



TPI Polene Public Company Limited
Sustainability Report 2025

ESG

For

SUSTAINABILITY

Driving a Sustainable Environment







Sustainable Development under Environmental, Social, and Governance (ESG) Policy



Environmental Dimension

Develop into a Green Industry and adhere to Improving Production Processes, Energy Management and Environmentally Friendly, aiming for a Low-Carbon Society to reach 'Carbon Neutrality' by 2043



Social Dimension

Respect Human Rights and Fair Treatment towards employees and staffs, Create a Learning Organization Culture and develop the Potential of Employees, Enhance Workplace Health and Safety, Responsible and Balanced Engagement with Communities, Society and Stakeholders



Governance Dimension

Conduct Business with an Adherence to Good Governance Principles under the Codes of Conduct Flexibility to adapt to New Business Concepts Organization-Wide Risk Management under the Anti-Corruption Policy, Ready to deliver Cost-effectiveness of Innovative Products and Services for the Society and the Environment







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01 Message from Chief Executive Officer ^[2-22]

Accelerating the Path
to Carbon Neutrality
Driving Green
Transformation through
Innovation and Just
Transition toward
Sustainability



The year 2025 remains a challenging period for the global business sector, as the world economy continues to slow amid escalating geopolitical tensions compounded by an intensifying climate change crisis. These developments have affected ecosystems, economies, and the livelihoods of people worldwide. Increasingly frequent natural disasters and widening social inequality serve as warning signs that businesses and society must seriously collaborate to adapt and move toward a sustainable development pathway, including the transition to a Low-carbon society. The period 2024–2025 represents a critical transition phase for the business sector, amid temperature fluctuations across many regions of the world and major flooding events. These circumstances underscore the urgency of climate action and adaptation, reflecting that climate risk is not a future concern but a present business risk.

Linking Sustainability Strategy with International Reporting Frameworks

The Company's Sustainability Report 2025 has been prepared with reference to, and in alignment with, internationally recognized reporting frameworks, such as the Global Reporting Initiative (GRI), which serves as the primary framework for identifying material topics and disclosing performance across economic, social, and environmental dimensions. The Report considers impacts under both the Inside-out perspective: impacts of business operations on the environment and society, and the Outside-in perspective: risks and opportunities arising from external factors that affect the business. This approach aligns with the concept of Double Materiality and is used to define the Company's strategic direction and business operations in both the short term and long term.

TPI Polene Group's Approach to Addressing Challenges

The year 2025 marks a significant transition period for the energy industry, shifting from fossil fuels to renewable energy. TPI Polene Group has therefore concretely integrated Climate Change issues into its corporate strategy to respond to the demands of the Green Construction era, to strengthen business resilience and ensure long-term sustainable growth, as follows:-

I. Green Products and Business Growth Plan

Investment in Green Business and Innovation Development: Committed to advancing technology through investment in environmentally friendly green businesses that enhance organizational resilience and support new business opportunities.

- To improve Prepol SC combustion efficiency to achieve a 25% RDF substitution rate for coal, aiming for a significant reduction in fossil fuel dependency and enhancing overall operational sustainability.
- To expand the use of renewable electricity, specifically from solar power plants, to power the manufacturing of cement and construction products.
- To utilize waste and industrial residues as alternative fuel to replace coal in the cement production process, reducing reliance on coal, with a target to significantly substitute fossil fuels.
- To invest in the Pyro-processing System project to upgrade machinery for cement production lines 1-4 in order to reduce heat and electricity consumption, enhance production efficiency, lower costs, and increase the potential for waste heat recovery to generate electricity
- To enhance environmental protection by upgrading dust collection systems to ensure emissions meet

the Department of Industrial Works' (DIW) new standards. Additionally, limestone dust from the clinker production process is repurposed to manufacture Hydraulic Cement, a low-carbon product by reducing the clinker-to-cement ratio per production unit, which significantly lower CO₂ emissions, aligning with global sustainability standards and supporting both public and private sector projects domestically.

- Transitioning and upgrading heavy mining machinery and logistics vehicles such as EV Dump Trucks, EV Fleets, and electric forklifts from diesel-powered to electric systems. This includes the implementation of electric conveyor systems for raw material transport. These initiatives aim to optimize transportation costs, significantly reduce CO₂ emissions, and minimize PM2.5 dust.
- To promote the Bio Economy Policy and Enhance the Quality of Life: The Company has expanded its business into organic agriculture and environmentally friendly healthcare products, covering:
 - Bio-Organic Agricultural Products:
 - Bio-Livestock & Fishery Products to Reduce the Use of Antibiotics
 - Healthcare & Hygiene Products, and Probiotic Products
 - TPIPL Drinking Water, Standard-Quality Drinking Water to Ensure Public Access at a Reasonable Price
- To provide industrial waste management services in compliance with applicable laws and environmental standards; accept aluminum dross, which is an industrial by-product generated from manufacturing processes, for use as raw material; and utilize industrial waste as alternative fuel.
- To achieve 100% utilization of waste crushed rock from the construction aggregate production process by repurposing it as raw material for 'Golden Sand' and shale production. This initiative demonstrates highly efficient resource management. Furthermore, we integrate R&D outcomes to optimize formulations and manufacturing processes for cement and construction materials, effectively reducing CO₂ emissions per production unit

Net Zero 2050 is the Organization's long-term path to sustainability

The Company is committed to developing low-carbon products and investing in clean technologies and renewable energy, aiming to achieve Carbon Neutrality in order to reach net zero greenhouse gas emissions by 2050. TPI Polene has participated in the industrial greenhouse gas reduction target-setting program to move toward Net Zero through the Science Based Targets (Phase 3) approach. The Company has established Science Based Targets (SBT) under the Net Zero criteria of the Thailand Greenhouse Gas Management Organization (Public Organization) (TGO).

II. Governance, Training & Verification

Energy Transition: Integrating Social Equity and Just Transition⁽¹⁰²⁻³⁾

The Company places importance on the concept of Just Transition to ensure that the energy transition occurs in a fair manner, taking into account workers, communities, and stakeholders throughout the value chain. The Company supports skills development, quality of life enhancement, and the creation of new economic opportunities to ensure that no one is left behind in the transition. This includes consideration of impacts on workers, local communities, and other stakeholders, along with the establishment of supporting measures such as:

- Employee Reskilling / Upskilling: Upskilling production and engineering personnel to enhance their knowledge of clean technologies, such as:
 1. Solar Rooftop, Waste Heat Recovery
 2. Automation & Smart Manufacturing
- Providing training in new skills for future roles, such as Environmental Officers, ESG Officers, or Energy System Controllers.
- Protection of labor welfare and support for job transition by establishing Career Path development plans for employees who may be affected by the reduction in the use of conventional technologies, in order to ensure long-term employment stability.
- Promoting the safety and well-being of workers and communities through training in occupational health, workplace safety, and risk management related to new technologies.
- Improving the production process by replacing 25% of coal with waste-derived fuel through the procurement of waste from local suppliers in more than 16 provinces. This initiative helps create jobs,

reduce waste volume, and lessen economic inequality alongside a fair energy transition.

- Supporting community career development by providing production equipment, agricultural drip irrigation systems, and knowledge transfer in collaboration with educational institutions to strengthen long-term economic resilience.
- Promoting and developing the Saraburi Community Forest Network, covering an area of 76 rai, and participating in planting 10 rai of Sang Mon Bamboo at Ban Tha Sabok to restore forest areas, create food sources, and support community careers. The bamboo can be fully utilized, including young shoots for consumption and mature culms for value-added processing in a sustainable manner.

Information and Transparency Are at the Core of Decision-Making

Stakeholders, particularly investors and regulatory authorities, require accurate, transparent, and verifiable information on greenhouse gas emissions. The Company has therefore seriously developed its climate data management system by preparing reliable greenhouse gas emissions data and a credible carbon management plan. TPI Polene has been certified under ISO 14064-1 (Carbon Footprint Verification or CFV) by BSI Group (Thailand) Co., Ltd.

Collaboration Networks: Driving Collective Strength Toward Sustainability

In 2024-2025, the Company became a member of the United Nations Global Compact (UNGC) and Global Cement and Concrete Association (GCCA), reflecting its commitment to conducting business responsibly in the areas of human rights, labor, environment, and anti-corruption. This also strengthens the Company's capability to reduce greenhouse gas emissions and utilize resources efficiently.

Sustainability Is a Condition for Survival and Growth

ESG has been integrated into the corporate strategy and serves as a mechanism for building long-term competitiveness. Environmental, social, and governance issues are incorporated into business strategy, investment decisions, and risk management, covering both Inside-out and Outside-in perspectives. These actions reflect

the organization's serious adaptation to environmental and social changes, enabling it to survive and achieve sustainable long-term growth in a changing world.

Amid a global landscape facing increasingly complex structural challenges, particularly the unprecedented severity and frequency of climate change impacts, the cement and construction materials industry plays a critical role in both economic development and environmental impact mitigation. The Company recognizes this responsibility and remains committed to conducting business in accordance with sustainable development principles. We focus on reducing greenhouse gas emissions, using resources efficiently, promoting low-carbon innovation, and enhancing the quality of life of communities and society in parallel. The Company places importance on systematic Transformation and Change Management, while creating a corporate culture that integrates sustainability objectives into all operational processes. This approach strengthens organizational resilience and enhances the ability to adapt to long-term climate-related risks and opportunities.

The Company is committed to continuously enhancing the quality and standards of its sustainability disclosures, while welcoming feedback from all stakeholder groups. This collaborative approach aims to drive balanced development between business growth, environmental stewardship, and value creation for society, thereby strengthening the organization, the nation, and future generations in a sustainable manner.

I would like to express my sincere appreciation to all shareholders, bondholders, financial institutions, the Board of Directors, employees, and stakeholders for their continued support, trust, and active participation in driving the Company's operations. The key performance highlights across the economic, social, and environmental dimensions have been summarized and transparently disclosed in this Sustainability Report.

Sincerely yours,



(Mr. Prachai Leophairatana)

Chief Executive Officer

Business Drive for Sustainability

Key Sustainable Development Performance of TPI Polene in 2025



Economic Dimension

Total Revenue

Baht **36,381** million



Employee wages
and benefits

Baht **6,677** million



Tax expense

Baht **237** million

EBITDA

Baht **9,150** million

Net profit

Baht **2,673** million

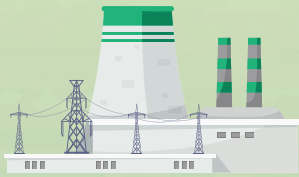
Dividend per share

Baht **0.03**





Environmental Dimension



In 2025, cement plants used waste fuel to replace coal in cement production processes accounting for to

9.50% of total energy

Recycled and reused aggregate scrap

1,052,616 tons, accounting for **100%**



In 2025, TPIPL reduced greenhouse gas emissions both directly and indirectly, by

0.801 million tons CO₂e from 2024



In 2025, TPIPL sourced

9,090,442 cubic meters of external water, representing a

4.80% decrease compared to 2024



TPIPL recycled waste

2,819.36 tons from production process, or

99.62 % of total industrial waste



Proportion of recycled water
Total volume of water recycled was

1,152,811 cubic meters, representing a decrease of

11.26% compared to 2024, representing

54.79% of the total water consumption.

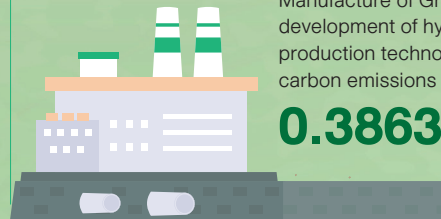
Investment projects for reducing environmental impact valued at

Baht 1,025 million



Installation of Bag Filter dust collector to replace Electrostatic Precipitator (ESP) for enhanced PM 2.5 Filtration efficiency up to

99.99%



Manufacture of Green Products/ development of hydraulic mortar production technology to reduce carbon emissions

0.3863 million tons CO₂e



Community and Social Dimension

Community and social contributions

Baht 12.49 million



Injury Frequency Rate (IFR) of Employees and Suppliers/Contractors

0.778/0.888

per 1 million working hours



Number of working hours without accidents

Employees **15,991,215** hours

Suppliers/Contractors **4,765,000** hours

Occupational illness and disease rate that require all records



TPIPL **0** cases per 1 million working hours

Work-related fatalities among employees and contractors

TPIPL = **0** cases



Turnover rate

TPIPL = **2.45%**



Average training hours for employees

TPIPL = **24.79**

hour/person/year

Work Satisfaction and employees' engagement towards the organization

TPIPL = **84.35%**



11 Technology, Innovation and Service Development Projects/

6 Product Research and Development Projects



Corporate Governance Dimesion



Revenue from green products
Baht 22,456 million

Revenue from Biological product
Baht 64.06 million



Carbon Reduction Label certification of
21 products



No complaints of privacy violations ⁽¹⁾



99.65% of suppliers acknowledged the Supplier Code of Conduct

Violation of human rights (Discrimination, Child Labor, Illegal Labor)
TPIPL = **0**



Overall customers' satisfaction/ satisfaction with solving problems for TPIPL's customers
TPIPL **85.52%** and **94.55%**



20 major ESG Risk suppliers were assessed, representing

71.61% of the total order value



Announcement

Issue no. 1/2022

Subject: Principles of employee duties

For success in creating sustainable business growth of the Company, TPI Polene Group adheres to Environmental, Social and Governance (ESG) criteria, by embracing the Bio Circular Green Economy as a sustainable business model under the standards of good corporate governance. In carrying out duties and responsibilities, all employees are required to work under the Four Iddhippada: Basic for Success 4, which consists of the following:

Chanda (ASPIRATION) Intention or purpose or desire or zeal. The need to do and always be willing to do what is assigned and aspires to make it work even better.

Viriya (EFFORT) or energy or will.

Citta (CONCENTRATION) Consciousness or mind or thoughts, concentrate on work.

Vimansa (Planning, Result Checking, Good Governance, Research and Development) Planning, results checking, good governance, research and development.

With a committed heart to create balanced happiness with a better quality of life in a sustainable manner pursuant to FOUR SUBLIME STATES OF MIND, which consist of the following:

MERCY

KINDNESS

SYMPATHETIC JOY

EQUANIMITY

Announced on January 5, 2022

A handwritten signature in black ink, appearing to read 'Prachai', is written over a horizontal line.

(Prachai Leophairatana)

Chief Executive Officer

Note: This principle of living follows the metaphysical concept of the Four Noble Truths (See more details at <https://www.tpipolene.co.th/aboutus/employeehandbook>)

Brahma-vihara 4

(FOUR SUBLIME STATES OF MIND)

Metta (MERCY):

Love, desire for others to be happy.

Karuna (KINDNESS):

Desire to get others out of their sufferings

Mudita (SYMPATHETIC JOY):

Pleasure that comes from delighting in other people's well-being, even if one did not contribute to it.

Upekkha (EQUANIMITY):

Even-mindedness and serenity, treating everyone impartially.

Iddhipada 4

BASIS FOR SUCCESS 4

Chanda (ASPIRATION)

To be content and happy in doing good deeds with enthusiasm and strong intention.

Viriya (EFFORTS)

Diligence, patience, commitment, endurance, willingness to work hard and to never give up; having the courage to tackle any obstacle and having the courage to make changes.

Citta (CONCENTRATION)

Consciousness of the senses, Subconscious mind and Intellect, is of immense power

Vimamsa (R&D)

Involves conducting an investigation or discrimination, a plan, a measure and invention of a solution.

The Principles of Iddhipada 4: Path of accomplishment in work, which consists of the following

Chanda (ASPIRATION) - Satisfied with the work we're performing

Viriya (EFFORTS) - Diligence in our work

Citta (CONCENTRATION) - Taking responsibility for the work done

Vimamsa (R&D) - Contemplation and use of wisdom to monitor the work

Catvari Aryasatyani (Four Noble Truths) Heart of Buddhism (Ariyatham to the Cessation or Extinction of Suffering)

The basic doctrine of Buddhism is the noble path leading to the complete destruction of suffering.

1. Dukkha:

Suffering

2. Samudaya:

The Cause or Origin of Suffering

3. Nirodha:

The Cessation or Extinction of Suffering can be attained by the renouncement or letting go of Tanha

4. Marga:

The Path leading to the Cessation or Extinction of Suffering

1. DUKKHA

UNSATISFACTION, SUFFERING, PAIN

The word suffering in the heart of Buddhism does not just mean suffering in Thai as it is understood. It also means difficult conditions to endure in the same conditions and clinging to impermanent states and things or stressful conditions.

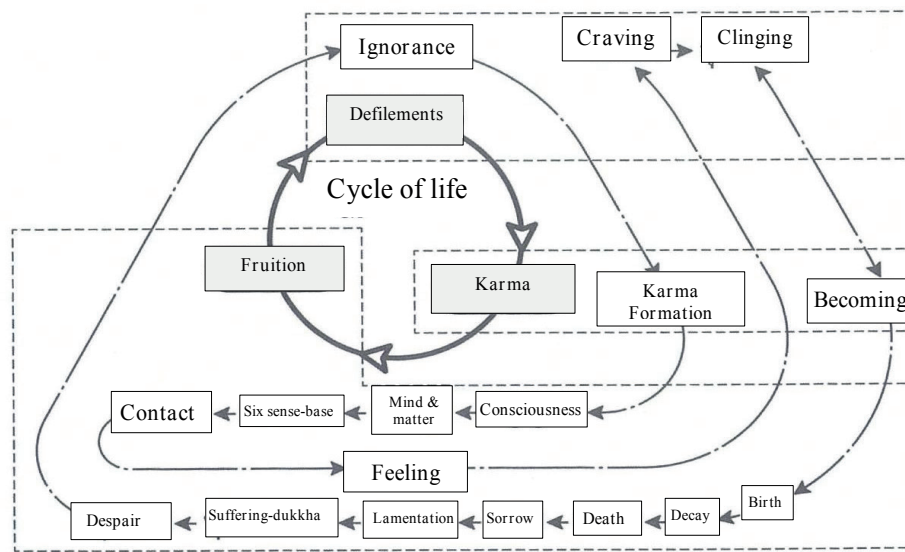
2. SAMUDAYA

THE ORIGIN OR ARISING OF DUKKHA

Consideration of CAUSE OF SUFFERING

Cause of suffering (or suffering) is defilement or ignorance.

Dependent Origination



3. Nirodha

(EXTINCTION OF SUFFERING)

is the elimination of defilements, i.e. elimination of defilements with the power to proceed according to the 8-fold path until attaining that path

4. Marga

(THE NOBLE EIGHTFOLD PATHS)

The Dharma that kills the defilements or the ten benefits⁴

The Path leading to the Cessation or Extinction of Suffering

1. Right view
2. Right intention
3. Right speech
4. Right action
5. Right livelihood
6. Right effort
7. Right mindfulness
8. Right concentration

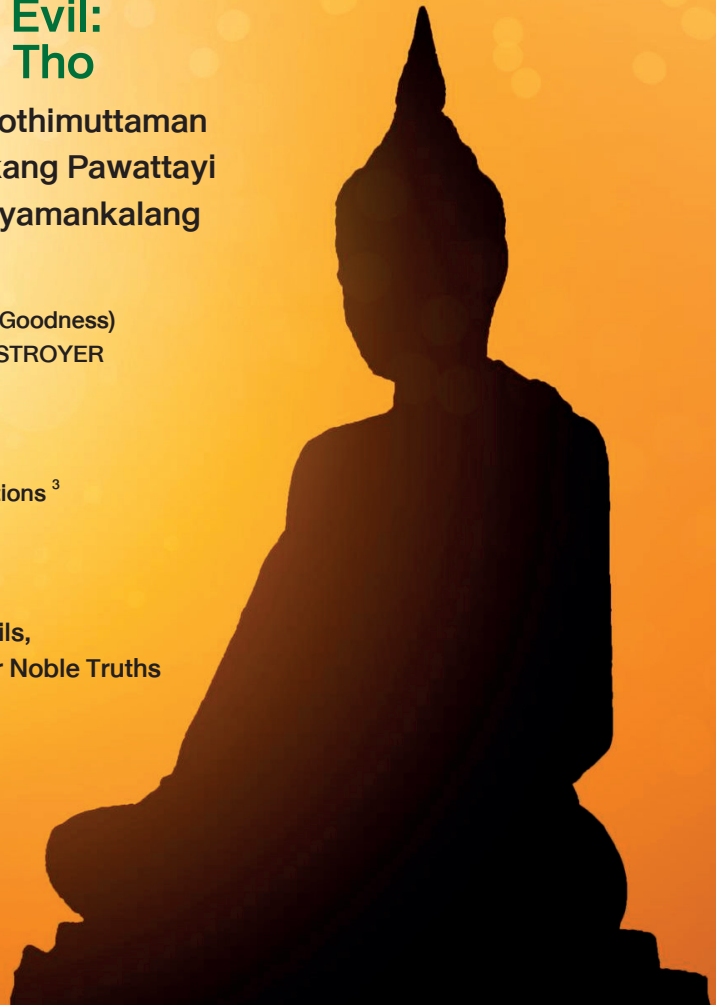
Chants conquering Evil: Panmare Chino Na Tho

Panmare Chino Natou Patto Sampothimuttaman
Chatur Satjung Pakasti Thammajakang Pawattayi
Etena Sajjavajchena Hotu Me Chayamankalang

Devil 5 (What Kills a Person to Die from Goodness)
THE EVIL ONE, THE TEMPER, THE DESTROYER

1. The MARA of Defilement
2. The MARA of Aggregates ²
3. The MARA of Karma Formations ³
4. The MARA of Deity
5. The MARA of Death

After conquering the five devils,
the Buddha enlightened us with the Four Noble Truths



Note

1. **MARA** (The Destroyer) is something that depletes one from his virtues or noble results or something that consumes virtues or prevents one from attaining good results.
 - 1.1 MARA of Defilement is love, greed, anger, delusion, evil spirit.
 - 1.2 MARA of Aggregates is something that destroys one's Aggregates, makes him pain, sick, crippled, depriving one of the opportunities to do good deeds.
 - 1.3 The MARA of Karma Formations is the thought, emotion, and karma cultivator that prevents one from avoiding the suffering in samsara or rebirth of one in 31 places of existence.
 - 1.4 The MARA of Death is death that deprives one of the opportunities to do good deeds.
 - 1.5 The MARA of Deity is an evil deity who is powerful and inspires one not to do the good deeds.
2. **Five Khandha** (Five Groups of Existence or Five Aggregates) are the five aggregates of form and abstract that make up the collective units which are ordinarily called animals, persons, beings, he, we, etc. The five components incorporated into life.
 - 2.1 The corporeality group (rūpa-kkhandha) is the aggregate of form which is the mixture of earth, water, air and fire elements such as hair, skin, bone, and blood.
 - 2.2 The feeling group (vedanā-kkhandha) is the aggregate of processing feelings such as happiness, suffering, or indifference.
 - 2.3 The perception group (saññā-kkhandha) is the aggregate that remembers what one received or felt. It is the part that defines or perceives the meaning of what have known (Arrom⁶) such as white, green, black, red, etc.
 - 2.4 The mental-formation group (sankhāra-kkhandha⁵) is the aggregate of thought to identify what you feel and remember whether it good or bad or indifference, neither good nor bad. The mind was led by intention to be good or bad or upyakrit (neither good nor bad) such as kaya-sankhara (physical intent), vajee-sankhara (verbal intent), and mano-sakhara (mind intention).
 - 2.5 The consciousness-group (viññāna-kkhandha) is the aggregate of cognition or knowing of things through the six senses including eyes, ears, nose, tongue, body, and mind. The Five Aggregates are abbreviated into two groups, namely the abstract and the form (Rupa Khandha).

3. **Apisankhara** 3 is the thought, emotion, and karma cultivator, comprising of:
 - 3.1 Punyaphisangkara is a thought that enhances good karma (merit).
 - 3.2 Apunyaphisangkara is a thought that enhances evil karma (sin).
 - 3.3 Anenchaphisangkhan is a thought that is calm, unable to be upset or excited.

4. **Fetter** is the defilement that binds the animals to suffering or defilement that binds the mind to the cycle of defilement, karma, and the result of karma. There are 10 fetters:
 - 4.1 Sakkaya-ditthi: One has the view that the five aggregates are self.
 - 4.2 Wichikitcha: One has doubts about the virtues of the Three Jewels, namely the Buddha, the Dharma, and the Sangha
 - 4.3 Silappatapramas: One adheres to the sacred things or customs by believing in magic which is not Buddhism or adheres to the wrong practices, which is not the aim of Buddhism.
 - 4.4 Kamaraka: One has contentment in sensual pleasures or lust.
 - 4.5 Vengeance: One adheres with anger. Udhampakiyasayojana or the Five Higher Fetters are:
 - 4.6 Rupa-raka: One has greed for material existence or attachment to realms of form.
 - 4.7 Arupa-raka: One has greed for immaterial existence or attachment to formless or abstract realms.
 - 4.8 Mana: One had conceit or pride with the feeling of being better, worse, or equal with others.
 - 4.9 Uttacca: One is distracted or restless.
 - 4.10 Avijja One has ignorance of the Four Noble Truths

Phra Sodaban is the one who puts an end to all of the first three fetters, namely Sakkaya Ditthi, Vicikiccha, and Silabbat Pramas.

Sakathakami is the one who puts an end to all first three fetters, and reduces lust and anger.

Anakami is the one who puts an end to the five lower fetters.

Arahant is the one who puts an end to all 10 fetters.

5. **Sankhara** is body and mental formations, together with volitional formations and volitional activities. Sankhara also means "formations" or "that which has been put together" of all including ingredients, decorations, parts of the body, mind, life, spirit, all things that made up. (Volitional Formation is what our brains think. The more we think, the more formations follow like a shadow following our body. What is in the brain will be expressed through words and actions, which is karma. Since our minds are endlessly concerned or embellished, we commit karma endlessly, resulting in us being reborn indefinitely. In the Trinity (Trilak), sankhara is the thing being formed or improvised, which is all the mind and forms.

Paticca-samuppada (the Dependent Origination; conditioned arising) Sankhara 3 is

 - 5.1 Kayasangkhara: bodily formation, bodily volition
 - 5.2 Vajisangkara: verbal formation, verbal volition
 - 5.3 Manosangkara: mental formation, mental volition

Sankhara has three qualities known as trilak (three marks of existence as follows):

1. Anicca:	2. Duhkha:	3. Anatta:
Impermanence	State of suffering or being oppressed, state which cannot stand it in its original condition, state that will deteriorate because of being oppressed by Anicca.	No real self, incapable of being in power

The opposite of Sangkhara is Wisangkara
Wisangkara is Nirvana, which is eternal. It leads to nicca, sukhang, anatta (dharma).



02 Our Pride Awards in 2025

The awards received both nationally and internationally in **2025** serve as confirmation of the outstanding performance of TPI Polene Public Company Limited (“**TPIPL**”) in the realms of economy, society, and environment.

National Awards



Sustainability Disclosure Award

TPIPL received the Sustainability Disclosure Award for 2025, the highest-level award, for the fourth consecutive year. This recognition reflects the Company’s commitment to transparent and comprehensive disclosure of sustainability information, as detailed in the Sustainability Report and Form 56-1 One Report 2024 from the Thaipat Institute.



4-star (“Very Good CG Scoring”) Corporate Governance Rating

TPIPL has continuously developed their corporate governance, earning a 4-star (“Very Good CG Scoring”) corporate governance rating in the Corporate Governance Report of Thai Listed Companies (CGR) for 2025, conducted by the Thai Institute of Directors.

CSR-DIW Continuous Award 2025 (B.E. 2568)

CSR-DIW to Achieve SDGs Program 2025 reflects the Company’s strong commitment to conducting its business with responsibility toward society, local communities, and the surrounding environment, in alignment with ESG principles to drive sustainable development.



Green Industry Award Level 4 (Green Culture) 2025 (B.E. 2568)

TPIPL has been awarded the Green Industry Level 4 (Green Culture) certification, signifying the Company’s strong commitment to environmental and social responsibility as an integral part of its corporate culture. This recognition was granted to the Cement Production Plants (Lines 1, 2, and 3) and the Integrated Waste Treatment Plant by the Department of Industrial Works under the Ministry of Industry.



Green Mining Award 2025 (B.E. 2568) – New Green Mining Site Category

TPIPL received the Green Mining Award 2025 in the New Green Mining Site category for Site C2, comprising eight plots. The award is presented by the Department of Primary Industries and Mines to recognize mining and primary industry operators that demonstrate environmentally friendly and socially responsible practices in a sustainable manner.

The evaluation criteria encompass six key dimensions: environmental and social responsibility; impact mitigation; occupational health and safety; green area management; transparency; and efficient resource utilization.



Green Mining Award 2025 (B.E. 2568) – New Green Mining Site Category

TPIPL received the Green Mining Award 2025 in the New Green Mining Site category for Site A1, comprising nine plots.

The award is conferred by the Department of Primary Industries and Mines in recognition of mining and primary industry operators that conduct their operations in an environmentally friendly and socially responsible manner, with a strong emphasis on sustainable development. The evaluation is based on six key criteria: environmental and social responsibility; impact reduction; occupational health and safety; provision of green areas; transparency; and efficient resource utilization.



Goodness of Repaying the Land's Grace Award

The award from the One Million Seeds of Goodness in Return to the Country Project in 2025. Thailand Award represents a symbol of recognition and encouragement for organizations who have demonstrated exemplary conduct and contributed good deeds in gratitude to the nation. It acknowledges contributions that generate tangible benefits to society and the country as a whole.



Outstanding Organization of the Year Award 2025 (B.E. 2568)

Fuel Production and Power Generation Category TPIPL received the Outstanding Organization of the Year Award in the Fuel Production and Power Generation Category under the “One Million Acts of Goodness in Gratitude to the Nation” Project 2025 (B.E. 2568).



Outstanding Environmental Management Organization Award 2025 (B.E. 2568)

The Thailand Award serves as a symbol of recognition and encouragement for organizations that demonstrate virtuous conduct and undertake initiatives to contribute positively to society and the nation. The award is presented by the Foundation for Thai Society.



Company of the Year Award 2025 (B.E. 2568)

Environmentally Friendly Products Category TPIPL has received “the Company of the Year Award” in the Environmentally Friendly Products Category under the “One Million Acts of Goodness in Gratitude to the Nation” Project 2025 (B.E. 2568). The Thailand Award represents a symbol of recognition and encouragement for organizations that demonstrate exemplary conduct and undertake initiatives beneficial to society and the nation. The award is presented by the Foundation for Thai Society



Energy Beyond Standards 2025

TPIPL joined the declaration of intent for the Energy Conservation Network “Energy Beyond Standards 2025” in collaboration with

the Ministry of Energy and received a plaque of appreciation together with a certificate of commitment as one of 72 leading organizations. The ceremony was held at the 50th Anniversary Building of the Electricity Generating Authority of Thailand.

This participation reflects the Company’s firm commitment to driving concrete energy conservation measures, promoting efficient energy utilization, reducing operational costs, enhancing competitiveness, and supporting the nation’s transition toward clean energy

International Awards



TPIPL received international recognition at the Global Good Governance Awards, earning the prestigious 3G Excellence Award for Green Innovation and Solutions 2025.

This accolade reflects the Company's strong commitment to leadership in renewable energy, conducting business in alignment with international environmental commitments, and supporting the United Nations Sustainable Development Goals (SDGs).

The Company has set a target to achieve carbon neutrality by 2043, reinforcing its leadership role in environmental responsibility and green innovation. The award program is organized by Cambridge International Financial Advisory of the United Kingdom.



TPIPL received the “Industrial Energy Efficiency Award – Thailand from the ESG Business Awards 2025, recognizing its outstanding performance in energy management and environmental stewardship.

The award honors organizations that demonstrate excellence in efficient energy utilization and conduct their business in accordance with Environmental, Social, and Governance (ESG) principles.



TPIPL received international recognition at The Global Economics Awards, winning the “Excellence in Sustainable Cement Manufacturing” award

TPIPL received international recognition at The Global Economics Awards, winning the “Excellence in Sustainable Cement Manufacturing” award under the Annual Global Economics Awards Program 2025, organized by The Global Economics Limited, United Kingdom.

This prestigious accolade reinforces the Company's leadership in sustainable cement manufacturing, with a strong focus on reducing greenhouse gas emissions, advancing environmentally friendly innovations, and continuously enhancing operational standards in alignment with ESG frameworks. The award reflects the organization's firm commitment to driving business growth in parallel with environmental stewardship and sustainable development at the regional level.



03 About TPI Polene

Information TPI Polene ⁽²⁻¹⁾

TPI Polene Public Company Limited, or TPIPL, was incorporated and registered as a limited company under the name “Polene Co., Ltd” on September 24, 1987, by the “Leophairatana” family as the founder, managing the business operation until now, with an initial registered capital of Baht 100,000. The company initially engaged as an intermediary in purchasing PE (Polyethylene) plastic resin from Thai Petrochemical Industry Public Company Limited, “TPI”, which has now changed its name to IRPC Public Company Limited.

On October 24, 1989, Polene Co., Ltd. was renamed TPI Polene Co., Ltd., and later in March 1990, the Company was transferred the LDPE (Low Density Polyethylene) plastic resin and promotional privileges under the Board of Investment. On November 20, 1990, the Company was listed on the Stock Exchange of Thailand and converted into a public company limited on February 17, 1994.

On April 5, 2017, the ordinary shares of TPI Polene Power Public Company Limited (a 70.24% owned-subsubsidiary Company) were listed on the Stock Exchange of Thailand. TPI Polene Power Public Company Limited is the largest waste-to- fuel power plant business operator in Thailand.

As of December 31, 2024, the Company had a registered capital of Baht 23,560,235,000 (23,560,235,000 shares) and a paid-up capital of Baht 18,935,235,000 (18,935,235,000 shares), at the par value of Baht 1 per share.

TPI Polene Group operates its main business, which can be categorized by four groups of businesses as follows: ^[2-6]

1. **Construction material sector:** manufacture and sale of cement, mortar, clinker, ready-mixed concrete, CRT/FCB, lightweight concrete and cement paint.
2. **Petrochemical and Chemical sector:** manufacture and sale of specialty polymer, EVA Emulsion, EVA Powder, EVA Encapsulant , EVA Interlayer, Film, ammonium nitrate and nitric acid.
3. **Energy and Utilities Business** (Operated under TPI Polene Power PLC, a listed company on the Stock Exchange of Thailand, in which the Company holds a 70.24% shares). This business segment includes Waste-to-Energy (WTE) power plants, waste-heat recovery power plants, and solar power plants. Additionally, it encompasses Refuse-Derived Fuel (RDF) processing facilities, liquid fuel production plants, petrol and Natural Gas Vehicle (NGV) service stations, EV charging stations, and industrial waste disposal facilities.”
4. Agricultural business and others consist of the following:
 1. Bio-Organic Agricultural Products consisting of bio-organic fertilizers, soil conditioners, and natural pesticides designed for safe, chemical-free cultivation. These products serve as effective alternatives to harmful agricultural chemicals, ensuring zero toxic residues.
 2. Bio-Livestock & Fishery Products Innovations in probiotics and anti-viral agents for livestock and aquaculture. These solutions promote animal health and immunity, eliminating the need for antibiotics and synthetic chemicals.




