



ESG Performance Report for Listed Companies in 2025

THAI POLY ACRYLIC PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2025

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ESG Performance

Company Name : THAI POLY ACRYLIC PUBLIC COMPANY LIMITED Symbol : TPA
Market : SET Industry Group : Industrials Sector : Petrochemicals & Chemicals

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines	: Yes
Environmental guidelines	: Electricity management, Fuel management, Renewable/clean energy management, Water resources and water quality management, Waste management, Biodiversity management, Greenhouse gas and climate change management

Thai Poly Acrylic Public Company Limited (the Company) places great importance on conducting business responsibly towards the environment and society in a sustainable manner. The Company recognizes that business operations may have both direct and indirect impacts on the environment, which could negatively affect biodiversity and contribute to climate change.

The Company has been certified with the ISO 14001:2015 Environmental Management System. Therefore, it is committed to conducting environmentally friendly business by using resources efficiently, preventing pollution, and managing waste. Additionally, the Company aims to protect biodiversity and reduce greenhouse gas emissions to move towards a low-carbon economy. This includes promoting and developing employees' knowledge and understanding in all work processes responsibly, providing support in various resource management areas, and fostering understanding among business partners. The Company has established an environmental policy to be strictly adhered to, creating a green culture as follows:"

Environmental and Natural Resource Conservation

- Comply with current and future laws, regulations, and commitments, developing the Environmental Management System (ISO 14001:2015) and business group practices, using these requirements as minimum operational standards.
- Monitor environmental performance by setting goals, assessing environmental risks, and implementing control measures to reduce those risks.
- Develop and improve production processes, tools, and operations to minimize environmental and community impacts.
- Prioritize environmentally friendly business partners and eco-friendly products and services in the company's procurement policy.
- Manage all types of procurement efficiently to minimize waste.
- Control and prevent processes to meet standards, focusing on sustainable resource use and waste reduction following the 3Rs principle (Reduce, Reuse, Recycle).
- Efficiently manage fuel, water, energy, and electricity resources by setting objectives, targets, and annual performance reviews.
- Promote the use of renewable energy.
- Collaborate and disseminate environmental information and policies to employees, stakeholders, and external parties, both governmental and private.

- Provide appropriate environmental training for employees, contractors, partners, and other relevant stakeholders to foster understanding and apply environmental regulations and policies.
- Disclose and communicate environmental performance to the public, ensuring all stakeholder groups are informed, and gather feedback and suggestions from stakeholders to improve operations that may impact the environment.
- Commit to developing products that are safe for users and the environment throughout their lifecycle.

Pollution Reduction and Climate Change Prevention

- Set long-term greenhouse gas reduction targets to ensure sustainable practices.
- Identify sources of greenhouse gases, calculate emissions, and establish practices to avoid and reduce emissions within the organization.
- Manage transportation systems and encourage customers, employees, and partners to use clean energy transportation to conserve natural resources.
- Measure waste, including food waste, and implement waste management plans to reduce waste volume. If waste reduction is not possible, find ways to recycle.
- Manage residual waste and disposal to prevent impacts on local residents and the surrounding environment.
- Continuously support employees and relevant stakeholders with information, personnel, budget, work time, training, and awareness to achieve environmental management and climate change objectives, fostering a green culture within the organization.

Biodiversity and Ecosystem Conservation

- Evaluate, analyze, and review the impacts of business processes that may affect the environment, biodiversity, and climate change comprehensively.
- Develop processes and products to be environmentally friendly, reducing impacts on the environment, biodiversity, pollution, and waste, as well as climate change resulting from the Company's processes or products.
- Support and promote participation in biodiversity conservation, including proper management of the Company's assets, focusing on protected natural areas and high biodiversity areas to minimize impacts on natural ecosystems.
- Implement measures to avoid introducing non-native species into local ecosystems, using only native species for landscaping and ecosystem restoration whenever possible, especially in natural landscapes.
- Communicate with management and employees to build knowledge and understanding, raising awareness of environmental and biodiversity issues, as well as climate change, fostering a green culture.
- Prioritize listening to the voices of the community and relevant stakeholders according to human rights principles, including various agencies in the organization's potential development projects, to reduce impacts on ecosystems and related stakeholders.

The Company reviews and revises its environmental policies, objectives, and targets to ensure continuous improvement and compliance with legal requirements and other relevant regulations in a systematic and ongoing manner.

This Environmental Policy has been published, documented, and communicated to all employees at every level within the organization, as well as to stakeholders, ensuring they are informed, understand, and adhere to it diligently.

Reference link for environmental policy and guidelines : https://www.thaipolyacrylic.com/uploads/policy2026-003-EN_Environmental_Policy.pdf

Information on review of environmental policies, guidelines, and/or objectives over the past years

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

Review of environmental policies, guidelines, and/or : Yes

goals over the past year

Changes in environmental policies, guidelines, and/or goals : Electricity management, Fuel management, Renewable/clean energy management, Water resources and water quality management, Waste management, Biodiversity management, Greenhouse gas and climate change management, Air quality management, Noise pollution management

Thai Poly Acrylic Public Company Limited places strong emphasis on environmental management. Over the past year, the Company conducted its annual review of environmental policies, practices, and targets to ensure alignment with evolving business conditions, regulatory requirements, international standards, and stakeholder expectations.

The key developments during the year focused on strengthening environmental impact control measures and establishing clearer quantitative targets, including reductions in greenhouse gas emissions, improved energy and resource efficiency, waste reduction, and pollution prevention in production processes. The Company also enhanced its operational practices to better integrate environmental management throughout the value chain and to reinforce systematic monitoring and performance evaluation.

This annual review reflects the Company's commitment to continuous improvement and responsible environmental stewardship, supporting its long-term sustainable growth objectives.

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Environmental management principles and standards : ISO 14001 - Environmental management systems, Other : Green Industry Level 3

Compliance with energy management principles and standards

Energy management principles and standards : Other : The Energy Conservation Promotion Act, B.E. 2535 (1992)

Compliance with water management principles and standards

Water management principles and standards : Other : The Ministry of Industry's announcement on the standards for controlling wastewater discharge from factories in 2017 (B.E. 2560)

Compliance with waste management principles and standards

Waste management principles and standards : 3Rs, 5Rs or 7Rs

Compliance with greenhouse gas or climate change management principles and standards

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

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

Green Culture Development

The Company is committed to fostering a strong environmental culture among employees through continuous communication and awareness campaigns. Various communication channels are utilized, including notice boards, vinyl banners, public announcement systems, and Morning Talk sessions, to promote awareness of efficient resource and energy utilization.

Key initiatives include encouraging employees to use reusable fabric bags instead of plastic bags, with fabric bags distributed to employees during Safety Day 2025; promoting paper reuse; and implementing an electronic form (E-form) system to reduce paper consumption. The Company also campaigns for proper waste segregation by category. These initiatives aim to align the Company's environmental operations with the Green Industry Level 4 (Green Culture) criteria established by the Department of Industrial Works.

Environmental Monitoring and Compliance

The Company conducts regular environmental impact monitoring by measuring environmental quality within its operations on an annual basis. Workplace environmental conditions are controlled to ensure compliance with applicable legal requirements, including standards related to heat, lighting, noise levels, and chemical exposure. In addition, the Company conducts emergency response drills at least once per year to prevent and mitigate potential negative environmental impacts arising from unexpected incidents.

1. Illumination Level Measurement

The Company has established targets to control workplace lighting levels in accordance with the Department of Labour Protection and Welfares Notification on Lighting Intensity Standards B.E. 2561 (2018).

Lighting intensity measurements were conducted at 142 locations during daytime operations and 36 locations during nighttime operations. The results indicated that 115 daytime measurement points and 17 nighttime measurement points were within the prescribed standard limits. The Company has continuously implemented improvements in work areas to ensure that all measurement results comply with the required standards.

2. Heat Level Measurement

The Company has set targets to control workplace heat levels in accordance with the Ministerial Regulation on Prescribing Standards for Administration, Management, and Implementation of Occupational Safety, Health, and Working Environment relating to Heat, Light, and Noise B.E. 2559 (2016).

Heat level measurements were conducted at a total of eight work locations, of which six were found to be within the prescribed standards. The Company will continue to improve workplace ventilation systems and provide appropriate personal protective equipment (PPE) to employees to ensure adequate heat control and employee safety.

3. Monitoring of Dust and Chemical Substances

The Company has established a target to control the concentration levels of airborne dust and chemical substances in compliance with the Notification of the Department of Labor Protection and Welfare on Hazardous Chemical Exposure Limits B.E. 2560 (2017).

A total of 11 monitoring points were assessed for dust and chemical concentration levels. The results indicated that all measured values were within the prescribed regulatory standards.

In addition, appropriate personal protective equipment (PPE) has been provided to employees performing duties in relevant areas to mitigate potential health risks from exposure to dust and chemical substances.

4. Monitoring of Average Noise Levels

The Company has set targets to control workplace noise levels in accordance with:

- The Ministerial Regulation on Standards for Administration and Management of Occupational Safety, Health, and Working Environment relating to Heat, Light, and Noise B.E. 2559 (2016); and
- The Notification of the Department of Labor Protection and Welfare on Permissible Average Noise Exposure Levels for Employees during a Working Day B.E. 2561 (2018).

Noise level measurements conducted throughout the production area during normal working hours revealed an average noise level of 86.9 dB(A), which exceeds the regulatory standard.

To address this issue and reduce potential health impacts on employees, the Company has implemented two improvement projects:

- Installation of a soundproof wall at the Front Office area; and
- Installation of sound absorbers within the production area.

Furthermore, the Company has established a Hearing Conservation Program to monitor and prevent potential adverse health effects from noise exposure. The program includes:

Noise Surveillance: Noise surveys and measurements, assessment of duration of exposure, and evaluation of overall noise exposure levels.

- **Hearing Surveillance:** Annual audiometric testing for employees working in high-noise risk areas.
- **Training:** Annual occupational disease awareness training for 100% of employees (once per year), as well as orientation training for new employees covering noise hazards, proper preventive measures, and correct use of personal protective equipment.

5. Air Pollution Control and Management

The Company has established targets to control air emissions in compliance with:

- The Notification of the Ministry of Industry on the Determination of Air Pollutant Emission Limits from Factories B.E. 2549 (2006); and
- Notification No. 24 (B.E. 2547 (2004)) of the National Environment Board on Ambient Air Quality Standards.

Air quality monitoring is conducted semi-annually (twice per year) for both stack emissions and ambient air quality. In addition, emissions from the boiler stack are inspected quarterly (four times per year).

For the year 2025 (B.E. 2568), the monitoring results indicated that air emissions from all stacks were within the prescribed regulatory standards.

6. Wastewater Control

The Company has established targets to control wastewater quality in compliance with the Notification of the Ministry of Industry on Industrial Effluent Discharge Standards B.E. 2560 (2017).

Wastewater quality is monitored on a quarterly basis (every three months) to ensure compliance with the prescribed standards. Appropriate monitoring and control measures are implemented to ensure effective wastewater management and discharge control.

Monitoring covers a total of three discharge points, using key indicators including:

- Biochemical Oxygen Demand (BOD)
- Chemical Oxygen Demand (COD)

- Total Organic Carbon (TOC)
- Total Nitrogen
- Total Phosphorus

The Company maintains records of all monitoring results and takes immediate corrective action if any parameter exceeds the regulatory limits, in order to prevent environmental impacts and ensure compliance with applicable legal requirements.

The monitoring results in December confirmed that wastewater quality at all three discharge points was within the prescribed standards.

7. Drinking Water Quality Control

The Company has established a target to control drinking water quality in compliance with the Notification of the Department of Health on Drinking Water Quality Standards B.E. 2563 (2020).

Drinking water quality is regularly monitored to ensure that it is safe and suitable for consumption. The monitoring program covers key parameters, including:

- Turbidity
- pH (acidity/alkalinity level)
- Heavy metals
- Hazardous chemical substances
- Microbiological contamination (e.g., coliform bacteria)

The Company maintains records of all monitoring results and takes immediate corrective action should any parameter exceed the prescribed standards. This ensures continued compliance with regulatory requirements and safeguards employee health.

The monitoring results in November confirmed that all drinking water quality indicators were within the prescribed standards.

Environmental Impact Mitigation and Complaint Management Activities

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

Accordingly, the Company has established proactive measures and guidelines to control and reduce environmental impacts. Key activities implemented include:

- **Regular inspection and maintenance of machinery** to prevent leakage of chemicals and oils that could potentially cause environmental contamination.
- **Implementation of an environmental monitoring plan**, covering air quality, wastewater quality, and noise levels, to ensure compliance with applicable legal standards.
- **Corrective and preventive actions in response to complaints**, including root cause analysis and process improvements to prevent recurrence.
- **Environmental awareness initiatives** for employees and relevant stakeholders, such as training programs, awareness campaigns, and internal communications to promote environmental responsibility.

Environmental Complaint Channels

The Company places great importance on receiving feedback and environmental complaints from stakeholders. To ensure accessibility and timely communication, dedicated channels have been established for environmental complaints, including telephone contact and an online communication platform (Line Group). These channels enable communities and relevant parties to conveniently access information and report concerns in a prompt manner.

In addition, the Company continuously disseminates information related to safety, occupational health, and environmental matters to promote transparency and awareness among stakeholders.

Furthermore, environmental conditions in the communities surrounding the factory are surveyed and monitored on a weekly basis. The findings are incorporated into the Company's risk assessment process to ensure systematic and effective environmental impact management.

Home Vegetable Gardening Promotion Activity

In May of each year marking the beginning of the rainy season and Thailand's planting season the Company recognizes the importance of supporting food security within its workforce community and promoting tangible self-reliance in food production.

Accordingly, the Company has continuously organized a home vegetable gardening promotion activity by distributing vegetable seeds, such as mustard greens, kale, and morning glory, to interested employees for cultivation at home. The initiative aims to encourage the production of safe, home-grown food for household consumption and reflects the Company's long-standing edible garden policy.

This activity not only helps reduce household expenses and promote employee health, but also demonstrates the Company's deeper commitment to corporate social responsibility. The initiative aligns with the United Nations Sustainable Development Goals (SDGs), particularly:

- **SDG 2: Zero Hunger:** Enhancing employees access to safe and nutritious food.
- **SDG 3: Good Health and Well-being:** Encouraging the consumption of chemical-free vegetables and promoting healthy lifestyle behaviors.
- **SDG 12: Responsible Consumption and Production:** Supporting household-level food production and reducing reliance on external resources.
- **SDG 13: Climate Action:** Contributing to tree planting and increasing green spaces within communities.

The Company's seed distribution project is therefore more than an internal activity; it represents a broader effort to cultivate a culture of self-reliance, encourage employees to care for nature and their own well-being, and elevate the organization's sustainability practices in line with internationally recognized standards.

Information on incidents related to legal violations or negative environmental impacts

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

	2023	2024	2025
Number of cases or incidents of legal violations or negative environmental impact (cases)	0	0	1

Details of incidents and corrective measures for significant legal violations or negative environmental impacts

Year of incident	Details	Progress status

Year of incident	Details	Progress status
2025	<p>Incident</p> <p>The Company received one environmental complaint during the reporting period. The complaint reported that soot emissions from the boiler were dispersed beyond the factory premises and affected nearby residential areas.</p> <p>Impacts that occurred or expected to occur</p> <p><u>Non-financial impact</u></p> <p>None</p> <p><u>Financial impact</u></p> <ul style="list-style-type: none"> • Expected impact on financial statement : 0.00 Baht • Actual impact on financial statement : 4,000.00 Baht <p>Corrective or remedial measures</p> <p>Immediate Response</p> <ol style="list-style-type: none"> 1. Dispatched staff to promptly clean the affected residential properties. 2. Reported the incident to management and conducted a thorough investigation to identify the root cause. <p>Long-term Preventive and Improvement Measures</p> <ol style="list-style-type: none"> 1. Developed and enforced a standardized Work Instruction (WI) for boiler cleaning procedures. 2. Conducted a Job Safety Analysis (JSA) and established system inspection procedures prior to operating the blower. 3. Implemented a pre-operation checklist for blower start-up and boiler cleaning activities. 4. Required employees to inspect critical control points, such as ensuring the Dust Collector door is completely closed, and assigned a responsible supervisor for area control. 5. Mandated an annual review of the Work Instruction (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 secured. <p>Following the implementation of these corrective and preventive measures, the Company has not received any further complaints regarding the same issue.</p>	Incident no longer subject to action

Energy management

Disclosure boundary in energy management in the past years

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

Information on energy management

Energy management plan

The company's energy management plan : Yes

The Company is committed to conducting its business in an environmentally responsible manner through efficient resource utilization, pollution prevention and waste management, biodiversity conservation, and the reduction of greenhouse gas emissions in support of a transition toward a low-carbon economy. An environmental policy has been established for all departments to consistently adhere to and implement, fostering a strong green corporate culture across the organization.

- The Company manages energy, water, fuel, and other resources efficiently, with clearly defined annual targets, while actively promoting the increased use of renewable energy sources.

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

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

Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased and fuel consumption	2024 : energy consumption 7,502,820.00 Kilowatt-Hours	2025 : Reduced by 6,758,360.00 Kilowatt-Hours

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

Biomass Fuel Utilization

The Company has initiated a feasibility study to convert its steam boiler system from fuel oil to 100% biomass fuel. This initiative aims to transition from petroleum-based fuel used in the boiler to biomass, a renewable resource with lower environmental impact. The objective is to promote the use of environmentally friendly alternative energy, with performance measured by the reduction in fuel oil consumption.

In 2025, the Company utilized 4,789,740 tons of palm kernel shell biomass fuel, representing an increase from the previous year, while fuel oil consumption correspondingly decreased.

Maximizing Boiler Efficiency

As the Companys production process primarily relies on thermal energy generated from steam, proper maintenance and inspection of the boiler system are critical to maintaining production efficiency, ensuring employee safety, and complying with applicable legal requirements. The Engineering Department is assigned primary responsibility for controlling, supervising, and maintaining the boiler system. Daily inspections are conducted to monitor operational conditions and safety systems, enabling trend analysis of equipment deterioration and risk prevention.

In addition, annual boiler testing is carried out in accordance with the Ministry of Industrys regulations on safety measures for boilers and pressure vessels using liquid as a heat transfer medium. The annual test results have met all prescribed standards.

Forklift Conversion Project: From LPG/Diesel to Electric Power

In 2025, the Company continued its project to replace LPG- and diesel-powered forklifts with electric forklifts. The number of electric forklifts remained the same as in 2024 due to annual capital expenditure budget controls; therefore, no additional electric forklifts were procured during the year.

Nevertheless, the existing electric forklifts have contributed to reducing LPG and diesel consumption, controlling energy costs, and minimizing environmental impacts from internal factory operations. The Company plans to convert an additional three forklifts to electric power in 2026 to further increase the proportion of electricity usage and continuously support the Companys sustainability policy.

EV Transportation Project

In 2025, the Company operated two electric vehicles (EVs) for transportation purposes, the same number as in 2024, due to capital expenditure budget management. There were no plans to increase the EV fleet during the year.

However, the Company optimized EV utilization by increasing delivery trips to customers, thereby reducing reliance on internal combustion engine vehicles. This approach has helped lower fossil fuel consumption, control energy costs, and reduce environmental impacts associated with transportation activities.

Solar Roof Installation Project

In 2025, the Company installed 1,400 solar panels under its Solar Roof project, with electricity generation scheduled to commence in 2026. The system is expected to generate approximately 1 MWh of electricity per year. This initiative aims to utilize solar energy as a renewable power source, reduce dependence on non-renewable energy, and decrease Scope 2 greenhouse gas emissions.

Resource Efficiency Awareness Activities

- Conducted training for engineering staff on energy efficiency.
- Launched awareness campaigns such as Switch Off When Not in Use and Reduce Electricity Consumption During Peak Load Periods.
- Implemented a Suggestion System to encourage employee participation in energy-saving initiatives and continuous resource efficiency improvement.

Diagram of performance and outcomes in energy management



Information on electricity management

Company's electricity consumption ^(*)

	2023	2024	2025
Total electricity consumption within the organization (Kilowatt-Hours)	7,706,790.00	7,502,820.00	6,758,360.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	7,706,790.00	7,502,820.00	6,758,360.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	0.00	0.00	0.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	24,311.64	31,524.45	36,140.96

Additional explanation : ^(*) Exclude electricity consumption outside of the Company

Electricity Consumption Intensity

	2023	2024	2025
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m ²)	N/A	N/A	N/A
Intensity of total electricity consumption within the organization (Kilowatt-Hours / Person (employee))	24,762.46057000	31,524.45378000	32,030.14218000

Electricity Expense ^(*)

	2023	2024	2025
Total electricity expense (Baht)	37,624,235.78	30,160,448.17	27,695,849.56
Percentage of total electricity expense to total expenses (%) ^(**)	4.76	3.65	4.23
Percentage of total electricity expense to total revenues (%) ^(**)	4.70	3.75	4.32
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	118,688.44	126,724.57	148,106.15

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on fuel management

Companys fuel consumption

	2023	2024	2025
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	2,670.00	23,750.00	2,410.00
Gasoline (Litres)	0.00	0.00	0.00
Fuel oil (Litres)	43,804.00	15,000.00	12,000.00
Crude oil (Barrels)	0.00	0.00	0.00

	2023	2024	2025
Natural gas (Standard Cubic Feet)	0.00	0.00	0.00
LPG (Kilograms)	25,200.00	23,445.00	18,600.00
Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00
Biomass (Kilograms)	4,871,180.00	4,939,540.00	4,789,740.00

Additional explanation : Not include external fuel consumption

Company's fuel expense ^(*)

	2023	2024	2025
Total fuel expense (Baht)	19,230,333.00	16,048,890.10	13,986,566.00
Percentage of total fuel expense to total expenses (%) ^(**)	2.43	1.94	2.14
Percentage of total fuel expense to total revenues (%) ^(**)	2.40	1.99	2.18

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on total energy management (electricity + fuel)

Water management

Disclosure boundary in water management over the past years

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

Information on water management plan

Water management plan

The Company's water management plan : Yes

Short-Term Plan (12 Years) 20252026

Objective:

Reduce water consumption and improve water-use efficiency within operational areas.

Approach:

- Inspect and repair water leakage points within the water supply system.
- Install water-saving devices, such as push-type faucets and water-efficient spray nozzles.
- Conduct water conservation campaigns, encouraging employees to turn off taps when not in use, supported by signage placed at water usage points.
- Initiate water reuse projects, such as utilizing condensate water from air-conditioning systems.

Key Performance Indicators (KPIs):

- Achieve a 3% reduction in water consumption within six months.
- Prepare monthly water consumption reports based on water meter readings.

Medium-Term Plan (23 Years) 20272029

- Implement a water recycling system improvement project to reuse water within the Casting unit.
- Ensure continuous maintenance and inspection of water distribution systems within the production process to meet established standards, and collect monthly water consumption data by area to support effective water resource management and continuous improvement.

Long-Term Plan (35 Years) 20302034

- Monitor and evaluate the performance of the water recycling system improvement project.
- Continue regular maintenance and inspection of water distribution systems within the production process to maintain standards, and consistently collect monthly water usage data across all areas to further enhance efficient water resource management and long-term sustainability performance.

Information on setting goals for water management

Setting goals for water management⁽¹⁾

Does the company set goals for water management : Yes

Details of setting goals for water management

Target(s)	Base year(s)	Target year(s)
Reduction of water withdrawal	2024 : Water withdrawal 78,416.00 Cubic meters	2025 : Reduced by 36,397.00 Cubic meters

Remark: ⁽¹⁾ Water management goals will be determined based on the volume of municipal water usage.

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : Yes

Water Recycling System Improvement Project

This project focuses on enhancing and optimizing the internal water circulation system with the objective of increasing water reuse. The initiative aims to reduce reliance on external water sources, minimize wastewater discharge, and support sustainable water resource management.

Performance will be measured based on water consumption within the Casting production unit, with an expected reduction in water circulation losses of approximately 600 cubic meters per year.

In addition, the Company promotes water conservation practices by encouraging employees to turn off taps when not in use, supported by awareness signage installed at water access points throughout the facilities.

Information on water management

Water withdrawal by source

	2023	2024	2025
Total water withdrawal (Cubic meters)	83,184.00	78,416.00	36,397.00
Water withdrawal by third-party water (cubic meters)	41,360.00	41,026.00	36,397.00
Water withdrawal by produced water (cubic meters)	41,824.00	37,390.00	N/A
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	262.41	329.48	194.64

	2023	2024	2025
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.10	0.10	0.06

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water discharge by destinations

	2023	2024	2025
⁽²⁾ Percentage of treated wastewater (%)	N/A	N/A	N/A
⁽³⁾ Total wastewater discharge (cubic meters)	N/A	N/A	N/A

Remark: ⁽²⁾ The company does not treat wastewater from rainwater drainage, but it conducts water quality inspections four times a year. The results of these inspections show that the water quality meets the standards.

⁽³⁾ The company does not install meters to measure the quantity of wastewater from rainwater drainage, but it conducts water quality inspections four times a year. The results of these inspections show that the water quality meets the standards.

Water consumption

	2023	2024	2025
Total water consumption (Cubic meters)	83,184.00	78,416.00	36,397.00

Water Consumption Intensity

	2023	2024	2025
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.10392020	0.09742549	0.05672083
Intensity of total water consumption (Cubic meters / Person (employee))	262.41009460	329.47899160	174.14832540

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water withdrawal expenses

	2023	2024	2025
Total water withdrawal expense (Baht)	1,409,685.33	1,398,478.54	1,240,241.79
Total water withdrawal expense from third-party water (Baht)	1,409,685.33	1,398,478.54	1,240,241.79
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.18	0.17	0.19
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.18	0.17	0.19
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	4,446.96	5,875.96	6,632.31

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Waste management

Disclosure boundary in waste management over the past years

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

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

Non-Hazardous and Hazardous Waste Reduction Activities

The Company systematically manages both non-hazardous and hazardous waste in accordance with the 3R principles (Reduce, Reuse, Recycle). A waste segregation system by category has been implemented, alongside initiatives to promote awareness and stakeholder engagement.

Most waste generated arises from production processes, factory infrastructure and machinery maintenance, as well as production area improvements aimed at enhancing operational efficiency. The Company is committed to maximizing resource utilization and minimizing waste generation through continuous improvement initiatives.

Hazardous Waste Reduction

- Control chemical storage in compliance with established standards to prevent leakage and contamination.
- Ensure proper collection and transportation of hazardous waste to minimize environmental contamination risks.
- Provide employee training to enhance knowledge and proper handling of chemicals and hazardous waste.
- Conduct regular inspection and maintenance of machinery to prevent leakage of lubricants and chemicals.
- Convert methyl methacrylate (MMA) vapor, a hazardous chemical, into liquid form for reuse in the production process.

This activity is carried out continuously each year by the Cast Acrylic Sheet Production Department. The process involves using a condenser to capture vapor generated during the mixing and vacuum stages. The collected liquid is then re-distilled to obtain purified MMA raw material suitable for reuse in acrylic sheet production.

Non-Hazardous Waste Reduction

- Reuse leftover materials, such as wooden pallets, cardboard boxes, and packaging bags.
- Conduct awareness campaigns and employee training to encourage participation in waste segregation and waste reduction at every stage of operations.

Information on setting goals for waste management

Setting goals for waste management⁽⁴⁾

Does the company set goals for waste management : Yes

Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Increase of waste recovery Waste type: Non-hazardous waste	2023 : non-hazardous waste 195,930.00 Kilograms	2025 : Increased by 747,525.00 Kilograms	<ul style="list-style-type: none"> • Reuse • Landfilling
Reduction of waste generation Waste type: Hazardous waste	2023 : hazardous waste 74,590.00 Kilograms	2025 : Reduced by 43,010.00 Kilograms	<ul style="list-style-type: none"> • Incineration without energy recovery

Remark: ⁽⁴⁾ 1.The target for non-hazardous waste management will be calculated based on the quantity of non-hazardous waste landfill disposal rate per production volume. This waste is categorized into two main groups: paper and other non-hazardous waste. 2.The target for hazardous waste management will be calculated based on the quantity of hazardous waste per production volume.

Information on performance and outcomes of waste management

Performance and outcomes of waste management

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

Environmental Training and Annual Knowledge Review

The Company conducts annual knowledge reviews and environmental training programs for employees at all levels to reinforce strong environmental management practices. Training courses include ISO 14001:2015 Requirements, waste segregation, and management of unused materials in accordance with the Department of Industrial Works regulations, among others.

In 2025, the Company organized the following training programs:

Waste Segregation Awareness Training: Conducted for 39 new employees, 18 existing employees, and 229 contractors working within the Company's premises. The training covered environmental policies, waste categories, proper waste disposal methods, and hazardous waste management.

Management of Unused Materials in accordance with the Department of Industrial Works regulations and Waste Segregation Training: Organized at least once per year, with 48 participants. All participants (100%) successfully passed the post-training waste segregation assessment.

ISO 14001:2015 Basic Knowledge Training: Attended by 18 operational-level employees to enhance understanding of environmental management system requirements.

Diagram of performance and outcomes of waste management



Information on waste management

Waste Generation^(*)

	2023	2024	2025
Total waste generated (Kilograms)	195,930.00	185,069.00	747,525.00
Total non-hazardous waste (kilograms)	121,340.00	163,879.00	704,515.00
Non-hazardous waste - Landfilling (Kilograms) ⁽⁵⁾	N/A	12,000.00	11,400.00
Non-hazardous waste Others (kilograms)	121,340.00	151,879.00	693,115.00
Total hazardous waste (kilograms)	74,590.00	21,190.00	43,010.00
Hazardous waste Others (kilograms)	74,590.00	21,190.00	43,010.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.24	0.23	1.16
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.15	0.20	1.10

	2023	2024	2025
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.09	0.03	0.07

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

^(**) Total revenues and expenses from consolidated financial statement

Remark: ⁽⁵⁾ This category of waste pertains to general waste designated for landfill disposal.

Waste reuse and recycling

	2023	2024	2025
Total reused/recycled waste (Kilograms)	23,446.50	21,827.00	307,412.00
Reused/Recycled non-hazardous waste (Kilograms)	23,380.00	21,810.00	299,212.00
Recycled non-hazardous waste (Kilograms)	23,380.00	21,810.00	299,212.00
Reused/Recycled hazardous waste (Kilograms)	66.50	17.00	8,200.00
Reused hazardous waste (Kilograms)	66.50	17.00	8,200.00
Percentage of total reused/recycled waste to total waste generated (%)	11.97	11.79	41.12
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	19.27	13.31	42.47
Percentage of reused/recycled hazardous waste to hazardous waste (%)	0.09	0.08	19.07

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

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

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

Information on greenhouse gas management plan

Greenhouse gas management plan

The companys greenhouse gas management plan : Yes

1. Climate Change Governance

The Board of Directors and Management play a vital role in addressing climate change by establishing relevant policies, overseeing implementation, providing guidance, and supporting related initiatives. This includes integrating climate strategies into the Companys operations, monitoring compliance with environmental standards, and promoting innovation to reduce carbon dioxide emissions. The Company also emphasizes collaboration at all organizational levels to drive sustainable practices and contribute to global efforts to mitigate climate change impacts.

2. Climate Change Risk Assessment

The Company recognizes that climate change may significantly impact business operations. Global warming has resulted in increased climate variability and natural disasters, such as droughts due to irregular rainfall, flooding from rising sea levels, raw material shortages, transportation delays, and emergency or crisis situations within the Companys operational areas. These impacts may potentially disrupt business continuity.

Accordingly, the Company has established a risk management approach to address such risks, prioritizing mitigation measures to reduce contributing factors to global warming. These include reducing energy consumption, minimizing waste, promoting reuse, and eliminating unnecessary materials or processes. The Company also regularly reviews and updates emergency preparedness plans, assigns responsible personnel, and conducts periodic drills and plan evaluations to ensure readiness.

3. Organizational Carbon Footprint Certification

The Company has pursued certification of its organizational carbon footprint in accordance with recognized standards under the Thailand Greenhouse Gas Management Organization (Public Organization), demonstrating its commitment to measuring, managing, and reducing greenhouse gas emissions systematically.

