve business processes so that they appropriately respond to the needs and expectations of all stakeholder groups.

Stakeholder Engagement and Feedback Activities

1. Complaint Center

The Company has established a complaint and suggestion center through a hotline, telephone, email, and online channels, enabling stakeholders to submit complaints or concerns conveniently and systematically.

2. Employee Town Hall Meeting

Meetings are organized periodically to provide employees with opportunities to express opinions, ask questions, and exchange perspectives with management, as well as to jointly identify approaches for organizational development.

3. Online Survey

Online surveys are conducted for customers, business partners, and shareholders to collect feedback regarding products, services, and the Company's business operations.

4. Suggestion Box

Suggestion boxes are installed within the Company and factory premises to allow employees to freely submit suggestions or lodge complaints.

5. Customer Feedback Forum

Customers are invited to participate in forums to exchange opinions regarding products and services, with the objective of enhancing product quality and customer satisfaction.

6. Supplier Engagement Meeting

Meetings are held with suppliers to discuss procurement standards, business policies, and long-term collaboration approaches.

7. Sustainable Supplier Program

Training sessions and advisory support are provided to suppliers on principles of good corporate governance, best practices, and sustainability within the supply chain.

8. Corporate Social Responsibility (CSR) Program

Activities are organized to support community and social development, such as improving quality of life, environmental conservation, and educational support, both during business operations (In-Process CSR) and after business processes (After-Process CSR).

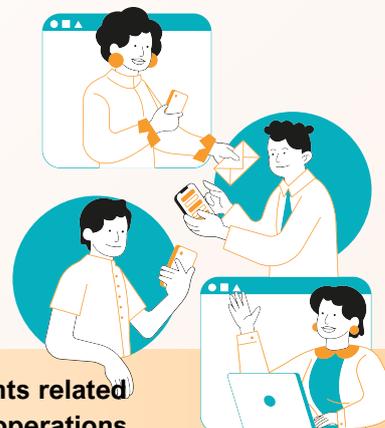
9. Employee Health and Welfare Promotion Program

Activities are implemented to promote employee health and quality of life, such as annual health check-ups, mental health counseling, and appropriate welfare development programs.

Stakeholder Engagement and Feedback Activities

The Company manages human rights complaints systematically and transparently through the following confidential channels:

-  Company website: www.thaipolyacrylic.com
-  Postal mail: 60-61 Moo 9, Phutthamonthon Sai 4 Road, Krathum Lom, Sam Phran, Nakhon Pathom 73220
-  Audit Committee email: Audit.Committee@thaipolyacrylic.com
-  Whistleblowing hotline: https://www.pfa-japan.net/mcgap_whistleblow (Password: Apkaiteki)



During the year 2025, the Company did not receive any complaints related to human rights violations and was able to conduct its business operations in accordance with applicable standards.

However, should any human rights violation occur, the Company will take immediate corrective action by appointing an investigation committee. The consideration process will be divided into two levels, as follows:

1. Cases involving the level of Managing Director or above. Such cases will be referred to the Chairman of the Audit Committee for further handling.
2. Cases involving levels below the Managing Director. The Managing Director will appoint an investigation committee to examine and establish the facts. The appointed committee shall not include any individual who is referenced in, or has a vested interest in, the complaint, grievance, or whistleblowing case.

The investigation and fact-finding process must be conducted with fairness and impartiality toward all parties. Information shall be kept confidential, fairness shall be ensured, and protection shall be provided to employees or any other individuals who act as witnesses or whistleblowers. The Company will provide feedback on the outcome of the complaint, grievance, or whistleblowing case to the complainant or whistleblower within 30 days from the date the case is received.

Support for Employee Representation

The Company supports employee grouping through the establishment of a Welfare Committee in accordance with the Labour Protection Act B.E. 2541 (1998). Committee members are elected from all departments and serve two-year terms.

Roles and Responsibilities

- Consult with the employer on employee welfare
- Provide advice and recommendations on welfare matters
- Monitor and oversee welfare implementation
- Propose welfare improvements to the Labor Welfare Committee

Activities to Promote Human Rights and Fair Labor Practices

International Women's Day Activity

March 8 of every year is recognized as International Women's Day, an important occasion that highlights the roles and rights of women, both in the workplace and in society at large, with the aim of promoting equality and dignity for women within the organization.

On this occasion, the Company organized a handicraft workshop for female employees to encourage participation and foster pride in their roles within the organization. This activity not only helped enhance skills and creativity, but also reflected the Company's commitment to supporting equality and recognizing the value of all female employees.



Activities to Foster Organizational Culture through the Concepts of Unconscious Bias and Psychological Safety

The Company recognizes the importance of Unconscious Bias and Psychological Safety in the workplace in promoting a work environment that supports creativity and effective collaboration. The Human Resources Department organized training sessions on 14 March 2025 and 24 March 2025 for managers and employees at all levels. These sessions aimed to help employees become aware of unconscious biases that may arise unintentionally and could affect decision-making, communication, and teamwork within the organization.