3. Bio-Healthcare & Hygiene Products A comprehensive range of internal and external wellness products, categorized as follows:-
 - **Supplements & Beverages:** Probiotic beverages infused with vitamins (Pro Vita) and probiotic dietary supplements enriched with Calcium and Vitamin C.
 - **Oral Care:** Bio Knox mouthwash, formulated to inhibit bacteria and prevent viral entry into the body, and Viknox throat lozenges, which are officially licensed and registered by the Food and Drug Administration (FDA).
 - **Cleaning & Personal Care:** Liquid body soap, hand soap, dishwashing liquid, laundry detergent, grease removers, and fruit & vegetable washes.
4. TPIPL Drinking Water Production of high-standard clean drinking water, aimed at providing consumers with access to premium quality water at affordable prices.
5. Other Businesses Includes supplementary ventures such as the life insurance business, among others

Presently, the Company's head office is located at TPI Tower 26/56, Chantatmai Road, Thungmahamek, Sathorn, Bangkok 10120. The Company's business units and its subsidiaries are located in Thailand. The Company has a marketing network throughout the country and primarily exports clinker products, including cement and ready-mixed mortar, to international markets, with the largest export destinations being Bangladesh and ASEAN countries. ^[2-6]

The Company primarily exports cement to CLMV countries (ASEAN countries in the Greater Mekong Basin region) by loading it into containers for Pacific Island countries, while fiber cement boards are exported to major markets such as Australia, the Philippines, etc. ^[2-6]


The primary export markets for fiber cement products include Australia, the Middle East, Europe, and the Asian region, specifically the Philippines, Laos, and Myanmar. For concrete roof tiles, the export footprint has been expanded to Laos and Myanmar.

In 2025, the Company further expanded its export markets beyond Australia, New Zealand, the Middle East, Europe, and the ASEAN region to include markets such as Malaysia and India. This strategic expansion is attributed to the growth potential of these economies and the market's recognition of the quality and brand reputation of construction and decorative materials from Thailand. ^[2-6]



Business Overview ^[2-6]

<https://www.tpipolene.co.th/en/aboutus-en/business>




TPIPL Products ^[2-6]

<https://www.tpipolene.co.th/en/>

Head Office Address Factories and Affiliates ^{(2-1) (2-6)}

Head Office
<p>26/56 Chan Tat Mai Road, Thungmahamek, Sathorn, Bangkok 10120</p> <p>Tel. Number: +66 (0) 2213-1039-49, 285-5090-9</p> <p>Fax Number: +66 (0) 2213-1035, 213-1038</p> <p>Web Address: http://www.tpipolene.co.th</p>



Industrial plants

Cement Plant/ Power Plant/ Mortar Plant/ Lightweight Concrete Plant/ Pyrolysis and MSW Plants

299 Moo 5, Mittraparp Road, Tambol Tubkwang, Amphur Kangkhoy, Saraburi 18260
Tel. Number: + 66 (0) 3633-9111
Fax Number: +66 (0) 3633-9228-30

Concrete Roof Tiles and Fiber Cement Plants

77 Moo 7, within CRT Plant sub-road from Sai Ban Kork Street, Banlardkaopoon and Highway no.1014, Tambol Ban Kang, Amphur Chaloem Phrakiat, Saraburi 1800
Tel. Number: + 66 (0) 3667-0370-5
Fax Number: +66 (0) 3667-0377

Ammonium Nitrate and Nitric Acid Plant

140/7 Moo 4, Sukhumvit Road, Tambol Tapong, Amphur Muang, Rayong 21000
Tel. Number: + 66 (0) 3866-4724-7

LDPE/EVA Plant / EVA Emulsion and EVA Powder

999 Moo 5 Sukhumvit Road, Tambol Chuengnoen, Amphur Muang, Rayong 21000
Tel. Number: +66 (0) 3880-3091-9

Solar Film Plant

49/1 Moo 1, Phichainarong Songkham Road, Tambol Nachong, Amphur Muang Saraburi, Saraburi
Tel. Number: + 66 (0) 3673-1724

Affiliates in which the Company directly holds share of more than 10%

Construction Sector

TPI Concrete Co., Ltd.

26/56, 5th Floor, TPI Tower, Chan Tat Mai Rd., Thungmahamek, Sathorn, Bangkok 10120
Tel: +66 (0) 2678-5350-74
Fax: +66 (0) 2678-5375-6

Petrochemical Industry

Thai Nitrate Co., Ltd.

26/56, 21st Floor, TPI Tower, Chan Tat Mai Rd., Thungmahamek, Sathorn, Bangkok 10120
Tel: +66 (0) 2678-6600
Fax: +66 (0) 2678-5484

Agriculture Sector

TPI Polene Bio Organics Co., Ltd.

26/56, G Floor, TPI Tower, Chan Tat Mai Rd., Thungmahamek, Sathorn, Bangkok 10120
Tel: +66 (0) 2285-5090-9 Fax: +66 (0) 2213-1035

TPI All Seasons Co., Ltd.

26/56, 8th Floor, TPI Tower, Chan Tat Mai Rd., Thungmahamek, Sathorn, Bangkok 10120
Tel: +66 (0) 2285-5090-9
Fax: +66 (0) 2213-1035

Other Industry

Polene Plastic Co., Ltd

26/56, TPI Tower, Chan Tat Mai Rd., Thungmahamek, Sathorn, Bangkok 10120
Tel: +66 (0) 2213-1039, (02) 285-5090-9
Fax: +66 (0) 2213-1035

Mondo Thai Co., Ltd.

26/56, Chan Tat Mai Rd., Thungmahamek, Sathorn, Bangkok 10120
Tel: +66 (0) 2213-1039
Fax: +66 (0) 2213-1038

TPI Commercial Co., Ltd.

26/56, Chan Tat Mai Rd., Thungmahamek, Sathorn, Bangkok 10120
Tel: +66 (0) 2213-1039
Fax: +66 (0) 2213-1038

TPI Bio Pharmaceuticals Co., Ltd.

26/56, Chan Tat Mai Rd., Thungmahamek, Sathorn, Bangkok 10120
Tel: +66 (0) 2285-5090-9
Fax: +66 (0) 2213-1035

TPI Healthcare Co., Ltd.

26/56, TPI Tower, Chan Tat Mai Rd., Thungmahamek, Sathorn, Bangkok 10120
Tel: +66 (0) 2285-5090-9
Fax: +66 (0) 2213-1035

Bangkok Union Life Insurance Plc.

175-177, 8th Floor, Bangkok Insurance Tower, Surawongse, Bangrak, Bangkok 10500
Tel: +66 (0) 2634-7323-30
Fax: +66 (0) 2634-7331

TPI Service Co., Ltd.

26/56, TPI Tower, Chan Tat Mai Rd., Thungmahamek, Sathorn, Bangkok 10120
Tel: +66 (0) 2285-5090-9
Fax: +66 (0) 2213-1035

Thai Propoxide Co., Ltd.

26/56, 27th Floor, TPI Tower, Chan Tat Mai Rd., Thungmahamek, Sathorn, Bangkok 10120
Tel: +66 (0) 2285-5090-9
Fax: +66 (0) 2213-1035

United Grain Industry Co., Ltd.

26/56, 27th Floor, TPI Tower, Chan Tat Mai Rd., Thungmahamek, Sathorn, Bangkok 10120
Tel: +66 (0) 2678-6988-97
Fax: +66 (0) 2678-6988-99

Polene Silicon Co., Ltd.

(Formally known as Plastic Polene Co., Ltd.)

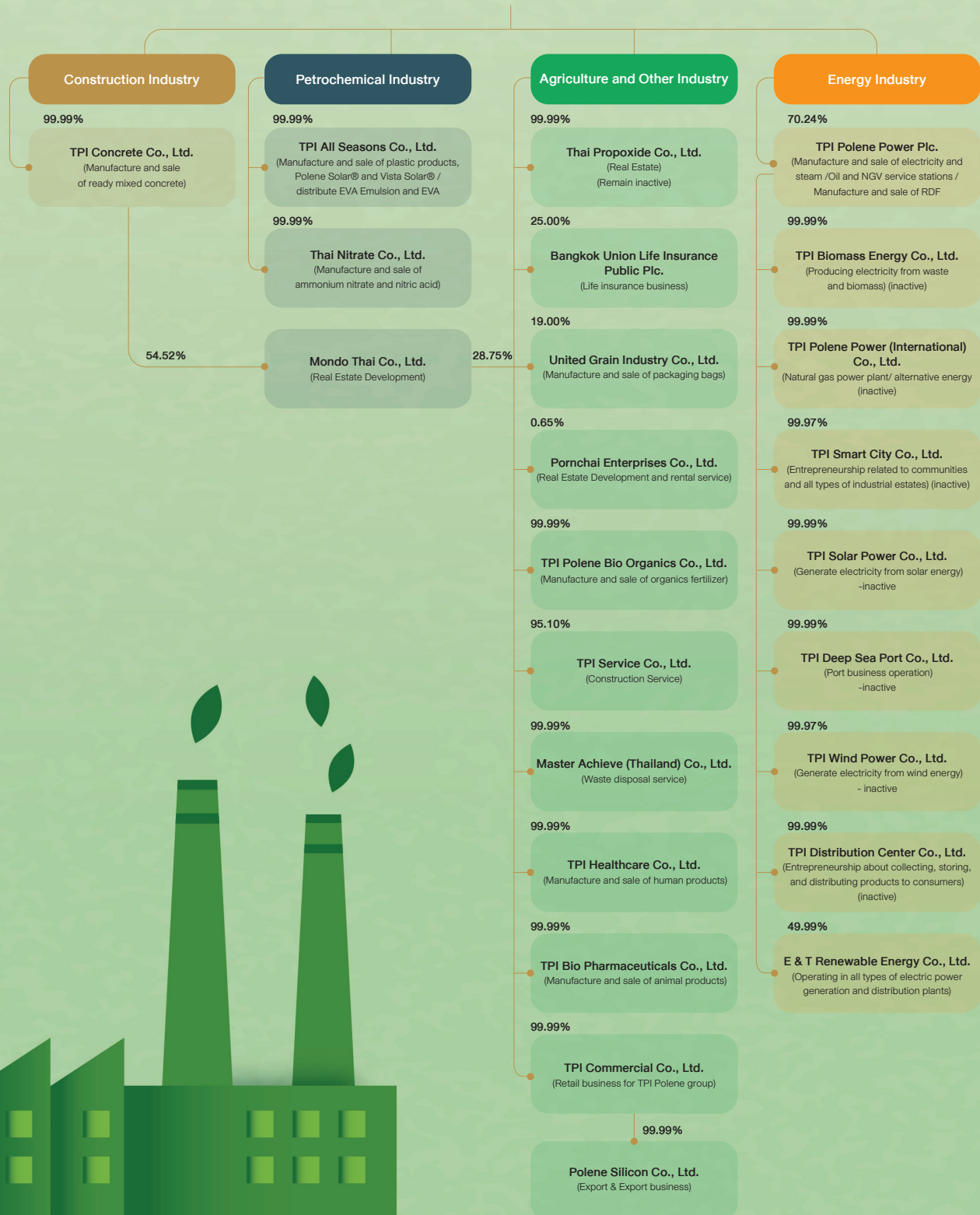
26/56, 27th Floor, TPI Tower, Chan Tat Mai Rd., Thungmahamek, Sathorn, Bangkok 10120
Tel: +66 (0) 2285-5090-9 Fax: +66 (0) 2213-1035

Business Structure of the Group ⁽²⁻¹⁾



TPI Polene Plc.

Manufacture & sale of cement, mortar, clinker, EVA/LDPE plastic resins, industrial waste disposal, CRT/FCB, lightweight concrete and drinking water.



Overview of TPI Polene Public Company Limited ^{(2-1) (2-6)}

As of 31 December 2025 (excluding affiliates)

Company Name	TPI Polene Public Company Limited or TPIPL
Nature of legal affairs	Listed on the Stock Exchange of Thailand
Head Office Location	26/56 Chan Tat Mai Road, Thungmahamek, Sathorn, Bangkok 10120 Tel. Number: +66 (0) 2213-1039-49, 285-5090-9 Fax Number: +66 (0) 2213-1035, 213-1038 Web Address: http://www.tpipolene.co.th
Registered Capital	Baht 23,560,235,000
Paid-up capital	Baht 18,935,235,000
Total Assets	Baht 162,650 million
Total Liabilities	Baht 95,922 million
Total Shareholders' Equity	Baht 66,728 million
Net sales	Baht 34,628 million
Business Unit	<ul style="list-style-type: none"> • Head Office Bangkok • The three major distribution terminals are located in Pathum Thani, Udon Thani and Chachoengsao provinces, and one warehouse is located in Samut Prakarn provinces. • Cement plant, Saraburi Province • 67 concrete batching plants (in Bangkok metropolitan area and metropolitan areas such as Mahachai, Ayutthaya province, Rayong province, Map Ta Phut, Pattaya, Sriracha, Bo-win and Udon Thani province) • Concrete roof tile and fiber cement plants, Saraburi province • LDPE/EVA plants, Rayong province



Employee Information ^{[2-7] [2-8]}

As of 31 December 2025

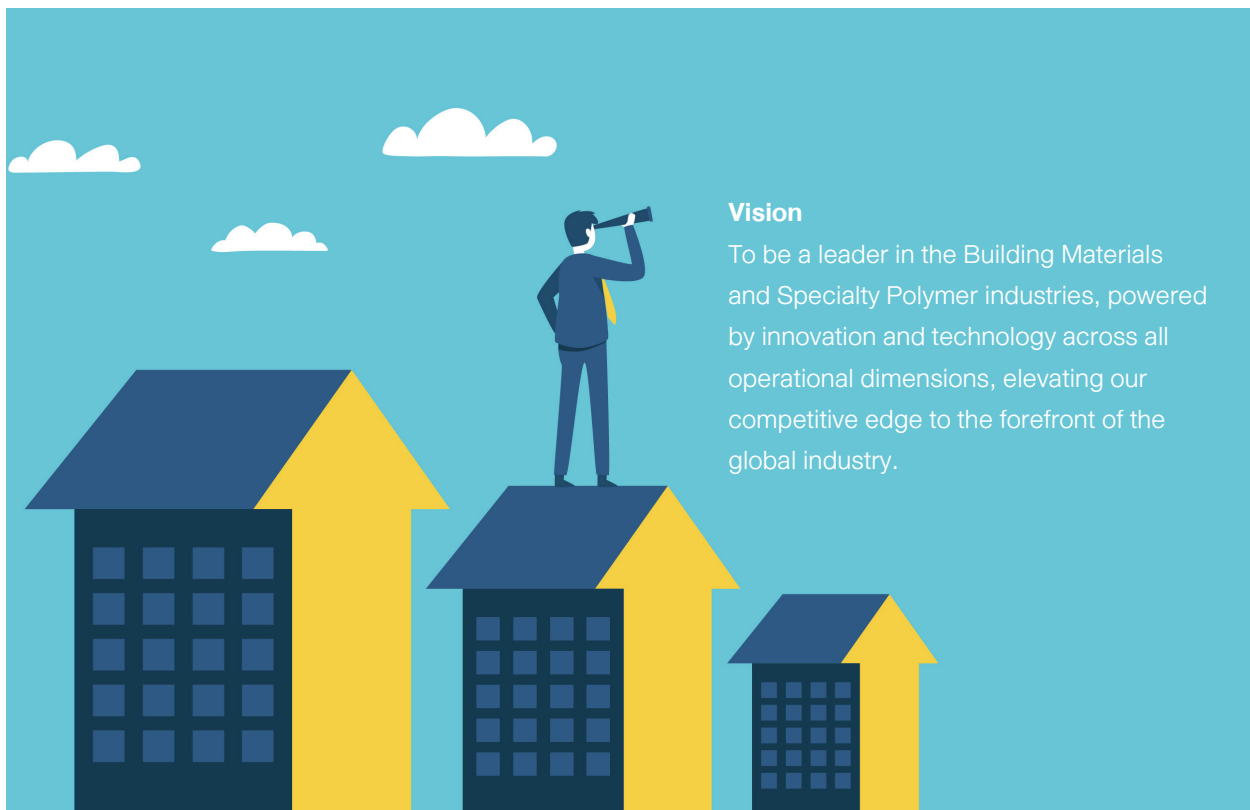
Employee details	2023		2024		2025	
	Number (persons)	percent	Number (persons)	percent	Number (persons)	percent
Total number of employees	7,096	100	6,857	100	6,565	100
Classified by gender						
Male	6,027	84.94	5,790	84.44	5,527	84.19
Female	1,069	15.06	1,067	15.56	1,038	15.81
Male						
Male employees younger than 30 years old	771	10.86	848	12.37	731	11.14
Male employees aged 30-50 years	3,820	53.84	3,389	49.42	3,175	48.36
Male employees over 50 years old	1,436	20.24	1,553	22.65	1,621	24.69
Female						
Female employees younger than 30 years old	189	2.66	183	2.67	149	2.27
Female employees aged 30-50 years	680	9.58	649	9.46	640	9.75
Female employees over 50 years old	200	2.82	235	3.43	249	3.79
Classified by employment contract						
Full-time staff	6,321	89.08	6,146	89.63	5,910	90.02
Contract employee	775	10.92	711	10.37	655	9.98
Classified by place of operation						
Head office	1,320	18.60	1,241	18.10	1,198	18.25
Cement plant, Saraburi province	4,274	60.23	4,119	60.07	3,960	60.32
CRT and FCB plants, Saraburi province	927	13.07	931	13.58	852	12.98
LDPE/EVA plants, Rayong province	575	8.10	566	8.25	555	8.45

Remark : The Company's employees exclude subsidiaries' employees.



Vision and Business Strategies ^[2-23]

TPI Polene Group strives to be a global leader in Green Building Materials, Specialty Polymers, and Renewable Energy. We drive our organization through high-level innovation and technology to achieve excellence in every process. Our focus remains on managing Sustainability Risks (ESG Risks) and implementing proactive strategies to build stakeholder confidence, enhance climate resilience, and ensure balanced, long-term sustainable growth.



Business Strategies

To achieve Carbon Neutrality by 2043 and maintain leadership in the green industry, TPI Polene Group has established the following core strategic pillars:

1. Operational Excellence

- **Enhancing Production & Competitive Potential:** We focus on optimizing manufacturing processes through AI and Automation. These technologies are key to increasing competitiveness, reducing production and logistics costs, minimizing waste, and ensuring seamless supply chain integration.
- **Digital Transformation & Corporate Culture:** Preparing our workforce for Digital Disruption by fostering a culture of Agility and adaptability. This transformation aims to reduce overhead costs and improve overall management efficiency.
- **R&D for Consumers and the Environment:** Expanding our R&D capabilities to develop a diverse product portfolio that aligns with global trends. We are committed to reducing greenhouse gas emissions across all product groups to facilitate the transition into a **low-carbon** society.

2. Sustainable Growth & Green Product Focus

- **Investing in High-Potential & Sustainable Ventures:** Prioritizing investments in high-growth projects that deliver strong returns, specifically those that mitigate climate impacts and demonstrate robust risk management.
- **Value Creation through the BCG Model:** Driving business growth through the Bio-Circular-Green (BCG) Economy. This model ensures stable profitability while simultaneously fostering environmental restoration and tangible social development.
- **Product Development & Green Market Opportunities:** Actively seeking new market opportunities through eco-friendly products that meet international standards. This ensures we address the evolving needs and expectations of stakeholders across the **entire value chain**.

3. Supply Chain Management & Distribution Channels

- **Expanding and Optimizing Distribution Channels:** Accelerating product delivery to consumers through modern networks, including E-commerce platforms and community-based “New Normal” stores, to effectively broaden our customer base across all segments.
- **Ethical Partner Treatment:** Engaging with business partners through transparency, equality, and fairness. Our operations are anchored in business ethics, human rights, environmental stewardship, and stakeholder safety. This alignment with our core Corporate Governance policies fosters mutual and long-term business sustainability.

4. Financial Resilience & ESG Risk Management

- **Efficient Financial Management:** Implementing strategic financial planning to optimize capital structures and reduce financing costs. We maintain robust liquidity and prudent risk management to ensure financial flexibility, supporting future business expansion.
- **ESG Risk Integration:** Analyzing and integrating Environmental, Social, and Governance (ESG) risk factors into our core business decision-making processes. This proactive approach builds confidence and delivers long-term value to shareholders and stakeholders.

5. Social Responsibility & Human Rights

- **Inclusive Business Operations:** Focusing on enhancing the quality of life for communities surrounding our operational sites. We uphold strict respect for **Human Rights** and promote continuous human capital development to foster organizational engagement and trust, prioritizing the health, safety, and well-being of our workforce. We are committed to **non-discrimination**, fostering an environment of equality, transparency, and fairness for all employees.



TPI Polene's Value Chain [2-6]

Integration of Sustainability in Value Chain

The Company places strong emphasis on integrating sustainability principles throughout the entire value chain, from upstream to downstream operations, with the objective of minimizing environmental and social impacts while creating long-term value for all stakeholder groups.

The Company is able to create sustainable value for its business, society, and the environment, which serves as a fundamental foundation for stable and sustainable growth in the future.

Stakeholder Management Strategy

TPI Polene Group has appointed a Corporate Social Responsibility (CSR) Committee and working team (in accordance with Factory Announcements No. 013-014/2566 and No. 014/2566), comprising designated organizational representatives to engage in structured consultations with local communities. This mechanism ensures the systematic implementation of joint activities and community development initiatives. The Group places particular emphasis on maintaining continuous communication and dialogue with each stakeholder group. It actively fosters constructive relationships with surrounding communities through ongoing care, support, regular consultations, and consistent participation in community activities.

In addition, the Group prepares and discloses annual reports in accordance with the CSR-DIW Continuous standard (Corporate Social Responsibility, Department of Industrial Works), including community economic and social monitoring reports, as well as an annual Community Satisfaction Survey Report.

Upstream Responsible Sourcing and Resource Management

The Company prioritizes responsible procurement by integrating ecological restoration principles into mining operations. We emphasize resource efficiency and rigorous supplier selection based on environmental standards, human rights, and occupational health and safety. Furthermore, we actively encourage our partners to adopt ESG (Environmental, Social, and Governance) practices in their business operations.

Midstream: Production Excellence and Circularity

The Company continuously enhances production efficiency to mitigate greenhouse gas emissions by transitioning to alternative energy and substituting fossil fuels with industrial waste, aligned with Circular Economy principles. Guided by our Zero Waste Policy, we adhere to the 4Rs (Reduce, Reuse, Recycle, and Replace) to optimize limited natural resources and minimize process waste. Our commitment is further demonstrated through investments in clean technology, low-carbon innovations, and international environmental management systems.

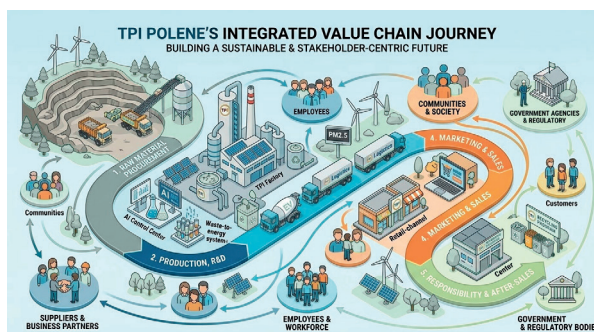
Downstream Green Products and Customer Value

The Company develops Green Cement to meet the demand for low-carbon construction, supporting customers in reducing environmental footprints through Life Cycle Assessment (LCA). Additionally, we implement high-efficiency logistics management to further lower energy consumption and carbon emissions.

Social and Governance Dimensions

The Company upholds the highest standards of safety for our employees and local communities. Our operations are grounded in respect for human rights, community engagement, and a commitment to transparency, ethics, and accountability.

Integrating sustainability across the value chain not only mitigates environmental and social risks but also strengthens the Company's long-term competitiveness. This approach supports the transition toward a low-carbon economy and ensures the creation of balanced, sustainable value for the business, society, and the environment.



Stakeholder Identification and Impact Analysis

Based on the identification and analysis of stakeholders across the entire value chain—from upstream and midstream to downstream—combined with an assessment of their levels of impact and influence on the Company’s business operations, the following stakeholder groups have been identified as being significantly affected by the Company’s activities.

1) Suppliers and Business Partners

Suppliers and business partners are critical stakeholders who play a vital role in ensuring production continuity and efficiency, encompassing the procurement of raw materials, energy, and technology, through to logistics services. Our analysis indicates that the Company’s operations significantly impact our partners regarding environmental standards, safety, human rights, and business ethics. Specifically, the Company has established ESG requirements aligned with the UN Global Compact (UNGC) principles and Global Cement and Concrete Association (GCCA) guidelines. Consequently, the Company prioritizes the continuous selection, assessment, and capacity building of our partners to mitigate supply chain risks and foster sustainable shared value.

2) Customers and Product Users

Customers and product users are directly impacted by the quality, safety, and environmental performance of our cement products. Analysis indicates rising expectations for solutions that are durable, environmentally responsible, and supportive of low-carbon construction. Consequently, the Company prioritizes the development of product innovations and provides comprehensive environmental data through Life Cycle Assessment (LCA). This approach empowers customers to make informed decisions and directly addresses the sustainable development objectives of the construction industry.



3) Employees and Labor⁽¹⁰²⁻³⁾

Employees and workers are directly impacted by policies regarding occupational health and safety, working conditions, skill development, and the industry’s transition toward a low-carbon economy. Our analysis underscores that effective management of the social dimension is fundamental to business continuity.

The Company is dedicated to ensuring workplace safety and upholding human rights in accordance with UN Global Compact (UNGC) principles. We prioritize human capital development and are committed to a Just Transition to ensure the shift to a sustainable future is equitable. By considering the needs of employees and stakeholders across the value chain, we support upskilling, enhancing quality of life, and creating new economic opportunities. Our goal is to ensure that this transition “leaves no one behind” while building resilience for future challenges.

4) Communities and Society

Communities and Society Surrounding Operational Areas
Communities residing near our mining sites and factories are key stakeholders significantly impacted by environmental, economic, and social factors, including dust, noise, resource utilization, and overall quality of life.

Our analysis emphasizes the vital importance of community engagement, transparent communication, and proactive impact management. The Company maintains continuous community relations to actively listen to opinions, expectations, and feedback. These insights are integrated into the operational improvements of the Company and its subsidiaries. Furthermore, we aim to enhance community and social development effectiveness through structured community dialogues and comprehensive needs assessment surveys.

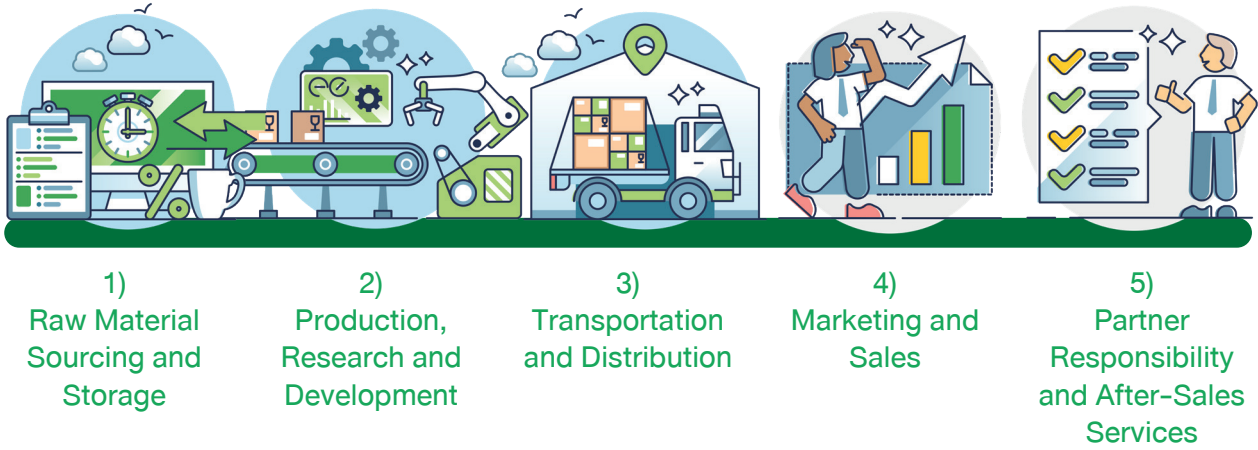
5) Government and Regulatory Bodies

Government agencies and regulatory bodies play a pivotal role in establishing legal frameworks and policies regarding the environment, energy, and climate change, all of which directly affect the Company’s operations. Our analysis underscores the necessity of strict legal and regulatory compliance, while simultaneously elevating our operational standards to align with the Global Cement and Concrete Association (GCCA) international best practices and our commitments under the UN Global Compact (UNGC). This alignment supports sustainable development goals at both national and global levels.

The identification and analysis of significant stakeholders enable the Company to establish appropriate management frameworks and responsive measures for each group. Furthermore, it allows for the systematic integration of Environmental, Social, and Governance (ESG) issues into our core business operations, ensuring the creation of sustainable shared value with stakeholders across the entire value chain.

Stakeholder Identification and Prioritization across the Value Chain ^[2-6]

The Company prioritizes stakeholder groups with a high level of impact and influence as a primary focus in defining appropriate engagement and management approaches. This process is aligned with GRI 2-29, the UN Global Compact Principles, and the GCCA Sustainability Charter, utilizing an Impact—Influence Matrix linked to the TPI Polene value chain.



Value Chain Activities	Relevant Stakeholders	Impact Level	Influence Level	Key Impacts	Management / Response Approach	Related Standards
1) Raw Material Sourcing and Storage	Suppliers and business partners, transport operators, local communities, procurement & finance units	High	High	<ul style="list-style-type: none"> Environmental impacts from raw material sourcing and logistics Greenhouse gas emissions Security of raw material supply Economic impacts on local communities 	<ul style="list-style-type: none"> Green and local procurement practices Supplier selection and evaluation based on ESG criteria Promotion of circular economy practices in the supply chain Win-win collaboration with business partners 	GRI 2-29, UNGC Principles 1-10, GCCA (Responsible Sourcing & Supply Chain)
2) Production, Research and Development	Employees, surrounding communities, raw material suppliers, government agencies	High	High	<ul style="list-style-type: none"> Occupational health and safety Air pollution, dust, and noise Energy and resource consumption Product quality and standards 	<ul style="list-style-type: none"> AI-enabled kiln control technology Zero Waste and Circular Economy initiatives Development of environmentally friendly products Compliance with laws and standards 	GRI 403, GRI 413, UNGC (Human Rights & Environment), GCCA (Health, Safety & Environment)

Value Chain Activities	Relevant Stakeholders	Impact Level	Influence Level	Key Impacts	Management / Response Approach	Related Standards
3) Transportation and Distribution	Customers, logistics contractors, communities around distribution centers	Medium–High	Medium–High	<ul style="list-style-type: none"> Greenhouse gas emissions from logistics Transportation safety Air quality impacts on communities 	<ul style="list-style-type: none"> Transition to electric-powered transportation Deployment of EV Mixer Trucks to reduce PM2.5 Improved logistics efficiency and delivery reliability 	GRI 2-29, UNGC (Environment), GCCA (Low-Carbon Logistics)
4) Marketing and Sales	Customers, distributors, contractors, business partners	Medium	Medium–High	<ul style="list-style-type: none"> Access to quality products Growth opportunities for business partners Business trust and long-term relationships 	<ul style="list-style-type: none"> Development of long-term partnerships Expansion of online channels and New Normal Stores Support for partner business growth 	GRI 2-29, UNGC (Fair Business Practices), GCCA (Customer & Market Engagement)
5) Partner Responsibility and After-Sales Services	Customers, contractors, business partners	Medium–High	Medium	<ul style="list-style-type: none"> Customer satisfaction Safe and proper product usage Economic value creation from circular waste management 	<ul style="list-style-type: none"> On-site technical support services Consultation on proper and safe product application Promotion of waste reuse and recycling 	GRI 2-29, UNGC (Consumer Responsibility), GCCA (Circular Economy)

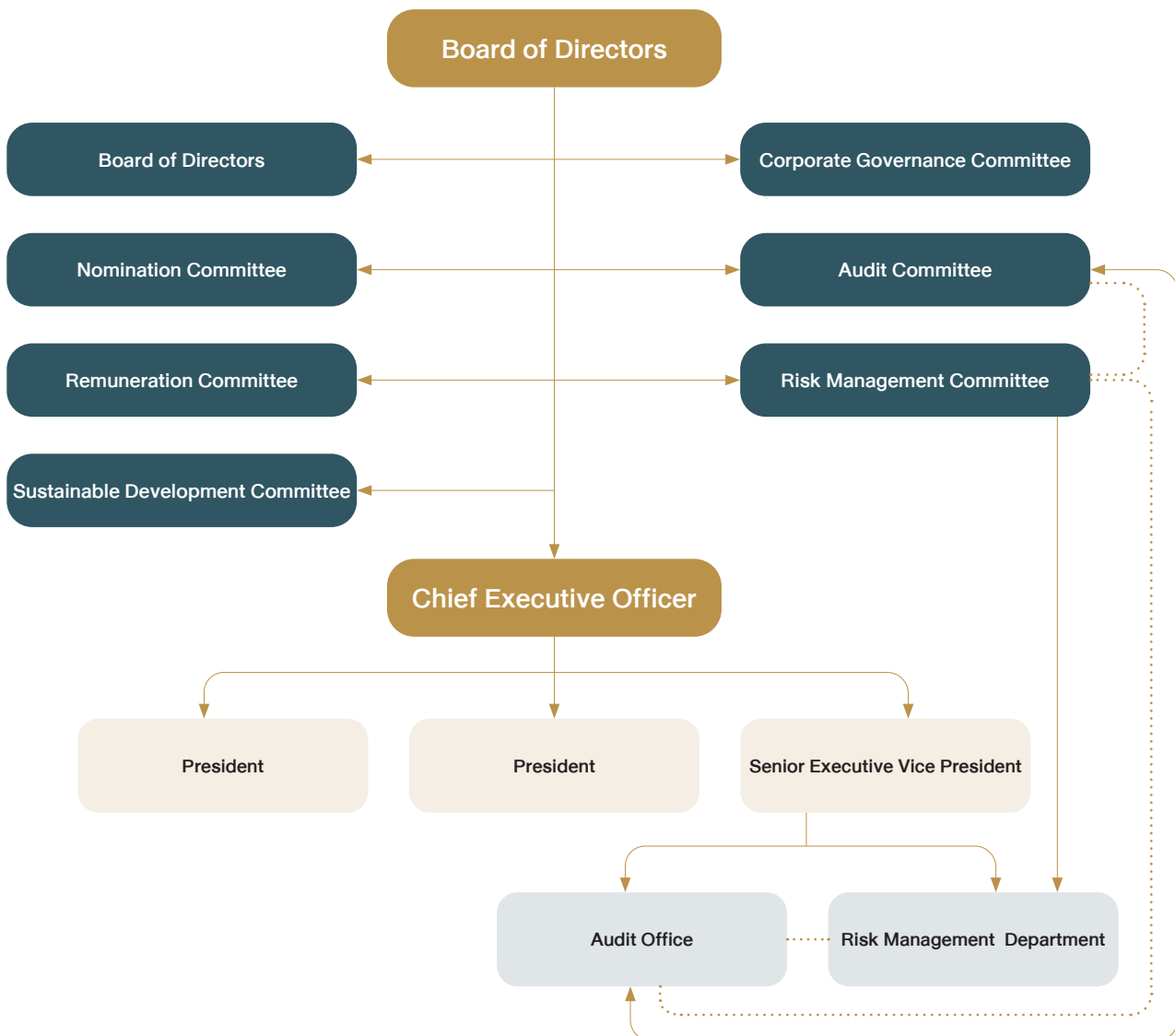


Strategic Summary

Based on the stakeholder mapping analysis conducted across the cement business value chain, stakeholders with high levels of both impact and influence include employees, suppliers, local communities surrounding operating areas, and customers. Accordingly, the Company places strong emphasis on proactive stakeholder engagement and effective management of environmental, social, and occupational safety impacts. These efforts are carried out in accordance with the UN Global Compact Principles, the GCCA Sustainability Charter, and relevant disclosure requirements under GRI 2-29, GRI 403, and GRI 413, with the objective of creating sustainable value throughout the entire value chain.