4. Carbon Footprint of Product (CFP) Certification

The Company has also undertaken Carbon Footprint of Product (CFP) certification to quantify greenhouse gas emissions throughout the product life cycle. This initiative enhances transparency, supports environmentally conscious customers, and reinforces the Companys low-carbon strategy.

5. Inspection of Carbon Dioxide Capture and Emission Control Systems

The Company has installed filtration and emission control systems to capture and control carbon dioxide emissions and ensures that all related activities operate at optimal efficiency to prevent emissions from exceeding regulatory standards.

Monitoring measures include:

- Inspection of ventilation stacks to measure chemical contaminants every six months.
- Inspection of boiler exhaust stacks every three months.

In 2026, the Company plans to discontinue the use of foam fire extinguishers containing per- and polyfluoroalkyl substances (PFAS), promote the use of palm kernel shells as a replacement for fuel oil, and replace CO2 fire extinguishers with Halo Tron-type extinguishers. These initiatives aim to further support the Company's long-term greenhouse gas emission reduction goals.

6. Refrigerant Replacement Project

In 2025, the Company initiated the replacement of high global warming potential (GWP) refrigerants, namely R22 and R314, with R410A to reduce greenhouse gas emissions. This initiative is expected to reduce emissions by approximately 2.20 tons of carbon dioxide equivalent (tCO₂e), supporting pollution reduction efforts and the adoption of more environmentally friendly refrigerants.

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management : Yes
goals

Company's existing targets : Setting other greenhouse gas reduction targets

Setting other greenhouse gas reduction targets

Details of setting other greenhouse gas reduction targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year
Scope 1	2023 : Greenhouse gas emissions 50,302.00 tCO ₂ e	2025 : Reduced by 45,207.00 tCO ₂ e in comparison to the base year	2025 : Reduced by 368.00 tCO ₂ e in comparison to the base year

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

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 governments national targets of achieving carbon neutrality by 2050 and net-zero greenhouse gas emissions by 2065. The disclosure of greenhouse gas emissions reflects the Companys commitment to transparency in climate-related information and underscores its preparedness to address future climaterelated challenges.

Carbon Footprint of Product (CFP) Certification

In 2025, the Company prepared and registered Carbon Footprint of Products (CFP) for nine core products with the Thailand Greenhouse Gas Management Organization (Public Organization). These products include clear sheets, color sheets, sanitary ware, ABS profiles, PP profiles, HIPS, PMMA, and PE sheets.

The greenhouse gas emission data for these products were independently verified by ECEE Co., Ltd. to ensure accuracy, reliability, and compliance with applicable standards.

Diagram of performance and outcomes in greenhouse gas management



Information on greenhouse gas management

The company's greenhouse gas emissions

	2023	2024	2025
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	50,329.00	0.00	45,207.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	533.00	0.00	368.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	3,952.00	0.00	3,504.00

	2023	2024	2025
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	45,844.00	0.00	41,335.00

Greenhouse Gas Emissions Intensity

	2023	2024	2025
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) (*)	0.062875	0.000000	0.070450
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	158.77	0.00	241.75

Additional explanation : (*) Total revenues and expenses from consolidated financial statement

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

Verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas : Yes
emissions

List of greenhouse gas verifier entity : ECEE Company Limited

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2023	2024	2025
Total reduced GHG (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

Absorption and removal of Greenhouse Gas

	2023	2024	2025
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

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ESG Performance

Company Name : THAI POLY ACRYLIC PUBLIC COMPANY LIMITED Symbol : TPA
Market : SET Industry Group : Industrials Sector : Petrochemicals & Chemicals

Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

- Social and human rights policy and guidelines : Yes
- Social and human rights guidelines : Employee Rights, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Non-discrimination, Supplier rights

Policy and Practices on Fair, Safe, and Human Rights Respecting Recruitment and Employment

The Company is committed to conducting its business ethically and in alignment with ESG principles, particularly in relation to social responsibility and compliance with domestic and international labor laws. The Company strictly prohibits discrimination on the grounds of gender, age, nationality, religion, language, region, disability, sexual orientation, or any other status.

The Company respects human rights in accordance with the United Nations Universal Declaration of Human Rights (UDHR) and relevant conventions of the International Labor Organization (ILO), including Conventions C29, C105, C111, and C138.

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

1. Recruitment

- No Recruitment Fees: Employment agencies are strictly prohibited from charging fees to applicants. Any violation will result in contract termination and legal action.
- Clear Employment Contracts: Written employment contracts must be provided in a language understood by the employee.
- No Retention of Personal Documents: The Company shall not retain personal documents such as passports or work permits; these must remain with the employee at all times.
- Prevention of Child Labor: Minimum age requirements are verified in compliance with applicable laws.
- Contractor and Agent Due Diligence: Subcontractors and recruitment agents are required to comply with human rights principles.

2. During Employment

Wages and Benefits

- Wages shall not be lower than the statutory minimum wage.
- No unlawful deductions or deposit requirements are permitted.

Safe Working Environment

- The Company ensures compliance with occupational safety laws and provides appropriate equipment and facilities, including accommodations for persons with disabilities.

Protection of Female Workers

- Female employees are entitled to maternity leave in accordance with the law.

- Employment shall not be terminated due to pregnancy.
- Nursing rooms are provided where appropriate.

Migrant and Ethnic Workers

- Equal rights and benefits are provided without discrimination.
- Interpreters or translated documents are provided as necessary.
- Freedom to contact family members is not restricted.

Freedom of Association

- The Company respects employees rights to freedom of association, collective bargaining, and the appointment of employee representatives.

3. Working Conditions and Conduct

Non-Discrimination and Anti-Harassment

- The Company enforces a Zero Tolerance policy toward harassment, hate speech, bullying, and all forms of abusive behavior.

Grievance Mechanisms

- Secure and confidential complaint channels are available, including suggestion boxes, a website platform, and a hotline.
- Anonymous reporting is permitted, and retaliation against whistleblowers is strictly prohibited.

Working Hours

- Working hours comply with Thai labor laws and ILO standards on working time.

Disciplinary Measures

- Disciplinary procedures are clearly defined, fair, and documented.
- Employees have the right to appeal disciplinary decisions.

4. Monitoring and Continuous Improvement

The Human Resources Department, together with the Legal and/or Compliance function, conducts internal audits at least once per year and reports findings to the Corporate Governance Committee.

The policy is reviewed and updated whenever there are changes in laws or standards, or when deficiencies are identified through internal monitoring processes, to ensure continuous improvement and full compliance.

Human Rights and Labor Practices

1. Respect for Human Rights

The Company places great importance on and remains firmly committed to respecting human rights. It ensures that its operations do not cause or contribute to human rights violations. The Company has established guidelines aligned with international standards, covering equal employment opportunities and fair employee treatment without discrimination on the basis of gender, age, race, religion, disability, or any other status.

2. Support for Employees with Disabilities

The Company emphasizes support for employees with disabilities by providing appropriate facilities, necessary assistive equipment, and workplace modifications. These measures are designed to enable employees to perform their duties safely, effectively, and to their fullest potential.

3. Non-Discrimination and Inclusion

The Company promotes equality and participation at all levels of employment. Discrimination in any form is strictly prohibited. Equal opportunities are provided in recruitment, promotion, and access to training and career development to foster a fair working environment that respects diversity and individual differences.

4. Prohibition of Disrespectful Conduct

The Company strictly prohibits any acts that may constitute disrespect or human rights violations, including inappropriate language, expressions, or behaviors that may cause discomfort or undermine the dignity of any individual or group.

Appropriate measures are implemented to ensure that all stakeholders understand, are aware of, and strictly comply with the Company's human rights policy.

Respect for Consumer and Customer Rights

The Company is committed to treating consumers and customers fairly by conducting business with integrity, honesty, and transparency, thereby building and maintaining long-term trust.

The Company is also dedicated to protecting customers' personal data, ensuring that the collection, use, and disclosure of such information are carried out appropriately and without violating privacy rights.

Implementation Plan

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

Respect for Business Partner Rights

The Company recognizes the critical role of business partners within the value chain and is committed to building fair, transparent, and sustainable relationships. Business partners are treated with respect and provided equal opportunities to participate in business activities. The Company promotes fair competition and minimizes risks related to discrimination.

Furthermore, the Company encourages business partners to comply with human rights principles, labor laws, and the Supplier Code of Conduct, while taking social and environmental responsibility into account. This approach strengthens collaboration and enables sustainable growth together.

Practices

- Establish clear and transparent criteria and policies for fair treatment of business partners to guide selection and relationship management.
- Develop transparent and verifiable supplier selection policies to ensure equitable procurement processes and reduce corporate governance risks.
- Implement monitoring and evaluation processes covering quality, legal compliance, and good corporate governance practices.
- Maintain continuous tracking and performance assessment systems to ensure partners operate in line with Company standards.
- Promote collaboration for sustainable development by encouraging knowledge sharing and best practices.
- Support partners in conducting environmentally and socially responsible business operations to align the supply chain with the Company's sustainability strategy.
- Apply incentive measures to encourage continuous improvement in quality, efficiency, and social and environmental responsibility.

Human Resource Management Policy

The Company has established a Human Resource Management Policy covering human capital development, with a focus on enhancing sustainability and competitiveness. The policy aligns with labor protection laws and emphasizes appropriate compensation and benefits management.

The Company ensures that performance evaluation processes are transparent, traceable, and capable of identifying individual and departmental performance levels and potential. The evaluation outcomes are linked to structured training and development plans, with equal emphasis on employee development across all functions.

The Company also implements a systematic and transparent recruitment process to attract qualified personnel suited to organizational needs, including local employment where appropriate. In addition, a formal succession plan has been established to ensure leadership continuity and long-term organizational stability.

Implementation Guidelines

1. Compliance with Labor Protection Laws

Operate in full compliance with labor protection laws, ensuring no actions violate or conflict with applicable legal requirements.

2. Compensation and Benefits Management

Manage wages and benefits with the objective of fostering employee satisfaction and motivation, while attracting and retaining talented personnel sustainably.

3. Training and Development

Establish comprehensive training and development plans for employees at all levels, recognizing employees as valuable assets of the Company.

4. Systematic and Transparent Recruitment

Conduct recruitment through structured and transparent processes, selecting candidates whose qualifications align with job requirements to support organizational performance and growth.

5. Succession Planning

Implement a succession plan to ensure business continuity and mitigate risks arising from changes in key positions.

6. Fair Performance Evaluation

Conduct fair and objective performance appraisals as a tool for capability development, training planning, and long-term career advancement.

7. Respect for Human Rights and Diversity

Respect human rights and diversity by providing appropriate facilities for employees with disabilities, promoting equality, prohibiting discrimination, and preventing any actions that undermine dignity or individual differences.

8. Personal Data Protection (PDPA Compliance)

Manage personal data in accordance with applicable data protection laws (PDPA), implementing robust data protection policies and safeguards against data breaches.

9. Transparent and Safe Communication

Promote transparent and secure communication channels, including mechanisms for receiving complaints, suggestions, and feedback. Ensure fair treatment and protection for both complainants and respondents.

Reference link for social and human rights policy and guidelines : https://www.thaipolyacrylic.com/uploads/policy2026-017-EN_Policy_and_Guidelines_on_Fair_Safe_and_Human_Rights_Respectful_Recruitment.pdf

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

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

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

Changes in social and human rights policies, : Employee Rights, Migrant/foreign labor,

guidelines, and/or goals Consumer/customer rights, Non-discrimination, Supplier rights

During 2025 (B.E. 2568), the Company conducted a comprehensive review and enhancement of its social dimension policies. As part of this process, the Company formally announced and strengthened its Community Policy, Human Rights Policy, and Labor Management Policy, ensuring greater clarity and more concrete implementation measures. These updated policies comprehensively cover stakeholder engagement, respect for human rights, and fair labor practices. The revisions were made to ensure alignment with applicable laws, relevant best practices, and the Company's current operational context, thereby reinforcing its commitment to responsible and sustainable business conduct.

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

Human rights management principles and standards : Thai Labour Standard: Corporate Social Responsibility of Thai Businesses (TLS 8001-2010) by the Ministry of Labour

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : No

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

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

	2023	2024	2025
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0

	2023	2024	2025
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0
Total number of incidents or complaints related to business partners rights violations (cases)	0	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	0	0	0
Total number of cases or incidents related to workplace safety and occupational health (cases)	0	0	0

Fair labor practice

Disclosure boundary in fair labor practice in the past years

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

Information on employees and labor management plan

Employees and labor management plan

The company's employee and labor management plan	:	Yes
Employee and labor management plan implemented by the Company in the past year	:	Employee training and development, Promoting employee relations and participation, Safety and occupational health at work

Human Resource Development Management Plan

Employee Satisfaction and Engagement Survey

The Company conducts an employee satisfaction and engagement survey every two years. The survey enables the Company to better understand employees needs and concerns, allowing for appropriate improvements to the working environment and related policies.

Survey results are analyzed to develop action plans aimed at reducing employee turnover and to establish clear targets for employee training and development hours. Appropriate training enhances employees skills and knowledge, reinforces their sense of value, and demonstrates the Company's commitment to their professional growth. This, in turn, increases employee satisfaction and engagement, reduces turnover rates, and strengthens organizational stability.

Employee Retention

Retaining employees and reducing turnover is a key priority for the Company. The loss of capable employees not only disrupts operational continuity but also incurs additional recruitment, onboarding, and training costs.

Therefore, organizing retention-focused initiatives is a strategic approach to fostering a positive work environment, enhancing job satisfaction, and strengthening employee engagement. This enables the Company to retain skilled and experienced personnel over the long term, effectively supporting its growth objectives.

Employee Skill Development

Based on the results of satisfaction surveys and individual performance evaluations, the Company analyzes relevant data to develop an annual training plan covering employees at all levels and across all functions.

Training programs are aligned with organizational development goals and designed to keep pace with changes in production processes, technological advancements, and industry developments.

Human Rights and Fair Labor Practice Management Plan

Stakeholder Engagement

The Company places significant importance on listening to feedback and suggestions from all stakeholder groups, including customers, business partners, employees, shareholders, surrounding communities, and government agencies. All parties are given appropriate opportunities to participate in the Companys business activities, supporting continuous and sustainable organizational development.

Stakeholder Feedback Mechanisms

The Company emphasizes inclusive stakeholder engagement by providing channels to receive opinions, suggestions, and complaints from customers, business partners, employees, shareholders, local communities, and public authorities. Feedback received is used to improve operational effectiveness, transparency, and fairness.

The Company is committed to establishing communication channels that are effective, open, and accessible, allowing stakeholders to freely express their views and concerns. All feedback is carefully analyzed and incorporated into business process improvements to ensure that operations align with the needs and expectations of all stakeholders in a balanced and appropriate manner.

Stakeholder Engagement and Feedback Activities

The Company has implemented various initiatives to promote stakeholder participation and systematically gather feedback from all relevant parties, as follows:

- 1. Complaint Center**

A dedicated complaint and suggestion center has been established through multiple channels, including a hotline, telephone, email, and online platforms, enabling stakeholders to conveniently and systematically submit concerns or feedback.

- 2. Employee Town Hall Meetings**

Regular meetings are organized to provide employees with opportunities to express opinions, raise questions, and exchange perspectives directly with management, fostering collaborative organizational development.

- 3. Online Surveys**

Online questionnaires are conducted for customers, business partners, and shareholders to gather feedback on products, services, and overall business operations.

- 4. Suggestion Boxes**

Suggestion boxes are installed within the Companys offices and factory premises, allowing employees to freely submit suggestions or complaints.

- 5. Customer Feedback Forums**

Customers are invited to participate in discussion forums to exchange views on products and services, aiming to enhance quality standards and customer satisfaction.

- 6. Supplier Engagement Meetings**

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 regarding good corporate governance, best practices, and sustainability throughout the supply chain.

- 8. Corporate Social Responsibility (CSR) Programs**

Community development activities are organized to improve quality of life, protect the environment, and support education. These initiatives include both in-process CSR (integrated into business operations) and after-process CSR (community-focused activities beyond core operations).

- 9. Employee Health and Welfare Promotion Programs**

Activities are arranged to enhance employees health and well-being, including annual health check-ups, mental health counseling services, and the continuous development of appropriate welfare programs.

These initiatives reflect the Companys commitment to fostering open communication, strengthening stakeholder relationships, and supporting sustainable business development.

Human Rights Violation Complaint Management

The Company manages human rights violation cases in a systematic and transparent manner to build confidence among employees and all stakeholder groups.

To ensure accessibility and confidentiality, the Company has established multiple complaint channels as follows:

- **Company Website:** www.thaipolyacrylic.com
- **Whistleblowing Hotline:** https://www.pfa-japan.net/mcgap_whistleblow (Password: Apkaiteki)
- **Email to the Audit Committee:** Audit.Committee@thaipolyacrylic.com
- **Postal Mail:**

Audit Committee

Thai Poly Acrylic Public Company Limited

6061 Moo 9, Phutthamonthon Sai 4 Road,

Krathum Lom Sub-district, Sam Phran District,

Nakhon Pathom 73220, Thailand

All complaints are handled confidentially, fairly, and without retaliation against the complainant. The Company ensures that reported cases are investigated promptly and appropriate corrective actions are taken in accordance with established procedures.

Activities Supporting Employee Association

The Company supports employees right to association in order to promote welfare and mutual benefits by establishing a Welfare Committee in accordance with the Labor Protection Act B.E. 2541 (1998).

The Welfare Committee consists of representatives from all departments, elected by employees to ensure inclusive representation across the organization. Committee members serve a two-year term.

The Committees roles and responsibilities include:

- Consulting with the employer on the provision of employee welfare.
- Providing advice and recommendations to management regarding welfare arrangements.
- Monitoring and supervising the welfare programs provided by the employer.
- Proposing beneficial welfare initiatives and recommendations to the Labor Welfare Committee.

Occupational Health and Safety (OHS) Management Plan

Occupational Health and Safety Governance

Occupational health and safety management is overseen by the Safety, Occupational Health, and Working Environment Committee (Safety Committee), chaired by the Companys top executive. This structure ensures that safety policies are effectively implemented and aligned with the Companys safety objectives.

The Safety Committee was elected and officially appointed on 9 September 2025 (B.E. 2568).

In compliance with legal requirements, the Committees duties include reviewing safety plans during and outside working hours, establishing preventive measures to reduce accidents, work-related illnesses, and nuisances, and reporting corrective and improvement measures to ensure compliance with applicable laws and safety standards.

The Committee convenes monthly and conducts safety inspections and reviews workplace injury statistics at least once per month.

Hazard Identification and Occupational Health & Safety Risk Assessment

The Company requires all departments to conduct hazard identification and occupational health and safety (OHS) risk assessments for all operational activities performed by employees and contractors at least once per year, and whenever significant changes in risk conditions occur.

The objective is to analyze and assess factors that may cause hazards or impact employees health and safety in the workplace. The findings are used to develop risk control plans and identify opportunities for continuous improvement in occupational health and safety performance.

Hazard identification considers factors such as job characteristics, work areas, and specific activities for example, hazardous chemicals, deteriorated machinery, or unsafe working environments.

Risk assessments take into account accident and incident history, work procedures, and any changes in operational processes. Risks are analyzed based on the likelihood of occurrence and severity of impact.

Safety risk levels are categorized into five levels:

1. Unacceptable Risk
2. High Risk
3. Medium Risk
4. Acceptable Risk
5. Low Risk

This structured approach ensures systematic risk management and continuous enhancement of workplace safety standards.

Participation, Consultation, and Communication on Occupational Health and Safety

The Company organizes a variety of occupational health and safety (OHS) initiatives to promote employee participation, raise awareness, provide consultation, and effectively communicate safety-related matters. Key activities include:

- **Safety Hero Program:** Recognizing and encouraging employees who demonstrate exemplary safety practices.
- **Safety Day Activities:** Campaigns and events to reinforce safety awareness across the organization.
- **Life Saving Rules (LSR) Program:** Promoting strict adherence to critical safety rules to prevent serious injuries and fatalities.
- **OHS Training Programs:** Providing regular safety and occupational health training for employees.
- **Job Instruction and Work Procedure Training (JCC):** Ensuring employees clearly understand operational steps and safe work methods.
- **Safety Inspections and Reporting of Unsafe Acts/Conditions and Near-Miss Incidents (APT):** Encouraging proactive hazard reporting and preventive action.

Job Freeze Activity

Contractor safety assessment is a critical component of the Companys safety management system. Random inspections are conducted for contractors and maintenance personnel performing machinery repairs, modifications, construction, or renovation projects.

These inspections are carried out jointly by the area owner, Engineering Department, and Safety Department, as such activities involve elevated accident risks. Monitoring focuses on ensuring that contractors and employees strictly comply with established safety standards and operational requirements throughout the execution of work.

Promotion of Employee Health and Well-being

In addition to safety training and engagement initiatives, the Company prioritizes employee health and access to medical services for non-work-related illnesses.

- **On-site Nursing Room:** A nursing room is available to provide basic medical treatment and health consultations free of charge.

- **Health Screening Equipment:** Blood glucose and blood pressure monitoring devices are provided at no cost. Employees may access these services at the nursing room for preliminary health risk assessment and professional advice from nursing staff. This initiative is personally supported by Mr. Surajin Tappanchai, Managing Director, who recognizes the importance of preventive healthcare.
- **Infectious Disease Test Kits:** COVID-19 and Influenza A and B test kits are available for employees exhibiting symptoms or at risk. Employees may request test kits free of charge. If an infection is detected, the Safety Department or nursing staff will coordinate with the relevant department to ensure prompt medical treatment.

Annual Health Check-up

The Company provides annual health examinations for all employees in compliance with legal requirements. This initiative aims to promote good health, prevent occupational-related illnesses, and ensure the continuous safety and well-being of employees.

Information on setting employee and labor management goals

Setting employee and labor management goals

Does the company set employee : Yes
and labor management goals?

Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Others : Less than 20% of the total number of employees	Employee Turnover Rate	2025: -	2025: Less than 20% of the total number of employees
• Others : An average score of not less than 86% of the total participating employees	Results of the Employee Satisfaction and/or Engagement Survey Across All Departments	2025: -	2025: An average score of not less than 86% of the total participating employees
• Others : Not less than 30 hours per person per year	Employee Training and Development Hours	2025: -	2025: Not less than 30 hours per person per year
• Others : Zero fatality rate	Work-Related Fatality Rate of Employees and Contractors	2025: -	2025: Zero fatality rate
• Others : Zero injury rate	Lost Time Injury Frequency Rate (LTIFR) for Employees and Contractors	2025: -	2025: Zero injury rate

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Others : Zero occupational disease cases	Incidence of Occupational Diseases among Employees	2025: -	2025: Zero occupational disease cases
• Others : 4,500 hours per year	Safety Training Hours for All Employees Across the Organization	2025: -	2025: 4,500 hours per year
• Others : 100 percent	Safety Training for Visitors and Contractors	2025: -	2025: 100 percent
• Others : 0 cases	Number of Safety-Related Complaints Received from Regulatory Authorities	2025: -	2025: 0 cases
• Others : 100 percent	Total Number of Employees Across All Departments Who Received Human Rights Training and Communication	2025: -	2025: 100 percent
• Others : 0 cases	Number of Complaints Against the Company or Its Representatives Regarding Human Rights Violations from All Stakeholder Groups	2025: -	2025: 0 cases

Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management : Yes

Employee Satisfaction / Engagement Survey

In 2025, the Employee Satisfaction Survey achieved an average satisfaction score of 94% from all participating employees. The Company places great importance on employees feedback and concerns in each area. Key topics of interest identified by employees, together with the corresponding action plans, are summarized as follows:

1) Promotion of a Healthy Working Environment

Action Plans:

- Integrate EHS principles into the continuous monitoring of workplace conditions, covering lighting, noise, air quality, heat, cleanliness, and operational safety.
- Communicate inspection results and identified risk issues in an appropriate and easily understandable manner to enhance employee awareness and participation in improvements.

- Organize ongoing health and safety promotion activities, with a focus on preventing operational risks and reinforcing safe work behaviors.

2) Quality of Products and Services

Action Plans:

- Establish a structured customer feedback system to continuously receive and address complaints or suggestions, with clearly defined and prompt response procedures.
- Communicate quality improvement outcomes and achievements internally on a regular basis to foster a shared understanding that quality is the responsibility of all departments.
- Encourage employees to recognize the impact of their individual roles on the overall quality of products and services.

3) Leadership Capability in Responding to Change

Action Plans:

- Continuously communicate the direction, rationale, and impact of changes to ensure employees understand and can align with organizational adjustments.
- Maintain open channels for receiving employee feedback and concerns to enhance decision-making and management practices.
- Continuously develop leadership competencies in communication, change management, and decision-making under uncertainty.

Employee Skill Development Activities

Soft Skills Development Program for Effective Communication and Collaboration

On 13 August 2025, the Company organized a development training program entitled *Enhancing Soft Skills for Effective Communication and Collaboration*. The session was delivered by Mr. Surajin Tappanchai, Managing Director, and Mr. Thanawat Kulprasertat, Human Resource and Legal Manager. The objective of the program was to strengthen essential skills required for employees in today's working environment to collaborate effectively and productively.

The training focused on developing clear communication skills, active listening for mutual understanding, effective teamwork, and fostering an open mindset. These competencies are intended to enhance overall work performance and further strengthen the Company's operational standards.

A key highlight of the program was the cultivation of an Innovation Mindset. Employees were encouraged to explore new ideas, express constructive opinions confidently, ask thoughtful questions, propose alternative approaches, and step beyond familiar boundaries in order to create improved work processes and innovative outcomes.

Lead with Excellence: First Level Manager Workshop

On 17 February 2025, first-level supervisors participated in the *Lead with Excellence: First Level Manager Workshop*. This workshop was designed to enhance foundational leadership knowledge and practical experience, serving as a critical stepping stone toward higher levels of leadership development.

The program covered essential management principles and practices, including coaching techniques, performance monitoring, and structured experiential learning. The workshop provided a systematic and clearly defined framework to prepare participants for more advanced leadership competencies in the future.

Move to Leadership Excellence Workshop

On 19 February 2025, the Company's senior management team attended the *Move to Leadership Excellence Workshop*. This program was specifically tailored for managers and senior executives, with a strong emphasis on strengthening executive leadership capabilities and strategic management skills.

The workshop established a comprehensive learning framework combined with collaborative group-based activities. Key focus areas included cross-functional teamwork, effective conflict management and resolution, and fostering a sustainable organizational culture. The program aimed to equip participants with practical insights and leadership tools that can be effectively applied to enhance organizational performance and long-term development.

Employee Care Activities

Drug Prevention and Workplace Awareness Campaign

On 3 and 5 April 2025, the Company organized a Drug Prevention and Resolution Standards Campaign in collaboration with employees from all departments. The initiative aimed to promote good health and raise awareness of the dangers of drug abuse within the organization.

This campaign not only focused on enhancing employees' knowledge and understanding of drug prevention, but also encouraged them to share this knowledge with their family members, particularly their children, to build strong awareness and positive behavioral foundations at home. As the family unit plays a vital role in instilling values and preventing drug-related issues in the long term, the initiative contributes to sustainable prevention efforts beyond the workplace.

Furthermore, increased awareness among employees positively impacts the surrounding community, as many employees reside in nearby areas. By maintaining drug-free behaviors and serving as positive role models, employees help reduce social risks and foster a safer living environment, thereby contributing to the development of a stronger and more resilient community.

This campaign reflects the Company's commitment to enhancing the quality of life of employees and their families, while demonstrating corporate social responsibility. It forms part of the Company's ongoing efforts to cultivate a high-quality, ethical workforce, an essential driving force toward long-term organizational stability and sustainability.

Songkran Water Blessing Ceremony to Preserve Thai Cultural Heritage

On 11 April 2025, the Company organized a traditional water blessing ceremony in celebration of the Songkran Festival, with the objective of preserving Thailand's treasured cultural heritage and bringing auspiciousness to all employees. The event provided an opportunity to extend encouragement, goodwill, and warm wishes, marking the Thai New Year with a sense of harmony and positivity.

Beyond its ceremonial significance, the activity fostered inner peace, strengthened morale, and reinforced bonds within the organization. Employees had the opportunity to exchange blessings and well wishes, creating an atmosphere of unity and warmth much like that of an extended family.

Receipt of the Certificate for Drug Prevention and Resolution Standards in the Workplace

On 30 April 2025, Mr. Thanawat Kulprasert, Human Resource and Legal Manager, represented the Company in receiving the Certificate of Drug Prevention and Resolution Standards in the Workplace. The Company was one of ten establishments granted this certification.

The award ceremony was organized by the Nakhon Pathom Provincial Office of Labor Protection and Welfare, in collaboration with agencies under the Ministry of Labor, network partners, employers, and employees. The event was

presided over by Ms. Arocha Nuntamontree, Governor of Nakhon Pathom Province, in celebration of National Labour Day 2025. The event was held under the theme: *New Ways of Work: Prioritizing Safety, Unity, Volunteerism, and Advancing Thailand*.

Receiving this certification reflects the Companys strong commitment to maintaining a safe, drug-free workplace and prioritizing the welfare of all employees. It also reaffirms the Companys role in supporting labor standards and initiatives that promote sustainable quality of life within society.

Educational Scholarship Program for Employees High-Achieving Children

The Company recognizes education as a fundamental pillar of development at the individual, family, and societal levels particularly for the children of employees, who represent an important force in shaping the nations future.

Accordingly, the Company organizes an annual scholarship program to support employees children who demonstrate strong academic performance. On 15 May 2025, Dr. Surajin Tappanchai, Managing Director, presented scholarships to eligible students who met the Companys established criteria.

The scholarship program is open to employees children from Grade 1 (primary level) through Grade 12 (secondary level), as well as students pursuing Vocational Certificates and Higher Vocational Diplomas. The program aims to alleviate educational expenses and encourage students to pursue their studies to the fullest of their abilities.

Following the award ceremony, scholarship recipients and their parents were invited to visit the Companys facilities. This initiative provided them with valuable insights into industrial operations, fostered inspiration, and enhanced understanding of the Companys role in society, as well as the importance of the employees who contribute to its success.

The Company firmly believes that continuous support for education serves as a vital foundation for long-term sustainability at the family, community, and organizational levels.

National Mothers Day Activity

From 15 May 2025, the Company organized the **National Mothers Day 2025** activity to honor mothers and promote awareness of their vital role within the family. The initiative aimed to strengthen family bonds and foster closer relationships among employees, thereby cultivating a warm and friendly atmosphere within the organization.

A key highlight of the activity was a photo contest under the theme *Family Relationships*. Employees were invited to submit photographs reflecting love and connection among family members whether parents, children, spouses, or other relatives. This year, the Company presented a total of 45 prizes to participating employees.

The Company hopes that this activity will further strengthen family relationships and reinforce employees appreciation of the importance and value of family roles in everyday life. It also supports the development of a sustainable organizational culture grounded in warmth, mutual respect, and strong interpersonal relationships.

Annual Anti-Drug Sports Activity 2025

During November and December 2025, the Company organized its Annual Anti-Drug Sports Activity 2025. The initiative was conducted with the objective of strengthening unity within the organization by using sports as a means to foster relationships and promote employee health. It also aimed to support workplace drug prevention efforts and encourage the constructive use of leisure time.

The Company places strong emphasis on maintaining a safe and drug-free working environment, in alignment with government policies and the guidelines of the Workplace Health Promotion and Drug Prevention Measures issued by the Department of Labor Protection and Welfare.

Sports serve as an important tool in promoting teamwork, unity, positive relationships among colleagues, and the values of sportsmanship knowing how to win, lose, and forgive. These principles form the foundation of a strong and

high-quality organizational culture. Employees participated enthusiastically in three sports categories this year: football, badminton, and snooker.

By organizing this activity annually, the Company not only promotes employees physical and mental well-being but also reinforces its commitment to supporting a safe, drug-free lifestyle and fostering long-term employee engagement with the organization.

Year-End Merit-Making Ceremony and New Year Celebration

On 4 December 2025, the Company organized a merit-making ceremony and offered alms and meals to monks in celebration of the year-end of 2025 and in welcoming the New Year 2026. Executives and employees participated in offering dried food and meals to monks from Wat Nakhon Chuenchum, a nearby temple that serves as an important spiritual center for the local community.