MCG Group "International Women's Month"

The Company participated in an activity organized by the MCG Group on the occasion of "International Women's Month," which was held online at 1:00 p.m. This activity was organized in alignment with International Women's Day, which is observed annually on 8 March. The objective of the activity was to promote diversity, equality, and women's rights, regardless of race, religion, age, or culture. It emphasized respect for individual differences and perspectives, and encouraged peaceful coexistence and mutual understanding in the workplace, even amid diverse personal characteristics. The Company also reaffirmed its principle that women should be treated with dignity and equality in all aspects of work and society.



Campaign Against the Use of Child Labor Under the Age of 18 and the Violation of Women's Labor Rights

On 25 March 2025, the Company organized a campaign against the use of child labor under the age of 18 and the violation of women's labor rights. The activity was carried out in collaboration with all employees, with the objective of eliminating all forms of labor rights violations and promoting the equal protection of labor rights.

This activity emphasized ensuring that all employees have fair access to rights and welfare benefits, fostering job security, and developing a positive working environment in order to reduce unfair employment practices at every stage of the Company's operations.

In addition, the activity reflects the Company's commitment to supporting the Social dimension in accordance with the ESG (Environment, Social, and Governance) framework, with a focus on promoting equality and strict compliance with labor laws, in order to create a fair, safe, and sustainable working society for everyone.



Campaign “No Forced Labor and No Human Rights Violations”

On 19 April 2025, the Company, together with its employees, organized the campaign “No Forced Labor and No Human Rights Violations” to demonstrate a clear stance on conducting business ethically, respecting labor rights, and upholding the principle of equality at every stage of work.

This activity focused on ensuring that employees at all levels understand the importance of human rights and the need to treat colleagues with respect, recognize human dignity, and be aware of their own roles in creating a working environment free from exploitation or any form of forced labor.

Such actions form part of the promotion of a transparent, fair, and socially responsible organizational culture. The Company is committed to elevating its operational standards in line with international principles in order to create a positive working environment for all employees and to serve as a role model in the industrial sector for respect for human rights.



Performance Results for the Year 2025

Key Material Indicators	Targets	Performance Results
Number of employees across all departments who received training and communication on human rights	100 %	100 %
Number of complaints against the Company or its representatives regarding human rights violations from any stakeholder group	0 Cases	0 Cases

S4 Community Engagement

The Company recognizes that supporting communities through the development of projects or participation in various activities helps promote sustainability and build trust from the community toward the Company. If the Company lacks engagement with the community, it may lead to community dissatisfaction, protests, or a lack of support for the Company, which could affect operational safety and reduce trust from the community. In addition, the Company may lose opportunities to build relationships with the community, resulting in a negative corporate image and potentially adverse impacts on business expansion or access to local resources.

Considering the risks and opportunities that may arise, the Company has therefore planned community engagement initiatives that are constructive and aligned with community needs, such as supporting education, environmental conservation, and establishing channels for receiving complaints and feedback from the community, as well as creating transparent communication channels to build trust and sustainable relationships.

Objectives and Management Targets

To build positive and sustainable relationships with the community, while enhancing the Company's image and increasing community acceptance, the Company has established objectives and targets for community engagement. These include targets for the year 2025, short-term targets (year 2026), medium-term targets (years 2027–2029), and long-term targets (years 2030–2034), as follows.

Key Material Indicators	Targets			
	2025	Short-term (1 year)	Medium-term (2–3 years)	Long-term (More than 3–5 years)
Number of complaints or disputes from the community arising from the Company's business operations	0 Cases	0 Cases	0 Cases	0 Cases
Implementation of community and social development projects / social activities in collaboration with the community (CSR after Process)	3 projects per year	3 projects per year	6 projects per year	8 projects per year
Frequency of community visits and relationship-building activities	Once per week	Once per week	Once per week	Once per week

Community Engagement and Well-Being Promotion Policy

The Company is committed to being an active contributor to the promotion and development of the communities in which it operates. The Company places importance on building positive relationships with local communities through participation in activities and projects that genuinely respond to community needs and help address local challenges. Strengthening the relationship between the Company and the community not only supports improvements in community quality of life, but also fosters an environment that is conducive to the Company's long-term business operations.

The Company aims to enhance the quality of life of community members in all dimensions, including economic, social, and environmental aspects, in order to create communities that enjoy well-being, safety, stability, and the ability to be self-reliant.

The Company implements practical guidelines and activities to expand educational opportunities, support education, promote health and well-being initiatives, conserve the environment and restore natural resources, as well as encourage income generation and community economic development.

A sustainable and high quality of life within the community helps reduce risks and contributes to the long-term sustainability of the Company's operations. This approach builds credibility, trust, and support from the community, which positively influences the Company's future development and expansion.