Corporate Governance Structure ^[2-9]



Note : means coordination and exchange of information between the committee.

The Management Structure of the Company as of December 31, 2025, consists of the Board of Directors, and seven sub-committees consisting of: Executive Committee, Audit Committee, Remuneration Committee, Nomination Committee, Corporate Governance Committee, Sustainability Development Committee, and Risk Management Committee.

As of December 31, 2025, the Board of Directors has a total of 15 Directors, divided into 12 males and 3 females. The total of six members of the board (33.33%) is independent directors.

The Chairman of the Board is an Independent Director and shall not be appointed as the Chief Executive Officer or member of the sub-committee. According to the director structure, the Company has arranged a clear separation of roles between the Board of Directors and the Management. The person who holds the position of Chairman of the Board and Chief Executive Officer is in a separate position so that duties and responsibilities on the corporate governance and business administrative are clearly separated. ^[2-11]

Roles and Responsibilities ^{[2-12] [2-13] [2-24]}

The Board of Directors plays an important role in corporate governance for the best benefits of the Company. Each Director acts as the representative of shareholders and participates in promoting the Company’s good governance principles, as well as supervising the business in accordance with its vision and operational strategy, as well as the Company’s core policies to preserve the rights and create benefits for shareholders and other relevant stakeholders.

 <p>Roles of the Board of Directors https://www.tpipolene.co.th/en/aboutus-en/organization-management/the-board-of-directors</p>	 <p>Audit Committee https://www.tpipolene.co.th/en/aboutus-en/organization-management/audit-committee</p>	 <p>Remuneration Committee https://www.tpipolene.co.th/en/aboutus-en/organization-management/remuneration-committee</p>
 <p>Nomination Committee https://www.tpipolene.co.th/en/aboutus-en/organization-management/nomination-committee</p>	 <p>Corporate Governance Committee https://www.tpipolene.co.th/en/aboutus-en/organization-management/corporate-governance-committee-en</p>	 <p>Risk Management Committee https://www.tpipolene.co.th/en/aboutus-en/organization-management/risk-management-committee-en</p>
 <p>Sustainability Development Committee https://www.tpipolene.co.th/en/aboutus-en/organization-management/sustainable-development-committee</p>		

In addition, in order to ensure the most efficient business management and reporting of sustainability of the business is the most efficient and effective, the Company has appointed an ESG Committee, which consists of four committees, namely: the Sustainability Development Committee, head office: Sustainability Development Committee, Saraburi Plant; the Sustainability Development Committee, Rayong Plant; and the Sustainable Development Committee, Concrete Roof Tiles Plant. The establishment of the role and responsibilities of the ESG Committee are as follows:

1. Set policies, strategies, frameworks, to implement strategies and to consider the selection of issues that promote the sustainable development of the organization, as well as set sustainable development goals to be in line with the implementation of the business operations in Economic, Society & Environment Dimensions to be proposed to the Chief Executive Officer for approval.
2. Supervise, review, and monitor the progress of the operation and evaluate the effectiveness of the implementation to comply with the Company’s sustainability policy.
3. Encourage concrete implementation and participate in various projects within the framework of sustainable development with related departments, for both inside and outside the organization.
4. Provide advice, promote, and support of appropriate resources and the right personnel in order to implement sustainable development strategies throughout the organization and to be aligned in the same direction.
5. The Chairman of the ESG Committee has the authority to appoint sub-committees or working groups to be responsible for the implementation of sustainable development in each part in order to be comprehensive and in line with key aspects of the organization.
6. Report on the performance of the preparation of the sustainability report to the top management. The Sustainable Development Committee is required to hold meetings to regularly review operational efficiency and report performance summaries at least quarterly to the Chairman of the Sustainable Development Committee. ^[2-16]

Under the stakeholder engagement process, which drives key sustainability efforts during the reporting period, the company tracks and reports performance to the Sustainability Development Committee, covering Environmental, Social, and Governance (ESG) aspects. The summary for 2025 is as follows ^[2-16].

1. Environmental dimensions

TPI Polene Group is committed to elevating the organization toward a low-carbon society through strategic investments in green innovation and a decisive transition to clean energy. We prioritize production efficiency through advanced dust collection systems while strictly adhering to the Bio-Circular-Green (BCG) Economy and Zero Waste principles. Our goal is to maximize resource efficiency while fostering ecosystem restoration and sustainable resource management. Our key initiatives are summarized as follows:

- 1.1 Transitioning to a Low-Carbon Society: In 2025, cement factories were able to use waste as fuel to replace approximately 9.5% of the total heat required, compared to the target of 25%. This was due to a production shutdown in 2025 for the installation of a Bag Filter dust collector to replace the Electrostatic Precipitator (ESP) dust collector, which aims to increase the efficiency of PM 2.5 dust collection to up to 99.99%. The installation of the machinery is expected to be completed in March 2025, so the average rate of using waste fuel instead of coal in 2025 did not reach the 25% target.
- 1.2 In 2025, the Company invested Baht 125 million in the procurement of Electric Vehicle (EV) Mining Trucks and EV Wheel Loaders to replace traditional internal combustion engine (ICE) vehicles. This investment is strategically aimed at optimizing transportation costs while simultaneously reducing greenhouse gas emissions and mitigating PM 2.5 dust.
- 1.3 In 2023- 2025, the Company invested Baht 498 million to convert 72 heavy mining machines and 169 concrete and cement trucks from internal combustion engines to electric power. This

investment will help reduce transportation costs, greenhouse gas emissions, and PM 2.5 dust.

- 1.4 A new type of cement, hydraulic cement, has been developed to replace Portland Cement Type 1. It offers easy pouring and fast drying properties. By using hydraulic cement as a raw material for producing ready-mixed concrete or low-heat concrete, it helps reduce heat accumulation in large concrete structures and increases durability, allowing the concrete to withstand various environmental conditions effectively. It is also a sustainable product for green building construction, meeting LEED and TREES standards, helping to reduce work time and lower carbon dioxide emissions in the production process. In 2025, the Company produced 4,710,501.98 tons of hydraulic cement, reducing its Scope 1 greenhouse gas emissions by 0.3863 million tons of carbon dioxide equivalent. In addition, the Company has designed green products, including Green Clinker, Green Cement, Green Fiber Cement, and Green CRT. These products focus on utilizing alternative raw materials, alternative fuels, and electricity from renewable energy sources.
- 1.5 The Company has implemented a project to improve the efficiency of cement production by separating limestone and grinding it to reduce the proportion of clinker used in cement production. The project will begin in December 2025 with an investment budget of Baht 64 million. It has been completed in May 2025 and will enable the Company to reduce greenhouse gas emissions by 516,815 tCO₂e per year.



- 1.6 TPI Polene Group establishes a waste management policy based on the 1A3R principle (Avoid, Reduce, Reuse, Recycle) under the Zero Waste concept, ensuring that no waste, wastewater, used oil, chemicals, or other waste is released into the ground. Waste is disposed of in a cement kiln at temperatures exceeding 1,800 degrees Celsius in a closed system. This method is considered a modern, environmentally friendly technology. In addition, TPI Polene Group operates its business in line with the Bio-Circular-Green Economy (BCG) approach for sustainability, aiming to maximize the use of raw material resources. This includes the 100% reuse of leftover crushed rock from the construction stone production process and repurposing excess raw materials from one factory as inputs for another. The Company has set a goal to utilize $\geq 95\%$ of the total industrial waste generated. In 2025, the Company utilized industrial waste from the production process as alternative fuel and materials and recycled a total of 2,819.35 tons, accounting for 99.62% of the total industrial waste generated, exceeding the Company's target.
- 1.7 TPI Polene Group has implemented measures to restore the natural environment and protect the ecosystem by collaborating with government agencies or private sectors to rehabilitate forest areas.
- 1.8 Cement factories improve energy efficiency by setting targets for energy use per unit of production.
- 1.9 TPI Polene Group has a policy to manage water usage with maximum efficiency, ensuring that no water is released outside the factory. This includes controlling the quality of wastewater to meet the value of wastewater standards.
- 1.10 Operational impacts are minimized throughout the value chain.



2. Social Dimension

TPI Polene Group ensures a strategic balance among all stakeholders to drive our journey toward a low-carbon society. The summary of our initiatives is as follows:-

- 2.1 Aiming to generate good returns for shareholders by continuously paying dividends and maintaining good performance continuously.
- 2.2 Consider human rights principles, respect personal data, protect labor rights, encourage youth in education, by upholding the human rights of employees, business partners, customers, and local communities. In 2025, there were no reports or complaints of human rights violations.
- 2.3 Have safety, occupational health, and create a good working environment.
- 2.4 Manage and develop the potential and skills of personnel continuously. The target is to provide no fewer than 20 training hours per person per year. In 2025, the average number of training hours per employee was 24.79 hours.
- 2.5 In 2025, the Company has measured employee satisfaction levels in many dimensions by using the employee opinion survey results to develop activities to continuously build good relationships with employees to maximize the level of employee satisfaction.
- 2.6 TPI Polene Group provides equal opportunities for employment non-discrimination in favor or against any person, covering employees with disabilities and other disadvantaged groups. In 2025, 570 new employees were employed, which comprises 440 general staff, 83 seniors and 47 employees with disabilities.
- 2.7 Prioritize customer satisfaction in the products and services of TPI Polene Group.
- 2.8 Priority to the security of corporate information systems (IT Security).
- 2.9 Promote environmentally friendly procurement to reduce the risk of doing business with suppliers.
- 2.10 TPI Polene Group has created value and improved the quality of life for communities in all areas where TPI Polene Group's business operations are located, such as organizing discussion projects with communities and community development, chemical-free agriculture projects for school lunches in Ban Sap Bon, Saraburi Province, providing scholarships to children with good academic performance, etc.

2.11 TPI Polene Group has supported various projects and activities for public benefits in 2025, totaling approximately Baht 12.49 million to communities, academic institutions, temples, hospitals and government authorities and contributed healthcare products and products of TPI Polene Group, such as cement, other construction materials, organic fertilizers, drinking water and health products to prevent pathogens.

3. Corporate Governance Dimension

“TPI Polene Group strictly adheres to the principles of legality and regulatory compliance across all operations. Guided by our Code of Business Conduct, our operational framework is built upon the foundation of Good Corporate Governance. We ensure transparent disclosure of information and performance, supported by comprehensive risk management and operational flexibility to navigate the challenges of a competitive business landscape. Our core governance principles are summarized as follows:-

3.1 Promote the performance of the Board of Directors. Executives and employees shall comply with good corporate governance and business ethics in all operational areas. In 2025, the Company has implemented human rights actions against stakeholders throughout the value chain by respecting human rights to employees, suppliers, customers and local communities without any reports or complaints of human rights violations.

3.2 Provide guidelines for social enterprise operations, focusing on responding to the needs and improving the quality of life for communities in all areas where the Company’s business operations are located, including social networking communities across the country.

3.3 Respond to the needs of all stakeholders in a balanced way for sustainable growth.

Additionally, in 2025, the Company created a sustainability report based on the GRI (Global Reporting Initiative) reporting standards (Materiality) in all three aspects (ESG), and it also promoted quarterly disclosure of sustainability performance to investors through the 56-1 one report, Sustainability Report, and the TPI Polene’s website.

Monitoring, Evaluating and Reporting on Sustainability Performance^[2-14]


The Board of Directors participates in the consideration and review of Material Topics, including reviewing and approving the sustainability report information before it is disclosed to the public by requiring the Sustainable Development Committee (ESG Committee) and executives from relevant departments to monitor, evaluate, collect, and gather important sustainability performance data, analyze and compare results with the goals set, and report results to executive. Furthermore, the Company requires that the sustainability report be prepared in accordance with international standards according to the reporting standards of the Global Reporting Initiative (GRI) for communicating sustainability performance to the public and stakeholders annually.



Assessment of the Board of Directors' Performance ^[2-18]

Self-assessment of the Board of Directors, sub-committees, and senior executives (CEO)/Chairman of the Management is an independent assessment at least once a year and in accordance with the principles of good corporate governance by taking into account the elements specified. The Company's ESG sustainability performance is one of the indicators used to assess the performance of the Board of Directors and executives and focuses on using the results to improve the performance of Board of Directors and Senior Executives (CEO)/Chairman of the Management Committee. The assessment form consists of

1. The Performance Assessment Form of the Board as a whole (Assessment as a whole) consists of 6 topics: Structure and Qualifications of the Board, Roles and Responsibilities of the Board, Board Meetings, Performance of the Board, Relationship with Management, Director's Self-Improvement and Executive Development.
2. The Performance Assessment Form for the Board of Directors as a whole consists of 3 topics: Structure and Qualifications of Directors, Sub-Committee Meetings, Roles, Duties, and Responsibilities of Sub-Committees.
3. The Performance Assessment Form for the Board of Directors as an individual (For Board/Sub-Committees) consists of 3 topics: Structure and Qualifications of the Board/Sub-Committees, Meetings of the Board/Sub-Committees, Roles, Duties and Responsibilities of the Board of Directors/Sub-Committees
4. The Performance Assessment Form for the Chief Executive Officer (CEO)/Chairman of the Management Committee includes financial performance (e.g. revenue, company sales, economic value added, other financial performance) and environmental, social, and/or governance (ESG) performance, such as employee/supplier/community satisfaction, especially with the aim of reducing greenhouse gas emissions, reducing the use of company resources for cost and environmental benefits, etc.). All of which are part of the performance evaluation indicators of top executives (CEO or equivalent) that consist of 10 topics:
 1. Leadership
 2. Strategy
 3. Strategy Implementation
 4. Planning and Financial Performance
 5. Relationship with the Board
 6. External Relations
 7. Administration and Personnel Relations
 8. Succession
 9. Knowledge of Products and Services
 10. Personal Attributes



Summary of Performance Assessment of the Board of Directors
<https://www.tpipolene.co.th/en/aboutus-en/organization-management/performance-appraisal>

Environmental Conservation meets domestic and internationally recognized standards ^{[2-23] [2-28]}

The Company has adhered to the principles of good corporate governance under the Listed Companies Act, 2017, issued by the Securities and Exchange Commission (Code of Corporate Governance) Regulations and is committed to driving the Company's business and TPI Polene's subsidiaries to meet the needs of Bio-Circular Green Economy and to be in line with the country's economic development, taking into account Environmental, Social, and Governance (ESG) and a business model innovation. In addition, the Company adheres to the importance of conducting business operations by emphasizing process supervision, and that quality products and services meet internationally recognized standards

In addition, the Company has a competitive advantage in low production costs due to the fact that its machinery and equipment are located in a single area, adjacent to the Company's limestone quarry. The Company is also the first cement plant in the country that can use waste-based fuel as an alternative fuel for coal, which reduces the costs of cement production. TPI Polene was the first cement manufacturer in Thailand to be awarded ISO 9002 Certification from the International Standard Institute, for surpassing industrial and environmental protection standards. This has enabled the Company to export cement to the state of California, where surrounding communities are highly aware of environmental conservation. The Company is also the first cement manufacturer in Thailand to be approved to use carbon labels for cement and mortar products. This serves as certification of a production

process that reduces greenhouse gas emissions. Hydraulic cement has been developed to replace Portland Cement Type 1. It is used as a raw material in the production of ready-mixed concrete or low-heat concrete, which helps reduce heat accumulation in large concrete structures and enhances durability, enabling the concrete to withstand various environmental conditions. It is also a sustainable product for green building construction, aligning with LEED and TREES standards and helping to reduce CO₂ emissions in the production process. In addition, the Company has designed Green Products, including Green Clinker, Green Cement, Green Fiber Cement, and Green CRT. These products focus on utilizing alternative raw materials, alternative fuels, and electricity from renewable energy sources. In addition, the Company has a pallet less cement packaging system to reduce the costs of product delivery and can increase the lifetime of the product even longer, and develop the technology of producing TPI red 299 (hydraulic cement) to replace Portland cement and help reduce greenhouse gases by 10-15%, receiving TIS standards certification.

The Company is also the first cement producer in the country to receive ISO 9001:2015 international certification from international institutions and is certified for four international standards of management: Quality Management System Standard (ISO 9001:2015), Environmental Management System Standard (ISO 14001:2015), Occupational Health and Safety Management System Standard (ISO45001:2018), and Energy Management System Standard (ISO50001:2011) by the United States (ASTM) and the European Federation (EU) and cement plant laboratory standards are certified by Thai Industry Standards institute with ISO/IEC 17025:2017 and TIS 17025:2018.

Specialty Polymer Business: In 2025, the Company continued its comprehensive modernization project for core machinery, targeting equipment with over 30 years of service life. This initiative specifically focuses on upgrading electrical components and control systems that were aging or had reached the end of manufacturer support, which spare parts are no longer available for replacement at present. Presently, the project has reached 80% completion, significantly enhancing plant reliability and it has significantly enhanced the plant's reliability. This improvement enables the plant to continuously reduce energy consumption and greenhouse gas emissions, while enhancing operational efficiency and system safety. It is aligned with the Company's policy on Sustainable Manufacturing, covering energy management, environmental stewardship, and industrial asset management.

However, certain equipment is still in the process of being delivered by the manufacturer and is expected to be fully installed between 2026 and early 2027. Implementing the project during a period when the plastic resin market has not yet fully recovered allows the Company to carry out the machinery upgrade without causing any significant impact on its financial performance, while also preparing for the anticipated recovery of the market in the next phase

Product Development and Innovation : The Company achieved a significant milestone in its product development strategy with the successful upscaling of a new Ethylene-Methyl Acrylate (EMA) copolymer, transitioning from the pilot reactor stage to full-scale commercial production in 2025, EMA represents the first product group in our strategic production plan to successfully enter the commercial market. EMA is characterized by its exceptional flexibility and high adhesion properties. It serves as a high-performance Additive and Impact Modifier for a wide range of materials, including: engineering plastics, such as PC, PBT, ABS, and PA. and commodity plastics, such as PP, PVC, and PET, to enhance the impact resistance and toughness of the finished products, while also enabling a higher proportion of filler and recycled resin to be utilized. This characteristic directly supports our customers in reducing production costs while meeting stringent environmental regulations, particularly within the European Economic Area (EEA), where the use of recycled materials is increasingly mandated. In addition, EMA exhibits outstanding properties as an adhesive layer in metalized film and multilayer packaging applications, which represent high-value markets with continuous growth potential.

In 2025, the Company successfully commenced the production and distribution of EMA resin to both domestic and international customers. Full-scale commercial production is scheduled for 2027, with the capacity to scale in alignment with growing market demand. The EMA market currently features a limited number of global producers. Significantly, major manufacturers in China who have contributed to the oversupply in the LDPE and EVA markets have yet to achieve industrial-scale production technology for EMA. This technological barrier provides the Company with a distinct competitive advantage, allowing us to differentiate our product portfolio and mitigate the volatility inherent in the general petrochemical commodity market. In addition, the Company is actively developing next-generation copolymers with enhanced technical complexity and higher value-added properties. Commercial launch is anticipated in late 2027, following the completion of our primary machinery modernization project.

These specialized markets require advanced manufacturing expertise and high-pressure technology-areas where the Company holds a long-standing competitive edge. Our ability to flexibly adjust production lines, combined with decades of experience in high-pressure processes, positions us as a leader in this high-barrier, niche segment. To further drive growth, the Company has implemented the Polymerization Conversion Rate Enhancement Project. This initiative involves streamlining production processes and integrating new machinery to optimize overall output. As a result, production levels are projected to return to approximately 90% of the planned capacity, with the goal of reaching full operational efficiency at 158,000 tons per annum (TPA) by 2026. Historically, while the plant's nameplate capacity was rated at 158,000 TPA, this figure was based on original design specifications for standard Low-Density Polyethylene (LDPE). The transition to producing specialty EVA grades involves more complex operational parameters and sophisticated processing conditions.

In addition, the Company is currently preparing its production lines to accommodate new polymer grades, specifically Ethylene-Methyl Acrylate (EMA). This transition involves specialized machinery adjustments and the implementation of bespoke processing techniques. Full-scale commercial production is projected to commence by 2027. These technical enhancements will significantly increase production line flexibility, allowing the Company to efficiently manufacture a diverse range of polymer products. This strategic pivot enables a broader expansion into high-value polymer markets, effectively reducing long-term dependency on commodity-grade products and mitigating market volatility.

All operational initiatives undertaken in 2025 are designed to bolster the Group's capabilities, positioning us for robust growth within the high-value specialty polymer sector. These efforts are fundamentally aligned with our long-term corporate objectives of sustainable development and industrial resilience.

However, the Company has been certified to all three industry standards: Quality Management System (ISO 9001:2015), Occupational Health and Safety Management System Standard (ISO45001:2018) and Environmental Management System Standard (ISO 14001:2015), and has received certification by the Department of Industrial Works, Ministry of Industry, as a green industrial plant level 3: Green System with systematic environmental management with continuous monitoring and review for development. The product has also received a MiT certificate (Made in Thailand) from the Federation of Thai Industries.

EVA Emulsion and EVA Powder Business : The Company is the first and only producer in the country to possess industrial-scale production technology for EVA Emulsion adhesive and EVA Re-dispersible Powder adhesive, utilizing its existing infrastructure and main raw materials and infrastructure shared with its plastic resin production facilities, such as ethylene and vinyl acetate, which helps reduce construction and operational costs while strengthening its bargaining power in sourcing raw materials from international suppliers. In the production process, the Company also reutilizes excess ethylene gas and vinyl acetate from the plastic resin manufacturing process as feedstock. This approach helps lower production costs, minimize waste, and reduce greenhouse gas (GHG) emissions in line with sustainable manufacturing practices.

In 2025, the Company supplied its adhesive and powder products to the packaging, furniture, printing, and construction industries. These sectors demand high-performance adhesives characterized by superior bonding strength, environmental durability, and the ability to adhere to smooth or non-absorbent surfaces. During the year, the Company strategically prioritized domestic market expansion to stabilize selling prices and mitigate the impact of intense price competition in export markets. Our current sales distribution stands at 60% domestic and 40% export. Our primary export markets include South Asia and Southeast Asia, such as India and Malaysia, where we employ a competitive pricing strategy to maintain production utilization and minimize fixed costs per unit. Meanwhile, the domestic market remains our core profit center. The Company continues to innovate by developing adhesive products with enhanced bonding properties, particularly for high-resistance materials like metalized films and plastic sheets. These products are currently undergoing industrial trials with key clients to expand our footprint in the premium packaging segment. Our shared infrastructure model with the polymer resin plant continues to provide a long-term cost advantage and price competitiveness. For customer relationship and digital integration, the Company has enhanced our Customer Relationship Management (CRM) system by integrating AI technology to streamline complaint management and analyze customer demand trends, leading to more responsive product development. The Company remains dedicated to providing personalized technical support and ensuring on-time delivery, which are critical factors in maintaining our strong market reputation and loyal customer base.

However, the Company has been certified to all three industry standards: Quality Management System (ISO 9001:2015), Occupational Health and Safety Management System Standard (ISO45001:2018) and Environmental Management System Standard (ISO 14001:2015), and has received certification by the Department of Industrial Works, Ministry of Industry, as a green industrial plant level 3: Green System with systematic environmental management with continuous monitoring and review for development. The product has also received a MiT certificate (Made in Thailand) from the Federation of Thai Industries.

The plant has been certified for quality management systems (ISO 9001:2015), occupational health and safety management standards (ISO45001:2018), and environmental management system standards (ISO 14001:2015), and the product also received a MiT certificate (Made in Thailand) from the Federation of Thai Industries.

Ammonium nitrate and nitric acid are manufactured and distributed by Thai Nitrate Co., Ltd. (99.99% owned-subsi-dary Company), the largest manufacturer of ammonium nitrate in Thailand. The Company's ammonium nitrate and nitric acid products have received industry standard (TIS) and international standards for quality management systems such as ISO9001:2015, ISO14001:2015, ISO45001:2018, ISO5001:2018, ISO17025-2017 and HALAL, and the product has received a MiT certificate (Made in Thailand) from the Federation of Thai Industries, as well as receiving certifications

confirming them as a Green Industrial Level 3 Green System from the Department of Industrial Works, Ministry of Industry. Ammonium nitrate and nitric acid products are used in the cement industry, coal mines, quarries, industrial construction, and for nitrous oxide manufacturing used in the medical sector.

Certification of Independent External Verification)

Standards and Certifications	External Certification Body
Quality Management System	
ISO9001:2015 Quality Management System	SOCOTEC Certification Thailand
Energy Management System	
ISO5001:2018 Energy Management System	SOCOTEC Certification Thailand
Environment Management System	
ISO14001:2015 Environmental Management System	SOCOTEC Certification Thailand
Occupational Health and Safety Management System	
ISO45001:2018 Occupational Health and Safety (OH&S) Management System	SOCOTEC Certification Thailand
Testing and Calibration Laboratories	
ISO17025-2017 Testing and Calibration Laboratories	Thai Industrial Standards Institute (TISI)

ISO 14064-1:2018: Quantification and Reporting of Greenhouse Gas Emissions and Removals and Independent assurance by an external third party Independent

Year	Scope of Verification	Independent Third-party Verifier	Verification Standard / Framework	Assurance Level
2023	Organizational Greenhouse Gas Emissions (Carbon Footprint of Organization), covering Scope 1, Scope 2, and Scope 3	BSI Group (Thailand) Co., Ltd.	ISO 14064-1	Reasonable Assurance
2024	Organizational Greenhouse Gas Emissions (Carbon Footprint of Organization), covering Scope 1, Scope 2, and Scope 3	Management System Certification Institute (Thailand)	ISO 14064-1	Reasonable Assurance
2025	Organizational Greenhouse Gas Emissions (Carbon Footprint of Organization), covering Scope 1, Scope 2, and Scope 3	BSI Group (Thailand) Co., Ltd.	ISO 14064-1	Limited Assurance

Disclosure Statement: The Company places strong emphasis on transparent and reliable disclosure of greenhouse gas emissions. The Carbon Footprint of Organization (CFO) has been continuously verified by independent third-party organizations in accordance with international standards. This approach aligns with the assessment frameworks of FTSE Russell and EcoVadis, and supports the evaluation of the Company's environmental performance and climate change management practices.

In 2025, the percentage coverage of operational sites certified under internationally recognized management system standards, within the reporting boundary of this report, is presented as follows:-

Standards and Certifications	%
ISO 9001 - Quality Management System	100%
ISO 14001 - Environmental Management System	100%
ISO 50001 - Energy Management System	68.57%
ISO 45001 - Occupational health and safety management System	90.13%
ISO/IEC 17025 - General requirements for the competence of testing and calibration laboratories	68.57%
ISO 14064-1 Greenhouse gases - Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals	100%

Note: The percentage figures above are calculated based on the revenue of each business unit in comparison to the Company's total revenue.

In addition, the Company joins as a member or has worked with both, public and private authorities to develop and upgrade the Company's operations as well as expand cooperation to deliver value to relevant stakeholders and society as a whole as follows:

Agency
1. Federation of Thai Industries (FTI)
2. Thai Cement Manufacturers Association (TCMA)
3. ASEAN Federation of Cement Manufacturers (AFCM)
4. Asian Cement Producers Amity Club (ACPAC)
5. Sustainability Disclosure Community (SDC)
6. Thai Listed Companies Association (Thai LCA)
7. Investor Club Association
8. Thai Institute of Directors Association (IOD)
9. Thai Chamber of Commerce
10. Thailand Carbon Neutral Network (TCNN)
11. Global Cement and Concrete Association : GCCA)
12. United Nations Global Compact : UNGC





04 TPI Polene and Sustainability

Sustainability Policy Framework and Management ^{[2-23] [2-24] [3-3]}

The Board of Directors and the top management of TPI Polene have established sustainability policies with a focus on being instrumental in driving the organization to achieve its sustainability vision in line with the direction and strategy of business operations by supporting the Sustainable Development Goals (SDGs) of the United Nations in order to balance the economy, environment, and society under good corporate governance with a policy framework and sustainability management as follows:

1. Economic Dimension: With an emphasis on the adoption of technology and innovation in the production process of quality products and services with an effective management at every stage, and with R&D results to further constantly develop business models and create added value for products and services as well as seek investment opportunities that offer high returns on investment. In addition, the company has formulated a strategy for both short-term and long-term business growth, with the ability to adapt flexibly, taking into account all internal and external risk factors, being ready in terms of systems and production efficiency.

2. Environmental Dimension: In pursuit of developing a low-carbon society and mitigating greenhouse gas emissions, the organization recognizes the necessity for climate risk management as a crucial sustainability imperative. The overarching goal is to achieve carbon neutrality by 2043, leveraging climate management data aligned with the framework of the Task Force on Climate-related Financial Disclosures (TCFD) to support the strategy formulation. This entails establishing both short-term and long-term greenhouse gas reduction objectives, alongside investment and financial planning initiatives, all aimed at ensuring the organization's sustainability. By improving production efficiency and adopting environmentally friendly technologies, such as utilizing waste as fuel instead of coal in the cement production process, reducing dependence on fossil fuels, and sourcing electricity from renewable sources including

biomass energy derived from production waste, along with employing electric vehicles and heavy machinery like EV Dump Trucks, the Company implements both short-term and long-term low-carbon strategies to mitigate climate change risks and achieve its goal of reducing greenhouse gas emissions. Furthermore, factories within the TPI Polene group adhere to both Thai and international standards, ensuring compliance with environmental certifications and other related standards.

In addition, the Company emphasizes the importance of the **Green Economy** policy and utilizes clean energy. It produces environmentally friendly products, such as hydraulic cement, to reduce greenhouse gases, decrease fossil fuel usage, enhance energy efficiency, and bolster the utilization of renewable energy sources. Furthermore, the Company is committed to addressing waste management issues, prioritizing the Bio Economy policy by advocating for organic agriculture, promoting biotechnology, and minimizing chemical use in agriculture to prevent soil degradation. It also seeks to reduce chemical usage in livestock farming for the betterment of animal and human health as consumers. Additionally, the Company champions a Circular Economy policy, aiming to maximize resource utilization, minimize waste generation, effectively utilize waste, prioritize biodiversity preservation, mitigate soil degradation, and judiciously employ water resources. Moreover, it strives to mitigate operational impacts across its value chain, including employees, suppliers, customers, and the social communities, ensuring a balanced response to the needs of all stakeholders.

3. Social Dimension: Conducting the business with social responsibility, creating balanced consideration for all stakeholders, respect and protection of human rights with stakeholders throughout the value chain, including employees, partners, customers, and social communities, creating good returns on investment for shareholders, occupational health and safety, hygiene and creating a good working environment, and continuously manage and

develop talent and skills for personnel, customer health and safety, evaluating social partners and providing clear product label information, respect privacy of information, promote youth in education and contribute to creating value and improving the quality of life of the community and society to grow sustainably protect labor rights, do not use child labor and illegal labor, respect human rights principles, and provide diversity and equality and non-discrimination.

4. Corporate Governance Dimension: Adhering to the principles of accuracy and compliance with applicable laws and regulations under business ethics with an operating framework based on good corporate governance principles with transparent disclosure of information and performance with versatile risk management and flexibility in management. Anti-corruption, have a transparent and fair procurement system, do not use inside information to seek benefits, and have the security of data and information systems.

Human Rights Practices

The Company recognizes the vital importance of respecting and protecting human rights across all business processes. To ensure systematic management, the Risk Management Committee has been designated as a sub-committee responsible for overseeing human rights issues. This structure ensures that business operations are conducted with responsibility toward all stakeholder groups, maintaining a balance under the principles of Good Corporate Governance, transparency, and fairness.

To support sustainable development, the Company has integrated human rights principles into its organizational management framework. This is formalized through the Human Rights Policy (Announcement No. 006/2559) and the Personal Data Protection Policy (Announcement No. BC 0017/2564). We are committed to integrity and strict compliance with relevant laws and regulations, aligning with the government’s BCG Model (Bio-Circular-Green Economy). This alignment aims to enhance the quality of life within Thai communities and society, promote the distribution of opportunities, and effectively reduce inequality.

Our human rights commitment extends across the entire Value Chain, encompassing employees, business partners, customers, and local communities. We have established clear policies and guidelines, including the Code of Conduct and the Supplier Code of Conduct, which are implemented in collaboration with our partners in procurement and contracting to elevate standards of responsible and fair operations.

Furthermore, the Company adheres to international human rights principles and labor standards, including the six core principles of the United Nations Global Compact (UNGC):

- **Principles 1-2:** Respecting and supporting the protection of human rights and ensuring non-complicity in human rights abuses.
- **Principles 3-6:** Upholding freedom of association, the elimination of forced and compulsory labor, the abolition of child labor, and the elimination of discrimination in employment.

The Company is committed to human rights practices for all stakeholders across its value chain, including employees, business partners, customers, and local communities. This commitment is formally established as the Company’s policies through the Business Code of Conduct and the Supplier Code of Conduct (covering procurement, sourcing, and employment) mutually agreed upon with our partners. Furthermore, the Company strictly adheres to the provisions set forth in international human rights principles and international labor standards. This includes the United Nations Universal Declaration of Human Rights (UDHR), the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the Thai Labour Protection Act B.E. 2560 (2017), and fully respects the principles of the International Labour Organization (ILO).



Management Approach

The Company attaches great importance to respecting the rights of employees.

The Company recruits employees based on principles of fairness, equality, and non-discrimination emphasizes equality and fairness in its recruitment process, without discrimination based on race, religion, gender, age, sexual orientation, or nationality. It provides equal employment opportunities and strictly prohibits the use of child labor, conscripted labor, and forced labor.

The Company provides equal access to employment opportunities for all individuals, including persons with disabilities and disadvantaged groups. These commitments are upheld through the Company's Code of Business Conduct, alongside the continuous disclosure of information related to equality and human rights. The Company also respects Indigenous Rights. The Company promotes Diversity, Equity, and Inclusion (DEI) and practices in alignment with international standards, giving freedom of association and collective bargaining in accordance with fundamental rights. Employee personal information is secured, combating illegal child labor. There is no use of conscripted labor (labor that is conscripted to work illegally) and there is no forced labor (forced labor to work beyond the legal limit without compensation).

The Company has treated its employees fairly in accordance with human rights principles. A welfare committee has been set up with employee representatives who are responsible for negotiating with the company about agreements affecting employees. The Company evaluates the performance of all employees with clear criteria and uses the results of employee performance evaluation to determine fair remuneration.