In the afternoon, the Company hosted an internal gathering and luncheon to foster a warm and friendly atmosphere, strengthen the bond between employees and the organization, and promote teamwork during the festive season.

This year-end activity was not only a celebration of an important occasion but also a reflection of the Company's organizational culture, which emphasizes engagement, collaboration, and mutual care, alongside a continued commitment to social and community responsibility.

Human Rights Performance and Fair Labor Practices

International Womens Day Activity

8 March of each year marks International Womens Day, an important occasion recognizing the roles and rights of women both within and beyond the workplace. In support of gender equality and the dignity of women in the organization, the Company organized a handicraft workshop for female employees.

The activity encouraged participation and fostered pride in their roles within the organization. Beyond enhancing skills and creativity, the initiative reflects the Company's commitment to promoting equality and recognizing the value of all female employees.

Strengthening Organizational Culture through Unconscious Bias and Psychological Safety

The Company recognizes the importance of addressing Unconscious Bias and fostering Psychological Safety in creating a work environment that supports creativity and effective collaboration.

Accordingly, the Human Resources Department conducted training sessions on 14 March 2025 and 24 March 2025 for managers and employees at all levels. The program aimed to raise awareness of unconscious biases that may inadvertently influence decision-making, communication, and teamwork within the organization, thereby promoting a more inclusive, respectful, and supportive workplace culture.

MCG Group Activity: International Womens Month

The Company participated in the MCG Group activity in celebration of *International Womens Month*, which was held online at 1:00 p.m. The event was organized in alignment with International Womens Day, observed annually on 8 March.

The objective of the activity was to promote diversity, equality, and womens rights across all dimensions regardless of race, religion, age, or cultural background. The program emphasized respect for individual differences and perspectives, while fostering peaceful coexistence and mutual understanding in the workplace despite diverse personal characteristics.

The Company reaffirms its principle that women must be treated with dignity and equality in all aspects of work and society.

Campaign Against Child Labor Under 18 and Protection of Womens Labor Rights

On 25 March 2025, the Company organized a campaign in collaboration with all employees to oppose the employment of children under the age of 18 and to prevent violations of womens labor rights. The initiative aimed to eliminate all forms of labor rights violations and to promote equal protection for all workers.

The activity emphasized ensuring fair access to rights and welfare benefits for all employees, strengthening job security, and improving working conditions to prevent unfair employment practices at every stage of operations.

Furthermore, this initiative reflects the Companys commitment to the Social dimension under the ESG (Environment, Social, and Governance) framework, with a focus on promoting equality and strict compliance with labor laws to foster a fair, safe, and sustainable working environment for all.

Campaign: No Forced Labor and No Human Rights Violations

On 19 April 2025, the Company and its employees organized a campaign under the theme *No Forced Labor and No Human Rights Violations*. This initiative demonstrated the Companys clear stance on conducting business ethically, respecting labor rights, and upholding equality at every stage of operations.

The campaign aimed to ensure that employees at all levels understand the importance of human rights and the respectful treatment of colleagues, recognizing the inherent dignity of every individual. It also reinforced awareness of each employees role in creating a workplace free from exploitation or any form of forced labor.

This initiative forms part of the Companys efforts to cultivate a transparent, fair, and socially responsible organizational culture. The Company is committed to elevating its standards in alignment with international principles to create a positive working environment and serve as a role model in respecting human rights within the industrial sector.

Human Rights Grievance Management

In 2025, the Company received no complaints related to human rights violations and maintained its business operations in accordance with established standards.

Should any human rights violation occur, the Company will take immediate corrective action by appointing an investigation committee. Matters will be considered at two levels:

1. **Cases involving the Managing Director or above** will be referred to the Chairman of the Audit Committee for further action.
2. **Cases involving personnel below the Managing Director level** will be investigated by a committee appointed by the Managing Director. Such committee will not include any individual who is the subject of the allegation or who has any conflict of interest related to the complaint, grievance, or whistleblowing report.

The fact-finding process will be conducted with fairness and impartiality, ensuring confidentiality and protecting employees or other individuals who act as witnesses or whistleblowers. The Company will provide a response to the complainant or whistleblower within 30 days from the date the matter is received.

Occupational Health and Safety Performance

Engagement, Consultation, and Communication on Occupational Health and Safety

The Company has organized a variety of occupational health and safety (OHS) activities to encourage employee participation, raise awareness, provide consultation, and effectively communicate key safety and health-related matters throughout the organization.

Safety Hero Program

The *Safety Hero Program* is an initiative aimed at strengthening awareness and commitment to safety, occupational health, and the working environment. The program recognizes employees who demonstrate outstanding safe work

practices, strong responsibility, and strict compliance with safety standards, honoring them as role models for others within the organization.

Selected employees are featured in internal communications distributed monthly to executives and staff. They also receive formal recognition and awards to promote pride in their achievements and encourage ongoing commitment to safety excellence.

The program was launched in October 2024 and continues to be implemented on an ongoing basis. The Safety and Systems Department, in collaboration with the Safety Committee, is responsible for selecting the Safety Hero each month, with results announced in the following month. Award recipients serve as exemplary models in adhering to safety rules and standards. Their recognition not only highlights best practices but also inspires colleagues to integrate safety principles into their own daily operations.

This initiative reflects the Companys strong commitment to building a robust Safety Culture by encouraging employees to prioritize safe working practices, reduce workplace accidents, and enhance long-term quality of life. It also provides an opportunity to offer positive reinforcement and recognition to employees who consistently uphold high safety standards, fostering a mindset where safety becomes an integral part of everyday life and work.

In 2025, a total of six employees were selected as Safety Heroes. They were formally recognized and presented with awards during *Safety Day*, held on 4 December 2025. The awards were presented by members of the Board of Directors and senior executives to express congratulations and strengthen morale.

Safety Day Activity

On 4 December 2025, the Company organized *Safety Day* to promote workplace safety. The primary objective was to encourage participation, instill safety awareness, and provide knowledge related to safety, occupational health, and environmental management to all employees.

The event featured engaging activities such as the *Life Saving Rules Booth* and the *Waste Management Booth*, along with prize giveaways for participating employees. The atmosphere was lively 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 implemented the *Life Saving Rules (LSR)* a set of seven core safety rules established by Mitsubishi Chemical Group. These rules serve as mandatory safety guidelines that all employees must strictly follow.

To reinforce serious enforcement of the LSR, the Company announced disciplinary measures on 1 October 2025. On the following day, a promotional activity was organized through an engagement booth, with participation from more than 50 employees and executives. During the event, awards were also presented for the Thai-language name of *Life Saving Behavior*, selected for its impactful and memorable meaning.

This initiative underscores the Companys dedication to translating safety principles into practical action and advancing toward a sustainable and deeply embedded safety culture.

Information on employment

Employment

	2023	2024	2025
Total Employment (Person)	317	238	209
Percentage of employees to total employment (%)	100.00	100.00	89.47
Percentage of non-employee workers to total employment (%)	0.00	N/A	10.53
Total employees (persons)	317	238	187
Male employees (persons)	212	154	123
Percentage of male employees (%)	66.88	64.71	65.78
Female employees (persons)	105	84	64
Percentage of female employees (%)	33.12	35.29	34.22
Total of workers who are not employees (Person)	0	N/A	22
Male workers who are not employees (Person)	N/A	N/A	6
Percentage of male non-employee workers (%)	N/A	N/A	27.27
Female workers who are not employees (Person)	N/A	N/A	16
Percentage of female non-employee workers (%)	N/A	N/A	72.73

Number of employees categorized by age

	2023	2024	2025
Total number of employees under 30 years old (Persons)	75	50	38
Percentage of employees under 30 years old (%)	23.66	21.01	20.32

	2023	2024	2025
Total number of employees 30-50 years old (Persons)	183	145	107
Percentage of employees 30-50 years old (%)	57.73	60.92	57.22
Total number of employees over 50 years old (Persons)	59	43	42
Percentage of employees over 50 years old (%)	18.61	18.07	22.46

Number of male employees categorized by age

	2023	2024	2025
Total number of male employees under 30 years old (Persons)	65	39	33
Percentage of male employees under 30 years old (%)	30.66	25.32	26.83
Total number of male employees 30-50 years old (Persons)	113	88	60
Percentage of male employees 30-50 years old (%)	53.30	57.14	48.78
Total number of male employees over 50 years old (Persons)	34	27	30
Percentage of male employees over 50 years old (%)	16.04	17.53	24.39

Number of female employees categorized by age

	2023	2024	2025
Total number of female employees under 30 years old (Persons)	10	11	5
Percentage of female employees under 30 years old (%)	9.52	13.10	7.81

	2023	2024	2025
Total number of female employees 30-50 years old (Persons)	70	57	47
Percentage of female employees 30-50 years old (%)	66.67	67.86	73.44
Total number of female employees over 50 years old (Persons)	25	16	12
Percentage of female employees over 50 years old (%)	23.81	19.05	18.75

Number of employees categorized by position

	2023	2024	2025
Total number of employees in operational level (Persons)	293	221	173
Percentage of employees in operational level (%)	92.43	92.86	92.51
Total number of employees in management level (Persons)	16	10	8
Percentage of employees in management level (%)	5.05	4.20	4.28
Total number of employees in executive level (Persons)	8	7	6
Percentage of employees in executive level (%)	2.52	2.94	3.21

Number of male employees categorized by position

	2023	2024	2025
Total number of male employees in operational level (Persons)	200	146	117
Percentage of male employees in operational level (%)	94.34	94.81	95.12

	2023	2024	2025
Total number of male employees in management level (Persons)	7	4	3
Percentage of male employees in management level (%)	3.30	2.60	2.44
Total number of male employees in executive level (Persons)	5	4	3
Percentage of male employees in executive level (%)	2.36	2.60	2.44

Number of female employees categorized by position

	2023	2024	2025
Total number of female employees in operational level (Persons)	93	75	56
Percentage of female employees in operational level (%)	88.57	89.29	87.50
Total number of female employees in management level (Persons)	9	6	5
Percentage of female employees in management level (%)	8.57	7.14	7.81
Total number of female employees in executive level (Persons)	3	3	3
Percentage of female employees in executive level (%)	2.86	3.57	4.69

Significant changes in the number of employees

Significant changes in number of employees over the : Yes
past 3 Years

In 2025, the Company undertook an organizational restructuring to align with its business direction, production conditions, and the overall economic environment. The objective was to enhance resource management efficiency and strengthen the Company's competitiveness. As a result, the number of employees across various departments and divisions was significantly reduced to ensure alignment with the revised organizational structure and current operating conditions.

Number of male employees working in Thailand

	2023	2024	2025
Total male employees working in Thailand (Person)	N/A	N/A	124
Bangkok Metropolitan (Person)	102	77	18
Northern (Person)	18	16	10
Central (Person)	24	17	62
Northeastern (Person)	60	39	31
Southern (Person)	3	4	2
Eastern (Person)	5	1	1

Number of female employees working in Thailand

	2023	2024	2025
Total female employees working in Thailand (Person)	N/A	N/A	84
Bangkok Metropolitan (Person)	47	49	29
Northern (Person)	7	7	3
Central (Person)	8	6	37
Northeastern (Person)	37	20	15
Southern (Person)	3	0	0
Eastern (Person)	3	2	0

Number of employees working abroad

	2023	2024	2025
Total employees working abroad (Person)	N/A	N/A	0
Total male employees working abroad (Person)	N/A	N/A	0

	2023	2024	2025
Total female employees working abroad (Person)	N/A	N/A	0

Employment of workers with disabilities

	2023	2024	2025
Total employment of workers with disabilities (persons)	3	3	3
Percentage of disabled workers to total employment (%)	0.95	1.26	1.44
Total number of employees with disabilities (Persons)	3	3	2
Total male employees with disabilities (persons)	1	1	1
Total female employees with disabilities (persons)	2	2	1
Percentage of disabled employees to total employees (%)	0.95	1.26	1.07
Total number of workers who are not employees with disabilities (persons)	0	0	1
Percentage of disabled non-employee workers to total non-employee workers (%)	0.00	N/A	4.55
Contributions to empowerment for persons with disabilities fund	No	No	No

Information on compensation of employees

Employee remuneration by gender

	2023	2024	2025
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	2023	2024	2025
Total employee remuneration (baht)	73,190,240.33	81,156,181.86	70,848,632.55
Total male employee remuneration (baht)	44,971,138.31	52,575,689.40	45,221,588.07
Percentage of remuneration for male employees (%)	61.44	64.78	63.83
Total female employee remuneration (baht)	28,219,102.02	28,580,492.46	25,627,044.48
Percentage of remuneration for female employees (%)	38.56	35.22	36.17
Average of remuneration of employees (Baht/persons)	230,884.04	340,992.36	378,869.69
Average of remuneration for male employees (Baht/persons)	212,128.01	341,400.58	367,655.19
Average of remuneration for female employees (Baht/persons)	268,753.35	340,243.95	400,422.56
Rate of average of remuneration between female employees and male employees	1.27	1.00	1.09

Information on provident fund management

Provident fund management policy and guidelines

Provident fund management policy and guidelines : Yes

The Company requires the fund managers representing both the employer and employee parties to attend meetings with the Company's Welfare Committee on a semi-annual basis to report on the performance and returns of the Provident Fund.

The information presented at such meetings is subsequently communicated to all employees to ensure transparency, promote accurate understanding, and strengthen confidence in the management of the Company's Provident Fund.

Overview of methods for determining employee and employer contribution Rates

- **Employee Contribution:** 315% of salary
- **Employer Contribution:** 37% of salary

Implementation of Investment Governance Code for Institutional Investors ("I Code") by Company's Provident Fund Committee : Yes

Participation in provident fund membership

Details of provident fund participation

Number of employees joining in PVD (persons)

	2023	2024	2025
Number of employees eligible to participate in PVD (persons)	201	185	146
Number of employees joining in PVD (persons)	201	185	141
Number of PVD members / Total employees (%)	63.41	77.73	75.40
Number of PVD members / Total eligible employees (%)	100.00	100.00	96.58

Amount of provident fund

	2023	2024	2025
Total amount of provident fund contributed by employer (baht)	4,336,648.25	4,502,776.50	3,818,886.25

Summary of employee PVD participation over the past year

Company name	Employees participating in PVD (Yes/No)	Total number of employees (persons)	Number of employees eligible to participate in PVD (persons)	Number of employees joining in PVD (persons)	Number of PVD members / Total employees (%)	Number of PVD members / Total eligible employees (%)
THAI POLY ACRYLIC PUBLIC COMPANY LIMITED	Yes	187	146	141	75.40	96.58

Policy and guidelines on promoting savings through the provident fund for non-participating employees

Policy and guidelines on promoting savings through the provident fund for non-participating employees (PVD) : Initiatives to encourage employees to achieve sufficient retirement savings, Providing education or information on selecting appropriate investment policies

Initiatives to encourage employees to achieve sufficient retirement savings

Thai Poly Acrylic Public Company Limited promotes appropriate financial savings among its employees to prepare for retirement. The Company actively supports and encourages employees to participate in the Provident Fund scheme,

which serves as a key mechanism for building long-term financial security. In addition, the Company continuously communicates the importance and benefits of disciplined savings to enhance employees financial stability after retirement.

Providing education or information on selecting appropriate investment policies

The Company provides knowledge, information, and guidance regarding the Provident Fund, including advice on selecting appropriate investment policies based on employees age, risk tolerance, and financial goals. This initiative is intended to support employees in effectively planning their finances and preparing sustainably for life after retirement. At each Welfare Committee meeting, the Provident Fund is included as a regular agenda item. In addition to reporting updates, performance results, and returns of the Fund, the Company and the Welfare Committee actively communicate and continuously encourage employees to enroll as members of the Provident Fund. Such communication aims to raise awareness and foster understanding of the importance of long-term savings, as well as to enable employees to recognize the benefits of accumulating funds to ensure financial security in retirement. This forms part of the Companys commitment to promoting employee welfare and long-term financial stability.

Information on employee development

Employee training and development

	2023	2024	2025
Employee development plans as part of annual performance reviews	Yes	Yes	Yes
Average employee training hours (Hours / Person / Year)	24.39	31.00	27.00
Total amount spent on employee training and development (Baht)	507,166.61	624,151.57	432,052.58
Percentage of training and development expenses to total expenses (%) ^(*)	0.000642	0.000755	0.000660
Percentage of training and development expenses to total revenue (%) ^(*)	0.000634	0.000775	0.000673

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Information on safety, occupational health, and work environment

Number of working hours

	2023	2024	2025
Total number of hours work (Hours)	821,733.00	824,636.00	753,944.27
Total number of hours worked by employees (Hours)	719,171.00	705,013.00	615,504.50
Total number of hours work by non-employee (Hours)	102,562.00	119,623.00	138,439.77

Statistic of accident and injuries of employees from work

	2023	2024	2025
Total number of lost time injury incidents by employees (Cases)	0	1	0
Total number of employees that lost time injuries for 1 day or more (Persons)	0	1	0
Percentage of employees that lost time injuries for 1 day or more (%)	0.00	0.42	0.00
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (*) (Persons / 1 million-manhours)	0.00	1.42	0.00
Lost time injury frequency rate (LTIFR) (**) (Persons / 200,000 manhours)	0.00	0.28	0.00

Additional explanation : (*) The company with the total number of employees over 100 or more

(**) The company with the total number of employees less than or equal to 100

Information on promoting employee relations and participation

Employee engagement

	2023	2024	2025
Total number of employee turnover leaving the company voluntarily (persons)	51	80	78
Total number of male employee turnover leaving the company voluntarily (persons)	35	57	55
Total number of female employee turnover leaving the company voluntarily (persons)	16	23	23
Proportion of voluntary resignations (%)	16.09	33.61	41.71
Percentage of male employee turnover leaving the Company voluntarily (%)	68.63	71.25	70.51
Percentage of female employee turnover leaving the Company voluntarily (%)	31.37	28.75	29.49

	2023	2024	2025
(1) Evaluation result of employee engagement	Yes	No	Yes

Remark: ⁽¹⁾ Employee satisfaction survey results and/or employee engagement are conducted every two years.

Employee internal groups

Employee internal groups : Yes
Types of employee internal groups : Welfare committee

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

- Consumer data privacy and protection policy and guidelines : Yes
- Consumer data privacy and protection guidelines : Collection of personal data, Use or disclosure of data, Retention and storage duration of personal data

Responsible sales and marketing policy and guidelines

- Responsible sales and marketing policy and guidelines : Yes
- Responsible sales and marketing guidelines : Marketing communications that respect the law, adhere to relevant regulations, and consider consumer rights., Not supporting advertisements or promotional activities that encourage illegal acts or immoral conducts
- Reference link for responsible sales and marketing policy and guidelines : <https://www.thaipolyacrylic.com/about/marketing-and-advertising-practices>
- Page number of the reference link :

Policy and guidelines on communicating the impact of products and services to customers / consumers

- Policy and guidelines on communicating the impact of products and services to customers / consumers : Yes
- Policy and guidelines on communicating the impact of products and services to customers / consumers : Prohibition of exaggerated, inaccurate, or misleading marketing claims, Appropriate marketing communications for vulnerable groups, including children or youth under 12 years old, Appropriate marketing communications through digital channels

Information on customer management plan

Customer management plan

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

Responsible Production and Customer Service

The Company places the highest priority on delivering quality products and services. In the event of any customer complaint regarding products or services, the Company responds promptly. Complaints received through the Sales Department or Customer Service Department are coordinated with the Technical and Production Departments to identify root causes and implement preventive measures. This ensures that customers maintain confidence in product quality and in the Company's ability to resolve issues or collaboratively determine appropriate solutions in a timely manner.

Communication of Product and Service Impact Information

The Company adheres to established practices for communicating information regarding the impact of its products and services to customers in accordance with the Quality Management System requirements under ISO 9001.

The Company has also communicated its General Terms and Conditions of Sale to customers since 2022, with such terms clearly stated on the reverse side of tax invoices.

Operational Guidelines

1. Product and Service Information Disclosure

- Information must be communicated through approved documents or catalogs only.

2. Customer Complaint Handling

- All complaints must be recorded in the Complaint Register form.
- The results of corrective actions must be communicated within 7 working days.

3. Business Communication

- A clearly designated Account Owner must be assigned as the primary coordinator.

4. Confidentiality

- Internal information or customers commercial confidential information must not be disclosed to third parties without authorization.

The Company ensures that communication with customers and stakeholders is transparent, accurate, and comprehensive. The Sales and Marketing Departments communicate through various channels at least once per quarter, or whenever significant events occur, such as price adjustments or new product launches.

Customer Communication Channels

- Electronic Newsletter (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 stated, and customer consent must be obtained in advance.
- Only necessary information for service provision may be collected, such as name, address, telephone number, email address, tax identification number, etc.
- Excessive or unjustified data collection is strictly 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 external use or personal purposes.
- Appropriate data backup procedures and access control measures must be implemented.

3. Use and Disclosure of Data

- Data may only be used for purposes to which the customer has given consent.
- Disclosure to third parties requires approval from the data owner or authorized Account Owner.
- Transmission of data via personal email accounts or unsecured channels (e.g., personal LINE accounts or USB drives) is strictly prohibited.

4. Data Disposal

- When data usage is terminated or retention periods expire, data must be deleted or destroyed in accordance with the Company's Data Retention Policy.
- Records of data destruction must be maintained as evidence and approved by the data system administrator prior to execution.

Protection of Customer Personal Data

The Company places significant importance on safeguarding customer personal data. Access to such information is restricted to relevant departments only, such as Sales, Customer Service, and Documentation for shipment processing. All documents are delivered in sealed envelopes to prevent unauthorized disclosure, and only the customer or the designated recipient is authorized to open the envelope.

Customer Satisfaction Survey

The Company conducts a Customer Satisfaction Survey annually. A response rate exceeding 50% of total customers is required, or responses must represent customers accounting for more than 80% of total sales revenue.

The survey evaluates satisfaction across key areas, including product proposals, coordination and communication, product quality, complaint handling, and on-time delivery. Satisfaction levels are categorized as follows:

- **Below 50%** Fail
- **51%70%** Needs Improvement
- **71%80%** Moderate
- **81%90%** Good
- **91%100%** Excellent

The evaluation format has been revised from attaching survey forms via email to providing customers with a QR Code or survey link. This enhancement offers greater convenience, allowing customers to complete the assessment easily via their mobile devices anytime and anywhere.

The Customer Satisfaction Survey is distributed by the Customer Service Department, and the results are analyzed collaboratively by the Sales, Production, and Supply Chain Departments. The findings are then used to define actionable guidelines aimed at further improving product quality and service excellence.

Initiatives to Enhance Customer Satisfaction in 2025

The action plan to improve customer satisfaction in 2025 is based on the results of the previous years survey. Two key areas for development have been identified as follows:

1. Product Variety

- Identify sales opportunities and develop additional product types or enhanced features aligned with market potential.
- Develop new products to expand application possibilities and better respond to evolving customer needs.

2. Value for Money

- **Systematic Cost Optimization:** Conduct a comprehensive review and improvement of cost structures across all dimensions, including production processes, raw materials, consumables, and transportation costs, in order to enhance efficiency and strengthen price competitiveness.

- **Value Creation:** Implement proactive marketing initiatives and value-added strategies to reinforce product differentiation and enhance overall product value in line with customer expectations.

Customer Complaint Management

The Company has established a dedicated Customer Service Department that emphasizes proactive service delivery. The team provides technical product information, responds to inquiries, and manages customer complaints to strengthen long-term relationships between the Company and its customers. Employees are encouraged to develop the following key competencies:

- **Service Mindset:** Demonstrating professionalism and attentiveness in responding to inquiries, providing product and service support, and effectively resolving complaints.
- **Product and Service Expertise:** Enhancing knowledge through structured training programs and comprehensive FAQ resources to ensure accurate and efficient customer support.
- **Complaint Management:** Focusing on clear communication and prompt resolution of issues, either immediately or within specified timelines.

In 2025, improvements have been implemented in the complaint management process, enabling faster response times while maintaining strong ethical standards and transparency in quality control. Additionally, a document tracking system has been established for overseas customers to ensure that required documentation is delivered punctually in line with product shipments, thereby reinforcing customer relationships.

To further strengthen customer engagement, the Company will undertake the following initiatives:

1. **Customer Visit Program:** Conduct visits to key customers to follow up on their needs and gather feedback.
2. **Customer Satisfaction Survey:** Conduct customer satisfaction surveys at least once per year and report the results to management.
3. **Technical Sharing / Training:** Organize technical training sessions for key customers to enhance product application knowledge.
4. **Customer Appreciation Event:** Host appreciation dinners or seminars to foster networking and long-term partnerships.
5. **Loyalty Program:** Establish special privileges or reward programs for customers with high or consistent purchase volumes.

External Transportation Provider Evaluation

The Company conducts performance evaluations of all external transportation providers at least once per year. The assessment covers key criteria including on-time delivery performance, service quality, documentation accuracy, safety standards, and environmental compliance.

This evaluation process ensures effective quality control of logistics service providers and supports the Company's commitment to maintaining reliable, safe, and environmentally responsible transportation operations.

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals : Yes

Details of setting customer management goals

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Development of customer satisfaction and customer relationship	Customer Satisfaction Score on Products and Services	2025: -	2025: Not less than 95% of the total number of orders
• Responsible production and services for customers	Percentage of the value of product quality complaints relative to total sales revenue	2025: -	2025: 0.18%
• Responsible production and services for customers	On-Time Delivery (OTD)	2025: -	2025: Not less than 95% of the total number of orders

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

Customer Satisfaction Survey

The Company conducts a Customer Satisfaction Survey at least once per year. The evaluation results are summarized in the first quarter and subsequently discussed with relevant departments to establish corrective actions and improvement plans.

The insights gained from the survey are utilized to enhance product quality, service standards, and overall customer experience, ensuring continuous improvement and sustainable customer satisfaction.

Customer Personal Data Protection

The Company places the highest importance on safeguarding customers personal data. Access to customer information is strictly limited to relevant departments only, such as Sales, Customer Service, and the Documentation Team responsible for shipment processing.

All shipment-related documents are enclosed in sealed envelopes to prevent unauthorized disclosure. The envelopes are opened only by the customer or the designated recipient upon delivery.

In 2025, there were no incidents of customer data leakage reported.

External Transportation Provider Evaluation

The Company conducts performance evaluations of all external transportation providers at least once per year. The assessment covers delivery timeliness, service quality, documentation accuracy, safety practices, and environmental compliance to ensure effective quality control of logistics service providers.

In addition, training is provided to transportation personnel to ensure:

- Clear and accurate communication with customers
- Professional appearance and courteous service
- Safe operational practices, both within the transportation company and at customer premises during delivery

The Company also reviews designated parking and loading/unloading areas to enhance safety and ensure appropriate product handling during delivery.

To further protect customer information, all documents accompanying shipments are strictly controlled. They are enclosed in sealed brown envelopes, with the customers name clearly indicated on the front to prevent misdelivery and ensure confidentiality.

Product Training and Information Session

On 21 October 2025, the Company conducted a product information and application training session for one customer. A total of six participants attended the session.

During the session, the Company provided detailed product information, addressed customer inquiries, and presented practical recommendations aimed at helping the customer improve operational efficiency and facilitate easier application of the products.

Customer satisfaction

	2023	2024	2025
Evaluation results of customer satisfaction	Yes	Yes	Yes

Channels for receiving complaints from customers/consumers

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

Telephone : 028898720-5

Fax : -

Email : sompong.assavasirijinda@mcgc.com

Company's website : www.thaipolyacrylic.com

Address : 60-61 Moo 9, Putthamonthon 4 Road, Krathumlom Sub-District, Sampran District, Nakornpathom Province 73220

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies	:	Yes
Reference link for community development and engagement policies	:	https://www.thaipolyacrylic.com/uploads/policy2026-020-EN_Community_Engagement_and_Well-Being_Policy.pdf

Information on community and social management plan

Community and social management plan

Company's community and social management plan	:	Yes
Community and social management plan implemented by the company over the past year	:	Employment and professional skill development, Education, Forests and natural resources, Occupational health, safety, health, and quality of life, Disadvantaged and vulnerable groups, Reducing inequality

The Company is committed to being an active contributor to the development of the communities in which it operates. It places great importance on fostering strong and positive relationships with local communities through participation in activities and initiatives that genuinely address community needs and concerns.

Building strong and sustainable relationships not only enhances the quality of life within the community but also supports a stable and favorable environment for the Company's long-term business operations.

The Company aims to enhance the quality of life of community members across economic, social, and environmental dimensions, promoting well-being, safety, stability, and self-reliance. Key approaches and initiatives include:

1. Promoting Educational Opportunities
2. Health and Wellness Promotion Programs
3. Environmental Conservation and Natural Resource Rehabilitation Projects
4. Vocational Support Activities for Inmates
5. Support Programs for Persons with Disabilities
6. Student Skill Development Activities, such as training sessions on the use of acrylic sheets and workshops on creating acrylic keychains.
7. Weekly Environmental Monitoring of Surrounding Areas, conducted by qualified environmental personnel familiar with the local community. Monitoring equipment is used to measure chemical levels and ensure that the Company's operations do not cause odor pollution or other environmental impacts on neighboring communities.

A healthy and sustainable community helps mitigate operational risks and strengthens the Company's long-term sustainability. By fostering trust, confidence, and ongoing support from the community, the Company reinforces a strong foundation for future growth and organizational development.

Reference link for company's community and social management plan	:	https://www.thaipolyacrylic.com/uploads/policy2026-020-EN_Community_Engagement_and_Well-Being_Policy.pdf
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Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social management goals : Yes

Details of community and social management goal setting

Target(s)	Indicators(s)	Base year(s)	Target year(s)
• Others : 0 cases	Number of community complaints or disputes arising from the Companys business operations.	2025: -	2025: 0 cases
• Others : 3 projects per year	Implementation of Community and Social Development Projects CSR after Process	2025: -	2025: 3 projects per year
• Others : Once per week	Frequency of community visits and engagement activities	2025: -	2025: Once per week

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and social management : Yes

Acrylic Sheet Learning Activity

On 5 February 2025, the Company organized an acrylic sheet application learning activity at [Klongbangrathuek School](#), located in Salaya Subdistrict, Phutthamonthon District, Nakhon Pathom Province. The activity was led by Ms. Warunee Woranush, Safety Manager, and Mr. Thanawat Kulprasertat, Human Resource and Legal Manager, together with the HR team. A total of 20 students from Grade 6/1 participated in the session. The objective was to enhance students understanding of practical applications of acrylic sheets. Students learned how to create acrylic products such as keychains and name tags, which they could design and decorate according to their own creativity and imagination. Each participant received their handmade acrylic item as a souvenir from the activity.

Recreational Activity and Workshop: Making a Keychain for Mom

On 9 August 2025, Thai Poly Acrylic Public Company Limited, led by Mr. Thanawat Kulprasertat and the Human Resource team, organized a recreational activity and workshop entitled Making a Keychain for Mom. The activity was arranged in preparation for Mother's Day (12 August 2025), allowing children to create handmade gifts for their mothers. Participants were guided through the process of crafting keychains from high-quality acrylic sheets manufactured by the Company. Children learned essential steps including color selection, cutting and trimming, edge polishing, drilling, ring assembly, and decorative finishing. The workshop fostered creativity, concentration, and pride, while also strengthening family bonds through meaningful handmade gifts. This initiative reflects the Companys commitment to youth

development, family engagement, and the creative utilization of high-quality Thai materials. The Company remains dedicated to organizing continuous CSR activities to promote sustainable growth for both the community and the organization.

Vocational Skill Development Activity for Inmates

On 25 March 2025, Mr. Thanawat Kulprasertat, Human Resource and Legal Manager, together with HR representatives, conducted a recreational and handicraft activity at Ratchaburi Central Prison. A total of 20 inmates participated in the program. The activity aimed to provide emotional relief and vocational skill development through hands-on training in creating acrylic keychains. Participants were encouraged to apply imagination and creativity while learning practical production processes that could be further developed into future career opportunities. Inmates received the keychains they created as personal keepsakes, fostering pride, self-worth, and confidence in preparation for reintegration into society. This initiative demonstrates the Company's strong commitment to supporting vulnerable groups and advancing the Social dimension of ESG in a tangible and meaningful manner integrating business expertise with social responsibility to achieve sustainable development.