In addition, the Company is mindful of potential negative impacts on communities surrounding its facilities. As such, a designated inspection team conducts weekly area inspections, consisting of personnel with environmental expertise and familiarity with the local community, equipped with chemical monitoring instruments. These inspections are conducted to ensure that the Company's operations do not cause odor pollution affecting surrounding communities. In 2025, feedback from the community was positive, and no significant odor-related impacts were reported by nearby communities.

Key Community Engagement Activities

The Company and the community work together continuously to improve quality of life in all dimensions economic, social, and environmental to build communities with well-being, safety, and stability. This collaboration helps reduce complaints and disputes through the implementation of community development projects and CSR activities that align with community needs. Regular engagement and interaction strengthen mutual understanding and trust between the Company and the community.

5 February 2025

The Company organized an educational activity on the use of acrylic sheets, led by Ms. Warunee Woranush, EHS Manager, and Mr. Thanawat Kulprasertat, Human Resources and Legal Manager, together with their team. The activity was held at Khlong Bang Rathiuk School, Salaya Subdistrict, Phutthamonthon District, Nakhon Pathom Province.

A total of 20 students from Grade 6/1 participated in the activity, which aimed to enhance students' knowledge of acrylic sheet applications. Students learned how to create products from acrylic sheets, such as keychains or nameplates, which they were able to design and decorate according to their imagination. Each participant received a souvenir in the form of their own completed work.



14 February 2025

The Company organized a workshop on using acrylic sheets to assemble keychains at Khlong Bang Rathiuk School, Salaya Subdistrict, Phutthamonthon District, Nakhon Pathom Province. The activity was led by Mr. Thanawat Kulprasertat, Human Resources and Legal Manager, together with Ms. Arlada Aryowong and Ms. Sita Thatakean, Human Resources Officers, along with the Company team.

The workshop involved 20 students from Grade 6/2 and focused on developing new knowledge and skills through hands-on acrylic keychain production. Students not only learned the production process but also received their handmade keychains as souvenirs. The activity helped strengthen relationships between students and organizers and provided long-term benefits in terms of skills development and creative thinking.



Vocational Skill Development for Inmates

Mr. Thanawat Kulprasert, Human Resources and Legal Manager, together with Ms. Ratre Chanted, Ms. Arlada Aryowong, and Ms. Sita Thatakean, Human Resources Officers, represented the Company in organizing recreational and handicraft activities at Ratchaburi Central Prison. A total of 20 inmates participated in the activity.

The objective of the activity was to help inmates relax mentally and learn handicraft skills using acrylic sheets through the creation of “acrylic sheet keychains.” The activity emphasized imagination and creativity, helping to build skills that could be further developed into future vocational opportunities.

In addition to learning the production process, participants received their handmade keychains as souvenirs, fostering pride and emotional value while supporting preparation for a stable reintegration into society.



This activity reflects the Company’s commitment to supporting vulnerable groups and advancing ESG principles in the Social dimension by integrating social responsibility with business capabilities for shared sustainable development.

Make a Keychain for Mom Workshop

Thai Poly Acrylic Public Company Limited, led by Mr. Thanawat Kulprasert and the Human Resources team, organized a recreational and workshop activity titled “Make a Keychain for Mom,” allowing children to create gifts in advance for Mother’s Day on 12 August 2025.

The workshop taught children how to craft keychains using high-quality acrylic sheets produced by Thai Poly Acrylic. The material is transparent, durable, and versatile for creative designs. Children learned key steps such as selecting acrylic colors, cutting, trimming, polishing edges, drilling, assembling key rings, and decorating their creations according to their imagination.

The atmosphere was lively and joyful, with children fully engaged in crafting gifts to express love for their mothers. The activity fostered pride in their work and strengthened family bonds.

This initiative reflects the Company’s commitment to youth development, strengthening family relationships, and promoting the creative use of high-quality Thai materials, while continuing to implement social initiatives that support sustainable growth for both the community and the organization.



Pre-Release Preparation Activity at the Central Special Correctional Institution, Bangkok

The Company assigned Mr. Thanawat Kulprasert, Human Resources and Legal Manager, to participate in a pre-release preparation activity at the Central Special Correctional Institution in Bangkok. The activity included a keychain-making workshop aimed at enhancing vocational skills and providing encouragement to inmates nearing release.

The initiative focused on helping inmates use their final period before reintegration productively through hands-on skill training that can be applied in real-life situations, supporting future employment opportunities, reducing the risk of reoffending, and strengthening self-confidence.

The Company’s involvement reflects its commitment to supporting reintegration into society by promoting essential life and vocational skills, while instilling responsibility, discipline, and the value of new beginnings.

This pre-release preparation activity represents a core aspect of the Company’s social responsibility mission to create new opportunities for inmates and support a more inclusive, compassionate society that encourages second chances.



Educational Opportunity Promotion

The Company provided educational scholarships totaling THB 22,000, along with donations of essential supplies, to students from kindergarten through lower secondary level at Ban Krathum Lom School, in celebration of National Children’s Day 2025.