Human Rights and Labor Training



Targets

- 100% of employees to complete training on ethics, labor practices, and human rights by 2026 (B.E. 2569).
- 100% of executives and supervisory-level employees to complete advanced training on Human Rights Due Diligence by 2027 (B.E. 2570).
- At least 90% of critical suppliers to receive communication or training on the Code of Business Conduct and human rights by 2027 (B.E. 2570).

Various training courses are provided to employees as appropriate according to their job positions and job responsibilities to help promote progress and develop the potential of employees. The Company also measures the level of satisfaction and engagement of employees with the Company annually and takes the results of the satisfaction assessment into consideration for the project, policies and procedures to improve the care and empowerment of employees. In addition, the Company has provided an occupational health and safety system for employees as well.

Occupational Health and Safety



Targets

- Reduce the Lost Time Injury Frequency Rate (LTIFR) by 15% by 2027 (B.E. 2570), compared with baseyear 2024 (B.E. 2567).
- Maintain Zero Fatalities continuously each year.
- Ensure 100% of employees and contractors complete safety training prior to commencing work.
- Conduct Safety Talks at least 12 times per year per department/unit.

The Company attaches great importance to respecting the rights of suppliers/ business partners.

The Company treats business partners equally and fairly and provide transparent procurement process and fair competition without discrimination. The security of personal information of partners is maintained and encourage suppliers to comply with human rights principles through the use of child labour. The Company requires and encourages suppliers in establishing Diversity, Equity, and Inclusion (DEI) policies and practices that in alignment with the United Nations Global Compact (Principles 1–6) and EcoVadis assessment framework. We maintain a zero-tolerance policy towards human rights violations and strictly refrain from holding shares in, or entering into partnerships with, any organization involved in such abuses. To ensure compliance throughout our supply chain, all suppliers are required to acknowledge and adhere to the Supplier Code of Conduct (Procurement and Contracting). This code encompasses rigorous guidelines on human rights protections and anti-corruption measures.

In 2025, a 99.65% of the Company's 1,750 total suppliers, signed and committed to following these established requirements.

The Company has incorporated human rights and occupational health and safety issues into its Code of Conduct for Procurement Partners. The Company assesses the environmental, social and corporate governance risks (ESG Risk) of its suppliers annually to ensure that the Company's suppliers conduct business with respect for human rights and has also provided occupational health and safety systems to its partners and contractors appropriately as well. In instances where non-compliance or risks are identified regarding human rights, labor practices, health and safety, or environmental standards, the Company requires the respective supplier to develop a Corrective Action Plan (CAP) within a specified timeframe. The CAP must clearly outline the root causes, proposed remediation measures, responsible personnel, and a definitive timeline for completion.

The Company actively monitors the progress and evaluates the effectiveness of these corrective measures through periodic follow-ups. This process ensures that all identified non-compliances are addressed appropriately and remediated in a sustainable manner.

The Company attaches great importance to respecting the rights of its customers.

The Company treats customers fairly and is committed to providing users with benefits and services, and has the highest satisfaction with products, strives to develop quality and safe products continuously, as well as securing customers' personal information. The Company has also provided customers with seminars to strengthen relationships, offering in-depth knowledge about the industry, market trends, and optimal product usage. These seminars give customers the opportunity to express their opinions, which can be used to improve products and services to better meet market demands. Additionally, the Company conducts monthly customer satisfaction surveys and assessments.

The Company attaches great importance to respecting the rights of local communities.

Statement of Principles and Process for Community Investment

TPI Polene recognizes that sustainable business growth necessitates the respect, protection, and promotion of human rights for all stakeholders, particularly the local communities surrounding our operational sites. Accordingly, the Company has established these Principles and Processes for Community Investment, anchored in a development approach that prioritizes human dignity, equality, non-discrimination, and meaningful community participation.

Our community investments aim to generate sustainable positive social impacts, reduce inequality, and support access to fundamental opportunities in alignment with International Human Rights Principles and the Sustainable Development Goals (SDGs). We have defined our focus areas as follows:



1. Educational Facilitation, Learning, and Community Development

The Company prioritizes the right to access education and lifelong learning for children, youth, and community members. This is demonstrated by providing scholarships to youths with good academic performance and conduct who lack financial resources in the areas surrounding the Saraburi plant. This initiative aims to create equal educational opportunities and alleviate the financial burden on their families. Furthermore, the Company offers employment opportunities within the organization for qualified local youths upon their graduation. Additionally, the Company opens its facilities for community site visits and educational tours to observe its management and operations, which helps enhance knowledge sharing, mutual understanding, and positive relationships between the Company and the community.

2. Enhancing Quality of Life, Health, and Public Sanitation

The Company supports the right to health and an adequate standard of living by leveraging corporate resources to enhance public health, local economies, and vocational skills:

- **Public Health Support:** In collaboration with the 2nd Regional Blood Center (Lopburi) and the Saraburi Red Cross Chapter, our executives and employees donated over 80,000 cc of blood to assist patients in Saraburi and nearby provinces.
- **Nutrition and Sustainable Agriculture:** We initiated the **Chemical-Free Agriculture for School Lunches** project at Ban Sap Bon School, Saraburi. This serves as a learning hub for organic farming, promotes better nutrition, and generates supplemental income from school produce.
- **Institutional Support:** TPI drinking water and beverages are consistently donated to support government and educational health-promoting activities.
- **Vocational Excellence:** Programs such as the “**Top Plastering and Painting Craftsman**” competition are organized to elevate the skills and standards of the local construction workforce.
- **Mobile Medical Units:** We deploy mobile medical teams to provide health check-ups directly to community members.
- **Infrastructure Development:** In partnership with the Kaeng Khoi District Life Quality Development Fund, the Company assists in repairing and constructing homes for the underprivileged, persons with disabilities, and the chronically ill in the Kaeng Khoi area.

- **Transparent Communication:** We maintain open channels for community feedback. Accurate and timely information regarding company operations and human rights knowledge is disseminated via “**Polene News**” and through active engagement with community committees.
- **Volunteerism and Civic Engagement:** The “TPI Volunteer” group was established to drive community service activities. Our Community Relations department coordinates these efforts and encourages employees to serve as consultants or representatives in local administrative organizations (e.g., Sub-district Administrative Organizations and Municipal Committees).
- **Economic Empowerment:** By upgrading our production processes to utilize 25% Refuse-Derived Fuel (RDF) as a coal substitute, we source waste from local producers across 16 provinces. This initiative creates local jobs, reduces waste, and addresses economic inequality. Additionally, we support local occupational groups by providing production tools, agricultural drip-irrigation systems, and expert speakers for educational institutions.

Environmental Conservation and Local Culture

The Company respects the rights of communities to preserve their natural resources, way of life, and cultural heritage. We actively engage with local communities to promote and carry forward their unique identities through various initiatives, such as:

- **Thailand Plaster Art Competition:** Organized in collaboration with government agencies and educational institutions to conserve and evolve traditional Thai plaster arts.
- **Public Art (Street Art) Volunteers:** Supporting community-based art projects to enhance cultural value and foster local pride.
- **Preservation of Cultural Heritage:** Participating in religious merit-making and cleaning activities at Wat Ban Hin Lap and Wat Ban Sap Bon. The Company also manages the landscape of Pha Sadet, a significant historical site, and organizes the annual tribute ceremony for the royal statue of King Chulalongkorn (Rama V).

Community Investment Process

The Company's community investment is managed through a transparent and systematic process, comprising the following stages:

1. Needs Assessment: Listening to community feedback, requirements, and concerns through active engagement with community leaders, committees, and formal surveys.
2. Impact Assessment: Evaluating the Company's operational impact on the local economy, society, and overall quality of life.
3. Project Implementation: Designing and executing community investment projects that align with the local context and relevant human rights issues.
4. Monitoring and Reporting: Conducting annual performance reviews and reporting via frameworks such as CSR-DIW Continuous, Socio-Economic Monitoring Reports, and Community Satisfaction Surveys.
5. Continuous Improvement: Utilizing evaluation results and community suggestions to refine operations, aiming to minimize negative impacts while maximizing sustainable positive outcomes.
6. Market Access and Fair Trade: Providing dedicated spaces within the Company's premises for Saraburi farmers to sell their agricultural products, thereby strengthening the local economy and ensuring fair market access.

Indigenous Peoples' Rights

The Company is committed to respecting and protecting the human rights of all stakeholder groups, including the rights of indigenous peoples, in all areas of potential operation. Our approach honors their unique cultures, traditions, customs, and livelihoods in accordance with international standards. Specifically, the Company upholds the principle of Free, Prior, and Informed Consent (FPIC) in the event that business operations or expansions may impact indigenous communities.

Currently, the Company's operational sites are located outside of indigenous territories, with no indigenous populations residing within a 5-kilometer radius of our plants. Despite this, we remain steadfast in our commitment to applying these principles in any future operations by integrating meaningful stakeholder engagement into our corporate decision-making processes.

Security Management and Human Rights

The Company recognizes the critical importance of maintaining security while strictly upholding the human rights of our employees, local communities, and all stakeholders. We have established written policies and guidelines for the management and oversight of security personnel, encompassing both direct employees and external contractors.

The Company's security operations are aligned with the Voluntary Principles on Security and Human Rights (VPSHR) and the UN Guiding Principles on Business and Human Rights (UNGPs), emphasizing the appropriate and proportionate use of force in accordance with the law, as well as treating all parties with respect, non-discrimination, and regard for human dignity.

The Company provides training for security personnel on human rights issues, including the peaceful prevention and management of incidents. Furthermore, the Company establishes fair, transparent, and accessible grievance and investigation mechanisms for security-related incidents to prevent and mitigate human rights risks across all operational areas.



Human Rights Due Diligence (HRDD)

The Company has conducted due diligence on human rights as a risk management process associated with its ongoing business operation. The purpose is to identify prevention, mitigation and consider how the company Addressing human rights impacts throughout business activities by referring to the human rights due diligence process, which consists of five steps of the UN Guiding Principles on Business and Human Rights (UNGP) as follows:-



1. Policy Commitment

The Company has established the Company's human rights policy to cover the entire value chain of the Company, including employees, suppliers, customers, and local communities, including the Code of Conduct, the Code of Conduct for purchasing partners. Supplier Code of Conduct Announcement on the Company's Global Human Rights Policy no. 006/2559 and Announcement Personal Data Protection Policy no. BorKor 0017/2564 (For more information, please visit <https://www.tpiolene.co.th/aboutus/pdpda>)



<https://www.tpiolene.co.th/aboutus/pdpda>

2. Cultivation through corporate





The Company is committed to the implementation of human rights policies to foster a culture of respect for human rights principles throughout the organization. Training and dissemination of knowledge on respect for human rights have been organized for employees at all levels within the organization and human rights risks are continuously assessed.

3. Human right risk assessment

The Company conducts human rights risk assessment annually for a consecutive three year and reviews human rights risks related to business operations throughout the value chain to ensure that the Company's plans and measures to mitigate, correct, and remedy human rights impacts are appropriate. The results of the risk assessment will enable the Company to effectively conduct business in accordance with human rights principles in risky operating areas. It helps to prepare for and prevent possible damage from human rights violations.

3.1. Determination of Audit Scope

The Company has conducted an assessment of human rights risks in key operating areas, encompassing the Bangkok Office and Saraburi Factory, where business or activities involve employees, suppliers, customers, and nearby local communities. A total of 10 issues have been identified, spanning areas including: (1) Non-discrimination; (2) Promotion of diversity and equal opportunities, and Diversity, Equity & Inclusion (DEI) ; (3) Freedom and collective bargaining; (4) Occupational health and safety; (5) Personal data protection; (6) Child labor; (7) Conscripted and forced labor; (8) Security practices; (9) Efficiency, readiness, and reliability of the electrical system; and (10) Continuous care for the community and society. These human rights risk issues are meticulously classified in detail by relevant stakeholder groups as follows:

 Employees	 Suppliers	 Customers	 Local Communities
<ul style="list-style-type: none"> - Non-discrimination - Diversity, Equity & Inclusion (DEI) - Freedom and collective bargaining - Occupational health and safety - Personal data protection - Child labor - Conscripted and forced labor 	<ul style="list-style-type: none"> - Non-discrimination - Occupational health and safety - Personal data protection - Child labor - Conscripted and forced labor - Security practices 	<ul style="list-style-type: none"> - Efficiency, readiness, and reliability of the electrical system - Personal data protection 	<ul style="list-style-type: none"> - Continuous care for the community and society

3.2. Human Rights Risk Assessment

The Company utilizes the criteria of The Committee of Sponsoring Organizations of the Treadway Commission - Enterprise Risk Management (COSO-ERM) to assess human rights risks based on the severity of impacts and the potential opportunities associated with all 10 human rights-related issues.

3.3. Prioritization of Human Right Risks

The result of the human rights risk assessment found that there is one human rights issue with high risk, which is the risk of occupational health and safety of employees, while other human rights issues in the value chain are of medium to low risks as follows:

Result of Human Rights Risk Assessment

Risk level of human rights issues		
High Risk	Medium Risk	Low Risk
1. Occupational health and safety	1. Non-discrimination 2. Diversity and equal opportunities 3. Freedom and collective bargaining 4. Child labor 5. Conscripted and forced labor 6. Continuous care for the community and society 7. Personal data protection	1. Security practices

The Company manages risks in accordance with the guidelines for human rights operations by strictly implementing preventive measures and mitigating the risk of various human rights violations throughout its operations. This involves closely monitoring implementation as outlined in the guidelines for managing human rights complaints and remedies. These measures include continuous monitoring and reporting of performance results, aiming to comply with the target of ensuring no instances of human rights violations occur throughout the value chain.


4. Remediation and Mitigation

In addition, the Company is aware of the need to take corrective actions in the event of any violations that may occur in the future. It will establish a process for receiving complaints, conducting thorough examinations and investigations, and determining measures to mitigate and rectify the impacts that have occurred, including fair remedial measures. This is to ensure that those affected receive appropriate remedies for the damages caused, as well as timely protection or guarantees that such infringements will not occur again.

In 2025, the Company did not receive any reports or complaints regarding human rights violations.

Preventive Measures and Impact Mitigation

Related Stakeholder	Impacts	Mitigation and Remediation
 <p>Suppliers</p>	<ul style="list-style-type: none"> • Illegal labor hiring • Discrimination against suppliers 	<ul style="list-style-type: none"> • Signing for acknowledging the Code of Conduct of manufacturer supplying products, raw materials and services • Complying with the supply chain management system • Monitoring the performance of suppliers through supplier's self-assessment • Supplier Survey • Auditing suppliers' performance according to the sustainability potential assessment form • Explaining guidelines to traders at their operational level, ensuring their understanding and compliance, aligning operations consistently with the requirements, the Company's standards and the labor laws established by the International Labor Organization (ILO) concerning labor rights
 <p>Employees</p>	<ul style="list-style-type: none"> • Discrimination against employees based on gender (female, male, LGBTQ+), race, age, religion, ethnicity, culture, or socioeconomic class • Employee health and safety • Employment conditions • Personal data of employees may be at risk of leaking outside the organization 	<ul style="list-style-type: none"> • Related policies include the Company's human rights policy, its policy to prevent sexual harassment, the personal data protection policy, as well as guidelines for good corporate governance, and the Code of Conduct and ethics for manufacturers supplying products, raw materials, and services • Promoting the health and safety of employees through system standards (i.e. ISO 45001, OHSAS 18001) • Establishing measures to deal with the COVID-19 crisis, such as Work From Home and conducting online meetings • Establishing a welfare committee that promotes the bargaining power of employees • Conducting annual employee satisfaction surveys and employee engagement surveys • Ensuring a fair and equitable recruitment process, with a strategic emphasis on local hiring from surrounding communities. To optimize person-job fit, psychometric testing has been integrated into our screening process, ensuring that personnel possess the appropriate qualifications and alignment with the organization's mission.
 <p>Community</p>	<ul style="list-style-type: none"> • Standard of living and quality of life for people in the community • Occupational health and community safety • Community access to clean water sources 	<ul style="list-style-type: none"> • Related policies, such as the Human Rights Policy, Sustainable Water Management Policy and Plan, and the policy of refraining from obstructing access to clean water sources, include measures such as avoiding blocking water sources or depleting community water until it causes drought • Establishing Environmental Management System • Strictly adhering to the preventive and corrective measures outlined in the environmental impact assessment report for environmental impacts • Conducting community engagement through social projects / Conducting community satisfaction surveys such as project preparation, annual community participation and development (Public Relations Department plan with policy setting, monitoring, inspection and evaluation of the results from the process of dialogue with the community (CSR-DIW Continuous Report 2025) • Establishing annual community engagement and development projects under the Corporate Communications Department. We implement robust policies for monitoring, auditing, and evaluation through Structured Community Dialogues. Active engagement activities are conducted in communities surrounding our production facilities to continuously listen to concerns, provide care, and mitigate impacts. Furthermore, a formal Grievance Redress Mechanism (GRM) is in place to ensure appropriate and timely responses to community feedback. • Promoting and Supporting Education: The Company supports education by providing scholarships to youths with good academic performance and conduct who lack financial resources in the areas near the Saraburi plant. To foster community engagement, the Company also offers employment opportunities for these graduates to join the Company. Additionally, the Company subsidizes tuition fees for employees' children, supports external teaching staff programs, serves on school boards, and accepts student interns from educational institutions.

Related Stakeholder	Impacts	Mitigation and Remediation
 <p>Environment</p>	<ul style="list-style-type: none"> Negative impacts on the environment, such as air pollution emissions, improper waste management, and the occurrence of unexpected events. 	<ul style="list-style-type: none"> Establishing Environmental Management System Monitoring and reporting all types of emissions resulting from the Company's operations Promoting and Safeguarding Cultural Heritage: The Company is committed to preserving local heritage through active volunteerism. This includes religious site maintenance at Wat Ban Hin Lap and Wat Ban Sap Bon, as well as the landscaping and upkeep of Pha Sadet, a significant historical landmark. Furthermore, the Company organizes an annual tribute and worship ceremony for the royal statue of King Chulalongkorn (Rama V). Job Creation and Local Economic Strengthening: To stimulate the community economy, the Company has optimized its production processes to substitute 14% of coal with Refuse-Derived Fuel (RDF). By sourcing waste from local suppliers across 16 provinces, the Company fosters job creation, reduces landfill waste, and helps bridge economic inequality. Additionally, the Company supports local vocational groups by providing production tools, installing agricultural drip irrigation systems, and sharing expertise through guest lectures in collaboration with educational institutions. The Company operates under the BCG Economy model throughout its value chain to optimize resource utilization. For instance, the organic fertilizer production project, which utilizes waste resources, helps increase agricultural yields and reduce costs for farmers without leaving residues in the soil. Furthermore, the Company regularly conducts community satisfaction surveys and monitors socio-economic impacts on the community, alongside providing mobile medical unit services and community health promotion programs.
 <p>Customers</p>	<ul style="list-style-type: none"> Health and safety Discrimination against customers Data privacy Customer satisfaction in various services. 	<ul style="list-style-type: none"> Developing and promoting product manufacturing, promoting the Bio Economy, and ensuring hygiene Labelling products indicating health and safety for customers Assessing the risk of hazardous substances in products, implementing a health risk assessment system, establishing guidelines for risk assessment criteria, chemical risk control guidelines, and conducting environmental risk assessments Establishing Customer relationship management system (CRM) Conducting an assessment of customer satisfaction in various services using Systematic Sampling Considering customer complaints for improvement and resolution, then inform customers the progress and ask for their feedback regarding the solutions and also give opportunity for customers to provide additional comments and analyze the complaints to prevent the recurrence and train employees to manage complaint efficiently.



Remedies and Complaints Channels

TPI Polene Public Company Limited

 No. 26/56 TPI Tower, Chantaimai Road, Thungmahamek, Sathorn, Bangkok 10120
 Tel. 02 2131039
 EMAIL: orapin@tpipolene.co.th

5. Monitoring and Reviewing of the Human Rights Performance

The Company has followed up on compliance with the human rights impact mitigation clauses, focusing on mitigating and mitigating negative impacts. However, agencies that have implemented mitigation measures must monitor and review the action plans to improve efficiency and should be re-evaluated to know the remaining impacts. The department that have implemented mitigation measures must monitor and review their action plans to achieve effective development and re-evaluate to ensure that impacts are addressed correctly and appropriately. In addition, the Company requires suppliers to conduct their own human rights audits. Environment, Social, Governance (ESG) of suppliers covering comprehensive labor impact assessment, environment, human rights, and social community. The Company has also provided channels to listen to opinions and suggestions from employees and external parties. To review and revise comments As a result, the Company can prevent and reduce risks that may lead to human rights violations.

Human Rights Performance in 2025

In 2025, the Company conducted its operations with a steadfast commitment to human rights across all stakeholder groups, achieving the following milestones:

Respect for Employee Rights

- **Employee Representation:** The Company facilitated the election of a new Welfare Committee for 2025. This committee serves as the official representative body for employees, playing a vital role in negotiating agreements and discussing policies that impact the workforce.
- **Equal Opportunity Employment:** Embracing diversity and inclusion, the Company hired 570 new employees in 2025. This group includes 440 general staff, 83 elderly persons, and 47 persons with disabilities, ensuring equitable access to employment.
- **Training and Development:** The average training duration for employees across all programs was 24.79 hours per person per year. This exceeds the Company's strategic target of maintaining an average of at least 20 training hours per person per year to enhance workforce potential.

- **Employee Engagement:** The overall Employee Satisfaction and Engagement rate reached 84.35%, significantly surpassing the established target of 75%. The Company utilizes these survey insights to continuously develop initiatives that foster positive workplace relationships and maintain peak satisfaction levels.
- **Occupational Health and Safety:** The Company achieved its "Zero Harm" targets, reporting zero fatalities, zero high-consequence work-related injuries, and zero incidents of occupational illness. These results strictly align with the Company's predefined Occupational Health and Safety (OHS) objectives.

Respect for Customer Rights

- **Quality and Safety Assurance:** The Company remains dedicated to manufacturing and delivering products that meet the highest quality and safety standards for all customers.
- **Customer Satisfaction:** The 2025 satisfaction assessment for TPI Cement and Mortar products and services yielded an average score of 85.52%. This performance exceeds the Company's minimum satisfaction target of 80% for TPI Cement customers.



Children's Rights Policy and Commitment Statement

1. Principles and Commitments

The Company recognizes that children are a vulnerable stakeholder group and that business operations may directly or indirectly impact their rights. Therefore, we prioritize the respect, protection, and promotion of children's rights across all operational processes throughout our value chain. Our commitment extends beyond the elimination of child labor to encompass the quality of life, health, safety, education, and potential development of children and youth, in alignment with international principles and standards, including:

- The United Nations Convention on the Rights of the Child (UNCRC)
- The Children's Rights and Business Principles (CRBP)
- The UN Global Compact Principles, specifically Principles 1-6 regarding Human Rights and Labor.

2. Scope of Application

This policy applies to all business units within the Company, including subsidiaries, suppliers, contractors, and all relevant stakeholders throughout the supply chain.

3. Framework for the Protection of Children's Rights (UNCRC)

The Company adheres to the four fundamental pillars of children's rights as follows:

3.1 Right to Survival

- **Maternal Health Disclosure:** Female employees are required to notify the Company upon confirming pregnancy so that appropriate and safe working conditions can be arranged. Failure to disclose or negligence in this regard is considered a violation of work regulations.
- **Workplace Adjustment:** The Company modifies job responsibilities for pregnant employees to ensure the health of both the mother and the fetus. This includes transitioning from shift work to daytime schedules or reassigning heavy lifting tasks to more suitable duties.
- **Maternity Leave:** Female employees are permitted maternity leave without any negative impact on their attendance records.
- **Paternity Leave:** Male employees are granted leave to assist their spouses following childbirth with full pay for 6 days per year. Effective from December 7, 2025, this entitlement increases to 15 days in accordance with the Labor Protection Act (No. 9) B.E. 2568 (2025).

- **Medical Benefits:** Outpatient medical welfare is provided to employees, extending coverage to their children and spouses.

3.2 Right to Protection

- **Minimum Age for Employment:** The Company does not employ individuals under the age of 18.
- **Supply Chain Compliance:** Suppliers, contractors, and subcontractors are strictly prohibited from deploying workers under the age of 18 within the Company's premises.
- **Zero Tolerance for Abuse:** The Company prevents all forms of discrimination, harassment, violence, and exploitation against children.

3.3 Right to Development

- **Child Welfare Grants:** Educational financial assistance is provided for employees' children enrolled from kindergarten through senior high school or vocational diploma levels, per Company regulations. This initiative aims to alleviate the financial burden on families, promote family stability, and enhance employee motivation.
- **Academic Excellence Scholarships:** Scholarships are awarded to employees' children who maintain outstanding academic performance at the undergraduate level, fostering quality educational opportunities.
- **Community Education:** The Company awards annual scholarships to children living in communities surrounding its operational sites.
- **National Children's Day Support:** The Company promotes and supports National Children's Day activities, with employees and volunteers donating educational supplies and organizing creative activities for children in local schools and communities.

3.4 Right to Participation

- **Educational Engagement:** The Company provides opportunities for pupils, students, and youth to participate in site visits and study the production processes, while encouraging them to express opinions or suggestions regarding operations in an appropriate manner.

4. The Company's Pledges on Children's Rights

4.1 Protection of Children from Child Labor

- Refrain from hiring child labor and neither support nor tolerate the use of child labor in any form.
- Comply with relevant labor laws and the international standards of the International Labour Organization (ILO).

4.2 Respect for Children's Rights and Dignity

- Respect human dignity and the fundamental rights of all children equally.
- Conduct business operations without causing negative impacts on the safety, health, and development of children.

4.3 Responsible Supply Chain Management:

- Encourage business partners, contractors, and relevant stakeholders to comply with children's rights principles.
- Integrate children's rights issues into the assessment and selection of business partners appropriately.

4.4 Creating a Safe Environment for Children

- Ensure that operating facilities and community-related activities are safe and pose no harm to children.
- Consider the impacts on children arising from business operations, projects, or activities. on youth.

4.5 Promoting Access to Education and Children's Potential Development

- Support educational, learning, and life quality development activities for children and youths, particularly in communities surrounding the operating facilities.

4.6 Grievance Mechanisms and Remediation

- Establish appropriate, fair, and accessible grievance mechanisms for cases where the Company may infringe upon or impact children's rights.
- Conduct investigations, implement corrective actions, and provide appropriate and transparent remediation for any impacts that occur.

5 Policy Review and Communication

The Company will regularly review this policy and communicate it to all employees, suppliers, and stakeholders to ensure that the protection and promotion of children's rights are realized in a concrete and sustainable manner.



Prioritizing and engaging with stakeholders ^[2-29]



The Company recognizes the importance of stakeholder engagement by analyzing stakeholders both inside and outside the organization, and which are associated with the value chain of the business, with the belief that good relationships are based on trust. The Company also recognizes that the opinions and feedback of stakeholders towards the organization are extremely valuable, and help us achieve our goals and become a sustainability developed and growing organization. Stakeholder management also helps organizations respond effectively to the needs of stakeholders. This includes reducing the risk of damaging the image and the likelihood of business disruption.

TPI Polene Group has adhered to the principle of value creation, cooperation between the Company and its stakeholders, as well as improving channels and continuously sending stakeholder feedback to responsible departments. TPI Polene Group has divided the group of stakeholders to cover all dimensions inside and outside the organization as follows:

	 <p>1) Shareholders / investors</p>	 <p>2) Employees</p>	 <p>3) Suppliers and contractors</p>	 <p>4) Customers and agents</p>
 <p>5) Creditors</p>	 <p>6) Governmental authorities</p>	 <p>7) Community and society</p>	 <p>8) Business competitors</p>	 <p>9) Mass media</p>



Corporate Social Responsibility ^[2-23]
<https://www.tpipolene.co.th/en/sustainability/social-responsibility>

The communication and engagement patterns of stakeholders are different, which can be summarized as follows:

Stakeholders	Guidelines for engaging with stakeholders	Stakeholder needs/ expectations	The Company's response guidelines
 <p>1. Shareholders/ Investors</p>	<ul style="list-style-type: none"> Annual General Meeting of Shareholders Giving shareholders the opportunity to have equal rights to attend the shareholders' meeting, such as questioning and voting. Presentation of investment information through investor relations activities at least 4 times a year Annual Report (56-1 One Report) Provide channels for communication through media including websites, letters, emails, phones or others Analyst meetings: 3 times a year Annual Sustainability Report Financial report 4 times per year The Company's Whistleblowing Channel 	<ul style="list-style-type: none"> Good Performance, share price and dividends are at an appropriate level. Consistent business expansion Disclose important information of the Company in a timely basis, transparent and reliable way through channels that are easily accessible to shareholders. Provide shareholders equal rights to attend annual shareholders' meetings. Organize activities to create and to keep relationship with shareholders Conduct business with environmental, Society and Corporate Governance considerations, or ESG Financial stability Transparency Risk management system Enhancing business competitiveness and defining business direction. Organizational risk management, both short-term and long-term 	<ul style="list-style-type: none"> Sustainability Report Proper risk mitigation All shareholders are entitled and treated equally. Manage the organization in accordance with the Company's vision and corporate governance principles with integrity, caution, free from personal conflicts of interest. Clarify details about the shareholders' meeting as well as all information related to matters that require shareholders to make decisions at the meeting in advance. Business Ethics Innovation and technology management Research and development to further top up the business operation Have a strong policy of maintaining liquidity and financial stability Reviewing and enhancing business efficiency to effectively address ever-changing situations. Analyzing, monitoring, and preparing measures to manage organizational risks in the short term, as well as emerging risks expected to occur over the next 3-5 years. Disclosing information in a transparent and consistent manner according to international standards Providing shareholders with the opportunity to directly express their opinions and complaints to the Company.





Stakeholders	Guidelines for engaging with stakeholders	Stakeholder needs/ expectations	The Company's response guidelines
 <p>2. Employees</p>	<ul style="list-style-type: none"> • Collect information from all channels, including complaints • In-house communication through channels such as Line Group, allowing senior executives to communicate with all employees via Line groups specific to related management, internal memo circulated to employees in each department, announcement in posters • Committee in the establishment • Committee on Safety, Occupational Health, and Working Environment • Sustainability Report/Annual Report (56-1 One Report) • Executives meet employees at the plant once a week. • The level of satisfaction and engagement of employees towards the organization is measured once a year. • Provide clear in-house communications through various channels such as notices to various agencies within the Company and Application Line. • Comment box on Website, e-mail, Facebook • Performance assessment 3 times a year • Providing various benefits and compensation, including fair working conditions • Ensuring occupational health and safety • Communication through various channels and online systems within the Company • Meetings between CEO and employees have been held weekly • Satisfaction and engagement survey is conducted annually • Whistleblowing channel is provided through the Company's website 	<ul style="list-style-type: none"> • Compensation • Industry-aligned welfare • The organization has stability and progress in its work. • Developed potential • The organization has a good image. • Fair Evaluation System • Safety and quality of life at work • Allow comment • Equal Practice • Respect personal information • Respect human rights • Employees receive training appropriate to their positions, averaging 26.14 hours per person per year. • Statistics on accidents and illnesses in the organization have decreased. • Attracting and retaining the abilities of employees 	<ul style="list-style-type: none"> • Establish and strictly implement clear employment policies, including career advancement opportunities, without discrimination based on gender, age, social background, class, ethnicity, nationality, religion, or educational background. Employment policies and working conditions are maintained at a standardized level. • Ensure a fair and transparent performance appraisal system. • Provide an occupational health and safety management system. • Prohibit the employment of illegal or undocumented migrant workers, including within contractors and subcontractors. • Comply with human rights principles and respect personal data protection. • Provide training programs to enhance employee capabilities and support career development. • Maintain an employee savings cooperative to support financial well-being. • Respect human rights and personal data privacy. • Establish communication channels that allow employees to directly provide feedback and submit complaints to management. • Promote employee development through clearly defined key performance indicators aligned with international standards. • Improve employee welfare and facilities, including upgrading shuttle bus services to air-conditioned buses, expanding parking areas for cars and motorcycles, improving employee housing, renovating and expanding restroom facilities, and installing adequate lighting.

Stakeholders	Guidelines for engaging with stakeholders	Stakeholder needs/ expectations	The Company's response guidelines
 <p>3. Suppliers and Contractors</p>	<ul style="list-style-type: none"> Complaints and communication channels such as websites, e-mails, phones, letters, etc. Annual Supplier Meeting: once a year Monthly meeting with suppliers Supplier registration The Company's media such as newsletters, magazines and social media The Company's whistleblowing channels Contact through the Company's website Various relationship activities with suppliers are conducted to facilitate participation at least twice a year, enabling the exchange of opinions and the listening to suggestions. Contact channels include: Telephone: 02-285-5090, Website: www.tpipolene.co.th 	<ul style="list-style-type: none"> Transparent, fair, non-discriminatory, corruption-free purchasing system Creating long term relationships to grow together Comply with the established agreements and do not exploit customers, pay on timely basis. Respect human rights Respect personal information Payment on schedule Occupational health and work safety Conducting business with suppliers in compliance with the Code of Conduct of manufacturers supplying products, raw materials, and services. Suppliers receive knowledge to develop technology and innovation of environmentally friendly products Confidence and stability in doing business together 	<ul style="list-style-type: none"> Comply with Supplier Code of Conduct The Company will not engage with trade suppliers who deal with businesses that act against the law. Support ESG knowledge to enhance trade partner operations to mitigate risk associated from operation and reputation. Establish measures to operate suppliers, including the use of digital and online technologies for safety during the COVID-19 pandemic crisis. There is a procurement system that is transparent, verifiable, strictly complies with trade terms and contracts made with suppliers. Take into account the mutual benefits of trade suppliers and business equity. Employees in the group must not claim benefits in the procurement. Establishing Supplier Code of Conduct for supplying products, raw materials, and services Conducting business responsibly in accordance with good corporate governance principles and policy, and Code of Conduct Delivering products and services according to customer expectations, and providing channels for listening to customers' voices. Implementing projects that support the development of suppliers' potential, such as building cooperation with suppliers to jointly develop new products and services, and organizing training to provide knowledge and practice skills on safety for suppliers, etc.