Educational Support Initiative

The Company provided educational scholarships totaling THB 22,000 and donated essential supplies to students from kindergarten to lower secondary levels at Baan Krathum Lom School in celebration of National Children's Day 2025.

Mr. Thanawat Kulprasertat, Human Resource and Legal Manager, represented the Company in presenting the scholarships and donated items. This initiative forms part of the Company's ESG commitment particularly the Social dimension by promoting educational equality, supporting continuous learning opportunities, and enhancing essential life skills development, especially for underprivileged children and youth.

Support for Persons with Disabilities

Dr. Surajin Tappanchai, Managing Director, and Mr. Thanawat Kulprasertat, Human Resource and Legal Manager, represented the Company in attending and receiving a certificate of recognition at the 2025 International Day of Persons with Disabilities event, organized in alignment with the principles of the United Nations. The event aimed to raise awareness and encourage all sectors of society to collaborate in building a fair, inclusive, and equitable society where everyone can live together harmoniously and with dignity.

Food for Children Activity

On 30 January 2025, Mr. Thanawat Kulprasertat represented the Company in organizing the Food for Children initiative at Children's Foundation, Sarnrak Village Kindergarten. The activity involved providing nutritious meals to 60 underprivileged children aged 3-7 years to ensure they received balanced nutrition essential for healthy physical development. This initiative reflects the Company's dedication to social sharing and child welfare support.

CSR Activity under the Sustainable Development Concept

On 1 May 2025, the Company organized a CSR activity focused on sustainable development by releasing freshwater fish species at the Inland Fisheries Research and Development Center. Led by Mr. Thanawat Kulprasertat and joined by 34 employees, the Company released 6,000 local freshwater fish, including Thai carp (Pla Yeesok Thai), Pla Soi Khao, and Pla Ta Pian. These native species were carefully selected to support ecosystem balance and biodiversity without causing environmental disruption. This activity demonstrates the Company's strong commitment to environmental conservation, responsible natural resource management, and fostering social responsibility awareness among employees.

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

On 13 August 2025, the Company organized a community clean-up activity as part of its Sustainability commitment. A total of 20 employee volunteers participated in improving and cleaning areas surrounding the factory premises. The activity covered areas from the front of the factory to surrounding walkways, side and rear zones, and connecting areas leading to Krathum Lom Municipality. Employees worked collaboratively to collect waste, remove debris, and improve overall environmental conditions. The initiative was warmly welcomed by local residents, who generously provided cold drinks and refreshments to support the volunteers. The event fostered positive engagement, smiles, and meaningful exchanges, reflecting the long-standing strong relationship between the Company and the community. The activity also received support from local government representatives, including the Mayor of Krathum Lom Municipality and the Mayors Secretary, who joined for a commemorative photo session and expressed appreciation for the Companys ongoing commitment to environmental stewardship and community well-being. Their presence symbolized effective collaboration between the private sector and local authorities, strengthening trust and confidence within the community.

Certificate of Recognition from the Kamlangjai Fund

On 7 May 2025, Dr. Surajin Tappanchai, Managing Director, represented the Company in receiving a Certificate of Recognition from the Kamlangjai Fund, established under the royal initiative of Princess Bajrakitiyabha Narendiradebyavati. The Company was recognized as a network establishment that has continuously supported and cooperated with correctional institutions in their operations. The award ceremony was held at Ratchaburi Central Prison, with Air Chief Marshal Somkid Sookbang, Chief of the Royal Household Office attached to Her Royal Highness and Vice Chairman of the Kamlangjai Fund Committee, presiding over the presentation ceremony. This recognition reflects the Companys strong commitment to conducting business alongside creating social value. The Company places importance on providing opportunities for rehabilitation and development of inmates, enabling them to reintegrate into society with pride and dignity.

Benefit from implementing social development project

Financial benefits

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

Non-financial benefits⁽²⁾

Does the company measure the non-financial : Yes
benefits from social development?

	2023	2024	2025
The number of communities with participation projects and/or local community development initiatives (Places)	3.00	5.00	4.00

Remark: ⁽²⁾ Nonfinancial benefits are measured by the number of communities that benefit from the Companys community engagement and/or local community development initiatives.

Expenses from social and environmental development project

	2023	2024	2025
Total financial contribution to community/social development projects or activities (Bath)	22,000.00	22,000.00	25,500.00
Percentage of financial contribution for community/social development projects or activities to total expense (%) ^(*)	0.002784	0.002662	0.003894
Percentage of financial contribution for community/social development projects or activities to total revenue (%) ^(*)	0.002748	0.002733	0.003974

Additional explanation : ^(*) Total revenues and total expenses from total financial statement

Remarks - This document is automatically generated based on information processed as received from the listed company on as is basis. The Stock Exchange of Thailand (SET) does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

ESG Performance

Company Name : THAI POLY ACRYLIC PUBLIC COMPANY LIMITED Symbol : TPA
Market : SET Industry Group : Industrials Sector : Petrochemicals & Chemicals

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

The Board of Directors of Thai Poly Acrylic Public Company Limited is obliged to perform its duties in the best interests of the Shareholders and shall treat its stakeholders and all parties concerned with utmost fairness and provide quality products and services to fit the needs and requirements of the customers.

The Board of Directors adheres to the principles of good corporate governance and have introduced recommendations under the guideline for listed companies 2017 issued by the Office of Securities and Exchange Commission (SEC). The guideline consists of 8 practices for director and to be the norm in controlling business transparent management and fair for the mutual benefit of the shareholders of the Company, stakeholders including society and communities in which the Company operates as following detail:

1. Recognizing the roles and responsibilities of the Board of Directors as leaders that create value for the business sustainably.
2. To determine the objectives and main goals of the business that are going for sustainability.
3. To strengthen the Board of Directors.
4. Recruiting and developing high-level executives and personnel management.
5. To promote innovation and responsible business operations.
6. Ensuring appropriate risk management systems and internal controls.
7. To maintain financial credibility and disclosure.
8. Support participation and communication with shareholders.

The Company has publicized Corporate Governance, Business Ethics Rules and Anti-Corruption Policy on its website <https://www.thaipolyacrylic.com>

The Company's Corporate Governance performance can be summarized as follows:

1. RIGHTS OF SHAREHOLDERS

The rights of Shareholders include all basic rights such as the right as an investor and the right as an owner of the Company including for instance the rights to buy new shares, sell or transfer owned shares, the rights to receive dividends, the rights to attend the Shareholders meetings, the rights to express or raise questions at the meetings, the rights to make decision by voting on the important affairs of the Company i.e. nomination of Directors, amendment of Memorandum of Association and Articles of Association of the Company etc. and acknowledge the Minutes of Annual Generals Meeting.

2. EQUITABLE TREATMENT OF SHAREHOLDERS

The Company shall provide the equitable treatment to every individual shareholder, every group of shareholders, major or minor shareholders as well as the investors and foreign investment institutions. The fundamental rights of the shareholders are preserved regardless of gender, age, origin, nationality, religion, belief or social status.

3. ROLES OF STAKEHOLDERS

The Company conducts its business responsibly in order to provide mutual benefits to all groups of stakeholders, and thereby ensuring that the administration and the business operations of the Company shall not have any impact on the rights of any stakeholder concerned.

4. DISCLOSURE AND TRANSPARENCY

Disclosure of information is a key index of transparency and an important factor to create confidence among investors and stakeholders. The Company values accurate disclosure of information and creates variety channels of disclosure of information so that all stakeholders can gain easy access to information.

5. RESPONSIBILITIES OF BOARD OF DIRECTORS

The Board of the Directors recognizes its roles and responsibilities in instituting policies and directions of the Company's operations in compliance with the law, the Company's objectives and regulations as well as the resolution from the Shareholders Meeting. The Company supervises and monitors departments to follow the SET policies effectively to maintain the Company's interest, increase economic value to the business and promote stability among shareholders based on good corporate governance. The Board of Directors has followed up the implementation of strategies for sustainable business management. Roles and responsibilities of Board of Directors toward the Company and Shareholders are important since the Board consists of the expert persons with leadership skills, sharp vision, knowledge and high experience. They have honesty and independence for decision making, which is beneficial to the Company's maximum interest and overall shareholders.

Policy and guidelines related to shareholders and stakeholders

1. THE RIGHTS OF SHAREHOLDERS

(1) Shareholders Meetings - As a rule, the Company schedules an Annual General Meeting of shareholders (AGM) within 4 months of the annual closing date of its accounting books. For urgent matters that affect or involve the shareholders' interests or relate to conditions, regulations or laws that require shareholders' approval, it calls an Extraordinary General Meeting of the shareholders. In 2025, an Extraordinary General Meeting was not held.

(2) In 2025, the Annual General Meeting of Shareholders was held on April 23, 2025 via Electronic Meeting (E-AGM) pursuant to the Emergency Decree on Electronic Meeting B.E.2563 relaying from Thai Poly Acrylic Public Company Limited 60-61 Moo 9, Phutthamnthon 4th Road, Krathumlom, Sam Phran, Nakhonpathom 73220, Thailand.

(3) Recognizing the importance of protecting and facilitating the exercise of Shareholders Rights, the Company has established a policy of equitable and fair treatment for all shareholders as follows:

(3.1) Promoting Exercise of Shareholders Rights

- The Company encourages all shareholders to exercise their rights in an equitable manner.
- All shareholders are encouraged to attend the shareholders meetings, and to provide comments and suggestions to the Board of Directors.

(3.2) Facilitating Shareholders Attendance and Voting at the Meetings

(3.3) The Company encourages shareholders' participation in decision making on important issues and voting on such issues at General Meetings. All resolutions are voted on by poll.

(3.4) Giving Information Relating to Shareholders Meetings. The Company will ensure that shareholders are informed in advance of General Meetings, of important information, criteria and procedures for those meetings, including the voting procedure for each agenda item. The Company will strive to provide all information regarding General Meetings to all Shareholders 21 days (but not less than 7 days) in advance, so that Shareholders can study all the information prior to attending the meeting. In addition, the Company will post all information on the Company's web site prior to sending out the notice of the meeting.

(3.5) Giving Opportunity to Shareholders to ask questions and express their Opinions in the Annual General Meetings.

(3.6) The Company will, at all General Meetings, provide the opportunity to all Shareholders to ask questions, express comments or offer any suggestions.

(4) Disclosure of Resolutions of Shareholders Meetings

The Company will submit the summary of resolutions of Shareholders Meetings to the Stock Exchange of Thailand within the date after the meeting or 9 am of the next working day at the latest. The Company will also submit the report of the Shareholders Meeting with Minutes (each agenda item clearly separated), number

of Directors in attendance and/or absent, questions raised by Shareholders and answers from the Directors and voting tallies of each agenda item to SET within 14 days and to the Ministry of Commerce within 30 days after the meetings. All meeting information will be accessible through the Companys website.

2. THE EQUITABLE TREATMENT OF SHAREHOLDERS

(1) Proposing Additional Meeting Agenda Items and Nomination of Directors

- To enable minor shareholders to take part in the operations of the Company, the Company has established criteria and process for them to propose meeting agenda items and/or nominate Directors in advance.
- The Company will post such criteria on its website and post an announcement on the website of SET to enable shareholders to propose meeting agenda items and/or nominate Directors in advance.

(2) Facilitating Shareholders at the Meetings

As most shareholders attending the Shareholder Meetings are Thais, the meetings will be conducted in the Thai language. The Companys website is bilingual.

(3) Appointing Proxies

To maintain the rights of shareholders who cannot attend Annual General Meetings in person, they have the right to appoint proxies or delegate their votes to any Independent Director in attendance. The Company will state the names of these Independent Directors in the proxy forms as defined by the Ministry of Commerce for voting on behalf of shareholders without conditions. The Company treats proxies as shareholder votes. Thirty days ahead of each meeting, the Company discloses the proxy form and procedures on its website. Shareholders may make further inquiries about this by phone or through other channels such as the Companys website and E-mail.

3. THE ROLES TOWARD STAKEHOLDERS

● To Shareholders

Operating a profitable business that leads to sustainable growth. The Company is committed to corporate governance in tandem with corporate social responsibility (CSR) to ensure investors that the Company provides sound investment returns and is sustainable. The Company has established channels for all stakeholders to contact directly through whistleblowing via its website www.thaipolyacrylic.com.

● To Employees

The Company regards all employees as the most valuable asset and shall continue to develop the competencies and the integrity of the employees. The Company shall provide its employees with good benefits and provide a workplace that is safe within a healthy environment. Professional development opportunities are provided for all employees, helping to continuously and sustainably increase their productivity. The Company has indicated the employees performance by using performance indicator to measure the employees performance. The Company will provide reasonable benefits to all employees based on their capabilities and competencies as well as career path and succession plan.

The employee benefits are divided into two categories: Short term benefits, and post employment benefits and other long term benefits

1. Short term employee benefits

The Company has a policy to consider remuneration for employees and executives in term of considering adjusting the rate of employment for employees and executives, they will consider the working conditions, Intentions of work assigned, duties and responsibilities, other abilities, Companys performance and also comparison with market competition. In part of considers the annual bonus, Company has a policy to pay every year. However, some criteria will be taken into consideration for approval, including the annual operating results of the Company, both financial and non-financial. The work of the staff and the team dedication to work under responsibility etc.

2. Post-employment benefits and other long-term employee benefits

(2.1) Defined Contribution plans

The Company and its employees have jointly established a provident fund. The fund is monthly contributed by Employees and by the Company.

(2.2) Defined Retirement Benefit plans and other long term employee benefits

The Company has obligations in respect of the severance payments to employees upon retirement under Labor Law and other employee benefit plans. The Company treats these severance payment obligations as a defined benefit plan. In addition, the Company provides other long term employee benefit plan, namely long service awards.

● **To Customers**

Ensuring customer satisfaction and loyalty by delivering world-class quality products and services at competitive prices. The Company takes customer satisfaction seriously, since customers are buyers and users of our products and services. The Company offers fair prices, quality products and accountability to customers and consumers, and is committed to consistently develop its products and to provide safe, integrated, attentive quality services in response to their needs. The Company has implemented quality, security, safety and occupational health standards in its operations in order to focus on quality management through efficient work processes with a view to deliver products and services that satisfy customers.

● **To Business Partners**

Observing fair and mutually beneficial business practices with all business partners while promoting trust as well as relationship and cooperation with a view to expand business capabilities and increase efficiency in a long-term partnership. Business partners are the key to business success through mutual support, and the Company treats them fairly. The Company strictly complies with contracts and values procurement processes. Clear procurement procedures have been formulated to ensure transparency, openness to scrutiny and mutual benefit.

The Company requires business partners to strictly conform to the rules about work safety and handling of tools, as well as other regulations, particularly in the type of work affecting health, safety and the surrounding environment.

The Company's approved Vendor List is prepared through a detailed selection process that reviews business /operational procedures of candidates to ensure that the business partners selected for the Vendor List are efficient and are capable of delivering products/services that meet the Company's requirements.

Reference link for the full version of corporate governance policy and guidelines : <https://www.thaipolyacrylic.com/corporate-governance>

Policy and guidelines related to the board of directors

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

Guidelines related to the board of directors : Nomination of directors, Determination of director remuneration, Independence of the board of directors from the management, Director development, Board performance evaluation, Corporate governance of subsidiaries and associated companies

Nomination of directors

The nomination of new Directors shall be conducted under clear, transparent, and verifiable principles. The Committee shall first assess the overall needs of the Board structure, including the appropriate number of Directors, proportion of independent Directors, required skills and expertise for effective governance, and any gaps in qualifications. The objective is not merely to fill a vacancy but to enhance the Board's capability in alignment with the Company's strategy.

Nominees must possess qualifications and must not have any prohibited characteristics under the Public Limited Companies Act, the Securities and Exchange laws, the Company's regulations and Articles of Association, applicable regulatory requirements, and the Company's Good Corporate Governance principles. For independent Director nominees, such individuals must meet the Company's definition of independence. If nominated for appointment as an audit committee member, additional qualifications required by relevant laws and regulations must also be satisfied.

Nominees should be qualified individuals with knowledge, capabilities, skills, experience, and diverse expertise beneficial to the Company's operations. They must demonstrate independence, perform their duties with due care and integrity, and be able to devote sufficient time to the Company. They should have a sound professional track record and must not engage in or be involved in businesses that compete with the Company, unless full disclosure has been made to shareholders prior to appointment and all legal requirements have been duly complied with.

Sources for Director nominations may include recommendations from Directors, proposals from shareholders, external search firms, Director pools maintained by relevant organizations, or other processes deemed appropriate by the Committee, taking into account the Company's context and specific needs at each point in time.

Reference link for Nomination of directors : https://www.thaipolyacrylic.com/uploads/investors/04-TPA_%E0%B8%81%E0%B8%8E%E0%B8%9A%E0%B8%B1%E0%B8%95%E0%B8%A3%E0%B8%84%E0%B8%93%E0%B8%B0%E0%B8%81%E0%B8%A3%E0%B8%A3%E0%B8%A1%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%AA%E0%B8%A3%E0%B8%A3%E0%B8%AB%E0%B8%B2%E0%B9%81%E0%B8%A5%E0%B8%B0%E0%B8%81%E0%B8%B3%E0%B8%AB%E0%B8%99%E0%B8%94%E0%B8%84%E0%B9%88%E0%B8%B2%E0%B8%95%E0%B8%AD%E0%B8%9A%E0%B9%81%E0%B8%97%E0%B8%99_2569-69a4e444aab0e1.pdf

Determination of director remuneration

The Nomination and Remuneration Committee to review and propose remuneration principles, structure, and forms for Directors and senior executives, ensuring appropriateness to roles and responsibilities, alignment with business size, complexity, and performance, and adherence to fairness, transparency, and explainability. Remuneration shall support long-term value creation, not encourage excessive or inappropriate risk-taking, and be capable of attracting and retaining qualified personnel.

With respect to Directors remuneration, the Company does not provide non-monetary benefits. Monetary remuneration, including annual retainer fees and meeting allowances, shall be paid only to independent Directors at rates approved by the shareholders meeting each year. Other Directors who are executive Directors or representatives of major shareholders who already receive compensation or benefits from employment or from major shareholders shall not receive additional Directors remuneration or meeting allowances.

Reference link for Determination of director remuneration : https://www.thaipolyacrylic.com/uploads/investors/04-TPA_%E0%B8%81%E0%B8%8E%E0%B8%9A%E0%B8%B1%E0%B8%95%E0%B8%A3%E0%B8%84%E0%B8%93%E0%B8%B0%E0%B8%81%E0%B8%A3%E0%B8%A3%E0%B8%A1%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%AA%E0%B8%A3%E0%B8%A3%E0%B8%AB%E0%B8%B2%E0%B9%81%E0%B8%A5%E0%B8%B0%E0%B8%81%E0%B8%B3%E0%B8%AB%E0%B8%99%E0%B8%94%E0%B8%84%E0%B9%88%E0%B8%B2%E0%B8%95%E0%B8%AD%E0%B8%9A%E0%B9%81%E0%B8%97%E0%B8%99_2569-69a4e444aab0e1.pdf

Independence of the board of directors from the management

Thai Poly Acrylic Public Company Limited places the highest importance on good corporate governance, recognizing the independence of the Board of Directors from management as a key mechanism in ensuring transparency, effective checks and balances, and the protection of the interests of shareholders and all stakeholder groups.

The Board of Directors comprises members with diverse experience, expertise, and business perspectives. The proportion of independent directors complies with the regulations of the Securities and Exchange Commission. All independent directors have no business, financial, or familial relationships with the Company, its major shareholders, or management that could compromise their independent judgment.

The Board has clearly defined roles and responsibilities in setting policies, determining strategic direction, and overseeing managements operations. The separation between policy-setting and day-to-day management functions is appropriately maintained to ensure an effective system of checks and balances. Meanwhile, management is responsible for executing operations in accordance with the plans and policies approved by the Board.

In addition, the Board supports holding meetings without managements presence (Executive Sessions), when deemed appropriate, to allow directors to freely exchange views on significant matters, including the transparent and fair evaluation of managements performance.

The Company firmly believes that an appropriately independent Board structure strengthens shareholder confidence, enhances the quality of strategic decision-making, and supports the Companys stable and sustainable long-term growth.

Director development

Thai Poly Acrylic Public Company Limited (TPA) places great importance on the continuous development of the knowledge, capabilities, and performance effectiveness of its directors. The Boards performance is regularly evaluated through a self-assessment process to identify strengths and areas for improvement. The results are collectively reviewed to establish both individual and organizational development plans.

The Company also supports the enhancement of directors knowledge and skills in key areas, including corporate governance, risk management, finance, and relevant legal matters. Progress is continuously monitored, and development plans are refined accordingly to ensure that directors are able to perform their duties effectively and independently, in alignment with the principles of good corporate governance.

Board performance evaluation

The Board of Directors has conducted both a collective board evaluation and individual self-assessments in accordance with the corporate governance guidelines for listed companies prescribed by the Stock Exchange of Thailand.

For the 2025 performance evaluation, the overall Board assessment concluded that the Board fulfilled its duties and responsibilities as defined, achieving a score of 4.7 out of 5.0, equivalent to 94 percent (the same level as in 2024 4.7 scores). The average result of the individual directors self-assessments was 4.6 out of 5.0, equivalent to 92 percent, representing a slight increase from 2024 (4.5 scores).

The evaluation criteria are structured into six key areas:

1. Board structure and qualifications
2. Roles, duties, and responsibilities of the Board
3. Board meetings
4. Board performance
5. Relationship with management
6. Directors self-development and executive development

The Audit Committee has fully performed its duties in accordance with its Charter and in compliance with the requirements of the Stock Exchange of Thailand regarding the qualifications, roles, and responsibilities of the Audit Committee.

The evaluation results will be utilized to further enhance and refine the Boards roles and responsibilities on an ongoing basis.

Corporate governance of subsidiaries and associated companies

- The Company has no subsidiaries or associated companies.

Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders : Yes

Guidelines and measures related to shareholders and stakeholders : Shareholder, Employee, Customer, Business partner

Shareholder

Section 1: Rights of Shareholders

1. Shareholders Meetings

Thai Poly Acrylic Public Company Limited convenes the Annual General Meeting of Shareholders (AGM) within four months from the end of its fiscal year. In cases of urgent necessity requiring consideration of special matters particularly those affecting or relating to shareholders interests, or matters requiring shareholders approval under applicable laws or regulations the Company will convene an Extraordinary General Meeting of Shareholders on a case-by case basis.

2. 2025 Annual General Meeting

In 2025, the Company held its Annual General Meeting of Shareholders on 23 April 2025 via electronic means (E-AGM) in accordance with the Emergency Decree on Electronic Meetings B.E. 2563 (2020). The meeting was broadcast from the Companys office at 60-61 Moo 9, Phutthamonthon Sai 4 Road, Krathum Lom Subdistrict, Sam Phran District, Nakhon Pathom 73220, Thailand.

3. Protection of Shareholders Rights

The Company recognizes the importance of protecting shareholders rights and facilitating the exercise of such rights. Accordingly, it has established policies to ensure equitable and fair treatment as follows:

(1) Encouragement of the Exercise of Rights

- All shareholders are equally encouraged to exercise their rights.
- Shareholders are encouraged to attend shareholders meetings and to express their opinions and suggestions to the Board of Directors.

(2) Facilitation of Attendance and Voting at Meetings

(3) Participation in Key Decisions

The Company supports shareholders participation in making decisions on significant matters, including voting at the AGM. All resolutions are subject to voting.

(4) Advance Notice of Shareholders Meetings

The Company provides advance notice of the AGM and discloses comprehensive information regarding key matters, scope, relevant procedures, and voting procedures for each agenda item. The Company ensures that all relevant information is delivered to shareholders at least 21 days in advance (and not less than 7 days as required by law) to allow sufficient time for review prior to the meeting. Such information is also published on the Companys website prior to the issuance of the formal notice.

(5) Opportunity to Raise Questions and Express Opinions

Shareholders are given the opportunity to ask questions and express opinions at the AGM.

(6) Open Forum at the AGM

At every AGM, all attendees are given the opportunity to ask questions, express views, and provide suggestions.

4. Disclosure of Shareholders Meeting Resolutions

The Company submits a summary of the AGM resolutions to the Stock Exchange of Thailand on the same day the meeting concludes.

The minutes of the shareholders meeting (clearly separated by agenda items), including the number of directors present/absent, shareholders questions and the Boards clarifications, and the voting results for each agenda item, are submitted to the Stock Exchange of Thailand within 14 days and to the Ministry of Commerce within 30 days after the meeting. The minutes are also published on the Companys website.

Section 2: Equitable Treatment of Shareholders

1. Proposal of Additional Agenda Items and Nomination of Director Candidates

- To promote minority shareholders participation in corporate oversight, the Company has established criteria and procedures allowing minority shareholders to propose additional agenda items and nominate qualified individuals for appointment as directors in advance.
- Such criteria are published on the Company's website and announced via the website of the Stock Exchange of Thailand.

2. Facilitation for Shareholders

As the majority of shareholders attending the meetings are Thai nationals, the meetings are conducted in Thai.

However, the Company's website is available in two languages.

3. Proxy

To protect the rights of shareholders who are unable to attend the AGM in person, shareholders may appoint another person or any independent director attending the meeting as their proxy. The names of eligible independent directors are specified in the proxy form prescribed by the Ministry of Commerce, enabling the proxy holder to attend and vote on behalf of the shareholder without conditions.

Where a shareholder appoints another person as proxy, the Company grants the proxy holder the same rights and treatment as the shareholder. The proxy form and detailed procedures are made available on the Company's website at least 30 days prior to the meeting date. Shareholders may also request additional information via telephone or other communication channels of the Company, such as its website or email.

Section 3: Recognition of Stakeholders Roles

● Shareholders

The Company's role is to conduct its business in a manner that generates sustainable profitability, based on the principles of good corporate governance, while concurrently taking responsibility for society, communities, and the environment (Corporate Social Responsibility). This approach aims to ensure investor confidence that the Company will deliver strong returns and sustainable growth.

In addition, the Company has provided channels through which shareholders may contact or submit complaints regarding matters that could potentially cause damage to the Company via its website.

Reference link for Shareholder : <https://www.thaipolyacrylic.com/corporate-governance>

Employee

Thai Poly Acrylic Public Company Limited places great importance on all employees and regards them as valuable assets of the Company. The Company supports and implements development plans to continuously enhance employees knowledge and capabilities, enabling them to apply their skills effectively and sustainably in their work.

In addition, the Company provides appropriate and beneficial welfare programs, ensures a safe working environment, and maintains sound occupational health and safety systems. Performance and potential assessments are conducted to evaluate employees systematically. Compensation is determined appropriately, taking into account employees knowledge and competencies, as well as their career path and the Company's succession planning framework.

Employee benefits are categorized into short-term benefits, post-employment benefits, and other long-term employee benefits.

Short-Term Employee Benefits

The Company has a policy for determining compensation for employees and executives. In considering salary adjustments, the Company takes into account working conditions, dedication to assigned duties and responsibilities, individual competencies, the Company's operating performance, and market competitiveness.

With regard to annual bonuses, the Company has a policy to provide bonuses each year, subject to approval based on key considerations, including the Company's annual performance (both financial and non-financial), individual and team performance, and dedication to responsibilities.

Post-Employment Benefits and Other Long-Term Employee Benefits

2.1 Provident Fund Scheme

The Company and its employees have jointly established a provident fund, consisting of monthly employee contributions and matching contributions from the Company.

2.2 Post-Employment and Other Long-Term Benefit Programs

The Company has obligations to pay severance benefits to employees upon termination of employment in accordance with labor law and the Company's benefit programs. Such severance payments are recognized as post-employment benefit obligations.

In addition, the Company provides other long-term employee benefits, including long-service award programs for employees who complete specified service periods.

Reference link for Employee : https://www.thaipolyacrylic.com/uploads/policy2024-001-EN_Human_Resource_Management.pdf

Customer

Thai Poly Acrylic Public Company Limited places the highest priority on customer satisfaction and brand loyalty by delivering products and services of world-class quality at reasonable prices. The Company recognizes that customers are fundamental to its success and therefore is committed to providing high-quality products at fair prices, while upholding responsibility and accountability toward its customers.

The Company is dedicated to the continuous development of its products and the provision of comprehensive, safe, and reliable services, with close attention to service quality in order to effectively respond to customers' needs.

In addition, the Company has implemented management systems covering quality, occupational health and safety, and environmental management to strengthen operational standards and ensure the delivery of products and services that consistently achieve high levels of customer satisfaction.

Business partner

Thai Poly Acrylic Public Company Limited places great importance on its suppliers and treats them equitably based on fair competition and mutual benefit in conducting business. The Company fosters trust, strong relationships, and collaboration in enhancing capabilities and improving business efficiency, with the objective of building long-term business partnerships. Suppliers are regarded as key contributors to business success through mutual support and cooperation.

The Company treats suppliers fairly and strictly complies with contractual obligations. It emphasizes a transparent and auditable procurement process by establishing clear procurement procedures to ensure mutual benefits and maximum efficiency.

The Company also requires suppliers to strictly comply with safety regulations relating to work practices, the use of equipment, and other relevant rules and requirements, particularly in operations that may impact safety, occupational health, and the environment.

An Approved Vendor List has been established through a comprehensive selection process. The Company reviews the operational manuals of applicants seeking vendor registration to ensure that the selection procedures result in high-performing suppliers capable of delivering goods and services that meet the Company's requirements.

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

The Company has published its Corporate Governance Manual, Code of Conduct, and Anti-Corruption Policy, which are available on the website of Thai Poly Acrylic Public Company Limited at <https://www.thaipolyacrylic.com>, where detailed information can be accessed.

Reference link for the full version of business code of conduct : [https://www.thaipolyacrylic.com/uploads/investors/Code_of_Conduct_Hand_Book_%E0%B8%84%E0%B8%B9%E0%B9%88%E0%B8%A1%E0%B8%B7%E0%B8%AD%E0%B8%89%E0%B8%9A%E0%B8%B1%E0%B8%9A_23_Feb_2023_Final_\(1\)-66f0b65e3fbe51.pdf](https://www.thaipolyacrylic.com/uploads/investors/Code_of_Conduct_Hand_Book_%E0%B8%84%E0%B8%B9%E0%B9%88%E0%B8%A1%E0%B8%B7%E0%B8%AD%E0%B8%89%E0%B8%9A%E0%B8%B1%E0%B8%9A_23_Feb_2023_Final_(1)-66f0b65e3fbe51.pdf)

Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information, Compliance with laws, regulations, and rules, Anti-unfair competitiveness, Information and IT system security, Environmental management, Human rights, Safety and occupational health at work, Other guidelines related to business code of conduct

Prevention of Conflicts of Interest

The Company has clearly established a policy requiring employees at all levels, including directors, managers, and representatives of the Company, to avoid involvement in any situation that may give rise to a conflict between personal interests whether personal or financial and the interests of the Company.

Employees whose duties involve contact, coordination, or engagement with customers, suppliers, contractors, competitors, or any individuals or organizations that have or may have business relationships with the Company must perform their responsibilities with due regard to the Company's best interests. They must not allow personal relationships, personal preferences, or any form of personal interest to influence their decisions or the performance of their duties.

In the event that an employee encounters or has reasonable grounds to suspect a potential conflict of interest, the employee is required to promptly disclose such information and seek guidance from his or her supervisor or the Human Resources Manager. This enables the Company to consider and determine appropriate measures in alignment with the principles of good governance, transparency, and sound corporate governance practices.

Reference link for Prevention of Conflicts of Interest : https://www.thaipolyacrylic.com/uploads/policy2026-013-EN_Conflict_of_Interest_Control_and_Management_Policy.pdf

Anti-corruption

The Company is committed to conducting its business with fairness, transparency, and adherence to ethical principles, as well as good corporate governance practices, in order to strengthen the organization's stability and long-term sustainability. This commitment is carried out alongside continuous responsibility toward society, the environment, and all stakeholders. The Company recognizes that conducting business with integrity and transparency forms the essential foundation for building trust and credibility at the organizational level.