Mr. Thanawat Kulprasertarat, Human Resources and Legal Manager, represented the Company in presenting the scholarships and donated items. This initiative aligns with the Company’s ESG (Environmental, Social, and Governance) framework, particularly the Social dimension, which focuses on promoting educational equality, enabling continuous learning opportunities, and supporting the development of essential skills for the future especially for underprivileged children and youth.



Activities Supporting Persons with Disabilities

Dr. Surajin Tappanchai, Managing Director, and Mr. Thanawat Kulprasertarat, Human Resources and Legal Manager, represented the Company in attending the event and receiving a certificate of recognition at the International Day of Persons with Disabilities 2025. The event was organized in observance of the International Day of Persons with Disabilities in accordance with United Nations guidelines. It aimed to raise awareness and encourage all sectors of society to jointly build a fair, equitable, and inclusive society where everyone can live together happily.



“Meals for Children” Activity at the Children’s Foundation, Sanrak Children Village Kindergarten

On 30 January 2025, Mr. Thanawat Kulprasertarat, Human Resources and Legal Manager, represented the Company in contributing to society through the “Meals for Children” activity by providing meals to underprivileged children. The objective was to ensure that children received nutritious meals that meet proper nutritional standards and support healthy physical development.

A total of 60 children aged between 3 and 7 years participated in the activity at the Children’s Foundation, Sanrak Children Village Kindergarten, Nakhon Pathom Province.



Memorandum of Understanding (MOU) Signing Ceremony with Ratchaburi Central Prison

On 25 March 2025, the Company entered into a Memorandum of Understanding (MOU) with Ratchaburi Central Prison to support vocational training for inmates. Represented by Mr. Thanawat Kulprasertarat, Human Resources and Legal Manager, the Company committed to providing training equipment, instructors, and relevant resources to enhance inmates’ skills and prepare them for sustainable reintegration into society following release.

This collaboration reflects the Company’s commitment to social responsibility and aligns with the Social dimension of ESG by creating opportunities for vulnerable groups and contributing to inclusive and sustainable social development.



Donation of Beverages to Support National Children’s Day 2025 Activities

On 9 January 2025, HR Manager, represented the Company in donating beverages to support National Children’s Day 2025 activities organized by Krathum Lom Municipality. The donation was received by Ms. Sirinan Jirangkanont, Director of the Education Division of Krathum Lom Municipality.

This support not only represents giving back to society but also helps promote and create beneficial activities for children and youth in the Krathum Lom municipal community. These activities provide opportunities for learning and skill development, contributing to happiness and inspiration for children as they grow and learn in the future.



Visit to the Computer Room at School

On 3 March 2025, the Company assigned HR Manager, to visit the computer room at Bang Rathiuk School, Bang Rathiuk District, Nakhon Pathom Province, to observe and monitor the learning environment related to technology education for students.

During the visit, discussions were held with teachers and students regarding the use of computers for educational purposes, as well as approaches to developing digital skills aligned with modern learning requirements. The visit also included a group photo session with students as a souvenir, creating a friendly atmosphere and strengthening relationships between the business sector and educational institutions.



Receipt of Certificate of Recognition from the “Inspire Fund” under the Royal Initiative of Her Royal Highness Princess Bajrakitiyabha

On 7 May 2025, the Company was honored with a certificate of recognition from the Kamlangjai Foundation under the royal initiative of Her Royal Highness Princess Bajrakitiyabha, in acknowledgment of its continuous support and cooperation with correctional institutions. The certificate was received by Dr. Surajin Tappanchai, Managing Director, on behalf of the Company at Ratchaburi Central Prison.

This recognition reflects the Company’s commitment to conducting business responsibly while creating positive social impact, particularly by supporting the rehabilitation and reintegration of inmates into society with dignity. The initiative aligns with the Company’s vision of fostering a compassionate, inclusive, and sustainable society through meaningful social engagement.



Visit from Krathum Lom Municipality

On 21 May 2025, senior officials from Krathum Lom Municipality visited the Company to observe its operations, where they commended the Company’s occupational safety practices particularly the enforcement of a zero-alcohol policy for employees working with machinery and high-risk equipment.

This measure reflects the Company’s strong commitment to employee health, safety, and welfare, and serves as a good example of effective workplace safety management. It reinforces confidence among external stakeholders and demonstrates the Company’s dedication to responsible, transparent, and high-standard business operations for the benefit of society and the surrounding community.



Annual Candle Procession Activity for Buddhist Lent 2025 at Wat Nakhon Chuen Chum

On 9 July 2025, the Company participated in the annual Buddhist Lent candle procession at Wat Nakhon Chuen Chum, Krathum Lom Subdistrict, by supporting the event with refreshments and employee participation. This activity reflects the Company's commitment to preserving Thai cultural traditions, strengthening relationships with local communities, and fostering employee engagement. Through active community involvement, the Company reinforces its role as a responsible corporate citizen dedicated to sustainable and harmonious coexistence with society.