Stakeholders	Guidelines for engaging with stakeholders	Stakeholder needs/ expectations	The Company's response guidelines
 <p>4. Customers/ Agents</p>	<ul style="list-style-type: none"> Complaints through communication channels such as websites, e-mails, phones, letters, etc. Visit Customers /sales representatives at the customers office at least 12 times a year Customers participate in suggesting the use of the product. Customer Service Center Customer satisfaction survey once a year 	<ul style="list-style-type: none"> Quality/safe products and services Fair price. Easy and convenient to purchase Promotional campaigns. Choose from a wide range of products Customers receive products according to the standard and on time. In case of problems which are not caused by the customer's fault, the damage can be claimed immediately. Providing good before- and after-sales service Delivery on time Respect personal information Respect human rights Customers receive products with features that meet their needs. 	<ul style="list-style-type: none"> Satisfy the needs of customers Must not act in any way that is deceptive or oblivious to the quality of goods and services by producing safe products and services that are harmless for the health of consumers. Create brand loyalty to products Contains product information and application. Systematic and secure storage of customer data and not misuse data Set prices for products and services fairly Provide representatives to be responsible for providing feedback, knowledge, products specification and services, as well as solutions and receive customer complaints. Hold customer seminars to regularly educate information about products. Respect human rights and personal information Organize stucco art contests and social service events The information that the customer suggests will be sent to the relevant departments to further develop the Company's products. Delivering products and services according to customer expectations, and providing channels for listening to customers' voices. Implementing projects that support the development of customers' potential, such as building cooperation with customers to jointly develop new products and services, etc.
 <p>5. Creditor/ Bondholder/ Analysts/ Credit Rating Institute/ Insurance Companies</p>	<ul style="list-style-type: none"> Submit a quarterly financial statement report. Annual Report/ Sustainability Report Recommendations and complaints 	<ul style="list-style-type: none"> Good Corporate Governance Business Administration with transparency Careful risk mitigation Full and on-time payment Good performance and the potential to pay off debts Comply with terms and conditions in the loan agreements 	<ul style="list-style-type: none"> Conduct business with transparency, auditable, under good corporate governance Fully comply with the terms and conditions in loan agreements Complete payment on timely basis Provide complete financial information Effective management, ensure confidence and maximum return on investment

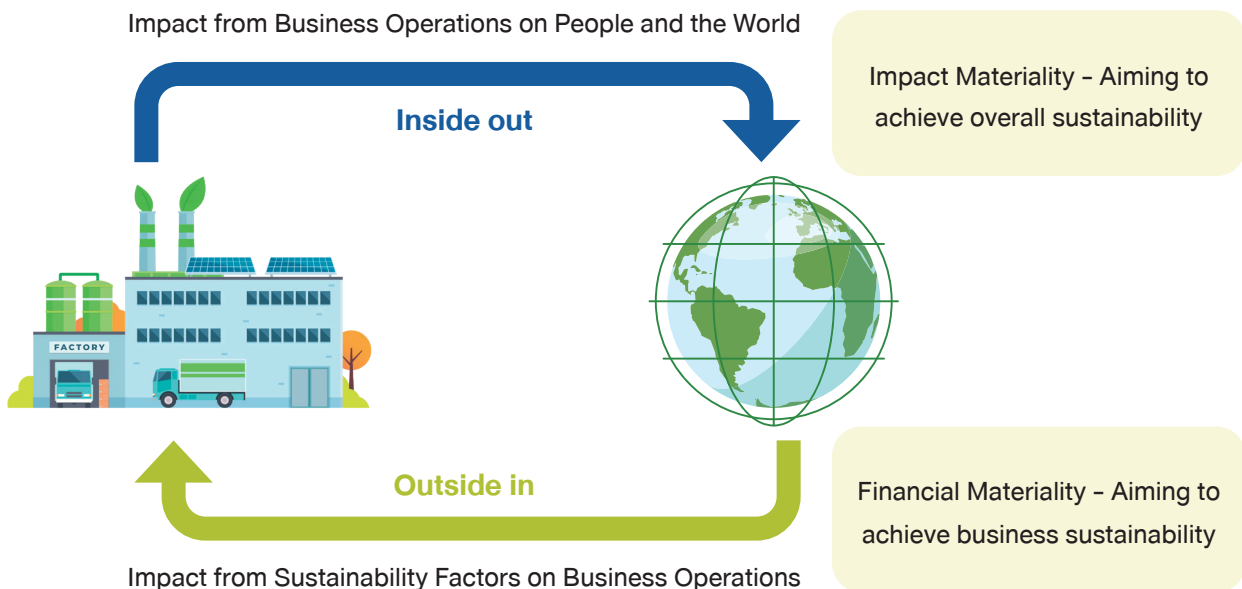
Stakeholders	Guidelines for engaging with stakeholders	Stakeholder needs/ expectations	The Company's response guidelines
 <p>6. Government Agencies</p>	<ul style="list-style-type: none"> Report business performance and operating performance to government authorities according to the period specified by the government, such as: <ol style="list-style-type: none"> Report on the performance of professional work safety officers every 3 months Report on compliance with the Company's EIA measures every 6 months Monitoring of policies, regulations, government requirements at least once a month Supporting activities and responding to government policies according to the government's period of time, such as providing vaccines and vaccinations to employees and contractors within the Company. Connecting to the government sector's network. Appropriately establishing and assigning a unit responsible for contacting and coordinating with government agencies 	<ul style="list-style-type: none"> Conducting business with caution and strict adherence to the law. Additionally, actively participating in addressing and mitigating the impacts of climate change, targeting both international and national levels Compliance with legal regulations, rules and policies of Supervisory Divisions Social and environmental responsibility Sustainable Coexistence Having a good environmental management and safety system Providing support and cooperation to government authorities Concrete action to reduce climate change Payment of taxes and other related fees Enhance operational measures to achieve the Sustainable –Development Goals (SDGs). 	<ul style="list-style-type: none"> The use of waste as a renewable fuel for coal in cement production process to reduce greenhouse gases to comply with the government's environmental policy. Conduct transparent business Preparation of Sustainability Reports Social and environmental responsibility Sustainable community coexistence Compliance and cooperation, supporting projects of government authorities Appropriately coordinating with government agencies Cooperating with government, private and non-profit organizations
 <p>7. Community & Society</p>	<ul style="list-style-type: none"> Complaints through communication channels such as websites, e-mails, phones, letters, etc. Join community relations activities at least 28 times a month Organize community relations at least twice a month Mitigating environmental and social impacts that may arise from the Company's business operations No violation of environmental laws Generating income and career opportunities for local residents Fostering good relationships between organizations Conducting a community satisfaction survey once per year The Company provides Whistleblowing channels. The Company provides contact channel through its website : www.tpiolene.co.th 	<ul style="list-style-type: none"> Develop surrounding communities Preserving the surrounding environment Create work and strengthen the economy for the community. Operation of the establishment to ensure environmental safety and livelihoods Support for community activities and ongoing participation Educational Assistance Focus on community feedback Ensure clear, accurate, and prompt disclosure of company operations information, while actively listening to feedback, opinions, and complaints from communities, society, and non-profit organizations 	<ul style="list-style-type: none"> Community Visit and create acceptance Support public activities that benefit the community Educate and train employees at all levels as appropriate to create employees' awareness of the environment and community issues Explore community needs and feedback Organize mobile medical units to serve the community continuously for better quality of life. Prepare a replacement forest plantation and rehabilitation project after mining Promoting traditions in the community Develop communities and encourage employment to improve the economy in the community Provide budget for community development including education, career /job creation for the community Consideration of impacts on communities, society, and the environment due to the Company's operations. Disclosing news and information including the Company's operating results correctly and in a timely manner. Transparent and verifiable operations and operation to for respond. Communicating and disclosing complete, accurate, and timely information about the Company's operations, as well as listening to opinions and complaints from communities, society, non-profit organizations and mass media

Stakeholders	Guidelines for engaging with stakeholders	Stakeholder needs/ expectations	The Company's response guidelines
 <p>8. Business competitors</p>	<ul style="list-style-type: none"> Collect information from all channels such as websites, mail, phones, etc. Become a member of the Thai Cement Producers Association (TCMA) and attend at least 4 meetings per year. 	<ul style="list-style-type: none"> Create fair competition conditions together Maintain market share 	<ul style="list-style-type: none"> Conduct business under the principles of fair and free competition Refrain from making false or damaging statements against competitors Respect intellectual property rights and avoid infringement of competitors' proprietary works Protect and not misuse confidential information of competitors Adhere to ethical and responsible trade practices Manage innovation and technology effectively
 <p>9. Mass Media</p>	<ul style="list-style-type: none"> Occasional business visits and activities for the community and society Supporting media activities that align with the Company's policy, which involves communicating with mass media through various communication tools. Supporting and participating in mass media activities. Regularly disseminate information and news that is beneficial to the Company. Regularly disseminating business information through a variety of channels, such as the Company's quarterly earnings announcement, business press conferences, etc. Participating in the Opportunity Day of the Stock Exchange of Thailand 	<ul style="list-style-type: none"> To be a company that conducts business with a focus on sustainable ESG. 	<ul style="list-style-type: none"> Conduct business with a focus on community, society, and environment by appropriately and consistently disclosing and disseminating information that is beneficial to society. Monitoring news and information from the media as part of the strategic decision-making

Defining material issues

To determine the material issues and content of the Company's Sustainability Report 2025, the Company's top management conducted a study of key factors and impacts of the business and identified relevant material issues in the economic, environmental and social dimensions. In this regard, the Sustainability Report is prepared in accordance with the GRI Standards Global Reporting Initiative (GRI) to obtain material topics and boundaries and significant impacts that the Company should implement. The Company has a process for determining material issues with significant and impactful areas, which consists of the four key steps as follows: ^[3-1]

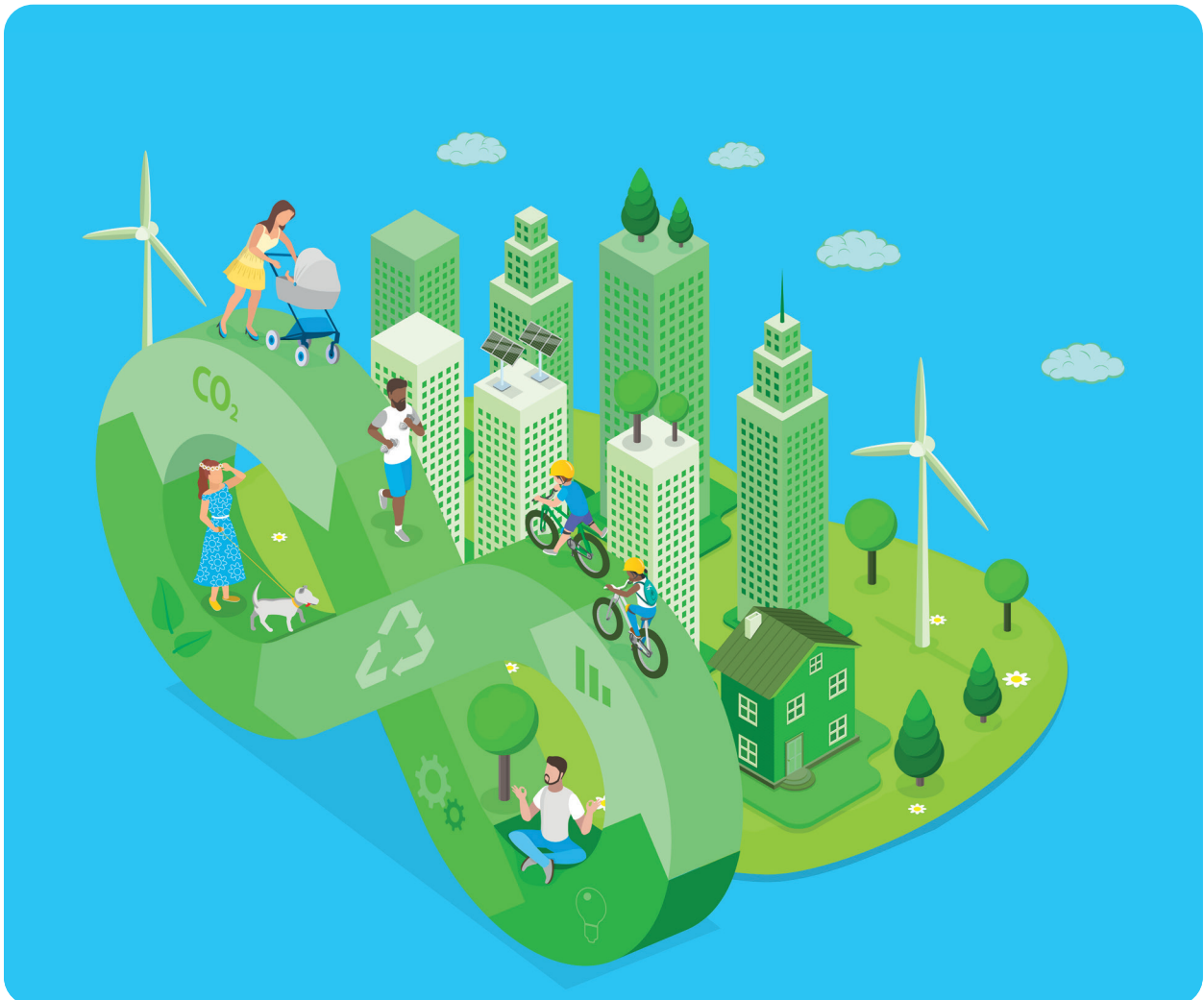
- (1) **Understand the organization's context:** The Sustainable Development Committee (ESG Committee) has conducted a review of relevant business activities and business relationships by considering the context of the Company in economic dimensions, environmental dimensions, people dimensions, and human rights dimensions which considers important information, including information from internal factors such as vision, mission, goals, policies, and directions of the Company's operations, as well as external factors such as the overall picture in the industry both nationally and internationally, interests and expectations of stakeholders in order to analyze those key data in the Sustainability Context.
- (2) **Identify actual and potential impacts Risks and Opportunities:** The Sustainable Development Committee (ESG Committee) and executives from pertinent departments who receive information, communicate with, or interact directly with stakeholders jointly consider and identify actual or potential impacts, the positive and negative impacts associated with operations, products, and services, as well as business relationships span economic, environmental, human rights, and people dimensions throughout the supply chain. Based on the principles of due diligence and the double materiality perspective, in accordance with the European Sustainability Reporting Standards (ESRS), the Company will search for and identify material sustainability issues it needs to address. This will involve combining the analysis of financial materiality resulting from economic, social, and environmental factors (Outside-in) with the analysis of impact materiality arising from the organization's effects on economic, social, and environmental aspects (Inside-out).



This raises sustainability issues that are most pertinent to the Company's business environment and takes into account all stakeholder groups when evaluating material issues to make sure the Company considers all concerns of all stakeholder groups in all aspects. The issues related to the Sustainability Context have been identified of the company in the amount of 30 issues to lead to the process of assessing significant impacts and prioritizing significant impacts for reporting in the next step.

- (3) Assess the significance of the impacts:** The Sustainable Development Committee (ESG Committee) and executives from relevant departments have jointly assessed the significant impacts of business operations on all stakeholders through a prioritization process (Prioritization). The criteria for assessing Impacts, Risks, and Opportunities (IROs) include the severity of the impact, likelihood, human rights considerations, the scale and scope of the impact, and the magnitude and likelihood of opportunities and risks. This assessment also takes into account the operational policy framework, and commitment to the Company's operations in that issue which brings about Material Topics for reporting.

- (4) Prioritize the most significant impacts for reporting and conduct validation:** The Sustainable Development Committee (ESG Committee) brings important sustainability issues before senior management for their consideration and verification of the accuracy of Material Topics identified for reporting that are consistent with the business context, significant impacts resulting from the Company's business processes across the supply chain, as well as in line with the significant impacts on all groups of stakeholders.

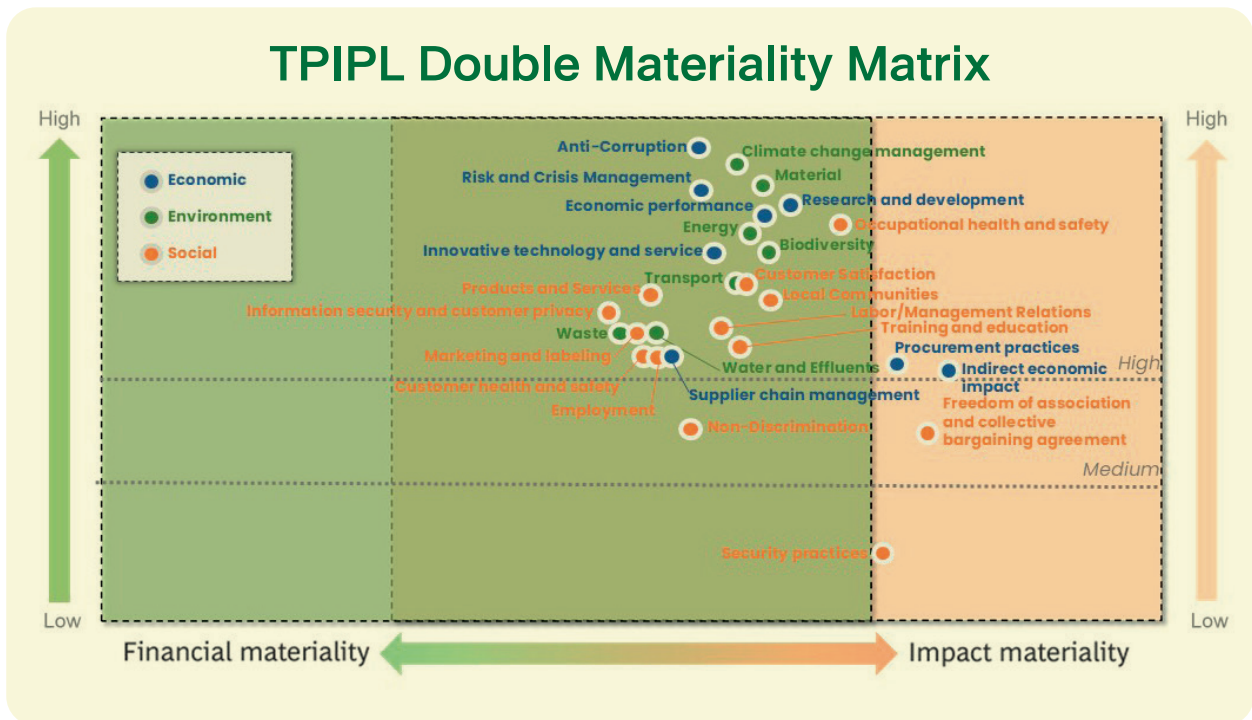


Prioritize the most significant impacts





High Significant Impact	Moderate Significant Impact	Low Significant Impact
<ul style="list-style-type: none"> Economic Performance Risk and Crisis Management Indirect Economic Impacts Technology, Innovation and Service Anti-Corruption Research & Development Procurement Practices Supply Chain Management Climate Change Management Energy Material usage Water and effluents Waste Management Transportation Biodiversity Employment Labour Management and Labor Relations Training and education Products & Services Occupational Health and Safety Customer health and safety Customer satisfaction Products and Service Data security and customer privacy Local Communities Product and service labeling 	<ul style="list-style-type: none"> Non-discrimination Freedom and collective bargaining 	<ul style="list-style-type: none"> Security Practices (Providing proper security knowledge to security guards)



TPIPL Double Materiality Matrix

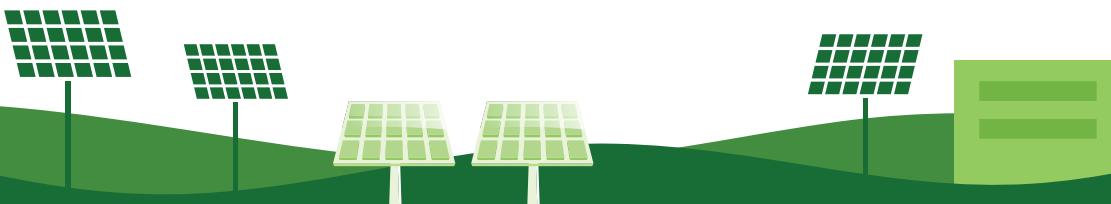


The Executive Board resolved to determine the Company's sustainability issues for the year 2025 with 25 issues, divided into 7 environmental aspects, 10 social aspects, and 8 economic and corporate aspects with details as follows ^[3-2]

Environmental aspect (7 issues)		
The Company's sustainability issues	SDGs	Responsive Strategies
Climate Change Management	    	<ol style="list-style-type: none"> Developing towards a low-carbon society by by setting carbon neutrality goals by using waste fuel to replace coal in all 4 cement plants to reduce cement production costs and increase competitiveness Improve production efficiency to optimize energy consumption. A key initiative is the Raw Mill Improvement Project, designed to increase production rates while minimizing energy loss (False Air reduction). This project significantly reduces both electrical and thermal energy consumption throughout the raw material grinding process.
Material Usage	 	<ol style="list-style-type: none"> Manage the organization according to the BCG policy at every stage of the value chain to achieve efficient use of resources and increase competitiveness in terms of production costs
Energy	   	<ol style="list-style-type: none"> Actively transitioning its heavy machinery and transport fleet utilized in mining activities, raw material sourcing, and product logistics to Electric Vehicle (EV) systems. This strategic replacement of traditional internal combustion engines significantly reduces fuel consumption and mitigates greenhouse gas emissions.
Water and Effluents	 	<ol style="list-style-type: none"> Using process automation system to control production and loading and unloading of goods for efficiency with the emphasis on automatic operating systems, closely controlling production process from the control room to ensure standard product quality for production cost reduction
Waste Management	     	<ol style="list-style-type: none"> Efficient distribution process with strong distribution channels covering all areas throughout Thailand. There is a coordination to manage inventory efficiently, reduce management costs, including a fuel consumption management system by replacing fossil fuel trucks with 100% electric trucks reduce greenhouse gas emissions and use electric trucks instead of fossil fuels to transport rocks on the mine front
Logistics System		<ol style="list-style-type: none"> with the emphasis on automatic operating systems, closely controlling production process from the control room to ensure standard product quality for production cost reduction
Biodiversity	  	<ol style="list-style-type: none"> Construct rainwater collecting ponds to replace natural water sources, including recycling effluents for reuse and continuously monitoring water quality according to plans and EIA measures Conserve concession areas by planting forests to improve scenery Developing ready-mix concrete that can reduce greenhouse gas emissions by up to 5 - 10%

Social aspect (10 issues)

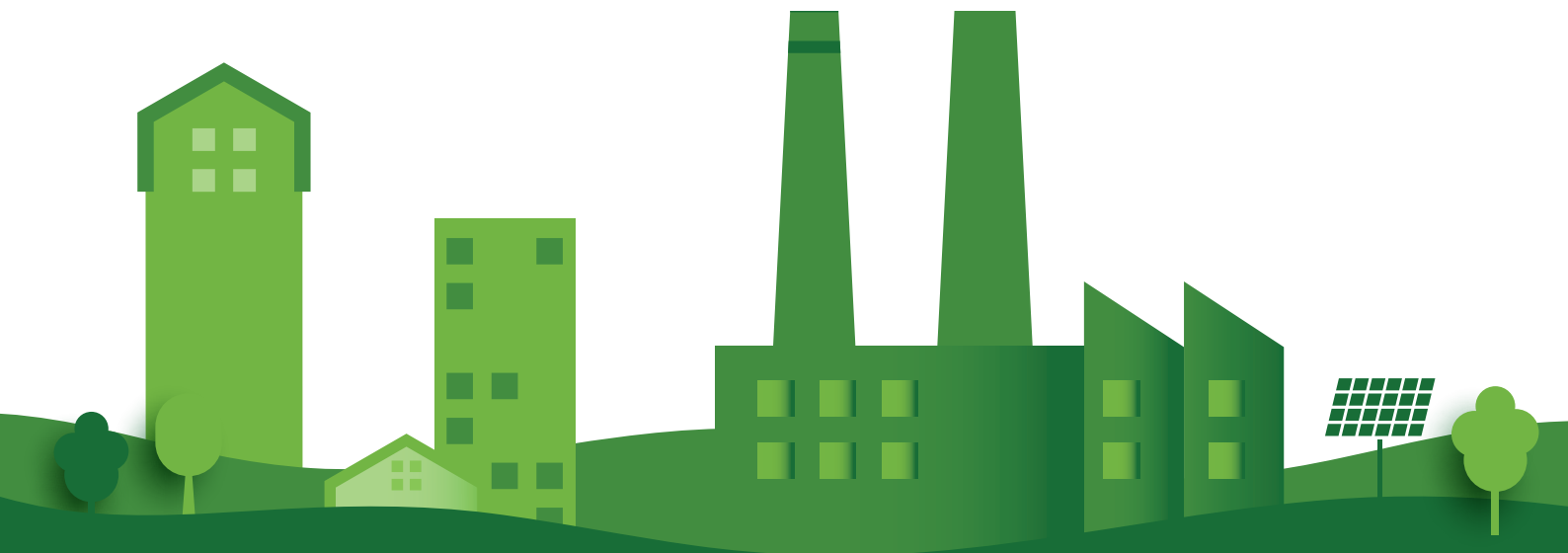
The Company's sustainability issues	SDGs	Responsive Strategies
Employment	   	<ol style="list-style-type: none"> 1. Comply with labor laws and labor relations and provide employment opportunities for people with disabilities to create a sustainable society 2. Respect human rights principles and personal information for employees, business partners, contractors as well as not support child labor in work that is hazardous to health or in an environment that is hazardous to health and safety or is a job that prohibited by law
Labor/Management Relations		<ol style="list-style-type: none"> 3. Review and check cyber threat protection system regularly, including the development and improvement of the cyber protection system to keep up with the ever-evolving cyber threats, methods and severity of threats to information systems continuously
Training and Education	   	<ol style="list-style-type: none"> 4. Create a good working environment with appropriate occupational health and safety.
Occupational Health and Safety	  	<ol style="list-style-type: none"> 5. Train and develop skills for employee to provide opportunities for advancement non-discrimination 6. Conduct is a survey of employees' satisfaction and commitment to the organization, a measure for receiving complaints, as well as conducting inspections, corrective outcomes, monitoring corrective actions, setting appropriate guidelines
Customer Health and Safety		<ol style="list-style-type: none"> 7. Provide scholarships to employees' children
Customer satisfaction		<ol style="list-style-type: none"> 8. Evaluate customer satisfaction with the Company's products/services by using the information obtained from the assessment to develop and improve the Company's products/services/operating processes
Products & Services		<ol style="list-style-type: none"> 9. Implementing Customer Relationship Management (CRM) software to facilitate managing relationships between the Company and its customers. This system aids in streamlining workflows and innovating new products according to systematic assessments of customer needs. It also enables the collection of various complaints, ensuring that every issue is tracked and addressed for improvement. This approach allows for swift responses to customer needs while also enhancing work efficiency across various departments of the Company.
Data security and customer privacy		<ol style="list-style-type: none"> 10. Integration of CFP (Carbon Footprint of Products) applications for 21 products in 2024
Local Communities	 	<ol style="list-style-type: none"> 11. Deliver standard quality products with complete label display 12. Conduct business with business partners in accordance with the Supplier Code of Conduct.
Product and service labeling		



Economic and Corporate Governance aspect (8 issues)

The Company's sustainability issues	SDGs	Responsive Strategies
Economic Performance	 	<ol style="list-style-type: none"> To comply with the related legal regulations. Transparency with anti-corruption policy. Research and development to create innovations and technologies to develop products that meet customer needs and are environmentally friendly by emphasizing on the development of high value added products to meet customer needs. Seek investments that create high return on investment All-round risk management, including risk associated with climate change The Company is transitioning its product portfolio towards Specialty Polymers by upgrading its production technologies and machinery to enhance operational flexibility. These specialty products possess superior properties and command higher market prices, with a limited number of manufacturers currently operating exclusively in Europe and the Americas. Unlike basic petrochemical products, the proprietary production technologies for these specialty polymers are not commercially available. Consequently, the Company must independently research and develop the requisite know-how. This involves utilizing a specialized pilot reactor capable of facilitating reactions at high pressures of up to 3,000 bar to produce product samples for testing and exploring new markets, prior to implementing the technology for future commercial production. Collaboration with the Global Cement and Concrete Association (GCCA) supports the use of hydraulic cement as a substitute for Portland cement and promotes the production of green products through the use of alternative raw materials and fuels. This initiative aims to facilitate the transition of the cement and concrete industry toward carbon neutrality.
Risk and Crisis Management		
Indirect Economic Impact	  	
Technology, Innovation and Service		
Anti-Corruption Policy		
Research & Development		
Procurement Practices		
Supply Chain Management	  	

Note: A total of 25 topics are presented in 2025 Sustainability Report. Of these, 23 sustainability topics had already been identified in the Company's sustainability material topics for the 2024 reporting year. In addition, two new topics have been incorporated: Supply Chain Management, which consolidates the previously separate topics of Supplier Social Assessment and Supplier Environmental Assessment, and Biodiversity. Meanwhile, the topic of Market Presence (Local Hiring) has been integrated into the broader topic of Employment.





05 Environmental Impact Management

Environmental Performance in 2025



In 2025, cement plants used waste fuel to replace coal in cement production processes for **0.22 million tons of waste fuel, or 9.50%** of the total fuel.



In 2025, TPIPL reduced greenhouse gas emissions both directly and indirectly, of **0.801 million tons CO₂e**

In 2025, Recycled and reused aggregate scrap



1,052,616 tons, accounting for 100%.



In 2025, TPIPL sourced **9,090,442** cubic meters of external water, representing a 4.80% decrease from 2024

Proportion of recycled water **1,152,811** million cubic meters or 54.79% of total water consumption



Investment projects for reducing environmental impact valued at **Baht 1,025 million**

TPIPL recycled waste **2,819.35** tons from production process, or 99.62 % of total industrial waste.

Investment in EV Mining Trucks and EV Wheel Loaders to replace Combustion Engine Vehicles, aiming to reduce greenhouse gases emissions and **PM 2.5** dust generation



Installation of Bag Filter dust collector to replace Electrostatic Precipitator (ESP) for enhanced **PM 2.5 Filtration efficiency up to 99.99%**



Manufacture of Green Products/ development of hydraulic mortar production technology 4.71 million tons to reduce carbon emissions (scope1) **0.3863** million tons CO₂e



Investment in Research and Development to Reduce or Avoid Environmental Impacts (including pollution, waste, and resource consumption) **Baht 164 million**

Remark: (1) Only for TPI Polene Public Company Limited



TPI Polene Group places great importance on the efficient use of resources, given the limitations of natural resources and the impacts of climate change. We are committed to conducting business in alignment with the Circular Economy principles by focusing on research and development, the use of renewable energy, and systematic waste management to maximize resource utilization and minimize environmental impacts.

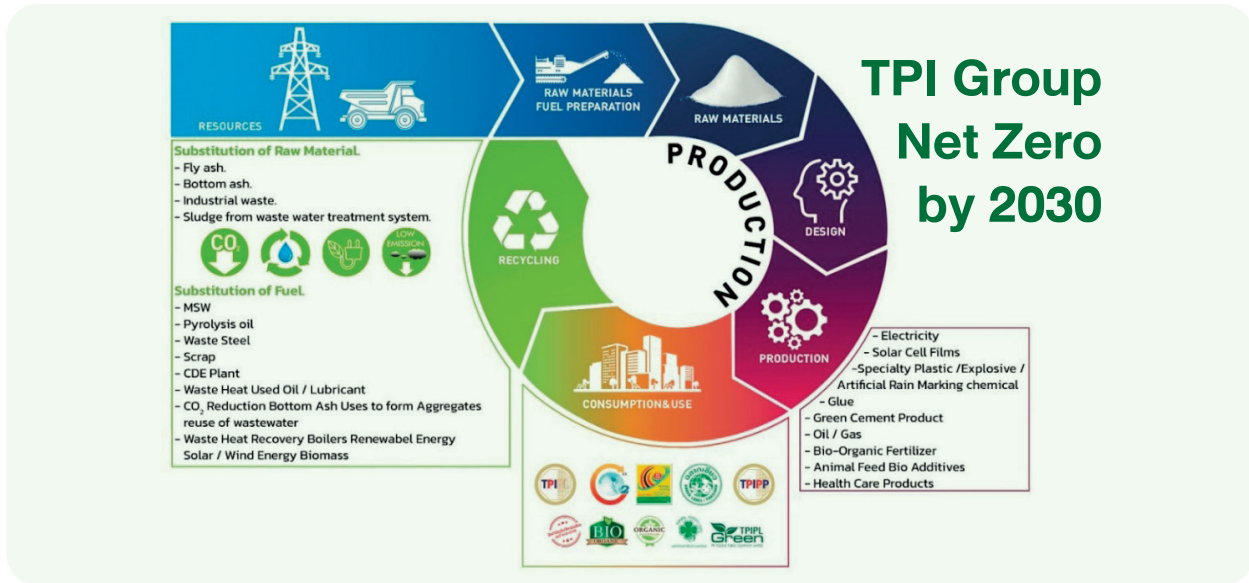
In addition, TPI Polene Group emphasizes environmental management through measures to reduce pollution, promote sustainable water management, cut greenhouse gas emissions, and develop green technologies. These efforts aim to minimize the impact on the ecosystem and create a balance between business, society, and the environment, ensuring long-term sustainability.

Management Approach

TPI Polene Group aims for sustainable development in order to create a balance in terms of economy, environment, and society under good corporate governance. The terms “Circular Economy,” “Green Economy,” and “Bio Economy” are used interchangeably to refer to the Bio-Circular-Green Economy (BCG), which is used at every stage of the value chain by using waste fuel instead of coal for cement production and power generation and aiming to run a clean renewable energy power plant by completely eliminating the use of coal. replacing the use of coal 100% in order to move towards a clean green industrial business to be Net Zero Greenhouse Gas Emission Producers and environmentally friendly.

 **Driving the Economy towards Sustainable Development (BCG)**
<https://www.tpipolene.co.th/en/sustainability/bio-circular-green-economy-bcg>

TPI Polene Group Conducting its Business based on BCG and ESG Guidelines



TPI Polene Group has prioritized sustainability policies and business operations based on BCG and ESG guidelines, including carbon neutrality campaign, saving the world campaign and ZERO WASTE campaign throughout the Group’s production processes. The use of hydraulic cement instead of Portland cement is actively encouraged and supported due to its lower proportion of clinker, resulting in reduced carbon dioxide emissions. Consequently, when hydraulic cement is utilized as a raw material for constructing green buildings according to LEED and TREES standards, it contributes to a decrease in greenhouse gases and mitigates global warming.

Furthermore, since June 1, 2023, TPI Polene Group has implemented a policy to manufacture environmentally friendly products under the Green Products portfolio, namely Green Clinker, Green Cement, Green Fiber Cement, and Green Concrete Roof Tiles (Green CRT). These products are manufactured utilizing alternative raw materials, integrated with the use of renewable and clean energy in the production processes, in order to reduce greenhouse gas emissions, support environmentally friendly business development, and strive towards the goals of Carbon Neutrality and Net Zero greenhouse gas emissions.

In 2025, the Company identified eight highly material environmental sustainability topics, as follows:

1. Climate Change Management
2. Materials Management
3. Transportation
4. Energy Management
5. Water Consumption and Wastewater Management
6. Waste Management
7. Biodiversity
8. Supplier Environmental Assessment

Climate Change Management ^[3-3]

Since cement production is the main business of the Company, in the production process, coal is used as fuel. As well as burning limestone into clinker, which is a major contributor to greenhouse gas emissions, the Company is committed to conducting business with a focus on reducing greenhouse gas emissions, which are major causes of climate change and global warming.

In 2025, TPI Polene Group has implemented a waste fuel production by using municipal waste to sort into alternative fuel instead of landfills 3.40 million tons of municipal waste, enable to reduce greenhouse gas emissions from landfills into the atmosphere. The amount reached 7.89 million tons of CO₂ equivalents.

The Company has a policy and vision to be an environmentally friendly cement producer with a focus on using energy and renewable fuels to replace fossil fuels. The Company also uses energy and resources to produce efficiently, as well as research and development of its products to reduce greenhouse gas emissions, which is in line with the government's policy to tackle climate change. This includes adapting to environmental measures. Climate change is likely to be more intense.

In addition, the Company has focused on driving climate change solutions and the transition to a low-carbon economy and society by integrating climate change management into the organizational structure from the Board of Directors level to the operator level. Climate risk management, as well as monitoring performance to meet set goals. The Board of Directors has assigned the Sustainability Development Committee and the Corporate Risk Management Committee to be responsible for climate change governance and to designate the performance of climate change targets as a measure of success at the organizational level to drive serious and concrete solutions to climate change.