On 9 October 2015, the Company announced and implemented its Anti-Corruption Policy, which applies to employees at all levels, including directors, executives, and representatives of the Company, both domestically and internationally. The policy clearly sets out principles and guidelines prohibiting the offering, promising, or giving of any benefits whether in the form of money, property, services, gifts, entertainment, or any other advantages to government officials, government agencies, or any other persons for the purpose of inducing improper action or inaction in order to obtain or retain unfair business advantages. Such prohibition also extends to actions conducted through third parties, which are strictly considered violations of the Company's policy and good corporate governance principles.

In addition, the Company has clearly demonstrated its intention to combat corruption. The Board of Directors has resolved to approve the Company's participation as a member of the Thailand's Private Sector Collective Action Coalition Against Corruption (CAC), reflecting its commitment to conducting business with transparency, good governance, and zero tolerance for corruption. The Company has been certified and has renewed its CAC membership status, with the current certification valid for a three-year period from 30 September 2023 to 30 September 2026.

At present, the Company is preparing and undertaking the necessary procedures to renew its CAC certification for the next term, reaffirming its continued commitment to anti-corruption principles, transparent business conduct, and the strengthening of its corporate governance system in alignment with relevant standards.

The Company's ongoing participation in and maintenance of CAC membership status reflects its genuine dedication to fostering an organizational culture grounded in integrity, transparency, and social responsibility, as well as conducting business in accordance with good governance principles and international standards, thereby reinforcing sustainable confidence among shareholders, investors, customers, business partners, and all stakeholders.

Reference link for Anti-corruption : https://www.thaipolyacrylic.com/uploads/policy2026-018-EN_Anti-Corruption_Policy2026.pdf

Whistleblowing and Protection of Whistleblowers

Whistleblowing, Reporting Channels, and Consultation on Corruption-Related Matters

Complaints, whistleblowing reports, or requests for consultation regarding corruption-related matters may be submitted through the following channels:

1. Immediate Supervisor or Human Resources Manager
2. Audit Committee
Email: Audit.Committee@thaipolyacrylic.com
3. Secretary to the Managing Director (by mail)
6061 Moo 9, Phutthamonthon Sai 4 Road
Krathum Lom Subdistrict, Sam Phran District
Nakhon Pathom 73220, Thailand
4. The Company's website: www.thaipolyacrylic.com
5. Whistleblowing Hotline
Website: https://www.pfa-japan.net/mcgap_whistleblow
Password: Apkaiteki

The Company will forward all complaints or reports received through the aforementioned channels into a formal investigation process to ascertain the facts. The results of the investigation will be communicated to the complainant or whistleblower within 30 days.

The Company shall maintain confidentiality, ensure fairness, and provide protection to employees or any other persons who report, in good faith, any information or evidence relating to corruption involving the Company.

Prevention of Misuse of Inside Information

Policy on the Prevention of Insider Trading and the Use of Inside Information

Insider trading constitutes a violation of law and business ethics, as it involves the use of material information that has not yet been publicly disclosed for personal gain or for the benefit of others. Such conduct is in breach of the Securities and Exchange Act B.E. 2535 (1992) and is inconsistent with the principles of good corporate governance.

The Company has therefore established clear policies and measures to prevent directors, executives, employees, and related persons from using or disclosing inside information for the purpose of trading the Companys securities or for any improper benefit, whether conducted directly, indirectly through another person, or by disclosing such information to external parties for trading decisions. Any such action constitutes a serious violation of the Companys policy and may result in legal liability under applicable laws.

The Company has implemented guidelines and control measures to supervise the use of inside information and securities trading. Continuous communication and awareness programs are provided to directors, executives, and employees to ensure proper compliance. The key principles are summarized as follows:

1) Compliance with Applicable Laws and Regulations

All directors, executives, and employees are required to strictly comply with the prohibitions on insider trading as prescribed under the Securities and Exchange Act B.E. 2535 (1992) and other relevant laws and regulations.

2) Blackout Period

The Company imposes blackout periods during which certain persons are prohibited from buying, selling, or transferring the Companys securities. The blackout period covers:

- A period of 30 days prior to the disclosure of quarterly and annual financial statements;
- Periods prior to the disclosure of other material information that may affect the price of the Companys securities; and
- Other periods as determined by the Company from time to time.

Exceptions may apply where required by law or pursuant to a court order. The Company Secretary shall notify the relevant persons in advance.

Persons subject to the blackout period include individuals who, by virtue of their position or duties, may have access to inside information, including:

- a) Directors
- b) Executives
- c) Executives and employees whose duties involve or provide access to inside information
- d) Spouses and minor children of the persons listed in (a) to (c)
- e) Executives and employees attending meetings of the Board of Directors and/or sub-committees
- f) Other persons as designated by the Company

3) Reporting of Securities Holdings and Changes in Holdings

The Company requires relevant persons to report their holdings of the Companys securities, including those held by their spouses and minor children, in accordance with the following requirements:

(3.1) Initial Reporting of Securities Holdings

- Directors and executives must report their securities holdings within 7 business days from the date of appointment, using the prescribed report form (Form 89/14).
- Other designated persons must report within 7 business days from the date of notification by the Company Secretary, using the Companys prescribed securities holding report form.

(3.2) Reporting of Changes in Securities Holdings

- Directors and executives must report any purchase or sale of securities within 3 business days from the transaction date, using the prescribed change report form (Form 99/14-1).

- Other designated persons must report any change in securities holdings within 3 business days, using the Company's prescribed form.

In addition, directors and executives are required to report their own securities holdings and any changes therein, including those of their spouses and minor children, to the Office of the Securities and Exchange Commission in accordance with Section 59 of the Securities and Exchange Act B.E. 2535 (1992).

4) Reporting to the Board of Directors

The Company Secretary is responsible for compiling and summarizing reports on securities holdings and changes in holdings and presenting them to the Chairman of the Board, the Chairman of the Audit Committee, and the Chairman of the Executive Committee within the specified timeframe. Such reports shall also be presented to the Board of Directors at its next meeting for acknowledgment.

5) Disciplinary Measures and Legal Liability

Any director, executive, or employee who violates this policy may be subject to disciplinary action in accordance with the Company's regulations, which may include termination of employment. In addition, the offender may incur civil and criminal liabilities under applicable laws.

The Company places great importance on preventing the misuse of inside information and has established appropriate control systems to ensure compliance with laws, ethical standards, and good corporate governance principles. These measures form a fundamental basis for maintaining the confidence of shareholders, investors, and all stakeholders.

Management and Use of Inside Information

The Company has clearly established a policy on the use and confidentiality of inside information since 1996. Executives and employees at all levels are required to strictly adhere to the Company's Code of Good Corporate Governance and Code of Conduct to ensure that the Company's operations are conducted with transparency, accountability, and in alignment with good corporate governance principles.

The Company has implemented guidelines and requirements regarding document classification, document management systems, and electronic data control to provide employees with appropriate and secure operational practices. All employees are required to study, understand, and strictly comply with the relevant regulations and instructions.

Information, documents, and data created within the Company or within the group of companies are considered the Company's property and constitute important business information. Employees are therefore prohibited from disclosing, transmitting, or disseminating such information to external parties unless disclosure is required by law or expressly authorized by an authorized person. This is to safeguard the Company's interests and stability.

Furthermore, employees are obligated to maintain the confidentiality of any information obtained in the course of their duties and must not use such information for personal gain or for the improper benefit of others. Compliance with these principles represents a fundamental responsibility of all employees and is an essential component in preserving the Company's credibility and long-term sustainability.

Compliance with laws, regulations, and rules

Compliance with Applicable Laws and Standards

Thai Poly Acrylic Public Company Limited (the Company) places great importance on conducting its business in full compliance with applicable laws, regulations, and relevant standards. The Company adheres to the rules and practices prescribed by regulatory authorities, including accounting standards, tax regulations, and other

business-related requirements, to ensure that its operations are carried out accurately, transparently, and in a verifiable manner. Such compliance forms a fundamental basis for strengthening credibility and fostering trust among all stakeholders.

In addition, the Company regularly reviews and evaluates its operational systems to ensure alignment with applicable legal requirements, relevant standards, and generally accepted practices. The Company also emphasizes the continuous development and improvement of its management systems, including obtaining and maintaining certifications from relevant authorities, such as certifications related to information management standards, information security standards, and membership certification in anti-corruption collective action initiatives.

These practices reflect the Company's commitment to conducting business under the principles of good governance, transparency, and proper regulatory compliance, which are essential components of sound corporate governance and effective organizational management.

Anti-unfair competitiveness

The Company is committed to conducting its business under the principles of fair competition, in full compliance with applicable laws and in alignment with recognized standards of business ethics. The Company treats its competitors with honesty, transparency, and fairness, and does not seek business advantages through improper means or in violation of laws and ethical principles.

The Company has established clear policies and guidelines to promote fair competition and ensure that its business operations comply with relevant laws, including competition regulations and generally accepted standards of business conduct. The Company emphasizes competing on the basis of capability, product and service quality, and organizational credibility.

Furthermore, the Company does not permit directors, executives, or employees to improperly seek, access, disclose, or use competitors' confidential business information. The Company strictly prohibits any actions that infringe upon intellectual property rights, trade secrets, or that involve collusion or any conduct that restricts or distorts competition in violation of applicable laws, regulations, and ethical standards.

The Company remains dedicated to conducting its business with integrity, transparency, and accountability, in accordance with good corporate governance principles and appropriate business standards.

Reference link for Anti-unfair competitiveness : https://www.thaipolyacrylic.com/uploads/policy2026-012-EN_Anti-Monopoly_and_Competition_Law_Compliance_Policy.pdf

Information and IT system security

Policy and Guidelines on Personal Data Management and Protection

Thai Poly Acrylic Public Company Limited (the Company) places great importance on maintaining the security and protection of personal data of its employees, shareholders, customers, business partners, and all groups of stakeholders. Such personal data may exist in both electronic and non-electronic forms, including text, photographs, and other information related to the Company's operational processes.

The Company has established a Personal Data Protection Policy to ensure that the collection, use, disclosure, and transfer of personal data are carried out in compliance with the Personal Data Protection Act (PDPA) and other applicable laws, as well as in alignment with international standards. The Company has implemented appropriate governance, preventive, and risk management measures to safeguard personal data and to prevent any violation of the rights of data subjects.

Guidelines for Personal Data Management

1. Establishment of Personal Data Protection Policy and Practices

Thai Poly Acrylic Public Company Limited (the Company) has formally implemented a Personal Data Protection Policy outlining principles and responsibilities relating to the protection of personal data, including the collection, use, disclosure, retention, and security of such data. The policy also prescribes control measures and disciplinary actions in cases of non-compliance, ensuring that operations are conducted in accordance with applicable legal requirements and can be effectively implemented in practice.

2. Appointment of the Compliance Committee

The Company has established a Compliance Committee comprising the Chairman of the Board, senior executives, and representatives from relevant departments. The Committee is responsible for overseeing, reviewing, and monitoring personal data protection practices, as well as assessing compliance with applicable laws, Company policies, and internal regulations.

3. Oversight, Complaint Handling, and Related Actions

The Company has designated responsible representatives or units to oversee personal data protection matters. Their responsibilities include receiving complaints from data subjects through designated channels, conducting fact-finding investigations, preparing reports for submission to the relevant committees for consideration, and notifying complainants of the outcome within an appropriate timeframe. These processes are designed to ensure compliance with legal requirements and the Company's policies.

4. Data Inventory and Security Control Measures

The Company maintains a record of personal data in both electronic and non-electronic formats. This data inventory is used to classify data types, assess associated risks, and establish appropriate control measures for the collection, use, and disclosure of personal data. The Company has implemented information security measures in accordance with relevant standards to prevent unauthorized access, use, or disclosure of personal data.

Cyber Security Policy

Thai Poly Acrylic Public Company Limited (the Company) recognizes the importance of managing cyber security risks, including various forms of threats such as unauthorized system access, cyberattacks, data breaches, and other actions that may compromise the security of information systems. Such threats may adversely affect business operations, system continuity, and the Company's credibility.

To address these risks, the Company has established a Cyber Security Policy to serve as a governance framework for managing the organization's information technology systems. The policy emphasizes prevention, monitoring, and appropriate response to cyber threats, and sets out control and protective measures aligned with generally accepted standards.

The objective of this policy is to strengthen the security of the Company's information systems, mitigate risks that may impact business operations, and ensure that information technology management is conducted in accordance with good corporate governance principles and applicable regulatory requirements.

Reference link for Information and IT system security : https://www.thaipolyacrylic.com/uploads/policy2026-010-EN_Personal_Data_Protection_Policy.pdf

Environmental management

Environmental Policy

Thai Poly Acrylic Public Company Limited (the Company) places great importance on conducting its business with environmental and social responsibility in a sustainable manner. The Company recognizes that its business operations may have both direct and indirect environmental impacts, which could adversely affect biodiversity and contribute to climate change.

The Company has been certified under ISO 14001:2015 for its Environmental Management System. Accordingly, the Company is committed to operating in an environmentally responsible manner by using resources efficiently, preventing pollution, managing waste effectively, protecting biodiversity, and reducing greenhouse gas emissions in pursuit of a low-carbon economy.

The Company promotes and develops employees knowledge and awareness to ensure responsible practices throughout all operational processes. It also provides appropriate resources to support environmental management efforts and extends environmental awareness to its business partners.

To formalize this commitment, the Company has established an Environmental Policy to be strictly adhered to and implemented, fostering a strong green culture throughout the organization.

Environmental and Natural Resource Stewardship

Thai Poly Acrylic Public Company Limited is committed to protecting the environment and conserving natural resources through the following practices:

- **Legal and Regulatory Compliance:** Comply with all applicable environmental laws, regulations, other current and future requirements, and binding commitments. Maintain and continually improve the Environmental Management System in accordance with ISO 14001:2015 and relevant group business practices, adopting such requirements as minimum operational standards.
- **Environmental Monitoring and Risk Management:** Monitor environmental performance by setting objectives, assessing environmental risks, and implementing appropriate control measures to mitigate identified risks.
- **Process and Operational Improvement:** Continuously improve production processes, equipment, and work practices to minimize environmental and community impacts.
- **Green Procurement Policy:** Prioritize business partners that operate in an environmentally responsible manner and give preference to environmentally friendly products and services.
- **Efficient Procurement Management:** Manage all procurement activities efficiently to minimize waste generation.
- **Sustainable Resource Utilization:** Control and prevent operational impacts in accordance with established standards, emphasizing sustainable resource use and waste reduction under the 3Rs principle (Reduce, Reuse, Recycle).
- **Energy and Resource Efficiency:** Efficiently manage fuel, water, energy, and electricity consumption by setting annual objectives, targets, and performance monitoring measures.
- **Promotion of Renewable Energy:** Encourage increased utilization of renewable energy sources.
- **Communication and Stakeholder Engagement:** Cooperate in and disseminate environmental information and policies to employees, stakeholders, and external parties in both the public and private sectors.
- **Environmental Training and Awareness:** Provide appropriate environmental training for employees, contractors, business partners, and other relevant stakeholders to enhance understanding and effective implementation of environmental regulations and policies.
- **Transparency and Public Disclosure:** Disclose and communicate environmental performance to the public, listen to stakeholder feedback and suggestions, and use such input to improve operations that may impact the environment.
- **Responsible Product Development:** Uphold responsibility in product development to ensure that products are safe for users and environmentally responsible throughout their life cycle.

Through these measures, the Company fosters a strong environmental culture and reinforces its commitment to sustainable development.

Pollution Reduction and Climate Change Mitigation

- Establish long-term greenhouse gas (GHG) emission reduction targets to promote sustainable practices.

- Identify sources of greenhouse gas emissions, calculate emission volumes, and implement measures 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, industrial waste, and food waste, and implement waste management plans to reduce waste generation. Where waste reduction is not feasible, appropriate recycling measures must be applied.
- Manage and properly dispose of residual waste to prevent adverse impacts on local communities and the surrounding environment.
- Continuously provide support in terms of information, personnel, budget, working time, training, and awareness-building for employees and relevant stakeholders to achieve environmental and climate change management objectives and targets, fostering a green organizational culture.

Biodiversity and Ecosystem Conservation

- Assess, analyze, and regularly review the impacts of business operations that may affect the environment, biodiversity, and climate change in a comprehensive manner.
- Develop environmentally friendly processes and products to minimize potential impacts on the environment, biodiversity, pollution, waste generation, and climate change arising from the Company's operations or products.
- Support and promote participation in biodiversity conservation, including the appropriate management of Company assets, with particular attention to protected areas and regions of high biodiversity value, in order to reduce impacts on natural ecosystems.
- Establish measures to prevent the introduction of invasive alien species into local ecosystems, and prioritize the use of native species for landscaping and ecosystem restoration whenever feasible, especially within natural landscapes.
- Communicate effectively with management and employees to enhance knowledge and understanding, raise awareness of environmental protection, biodiversity conservation, and climate change, and foster a green organizational culture.
- Give due importance to listening to the voices of communities and relevant stakeholders in accordance with human rights principles, including engagement with relevant authorities in potential development projects, in order to mitigate impacts on ecosystems and affected stakeholders.

Reference link for Environmental management : https://www.thaipolyacrylic.com/uploads/policy2024-008-EN_Environmental.pdf

Human rights

Human Rights and Labor Practices Policy

Respect for Human Rights, Equality, and Diversity

Thai Poly Acrylic Public Company Limited (the Company) is committed to respecting and protecting human rights, recognizing that human dignity, equality, and acceptance of diversity are fundamental to responsible business conduct. The Company ensures that its employment processes, policies, and working environment align with human rights principles in order to promote an organizational culture that values fairness, mutual respect, and inclusive participation. This commitment extends to all relevant stakeholders, including:

The Company's employees, including permanent staff, temporary staff, and on-site contractors

- Business partners and suppliers
- Customers and product users
- Communities and society surrounding the Company's operations
- Government authorities and relevant organizations
- Other agencies or organizations collaborating with the Company

Human Rights and Labor Practice Guidelines

1. Respect for Human Rights

The Company conducts its business in accordance with the principle of non-violation of human rights and complies with applicable national and international standards. Equal employment opportunities and fair treatment are ensured for all employees without discrimination on the basis of gender, age, race, religion, disability, or any other personal characteristic.

2. Support for Employees with Disabilities

The Company promotes the potential of employees with disabilities by providing appropriate facilities, equipment, and workplace adjustments to enable them to perform their duties effectively and appropriately.

3. Promotion of Equality and Inclusion

The Company fosters an open and respectful working environment by promoting equality across all aspects of employment, including recruitment, appointment, development, and training. Discrimination in any form is not tolerated.

4. Prevention of Inappropriate Conduct and Rights Violations

The Company does not tolerate any actions, communications, or behaviors that may violate human rights or undermine the dignity and respect of individuals. Appropriate measures will be taken in cases of non-compliance with these principles.

Legal Compliance and Promotion of Labor Standards

The Company strictly complies with applicable labor laws and related regulations, covering key matters as follows:

- Compliance with labor laws and related requirements, including provisions concerning female labor, child labor, and the prevention of forced labor
- Promotion of employee development and capacity building through appropriate training and development programs
- Provision of suitable workplaces and facilities to accommodate employees needs, including employees with disabilities and post-retirement employees
- Promotion of understanding regarding diversity, equality, and non-discrimination to create a respectful working environment
- Zero tolerance for any communication or behavior that is insulting, abusive, or detrimental to an individuals dignity and rights
- Establishment of appropriate and confidential channels for employees to safely express opinions, suggestions, or concerns, with proper review and follow-up procedures

In cases where actions inconsistent with this policy are identified, the Company will conduct fact-finding investigations and implement appropriate measures to ensure that its operations remain aligned with human rights principles, applicable laws, and relevant standards.

Reference link for Human rights : https://www.thaipolyacrylic.com/uploads/policy2026-017-EN_Policy_and_Guidelines_on_Fair_Safe_and_Human_Rights_Respectful_Recruitment.pdf

Safety and occupational health at work

The Company is committed to creating a safe and healthy working environment for all employees. Occupational health and safety (OHS) is regarded as an integral part of the business and a key social responsibility. Accordingly, the Company has established the following policy guidelines:

1. The Company is committed to complying with applicable laws, regulations, business ethics, and relevant obligations both current and future as well as group standards. These requirements shall be adopted as the minimum operational standards.

2. Regularly assess and manage risks related to occupational health and safety, while identifying opportunities to prevent and control hazards, injuries, and work-related illnesses in order to continuously improve safety measures.
3. Promote and support ongoing safety and health training for employees to ensure awareness of personal safety and the ability to perform duties safely, effectively, and sustainably.
4. Strive toward the goal of zero workplace accidents and the prevention of work-related injuries by promoting occupational health and safety through systematic and continuous activities and programs.
5. Allocate adequate resources to ensure that occupational health and safety operations align with the Companys policy, objectives, and targets.
6. Include compliance and cooperation in occupational health and safety regulations as a key component of each employees annual performance evaluation.
7. Establish occupational health and safety standards for contractors and visitors, ensuring compliance with the Companys policies and regulations.
8. Define occupational health and safety responsibilities as the duty of all executives and employees, both during and outside working hours.
9. Promote collaboration and ensure continuous and appropriate communication of safety information, news, and policies to employees, stakeholders, and external parties including public and private sector entities to strengthen shared awareness and understanding of safety practices.
10. Conduct regular monitoring, inspection, and evaluation of occupational health and safety performance, leveraging modern technologies and diverse data sources to drive continuous improvement toward maximum efficiency and sustainability.

Reference link for Safety and occupational health at : https://www.thaipolyacrylic.com/uploads/policy2026-002-work_EN_Safety_and_Health_Policy2025.pdf

Tax Policy

Thai Poly Acrylic Public Company Limited (the Company) conducts its business with transparency and in accordance with good corporate governance principles. The Company recognizes its role and responsibility as a responsible taxpayer and places great importance on proper, transparent, and lawful tax management, planning, and compliance with all applicable laws and regulations.

To ensure effective tax operations, the Company has established this Tax Policy as a framework for tax strategy management, appropriate tax practices, and tax risk management, aligned with its business operations and legal requirements.

To achieve these objectives, the Company has defined the following tax guidelines:

1. Tax Governance
 - The Company adheres to good corporate governance principles and is committed to responsible tax management. It strictly complies with applicable tax laws and regulations and maintains appropriate internal control systems to ensure that tax operations are conducted in accordance with established policies and subject to review by relevant authorities.
 - The Company emphasizes transparency in its tax operations and ensures accurate, complete, and lawful disclosure of relevant tax information in accordance with statutory requirements.
2. Tax Risk Management
 - The Company prioritizes effective tax risk management in compliance with applicable laws and regulations. It supports ongoing training and knowledge development for relevant employees to ensure accurate and appropriate tax practices.
 - The Company utilizes tax incentives and benefits as prescribed by law in a proper manner and refrains from engaging in improper tax avoidance or implementing tax structures that are inconsistent with the intent of the law.
 - The Company carefully evaluates and analyzes tax implications when entering into new transactions or when there are changes in tax legislation, to ensure compliance and alignment with the Companys business direction.

3. Tax Planning and Operational Practices

- The Company systematically manages and plans its tax matters, including tax payments, tax refunds, and tax reporting, in compliance with applicable laws and regulations, while ensuring accuracy, appropriateness, and consideration of the interests of the Company and its stakeholders.
- The Company ensures that tax returns and tax payments are filed accurately, completely, and within prescribed deadlines in accordance with the requirements of relevant authorities.
- The Company establishes structured processes for the preparation and review of tax information, including data verification and approval by authorized personnel prior to submission, to ensure careful and standardized tax operations.

This Tax Policy reflects the Company's commitment to conducting its business with transparency, accountability, and full compliance with applicable laws and good corporate governance principles.

Reference link for the other policy and guidelines : https://www.thaipolyacrylic.com/uploads/policy2026-008-EN_Tax_Policy.pdf

Promotion of compliance with the business code of conduct

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

The Company regularly provides training and knowledge assessments on ethics and various aspects of corporate governance practices to executives and employees at all levels. This is to enhance proper understanding and to encourage the effective application of ethical principles and good corporate governance in their daily work.

Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption networks : Yes

Anti-corruption networks or projects the company has joined or declared intent to join : Thai Private Sector Collective Action Against Corruption (CAC)
CAC membership certification status : Certified
Certification document of CAC membership status : CAC Certification.jpg

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

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

In the past year, did the company review the corporate governance policy and guidelines, or : Yes

board of directors charter

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

Thai Poly Acrylic Public Company Limited has continuously developed and enhanced its corporate governance policies and practices, including the Board Charter, to ensure alignment with applicable laws, regulatory requirements, and internationally recognized best practices. The Company places emphasis on strengthening the roles and responsibilities of the Board of Directors, enhancing transparency and disclosure, improving risk management and internal control systems, and integrating sustainability and ESG considerations into its governance framework, in order to support the Company's stable and sustainable long-term growth.

Implementation of the CG Code for listed companies

Implementation of the CG Code as prescribed by the : Fully implement
SEC

The Company strictly adheres to and complies with the principles of good corporate governance for listed companies, with due consideration for transparency, accountability, fairness, and the creation of sustainable value for shareholders and all stakeholders. The Board of Directors is responsible for setting the Company's direction and strategy, and for overseeing operations to ensure compliance with applicable laws, regulations, and the Code of Conduct. The Company also maintains effective risk management and internal control systems, as well as adequate and reliable disclosure practices, in order to strengthen stakeholder confidence and support stable, long-term growth.

Other corporate governance performance and outcomes

In 2025, the Company received an overall average score of 80 from the Corporate Governance Report of Thai Listed Companies 2025 (CGR Checklist), conducted by the Thai Institute of Directors Association (IOD). In addition, the Company achieved a score of 94 out of 100 under the 2025 Annual General Meeting (AGM) Quality Assessment Project (AGM Checklist), organized by the Thai Investors Association (TIA).

Corporate Governance Structure

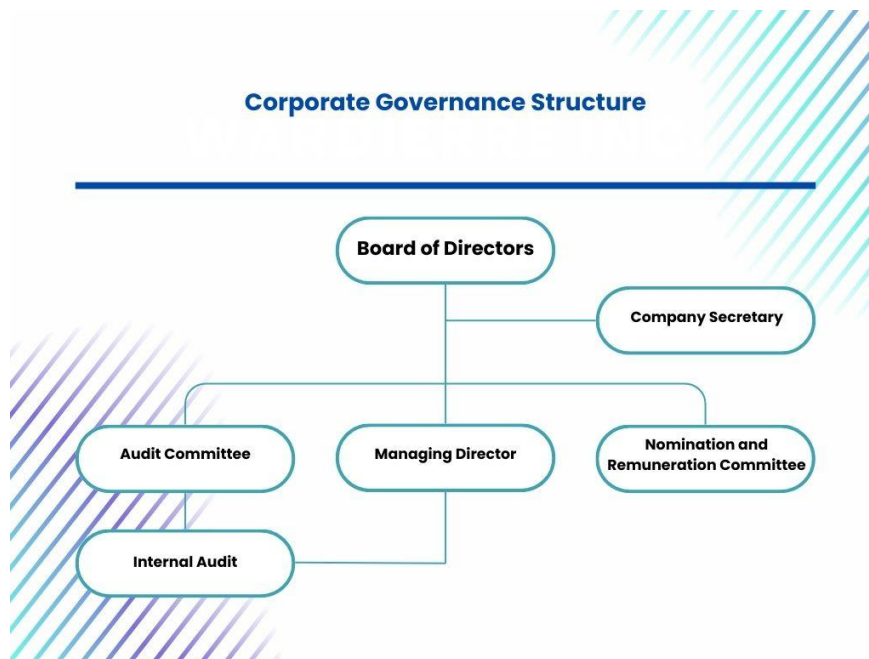
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2025

Corporate governance structure diagram



Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2023		2024		2025	
	Male (persons)	Female (persons)	Male (persons)	Female (persons)	Male (persons)	Female (persons)
Total directors	9		9		9	
	9	0	9	0	8	1
Executive directors	3		3		3	
	3	0	3	0	3	0
Non-executive directors	6		6		6	
	6	0	6	0	5	1
Independent directors	3		3		3	
	3	0	3	0	2	1
Non-executive directors who have no position in independent directors	3		3		3	
	3	0	3	0	3	0

	2023		2024		2025	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Total directors	100.00		100.00		100.00	
	100.00	0.00	100.00	0.00	88.89	11.11
Executive directors	33.33		33.33		33.33	
	33.33	0.00	33.33	0.00	33.33	0.00
Non-executive directors	66.67		66.67		66.67	
	66.67	0.00	66.67	0.00	55.56	11.11
Independent directors	33.33		33.33		33.33	
	33.33	0.00	33.33	0.00	22.22	11.11
Non-executive directors who have no position in independent directors	33.33		33.33		33.33	
	33.33	0.00	33.33	0.00	33.33	0.00

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

	2023		2024		2025	
	Male (years)	Female (years)	Male (years)	Female (years)	Male (years)	Female (years)
Average age of board of directors	57		59		58	
	57	0	59	0	60	48

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Mr. PETER ANDREW BOAGEY</p> <p>Gender: Male</p> <p>Age : 58 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Engineering</p> <p>Thai nationality : No</p> <p>Residence in Thailand : No</p> <p>Family relationship between directors and executives : Doesnt Have</p> <p>Legal offenses in the past 5 years ^(*) : Doesnt Have</p> <p>DAP course : No</p> <p>DCP course : No</p>	<p>Chairman of the board of directors (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Newly appointed director to replace the ex-director</p>	15 Dec 2025	<p>Petrochemicals & Chemicals, Strategic Management, Business Administration, Engineering, Project Management</p>
<p>2. Mr. JAN DAM PEDERSEN</p> <p>Gender: Male</p> <p>Age : 75 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : No</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesnt Have</p> <p>Legal offenses in the past 5 years ^(*) : Doesnt Have</p> <p>DAP course : Yes</p> <p>DCP course : Yes</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	24 Apr 2015	<p>Audit, Economics, Finance, Strategic Management, Governance/ Compliance</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. DAI OYAMA</p> <p>Gender: Male</p> <p>Age : 56 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Law</p> <p>Thai nationality : No</p> <p>Residence in Thailand : No</p> <p>Family relationship between directors and executives : Doesnt Have</p> <p>Legal offenses in the past 5 years ^(*) : Doesnt Have</p> <p>DAP course : Yes</p> <p>DCP course : Yes</p>	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	24 Apr 2019	Finance, Business Administration, Accounting, Data Analysis, Strategic Management
<p>4. Mr. MARTIN THAYSEN</p> <p>Gender: Male</p> <p>Age : 53 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Management</p> <p>Thai nationality : No</p> <p>Residence in Thailand : No</p> <p>Family relationship between directors and executives : Doesnt Have</p> <p>Legal offenses in the past 5 years ^(*) : Doesnt Have</p> <p>DAP course : No</p> <p>DCP course : No</p>	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	14 Nov 2019	Corporate Management, Business Administration, Strategic Management, Governance/ Compliance, Law

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. KRESTEN MIKAEL VALDAL</p> <p>Gender: Male</p> <p>Age : 53 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Law</p> <p>Thai nationality : No</p> <p>Residence in Thailand : No</p> <p>Family relationship between directors and executives : Doesnt Have</p> <p>Legal offenses in the past 5 years ^(*) : Doesnt Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p>	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	10 Nov 2022	<p>Law, Business Administration, Economics, Strategic Management, Finance</p>
<p>6. Dr. SURAJIN TAPPANCHAI</p> <p>Gender: Male</p> <p>Age : 61 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Natural Sciences (Organic Chemistry)</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesnt Have</p> <p>Legal offenses in the past 5 years ^(*) : Doesnt Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p>	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	27 Apr 2023	<p>Petrochemicals & Chemicals, Business Administration, Sustainability, Strategic Management, Governance/ Compliance</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Mr. KAJORNKIET AROONPIRODJANAKUL Gender: Male Age : 64 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	9 May 2024	Accounting, Strategic Management, Audit, Business Administration, Governance/ Compliance
<p>8. Ms. RITIMA JIRASURADATE Gender: Female Age : 48 years Highest level of education : Master's degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Newly appointed director to replace the ex-director</p>	23 Apr 2025	Law, Data Management, Negotiation, Audit, Governance/ Compliance

List of directors	Position	First appointment date of director	Skills and expertise
9. Mr. Eiji Matsumura Gender: Male Age : 57 years Highest level of education : Bachelor's degree Study field of the highest level of education : Science Thai nationality : No Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : No	Director (Executive directors) Authorized directors as per the companys certificate of registration : Yes Type of director : Newly appointed director to replace the ex-director	27 Feb 2025	Economics, Petrochemicals & Chemicals, Transportation & Logistics, Strategic Management, Business Administration

Additional explanation:

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

(1) Dishonest act or gross negligence

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

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

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

Diagram of list of the board of directors



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

List of directors	Position	Date of resignation / termination	Replacement director
<p>1. Mr. TOK CHEE MING Gender: Male Age : 55 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : No Residence in Thailand : No Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : No</p>	<p>Chairman of the board of directors (Executive directors) Authorized directors as per the companys certificate of registration : Yes</p>	<p>15 Dec 2025</p>	<p>Mr. PETER ANDREW BOAGEY Appointment date of replacement director : 15 Dec 2025</p>
<p>2. Mr. ANUPHAN KITNITCHIVA Gender: Male Age : 65 years Highest level of education : Doctoral degree Study field of the highest level of education : Political Science Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p>	<p>Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No</p>	<p>23 Apr 2025</p>	<p>Ms. RITIMA JIRASURADATE Appointment date of replacement director : 23 Apr 2025</p>

List of directors	Position	Date of resignation / termination	Replacement director
3. Mr. SHINYA YANO Gender: Male Age : 59 years Highest level of education : Bachelor's degree Study field of the highest level of education : Economics Thai nationality : No Residence in Thailand : No Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No	Director (Executive directors) Authorized directors as per the companys certificate of registration : Yes	27 Feb 2025	Mr. Eiji Matsumura Appointment date of replacement director : 27 Feb 2025

Additional explanation:

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

(1) Dishonest act or gross negligence

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

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

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

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the companys certificate of registration
1. Mr. PETER ANDREW BOAGEY	Chairman of the board of directors	✓				✓
Total (persons)		3	6	3	3	3

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the companys certificate of registration
2. Mr. JAN DAM PEDERSEN	Director		✓	✓		
3. Mr. DAI OYAMA	Director		✓		✓	
4. Mr. MARTIN THAYSEN	Director		✓		✓	
5. Mr. KRESTEN MIKAEL VALDAL	Director		✓		✓	
6. Dr. SURAJIN TAPPANCHAI	Director	✓				✓
7. Mr. KAJORNKIET AROONPIRODJANAKUL	Director		✓	✓		
8. Ms. RITIMA JIRASURADATE	Director		✓	✓		
9. Mr. Eiji Matsumura	Director	✓				✓
Total (persons)		3	6	3	3	3

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	3	33.33
2. Petrochemicals & Chemicals	3	33.33
3. Transportation & Logistics	1	11.11

Skills and expertise	Number (persons)	Percent (%)
4. Law	3	33.33
5. Accounting	2	22.22
6. Finance	3	33.33
7. Sustainability	1	11.11
8. Data Management	1	11.11
9. Data Analysis	1	11.11
10. Negotiation	1	11.11
11. Project Management	1	11.11
12. Corporate Management	1	11.11
13. Engineering	1	11.11
14. Strategic Management	8	88.89
15. Audit	3	33.33
16. Governance/ Compliance	5	55.56
17. Business Administration	7	77.78

Information about the other directors ^{(*)(**)}

	2023	2024	2025
The chairman of the board and the highest-ranking executive are from the same person	-	No	No
The chairman of the board is an independent director	-	No	No
The chairman of the board and the highest-ranking executive are from the same family	No	No	No

	2023	2024	2025
Chairman is a member of the executive board or taskforce	-	No	Yes
The company appoints at least one independent director to determine the agenda of the board of directors meeting	Yes	No	No

Additional explanation :

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

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

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

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

Methods of balancing power between the board of directors and Management : Others : Practices for Ensuring Checks and Balances Between the Board of Directors and Management

Checks and Balances Between the Board of Directors and Management

The Company places strong emphasis on maintaining an appropriate balance of power between the Board of Directors and Management to ensure effective, transparent, and accountable corporate governance. A clear management structure has been established, separating policy formulation from day-to-day operations.