Pre-Release Preparation Program (Pre-Release Model) at Ratchaburi Central Prison

On 4 August 2025, the Company assigned its Human Resources and Legal Manager, together with the team, to participate in the "Pre-Release Model" program at Ratchaburi Central Prison. The program focused on preparing inmates nearing release for reintegration into society through workplace readiness guidance, vocational skill development, and mental preparedness.

Through knowledge sharing and experience exchange in human resource management and labor practices, the Company supported opportunities for former inmates to re-enter society with dignity, secure lawful employment, and reduce the risk of reoffending. This initiative reflects the Company's commitment to social responsibility by creating tangible social value, strengthening long-term community safety, and supporting sustainable societal development.



Corporate Social Responsibility (CSR) Activity under the Sustainable Development Concept

On 1 May 2025, the Company organized a CSR activity under the sustainable development concept by participating in a volunteer fish release activity at the Freshwater Fisheries Research and Development Center, Muang Chum Subdistrict, Tha Muang District, Kanchanaburi Province.

The activity aimed to restore ecological balance in natural water resources and promote biodiversity. Mr. Thanawat Kulprasert, Human Resources and Legal Manager, along with 34 Company employees, participated in releasing a total of 6,000 local freshwater fish, including Thai silver barb, white carp, and tinfoil barb species. These native fish species do not disrupt ecosystems and play an important role in maintaining freshwater ecological balance.

This activity reflects the Company's commitment to environmental conservation, natural resource stewardship, and fostering social responsibility awareness among employees. It strengthens cooperation between the organization and the community while supporting long-term sustainable environmental and social development.



Nong Chalak Community Development Activity under CSR Program

On 9 August 2025, the Company participated in a community development activity in Nong Chalag Community as part of its Corporate Social Responsibility (CSR) program. Led by the Human Resources and Legal Manager, the Company team engaged with local residents and provided refreshments to support community activities.

This initiative reflects the Company’s commitment to building strong relationships with surrounding communities, encouraging employee participation in social contribution, and promoting social sustainability. Through ongoing community engagement, the Company aims to foster mutual understanding, collaboration, and long-term shared growth with local communities.



Community Clean-Up Activity: Promoting a Better Environment and Sustainable Local Relationships

On 13 August 2025, the Company organized a community clean-up activity around its factory, with the participation of 20 employee volunteers, as part of its sustainability and social responsibility initiatives. The activity aimed to improve the local environment, enhance community well-being, and strengthen long-standing relationships with surrounding communities.

The initiative demonstrated strong collaboration between the Company, local residents, and municipal authorities, reflecting mutual trust and shared commitment to environmental care and community development. This engagement underscores the Company’s dedication to fostering positive partnerships with communities and supporting sustainable growth through collective action.



Performance for 2025

In 2025, the Company placed importance on participating in activities that support the community and society. These activities not only enhance the Company’s positive image, but also strengthen confidence in the organization among the community and stakeholders. Through ongoing CSR activities focused on community development and social responsibility, the Company delivered the following results.

Key Material Indicators	Targets	Performance Results
Number of complaints or disputes from the community arising from the Company’s business operations	0 Cases	0 Cases
Implementation of community and social development projects / social activities in collaboration with the community (CSR after Process)	3 projects per year	4 projects per year
Frequency of community visits and relationship-building activities	Once per week	Once per week

S5 Customer / Consumer Responsibility

Responsibility toward customers in relation to products and services plays a crucial role in enhancing customer trust and satisfaction, which in turn contributes to the growth of the Company’s sales and revenue. However, if the Company is unable to meet customer expectations or if disputes with customers arise, this may lead to reputational damage, reduced trust, and diminished competitiveness. Such impacts could result in the loss of business expansion opportunities, as well as decreased interest from new customers or potential investors.

Objectives and Targets

The Company has established a management plan with clearly defined objectives and targets for its operations in 2025, together with short-term targets (2026), medium-term targets (2027–2029), and long-term targets (2030–2034), as outlined below.

Key Material Indicators	Targets			
	2025	Short-term (1 year)	Medium-term (2–3 years)	Long-term (More than 3–5 years)
Customer satisfaction score for products and services	Not less than 95% of total orders	Not less than 95% of total orders	Not less than 97% of total orders	Not less than 99% of total orders
Percentage of product quality complaint handling value compared to sales value	0.18 %	0.18 %	0.18 %	0.15 %
On-Time Delivery (OTD)	Not less than 95% of total orders	Not less than 95% of total orders	Not less than 97% of total orders	Not less than 99% of total orders

Responsible Marketing and Advertising

The Company’s Marketing and Sales functions are committed to creating satisfaction and confidence for customers by delivering high-quality products and services. The Company ensures full, accurate, and transparent disclosure of information related to products and services, timely delivery, and the provision of product and service warranties under appropriate time conditions.

In addition, the Company has established systems and communication channels that allow customers to easily access information related to products and services. A dedicated Customer Service unit is responsible for coordinating with the Sales Department to respond to customer needs, while the Technical Center provides technical information and guidance on product usage.