Participation in Sustainability Networks and International Initiatives

TPI Polene Public Company Limited prioritizes active participation in sustainability networks and initiatives at both national and international levels. This commitment aims to elevate our business operations in alignment with Sustainable Development Goals (SDGs) and climate change mitigation efforts.

Membership in the Thailand Carbon Neutral Network (TCNN)

The Company has joined the Thailand Carbon Neutral Network (TCNN), a platform that fosters collaboration between the public sector, private sector, and local communities. The network's primary objective is to drive concrete greenhouse gas (GHG) emission reductions and support the nation's transition toward a low-carbon society, in accordance with the global commitments

of the Paris Agreement on climate change. Under the framework of the TCNN, TPI Polene has declared its intent to become a low-carbon organization. The Company has established a strategic target to achieve Carbon Neutrality by 2043 through greenhouse gas emission reduction, improved energy efficiency, the adoption of alternative energy sources, and carbon offsetting in accordance with internationally recognized approaches.

In 2025, TPIPL obtained certification under ISO 14064-1 (Carbon Footprint Verification: CFV) at the "Limited Assurance" verification level from BSI Group (Thailand) Co., Ltd. (BSI). This verification covers the quantification and reporting of greenhouse gas emissions and emission reductions, including requirements for the design, development, management, reporting, and verification of the organization's greenhouse gas inventory and reduction activities, in accordance with the ISO 14064-1 standard.

In addition, the Company has participated in the Low Carbon Industry Development Project under the strategic BCG Model initiative toward Net Zero, driven by Kasetsart University and the Thailand Greenhouse Gas Management Organization (Public Organization). The company has established a policy to promote employee understanding of the carbon footprint concept, including organizing training sessions, collecting data for carbon footprint calculations, monitoring and evaluation, reporting, verification, and tracking both emissions and removals of greenhouse gases. These efforts aim to support continuous planning and implementation of greenhouse gas reduction initiatives within the organization, in alignment with international standards.

Commitment to the United Nations Global Compact (UNGC)

In 2025, the Company formally committed to the United Nations Global Compact (UNGC), reinforcing our dedication to responsible business practices. We have integrated the UNGC's Ten Principles covering Human Rights, Labor, Environment, and Anti-Corruption into our corporate governance framework and operational strategies.

The Company has successfully embedded these principles into our ESG policies, risk management systems, corporate governance codes, and business ethics. Furthermore, we actively promote compliance with relevant laws and international standards, while ensuring meaningful engagement with all stakeholders.

To ensure transparency, the Company will disclose its sustainability and ESG performance through our annual reports, which serve as our Communication on Progress (CoP). This alignment with the UNGC framework reflects our unwavering commitment to creating long-term sustainable value for all stakeholder groups.

Alignment with the Global Cement and Concrete Association (GCCA)

The Company has adopted the guidelines and framework of the Global Cement and Concrete Association (GCCA), a leading international organization dedicated to elevating environmental and sustainability standards across the cement and concrete value chain. These principles are integrated into our Environmental, Social, and Governance (ESG) framework as follows:

Environmental Dimension

We are committed to mitigating operational impacts through optimized energy management and greenhouse gas (GHG) emission controls. Our strategy emphasizes resource efficiency, the use of alternative fuels and raw materials, and the integration of circular economy principles into production processes. These efforts are fully aligned with GCCA's Climate Action initiatives and the 2050 Net Zero Roadmap. Furthermore, the Company fosters industry-wide collaboration to reduce environmental footprints across the supply chain, promoting green procurement and co-developing sustainability practices with diverse stakeholders.

Social Dimension

The Company prioritizes occupational health, safety, and the well-being of both employees and contractors. We ensure fair labor practices, uphold human rights, and maintain active community engagement in accordance with international industry best practices.

Governance Dimension

Our operations are grounded in the principles of corporate governance, transparency, and business ethics. We implement systematic anti-corruption measures, supply chain oversight, and robust ESG risk management. Our sustainability performance is disclosed continuously through our corporate reports.

Membership in the GCCA

reflects the Company's unwavering commitment to international standards and reinforces our mission to align business operations with global stakeholder expectations and sustainability benchmarks.

TPI Polene has a roadmap to achieve its corporate goals, leading to the assessment of the organization's greenhouse gas emission reduction capacity. This enables the Company to drive and develop policies and operational directions to achieve the ultimate goal of becoming a low-carbon society organization, aiming for Carbon Neutrality by 2043. To demonstrate TPI Polene's commitment to developing and improving efficiency across various businesses within the Group, the Company has established development plans for its production structure, as well as research and product development to foster new innovations. The Company has invested capital to enhance production efficiency and adopt more environmentally friendly technologies. This includes utilizing waste as fuel to replace coal in the cement production process, using electricity from sources such as solar and wind energy, operating electric heavy machinery and trucks, and implementing a ZERO WASTE approach. Particular emphasis is placed on production processes aimed at reducing Greenhouse Gas Emissions through the use of hydraulic cement instead of Portland cement, which effectively reduces clinker consumption and carbon dioxide (CO₂) emissions, alongside upgrading the dust collection systems in the cement plant's ventilation stacks for higher efficiency. Through these initiatives, the Company employs a low-carbon strategy to address climate change risks, which also enables the achievement of its long-term greenhouse gas emission reduction goals.

- Replacing coal with waste-derived fuel in cement production;
- Utilizing renewable energy sources such as solar and wind power;
- Transitioning to electric-powered machinery and transportation;
- Implementing ZERO WASTE strategies, especially within core manufacturing processes;
- Reducing greenhouse gas emissions through the use of hydraulic cement in place of ordinary Portland cement, effectively decreasing clinker use and CO₂ emissions;
- Upgrading air pollution control systems, particularly dust collection systems in cement plant stacks to improve emission performance.

Through these initiatives, TPI Polene is pursuing a low-carbon strategy to address climate-related risks and which contributes to the achievement of long-term greenhouse gas emission reduction goals.

Task Force on Climate-Related Financial Disclosures (TCFD/ IFRS S2) 2025



TPI Polene Group has systematically pioneered the transition to a green economy by leveraging the distinct potential of each business unit. This approach enables cost-efficient operations and the development of innovative, eco-friendly products that remain highly competitive and responsive to evolving global consumer demands. By prioritizing investments, the Group focuses on projects with the potential to lead to business growth with good returns and greenhouse gas reduction. Operations are adapted to respond to changing regulations, such as Thailand's Climate Change Act and the European Union's Carbon Border Adjustment Mechanism (CBAM), which are considered new challenges and opportunities, as well as the significantly intensifying impacts of climate change.

TPI Polene Group has adjusted its medium-term and long-term targets to be more challenging and intensive to align with the current situation and the direction of leading global companies. This involves accelerating the target to achieve Carbon Neutrality 7 years ahead of the national target, moving from 2050 to 2043, and adding a new long-term goal to achieve Net Zero greenhouse gas emissions by 2050. This relies on climate management data in accordance with the Task Force on Climate-related Financial Disclosures (TCFD / IFRS S2) framework to support the formulation of short-term, medium-term, and long-term greenhouse gas reduction strategies and targets, as well as investment and financial planning for corporate sustainability and the environment.



TPI Polene Group Roadmap to Net Zero Emissions by 2050

Phase 1: Short-Term (2020–2030) – Transition to a Low-Carbon Society

The primary objective of this phase is to reduce Scope 1 and Scope 2 greenhouse gas (GHG) emissions by 35% by 2030, relative to the base year 2020, by transitioning from fossil fuels to renewable and clean energy sources.

The Company will reduce Scope 1 and Scope 3 greenhouse gas emissions, particularly Category 3 (Fuel- and energy-related activities) and Category 4 (Upstream transportation and distribution) by replacing combustion-engine machinery with electric-powered equipment, such as using conveyor belt systems instead of trucks and transitioning to electric vehicles (EVs) in cases where trucks are required for transportation. The Company will also increase the proportion of alternative fuels in clinker production, such as using municipal waste as fuel instead of coal.

The Company also promotes eco-friendly and low-carbon products by integrating alternative and recycled raw materials to reduce the proportion of clinker used in cement production, aiming to reduce greenhouse gas emissions per production unit. This includes producing hydraulic cement instead of Portland Type 1 cement and improving filtration efficiency.

The Company aims to achieve zero Scope 2 emissions by using 100% clean electricity from TPI Polene Power Public Company Limited, which generates power from renewable energy sources.

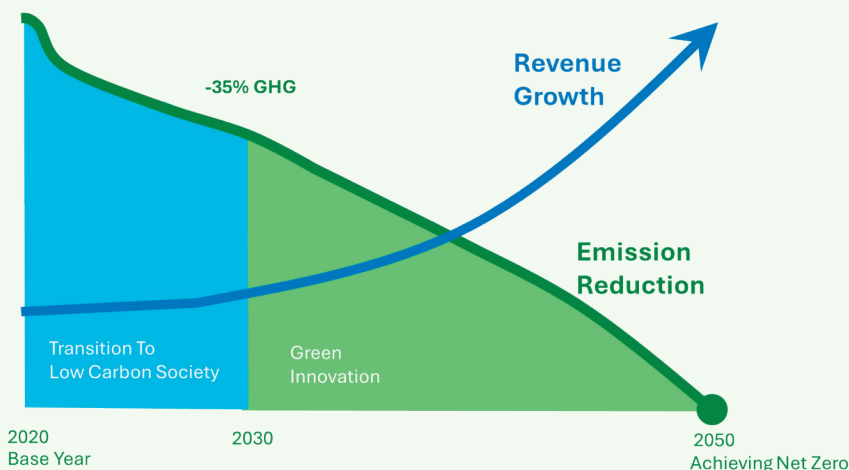
Phase 2: Medium-Term (2031–2049) – Driving Green Innovation

This phase focuses on investments in innovation and research to identify and implement Deep Tech solutions to support the transition toward Net Zero, such as Carbon Capture, Utilization, and Storage (CCUS) and hydrogen technologies, in order to reduce Scope 1 greenhouse gas emissions. The Company will also expand the use of clean energy and renewable energy systems, as well as increase reforestation activities to generate carbon credits for offsetting greenhouse gas emissions. These initiatives aim to prepare the Company to achieve Carbon Neutrality and become a sustainable industry for the future.

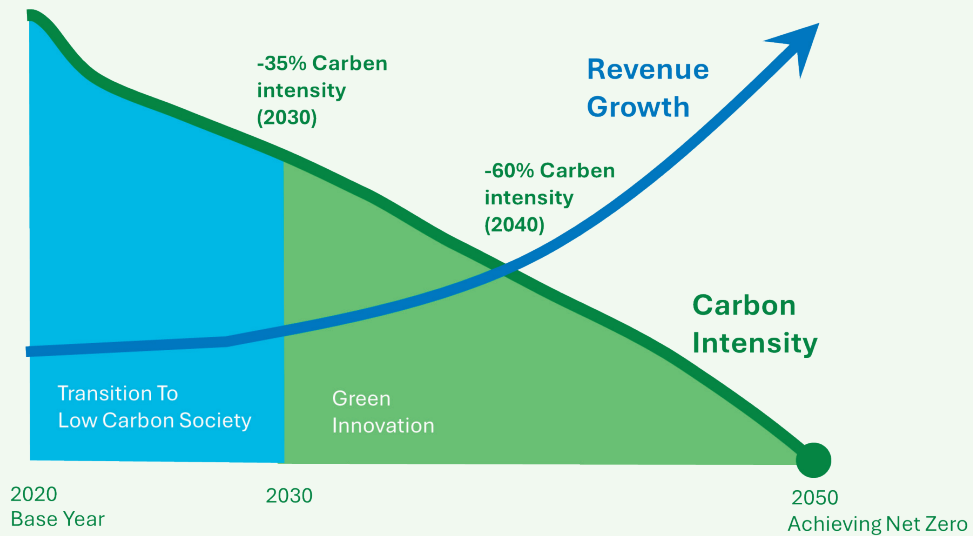
Phase 3: Long-Term (2050) – Achieving Net Zero Emissions

By 2050, TPI Polene Group intends to achieve Net Zero GHG Emissions through a complete transformation of production technologies and supply chain management into a fully Green Process. The Company will leverage flexible and competitive clean technologies to strengthen business resilience. Central to this goal is the transition to negative carbon production, such as bio-based processes (utilizing carbon-sequestering fuels or raw materials). The integration of Carbon Capture, Utilization, and Storage will be the final pillar in neutralizing any remaining emissions to successfully reach net zero targets.

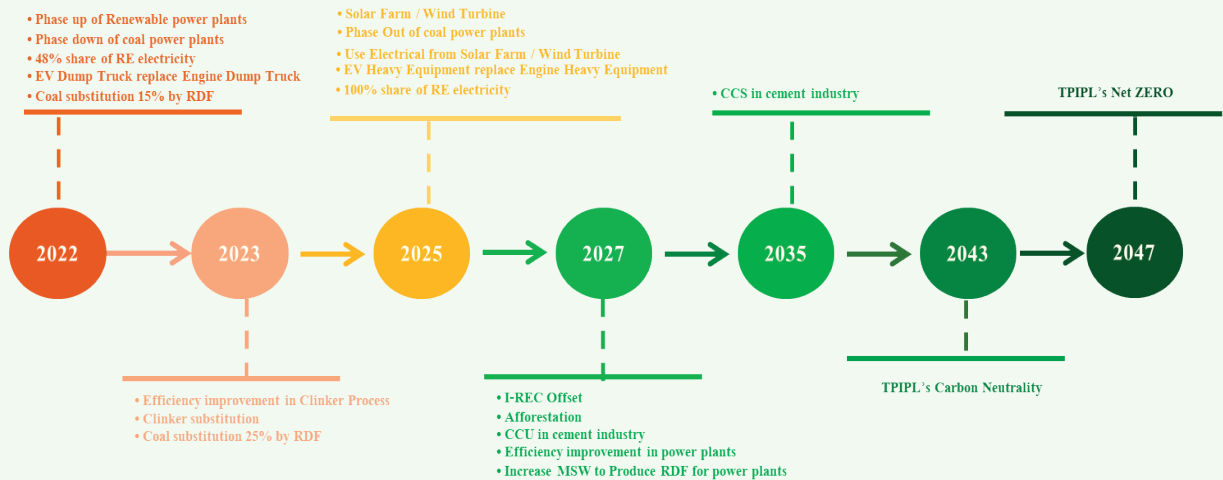
TPI Group has set an operational target to achieve Net Zero emissions by 2050 (B.E. 2593)



TPI Group focuses on developing production processes for low-carbon cement and roofing tiles to support environmental sustainability



TPIPL GROUP'S GHG Reduction Strategies







Key Strategic Development of TPI Polene Group in 2025

Cement, Ready-Mixed Concrete, and Building Materials

1. The Company invested in a fleet of 71 Electric Dump Trucks to optimize transportation costs. This initiative significantly reduces greenhouse gas (GHG) emissions by eliminating internal combustion engines and mitigates PM2.5 dust pollution. The project was progressively commissioned between 2022 and 2024.
2. The Company invested in upgrading quarry operations by replacing internal combustion engines with conveyor belt systems and electric motors. This transition reduces operational and logistical expenses while lowering GHG emissions and PM2.5 levels. Completion took place during 2023-2024.
3. An investment in 10 Electric Concrete Mixers was implemented to further reduce transportation costs, minimize combustion-related GHG emissions, and lower PM2.5 impact. The project reached completion during 2023-2024.
4. The Company invested in enhancing the dust collection efficiency for production lines 1-3 to meet the latest standards set by the Department of Industrial Works. This upgrade enables the recovery of captured dust for reuse in the production process and resolves kiln downtime issues previously caused by the Electrostatic Precipitator (EP) system. Furthermore, it increased the clinker production capacity of Kiln 1 from 7,500 t/d to 8,050 t/d.
5. The Company invested in a Hydration Plant. This facility converts waste into Ca(OH)_2 (Calcium Hydroxide) through a hydration process, allowing the material to be recycled back into production.
6. CDE Cake Feeding System to Raw Mills: This investment was made to effectively manage and eliminate CDE Cake, a byproduct of the CDE plant's production process, by integrating it into the raw mills.
7. The Company implemented a feeding system for fine limestone to substitute a portion of clinker in Hydraulic Cement production, enhancing resource efficiency.
8. During the year 2021–2024, the Company recognized the increasing severity of global warming and climate change. In response, it invested in upgrading the kiln systems at its cement plants to reduce heat consumption in the production process. This initiative, known as the PREPOL-SC Step Combustors Project, was implemented across four production lines, enabling the use of refuse-derived fuel (RDF) as a substitute for coal at up to 25% in the cement manufacturing process. As a result, the Company is no longer solely dependent on coal as its primary fuel source. The project helps reduce energy costs, lower maintenance expenses for machinery, and mitigate the impact of high and volatile coal prices in the global market. By utilizing lower-cost waste-derived fuel as an alternative energy source, the Company can also significantly reduce greenhouse gas emissions. The project was successfully completed across all four production lines in 2024.
9. Separate Grinding System for Cement Mills: This project maximizes clinker potential through specialized grinding techniques, reducing the clinker-to-cement ratio. This significantly lowers the carbon footprint of cement products, categorizing them as Green Products and achieving a GHG reduction of 580,000 tCO₂ per year.
10. The Company implemented the Upgrade Saving Energy and Optimization of Kiln Project to enhance clinker production efficiency. The initiative reduced thermal energy consumption by 50 kcal/kg of clinker and electricity consumption by 5 kWh per ton of clinker, while increasing the utilization of alternative fuels in the production process. The project enables the Company to reduce greenhouse gas emissions by 154,884 tCO₂ per year and lower energy costs by Baht 349,072,643.81 annually.
11. Gravity Feeder and V-Separator for Cement: This system reduces power consumption in cement production by 8 kWh/ton, resulting in electricity savings of approximately 9.6 million kWh per year (valued at Baht 33.6 million). Additionally, the implementation of the Polycom raw material feed control system reduces GHG emissions by 4,662 tCO₂ per year, contributing to improved ambient air quality.

Climate Change Goals

 Strategy	 Performance in 2025	 Short-term Goals in 2030	 Long-term Goals in 2043
1. To establish the proportion of clean electricity usage	<ul style="list-style-type: none"> Electricity generated from renewable energy 3.96% 	<ul style="list-style-type: none"> To use electricity generated from 100% renewable energy. 	<ul style="list-style-type: none"> To use electricity generated from 100% renewable energy.
2. To Determine the proportion of fuel used in cement production.	<ul style="list-style-type: none"> Proportion of fossil fuel= 90.875% Proportion of renewable fuel = 9.125 % 	<ul style="list-style-type: none"> Proportion of fossil fuel = 70% Proportion of renewable fuel = 30% 	<ul style="list-style-type: none"> Proportion of fossil fuel = 70% Proportion of renewable fuel = 30%
3. To reduce the amount of greenhouse gases	<ul style="list-style-type: none"> Total Greenhouse Gas Emissions: 8,052,382.27 tCO₂e Scope 1 Emissions: 6,504,084.60 tCO₂e Scope 2 Emissions: 923,674.19 tCO₂e Scope 3 Emissions: 624,623.48 tCO₂e Greenhouse gas emissions per ton of cement decreased by 11.25% compared with the base year 2020 	Greenhouse Gas Emissions Targets <ul style="list-style-type: none"> Total Greenhouse Gas Emissions: Not exceeding 6,062,000.29 tons of tCO₂e Scope 1 Emissions: 5,115,504.34 tCO₂e Scope 2 Emissions: 450,000.00 tCO₂e Scope 3 Emissions: 496,495.94 tCO₂e In addition, greenhouse gas emissions per ton of cement are targeted to decrease by 35% compared with the 2020 base year (B.E. 2563). 	<ul style="list-style-type: none"> Greenhouse gas content = 0 tCO₂e (carbon neutrality)
4. Manufacture of hydraulic cement to replace Portland cement	<ul style="list-style-type: none"> Proportion of hydraulic cement = 69.84 % Proportion of Portland cement = 30.16 % 	<ul style="list-style-type: none"> Proportion of hydraulic cement = 70 % Proportion of Portland cement = 30 % 	<ul style="list-style-type: none"> Proportion of hydraulic cement = 100 % (in 2040) Proportion of Portland cement = 0 %
5. Reduce the proportion of clinker used in cement production	<ul style="list-style-type: none"> To use 83.48% of clinker in cement production. 	<ul style="list-style-type: none"> Proportion of clinker use in cement production is less than 76%. 	<ul style="list-style-type: none"> Production of clinker used in cement production is less than 50 %
6. To increase greenhouse gas storage by planting forests and applying CCUS	<ul style="list-style-type: none"> The amount of greenhouse gas stored = 0 tCO₂e 	<ul style="list-style-type: none"> The amount of greenhouse gas stored is 429,864.65 tCO₂e 	<ul style="list-style-type: none"> The amount of greenhouse gas stored is 7,070,513.12 tCO₂e
7. To disclose information	<ul style="list-style-type: none"> Sustainability Report according to GRI Standards 56-1 One Report Participating in the sustainability assessment of organization both domestically and internationally 	<ul style="list-style-type: none"> Sustainability Report according to GRI Standard 56-1 One Report Participating in the sustainability assessment of organization both domestically and internationally 	<ul style="list-style-type: none"> Sustainability Report according to GRI Standards or other related standards 56-1 One Report Carbon Disclosure Project (CDP) Participating in the sustainability assessment of organization both domestically and internationally



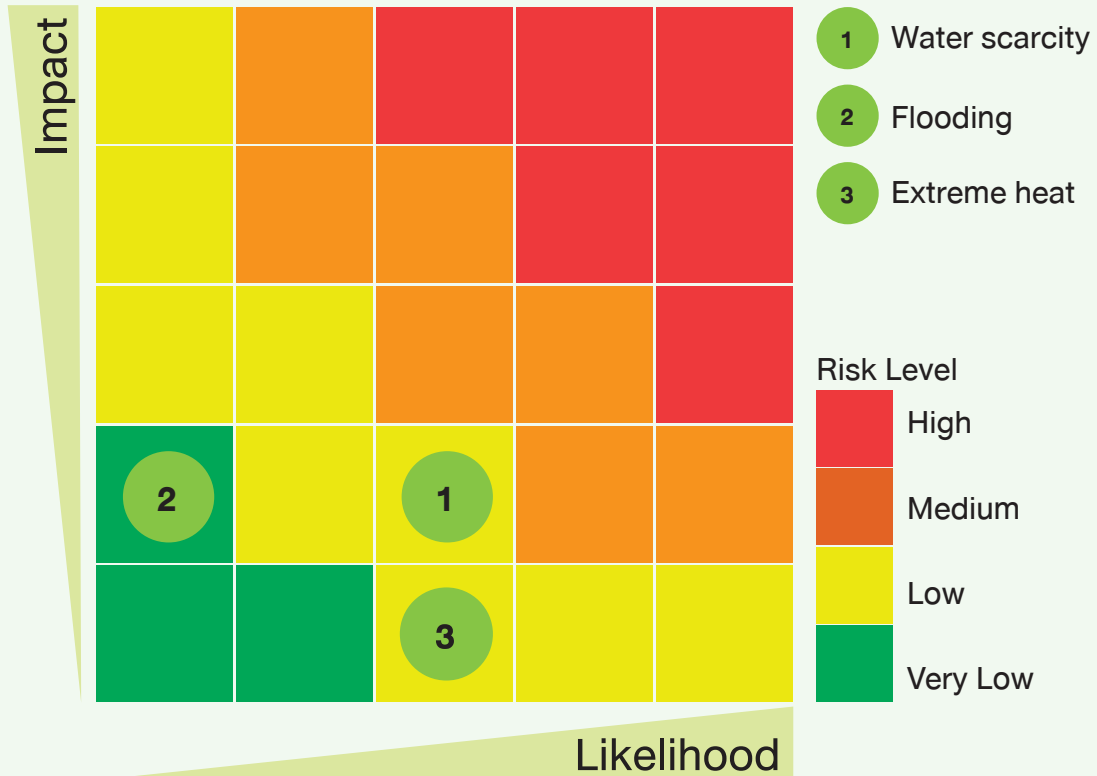


Task Force on Climate-Related Financial Disclosures (TCFD)
<https://www.tpiolene.co.th/en/sustainability/tcf-d-report-en>

Total expenditures incurred from the implementation of the transition plan are detailed as follows:

No.	TPIPL Projects	COD Period	Investment Cost (Mill.Baht)	% of Total Investment	Reduction t.CO ₂ /year	% of total Reduction t.CO ₂ /year
A. Machinery improvement to reduce coal consumption for environmental sustainability.						
1	Environmental improvement project Line 1-3 (EP filter + EP spare part)	Oct 2024 - Apr 2025	793.77	41.26%	347	0.056%
sub-total A.			794	41.26%	347	0.056%
B. Reutilization of by-products						
2	CDE cake feeding system to Raw mill 1,9	Dec2024-Feb 2025	21.60	1.12%	243	0.039%
sub-total B.			22	1.12%	243	0.039%
C. Transitioning transportation from fossil fuel-powered vehicles to electric conveyor belt systems.						
4	SHALE BELT CONVEYOR TRANSPORT 1000m	Jan 2025	95	4.92%	1,401	0.224%
5	Relocate limestone crusher line 3	Oct 2024-May 2025	79.00	4.11%	3,262	0.522%
6	New limestone transport to new polycom and additive mill	May 2025	116	6.04%	2,365	0.378%
sub-total C.			290	15.06%	7,027	1.124%
D. Utilizing limestone dust by-products as a substitute for clinker to reduce global warming impacts.						
7	Separate grinding system for cement mill 1-5, 8.,9	Apr 2025	64	3.32%	516,815	82.659%
8	Hydration Plant	June 2025	46	2.38%	91,178	14.583%
sub-total D.			110	5.70%	607,993	97.242%
E. Using electricity as a substitute for fossil fuels to reduce global warming impacts.						
9	EV mou 30 unit	Q1/2025	36	1.90%	421	0.067%
10	Midification of Quarry Equipments	2022-2025	310	16.11%	7,362	1.177%
11	Electrical Locomotive	2025	70	3.64%	1,378	0.220%
sub-total E.			416	21.65%	9,161	1.465%
F. Machinery upgrades to enhance production efficiency.						
12	Preform/capping/blowing/drinking water	Q1/2025	293	15.21%	463	0.074%
sub-total F.			293	15.21%	463	0.074%
Grand-Total			1,924	100.00%	625,234	100.000%

Physical Risk Prioritization arising from Climate Change



The results of the Company's Physical Risk Prioritization assessment related to climate change indicate that the three key risk areas water scarcity, flooding, and extreme heat are assessed at low to very low levels. This is primarily due to the Company's continued investments in climate change adaptation measures, as outlined below:

No.	TPIPL Projects	COD Period	Investment Cost (Mill.Baht)	% of Total Investment
A. Construction of water reservoirs to store water for use during the dry season and to serve as retention ponds during the rainy season.				
1	Water reservoir with a storage capacity of 1 million cubic meters.	2024	23	96.35%
sub-total A.			23	96.35%
B. Afforestation project to capture CO₂, to reduce ambient temperatures, and mitigate the risk of extreme heat				
2	Tree planting covering an area of 19.75 rai.	2025	0.87	3.65%
sub-total B.			0.87	3.65%
Grand-Total			23.87	100.00%

Target	Action Plan	Key Performance in 2025	Guidelines for improving future operations
<ul style="list-style-type: none"> - Operate the business under the concept of zero waste by utilizing waste products from consumption and utilizing the use of renewable waste products for efficient use of resources at the highest minimize waste generated using the principle of 3R (Reduce, Reuse, Recycle) without discharge of waste, wastewater, used oil, chemicals, and waste into the ground. - Reuse waste fuel to replace coal by 25% in clinker production by 2024. 	<ul style="list-style-type: none"> - Implement Zero Waste to Landfill policy by disposal of waste without harmful the environment with the method of co-fired together with the main fuel at the rotary kiln at temperatures above 1,800 degrees Celsius in the closed system, it is considered a modern and technological advancement and environmentally friendly compared to the conventional landfill waste that causes problems for communities and the environment. - Climate change risk and opportunity management are one Key issue are identified, assessed, and managed climate change risks and opportunities in accordance with the procedures set out in the "Risk Management Handbook". - Participate in projects/activities to reduce greenhouse gases, such as attaining registration and receiving carbon credits (T-VER), participating in the Low Emission Support Scheme (LESS), the registration of carbon footprint labels to demonstrate that the product has passed the carbon footprint assessment and can reduce greenhouse gas emissions according to the specified criteria, etc. - Increase energy efficiency with tree planting and forest restoration, such as the installation of raw material conveyor belts from the site-A (Regenerative downhill conveyor) to the cement plant's shale crushers, and the installation of raw material conveyor belts and mobile crusher at the mine, which crush limestone and shale from the front of the mine, delivered directly into the plant through a replacement conveyor belt instead of transport by truck, reducing the use of diesel fuel. It can also generate electricity, and fiber cement plants that do not use asbestos are environmentally friendly, wood substitutes and reduce deforestation. 	<ul style="list-style-type: none"> - The amount of waste fuel used to replace the use of coal in the clinker production process is waste fuel 9.50% in 2025, resulting in a reduction of greenhouse gas emissions by 0.22 million tons of carbon dioxide or equivalent. - Production of hydraulic cement of 4.71 mil.tons can help reduce greenhouse gas emissions (Scope1) by 0.3863 million tons of carbon dioxide equivalent - Since in 2025, cement plants have gradually installed to increase dust capture efficiency, which will be completed in June 2025, the average rate of using waste fuel instead of coal in 2025 has not yet reached the target of 25%. - In 2025, customers have used 4,710,501.98 tons of hydraulic cement, reducing carbon emissions (Scope3) by 0.3863 million tons of carbon dioxide equivalent. - In 2025, the Company used 10.79% of its electricity from renewable energy, an increase of 6.84% compared to 2024. - Air quality measurements showed that the air quality, noise and lighting were within the normal range as required by law and there were no cases of chemical spills from business operations. - Received CFP (Carbon Footprint of Product) registration of 21 cement products in 2024 	<ul style="list-style-type: none"> - A plan to apply for CFP (Carbon Footprint of Product) of 71 products in 2026. - Use clean electricity from TPIPP which will be RE100 in April 2026. - Use electric-powered trucks instead of fossil fuel-powered trucks for limestone transportation in the quarry within 2027. - Pyro-processing System Upgrading Project of Lines 1-4 for Reducing Carbon Emissions in Clinker Production. This project reduces energy consumption by lowering coal usage by 31.5 kcal/kg clinker and electricity consumption by 1.13 kWh/t clinker, enabling the Company to reduce greenhouse gas emissions by up to 107,118 tCO₂e per year.

Target	Action Plan	Key Performance in 2025	Guidelines for improving future operations
	<ul style="list-style-type: none"> - Cost-effective use of natural resources, continuously create new innovations both production and products, such as the classification plant project, by removing scraps from aggregate production process, which cannot be utilized through the recycle process to be used as raw materials for the production of cement. The development of the development of TPI 299 (hydraulic cement) production technology to replace Portland cement, reducing greenhouse gas emissions by 10-15%. - Improves the efficiency of Electrostatic Precipitators systems at the Clinker Cooler - The measurement of atmospheric dust up to 2.5 microns is scheduled for 8 stations around the project area for a period of 6 years consecutive (2019-2024) by external environmental consulting firm (Third Party) - Install 5 permanent air quality monitoring stations to monitor air quality in the atmosphere around the plant stations and conduct additional 2 stations for atmospheric air quality monitoring at Mauk Lek Wittaya School Station and Mittraphap District Administrative Station, which has continuously implemented every year.- 	<ul style="list-style-type: none"> - Improving the efficiency of Grate Cooler lines 1 and 2 by designing and installing a new horse shoe from the original static grate plate. Clogging the air holes blown from the underside of the grate plate by adjusting the inclination to 14 degrees, creating a more uniform movement of the clinker. There is no clinker residue, adding air vents to better heat transfer and can be effectively circulated in the furnace, reducing heat consumption in clinker production, reducing carbon emissions (scope 1) by 40,010 tons of CO₂e per year. - The Company implemented a project to improve cement production efficiency by separately grinding limestone to reduce the clinker factor in cement production. This initiative enables the Company to reduce greenhouse gas emissions by up to 516,815 tCO₂e annually. 	

Greenhouse Gas Emission Reduction Targets and Implementation Progress ^[102-4]

GHG emissions reduction targets	Target Information			Progress Toward Achieving the Target in 2025		Information on the Methodology Used to Set the Target					
	Target year	Percentage of Reduction in Greenhouse Gas Emissions Compared with the Base Year	Targeted Greenhouse Gas Emissions Reduction (mtco ₂ e)	Progress Ratio (%)	Amount of Greenhouse Gas Emissions Reduced (mtco ₂ e)	Base Year	Base Year Greenhouse Gas Emissions (mtco ₂ e)	Biogenic CO ₂ Emissions Included in the Target	Gases Covered	Scope3 Emissions Categories	Percentage of Greenhouse Gas Emissions Included in Each Scope
Scope 1 target	2030	33.49%	2,575,815.72	15.44%	1,187,235.46	2020	7,691,320.06	0	CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all		82.30%
Scope 2 target (Market-based)	2030	68.74%	989,399.02	35.83%	515,724.83	2020	1,439,399.02	0	CO ₂		15.40%
Scope 3 target	2030	-130.61%	-281,196.71	-190.12%	-409,324.25	2020	215,299.23	0	CO ₂	Category 1 Category 3 Category 4 Category 9	2.30%
Scope 1 and 2 target	2030	39.05%	3,565,214.74	18.65%	1,702,960.29	2020	9,130,719.08	0	CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all		97.70%
Scope 1, 2 and 3 target	2030	35.14%	3,284,018.02	13.84%	1,293,636.04	2020	9,346,018.31	0	CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all		100.00%

Note: Short-term targets refer to a period of 1–2 years from the base year, medium-term targets refer to 3–5 years from the base year, and long-term targets refer to 10 years from the base year.

Scope 3 Categories Covered

- Category 1: Purchased Goods and Services – Greenhouse gas emissions from goods and services procured by the Company. This category covers the cement plant, plastic resin plant, and concrete roof tile plant.
- Category 3: Fuel- and Energy-related Activities (not included in Scopes 1 or 2) – This category also covers cement plant, plastic resin plant, and concrete roof tile plant.
- Category 4: Upstream Transportation and Distribution – Applicable to the cement plant and concrete roof tile plant only.
- Category 9: Downstream Transportation and Distribution – Applicable to cement plant only.