The Board of Directors is responsible for setting policies, direction, and strategy, as well as overseeing Managements performance, while Management is responsible for conducting the Companys business in accordance with the policies and plans approved by the Board. In this regard, the Company has stipulated that the positions of Chairman and Managing Director shall be held by separate individuals in order to ensure an appropriate balance of authority.

Furthermore, the Company maintains an appropriate proportion of Independent Directors and has established subcommittees, including the Audit Committee and the Nomination and Remuneration Committee, with Independent Directors serving as key members. These subcommittees are responsible for reviewing and screening key matters prior to submission to the Board of Directors for consideration.

The Company has clearly defined its Delegation of Authority to delineate decision-making responsibilities between the Board and Management. Management is also required to report regularly to the Board on operating performance, financial position, and key risk issues, enabling the Board to monitor, supervise, and provide timely guidance.

In addition, the Company conducts annual performance evaluations of the Board of Directors, subcommittees, and Management, and discloses material information to stakeholders in a complete, accurate, and timely manner, thereby strengthening confidence and supporting the Companys sustainable growth.

Information on the roles and duties of the board of directors

Board charter : Have

Board of Directors Charter
Thai Poly Acrylic Public Company Limited

The Board of Directors of Thai Poly Acrylic Public Company Limited (the Company) plays a vital role in overseeing and directing the organization. The Board is responsible for defining the Companys vision, strategies, policies, and business directions in alignment with the business environment and competitive landscape of the industry, with the objective of achieving stable and sustainable growth.

The Board of Directors shall perform its duties with responsibility, due care, prudence, and integrity, for the utmost benefit of the Company, its shareholders, and all stakeholders, in accordance with the principles of Good Corporate Governance.

The Board of Directors is responsible for overseeing the Companys overall operations, establishing policies and management frameworks, while refraining from involvement in day to day management, which is the responsibility of the management team. Any delegation of authority to management shall be within the scope approved by the Board of Directors and shall be reviewed periodically as appropriate.

In addition, the Board of Directors shall responsible for supervise, monitor, and evaluate the performance of the management team and the Managing Director to ensure that operations are conducted in accordance with the approved strategies, plans, and objectives in an efficient, transparent, and accountable manner. This Charter of the Board of Directors has therefore been established to serve as a framework for all directors in the performance of their duties.

1. Scope of Duties of the Board of Directors

The Board of Directors shall act as representatives of the shareholders in overseeing the Companys affairs, adhering to the principles of responsibility, due care, integrity, compliance with laws, the Companys objectives and Articles of Association, and ensuring accurate, complete, transparent, and timely disclosure of information. The Board of Directors shall determine and review the Companys vision, mission, strategies, and key policies, approve business plans, annual budgets, and performance targets, and regularly monitor and evaluate operating results.

The Board shall ensure that the Company maintains appropriate and effective risk management, internal control, and internal audit systems. It shall oversee compliance with applicable laws and regulations, including the supervision of transactions that may give rise to conflicts of interest and related-party transactions, based on principles of transparency and fairness. Directors who have an interest in any matter shall not participate in the consideration or vote on such matter.

The Board of Directors recognizes the importance of the rights of shareholders and stakeholders, the receipt of opinions and feedback, the establishment of complaint and whistleblowing channels, and the protection of whistleblowers acting in good faith. The Board shall also promote sustainable business practices, innovation, technology development, human capital development, and corporate social and environmental responsibility. Furthermore, the Board shall ensure the establishment of a succession plan for senior executives and conduct annual performance evaluations of the Board as a whole and on an individual basis.

2. Roles and Responsibilities of the Chairman of the Board

The Chairman of the Board shall serve as the leader of the Board of Directors and ensure that the Boards duties are carried out effectively, transparently, and independently.

The Chairman, together with the Managing Director, shall determine the meeting agenda and ensure that directors receive complete and sufficient information in advance of meetings. The Chairman shall encourage directors to express their opinions freely and carefully, clearly summarize meeting resolutions, and follow up on the implementation of such resolutions.

The Chairman may arrange meetings of the Board without executive directors present, as appropriate, to allow for independent discussion. The Chairman shall also oversee shareholders meetings to ensure they are conducted transparently and fairly, allowing shareholders to exercise their rights equally, and shall serve as a role model in corporate governance and business ethics.

3. Composition of the Board of Directors

The Board of Directors shall comprise a number of directors appropriate to the size and nature of the Companys business. Independent directors shall constitute no less than the proportion required by law and relevant regulations. The Board shall possess a diversity of knowledge, expertise, and experience.

The Board may appoint sub-committees, such as the Audit Committee and the Nomination and Remuneration Committee, to assist in reviewing and screening significant matters within the scope of authority assigned to them.

4. Qualifications of Directors

Directors must possess qualifications as required by law and have the knowledge, competence, experience, integrity, ethical standards, and independent judgment necessary to perform their duties. Directors must be able to devote sufficient time to their responsibilities and shall not hold directorships in other companies in excess of the limits prescribed by applicable regulations, in order to ensure effective performance of their duties.

5. Term of Office

Directors shall hold office for the term specified in the Companys Articles of Association. At each Annual General Meeting of Shareholders, directors shall retire by rotation in accordance with the proportion prescribed by law and may be re-elected.

Removal from office prior to the expiration of term shall be in accordance with applicable laws, the Companys Articles of Association, resignation, shareholders resolution, or court order. In the event of a vacancy, the Board may appoint a qualified person to serve as a replacement director for the remaining term of the vacating director.

6. Meetings of the Board of Directors

The Board of Directors shall hold at least four meetings per year and may convene additional meetings as necessary. Meeting agendas shall be determined in advance, and supporting documents shall be provided to directors within an appropriate timeframe prior to the meeting.

Board meetings may be conducted via electronic means as permitted by law.

7. Quorum and Voting

A quorum for a Board meeting requires the presence of no less than half of the total number of directors. Resolutions shall be passed by a majority vote, with each director having one vote. Any director with a conflict of interest in a matter under consideration shall not have the right to vote on that matter.

8. Approval Authority of the Board of Directors

The Board of Directors shall have the authority to approve significant matters of the Company as prescribed by law, the Companys Articles of Association, and shareholders resolutions. This includes the approval of strategies, business plans, budgets, investments, material transactions, and risk management policies.

The Board may delegate certain authorities to management within defined limits and conditions.

9. Remuneration

Directors shall receive remuneration in accordance with the criteria and amounts approved by the shareholders meeting, and such information shall be disclosed in compliance with regulatory requirements.

10. Review of the Charter

The Board of Directors shall review this Charter at least once per year and propose amendments for approval as appropriate.

This Charter shall be effective from 26 February 2026.

Reference link for the board charter : https://www.thaipolyacrylic.com/uploads/investors/01-TPA_%E0%B8%81%E0%B8%8E%E0%B8%9A%E0%B8%B1%E0%B8%95%E0%B8%A3%E0%B8%84%E0%B8%93%E0%B8%B0%E0%B8%81%E0%B8%A3%E0%B8%A3%E0%B8%A1%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%9A%E0%B8%A3%E0%B8%B4%E0%B8%A9%E0%B8%B1%E0%B8%97_2569-69a4e3fbba87e1.pdf

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Board of Directors

Role

- Others
- Governance and Organizational Direction

Scope of authorities, role, and duties

The Board of Directors shall act as representatives of the shareholders in overseeing the Company's affairs, adhering to the principles of responsibility, due care, integrity, compliance with laws, the Company's objectives and Articles of Association, and ensuring accurate, complete, transparent, and timely disclosure of information. The Board of Directors shall determine and review the Company's vision, mission, strategies, and key policies, approve business plans, annual budgets, and performance targets, and regularly monitor and evaluate operating results.

The Board shall ensure that the Company maintains appropriate and effective risk management, internal control, and internal audit systems. It shall oversee compliance with applicable laws and regulations, including the supervision of transactions that may give rise to conflicts of interest and related-party transactions, based on principles of transparency and fairness. Directors who have an interest in any matter shall not participate in the consideration or vote on such matter.

The Board of Directors recognizes the importance of the rights of shareholders and stakeholders, the receipt of opinions and feedback, the establishment of complaint and whistleblowing channels, and the protection of

whistleblowers acting in good faith. The Board shall also promote sustainable business practices, innovation, technology development, human capital development, and corporate social and environmental responsibility. Furthermore, the Board shall ensure the establishment of a succession plan for senior executives and conduct annual performance evaluations of the Board as a whole and on an individual basis.

Reference link for the charter

https://www.thaipolyacrylic.com/uploads/investors/01-TPA_%E0%B8%81%E0%B8%8E%E0%B8%9A%E0%B8%B1%E0%B8%95%E0%B8%A3%E0%B8%84%E0%B8%93%E0%B8%B0%E0%B8%81%E0%B8%A3%E0%B8%A3%E0%B8%A1%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%9A%E0%B8%A3%E0%B8%B4%E0%B8%A9%E0%B8%B1%E0%B8%97_2569-69a4e3fbba87e1.pdf

Audit Committee

Role

- Audit of financial statements and internal controls
- Corporate governance

Scope of authorities, role, and duties

1. Review the accuracy and adequacy of the Company's financial reporting.
2. Review the internal control system, risk management framework, and corporate governance practices.
3. Review compliance with applicable laws, regulations, and relevant requirements.
4. Consider, select, nominate for appointment, and propose the removal of the external auditor, including determination of the auditors remuneration.
5. Review related-party transactions and transactions that may give rise to conflicts of interest.
6. Oversee the independence of the internal audit function and provide opinions on the appointment, transfer, removal, and performance evaluation of the head of internal audit.
7. Prepare the Audit Committee's report for disclosure in the Company's Annual Report.
8. In the event that any transaction or act is identified which may have a material impact on the Company, promptly report to the Board of Directors, including matters relating to:
 - 8.1 Conflicts of interest;
 - 8.2 Fraud or significant deficiencies in the internal control system;
 - 8.3 Violations of laws or Stock Exchange regulations.If no appropriate corrective action is taken, the Audit Committee may report such matters to the Securities and Exchange Commission (SEC) or the Stock Exchange in accordance with the applicable rules.
9. Conduct a self-assessment of performance at least once annually.
10. Perform any other duties as assigned by the Board of Directors, provided that such duties do not compromise the Committee's independence.
11. Review and oversee anti-corruption measures and the whistleblowing system.

Reference link for the charter

https://www.thaipolyacrylic.com/uploads/investors/03-TPA_%E0%B8%81%E0%B8%8F%E0%B8%9A%E0%B8%B1%E0%B8%95%E0%B8%A3%E0%B8%84%E0%B8%93%E0%B8%B0%E0%B8%81%E0%B8%A3%E0%B8%A3%E0%B8%A1%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%95%E0%B8%A3%E0%B8%A7%E0%B8%88%E0%B8%AA%E0%B8%AD%E0%B8%9A_2569-69a4e41bacf791.pdf

Nomination and Remuneration Committee

Role

- Director and executive nomination
- Remuneration

Scope of authorities, role, and duties

1. The Committee is responsible for considering and providing recommendations on the structure, size, and composition of the Board of Directors to ensure alignment with the Company's business nature, strategy, and operational direction. Such consideration shall take into account balance, diversity, and the required skills and competencies, as well as the independence of independent directors in accordance with relevant regulations.

2. The Committee establishes systematic criteria and procedures for the nomination of directors, taking into consideration qualifications, knowledge, capabilities, experience, expertise, suitability with the Company's organizational culture, independence, and ability to devote sufficient time to the role. The Committee also verifies compliance with applicable laws and regulatory requirements to ensure a high-quality nomination process and mitigate governance risks.

3. The Committee is responsible for nominating individuals for appointment as directors in various circumstances, including retirement by rotation, early resignation or removal, or an increase in the number of directors. Supporting information such as rationale, suitability, qualifications, and relevant background shall be clearly prepared prior to submission to the Board of Directors and/or the shareholders meeting for approval, as the case may be.

4. The Committee considers and proposes policies, structure, and forms of remuneration for directors and senior executives to ensure appropriateness in relation to their roles and responsibilities, and alignment with the Company's size, complexity, and performance. The remuneration framework shall be fair, transparent, and justifiable. It must support long-term value creation, avoid encouraging excessive risk-taking, and effectively attract and retain qualified personnel.

With respect to directors remuneration, the Company does not provide non-monetary benefits. Monetary remuneration, comprising annual remuneration and meeting allowances, is payable only to independent directors at rates approved annually by the shareholders meeting. Other directors who serve as executive directors or representatives of major shareholders, and who already receive compensation or benefits from employment or from major shareholders, are not entitled to additional directors remuneration or meeting allowances.

5. The Committee considers succession planning for directors, senior executives, and key positions within the organization to ensure business continuity, mitigate leadership gap risks, and support long-term transition readiness.

6. The Committee reviews qualifications and provides recommendations for the appointment of senior executives, taking into account alignment with corporate strategy, legal qualifications, managerial capability, leadership qualities, and the ability to deliver sustainable performance and results.

7. The Committee performs any other duties as assigned by the Board of Directors in relation to nomination and remuneration matters, in support of good corporate governance. This includes reviewing the annual self-assessment forms of the Board of Directors and its sub-committees, which are currently summarized by the Company Secretary, in order to provide comments and recommendations for further improvement as deemed appropriate.

Reference link for the charter

https://www.thaipolyacrylic.com/uploads/investors/04-TPA_%E0%B8%81%E0%B8%8E%E0%B8%9A%E0%B8%B1%E0%B8%95%E0%B8%A3%E0%B8%84%E0%B8%93%E0%B8%B0%E0%B8%81%E0%B8%A3%E0%B8%A3%E0%B8%A1%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%AA%E0%B8%A3%E0%B8%A3%E0%B8%AB%E0%B8%B2%E0%B9%81%E0%B8%A5%E0%B8%B0%E0%B8%81%E0%B8%B3%E0%B8%AB%E0%B8%99%E0%B8%94%E0%B8%84%E0%B9%88%E0%B8%B2%E0%B8%95%E0%B8%AD%E0%B8%9A%E0%B9%81%E0%B8%97%E0%B8%99_2569-69a4e444aab0e1.pdf

Independent Director

Role

- Others
- Corporate Governance

Scope of authorities, role, and duties

An important role in ensuring that corporate governance is clear, transparent, and concrete, in alignment with good corporate governance principles and the regulations of the Securities and Exchange Commission and the Stock Exchange of Thailand. This is to build confidence and credibility among shareholders, investors, and all relevant stakeholders.

Reference link for the charter

https://www.thaipolyacrylic.com/uploads/investors/02-TPA_%E0%B8%84%E0%B8%B8%E0%B8%93%E0%B8%AA%E0%B8%A1%E0%B8%9A%E0%B8%B1%E0%B8%95%E0%B8%B4%E0%B8%81%E0%B8%A3%E0%B8%A3%E0%B8%A1%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%AD%E0%B8%B4%E0%B8%AA%E0%B8%A3%E0%B8%B0_2569-69a4e3bc6f5c81.pdf

Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
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List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Mr. KAJORNKIET AROONPIRODJANAKUL^(*)</p> <p>Gender: Male</p> <p>Age : 64 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	<p>Chairman of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	8 May 2025	Accounting, Strategic Management, Audit, Business Administration, Governance/ Compliance
<p>2. Mr. JAN DAM PEDERSEN^(*)</p> <p>Gender: Male</p> <p>Age : 75 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : No</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	13 Aug 2015	Audit, Economics, Finance, Strategic Management, Governance/ Compliance
<p>3. Ms. RITIMA JIRASURADATE</p> <p>Gender: Female</p> <p>Age : 48 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Law</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : No</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Newly appointed director to replace the ex-director</p>	23 Apr 2025	Law, Data Management, Negotiation, Audit, Governance/ Compliance

Additional explanation :

(*) Directors with expertise in accounting information review

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

List of directors	Position	Date of resignation / termination	Replacement committee member
1. Mr. ANUPHAN KITNITCHIVA Gender: Male Age : 65 years Highest level of education : Doctoral degree Study field of the highest level of education : Political Science Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No	Chairman of the audit committee (Non-executive directors, Independent director)	23 Apr 2025	Ms. RITIMA JIRASURADATE Appointment date of replacement committee member : 23 Apr 2025

Additional explanation :

(*) Directors with expertise in accounting information review

List of executive committee members

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

List of directors	Position	Date of resignation / termination	Replacement committee member
1. Mr. TOK CHEE MING Gender: Male Age : 55 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : No Residence in Thailand : No Expertise in accounting information review : No	The chairman of the executive committee	15 Dec 2025	Mr. PETER ANDREW BOAGEY Appointment date of replacement committee member : 15 Dec 2025

List of directors	Position	Date of resignation / termination	Replacement committee member
2. Mr. SHINYA YANO Gender: Male Age : 59 years Highest level of education : Bachelor's degree Study field of the highest level of education : Economics Thai nationality : No Residence in Thailand : No Expertise in accounting information review : No	Member of the executive committee	27 Feb 2025	Mr. Eiji Matsumura Appointment date of replacement committee member : 27 Feb 2025

Other Subcommittees

Subcommittee name	Name list	Position
Nomination and Remuneration Committee	Mr. JAN DAM PEDERSEN	The chairman of the subcommittee (Independent director)
	Mr. DAI OYAMA	Member of the subcommittee
	Ms. RITIMA JIRASURADATE	Member of the subcommittee (Independent director)
Independent Director	Mr. JAN DAM PEDERSEN	Member of the subcommittee (Independent director)
	Mr. KAJORNKIET AROONPIRODJANAKUL	Member of the subcommittee (Independent director)
	Ms. RITIMA JIRASURADATE	Member of the subcommittee (Independent director)

List of subcommittees who resigned / vacated their position during the year

Information on the executives

Information on the executives

List and positions of the executive

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

List of executives	Position	First appointment date	Skills and expertise
<p>1. Dr. SURAJIN TAPPANCHAI Gender: Male Age : 61 years Highest level of education : Doctoral degree Study field of the highest level of education : Natural Sciences (Organic Chemistry) Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	<p>Managing Director (The highest-ranking executive)</p>	<p>23 Feb 2023</p>	<p>Petrochemicals & Chemicals, Business Administration, Sustainability, Strategic Management, Governance/ Compliance</p>
<p>2. Mr. Thanawat Kulprasertat Gender: Male Age : 56 years Highest level of education : Master's degree Study field of the highest level of education : Human Resource Management and Legal related Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	<p>Human Resource/Legal Manager</p>	<p>11 Nov 2022</p>	<p>Law, Corporate Social Responsibility, Human Resource Management, Risk Management, Governance/ Compliance</p>

List of executives	Position	First appointment date	Skills and expertise
<p>3. Ms. Surawadee Leethaweekul^(*) Gender: Female Age : 53 years Highest level of education : Master's degree Study field of the highest level of education : Financial Accounting Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : No</p>	Financial Controller	20 Apr 2022	Accounting, Finance, Data Management, Budgeting, Audit
<p>4. Mr. Peeranut Chantaramanath Gender: Male Age : 50 years Highest level of education : Master's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	Operations Manager	16 Oct 2024	Industrial Materials & Machinery, Petrochemicals & Chemicals, Project Management, Engineering, Strategic Management

List of executives	Position	First appointment date	Skills and expertise
5. Ms. Pataraporn Sangtad Gender: Female Age : 40 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Supply Chain Manager	1 Jun 2023	Transportation & Logistics, Procurement, Data Analysis, Strategic Management, Business Administration
6. Ms. Warunee Woranush Gender: Female Age : 39 years Highest level of education : Bachelor's degree Study field of the highest level of education : Industrial Hygiene and Safety Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	EHS Manager	2 May 2024	Petrochemicals & Chemicals, Law, Corporate Social Responsibility, Sustainability, Negotiation

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

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

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

Organization structure of the highest-ranking : 1 Dec 2026
 executive and the next four executives as of date

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



Remuneration policy for executive directors and executives

- **Policy on Remuneration of Executive Directors**

The remuneration policy for executive directors is subject to the oversight and consideration of the Nomination and Remuneration Committee.

- **Policy on Remuneration of Executives Who Are Company Employees**

The remuneration of executives who are employees of the Company is determined under the authority and responsibility of the Managing Director.

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

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2023	2024	2025
Total remuneration of executive directors and executives (baht)	21,102,137.00	23,678,811.75	20,012,573.00
Total remuneration of executives (baht)	21,102,137.00	23,678,811.75	20,012,573.00

Other remunerations of executive directors and executives

	2023	2024	2025
Company's contribution to provident fund for executive directors and executives (Baht)	947,923.00	1,235,258.75	1,022,928.50
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

Outstanding remuneration or benefits of executive directors and executives

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

Estimated remuneration of executive directors and executives in the current year : 0.00

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. Surawadee Leethaweekul	surawadee.leethaweekul@mcgc.com	02 8898720 Ext. 302
2. Ms. Natthakarn Boonyaratsiri	natthakarn.boonyaratsiri@mcgc.com	02 8898720 Ext. 306

List of the company secretary

General information	Email	Telephone number
1. Ms. Kanranat Klinmalee	kanranat.klinmalee@mcgc.com	02 8898720 Ext. 704

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
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General information	Email	Telephone number
1. Ms. Phen Phenplugsakul	phen.phenplugsakul@mcgc.com	02 8898720 Ext. 527

List of the head of the compliance unit

General information	Email	Telephone number
1. Mr. Thanawat Kulprasertrat	thanawat.kulprasertrat@mcgc.com	02 8898720 Ext. 501

Head of investor relations

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

List of the head of investor relations

General information	Email	Telephone number
1. Ms. Kanranat Klinmalee	kanranat.klinmalee@mcgc.com	028898720 Ext. 704

Company's auditor

Details of the companys auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
EY OFFICE LIMITED NO. 1875 ONE BANGKOK TOWER 3, LEVEL 34 - 37, RAMA 4 ROAD, LUMPHINI PATHUM WAN Bangkok 10330 Telephone number +66 2264 9090	1,900,000.00	-	1. Ms. ISARAPORN WISUTTHIYAN Email: Isaraporn. Wisutthiyana@th.ey.com License number: 7480 2. Mr. PREECHA ARUNNARA Email: Preecha. Arunnara@th.ey.com License number: 5800 3. Ms. KESSIRIN PINPUVADOL Email: Kessirin. Pinpuvadola@th.ey.com License number: 7325

Assigned personnel in case of a foreign company

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

List of designated individuals as representatives in Thailand

Performance Report on Corporate Governance

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

Summary of duty performance of the board of directors over the past year

The Board of Directors has conducted both a collective self-assessment and an individual self-assessment in accordance with the corporate governance guidelines for listed companies prescribed by the Stock Exchange of Thailand.

Based on the 2025 Board evaluation results, the overall assessment of the Board of Directors concluded that the Board performed its duties and responsibilities as stipulated, achieving a score of 4.7 out of 5.0, equivalent to 94%, which is consistent with the 2024 result.

The average score for the individual self-assessment of directors was 4.6 out of 5.0, equivalent to 92%, representing a slight improvement from 2024 (4.5 out of 5.0).

The evaluation framework comprises six key areas:

- (1) Board structure and qualifications;
- (2) Roles, duties, and responsibilities of the Board;
- (3) Board meetings;
- (4) Performance of the Board;
- (5) Relationship with management; and
- (6) Directors self-development and executive development.

The Audit Committee has fully performed its duties in accordance with its Charter and in compliance with the requirements of the Stock Exchange of Thailand regarding the qualifications and responsibilities of the Audit Committee. The evaluation results will be utilized as a basis for planning further improvements and enhancements to the roles and responsibilities of the Board.

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

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. DAI OYAMA	Director	24 Apr 2019	Finance, Business Administration, Accounting, Data Analysis, Strategic Management

List of directors	Position	First appointment date of director	Skills and expertise
Dr. SURAJIN TAPPANCHAI	Director	27 Apr 2023	Petrochemicals & Chemicals, Business Administration, Sustainability, Strategic Management, Governance/ Compliance

List of newly appointed director to replace the ex-director

List of directors	Position	First appointment date of director	Skills and expertise
Mr. PETER ANDREW BOAGEY	Chairman of the board of directors	15 Dec 2025	Petrochemicals & Chemicals, Strategic Management, Business Administration, Engineering, Project Management
Ms. RITIMA JIRASURADATE	Director	23 Apr 2025	Law, Data Management, Negotiation, Audit, Governance/ Compliance
Mr. Eiji Matsumura	Director	27 Feb 2025	Economics, Petrochemicals & Chemicals, Transportation & Logistics, Strategic Management, Business Administration

List of newly appointed director not being replaced the ex-director

Selection of independent directors

Criteria for selecting independent directors

Qualifications of Independent Directors

Thai Poly Acrylic Public Company Limited

The Company has established the qualifications of Independent Directors in order to clearly define their composition, qualifications, roles, duties, and responsibilities in a transparent and concrete manner, in alignment with the principles of good corporate governance and the regulations of the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET). This is to enhance confidence and credibility among shareholders, investors, and all relevant stakeholders.

Independent Directors must comprise not less than one-third of the total number of directors of the Company and must possess the following qualifications:

1. Holding shares of not more than one percent (1%) of the total voting shares of the Company, including shares held by related persons of such Independent Director.
2. Not being, nor having been, an executive director, employee, staff, salaried consultant, or controlling person of the Company, its subsidiaries, associated companies, or related companies, unless at least two (2) years have elapsed since ceasing to have such characteristics. This prohibited characteristic shall not include the case where the Independent Director was formerly a government official or advisor to a government agency that is a major shareholder or controlling person of the Company.
3. Not being a person related by consanguinity or legal registration as a father, mother, spouse, sibling, or child, including the spouse of a child, of another director, executive, major shareholder, controlling person, or any person nominated to become a director, executive, or controlling person of the Company or its subsidiaries.
4. Not having, nor having had, a business relationship with the Company, its subsidiaries, associated companies, or any person who may have a conflict of interest, in a manner that may interfere with the exercise of independent judgment, and not being, nor having been, a significant shareholder or controlling person of a person having a business relationship with the Company, unless at least two (2) years have elapsed since ceasing to have such characteristics. Such business relationships include normal commercial transactions, leases or rental of real property, transactions relating to assets or services, or the provision or receipt of financial assistance, loans, guarantees, collateral, or similar arrangements, with a transaction value of three percent (3%) or more of the Company's net tangible assets or twenty million baht (THB 20 million), whichever is lower. The calculation shall be in accordance with the related party transaction rules of the relevant regulatory authorities, applied mutatis mutandis, and shall include transactions occurring within one (1) year prior to the date of consideration.
5. Not being, nor having been, the auditor of the Company, and not being a significant shareholder, controlling person, or partner of the audit firm to which the Company's auditor belongs, unless at least two (2) years have elapsed since ceasing to have such characteristics.
6. Not being, nor having been, a professional service provider, such as a legal advisor, financial advisor, or other independent advisor, receiving service fees exceeding two million baht (THB 2 million) per year from the Company, and not being a significant shareholder, controlling person, or partner of such service provider, unless at least two (2) years have elapsed since ceasing to have such characteristics.
7. Not being a director appointed to represent a director of the Company, a major shareholder, or a shareholder related to a major shareholder.
8. Not conducting any business of the same nature and in significant competition with the Company or its subsidiaries, and not being a significant partner, executive director, employee, staff, salaried consultant, or holding more than one percent (1%) of shares in a business competing with the Company or its subsidiaries.
9. Not having any other characteristics that would prevent the provision of independent opinions regarding the Company's operations.

10. Be a person of integrity with a record of ethical business conduct, and have no disqualifications or adverse history that may impact suitability to serve as a director of a listed company.
11. Be able to devote sufficient time and capability to perform the duties of a director, regularly attend meetings, and carry out assigned responsibilities.
12. The Board of Directors shall consider and review the independence qualifications of each Independent Director at least once per year to ensure continued compliance with the established criteria.