Responsible Marketing and Advertising Practices

1. Transparency and avoidance of exaggerated claims

The Company is committed to providing clear, accurate, and reliable information regarding its products and services. Marketing communications are conducted responsibly to prevent misunderstandings among stakeholders. The Company avoids the use of misleading statements or exaggerated claims that may create expectations inconsistent with actual performance.

2. Upholding ethical standards

The Company is committed to adhering to ethical standards in advertising, with respect for human rights and customer privacy as a priority. The use of personal data is conducted responsibly and in compliance with the Personal Data Protection Act (PDPA). The Company considers customer security and privacy at every stage of its operations and ensures customers are informed of their privacy rights.

3. Fair and constructive competition

The Company is committed to fair competition in the marketplace, emphasizing respect for competitors and avoiding attacks or defamation. The Company uses accurate and precise information in product comparisons, focusing on transparent and fair presentation of product strengths to maintain credibility and fairness in the market.

4. Protection of vulnerable market groups

The Company commits to protecting and not exploiting vulnerable market groups, particularly at-risk groups such as children, the elderly, and individuals with economic limitations.

5. Non-support of discriminatory media

The Company will not allow the dissemination of any media that promotes hatred, discrimination, harassment, or violence through any of its communication channels. The Company is committed to creating a safe and constructive environment for all and promoting values of respect and equality in society.

The above information has been publicly disclosed on the Company's website at:

<https://www.thaipolyacrylic.com/about/marketing-and-advertising-practices>

Communication of Product and Service Impact Information to Customers / Consumers

The Company adheres to guidelines for communicating information regarding the impacts of products and services to customers in accordance with the Quality and Service Management System (ISO 9001:2015). The Company has communicated the General Terms and Conditions of Sale to customers by printing them on the reverse side of tax invoices, a practice implemented since 2022.

Practices

1. Product and service information shall be communicated using approved documents or catalogs.
2. Customer complaints must be recorded in the Complaint Register form, and responses must be provided within 7 working days.
3. Business communications must clearly identify the primary contact person (Account Owner).
4. Internal information or customer commercial secrets must not be disclosed to third parties without authorization.

The Company requires transparent, accurate, and complete communication with customers and stakeholders. Sales and Marketing departments communicate through various channels at least once per quarter or when significant events occur, such as price changes or new product launches.



Customer Communication Channels

- Electronic newsletters (E-Newsletter)
- Company website
- Line Official / Email / Telephone
- Meetings or seminars

Personal Data Protection

1. Collection of customer personal data
 - The purpose of data collection must be clearly communicated, and customer consent must be obtained in advance.
 - Only data necessary for service provision shall be collected, such as name, address, telephone number, email, tax identification number, etc.
 - Excessive or unjustified data collection without a clear business purpose is prohibited.
2. Data storage and protection
 - Data must be stored in password-protected systems or restricted-access areas.
 - Employees are prohibited from removing customer data for use outside the Company or for personal activities.
 - Data backup and appropriate access control measures must be implemented
3. Data use and disclosure
 - Data shall be used solely for purposes consented to by customers.
 - Disclosure of data to third parties requires approval from the data owner or authorized personnel (Account Owner).
 - Transmission of data through personal email or unsecured channels such as personal LINE accounts or USB drives is prohibited.
4. Data destruction
 - Upon data expiration or termination of use, data must be deleted or destroyed in accordance with the Data Retention Policy.
 - Records of data destruction must be maintained and approved by the data system administrator prior to execution.

Customer Satisfaction Survey

The Company conducts customer satisfaction surveys once per year and requires a response rate exceeding 50% of total customers, or more than half of customers whose combined sales represent over 80% of total revenue.

Survey topics cover product offering, coordination and communication, product quality, complaint handling, and on-time delivery. Satisfaction levels are defined as follows:

- Below 50% = Fail
- 51% – 70% = Needs improvement
- 71% – 80% = Fair
- 81% – 90% = Good
- 91% – 100% = Excellent



The survey format has been changed from email attachments to QR codes or links, allowing customers to complete evaluations conveniently via mobile devices. Surveys are distributed by Customer Service and analyzed by Sales, Production, and Supply Chain departments to establish guidelines for improved production and service quality.

Customer Satisfaction Enhancement Initiatives in 2025

Based on the previous year's survey results, two main development areas were identified:

Product variety

- Identify sales opportunities and develop additional products or features aligned with market potential.
- Develop new products to support more diverse applications based on customer needs.

Value for money

- Systematic cost improvement: Review and optimize cost structures across production, raw materials, consumables, and logistics to improve efficiency and price competitiveness.
- Value enhancement: Implement proactive marketing activities and value-added strategies to strengthen product differentiation and align with customer expectations.