Scope 1 and Scope 2 Greenhouse Gas Emissions (covering the Cement Plant, Plastic Resin Plant, and Roofing Tile Plant), categorized by gas type. ^{[102-5][102-6]}

Scope 1 and Scope 2 Greenhouse Gas Emissions categorized by Gas Type		Year 2023		Year 2024		Year 2025	
		Greenhouse Gas Emissions (metric tons)	Greenhouse Gas Emissions (tCO ₂ e)	Greenhouse Gas Emissions (metric tons)	Greenhouse Gas Emissions (tCO ₂ e)	Greenhouse Gas Emissions (metric tons)	Greenhouse Gas Emissions (tCO ₂ e)
Cement Plant							
Scope 1 GHG emissions	CO ₂	7,030,933.64	7,030,933.64	5,433,272.22	5,433,272.22	6,374,801.84	6,374,801.84
	Fossil CH ₄	360.41	10,812.40	60.98	1,829.46	73.40	2,202.08
	CH ₄	78.17	2,188.74	265.87	7,561.04	290.90	8,145.21
	N ₂ O	62.59	16,587.19	46.70	12,376.60	48.31	12,802.61
	HFCs	-	2,910.18	-	4,089.27	-	4,568.85
	PFCs	-	-	-	-	-	-
	SF ₆	-	-	-	-	-	-
NF ₃	-	-	-	-	-	-	
Total Scope 1 GHG emissions		7,031,434.81	7,063,432.14	5,433,645.77	5,459,128.60	6,375,214.45	6,402,520.58
Scope 2 GHG emissions (Market-based)	CO ₂	857,249.70	857,249.70	879,687.89	879,687.89	820,953.44	820,953.44
	CH ₄	-	-	-	-	-	-
	N ₂ O	-	-	-	-	-	-
Total Scope 2 GHG emissions (Market-based)		857,249.70	857,249.70	879,687.89	879,687.89	820,953.44	820,953.44
LDPE/EVA Plants							
Scope 1 GHG emissions	CO ₂	1,506.88	1,506.88	804.60	804.60	820.73	820.73
	Fossil CH ₄	0.03	1.04	-	-	-	-
	CH ₄	0.55	15.40	0.57	15.95	0.63	17.59
	N ₂ O	0.08	20.16	0.07	18.73	0.03	8.59
	HFCs	-	1,495.10	-	1,429.03	-	1,318.60
	PFCs	-	-	-	-	-	-
	SF ₆	-	-	-	-	-	-
NF ₃	-	-	-	-	-	-	
Total Scope 1 GHG emissions		1,507.54	3,038.57	805.24	2,268.31	821.39	2,165.51

Scope 1 and Scope 2 Greenhouse Gas Emissions categorized by Gas Type		Year 2023		Year 2024		Year 2025	
		Greenhouse Gas Emissions (metric tons)	Greenhouse Gas Emissions (tCO ₂ e)	Greenhouse Gas Emissions (metric tons)	Greenhouse Gas Emissions (tCO ₂ e)	Greenhouse Gas Emissions (metric tons)	Greenhouse Gas Emissions (tCO ₂ e)
Scope 2	CO ₂	85,933.23	85,933.23	83,619.48	83,619.48	90,501.47	90,501.47
GHG emissions (Market-based)	CH ₄	-	-	-	-	-	-
	N ₂ O	-	-	-	-	-	-
Total Scope 2 GHG emissions (Market-based)		85,933.23	85,933.23	83,619.48	83,619.48	90,501.47	90,501.47
CRT Plant							
Scope 1	CO ₂	136,794.45	136,794.45	134,064.207	134,064.207	98,214.63	98,214.63
GHG emissions	Fossil CH ₄	3.60	108.01	5.286	158.572	3.95	118.64
	CH ₄	4.35	1,153.24	15.113	423.173	14.31	400.65
	N ₂ O	3.31	17.94	2.653	703.079	2.10	557.31
	HFCs	-	109.82	-	141.560	-	107.27
	PFCs	-	-	-	-	-	-
	SF ₆	-	-	-	-	-	-
	NF ₃	-	-	-	-	-	-
Total Scope 1 GHG emissions		136,805.71	138,159.92	134,087.26	135,490.59	98,235.00	99,398.51
Scope 2	CO ₂	9,328.93	9,328.93	30,886.84	30,886.84	12,219.28	12,219.28
GHG emissions (Market-based)	CH ₄	-	-	-	-	-	-
	N ₂ O	-	-	-	-	-	-
Total Scope 2 GHG emissions (Market-based)		9,328.93	9,328.93	30,886.84	30,886.84	12,219.28	12,219.28

Greenhouse Gas Emissions Data (Cement Plant, LDPE/ EVA Plants and Concrete Roof Tiles Plant)* ^{[102-5][102-6][102-7][102-8]}

Unit: Tonnes of carbon dioxide equivalent (tCO₂e)

Greenhouse Gas Emissions	Cement Plant			LDPE/ EVA Plants			Concrete Roof Tiles Plant		
	Year 2023	Year 2024	Year 2025	Year 2023	Year 2024	Year 2025	Year 2023	Year 2024	Year 2025
Significant greenhouse gas emissions within the scope of operational control.									
Direct Greenhouse gas emissions (Scope 1)	7,063,432.14	5,489,725.37	6,402,520.58	3,038.57	2,292.77	2,165.51	138,159.92	137,268.12	99,398.51
Indirect greenhouse gas emissions (Scope 2) based on the electricity purchases selected or contracted by the Company (Market-based approach).	857,249.70	887,955.98	820,953.44	85,933.23	83,619.49	90,501.47	9,328.93	13,867.63	12,219.28
Total GHG emissions (Scope 1 + 2)	7,920,681.84	6,377,681.35	7,223,474.02	88,971.80	85,912.26	92,666.98	147,488.85	151,135.75	111,617.79
Total GHG emissions (Scope 1 + 2) of base year 2020		9,130,719.08			N/A			N/A	
Other Indirect Greenhouse Gas Emissions (Scope 3) consist of:	383,695.40	347,327.62	280,636.52	261,802.89	258,767.42	315,051.97	50,997.65	42,651.88	28,934.99
Category 1: Purchased goods and services – Greenhouse gas emissions from goods and services procured by the Company	N/A	N/A	N/A	261,752.64	258,729.43	298,779.10	38,825.49	30,347.83	16,884.73
Category 2: Capital goods	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Category 3: Fuel- and energy-related activities (not included in Scopes 1 or 2)	139,528.07	111,424.53	204,634.11	50.25	37.99	16,272.87	8,947.71	9,295.44	9,423.91
Category 4: Upstream transportation and distribution	33,392.77	26,794.64	14,644.84	N/A	N/A	N/A	3,224.45	3,008.61	2,626.35
Category 5: Waste generated in operations	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Category 6: Business travel	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Category 7: Employee commuting	4.45	55.06	1,323.16	N/A	N/A	N/A	N/A	N/A	N/A
Category 8: Upstream leased assets	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Category 9: Downstream transportation and distribution	210,770.11	209,053.39	60,034.41	N/A	N/A	N/A	N/A	N/A	N/A
Category 10: Processing of sold products	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Category 11: Use of sold products	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Category 12: End-of-life treatment of sold products	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Category 13: Downstream leased assets	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Category 14: Franchises	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Category 15: Investments	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total (Scope 1+2+3)	8,304,377.24	6,725,008.97	7,504,110.54	350,774.69	344,679.68	407,718.95	198,486.50	193,787.63	140,552.78
Total (Scope 1+2+3) in the base year 2020		9,346,018.31			N/A			N/A	
Greenhouse Gas Emissions Intensity (tCO₂/ton of production)	0.7385**	0.6930**	0.6772**	2.4407	2.5133	2.6318	0.9555	0.5726	0.7756

Note: * The greenhouse gas emissions report of the Company has been prepared in accordance with the CFO-TGO and ISO 14064-1:2018 standards by an independent verifier. In 2025 and 2023, it has achieved independent verification of operational GHG emissions data from BSI Group (Thailand), and in 2024, it was verified by the Management System Certification Institute (Thailand). The year 2020 has been designated as the base year, as it was the first year in which the Company systematically collected activity data related to greenhouse gas emissions, covering Scope 1, Scope 2 and Scope 3 in accordance with the guidelines of CFO-TGO and ISO 14064-1:2018. This ensures that the data are accurate, transparent, and traceable.

** Greenhouse gas emissions intensity for the Cement Plant is tCO₂/ton Cementitious.

Apart from this, the Company has also given importance to compliance with environmental laws, especially air pollution management. The Company continuously monitors waste emissions and monitors the surrounding air quality of several areas in the vicinity of the plant, monitoring and controlling nitrogen dioxide (NO₂) and sulfur dioxide (SO₂) levels in each combustion process, and controlling the temperature and fuel to air ratio during the combustion process to maintain the emission level within the specified limits.

Table of emission levels of Sulfur dioxide (SO₂) and Nitrogen oxide (NO₂) of the Company compared with World Bank's emission standards and requirements under Thai legal regulations ⁽³⁰⁵⁻⁷⁾

(Unit: mg/m³ normal)

	Sulfur dioxide (SO ₂)	Nitrogen oxide (NO ₂)
TPI Polene	30.0	120.0
World Bank Emissions Standards	< 230.0	< 510.0
Requirements under Thai legal regulations	< 320.0	< 350.0

The Company's Significant Air Emissions ^[305-7]

(Unit: ton)

Significant Air Emissions (By Type)	2023	2024	2025
NO ₂	3,658	1,210	1,209
SO ₂	91	45	80.59
Persistent Organic Pollutants (POP)	-	-	-
Volatile Organic Compounds (VOC)	-	-	-
Hazardous Air Pollutants (HAP)	-	-	-
Particulate Matter (PM)	233	112	168

Note :

Dust Measurement Method: Isokinetic (Method 5) - Emission calculations are based on the Pollution Emission Calculation Manual using measurement data from the Pollution Control Department.

SO₂ Measurement Method: Isokinetic (Method 6) - Emission calculations are based on the Pollution Emission Calculation Manual using measurement data from the Pollution Control Department.

NO₂ Measurement Method: Isokinetic (Method 7) - Emission calculations are based on the Pollution Emission Calculation Manual using measurement data from the Pollution Control Department.

The Company does not use Persistent Organic Pollutants (POPs), Volatile Organic Compounds (VOCs), or Hazardous Air Pollutants (HAPs).

Target to Reduce Non-greenhouse Gas Air Pollutants (SO_x and NO_x) Emissions per Unit of Production

Short-term Goals within 1-5 years	Long-term Goals, not less than 5 years
<ul style="list-style-type: none"> Reduce air pollution emissions per production unit to no more than 1.00000 ton/ton Cementitious in 2024, 0.95000 ton/ton Cementitious in 2025 and 0.92000 ton/ton Cementitious in 2026 Reduce non-greenhouse gas air pollution emissions per production unit to no more than 0.00040 ton/ton Cementitious in 2024, 0.00020 ton/ton Cementitious in 2025 and 0.00018 ton/ton Cementitious in 2026 	<ul style="list-style-type: none"> Reduce air pollution emissions per production unit to no more than 0.00090 ton/ton Cementitious by 2030 Reduce non-greenhouse gas air pollution emissions per production unit to no more than 0.00015 ton/ton Cementitious by 2030

Table: GHG emission intensity of Cement Plant ^[305-4]

Activity	Unit	2023	2024	2025
GHG (1)*	TonCO ₂ e	8,304,377.24	6,725,008.97	7,504,112.00
Non greenhouse gases pollution (2)**	Ton	3,981	1,367	1,457.59
Cement Production Lines (3)	Ton Cementitious	11,244,849.04	9,783,764.69	11,081,143.47
Proportion (1)/(3)	TonCO ₂ / Ton Cementitious	0.738505	0.687364	0.677197
Proportion (2)/(3)	Ton/ Ton Cementitious	0.0003540	0.0001397	0.0001315
Performance		On target	On target	On target

Note: * Calculated according to “Requirements for Calculating and Reporting Carbon Footprint of Organizations” by Thailand Greenhouse Gas Management Organization (TGO) and Carbon footprint is verified by BSI Group (Thailand) in compliance with ISO14064-1: 2018 and CFO-TGO

** Non-greenhouse gases contain SOx and NOx.

Under the above-mentioned environmental management guidelines, the Company strictly follows environmental legal regulations; the Environmental Impact Assessment (EIA) and Environmental Health Impact Assessment (EHIA) are prepared for the complete implementation of the Company’s projects. The results of environmental compliance are reported in compliance with EIA and EHIA reports to related government authorities and communities. Environmental measurements and assessments are carried out in accordance with the plan, as well as delivering environmental compliance reports to related government authorities and communities in full in accordance with the specified time.

In addition, the Company does not discharge waste, wastewater, used oil, chemicals and other contaminants are not released into the ground, which will cause land degradation, according to the announcement of the Ministry of Industry regarding Control of soil and groundwater contamination within the factory premises, B.E. 2559 (2016) that the Company is required to install observation wells to monitor soil quality every three years. In this regard, the Company monitoring contaminants TPH (C5-C8), TPH (C8-C16), TPH(C16-C35). The results of the analysis passed the specified benchmarks. In 2025, the Company conducted its operations in strict compliance with environmental laws and regulations, with no incidents of non-compliance or violations of environmental requirements identified. In 2025, the Company operated in strict compliance with all relevant environmental laws and regulations. There were no reported instances of non-compliance or violations of environmental requirements throughout the year ^[2-27]

Information on the Company’s disputes is disclosed under environmental disputes and incidents of non-compliance with environmental laws and regulations, as referenced in the Form 56-1 One Report.



<https://www.tpipolene.co.th/en/investment-en/investmentdocument-en/56-1-one-report>

A provision of Baht 479 million has been recognized for disputes related to environmental, social, and governance (ESG) matters.

Environmentally Friendly Products



The Company has a policy to support green products that are environmentally friendly by creating goods and services that meet consumer needs, including minimizing the use of natural resources and emissions over the course of their life cycles to lessen the impact on future generations.

The Company has brought new technologies or innovations into the process of developing products and services for the group of green products that are friendly to the environment. In addition, the production process of the Company's products and services must be controlled in every process to meet standards such as Quality Management System Standards (ISO 9001:2015), Environmental Management System Standards (ISO 14001:2015), Occupational Health and Safety Management System (ISO 45001:2018), and Energy Management System Standards (ISO50001:2011), etc. in order to provide the Company's products and services with quality, safety, environmental friendliness, and to meet consumer needs as follows:

1. Hydraulic cement, global warming cement, TPI 299, which is environmentally friendly and reduces greenhouse gases. The use of hydraulic cement as a raw material in the production of ready-mixed concrete or low-heat concrete helps reduce heat accumulation in large concrete structures and increases the durability of the concrete to be able to withstand various environmental conditions well. It is also a product for green building construction according to LEED and TREES standards. In 2025, the Company launched a project to enhance the efficiency of cement production by separating the grinding process of limestone to reduce the proportion of clinker used. The project, which began in December 2024 with an investment budget of Baht 64 million, is expected to be completed by May 2025. It will enable the Company to reduce greenhouse gas emissions by 516,815 tCO₂e per year.
2. Plant-related products such as bio-organic fertilizers and soil conditioners, etc., are non-toxic and free of heavy metals that are harmful to humans and the environment, allowing vegetables to be grown without the use of pesticides and sell products related to livestock and fisheries such as yellow powder and Bio-San etc.
3. Healthcare Products, such as, Bio Knox, Microme Knox Solution, mouthwash, vegetable washing liquid, Provita drink, liquid soap, TPIPL drinking water, dishwashing liquid, stain remover, and Bio-San, among others, for which the company was recognized as the "Outstanding Product of the Year 2022" in the category of goods promoting bio economy and hygiene care by the Foundation for Thai Society.

- 4. Products for animal, including biological enhancers for livestock and fisheries, etc., are useful and safe for animals. It can be applied to all kinds of poultry, terrestrial animals, and aquatic animals including pigs, shrimps, fish, chickens, and ducks. Animals' digestion and absorption are aided, and their immunity is strengthened, resulting in healthier, faster-growing animals that gain weight and use less antibiotics.
- 5. Products that reduce the environmental impact caused during use and are green industries, such as low emissions during use, reducing the use of consumables, reducing energy consumption and reduce the use of unnecessary parts, environmentally friendly, and help reduce deforestation, including fiber cement (ceiling boards, walls, floors, wood substitute materials and digital boards, door products, and roof tiles, etc.)



- 6. Solar panel production using technologies in various processes, linked from start to finish in order to increase growth and profitability, while aiming to develop a green society for the future and the use of Ethylene released from the EVA resin production process to produce water glue, etc.

Implementing each stage of product development reduces environmental impacts while benefitting businesses, communities, and the environment, leading to sustainable development. In 2025, the revenue from the sale of green products that are environmentally friendly was Baht 22,520 million, accounting for 65.03% of total sales revenue. Over the past 3 years, revenue from sales of biological products and green products has been increasing steadily. This illustrates that the more the benefits is added to the environment, making the market for bio-organic products worthwhile to grow because they can meet the needs of consumers in terms of safety and savings. Sales revenue of biological products and green products can be summarized as follows:-

Unit: million Baht



Product Type	2023	2024	2025
Biological Products	95.21	71.03	64.06
Green Products	28,289	23,711	22,520



Material Usage ^[3-3]

Cement plants are considered to be an industry where raw materials such as limestone, and fuel such as coal and residual fuel are consumed in large quantities and these raw materials are from natural resources which are being depleted. In addition, the acquisition of such raw materials and fuels contributes to the direct and indirect impact on forest areas, communities, ecosystems, and other environments. Therefore, the efficient and cost-effective use of materials and raw materials in the production process is important to reduce environmental impacts as well as support the use of sustainable natural resources.

Performance Targets

 Short-term Goals within 1-5 years	 Long-term Goals more than 5 years
<ul style="list-style-type: none"> • Use waste fuel to replace coal by 25% in the clinker production process by 2025. • Reuse leftover crushed stone from the construction stone production process to 100%. • Use 2,300,000 tons/year of recycled and renewable materials by 2024 and 2,900,000 tons/year by 2025. 	<ul style="list-style-type: none"> • Replace fossil fuels with renewable fuels by more than 30% by 2030. • Use more than 3,000,000 tons/year of recycled and renewable materials by 2030.

Target	Action Plan	Key Performance in 2024	Guidelines for improving future operations
<ul style="list-style-type: none"> - Reuse waste fuel to replace coal by 25% in clinker production by 2024. - Bringing the leftover crushed stone from the construction stone production process to 100%. - 2,300,000 tons of recycled and renewable materials per year by 2024 	<ul style="list-style-type: none"> • Implementing measures to achieve “Zero Waste,” by applying the principles of 1A3R (Avoid, Reduce, Reuse, Recycle) to promote. To take measures to reduce waste to zero or “Zero Waste” by utilizing waste products from consumption and utilizing the use of renewable waste products in accordance with the BCG criteria to drive business operation of TPI Polene Group as the followings:- <ul style="list-style-type: none"> • Utilize the great benefit of raw materials, for example, waste/by-product will be reused or recycled as raw material to other product production processes. • Reduce the use of non-renewable energy fuels and use renewable energy fuels such as waste-to-energy, Pyrolysis oil and used oil • Reduce the use of water from Pa Sak River by using water from reserve ponds (surface water) and factory effluence. • Maximize the use of electricity generated from renewable energy, including biomass from by-products of the production process. This includes investments in environmentally friendly innovations and technologies, as well as supporting farmers to reduce the use of chemical fertilizers in farming. 	<ul style="list-style-type: none"> - The remaining amount of aggregate scrap from recycle process is 1,052,616 tons, representing 100% of the total remaining scrap soil. - The amount of waste fuel used to replace coal in the clinker production process (with machinery shutdown to improve the electrostatic precipitator efficiency from 99.5% to 99.99%), accounting for 9.50 % of total fuel. - 2,638,004.61 tons of recycled and renewable materials (above the target), decreased by 8.21% compared to 2024, due to a reduction in waste generated from the production process in 2025. 	<ul style="list-style-type: none"> - The Company has a daily follow-up meeting on the use of renewable materials/ raw materials and renewable fuels in cement production and recorded the results in Production Report

The use of materials in the manufacture and packaging of products and services ^[301-1]

List of materials used in the manufacture and packaging of products and services	The total weight (or volume) of the material (tons)			Material type (✓)				Specify the source of the material (Purchased from an external supplier or obtain from In-house Supply)
	2023	2024	2025	Raw material	Materials involved in the process	Components	Package	
Non-renewable materials used								
Limestone used to produce cement (tons)	9,541,194.14	8,286,160.97	9,550,006.15	✓				In-house supply
Recycled Limestone (tons)	1,492,544.85	1,870,487.30	1,368,333.94	✓				In-house supply
Shale (tons)	2,770,083.36	2,246,436.89	2,589,924.97	✓				In-house supply
Coal (tons)	1,134,308.75	910,178.84	1,095,561.28		✓			Purchased from external suppliers
Fuel oil (litres)	723,944.00	0	0		✓			Purchased from external suppliers
Aggregate scrap (tons)	597,564.00	766,505.00	1,052,616.00	✓				In-house supply
Used oil (litres)	689,400.00	545,693.00	1,102,395		✓			In-house supply
Pyrolysis oil (litres)	2,480,727.00	3,085,585.00	2,909,971		✓			In-house supply
Renewable material used								
Waste Fuel (tons)	361,826.72	233,728.42	213,417.52		✓			Purchased from external suppliers

Imported materials in recycled form to be used in the production of products and services ^[301-2]

List of Imported materials in recycled form to be used in the manufacture of products and services	Total weight (or volume) of recycled materials and Percentage of recycling material used					
	2023		2024		2025	
Non-renewable material						
Recycled Limestone (substitute for limestone used to produce mortar)	1,027,970.92 tons	76.07%	1,479,444.57 tons	82.90%	958,149.64	66.97%
Recycled Limestone (substitute for limestone used to produce cement)	464,573.93 tons	4.62%	391,042.73 tons	4.72%	410,184.30	4.30%
Aggregate scrap (substitute for limestone used to produce cement)	45,516.00 tons	0.45% ⁽¹⁾	147,212.00 tons	1.78% ⁽¹⁾	217,392.3	2.14% ⁽¹⁾
Aggregate scrap (substitute for limestone used to produce mortar)	323,380.00 tons	23.93% ⁽²⁾	305,074.00 tons	17.10% ⁽²⁾	472,529.40	33.03% ⁽²⁾
Aggregate scrap (substitute for shale)	81,265.00 tons	2.93% ⁽³⁾	133,855.00 tons	5.96% ⁽³⁾	139,016.00	5.37% ⁽³⁾
Aggregate scrap (substitute for river sand)	147,403.00 tons	100.00% ⁽⁴⁾	180,364.00 tons	100.00% ⁽⁴⁾	223,679.00	100.00% ⁽⁴⁾
Used oil (substitute for fuel oil)	689,400.00 litres (654.72 tons)	17.70% ⁽⁵⁾	545,693.00 litres (518.41 tons)	15.03% ⁽⁵⁾	1,102,395 litres (1047.28 tons)	27.47% ⁽⁵⁾
Pyrolysis oil (substitute for fuel oil)	2,480,727.00 litres (2,210.41 tons)	63.71% ⁽⁶⁾	3,085,585.00 litres (2,746.17 tons)	84.97% ⁽⁶⁾	2,909,971 litres (2,589.87 tons)	72.53% ⁽⁶⁾
Total (Non-renewable material)	2,093,119.48 tons		2,640,256.88 tons		2,424,587.09 tons	
Renewable material						
Waste-based fuel (substitute for coal)	361,826.72 tons	14.09% ⁽⁷⁾	233,728.42 tons	11.68% ⁽⁷⁾	213,417.52 tons	9.12% ⁽⁷⁾
Total Renewable material	361,826.72 tons		233,728.42 tons		213,417.52 tons	
Total Non-renewable material and Total Renewable material	2,454,946.20 tons		2,873,985.30 tons		2,638,004.61 tons	

Note: ⁽¹⁾ Calculated based on the weight of aggregate scrap (substitute for limestone used to produce cement) compared with total weight of aggregate scrap and limestone used to produce cement

⁽²⁾ Calculated based on the weight of aggregate scrap (substitute for limestone used to produce mortar) compared to the total weight of the aggregate scrap and limestone used to produce mortar.

⁽³⁾ Calculated based on the weight of aggregate scrap (substitute for shale stone) versus the total weight of aggregate scrap and shale..

⁽⁴⁾ Calculated based on the weight of aggregate scrap (substitute for river sand) compared with the total weight of aggregate scrap and river sand.

⁽⁵⁾ Calculated based on used oil volume (fuel oil replacement) versus total volume of used oil, fuel oil and Pyrolysis oil.

⁽⁶⁾ Calculated based on Pyrolysis oil volume (fuel oil replacement) versus the total volume of used oil, fuel oil and Pyrolysis oil.

⁽⁷⁾ Calculated based on the weight of waste fuel (coal substitute) versus the total weight of waste fuel and coal; consider the waste fuel ratio: coal is 1.94.

Linkage to Sustainable Development Goals (SDGs)

The Company recognizes the importance of using materials efficiently to reduce environmental impact and support long-term sustainable development. As a result, material usage has been identified as one of the key business priorities, with the Company focusing on the following areas:

1. Reducing the use of new materials through product design that minimizes resource use, selecting materials that can be recycled, and using renewable materials, such as leftover crushed stone from the construction stone production process. This crushed stone undergoes a recycling process and has been reused in the amount of 1,052,616.00 tons, accounting for 100% of the total leftover crushed stone.
2. Focusing on waste reduction and recycling by using waste fuel to replace coal in the clinker production process (with machines stopped to improve the efficiency of the dust collector from 99.5% to 99.99%), which accounts for 12% of all fuels.
3. Waste material management to support the Circular Economy by using 2,638,004.61 tons of recycled and renewable materials.
4. Promoting a sustainable supply chain by collaborating with responsible suppliers who meet environmental standards, in accordance with the Supplier’s Code of Conduct, which upholds ethical, labor, and environmental standards.

Linkage to the Sustainable Development Goals: The Company’s material use issues are linked with the following Sustainable Development Goals (SDGs):



SDG 12: Responsible Consumption and Production

- Promote efficient material management throughout the product lifecycle, reduce waste, and support recycling.



SDG 13: Climate Action

- Reduce resource and energy consumption by using sustainable materials, which helps lower greenhouse gas emissions.



SDG 15: Life on Land

- Reduce the environmental impact of material sourcing and promote the conservation of biodiversity.

The Company will continuously monitor and evaluate its performance to ensure that its material use practices support the United Nations Sustainable Development Goals.



The Company recognizes that its logistics system is an important factor in the Company's business operations, in terms of delivery of goods to customers, transportation of raw materials and Spare parts, as well as the travel of employees to their workplaces. However, it's important to take into account the duration and continuity of the delivery of goods to the destination for a specified period of time in accordance with the purpose of the recipients; and the delivery of goods or raw materials on the return trip without running empty vehicles to reduce transportation costs and reduce pollution that might occur.

The Company also focuses on the development of efficient transportation systems in terms of human resource development, machinery in logistic system, including transportation vehicles such as trucks and trains for the distribution of goods or raw materials to various destinations. The Company has a management team with extensive experience in transportation management and planning.

They primarily focus on aligning plans with customer needs and will establish guidelines to ensure consistency in various aspects, such as the required transportation volume and punctuality in transportation and delivery times aiming to create and develop a logistics system to deliver products and services to customers on timely basis and accurately with safety standards. Distribution terminals for goods and raw materials are strategically located in key strategic locations throughout the country with a network of links in inventory management. There are retail stores to support sales to customers to make it easier to access the products, as well as transportation systems that cause minimal environmental impact. In addition to focusing on the efficient use of such resources, it is necessary to take into account cost-effectiveness and reasonable expense costs in the management of transportation to achieve continuity, maximum efficiency with low costs, and minimal environmental impact.

Performance Targets



Short-term Goals within 1-5 years

- Quickly distribute products to customers and reduce complaints, with a target of fewer than 0.25% of delivery trips in 2025, and fewer than 0.05% per month in 2025.
- Replace fossil fuel-powered limestone trucks with electric-powered limestone trucks to achieve 100% conversion and reduce greenhouse gas emissions by 2024.
- Convert 70% of fossil fuel-powered heavy machinery to electric power by 2027 to reduce greenhouse gas emissions.



Long-term Goals more than 5 years

- Quickly distribute products to customers and reduce complaints, with a target of fewer than 0.01% of delivery trips resulting in complaints per year by 2030.
- Replace fossil fuel-powered heavy machinery with electric-powered machinery by 2030 to achieve 100% conversion and reduce greenhouse gas emissions.

Target	Action Plan	Key Performance in 2025	Guidelines for improving future operations
<ul style="list-style-type: none"> - The Company ensures efficient and timely distribution of products to customers, with a strong focus on minimizing complaints. The target is to maintain the complaint rate at below 0.25% of total annual deliveries. - Replace fossil fuel trucks with 100% electric trucks to reduce greenhouse gas emissions by 2024. - Switch from heavy machinery that uses fossil fuels to electricity to reduce greenhouse gas emissions by 70% by 2027. - Switching small delivery trucks from diesel fuel to electric trucks aims to achieve a 100% reduction in greenhouse gas emissions by 2024. 	<ul style="list-style-type: none"> - Manage distribution costs to be efficient in time manner to achieve the objectives of distribution to customers at reasonable transportation expense. - Implement measures to manage the transportation of goods with minimal impact on communities and the environment. These include requiring customers to cover products with tarpaulins before leaving the premises, coordinating with customers and contractors to ensure vehicles are in proper condition, and advising drivers to plan and familiarize themselves with delivery routes in advance. - The quality of management standards has been developed to meet the ISO 9001:2000 quality management standard since 2003 and continues to the present, during which the Company originally received the ISO 9001:2015 standard. Additionally, the Company has received OHSAS 18001 occupational health and safety management system standard since 2003 until the present, which has now been updated to ISO 45001:2018. The Company has also obtained a license from the Department of Land Transport for international freight transport. Various technologies have been introduced, including a GPS vehicle tracking system, real-time transportation management system, delivery staff driving evaluation system, and an online vehicle maintenance data storage system. These technologies support operations by tracking the movement of goods, planning work, and enhancing transportation efficiency, enabling the full and efficient management of vehicle resources. - Provide rail transport that can increase the volume of goods for each trip to be delivered to distribution terminals and warehouses in strategic location for stock reserve and facilitate the distribution of more products to customers and in faster times. - Set up a network of transportation systems to prevent traffic disruption by arranging the mode of transport by truck, vessel and train transport. - Place utmost importance on road safety and responsible driving. All company drivers receive rigorous training and are continually instilled with awareness of sharing the road with others. The Company remains committed to continuously enhancing road safety practices. - Plan outbound and return trips to ensure vehicles are not operated empty, optimizing load efficiency and reducing unnecessary fuel consumption. - Has invested in 12 locomotives, operated by the State Railway of Thailand, along with 577 freight containers to transport products from the Saraburi plant to 8 distribution centers nationwide, covering all regions, including Chiang Rak Distribution Center in Pathum Thani Province, Chachoengsao Provincial Distribution Center, Khuan Niang Distribution Center in Songkhla Province, Lam Chi Distribution Center in Surin Province, Huai Khayung Distribution Center in Ubon Ratchathani Province, Ubon Ratchathani Distribution Center, Udon Thani Distribution Center, and Bueng Phra Distribution Center in Phitsanulok Province. This investment in rail transportation can save more energy compared to truck transportation. Additionally, the company has initiated a project to modify electric locomotives for use in rail transportation. This modification will reduce fossil fuel usage and greenhouse gas emissions. In addition, the Company has applied for permission from the State Railway of Thailand to implement a project to convert locomotives to electric power for rail transportation. This initiative is expected to reduce fossil fuel consumption and lower greenhouse gas emissions. 	<ul style="list-style-type: none"> - The number of customer complaints regarding product delivery in 2025 averaged at 0.05%, showing a 7.41% decrease compared with 2024. During the year, no complaints were received regarding deliveries made to incorrect destinations or shipments that did not meet the delivery schedule specified by customers. - The raw material conveyor system at Mine Site A is capable of generating electricity through a Regenerative Downhill Conveyor, producing 718,283 kWh per year, representing an increase of 4.06% compared to 2024. This system also contributes to a reduction of greenhouse gas emissions by 3,148.40 tCO₂e per year. - Site C mine raw material conveyor system can generate 1,057,325 kWh of regenerative downhill conveyor/year, reducing greenhouse gas emissions by 4,704.50 tons of carbon dioxide equivalent per year. - In 2025, the Company transported cement more than 0.7 million tons by railways from cement plants, Saraburi province to the Company's distribution terminals, located all regions of the country. This reduces the number of trucks transport to provinces where the distribution terminals are located by more than 22,000 trips. - In 2025, the Company invested in a 60-ton EV Ming Trucks to replace 100% the motorized rock truck. As a result, when transporting limestone by truck, it is powered by electricity instead of diesel. This helps reduce greenhouse gas emissions, saving on the use of natural resources and decreasing the generation of PM 2.5 dusts from diesel engine combustion. The Company can reduce Scope1 greenhouse gas emissions by 6,434.04 tCO₂e/year. 	<ul style="list-style-type: none"> - Organize driver training to help them understand how to deliver products efficiently and reduce delivery issues. - the Company aims to transition heavy machinery used in the quarry, such as loaders, backhoes, and drilling machines, from gasoline-powered engines to approximately 100 electric vehicles. This transition will transform the Company's quarry operations into ones powered solely by clean energy, thereby reducing greenhouse gas emissions, conserving natural resources, and mitigating the generation of PM 2.5 dust from diesel engine combustion.



Target	Action Plan	Key Performance in 2025	Guidelines for improving future operations
	<ul style="list-style-type: none"> - Install conveyor belts to transport raw materials instead of by truck, which reduces diesel consumption, reduce transportation cost and reduce greenhouse gas emissions. Installation has covered the front of site A mine for a round trip distance of 12 kilometers. The conveyor belt system can generate electricity from transportation of raw material (This project was awarded the Thailand Energy Award in 2016 in the category of outstanding award for creative energy from the Department of Alternative Energy Development and Energy Conservation, the Ministry of Energy) and at Site C, the replacement truck transport is 19 kilometers round trip, with a 10-kilometer round-trip conveyor belt capable of generating electricity as well. - The Company is initiating a gradual transition from using pickup trucks in its small delivery operations, which currently rely on rental contracts utilizing diesel fuel, to electric trucks. The Company began gradually replacing 14 trucks. - The Company prioritizes environmentally friendly transportation management by collaborating with transport contractors to implement measures that reduce environmental impact and improve efficiency, as follows: <ul style="list-style-type: none"> • Backhauling Management : The Company coordinates with contractors to optimize backhauling by ensuring that, after product delivery, contractors transport raw materials and used big bags back to the plant. This reduces empty trips, lowers fuel consumption and transportation costs, and decreases greenhouse gas emissions. • Use of Eco-Friendly Vehicles : The Company encourages contractors to transition to clean energy vehicles, such as NGV trucks, which provide complete combustion, reduce carbon emissions, and help lower PM2.5 particulate matter. Additionally, electric pickup trucks are used for small-scale deliveries within Bangkok, its vicinity, and central provinces to minimize carbon footprint and environmental impact. • Participation in the Green List Program : The Company works with transport contractors to maintain trucks in good condition and participate in Bangkok’s Green List Program. This allows continuous operation within low emission zones during air pollution crises, supporting air quality improvement and promoting sustainable transportation. 	<ul style="list-style-type: none"> - In 2025, the Company converted 105 heavy mining machines and 50 concrete and cement trucks from combustion engines to electric power, accounting for 78.28%. This investment will reduce transportation costs, PM 2.5 dust, and Scope 1 greenhouse gas emissions by 14,293.17 tCO₂e per year. - In 2025, goods/materials/equipment of the Company and its subsidiaries were transported back to the factory on approximately 100 trips per month. - A 400-meter shale conveyor belt was installed from the compound mixing bed line 4 to the shale mixing bed line 1 to reduce transportation costs by trucks, as well as to reduce PM2.5 dust and Scope 1 greenhouse gas emissions by 1,051 tCO₂e per year. The installation was completed in August 2024. - The project to relocate Shale Crusher Line 1 to the mine site (Site C) reduces the transportation distance of limestone by replacing truck haulage with a conveyor system over a distance of 2.7 kilometers. This initiative lowers truck transportation costs, reduces PM2.5 dust emissions, and decreases Scope 1 greenhouse gas emissions by 674 tCO₂e per year. - Installation of a 1,000-meter shale conveyor system between the shale crusher and the mixing bed enhances the efficiency of shale transportation into the plant. This initiative reduces truck transportation costs from the mine, lowers PM2.5 dust emissions, and decreases Scope 1 greenhouse gas emissions by 1,401 tCO₂e per year. - Installation of a limestone conveyor belt system transporting limestone to the new Polycom and Additive Mill, which helps reduce transportation costs from truck hauling at the mine, lowers PM2.5 dust emissions, and reduces Scope 1 greenhouse gas emissions by 2,365 tCO₂e per year. 	