Approved by the Board of Directors Meeting No. 1/2026 held on 26 February 2026.

Business or professional relationships of independent directors over the past year

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

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

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

Method for selecting persons to be appointed as the highest-ranking executive through the nomination committee : No

Number of directors from major shareholders

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

Rights of minority shareholders on director appointment

Rights of Shareholders

1. Shareholders Meetings

The Company convenes the Annual General Meeting of Shareholders (AGM) within four months from the end of its fiscal year. In cases of urgent necessity requiring consideration of special agenda items particularly matters that affect or relate to shareholders interests or that require shareholders approval under applicable laws or regulations the Company will convene an Extraordinary General Meeting of Shareholders (EGM) as appropriate.

2. 2025 Annual General Meeting

In 2025, the Company held its AGM on 23 April 2025 via electronic means (E-AGM) in accordance with the Emergency Decree on Electronic Meetings B.E. 2563 (2020). The meeting was broadcast from the premises of Thai Poly Acrylic Public Company Limited, located at 60-61 Moo 9, Phutthamonthon Sai 4 Road, Krathum Lom Subdistrict, Sam Phran District, Nakhon Pathom 73220, Thailand.

3. Protection and Facilitation of Shareholders Rights

The Company recognizes the importance of protecting shareholders rights and facilitating the exercise of such rights. Accordingly, it has established policies to ensure equitable and fair treatment of all shareholders as follows:

(1) Encouragement of the Exercise of Rights

- All shareholders are equally encouraged to exercise their rights.
- Shareholders are encouraged to attend shareholders meetings and to express their opinions and provide suggestions to the Board of Directors.

(2) Facilitation of Participation and Voting

The Company facilitates shareholders participation and voting at meetings.

(3) Support for Participation in Key Decisions

The Company supports shareholder participation in significant decisions, including voting at the AGM. All resolutions are subject to voting.

(4) Advance Notice of Shareholders Meetings

The Company provides advance notice of the AGM and discloses all relevant information, including the scope and procedures of the meeting and detailed voting procedures for each agenda item. The Company ensures that all relevant meeting information is delivered to shareholders at least 21 days in advance (and not less than 7 days as required by law), allowing sufficient time for shareholders to review the materials prior to the meeting. Such information is also published on the Companys website prior to the distribution of the formal meeting invitation.

(5) Opportunity to Raise Questions and Express Opinions

Shareholders are given the opportunity to ask questions and express opinions at the AGM.

(6) Open Forum During Meetings

At every AGM, the Company provides all attendees with the opportunity to raise questions, express views, and offer recommendations.

4. Disclosure of Shareholders Meeting Resolutions

The Company submits a summary of the voting results of the AGM resolutions to the Stock Exchange of Thailand on the same day the meeting is concluded. The Company also prepares and submits the minutes of the shareholders meeting clearly separated by agenda items indicating the number of directors present/absent, shareholders questions and the Boards clarifications, and the voting results for each agenda item to the Stock Exchange of Thailand within 14 days, and to the Ministry of Commerce within 30 days after the meeting. In addition, the minutes of the meeting are published on the Companys website.

Equitable Treatment of Shareholders

1. Proposing Additional Agenda Items and Director Nominations

- To enable minority shareholders to participate in corporate governance, the Company has established clear criteria and procedures allowing minority shareholders to propose additional agenda items and nominate qualified individuals for appointment as directors in advance of the shareholders meeting.
- The Company discloses such criteria and procedures on its website and publishes an announcement on the website of the Stock Exchange of Thailand to ensure broad and transparent communication.

2. Facilitation for Shareholders

As the majority of shareholders attending the shareholders meeting are Thai nationals, the meeting is conducted in Thai. However, the Company maintains its website in both Thai and English to facilitate access to information for all shareholders.

3. Proxy Appointment

To safeguard the rights of shareholders who are unable to attend the Annual General Meeting in person, shareholders may appoint a proxy to attend and vote on their behalf. Shareholders may appoint another person or any of the Companys independent directors who attend the meeting. The names of such independent directors are specified in the proxy form prescribed by the Ministry of Commerce, allowing them to attend and vote on behalf of the shareholder without restriction.

In cases where a proxy is appointed, the Company grants the proxy the same rights and treatment as the shareholder. The proxy form and detailed procedures are made available on the Companys website at least 30 days prior to the meeting date. Shareholders may also request additional information via telephone or through other communication channels of the Company, such as the Companys website or email.

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

Setting qualifications for the selection of directors

Details of qualifications for the selection of directors

Qualifications, knowledge, or experience	Skill and expertise
<p>Company directors must possess all qualifications as prescribed by law and demonstrate the requisite knowledge, competence, and experience appropriate for effective corporate governance. They must uphold integrity, ethical conduct, and independence of judgment, and be able to devote sufficient time to perform their duties diligently. In addition, they must not hold directorships in other companies in excess of the limits prescribed by applicable rules or regulations, in order to ensure the effective discharge of their responsibilities.</p>	<p>Economics, Law, Accounting, Audit, Governance/ Compliance</p>

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mr. PETER ANDREW BOAGEY (Chairman of the board of directors)	Non-participating	-
2. Mr. JAN DAM PEDERSEN (Director, Independent director)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2018: Director Certification Program (DCP) • 2016: Director Accreditation Program (DAP)
3. Mr. DAI OYAMA (Director)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2023: Director Certification Program (DCP)
4. Mr. MARTIN THAYSEN (Director)	Non-participating	-
5. Mr. KRESTEN MIKAEL VALDAL (Director)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2023: Director Certification Program (DCP)
6. Dr. SURAJIN TAPPANCHAI (Director)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2023: Director Certification Program (DCP)
7. Mr. KAJORNKIET AROONPIRODJANAKUL (Director, Independent director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2025: Advanced Audit Committee Program (AACP) • 2025: ESG in the Boardroom: A Practical Guide for Board (ESG) • 2023: Director Certification Program (DCP)

List of directors	Participation in training in the past financial year	History of training participation
8. Ms. RITIMA JIRASURADATE (Director, Independent director)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2022: Director Certification Program (DCP) Other <ul style="list-style-type: none"> • 2012: Board Reporting Program • 2012: Effective Minute Taking • 2011: Company Reporting Program • 2010: Fundamental Practice for Corporate Secretary (FPCS21)
9. Mr. Eiji Matsumura (Director)	Non-participating	-

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

The Company conducts an annual performance evaluation of the Board of Directors to promote good corporate governance and enhance the effectiveness of the Board in setting policies, overseeing management, and monitoring the Company's operations. The evaluation process is structured, transparent, and verifiable.

Scope of Evaluation

The evaluation covers the performance of the Board as a whole, individual Board committees (e.g., the Audit Committee), and individual directors. This comprehensive approach ensures that strengths and areas for improvement are identified at all levels.

Key Evaluation Criteria

The principal evaluation criteria include the following:

1. Board structure and composition, including the appropriateness of the number of directors, the proportion of independent directors, and the diversity of skills and expertise.
2. Roles, duties, and responsibilities in formulating strategy, providing oversight, and monitoring operational performance.
3. Effectiveness of Board meetings, including preparation, active participation, and the quality and sufficiency of information provided.
4. The balance of power and working relationship between the Board and management.
5. Compliance with applicable laws, regulations, and principles of good corporate governance.
6. Ethics, transparency, and the management of conflicts of interest.

Evaluation Process

The Company primarily utilizes a self-assessment questionnaire as the evaluation tool, with periodic reviews and

refinements to ensure alignment with the Company's context and evolving challenges. The results are compiled, analyzed, and reported to the Board of Directors for consideration and for the formulation of continuous improvement measures.

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

Directors' self-assessment

The Board of Directors conducts an annual self-assessment of both the Board as a whole and individual directors in accordance with the corporate governance guidelines for listed companies prescribed by the Stock Exchange of Thailand

Based on the 2025 evaluation results, the overall performance of the Board as a whole was rated at 4.7 out of 5.0, equivalent to 94 percent (unchanged from 2024), reflecting that the Board has performed its duties in accordance with its prescribed roles and responsibilities. The average score for the individual director self-assessment was 4.6 out of 5.0, equivalent to 92 percent, representing a slight increase from 2024 (4.5 scores).

The evaluation framework comprises six key areas:

1. Board structure and qualifications
2. Roles, duties, and responsibilities of the Board
3. Board meetings
4. Performance of the Board
5. Relationship with management
6. Director development and executive development

The Audit Committee has fully discharged its duties in accordance with its Charter and in compliance with the requirements of the Stock Exchange of Thailand regarding the qualifications, roles, and responsibilities of audit committees.

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : No

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

Number of the board of directors meeting over the : 6
past year (times)
Date of AGM meeting : 23 Apr 2025
EGM meeting : No

Details of the board of directors' meeting attendance

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. PETER ANDREW BOAGEY (Chairman of the board of directors)	1	/	1	0	/	0		/	
2. Mr. JAN DAM PEDERSEN (Director, Independent director)	6	/	6	1	/	1		/	
3. Mr. DAI OYAMA (Director)	5	/	6	0	/	1		/	
4. Mr. MARTIN THAYSEN (Director)	6	/	6	1	/	1		/	
5. Mr. KRESTEN MIKAEL VALDAL (Director)	6	/	6	1	/	1		/	
6. Dr. SURAJIN TAPPANCHAI (Director)	6	/	6	1	/	1		/	
7. Mr. KAJORNKIET AROONPIRODJANAKUL (Director, Independent director)	5	/	6	1	/	1		/	
8. Ms. RITIMA JIRASURADATE (Director, Independent director)	5	/	5	0	/	1		/	
9. Mr. Eiji Matsumura (Director)	6	/	6	1	/	1		/	

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
10. Mr. TOK CHEE MING (Chairman of the board of directors)	5	/	6	1	/	1		/	
11. Mr. ANUPHAN KITNITCHIVA (Director, Independent director)	1	/	1	1	/	1		/	
12. Mr. SHINYA YANO (Director)	1	/	6	0	/	1		/	

Summary of the board of directors meeting attendance rate

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
1. Mr. PETER ANDREW BOAGEY (Chairman of the board of directors)	1/1 (100.00%)	N/A	N/A
2. Mr. JAN DAM PEDERSEN (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
3. Mr. DAI OYAMA (Director)	5/6 (83.33%)	0/1 (0.00%)	N/A
4. Mr. MARTIN THAYSEN (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
5. Mr. KRESTEN MIKAEL VALDAL (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
6. Dr. SURAJIN TAPPANCHAI (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
7. Mr. KAJORNKIET AROONPIRODJANAKUL (Director)	5/6 (83.33%)	1/1 (100.00%)	N/A
8. Ms. RITIMA JIRASURADATE (Director)	5/5 (100.00%)	0/1 (0.00%)	N/A
9. Mr. Eiji Matsumura (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
10. Mr. TOK CHEE MING (Chairman of the board of directors)	5/6 (83.33%)	1/1 (100.00%)	N/A
11. Mr. ANUPHAN KITNITCHIVA (Director)	1/1 (100.00%)	1/1 (100.00%)	N/A
12. Mr. SHINYA YANO (Director)	1/6 (16.67%)	0/1 (0.00%)	N/A
Average meeting attendance rate	88.89%	72.73%	N/A

Detailed justification for the Company director's non-attendance at the Board of Directors' meeting

Remuneration of the board of directors

Types of remuneration of the board of directors

The Nomination and Remuneration Committee is responsible for considering and proposing the criteria, structure, and forms of remuneration for the Company's directors and senior executives to ensure alignment with their roles and responsibilities. Such remuneration must be appropriate to the Company's business size, complexity, and performance, and be determined based on the principles of fairness, transparency, and accountability. The remuneration structure is designed to support long-term value creation, avoid encouraging inappropriate risk-taking, and effectively attract and retain qualified personnel.

With respect to directors remuneration, the Company does not provide any non-monetary benefits to directors. Monetary remuneration, comprising annual fees and meeting allowances per attendance, is granted exclusively to the Company's independent directors at rates approved annually by the shareholders meeting. Other directors who serve as executive directors or as representatives of major shareholders, and who already receive remuneration or benefits through their employment with the Company or from the major shareholders they represent, do not receive additional directors fees or meeting allowances.

Remuneration of the board of directors

Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
1. Mr. PETER ANDREW BOAGEY (Chairman of the board of directors)			0.00		N/A
Board of Directors (Chairman of the board of directors)	0.00	0.00	0.00	No	
2. Mr. JAN DAM PEDERSEN (Director, Independent director)			659,000.00		N/A
Board of Directors (Director)	48,000.00	0.00	48,000.00	No	
Audit Committee (Member of the audit committee)	0.00	0.00	0.00	No	
Nomination and Remuneration Committee (The chairman of the subcommittee)	40,000.00	0.00	40,000.00	No	
Independent Director (Member of the subcommittee)	88,000.00	483,000.00	571,000.00	No	
3. Mr. DAI OYAMA (Director)			0.00		N/A
Board of Directors (Director)	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Nomination and Remuneration Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
4. Mr. MARTIN THAYSEN (Director)			0.00		N/A
Board of Directors (Director)	0.00	0.00	0.00	No	
5. Mr. KRESTEN MIKAEL VALDAL (Director)			0.00		N/A
Board of Directors (Director)	0.00	0.00	0.00	No	
6. Dr. SURAJIN TAPPANCHAI (Director)			0.00		N/A
Board of Directors (Director)	0.00	0.00	0.00	No	
7. Mr. KAJORNKIET AROONPIRODJANAKUL (Director, Independent director)			454,762.30		N/A
Board of Directors (Director)	48,000.00	0.00	48,000.00	No	
Audit Committee (Chairman of the audit committee)	70,000.00	0.00	70,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Independent Director (Member of the subcommittee)	24,000.00	312,762.30	336,762.30	No	
8. Ms. RITIMA JIRASURADATE (Director, Independent director)			80,000.00		N/A
Board of Directors (Director)	48,000.00	0.00	48,000.00	No	
Audit Committee (Member of the audit committee)	24,000.00	0.00	24,000.00	No	
Nomination and Remuneration Committee (Member of the subcommittee)	8,000.00	0.00	8,000.00	No	
Independent Director (Member of the subcommittee)	0.00	0.00	0.00	No	
9. Mr. Eiji Matsumura (Director)			0.00		N/A
Board of Directors (Director)	0.00	0.00	0.00	No	
10. Mr. TOK CHEE MING (Chairman of the board of directors)			0.00		N/A
Board of Directors (Chairman of the board of directors)	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Executive Committee (The chairman of the executive committee)	0.00	0.00	0.00	No	
11. Mr. ANUPHAN KITNITCHIVA (Director, Independent director)			209,531.51		N/A
Board of Directors (Director)	10,000.00	0.00	10,000.00	No	
Audit Committee (Chairman of the audit committee)	50,000.00	149,531.51	199,531.51	No	
12. Mr. SHINYA YANO (Director)			0.00		N/A
Board of Directors (Director)	0.00	0.00	0.00	No	
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	154,000.00	0.00	154,000.00
2. Audit Committee	144,000.00	149,531.51	293,531.51

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
3. Executive Committee	0.00	0.00	0.00
4. Nomination and Remuneration Committee	48,000.00	0.00	48,000.00
5. Independent Director	112,000.00	795,762.30	907,762.30

Summary of the remuneration of the board of directors

	2023	2024	2025
Meeting allowance (Baht)	242,000.00	304,000.00	458,000.00
Other monetary remuneration (Baht)	1,380,000.00	1,447,680.33	945,293.81
Total (Baht)	1,622,000.00	1,751,680.33	1,403,293.81

Remunerations or benefits pending payment to the board of directors

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

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated : No
companies
Mechanism for overseeing subsidiaries and : No / In progress
associated companies

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

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

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

The Company has established a clear policy requiring all employees including directors, managers, and all Company representatives to avoid entering into any situation in which their personal or financial interests may conflict with those of the Company.

Employees who engage with customers, suppliers, contractors, competitors, or any individual or entity that conducts business with, or seeks to conduct business with, the Company must act in the Companys best interests at all times and must not be influenced by personal preferences or personal benefits of any kind.

In cases where a conflict of interest may arise, or is suspected to arise, employees are required to promptly disclose the matter and seek guidance from their supervisor or the Human Resources Manager.

Number of cases or issues related to conflict of interest

	2023	2024	2025
Total number of cases or issues related to conflict of interest (cases)	0	0	0

Prevention of the use of inside information to seek benefits

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

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

Insider Information and Securities Trading Policy

Insider trading is both illegal and unethical. The use of material, non-public information for personal gain, or for the benefit of relatives, associates, or business partners, constitutes a violation of securities laws and ethical standards. The Company has therefore established a strict policy prohibiting directors, executives, employees at all levels, as well as their family members, from trading the Companys securities based on, or through the use of, material non-public information.

Any direct or indirect disclosure of such information for the purpose of trading in the Companys securities or those of related companies whether conducted personally or through another person acting on ones behalf is considered a serious breach of the law and of the Companys regulations.

The Company has implemented a formal policy governing the use of insider information and the trading or transfer of securities by directors, executives, and employees. This policy has been communicated to all relevant persons and must be strictly observed. The key principles are summarized as follows:

1. Compliance with Law

All directors, executives, and employees must strictly comply with the prohibitions on insider trading as prescribed under the Securities and Exchange Act, B.E. 2535 (1992).

2. Blackout Periods

Designated persons are prohibited from trading or transferring the Companys securities during the period of 30 days prior to the public disclosure of quarterly and annual financial statements, as well as during periods relating to significant transactions that may materially affect the Companys securities price. Additional blackout periods may be determined by the Company from time to time. Exceptions may apply only in cases of necessity, legal obligation, or compliance with a court order. The Company Secretary will announce blackout periods in advance.

Designated persons refer to individuals who, by virtue of their position or responsibilities, have access to the Companys insider information (including their spouses and minor children), namely:

- a) Directors of the Company
- b) Executives
- c) Executives and employees who are involved with or have access to insider information
- d) Spouses and minor children of the persons specified in items (a)(c)
- e) Executives and employees who attend meetings of the Board of Directors and/or Board committees
- f) Any other persons as designated by the Company

3. Reporting Requirements

Designated persons are required to report their holdings of the Companys securities, including those held by their spouses and minor children, in accordance with applicable regulations and the Companys internal requirements.

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

	2023	2024	2025
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

Anti-corruption action

Operations in anti-corruption in the past year

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

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, The participation in anti-corruption projects, Assessment and identification of corruption risk, Communication and training for employees on anti-corruption policy and

guidelines, The monitoring of the evaluation of compliance with the anti-corruption policy, Review of the completeness and adequacy of the process by the Audit Committee or auditor

Anti-Corruption Policy

Thai Poly Acrylic Public Company Limited (the Company) is committed to conducting its business with fairness, transparency, and in accordance with ethical standards and the principles of good corporate governance. The Company places great importance on operating responsibly toward society, the environment, and all stakeholders, which forms the foundation of appropriate and responsible business conduct.

On 9 October 2015, the Company formally adopted its Anti-Corruption Policy, which applies to all directors, executives, employees, and representatives of the Company across all operations. The policy sets out clear guidelines prohibiting the offering, promising, or giving of any benefits whether in the form of money, assets, services, gifts, or hospitality to government officials, government agencies, or any other persons for the purpose of improperly obtaining or retaining business advantages. This prohibition also extends to the provision of such benefits through third parties, which is considered a violation of the Companys policy and the principles of good corporate governance.

In addition, the Company has joined the Thailand's Private Sector Collective Action Coalition Against Corruption (CAC). The Board of Directors resolved to approve the Companys declaration of intent to become a member, demonstrating its commitment to conducting business with transparency and zero tolerance for corruption in all forms. The Company has been certified and has renewed its CAC membership, with the current certification valid for three years from 30 September 2023 and expiring on 30 September 2026. This certification reflects the Companys ongoing compliance with relevant principles and best practices in anti-corruption.

Number of cases or issues related to corruption

	2023	2024	2025
Total number of cases or issues related to corruption (cases)	0	0	0

Whistleblowing

Operations related to whistleblowing over the past year

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

As a general practice, the Company handles such matters on a strictly confidential basis. The process is overseen by the Compliance function, which is responsible for verifying facts and conducting investigations involving the relevant parties without disclosing the identity of the whistleblower. The Company places the highest priority on safeguarding the confidentiality and security of the reporting individual.

Upon completion of the investigation, the Company will communicate the outcome directly to the whistleblower. In cases where the report is submitted anonymously, the results will be reported through appropriate internal channels and lines of authority, while continuing to uphold strict confidentiality.

In addition, the Company has established clear timelines for conducting investigations and concluding each case to ensure that the process is transparent, efficient, and mindful of the safety and fairness of all parties involved.

Number of cases or issues related to whistleblowing

	2023	2024	2025
Total number of cases or issues received through whistleblowing channels (cases)	0	2	0

Details of cases or issues received through whistleblowing channels

Year of event	Details	Progress status
Oct 2024	<p>Case or issue Sales and Delivery of Goods</p> <p>Following the complaint raised in 2024 regarding the recognition of revenue from sales for which invoices had been issued but the goods had not yet been delivered (Bill-and-Hold Arrangement), the Company's Board of Directors conducted an investigation into the matter. The details of this matter have been explained in the investigation findings.</p> <p>In 2025, the Company received a notification letter from the Securities and Exchange Commission (SEC) regarding the handling of the Bill-and-Hold Arrangement. The SEC acknowledged the results of the special investigation, which confirmed that no violations of the Securities and Exchange Act B.E. 2535 (1992) were found. However, the SEC instructed the Company to improve its internal control system, as weaknesses were identified in the preparation of sales and delivery documentation.</p> <p>The Board of Directors acknowledged the SEC's order and resolved that management should implement improvements to the internal control system and report the progress to the Board. This is intended to strengthen oversight and governance, and the results of the review have been disclosed in the Company's 2025 One Report.</p>	Incident no longer subject to action

Year of event	Details	Progress status
	<p>Topics or issues about</p> <p>Others :Revenue recognition from the sale of goods</p> <p>Investigation results</p> <p>The Company appointed Berkeley Research Group (Thailand) Co., Ltd. to conduct a special audit using Digital Forensic and Electronic Discovery techniques. The review focused on sales transactions in which the goods remained stored at the Companys factory and had not yet been delivered (Bill-and-Hold Arrangement). The examination also included an analysis of relevant data and supporting documents related to such transactions in order to identify transactions with a higher level of risk.</p> <p>Based on the audit results, no indications or evidence were found suggesting that sales had been intentionally overstated or that sales had been recorded without genuine underlying transactions. The Bill-and-Hold sales transactions were mutually acknowledged by both the Company and the customers. From the transactions selected for sampling and review, it was found that all customers had fully settled the payment for the goods. Furthermore, no actions were identified that would indicate fraud or the receipt of any improper benefits from sales for which invoices had been issued but the goods had not yet been delivered.</p> <p>However, the Board of Directors resolved to discontinue all Bill-and-Hold Arrangement transactions effective from October 2024.</p> <p>Corrective actions</p> <p>In response to the order from the Securities and Exchange Commission to strengthen the Companys internal control system, management has implemented enhanced procedures for reviewing and reconciling sales and delivery documentation in a more rigorous manner. These measures aim to ensure the accuracy, completeness, and transparency of revenue recognition.</p> <p>The process begins with a review of the continuity of invoice numbers recorded in the SAP system, including verification of proper cancellations and clear documentation of cancellation status. This helps mitigate the risk of inaccurate or duplicate revenue recognition.</p> <p>In addition, monthly reconciliations are performed between warehouse delivery reports and sales invoices, covering all delivery channels, including transportation by company trucks, external service providers, export shipments, and customer self-collection. This process ensures that every delivery corresponds accurately with the related invoice, with no omissions.</p>	

Year of event	Details	Progress status
	<p>The Company has also established a requirement that all deliveries must be recorded in the system on the same day the invoice is issued. This ensures alignment between sales and delivery information and reduces the risk of delays in recording transactions.</p> <p>Furthermore, clear roles and responsibilities have been defined among the relevant teams. The documentation control team is responsible for issuing delivery notes and sales invoices, including transaction cancellations. The delivery team oversees and verifies all types of goods deliveries, while the finance and accounting team performs reconciliations and confirms the proper recognition of revenue. These measures collectively enhance the rigor and transparency of the Companys internal control system.</p> <p>Overall Assessment Based on the implementation of these measures, all goods deliveries have been verified as accurate and complete and have been recorded within the same month as the issuance of the related invoices. This has strengthened the transparency, reliability, and confidence in the Companys internal control system.</p>	

Year of event	Details	Progress status
Sep 2024	<p>Case or issue In September 2024, the Company received a complaint concerning the pricing of raw materials purchased from related parties.</p> <p>Topics or issues about Prevention of conflicts of interest</p> <p>Investigation results The findings from the independent advisors review confirmed that the Companys costs and gross profit margins are consistent with those of its competitors and the industry. The Company has completed the process of verifying the relevant facts and reaffirms its commitment to conducting business with transparency and strong corporate governance, in order to maintain the confidence and trust of shareholders and all stakeholders.</p> <p>Corrective actions The Audit Committee and management conducted a review by appointing an independent advisor to assess whether the Companys related-party pricing was consistent with market prices. The review also included a comparative analysis of costs and profitability against industry peers, covering the period from 2019 to 2023.</p> <p>Based on the analysis of raw material transaction prices using the Comparable Uncontrolled Price (CUP) Method, it was found that the prices applied in related-party transactions were within the standard market price range and were consistent with the Arms Length Principle.</p>	Incident no longer subject to action

The monitoring of compliance with other corporate governance policy and guidelines

The Company has established Internal Audit, Compliance, and Risk Management functions, which are responsible for regularly reviewing, monitoring, and evaluating the Companys operations. This is to ensure that activities at all levels are conducted in strict compliance with principles of good governance, applicable laws, regulations, and relevant policies.

These functions play a vital role in preventing, detecting, and reporting risks or actions that may be inconsistent with good governance practices. They also support transparent and accountable operations in accordance with recognized corporate governance standards, thereby ensuring that the Company does not engage in any activities that contravene governance principles or best practices.

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

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 7

List of Directors	Meeting attendance of audit committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. KAJORNKIET AROONPIRODJANAKUL (Chairman of the audit committee)	7	/	7	7/7 (100.00%)
2 Mr. JAN DAM PEDERSEN (Member of the audit committee)	6	/	7	6/7 (85.71%)
3 Ms. RITIMA JIRASURADATE (Member of the audit committee)	3	/	3	3/3 (100.00%)
4 Mr. ANUPHAN KITNITCHIVA (Chairman of the audit committee)	4	/	4	4/4 (100.00%)
Average meeting attendance rate				(96.43%)

The results of duty performance of the audit committee

In 2025, the Audit Committee convened a total of seven meetings, representing 95% attendance overall. The outcomes of each meeting were duly reported to the Board of Directors on every occasion. The attendance details of each Audit Committee member are as follows:

1. Dr. Anuphan Kitnitchiva (Term ended on 23 April 2025)	Chairman of the Audit Committee	Attended 4 out of 4 meetings
2. Mr. Kajornkiet Aroonpirodjanakul (Appointed on 23 April 2025)	Chairman of the Audit Committee	Attended 7 out of 7 meetings
3. Mr. Jan Dam Pedersen	Member of Audit Committee	Attended 6 out of 7 meetings
4. Ms. Ritima Jirasuradate (Appointed on 23 April 2025)	Member of Audit Committee	Attended 3 out of 3 meetings

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance of Executive Committee

Meeting Executive Committee (times) : 0

List of Directors	Meeting attendance of Executive Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. TOK CHEE MING (The chairman of the executive committee)	0	/	0	N/A
2 Mr. SHINYA YANO (Member of the executive committee)	0	/	0	N/A
Average meeting attendance rate				N/A

The results of duty performance of Executive Committee

The Company has not designated this matter under a separate sub-committee

Meeting attendance of Nomination and Remuneration Committee

Meeting Nomination and Remuneration : 4
Committee (times)

List of Directors	Meeting attendance of Nomination and Remuneration Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. JAN DAM PEDERSEN (The chairman of the subcommittee, Independent director)	4	/	4	4/4 (100.00%)
2 Mr. DAI OYAMA (Member of the subcommittee)	3	/	4	3/4 (75.00%)
3 Ms. RITIMA JIRASURADATE (Member of the subcommittee, Independent director)	1	/	1	1/1 (100.00%)

List of Directors	Meeting attendance of Nomination and Remuneration Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
Average meeting attendance rate				(91.67%)

The results of duty performance of Nomination and Remuneration Committee

The Company has established a plan to further enhance the effectiveness of its Board performance evaluation process by introducing separate assessments for each Board sub-committee. This initiative is intended to provide a more focused and in-depth evaluation of the roles, responsibilities, and performance of individual sub-committees, thereby strengthening overall governance standards.

The revised evaluation framework is scheduled to be implemented commencing in 2027. This enhancement reflects the Company's commitment to continuous improvement in corporate governance practices and to ensuring that each Board committee operates with clear accountability, measurable effectiveness, and alignment with the Company's strategic objectives.

Meeting attendance of Independent Director

Meeting Independent Director (times) : 0

List of Directors	Meeting attendance of Independent Director			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. JAN DAM PEDERSEN (Member of the subcommittee, Independent director)	0	/	0	N/A
2 Mr. KAJORNKIET AROONPIRODJANAKUL (Member of the subcommittee, Independent director)	0	/	0	N/A
3 Ms. RITIMA JIRASURADATE (Member of the subcommittee, Independent director)	0	/	0	N/A

List of Directors	Meeting attendance of Independent Director			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
Average meeting attendance rate				N/A

The results of duty performance of Independent Director

The composition of this committee is the same as that of the Audit Committee

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

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's vision and mission are to meet the needs of business partners and consumers through modern product design, efficient production processes, and excellent service. To ensure the quality of its products and services, the Company has been recognized as an organization that operates in accordance with ethical principles and good corporate governance practices, enabling continuous business growth. The Company is committed to sustainable organizational development by creating value in three key dimensions: environmental, social, and economic, based on responsible business conduct.

The Company emphasizes the creation of business opportunities for sustainable development, the promotion of a circular economy, and the management of environmental, social, and economic risks and impacts. It seeks to build collaborative approaches and long-term value for all stakeholders throughout the value chain, as well as to enhance the well-being of employees and communities. These efforts are aligned with the requirements of the Office of the Securities and Exchange Commission of Thailand (SEC), as well as relevant international sustainability principles, such as the Sustainable Development Goals (SDGs), across all areas of operation. The Company recognizes its responsibility toward stakeholders throughout the business value chain and has established concrete management approaches to drive sustainability in a tangible manner.

Guidelines to Achieve Sustainability Goals

Economic and Governance

- Ensure transparent financial disclosure and compliance with stock exchange requirements and applicable laws to promote transparency and prevent internal fraud.
- Conduct risk assessments by dedicated units and perform annual evaluations in accordance with ISO standards, supported by a safety committee to ensure legal compliance.
- Develop and control the quality of products, innovations, and services delivered by the Company, while managing customer satisfaction in accordance with agreed terms. Production and management processes are established in line with international standards.
- Foster collaboration with stakeholders in circular economy initiatives and utilize technology to enhance operational efficiency, including expanding online channels to improve stakeholder engagement.
- Promote fair trade practices, transparent supplier selection, integrity in employee conduct, and zero tolerance toward corruption in all forms.

Social

- Provide annual training programs tailored to job responsibilities and employee needs, while supporting career advancement through quarterly performance evaluations.
- Establish safety manuals and conduct regular occupational health and safety training, along with annual safety risk assessments in accordance with TIS 18001 standards.
- Strictly comply with labor laws, promote equality and respect for diversity, and continuously improve action plans based on employee satisfaction survey results.
- Carry out community development activities and regularly assess community satisfaction to address concerns and implement appropriate preventive and corrective measures.

Environment

- Establish an Environmental Subcommittee to oversee environmental performance within the organization.
- Strictly comply with environmental laws and standards, such as ISO 14001 and relevant ministerial regulations, while promoting environmental awareness among employees through training and engagement activities.
- Encourage efficient resource utilization, reduce energy consumption, minimize waste, and lower greenhouse gas emissions. Environmental standards are also established for contractors, suppliers, and customers in line with the Company's commitments.
- Commit to developing safe and environmentally friendly products throughout the product life cycle.