Customer Complaint Management

The Company operates a proactive Customer Service team that provides technical product information, answers inquiries, and manages complaints to strengthen customer relationships. Employees are encouraged to demonstrate:

- A service mindset in responding to inquiries and resolving complaints
- Expertise in products and services through training and FAQs
- Prompt complaint management with timely communication and resolution

In 2025, complaint handling processes were improved to enable faster customer responses while maintaining ethical standards and transparency in quality control. Documentation tracking for international customers was also implemented to ensure timely receipt of documents aligned with shipment schedules.

Customer relationship activities include:

1. Customer Visit Program
2. Customer Satisfaction Survey (at least once annually, reported to management)
3. Technical Sharing / Training sessions for key customers
4. Customer Appreciation Events
5. Loyalty Programs for high-volume or repeat customers

Customer Complaint Handling Channels

The Company places the highest importance on the quality of its products and services. In the event of a complaint or customer dissatisfaction, customers may submit complaints through telephone, electronic mail, the LINE application, or formal written complaint documents.

The Company will receive and respond to such complaints with primary emphasis on resolving the customer's issue promptly, enabling the customer to proceed smoothly to the next steps of their operations.

Subsequently, the Company will forward the complaint to the relevant internal departments to identify the root cause and implement corrective actions to eliminate or reduce the risk of recurrence in the future. The Company also convenes meetings to review complaints and discuss preventive measures jointly with the relevant departments to establish long-term solutions.

Evaluation of External Transportation Service Providers

The Company conducts annual performance evaluations of all external transportation service providers at least once a year, assessing delivery timeliness, service quality, documentation, safety, and environmental performance to ensure effective quality control. In addition, training is provided to transportation personnel to promote accurate and clear communication with customers, professional appearance and conduct, and safe operating practices at both the transportation provider's facilities and customer delivery sites.

The Company also reviews vehicle parking and loading/unloading areas to enhance safety and ensure appropriate product delivery. Furthermore, strict controls are applied to shipment documentation to protect customer information. All documents are placed in sealed envelopes with clear customer identification on the front to prevent misdelivery and ensure data security.

Responsible Production and Service for Customers

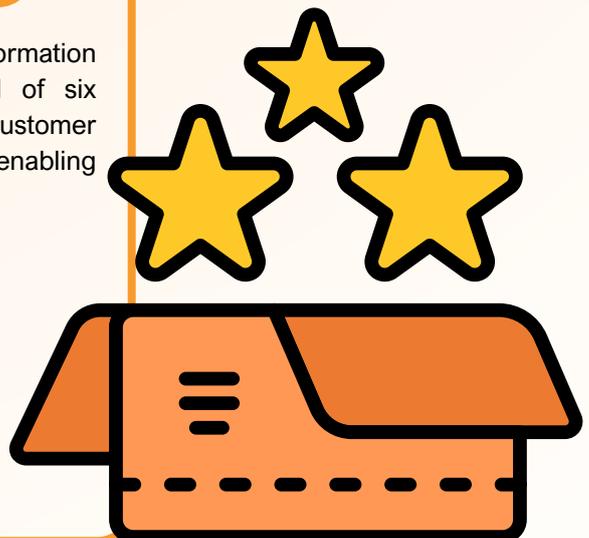
The Company places the highest importance on the quality of its products and services. When complaints arise regarding products or services, the Company responds promptly to customers through both the Sales Department and the Customer Service Department, coordinating with the Technical Department and the Production Department to identify root causes and determine preventive measures. This approach ensures that customers maintain confidence in product quality and in the Company's ability to resolve issues efficiently or jointly identify appropriate solutions with customers in a timely manner.

Protection of Customers' Personal Data

The Company places strong emphasis on the protection of customers' personal data by limiting data access exclusively to relevant departments, such as the Sales Department, Customer Service Department, and the Documentation Department responsible for shipment processing. All documents are delivered in sealed envelopes to prevent unauthorized disclosure, and customers or recipients are responsible for opening the sealed envelopes themselves. During the year 2025, no incidents of customer data leakage were reported.

Product Training and Information Provision

On 21 October 2025, the Company provided product information and usage guidance to one customer, with a total of six participants. The session included responses to customer inquiries and the presentation of solutions aimed at enabling customers to work more efficiently.



Performance Results in 2025

Key Material Indicators	Targets	Performance Results
Customer satisfaction score for products and services	Not less than 95% of total orders	89 %
Percentage of product quality complaint handling value compared to sales value	0.18 %	0.29 %
On-Time Delivery (OTD)	Not less than 95% of total orders	96 %