Policy and Strategic Review Approach for Sustainability

The Company conducts an annual review of its sustainability policies and targets to ensure alignment with the evolving business environment, stakeholder expectations, and relevant legal and international standards.

The Sustainability Working Committee is responsible for assessing the appropriateness of policies, the completeness of material issues, and alignment with the Company's strategic direction. The results of the review are reported to the Board of Directors and/or senior management for consideration, approval, and direction-setting for the following year.

For the annual review in 2025, no material issues requiring revision were identified. Accordingly, the Committee resolved to maintain the existing Sustainability Policy without amendment.

Reference link for sustainability policy : https://www.thaipolyacrylic.com/uploads/policy2026-004-EN_Sustainability_Policy.pdf

Sustainability management goals

Does the company set sustainability management goals : Yes

Thai Poly Acrylic Public Company Limited has established clearly quantified sustainability targets aligned with its business strategy as follows:

Economic & Governance

- Legal disputes: **0 cases**
- Legal compliance: **100%**
- Ethics/corruption complaints: **0 cases**, resolution rate **100%**
- Code of conduct acknowledgment & training: **100%**
- Cyberattacks & personal data breaches: **0 incidents**
- Target employees trained in PDPA & cybersecurity: **100%**
- Sales growth: **+10% from 2024**
- Unit cost reduction: **-5% from 2024 baseline**
- OEE: **55%**
- Scrap rate: **<3%**
- Innovation projects: **3 per year**
- Digital platform project: **1 per year**
- Supplier audit: **1 per year, ≥ 2 site inspections/year**, supplier code acknowledgment 100%

Environmental

- GHG intensity reduction: **-5% from 2023 baseline**
- Non-hazardous landfill reduction: **-10% from 2023**
- Hazardous waste intensity reduction: **-2.5% from 2023**

- LPG & fuel oil reduction: **1,200 liters from 2024 baseline**
- Electricity reduction: **-2% from 2024 baseline**
- Water intensity reduction: **-1% from 2024 baseline**
- Environmental complaints: **0 cases**
- Waste segregation training: **100% employees**

Social

- Employee turnover: **<20%**
- Employee engagement: **≥86%**
- Training hours: **≥30 hours/person/year**
- Fatalities, LTIFR, occupational diseases: **0 cases**
- Safety training: **≥4,500 hours/year**, 100% for visitors/contractors
- Human rights violations: **0 cases**, training **100%**
- Community disputes: **0 cases**, **3 CSR projects/year**, engagement **weekly**
- Customer satisfaction: **≥95%**
- Quality complaint value: **≤0.18% of sales**
- On-time delivery (OTD): **≥95%**

United Nations SDGs that align with the organization's sustainability management goals : Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 5 Gender Equality, Goal 6 Clean Water and Sanitation, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 10 Reduce Inequalities, Goal 11 Sustainable Cities and Communities, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 14 Life below Water, Goal 15 Life on Land, Goal 16 Peace, Justice and Strong Institutions

Information on review of policy and/or goals of sustainable management over the past year

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

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

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

In 2025, the Company's material sustainability topics were revised. One additional material topic, Customer/Consumer Responsibility, was formally established as a separate issue. This topic was previously incorporated under Product Quality and Production Management.

As a result of this change, the Company now has a total of 13 material sustainability topics.

Information on impacts on stakeholder management in business value chain

Business value chain

Thai Poly Acrylic Public Company Limited places strong emphasis on supply chain management across its entire value chain, incorporating risk management practices that consider potential impacts on the environment, society, and good corporate governance to ensure sustainable business growth. The Company's key value chain activities are summarized as follows:

Primary Activities

1. Procurement (Inbound Logistics)

- Sourcing key raw materials based on reasonable pricing, strict quality control, and delivery standards aligned with the Company's specifications, while prioritizing domestically produced materials where possible.
- Supplier and raw material evaluation to ensure legal compliance, lawful sourcing, and environmental responsibility. Procurement of recycled materials to reduce overall costs and expand green product offerings. The Company also implements a circular economy initiative by purchasing leftover forming materials from customers for reuse in its operations.

2. Production

2.1 Cast Acrylic Production

- Production under ISO 9001:2015 requirements, with product quality inspection in accordance with ISO 7823-1 standards.
- Use of tools and technology to control key product characteristics such as color and thickness tolerance, and to prevent defects (e.g., scratches and contamination).
- Environmental and community impact mitigation measures, including:
 - Use of biofuel from biomass (palm shells, wood chips) instead of fuel oil.
 - Increased use of recycled materials (e.g., reused PVC components).
 - Installation of wet scrubber systems for odor control.
 - Vapor recovery systems to reduce air pollution.
 - Water filtration systems to prevent water contamination.

2.2 Extruded Acrylic Production

- Production under ISO 9001:2015 requirements, ensuring compliance with agreed specifications such as width, length, thickness, color, shrinkage, elongation, and moisture content.
- Environmental impact reduction through:
 - Reusing in-process scrap materials.
 - Installing wet scrubber systems in production areas.
 - Implementing water recirculation systems.
 - Proper waste segregation for further handling by authorized entities.
- Provision of hearing protection equipment for employees in production areas.

3. Marketing and Sales

- Marketing and sales planning through digital marketing channels, including market demand analysis and benchmarking against similar products.
- Commitment to selling products that meet customer requirements and quality standards.
- Monitoring and preventing copyright infringement and avoiding defamatory language toward competitors.

4. Warehousing (Finished Goods)

- Proper storage, maintenance, and quality inspection in accordance with Company standards.
- Use of software systems to facilitate efficient warehouse operations.
- Secure packaging prior to container loading to enhance safety for logistics partners and employees involved in international shipments.

5. Transportation and Distribution

- Multi-modal transportation (land, sea, air) to serve domestic and international customers.
- GPS tracking systems and route optimization by customer zones.
- Optimization of load weight relative to vehicle capacity; promotion of electric vehicle usage among selected logistics partners to reduce fuel consumption and environmental impact.
- Pre-shipment quality inspections and transportation standard training for logistics partners.
- Damage management procedures, including product replacement and return plans.

6. Customer Service / Consumer Responsibility

- Research and development of new products aligned with current and future market demands.
- Collection of customer feedback for continuous product improvement.
- Expedited shipping plans and proactive communication in case of delays.
- Multiple communication channels for returns, claims, and issue resolution, along with annual customer satisfaction assessments.
- Ongoing training for sales and after-sales teams.
- Customer development programs, including product training on specifications, standards, and applications.

Supporting Activities

1. General Procurement

- Supplier selection and evaluation based on qualifications, quality, delivery performance, documentation, and pricing.
- Procurement of materials and contractor services supporting Company operations.

2. Technology Development

- Dedicated teams to integrate technology with machinery for production and quality control.
- Knowledge exchange with external organizations to keep technological capabilities aligned with current industry developments.

3. Human Resource Management

- Fair and merit-based recruitment processes.
- Talent development, succession planning, and career path management.
- Structured training plans based on business needs (present and future) and individual development requirements.
- Competitive compensation and welfare programs.
- Strict compliance with labor laws, including regulations on migrant labor, forced labor prohibition, female labor protection, and anti-human trafficking.
- Corporate CSR activities.

4. Finance and Accounting

- Accurate and timely financial analysis for management decision-making.
- Production cost calculation and pricing strategy development.
- Efficient receivables collection to enhance liquidity.
- Timely and accurate payments to employees and suppliers.
- Strict verification of financial documentation to prevent fraudulent tax invoices.
- Quarterly financial disclosure via the Stock Exchange website.
- Accurate and timely tax and financial statement submissions to relevant authorities.
- Internal audit planning and quarterly reporting to the Audit Committee.
- Coordination with external auditors for quarterly audits.

5. Internal Audit

- Audits covering ISO 9001:2015, ISO 14001:2015, TIS 18001:2004 (transitioning to ISO 45001:2018).
- Operational audits beyond financial statements.

- Quality audits aligned with ISO 9001:2015.
- Document control for certification systems.
- Coordination with the Company's Audit Committee.

6. Safety and Environment

- Compliance planning aligned with applicable laws and regulations.
- Occupational health and safety promotion activities, including risk advisory services.
- Proactive community environmental monitoring, including weekly MMA air quality measurement.
- Legal waste management practices.
- 24-hour site security measures, including security personnel and CCTV systems.

7. Engineering

- Energy planning and control to reduce greenhouse gas emissions and production costs (including alternative energy adoption).
- Installation and improvement of pollution control equipment.
- Machinery maintenance to reduce scrap and maintain production efficiency.

8. Information Technology (IT)

- IT equipment procurement aligned with Company policy.
- Maintenance and system support services.
- Implementation of secure information systems, including data access controls and data backup systems to protect personal data.
- IT training programs for employees.

This comprehensive value chain approach ensures that sustainability principles are embedded across all operational and support functions, reinforcing long-term resilience, competitiveness, and responsible business conduct.

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
Internal stakeholders			
<ul style="list-style-type: none"> • Shareholders 	1. The Company demonstrates strong financial performance, delivers high dividend payouts, and maintains a strong share price.	1. The Company continuously develops its products to meet market demand while enhancing its business structure for greater operational efficiency. 2. The Company operates with transparency and in	<ul style="list-style-type: none"> • Online Communication • Annual General Meeting (AGM) • Complaint Reception • Others <ul style="list-style-type: none"> • Company website

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
	<p>2. The Company operates with transparency and in full compliance with applicable laws and relevant regulations.</p> <p>3. The Company implements sustainability initiatives in a concrete and measurable manner.</p> <p>4. The Company maintains direct communication channels, including face-to-face engagement.</p>	<p>full compliance with applicable laws and regulations.</p> <p>3. Sustainability principles are practically and effectively integrated into the Companys operations.</p> <p>4. Clear timelines are established for communication and response regarding financial performance reporting, share price information, and dividend payments.</p> <p>5. The Company ensures alignment with and participation in activities organized by its major shareholders under the Companys representation.</p> <p>6. The Company has established an Audit Committee and an Internal Audit function, along with comprehensive policies, strong internal control systems, and a robust enterprise risk management framework.</p>	<ul style="list-style-type: none"> • Annual Report

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> • Employees • Others <ul style="list-style-type: none"> • Management 	<ol style="list-style-type: none"> 1. Responsiveness to and consideration of employee feedback and concerns. 2. Provision of appropriate compensation and benefits. 3. Ensuring workplace safety and a healthy working environment. 4. Stability and sustainable growth of the business, along with career advancement opportunities. 5. Fair and equitable labor practices. 	<ol style="list-style-type: none"> 1. The management team reviews and considers suggestions and feedback through monthly management meetings. 2. Compensation benchmarking studies are conducted against market standards. 3. A succession plan is established for key positions within the organization. 4. Quarterly performance and potential evaluations are conducted. 5. The working environment is continuously improved to ensure compliance with labor laws and regulations. 6. The Company implements and maintains standardized management systems, including ISO 14001, ISO 9001, and TIS 18001. 7. Compliance with the Companys human rights and non-discrimination policies is strictly enforced. 8. Annual health check-ups are provided for 	<ul style="list-style-type: none"> • Online Communication • Internal Meeting • Complaint Reception • Employee Engagement Survey • Others <ul style="list-style-type: none"> • Bulletin Board

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
		<p>employees.</p> <p>9. Structured training and personnel development plans are established and implemented.</p>	
<u>External stakeholders</u>			
<ul style="list-style-type: none"> • Customers 	<ol style="list-style-type: none"> 1. Satisfaction with the Company's products and services. 2. Receipt of quality products and services that meet expectations. 3. Continuous product development and improvement. 4. Competitive product pricing. 5. Availability of after-sales services, including responses to inquiries and product usage guidance. 6. Clear compensation or product 	<ol style="list-style-type: none"> 1. Conduct customer surveys to assess product requirements in terms of specifications, applications, and packaging. 2. Perform market price studies and benchmarking analyses. 3. Improve production efficiency to reduce costs and enhance product competitiveness. 4. Provide training sessions and prepare documentation to guide customers on product features, usage, and storage. 5. Conduct customer satisfaction surveys on a regular basis. 6. Maintain a dedicated Technical Service team to provide consultation and support for product usage issues. 7. Establish clear 	<ul style="list-style-type: none"> • Visit • Online Communication • External Meeting • Complaint Reception • Satisfaction Survey • Others <ul style="list-style-type: none"> • Social Media

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
	<p>replacement plans in the event of claims under specified conditions, either through product replacement or monetary compensation.</p> <p>7. Product warranty coverage.</p> <p>8. Complete and timely delivery in accordance with agreed quantities and schedules.</p> <p>9. Expectation for the Company to support and contribute to the growth of customers businesses.</p>	<p>delivery timelines and shipment plans, with delivery confirmation provided after order confirmation within 24 hours for domestic sales and within three working days for international sales.</p> <p>8. Communicate product information and corporate updates through online channels.</p>	

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> • Government agencies and Regulators 	<ol style="list-style-type: none"> 1. The Company strictly complies with all applicable laws and regulations. 2. The Company establishes policies and operational guidelines that align with relevant laws and government regulations. 3. The Company remains aware of emerging legal requirements and policy changes that may arise in the future and proactively prepares for them. 4. The Company fully cooperates with initiatives and activities organized by government authorities and regulatory agencies. 	<ol style="list-style-type: none"> 1. The Company regularly monitors newly enacted laws and conducts annual legal compliance assessments. 2. Updates on new legal requirements are consistently presented and reported to management during meetings. 3. The Company has achieved Level 3 Green Industry Certification. 4. The Company encourages employees to participate in activities organized by government authorities and regulatory agencies. 	<ul style="list-style-type: none"> • Visit • Social Event • Online Communication • External Meeting • Complaint Reception • Others <ul style="list-style-type: none"> • Submit the report

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> • Community • Society 	<ol style="list-style-type: none"> 1. The Company complies with all applicable laws and regulations. 2. The Company demonstrates responsibility for impacts arising from its activities and operations. 3. The Company provides clear and timely information in the event of emergencies that may affect the community. 4. The Company participates in community-organized activities. 5. The Company maintains communication channels to receive feedback and suggestions, with prompt response mechanisms in place. 6. The Company 	<ol style="list-style-type: none"> 1. The Company establishes policies, guidelines, and standards that are aligned with applicable laws and regulations. 2. The Company strictly complies with all relevant laws, rules, and regulations, and conducts its business in a lawful and transparent manner. 3. The Company takes stakeholder feedback into consideration and implements appropriate actions in areas where communities and society may be impacted. 4. The Company regularly monitors and evaluates operations that may have social or community impacts. 5. The Company organizes activities aimed at promoting and enhancing the quality of life within society and local communities. 6. The Company actively participates in and supports activities organized by social and community groups. 	<ul style="list-style-type: none"> • Visit • Social Event • Online Communication • External Meeting • Complaint Reception • Others <ul style="list-style-type: none"> • CSR Activities

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
	<p>promotes quality of life and well-being within society and surrounding communities.</p> <p>7. The Company supports employment generation and income creation within society and local communities.</p>		

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> • Suppliers • Business partners 	<ol style="list-style-type: none"> 1. Business continuity and stable long-term operations. 2. A standardized, transparent, and auditable procurement system. 3. Products supplied to the Company are utilized efficiently in operations and production processes. 4. Timely payment for goods and services. 5. Protection and confidentiality of both personal and corporate information disclosed to the Company. 	<ol style="list-style-type: none"> 1. Compliance with the Company's procurement policy. 2. Monitoring and auditing of procurement activities to ensure alignment with established policies and procedures. 3. Supplier development initiatives, including providing guidance and information on product specifications and applications. 4. Adherence to the Company's anti-corruption policy, ensuring transparent and lawful business operations. 5. Conducting market price studies to enhance competitiveness for both the Company and its suppliers. 	<ul style="list-style-type: none"> • Visit • Online Communication • External Meeting • Complaint Reception • Satisfaction Survey

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability : Yes
materiality topics

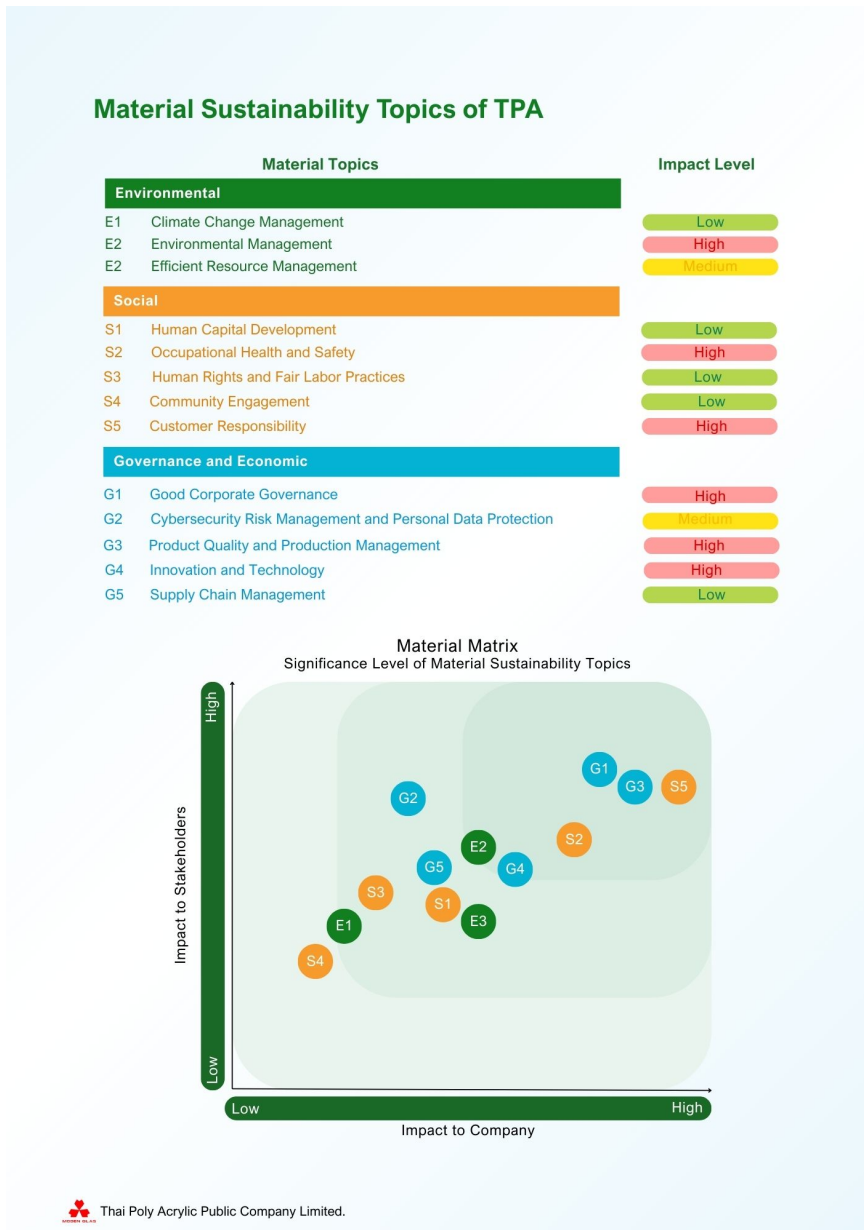
Over the past year, the company has reviewed its : Yes
sustainability materiality topics

Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Good Corporate Governance	<ul style="list-style-type: none"> • Good Governance
Cybersecurity Risk Management and Personal Data Protection	<ul style="list-style-type: none"> • Good Governance • Sustainability Risk Management
Product Quality and Production Management	<ul style="list-style-type: none"> • Customer / Consumer Responsibility • Good Governance
Innovation and Technology	<ul style="list-style-type: none"> • Innovation Development
Supply Chain Management	<ul style="list-style-type: none"> • Sustainable Supply Chain Management
Climate Change Management	<ul style="list-style-type: none"> • Greenhouse Gas Management
Environmental Management	<ul style="list-style-type: none"> • Environmental Management Standards Policy and Compliance • Waste and Waste Management • Biodiversity Management • Community / Social Responsibility
Efficient Resource Management	<ul style="list-style-type: none"> • Environmental Management Standards Policy and Compliance • Energy Management • Water Management
Human Resource Development.	<ul style="list-style-type: none"> • Fair Labor Practices • Others : Human Resource Development.
Occupational Health and Safety	<ul style="list-style-type: none"> • Human Rights • Fair Labor Practices • Others : Occupational Health and Safety
Human Rights, Labor Practices, and Fair Treatment.	<ul style="list-style-type: none"> • Human Rights • Fair Labor Practices
Community Engagement.	<ul style="list-style-type: none"> • Community / Social Responsibility

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Customer / Consumer Responsibility	• Customer / Consumer Responsibility

Diagram of organizations material sustainability topics



Material Sustainability Topics

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Have data

Reference link for corporate sustainability report : <https://www.thaipolyacrylic.com/article/new>

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or guidelines : Others : 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).

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

Thai Poly Acrylic Public Company Limited (the Company) has established a Risk Management Policy to serve as a framework for identifying, analyzing, assessing, and managing risks that may affect the Company's operations. The objective of this policy is to safeguard the Company's assets, reputation, and organizational stability, as well as to support efficient business operations. A systematic approach to risk management enables the Company to prepare for potential events, mitigate possible adverse impacts, and support the achievement of its established objectives and goals.

The Company places importance on communication and awareness-building regarding risk management among employees at all levels. Relevant communications and training programs are provided to ensure that personnel understand their roles and responsibilities and are able to comply appropriately with the established guidelines. In addition, the Company regularly monitors, evaluates, and reviews its risk management processes to ensure alignment with the evolving business environment, applicable laws, and other relevant factors, which may change over time.

The implementation of this Risk Management Policy plays a significant role in strengthening the Company's organizational stability and supporting effective business operations. It also enhances stakeholder confidence and reinforces the Company's competitiveness.

Scope

This Risk Management Policy covers operations at all levels of the organization, taking into account all relevant stakeholders, including employees, customers, suppliers, investors, government authorities, and related communities. The Company encourages all departments to participate in identifying, analyzing, and managing risks to ensure that operations are conducted appropriately and in accordance with good corporate governance principles.

The Company identifies risks that may arise from all aspects of its operations, including financial risks, operational risks, legal risks, and reputational risks. Each identified risk is assessed in terms of its likelihood and potential impact in order to prioritize and determine appropriate risk management measures. Such measures may include risk avoidance, risk control or mitigation, risk transfer, or risk acceptance at an appropriate and controlled level.

This risk management approach enables the Company to systematically manage uncertainties, support informed managerial decision-making, and promote stable and appropriate operations in alignment with the prevailing business environment.

Reference link to risk management policy and plan : [https://www.thaipolyacrylic.com/uploads/policy2026-011-EN_Corporate_Risk_Management_Policy\(25.12.2024\).pdf](https://www.thaipolyacrylic.com/uploads/policy2026-011-EN_Corporate_Risk_Management_Policy(25.12.2024).pdf)

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : Yes

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

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 Exchange Rate Volatility Risk

Related risk factors :

Financial Risk

- Fluctuation in exchange rates, interest rates, or the inflation rate

ESG risk factors : No

Risk characteristics

This risk is classified as a financial risk arising from fluctuations in foreign exchange rates, which are beyond the Company's direct control. It is closely linked to global economic conditions, monetary policies, interest rates, and international political factors.

Risk-related consequences

As the Company engages in both domestic and international transactions, it may be exposed to the impact of exchange rate fluctuations. The Company closely monitors and assesses foreign exchange movements on an ongoing basis, and such information is incorporated into its planning process as well as marketing and sales strategies.

The Company aims to maintain an appropriate balance between domestic and export sales in order to mitigate potential adverse effects on its operating results arising from exchange rate volatility.

Risk 2 Market and Competition Risk

Related risk factors : Strategic Risk

- Competition risk

ESG risk factors : No

Risk characteristics

This risk is classified as a strategic risk and is directly related to the Company's ability to sustain its competitiveness and maintain its market share over the long term.

Risk-related consequences

In response to the increasing level of competition within the industry, the Company has established a Product Development Team and a New Business Development Team to study market trends, develop new products, and expand distribution channels. The Company focuses on enhancing product diversification to effectively meet customer needs, while concurrently improving and upgrading its existing machinery to support a broader range of production capabilities. These initiatives strengthen the Company's competitive advantage and enable it to accommodate long-term market demand.

Risk 3 Raw Material Procurement Risk

Related risk factors :

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources

ESG risk factors : No

Risk characteristics

This risk is classified as an operational risk and is closely linked to supply chain risk, as it directly affects the continuity of the production process and the Company's ability to deliver products.

Risk-related consequences

The principal raw materials used in the production process include MMA, which is a key material for the manufacture of cast acrylic sheets, and plastic resins used in the extrusion of plastic sheets. The Company has entered into procurement agreements with suppliers and aligns its purchasing plans with its monthly production plans to ensure that raw material inventories are maintained at appropriate and sufficient levels to support operations.

In addition, the Company is able to source raw materials from more than one manufacturer, primarily from domestic producers. Where necessary, the Company may also procure from overseas suppliers to ensure the continuity of its production process.

Risk 4 Related Party Transaction Risk

Related risk factors :

Compliance Risk

- Corporate Governance

ESG risk factors : Yes

Risk characteristics

This risk is classified as a corporate governance risk and is closely associated with conflict of interest risk.

Risk-related consequences

The purchase and sale of goods and services with related companies are conducted under fair commercial terms and at mutually agreed prices, with due regard to the best interests of the Company, as if the transactions were carried out with third parties.

Such transactions are reviewed by the Audit Committee and audited by the external auditor to ensure that they are conducted properly, transparently, and in accordance with good corporate governance principles.

Risk 5 Price Competition Risk, Particularly from Imported Products from China

Related risk factors : Strategic Risk

- Competition risk

ESG risk factors : No

Risk characteristics

This risk is classified as a strategic risk and is closely associated with market and competitive risk, as it directly affects the Company's ability to determine pricing, maintain profit margins, and sustain its market share.

Risk-related consequences

Increasing price competition from imported products, particularly from China, may adversely affect the Company's profit margins and overall competitiveness.

In response, the Company focuses on continuous product quality improvement, product differentiation, and efficient cost management in order to sustain its competitive position and create long-term value for its products.

Risk 6 Cyber Security Risk

Related risk factors :

Operational Risk

- Information security and cyber-attack

ESG risk factors : Yes

Risk characteristics

This risk is classified as an Information Technology Risk and forms part of Operational Risk. It is also closely associated with Reputational Risk and Compliance Risk.

Risk-related consequences

Cybersecurity threats continue to increase and may adversely affect the Company's information systems, business continuity, and stakeholder confidence. The Company therefore places significant importance on implementing preventive and risk control measures. Information security standards have been established in alignment with the Company's policies, including the following:

- Installation of firewall systems to control and filter data entering the network.
- Deployment and regular updating of antivirus software on all computers to ensure it remains up to date.
- Establishment of strong password standards and promotion of user awareness regarding the creation and protection of secure passwords.
- Provision of training programs to enhance awareness of cyber threats, such as phishing emails and malware, together with regular monitoring and evaluation.
- Ongoing communication of security information and best practices to users.

These measures strengthen the security of the Company's information systems, reduce exposure to cyber threats, and support the continuity and long-term stability of the Company's business operations.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

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.

1. Earthquake Scenario

Objective

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

1. The Crisis Management Team (CMT) serves as the central decision-making body.
2. The CMT communicates continuously and transparently with employees regarding safety measures, temporary worksite relocation, and adjustments to production/service plans.
3. 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.

2.Flood Scenario

Objective

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.

3. Pandemic Scenario

Objective

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.

4. Personal Data Breach Scenario

Objectives

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.

5. War Scenario

Objectives

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.

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

Company's sustainable supply chain management : Yes
policy and guidelines

Link for company's sustainable supply chain : https://www.thaipolyacrylic.com/uploads/policy2024-003-EN_Procurement.pdf
management policy and guidelines

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management : Yes
plan

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 o Annual supplier evaluation plan

- Defined evaluation criteria
- Assigned timelines and responsibilities

2. Data Collection

- Product/service quality performance
- On-time delivery
- Safety and environmental compliance
- Communication and service quality
- Contract and code of conduct compliance

3. Evaluation

Quantitative and qualitative assessment using standardized tools

4. Supplier Rating / Classification

- A (Excellent), B (Good), C (Improvement Required), D (Non-compliant)
- Suppliers rated C are subject to corrective action plans

5. Feedback

- Formal communication of evaluation results
- Opportunity for clarification and improvement proposals

6. Follow-up and Improvement

- Monitoring corrective actions
 - Supplier Development Plans
 - Documentation for future evaluations
7. Reporting
- Annual evaluation summary
 - Used for contract renewal and supplier decisions

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 Audits

The Company conducts supplier audits using comprehensive assessment criteria aligned with recognized management system standards for which the Company is certified, such as ISO 9001, ISO 14001, and TIS 18001. The audits consider suppliers general information, production or service capabilities, certified standards, training programs, security management, safety, occupational health, and environmental management, as well as business operations conducted under the principles of good corporate governance and business integrity.

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 (90100%), qualifying them for continued engagement and consideration as Preferred Suppliers. A further 9% were rated at Grade B (8689%), indicating satisfactory performance and continued eligibility for engagement, subject to routine performance monitoring. Meanwhile, 2% were classified at Grade C (7079%), 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 Companys 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 Companys 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 Companys 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 more clearly and comprehensively cover Environmental, Social, and Governance (ESG) aspects.

Newly identified risks include, for example:

- Risks from reliance on a limited number of suppliers
- Risks of receiving substandard goods or services
- Human rights risks
- Labor and workforce management risks
- Business ethics risks
- Risks related to non-compliance with environmental laws

The Company plans to implement supplier risk assessments based on these criteria starting 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.

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

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

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.

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.

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.

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening : No
criteria with new suppliers?

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes

Information on key suppliers acknowledging compliance with the supplier code of conduct

Key suppliers acknowledging compliance with the supplier code of conduct⁽¹⁾

Does the company require key suppliers to : Yes
acknowledge compliance with the supplier code of
conduct?

	2023	2024	2025
Percentage of key suppliers acknowledging compliance with the supplier code of conduct over the past year (%)	0.00	57.00	47.00

Remark: ⁽¹⁾ In 2025, all newly onboarded suppliers (100%) formally acknowledged and agreed to comply with the Supplier Code of Conduct, while 47% of the total supplier base confirmed their acknowledgment.

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

Company's research and development (R&D) policy : Yes

Reference link to company's research and development (R&D) policy : <https://www.thaipolyacrylic.com/article/detail/493>

Research and development (R&D) expenses over the past 3 years

	2023	2024	2025
Research and development (R&D) expenses (2) over the past 3 years (Million Baht)	739,000.00	550,000.00	384,071.72

Remark: (2) Lab Expense denotes costs incurred for raw material testing and the development of new products.

Additional explanation for research and development (R&D) expenses over the past 3 years

Research and Development Expenditure

Product research and development encompasses multiple stages, including laboratory feasibility testing, pilot trials conducted within actual production processes, and thirdparty testing to verify compliance with applicable standards. R&D expenditures vary depending on the nature and stage of each project. In 2025, the Company's average research and development expenditure amounted to approximately THB 384,072 per year.

Information on organizations innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's innovation culture : Yes

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

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.

1. 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, 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 degrees Celsius
- 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.

1.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.

2.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.

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.
- Share organizational updates and direction.
- Strengthen customer relationships and engagement beyond sales, fostering long-term satisfaction.

Innovation Development Plans for 2026

1.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.

2.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.

Information on innovation development benefits and research and development (R&D) expenses

Benefits of innovation development

Financial benefits⁽³⁾

Does the company measure the financial benefits : Yes
from innovation development?

	2023	2024	2025
Revenue or sales generated from the innovations development of product, service, or process (Baht)	0.00	8,858,583.00	5,866,185.00

Remark: ⁽³⁾ The company commenced the collection of data on monetary benefits derived from innovation development in 2024.

Non-financial benefits

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

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