Summary

Summary of Sustainability Performance Results 2025

Summary Table of Corporate Governance and Economic Performance

Material Topic	Unit	Year 2022	Year 2023	Year 2024	Year 2025
Good Corporate Governance					
Number of legal disputes	Case	0	0	0	1
Compliance with laws and company regulations	%	100	100	100	100
Number of complaints and whistleblowing cases related to violations of business ethics, fraud, or corruption	Case	0	0	2	0
Percentage of complaints and whistleblowing cases related to violations of business ethics, fraud, or corruption that were resolved	%	0	0	100	0
Percentage of employees who received communication on the Code of Business Ethics	%	100	100	100	100
Training for directors, executives, and employees on good corporate governance policies, business ethics, and anti-corruption	%	100	100	100	98
Cybersecurity and Personal Data Protection					
Number of cybersecurity incidents or cyber attacks	Case	0	0	0	0
Percentage of target employees who received personal data protection training	%	NA	NA	100	100
Percentage of target employees who received cybersecurity training	%	100	100	100	100
Number of personal data breach incidents	Case	0	0	0	0
Product Quality Management and Production					
Sales revenue from products and services	Million THB	767.12	800.46	804.88	641.69
Reduce unit production cost	%	NA	NA	90.9	87.7
Overall Equipment Effectiveness	%	NA	NA	NA	55
Production Scrap Rate	%	NA	NA	NA	8

Material Topic	Unit	Year 2022	Year 2023	Year 2024	Year 2025
Innovation and Technology					
Projects related to technology development, innovation, and new product development	Project	NA	NA	2	2
Development of digital platforms/tools to improve access to products and services and product information communication	Project	NA	NA	1	1
Supply Chain Management					
Supplier audits	Times	1	1	1	1
Number of raw material suppliers and industrial waste management service providers randomly selected for facility audits	Suppliers	NA	NA	1	0
Percentage of suppliers acknowledging the Company's Supplier Code of Conduct	%	NA	NA	57	47

Environmental Performance Results

Summary Table of Environmental Performance

Material Topic	Unit	Year 2022	Year 2023	Year 2024	Year 2025
Climate Change Management					
Total greenhouse gas emissions	tonCO ₂ eq	NA	50,302	NA	45,207*
Environmental Management					
Total Suspended Particulate (TSP) (Standard <=320 mg/Nm ³)	mg/Nm ³	30.29	55.97	31.49	32.62
Nitrogen Oxide (NO _x) (Standard <= 200 ppm)	ppm	5.82	37.22	9.63	10.50
Sulfur Dioxide (SO ₂) (Standard <=60 ppm)	ppm	1.3	4.96	5.55	1.91
Carbon monoxide (CO) (Standard <= 690 ppm)	ppm	8.88	42.7	100.14	43.80
Non-hazardous waste disposal by landfill per production volume	Ton	NA	0.0012	0.0015	0.0020
Hazardous waste per production volume	Ton	NA	0.008	0.003	0.007
Percentage of employees trained and passed waste segregation knowledge tests	%	NA	NA	100	100
Number of environmental law violations or incidents causing environmental impact	Case	1	0	0	1

Environmental Performance Results

Summary Table of Environmental Performance

Material Topic	Unit	Year 2022	Year 2023	Year 2024	Year 2025
Efficient Resource Management					
LPG and furnace oil consumption	Liter	71,715	69,004	38,445	30,600
Electricity consumption	kWh	7,516,040	7,849,700	7,502,820	6,758,360
Electricity consumption per production volume	kWh/ton	1,233.8	896.6	970.6	1,001
Water consumption	Cubic meter	43,000	41,360	41,026	36,397
Water consumption per production volume	Cubic meter/ton	5.86	4.72	5.31	5.39
ปริมาณการใช้ชีวมวล (Biomass)	กิโลกรัม	NA	4,871,180	4,939,540	4,789,740

Social Performance Results

Summary Table of Social Performance

Material Topic	Unit	Year 2022	Year 2023	Year 2024	Year 2025
Human Resource Development					
Employee turnover rate	%	27	16	34	41
Employee satisfaction and/or engagement survey result*	%	NA	84	84	94
Training hours per employee per year	Hours/ person/ year	26.36	24.39	31	27
Occupational Health and Safety					
Fatality rate from operations (employees and contractors)	%	0	0	0	0
Lost Time Injury Frequency Rate (LTIFR)	Case	1	0	1	0
Occupational disease cases	Case	0	0	0	0
Safety training hours for all employees	Hours/ year	1,732.5	2,471	3,597	947
Safety training for visitors and contractors	%	NA	NA	100	100
Safety-related complaints from regulatory authorities	Case	0	0	0	0
Safety and occupational health complaints from community	Case	0	0	0	0

Social Performance Results

Summary Table of Social Performance

Material Topic	Unit	Year 2022	Year 2023	Year 2024	Year 2025
Human Resource Development					
Percentage of employees receiving human rights training and communication	%	NA	NA	100	100
Number of human rights violation complaints from stakeholders	Case	0	0	0	0
Percentage of employees participating in risk insurance funds	%	83	69	94	75
Community Engagement					
Number of community complaints or disputes arising from business operations	Case	1	1	0	0
Community and social development projects (CSR after Process)	Project	1	3	5	4
Community visits and relationship-building activities (once per week)	%	100	100	100	100
Customer / Consumer Responsibility					
Customer satisfaction score for products and services	%	>95	>95	>95	89
Percentage of product quality complaint value relative to sales value	%	NA	NA	85	96
On-Time Delivery (OTD)	ร้อยละ	NA	NA	0.15	0.29





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