The cement manufacturing business is considered the Company’s core business, which uses energy consumption of both electricity and thermal energy in amounts of up to 65% of the cost of production. The Company therefore focuses on resource transformation with the greatest use of energy resources, starting from product design to production resources, designing and controlling production processes and machinery in a highly efficient manner to reduce energy consumption, including waste of energy such as waste heat recovery from the cement production process, Calorific Values, fuel energy, as well as promoting Renewable Energy such as waste fuel, pyrolysis oil in order to supervise and manages business procedures to be in line with TPI Polene Group’s policy of requiring cost-effective and efficient use of energy resources. ^[103-1]

This commitment to energy management plays a crucial role in mitigating risks associated with fuel price volatility, reducing pollution from fossil fuel consumption, which is a key driver of climate change, as well as minimizing impacts on public health and the environment. Furthermore, it supports the development of skills, knowledge, and innovation in energy management, spanning production, maintenance, products, and services, thereby contributing to the transition toward a green economy. ^[103-1]

Operational target

 <p>Short-term Goals within 5 years</p>	 <p>Long-term Goals for more than 5 years</p>
<ul style="list-style-type: none"> - Total energy consumption per ton of clinker production shall not exceed 3,639.48 MJ/ton in 2024 and 3,410 MJ/ton in 2025. - Total energy consumption per ton of cement production shall not exceed 175 MJ/ton in 2024 and 160 MJ/ton in 2025. - Total energy consumption per ton of ready-mix concrete production shall not exceed 60 MJ/ton in 2024 and 57 MJ/ton in 2026. - The consumption of fossil fuel energy in clinker production must be reduced by 500 megajoules per ton by 2027. 	<ul style="list-style-type: none"> - The consumption of all types of energy for clinker production must not exceed 3,350 megajoules/ton in 2030. - The consumption of all types of energy for cement production of must not exceed 155 megajoules/ton in 2030. - The consumption of all types of energy for ready-mixed concrete production must not exceed 55 megajoules/ton in 2030. - The overall energy consumption shall be reduced by 40% compared to 2020 levels by 2030. - The consumption of fossil fuel energy in clinker production must be reduced by 600 megajoules per ton by 2030.

Target	Action Plan	Key Performance in 2025	Guidelines for improving future operations
<p>Cement Plant</p> <ul style="list-style-type: none"> - All types of energy consumption per clinker production not more than 3,639.48 megajoules/ton (base year 2012) - All types of energy consumption per cement production not exceeding 175 megajoules /ton (base year 2012) - All kinds of energy consumption per mortar production not more than 60 megajoules/ton (base year 2012) - Reduce energy consumption from using fossil fuels in clinker production by 500 megajoules /ton in 2027 	<ul style="list-style-type: none"> - To implement energy management policy and adopt ISO 50001 energy management system under international standards as the management policy. - The senior personnel in charge of electrical and calorific values has been appointed as well senior personnel in electrical to be responsible for power energy, including at the operational level, with the use of focus improvement pillar to search for the point of energy, loss control costs and then improve them by establishing a group to collaborate as a project team - Green Research and Development has been designed products to reduce energy consumption during the production process, such as super mixed cement (40 kg. container), which can be used in equivalent to mixed cement (50 kg. container) and hydraulic cement - Cost-effective use of all the ingredients by reuse and recycle, such as used lubricants is used as fuel. - Community waste is used as renewable fuels in power plants and cement plants. Adoption of lubricants tires or used tires or scraps from the production processes are used as fuel. - Renewable energy by generating electricity from alternative energy plants or waste fuel power plants and producing Pyrolysis oil from used tires from Pyrolysis plants. - Waste Heat Recovery by reusing heat from the production process to heat raw materials in raw meal grinding mills and coal grinding mills and waste heat from the steam production process is used to generate electricity and produce light weight concrete. - High-efficiency manufacturing processes and machinery using high energy-efficient machines such as inverters, modification of Clinker Cooler machines in clinker production and factory crater design by using vertex design to reduce energy consumption - The Company installed additional conveyor belt systems for raw material handling in the sand grinding process at the Golden Sand and Additive Mill to reduce truck transportation, lower fuel consumption, and decrease greenhouse gas emissions from transportation - The use of a production control system that is an automatic process for precision in the production process by using a combustion control program to reduce fuel consumption, electric energy and also resulting in high quality clinker. - Polytrack Grate is a new low pressure aeration technology that provides consistent aeration with low energy consumption (at least 1 kWh/ton of clinker) resulting in energy savings and reduced wear and tear on the machine due to reduced air velocity through the vents, thus reducing maintenance costs. Currently, the Company can reduce energy costs from using coal and can also save electricity. - Afforestation helps absorb greenhouse gases released into the atmosphere. TPI Polene Group has been operating continuously since 1992 until now and will continue to do so that the country has more forests to absorb greenhouse gases. 	<ul style="list-style-type: none"> - Total energy consumption measurement (only cement plant, LDPE/ EVA plants, and concrete roof tile and fiber cement plants) amounted to 29,559,607.73 gigajoules [103-2], accounting for 12.05% of decreasing compared to 2024, the details are as follows: <p>Cement Plant</p> <ul style="list-style-type: none"> - Total energy consumption amounted to 28,421,776.71 gigajoules, representing a decrease of 10.79% compared to 2024, due to increased production capacity in response to customer demand, and the Company's continuous commitment to improving energy efficiency, the total energy consumption per unit of clinker production in 2025 was 3,488.17 MJ/ton, decreasing by 228.31 MJ/ton compared with 2024, representing a 6.14% reduction. When compared with the targets, the results are as follows: <ul style="list-style-type: none"> • Total energy consumption per unit of clinker production was 3,280.90 MJ/ton, decreasing by 137.71 MJ/ton from 2024 or 4.01%, which met the target. • Total energy consumption per unit of cement production was 149.61 MJ/ton, decreasing by 13.37 MJ/ton from 2024 or 8.20%, which met the target. • Total energy consumption per unit of mortar cement production was 64.64 MJ/ton, increasing by 5.92 MJ/ton from 2024 or 10.08%, which was higher than the target due to a decrease in sales volume. • The reduction in energy consumption from using fossil fuels in clinker production by 280.40 megajoules/ton, The machinery was temporarily shut down to improve the dust collection system, transitioning from an Electrostatic Precipitator (ESP) to a Bag Filter, which achieves a dust collection efficiency of 99.99% for PM 2.5. • The project to increase production efficiency and reduce heat energy at Kilns 1, 2, 3, and 4 (Circulate Cooler Grate Plate) involves improving the Cooler Grate by designing and installing a new House Shoe, which can reduce heat usage in clinker production by at least 5 kcal per kilogram of clinker. This will help save energy in production and reduce greenhouse gas emissions in Scope 1 by 40,010 tCO₂e per year. • The project to improve the efficiency of clinker production in Prepol SC, by changing the feed from Poldos to a bucket elevator and performing kiln maintenance, resulted in a reduction of 40 kcal per kilogram of clinker in heat consumption and a reduction of 40,597 tCO₂e per year in Scope 1 greenhouse gas emissions. 	<ol style="list-style-type: none"> 1. Carry out energy management in accordance with ISO 50001 for energy management system under international standards. 2. Comply with energy legal regulations. 3. Apply artificial intelligence (AI) technology to the kiln control system of KILN 3 to increase production efficiency, resulting in a reduction of 23.16 kcal of heat energy consumption per kilogram of 1 kg. of clinker production. 4. Pyro-processing System Upgrading Project for Lines 1–4 to Reduce Carbon Emissions in Clinker Production: This project reduces coal energy consumption by 31.5 kcal/kg clinker and electricity consumption by 1.13 kWh/t clinker, contributing to lower greenhouse gas emissions in the production process.

Target	Action Plan	Key Performance in 2025	Guidelines for improving future operations
<p>LDPE/EVA Plants</p> <ul style="list-style-type: none"> - Energy consumption of all kinds per production of specialty grade not exceeding 4,770 MJ/ton - All energy consumption per production of water adhesives, powder adhesives not exceeding 1,162 MJ/ton <p>CRT and FCB plants</p> <p>Total energy consumption per board production (FB)/ Tile (FR) /Tile cover (FR)/ Synthetic wood (FW) not exceeding 1,750 MJ/ton</p>	<ul style="list-style-type: none"> - Carbon capture & utilization/ storage (CCUS) by studying the technology of capture, utilization, and storage of carbon dioxide by capturing carbon dioxide from high-pitched smokestacks at power plants and storing it underground or under the ocean without releasing CO2 into the atmosphere. It is a plan to make further investments in the future if existing greenhouse gas emissions reduction processes are insufficient and the technology is worth investing in the future. - Ethylene discharged from the EVA production process is reused for the production of EVA emulsion, etc., thus reducing costs and reducing pollution to the community and the environment. In addition, the Company continues to explore ways to improve machinery to reduce energy consumption and minimize certain waste from production. Any waste generated is further processed and used as fuel for electricity generation at the Saraburi plant. The Company has also received EVA emulsion production technology transfer from Japan and is committed to continuous research and development. 	<p>LDPE/EVA Plants</p> <ul style="list-style-type: none"> • Total energy consumption of 645,612.93 GJ, representing an increase of 4.21% compared to 619,510.26 GJ in 2024, primarily due to higher production volumes. However, energy efficiency per unit of production improved. All energy consumption per production of LDPE & EVA resins was 4,311.47 MJ/ton. • Total energy consumption per production of water-based adhesives, powdered adhesives was 1,198.90 MJ/ton. <p>CRT and FCB plants</p> <ul style="list-style-type: none"> • Total energy consumption of 492,218.08 gigajoules, increased by 5.60% compared to 2024 and all kinds of total energy per board production (FB)/ Tile (FR) / Tile Cover (FR)/ Synthetic Wood (FW) is equal to 1,693.75 MJ/Ton 	<p>5. Installation of a Gravity Feeder and V-Separator for Cement helps reduce power consumption in cement production by 8 kWh per ton. This results in electricity cost savings of approximately Baht 33,600,000 per year, with a reduction in electricity consumption of about 9,600,000 kWh per year (based on an average electricity price of Baht 3.50 per unit). In addition, the installation of the raw material feeding control system to the Polycom reduces greenhouse gas emissions by 4,662 tCO2 per year, thereby improving ambient air quality.</p>

Oil and fuel consumption of TPI Polene (only cement plant, LDPE/EVA plants, CRT and FCB plants)

On-premises energy consumption	Fuel Oil and Energy consumption		
	2023	2024	2025
Cement plant			
Coal (Ton)	1,134,308.75	910,178.84	1,095,561.28
Fuel oil (Litre)	3,759,985.00	3,631,278.00	4,033,726.00
Diesel oil (Litre)	12,739,267.00	8,560,142.00	8,297,730.06
Natural Gas (Cubic feet)	14,376,871.21	6,732,952.61	1,462,029.28
Steam (Ton)	57,674.70	55,691.28	60,721.80
Waste Fuel (Ton)	361,826.72	233,728.42	213,381.24
LDPE and EVA Plants			
Steam (Ton)	37,269.99	33,895.34	18,897.96
CRT and FCB Plants			
Steam (Ton)	95,223	104,977	95,569

Electricity Consumption Information of TPI Polene (only at Cement Plants, LDPE plant, CRT and FCB Plants)

Electricity Consumption	2023	2024	2025
Target of Electricity Consumption (kWh)	1,170,000,000 kWh (130 kWh/Ton)	1,051,708,285.62 kWh (130 kWh/ Ton Cement)	1,171,250,698.75 kWh (125 kWh/ Ton Cement)
Electricity Consumption (kWh)			
- Cement Plant	1,159,512,336.04	1,043,783,687.75	1,088,499,409.66
- LDPE and EVA Plants	150,047,981	147,136,267.00	164,631,426.00
- CRT and FCB Plants	61,933,113.30	65,708,844.34	64,505,697.46
Total Electricity Consumption	1,371,493,430.34	1,256,628,799.09	1,317,636,533.12
Electricity Cost (Baht)			
- Cement Plant	4,760,367,341.66	4,054,972,883.50	3,750,999,665.18
- LDPE and EVA Plants	625,358,466.57	541,443,142.39	576,448,025.44
- CRT and FCB Plants	252,979,586.68	237,624,456.31	220,903,484.16
Total Cost of Electricity Usage	5,638,705,394.91	4,834,040,482.20	4,548,351,174.78

Note: Electricity usage expenses are collected from the actual electricity bill payment during each annual period.

Energy Consumption of TPIPL (only at Cement Plant, LDPE/EVA plants, CRT and FCB Plants) ^[103-2]

Unit: Gigajoules

Energy Consumption and Energy Production within the organization	Corporate Activities	Energy Consumption					
		2023		2024		2025	
Cement plant							
Fuel Used (a)		28,244,742.16	(86.94%)	21,829,098.95	(85.09%)	24,430,228.97	(85.96%)
Non-Renewable Energy		24,350,820.68	(74.97%)	19,337,949.06	(75.38%)	22,145,417.95	(77.92%)
Coal	Used fuel in production of clinker	23,738,588.24	(73.08%)	18,821,510.76	(73.37%)	21,756,447.44	(76.55%)
Fuel Oil	Used fuel in production of clinker	133,603.93	(0.41%)	131,226.22	(0.51%)	145,154.33	(0.51%)
Diesel Oil	Generators and Vehicles owned by Organization	463,964.10	(1.43%)	375,906.70	(1.47%)	242,324.91	(0.85%)
Natural Gas	TPIPL Vehicles	14,664.41	(0.05%)	9,305.38	(0.04%)	1,491.27	(0.01%)
Renewable Energy							
Waste fuel	Used fuel in production of clinker	3,893,921.48	(11.99%)	2,491,149.89	(9.71%)	2,284,811.02	(8.04%)
Electric Energy and Other Energy (b)		4,243,533.55	(13.06%)	3,824,527.58	(14.91%)	3,991,547.74	(14.04%)
Electricity and other purchased energy sources		4,243,533.55	(13.06%)	3,824,527.58	(14.91%)	3,991,547.74	(14.04%)
Electric Energy	Manufacturing process of clinker, cement, ready-mix mortar and Light Weight Concrete	4,174,244.41	(12.85%)	3,757,621.27	(14.65%)	3,918,597.87	(13.79%)
Grid transmission line		1,840,125.28	(5.67%)	1,195,386.88	(4.66%)	629,766.96	(2.22%)
Coa Fuel		2,235,485.67	(6.88%)	2,413,600.30	(9.41%)	2,865,885.47	(10.08%)
Waste Fuel		0	(0.00%)	0	(0.00%)	0	(0.00%)
Solar Energy		0	(0.00%)	85,046.14	(0.33%)	288,092.96	(1.01%)
Waste Heat		98,633.45	(0.30%)	63,587.95	(0.25%)	134,852.48	(0.48%)
Steam (steam from boiler that utilizes waste heat from cement plant of TPIPP Power plant)	Used fuel in production of Light Weight Concrete	69,289.14	(0.21%)	66,906.31	(0.26%)	72,949.87	(0.25%)
Total energy consumption of Cement plants		32,488,275.71	(100%)	25,653,626.53	(100%)	28,421,776.71	(100%)

Energy Consumption and Energy Production within the organization	Corporate Activities	Energy Consumption					
		2023		2024		2025	
LDPE and EVA plants							
Electric Energy and Other Energy (b)		641,214.40	(100%)	621,583.31	(100%)	645,612.93	(100%)
Electricity and other purchased energy sources							
Electric Energy		540,172.73	(84.24%)	529,690.56	(85.22%)	592,673.13	(91.80%)
Steam (Natural Gas)		101,041.67	(15.76%)	91,892.75	(14.78%)	52,939.80	(8.20%)
Total energy consumption of Electric Energy plants		641,214.40	(100%)	621,583.31	(100%)	645,612.93	(100%)
CRT and FCB plants							
Energy from use of fuel (a)		258,156.50	(53.82%)	284,600.31	(54.58%)	261,805.61	(53.19%)
Steam (Coal and Waste Fuel)		258,156.50	(53.82%)	284,600.31	(54.58%)	261,805.61	(53.19%)
Electric Energy and Other Energy (b)		221,515.20	(46.18%)	236,789.76	(45.42%)	230,412.48	(46.81%)
Electricity and other purchased energy sources							
Electric Energy		221,515.20	(46.18%)	236,789.76	(45.42%)	230,412.48	(46.81%)
Total		479,671.70	(100%)	521,390.07	(100%)	492,218.08	(100%)
Total of fuel used (a)		28,502,898.66	(84.81%)	22,113,699.26	(82.52%)	24,692,034.58	(83.53%)
Total of Electricity and other energy purchased (b)		5,106,263.15	(15.19%)	4,682,900.65	(17.48%)	4,867,573.15	(16.47%)
Total energy consumption within the organization (a+b)		33,609,161.81		26,796,599.91		29,559,607.73	

- Note:** - Calorific Values of 1 kWh is equal to 0.00360 gigajoules, 1 kg of coal is equal to 0.0218 gigajoules, 1 litre of furnace oil is equals to 0.03977 gigajoules, 1 litre of fuel (diesel) is equal 0.03642, gigajoules, natural gas (dry) 1 cubic feet is equal to 0.0367 gigajoules, 1 kg of waste is equal to 0.00486 gigajoules based on information from The Department of Alternative Energy Development and Conservation, Ministry of Energy
- 1 ton of Calorific Values from steam is calculated based on the amount of heat passing in or out of the system in the process of constant pressure (Enthalpy) at 25 bar of pressure steam, which is equal to 2.711073 gigajoules.
 - The Company does not engage in any activities related to the sale of electricity, heating, cooling, or steam

Energy Concentration (only at Cement Plants, LDPE/EVA plants and CRT and FCB Plants) ^[103-4]

Unit: Megajoule per ton

Energy consumption	Types of energy used		Energy consumption		
	Electricity	Heat	2023	2024	2025
Cement plant					
SEC of Clinker	•	•	3,450.07	3,418.07	3,280.90
SEC of Cement	•		153.34	162.98	149.61
SEC of Mortar	•		57.10	58.72	64.64
LDPE and EVA plants					
SEC of LDPE & EVA Plastic Resins	•	•	4,743.99	4,705.45	4,311.47
SEC of EVA Emulsion and EVA Powder	•	•	1,081.86	1,277.94	1,198.90
CRT and FCB plants					
SEC of Board (FCB)/Tile (FR)/Roof Tile (FR)/Fiber Wood (FW)	•	•	1,468.02	1,540.63	1,693.75

Note: SEC (Specific Energy Consumption) refers to energy consumption per unit of production.

Energy Reduction Initiatives ^[103-5]

Energy Reduction Initiatives	Operation details	Decreased energy supply
Project to apply Artificial Intelligence (AI) technology to the kiln control system of KILN 3.	- Artificial Intelligence (AI) technology is applied to the kiln control system of KILN 3, which previously relied on manual input of fuel quantities for production. The AI system now adjusts fuel input based on the amount of raw materials used, helping to increase production efficiency and resulting in a reduction of heat energy usage by 23.16 kcal per kilogram of clinker produced. The project is expected to be completed by mid-2025.	207,915,640.29 MJ/year
The project of using electric powered stone trucks (EV mining truck) size 60 tons instead of diesel trucks that use engines	- The 60-ton electric-powered (EV mining truck) replaces the engine-powered quarries in transporting limestone by trucks using electricity instead of diesel fuel to reduce greenhouse gas emissions, saving the use of natural resources as well as helping to reduce the occurrence of PM 2.5 dust from the combustion of diesel engines.	105,300,682.24 MJ/year
The Prepol-SC project is the installation of additional machinery for cement kilns of production line 1, 2, 3 and 4.	- Installation of machinery to use waste as fuel to replace coal by up to 25% and change the thermal energy from coal to heat from waste fuel (renewable energy), which will reduce fuel costs.	8,334,038,916.51 MJ/year
Project: Increasing the efficiency of thermal energy production at Kiln 1,2,3 4 (Circulate Cooler Grate Plate)	- The original static grate plate style causes clinker residue, blocking airflow from the underside of the grate plate; therefore, a new shoe has been designed and installed, adjusting the tilt to 14 degrees. This adjustment results in more uniform movement of the clinker without residue. Additionally, air spray holes have been added to enhance heat transfer and improve circulation in the kiln, thereby reducing heat usage in clinker production.	380,580,120.00 MJ/year

Energy Reduction Initiatives	Operation details	Decreased energy supply
Modify heavy mining machinery project from engine power to electric power.	- Heavy mining machinery is being converted from engine power to electricity, transforming limestone mining into a clean energy operation. This helps reduce greenhouse gas emissions, conserve natural resources, and decrease PM 2.5 dust from diesel engine combustion.	108,036,680.01 MJ/year
The Pyro-processing System Upgrading Project for Lines 1–4 to Reduce Carbon Emissions in Clinker Production is scheduled to be implemented in 2026.	- Modification of the Cyclone in the Preheater and the Cooler of the Kiln to reduce heat loss in the production process by 31.5 kcal/kg clinker and reduce electricity consumption by 1.13 kWh/t clinker. This initiative helps reduce greenhouse gas emissions, conserve natural resources, and lower PM2.5 dust emissions.	1,068,262,020.00 MJ/year
The Gravity Feeder and V-Separator for Cement Project	- Gravity Feeder and V-Separator for Cement Project: This project helps reduce power consumption in cement production by 8 kWh per ton. It results in electricity cost savings of approximately THB 33,600,000 per year, with a reduction in electricity consumption of about 9,600,000 kWh per year (based on an average electricity price of THB 3.50 per unit). In addition, the installation of a raw material feeding control system to the Polycor reduces greenhouse gas emissions by 4,662 tCO ₂ e per year, thereby improving ambient air quality.	34,560,000 MJ/year





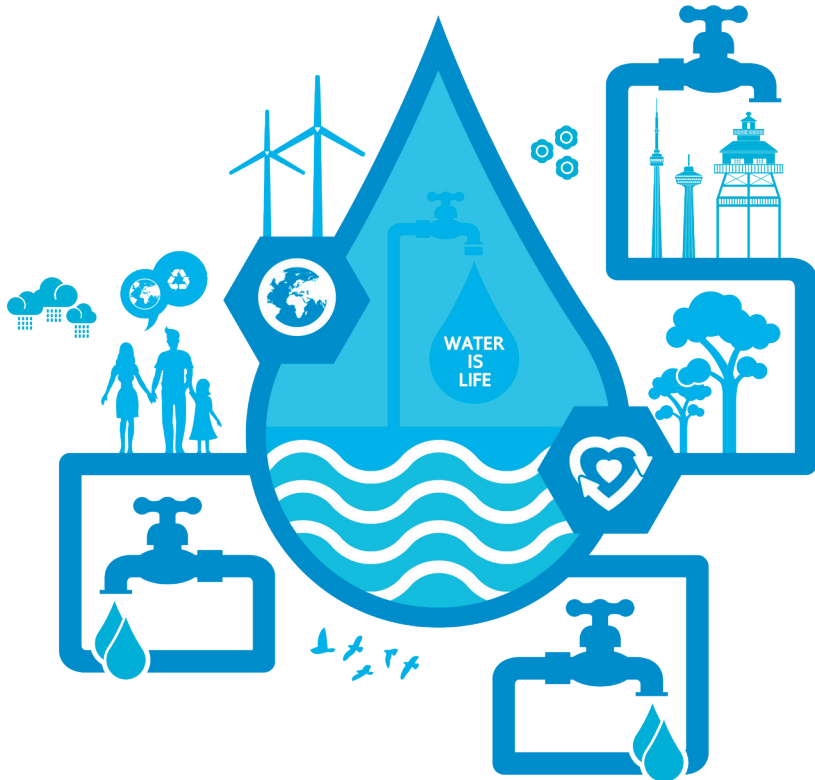
Water and Effluents Management ^[3-3]

Water resources are an important resource to be used in the Company’s production processes and are essential for all living beings. It is important for humans for consumption as well as being a resource that provides benefits and is an important factor in driving economic and social activities, including natural ecosystems.

The Company is highly aware of the need for the efficient use of water resources for the greatest value and benefit for its business operations, as well as the need to focus on the management of water and effluents to reduce the impact of water resources from the Company’s activities on society and the environment and to embrace Bio-Circular-Green Economy (BCG) policy to contribute to sustainable development.

Performance Targets

 Short-term Goals within 5 years	 Long-term Goals more than 5 years
<ul style="list-style-type: none"> Control the amount of water drawn from the Pa Sak River to not exceed 11,000,000 cubic meters per year. Reduce the amount of water drawn from the Pa Sak River by 1 million cubic meters per year in 2026. Reduce the use of water resources from the Pa Sak River by reusing surface water and used water, with water usage not exceeding 275 liters per ton of cement in 2022, 225 liters per ton of cement in 2023, 200 liters per ton of cement in 2024, and 180 liters per ton of cement in 2025, and 170 liters per ton of cement in 2026 respectively. 	<ul style="list-style-type: none"> Control the amount of water drawn from the Pa Sak River to not exceed 10,000,000 cubic meters per year. Reduce water consumption from the Pa Sak River by reusing surface and used water, with a limit of no more than 160 liters per ton of cement by 2030.



Measures and Guidelines for Water Conservation and Loss Reduction

1. Cement Plant, and Concrete Roof Tile and Fiber Cement Plant (Saraburi)

1.1 Increase the Efficiency of Water Consumption in Production Process

- Reuse water from the treatment system in the cooling and dust control process.
- Reduce the amount of water used in mixing raw materials by using modern techniques.
- Install automatic water control sensors.

1.2 Rainwater and Wastewater Management

- Collect rainwater for cleaning and dust control.
- Separate wastewater and clean water to reuse in production processes.

1.3 Infrastructure Improvement

- Conduct maintenance and inspections of the water pipe system to reduce leakage.
- Use water circulation system for cleaning factory area.

2. LDPE Plant (Rayong)

2.1 Increase the Efficiency of Water Consumption in Production Process

- Install water treatment system for reuse.
- Inspect and reduce water leakage in pipe system and machinery.

2.2 Wastewater Management

- Separate wastewater that can be reused, such as water from cooling processes.
- Use water treatment technology to reuse it in the production process.

2.3 Promotion of Water Conservation Awareness

- Train employees on efficient water use.
- Post PR signs to encourage employees to conserve water.
- Establish policies for employees and personnel to follow, such as turning off the faucet after each use.
- Plan and monitor water usage to improve measures for greater efficiency.
- Promote the use of 3R (Reduce, Reuse, Recycle) approach in water management.

3. Head Office

3.1 Water Conservation Measures in Office Building

- Install water-saving faucets and sanitary ware.
- Encourage reporting of water leaks for prompt repair.
- Promote the use of 3R (Reduce, Reuse, Recycle) approach in water management.

3.2 Promotion of Water-saving Behavior in the Organization

- Encourage employees to turn off the faucets after use.
- Set a goal to reduce water usage and regularly track the results.
- Organize training or seminars on water conservation and environmental impacts
- Post posters or infographics in common areas, such as toilets, kitchens, and cafeterias, to remind employees to use water efficiently.
- Promote via internal emails or communication platforms such as Intranet or Line Group.



Target	Action Plan	Key Performance in 2025	Guidelines for improving future operations
<ul style="list-style-type: none"> - Reduce water consumption from the Pa Sak River by reusing surface and used water, with limits of no more than 275 liters per ton of cement in 2022, 225 liters per ton in 2023, and 200 liters per ton in 2024, and 180 liters per ton of cement in 2025. - Control the amount of water drawn from the Pa Sak River to ensure it does not exceed 12,000,000 cubic meters per year. - Control the quality of wastewater discharged into drainage channels in industrial areas to meet the value of the standards set by the Department of Industrial Works regulations. 	<ul style="list-style-type: none"> - The Company has two main sources of water: <ol style="list-style-type: none"> (1) Pa Sak River, where water is pumped to the water quality adjustment plant of cement plant, which is a water supply system, to be used in cement plants and power plants. (2) Surface water reservoir and effluence reservoirs within the plant total of 3 ponds, consisting of 180,000 cubic meter well, which reserve rainwater in the factory area. The 1,5000,000 cubic meter well, which reserve rainwater that falls in mines and neighborhoods, and a 1,000,000 cubic meter well to provide the Company's reserves as well as to prevent the impact on community's water use in nearby areas. Water from these surface ponds will be pumped together with water from the Pa Sak River to improve quality before being used in cement plant and power plants, and also as a reservoir for use in drought period if the amount of water from the Pa Sak River is not sufficient for industrial use. ^[303-1] - Pumping water from Pa Sak River of the Company is under control of the Irrigation Project Office, Saraburi province. The office will issue a license for the Company to pump water of not more than 1,000,000 cubic meters per month. The Company must prepare a summary report on the volume of pumping from Pa Sak River and send it to the Irrigation Project Office in Saraburi province on monthly basis. The Bureau will also provide staff to inspect the meter to check the volume of water pumping from Pa Sak River on a monthly basis. ^[303-1] - Since water source from Pa Sak River is used by many sectors, such as agriculture, industrial sector commercial sector and household, etc. Therefore, water use must be controlled and allocated by the Saraburi Irrigation Project Office to control and allocate water consumption so that all sectors are properly and fairly allocated. ^[303-1] - Cement plant has implemented the TPM management system across all processes to reduce water loss by inspecting and maintaining machines for maximum efficiency, thereby minimizing water usage in the production process ^[303-1]. - The Company does not drain the effluents outside the plants but have a sewage ponds to reuse effluents within the plants. ^[303-2] - LDPE/EVA plants, where an effluent from production process is drained into the effluents treatment system and water quality is analyzed to meet the benchmark before drainage via drainage trough of the plants. Water quality is tracked to meet the benchmark before draining into the sewerage of the operating zone according to the EIA standards of Rayong plant, and the results of the EIA follow-up are reported to the relevant government authority continuously. For the operating area, water quality is monitored according to the EHIA standard of the IRPC operator zone before drainage out of the plants. ^[303-2] 	<ul style="list-style-type: none"> - The use of water resources from significant sources affects the environment (only for cement plants, LDPE and EVA plants, CRT and FCB plants). <ul style="list-style-type: none"> • In 2025, 6,182,427 cubic meters of water from the Pa Sak River, it does not exceed 12,000,000 cubic meters per year. • In 2025, water consumption at cement part was 142.25 litres/ton decreased by 23.29% compared with the same in 2024. • Total amount of water to be used of 9,090,442 cubic meters decreased by 4.80% compared with the same in 2024, classified as water with a total amount of solids dissolved in water ≤ 1,000 mg/litre of 8,751,407 cubic meters decreased by 5.05% compared with the same in 2024 and total amounts of soluble solids > 1,000 mg/l of 339,035 cubic meters, representing an increase of 2.23% compared with the same in 2024. ^[303-3] • Total sewage volume of 17,166.30 cubic meters, classified as water with a total amount of solids dissolved in water ≤ 1,000 mg/litre of 17,166.30 cubic meters of water and total amount of soluble solids > 1,000 mg/litre of 0 cubic meters, representing a significant increase of 130.36% compared to 2024. The increase is primarily due to the polymer plant expanding its production hours to meet rising market demand, which subsequently led to a higher volume of effluents from the manufacturing process ^[303-4] • Total water consumption of 2,104,077.30 cubic meters represents a decrease of 11.26% compared with the same in 2024. • Total reusable water content of 1,152,811 cubic meters, a decrease of 3.85% % compared with the same in 2024 and accounted for 54.79% of total water consumption. • The Company has drained effluent outside the plant, where the results of the analysis of the quality of the drainage effluences in 2025 are all under standards. ^[303-4] 	<ul style="list-style-type: none"> - The Company plans to manage the water by developing additional surface water reservoirs and under the process of the excavation of a well of 1,000,000 cubic meters for use as a water reserve to prevent and reduce the impact on the use of water in the community. - LDPE/EVA plants in Rayong province continuously monitor water situation in the Eastern Basin, including quality, in accordance with plans and EIA measures to ensure that there is enough water to operate the business and not affect the surrounding communities.

Volume of Water Utilization (only for Cement plant, LDPE/EVA plants, CRT plant, and FCB plant) ^[303-3]

Unit: Cubic meters

Water sources	Volume of water in particular areas			Water content in areas with water stress		
	2023	2024	2025	2023	2024	2025
Cement plant						
Surface water (Pa Sak River and rainwater)						
Water with a total volume of soluble solids ≤1,000 mg/litre	8,162,450	7,921,372	6,182,427	0	0	0
Water with a total volume of soluble solids >1,000 mg/litre	0	0	0	0	0	0
Used quarry water collected in the quarry and Harvested rainwater						
Water with a total volume of soluble solids ≤1,000 mg/litre	0	0	1,329,442	0	0	0
Water with a total volume of soluble solids >1,000 mg/litre	0	0	0	0	0	0
Underground water						
Water with a total volume of soluble solids ≤1,000 mg/litre	403,740	376,156	274,570	0	0	0
Water with a total volume of soluble solids >1,000 mg/litre	0	0	0	0	0	0
Seawater						
Water with a total volume of soluble solids ≤1,000 mg/litre	0	0	0	0	0	0
Water with a total volume of soluble solids >1,000 mg/litre	0	0	0	0	0	0
Water from the production process						
Water with a total volume of soluble solids ≤1,000 mg/litre	383,461	380,648	380,552	0	0	0
Water with a total volume of soluble solids >1,000 mg/litre	0	0	0	0	0	0
Water from external sources						
Water with a total volume of soluble solids ≤1,000 mg/litre	0	0	0	0	0	0
Water with a total volume of soluble solids >1,000 mg/litre	0	0	0	0	0	0
LDPE/EVA plants						
Surface Water						
Water with a total volume of soluble solids ≤1,000 mg/litre	0	0	0	0	0	0
Water with a total volume of soluble solids >1,000 mg/litre	0	0	0	0	0	0
Underground water						
Water with a total volume of soluble solids ≤1,000 mg/litre	0	0	0	0	0	0
Water with a total volume of soluble solids >1,000 mg/litre	0	0	0	0	0	0
Seawater						
Water with a total volume of soluble solids ≤1,000 mg/litre	0	0	0	0	0	0
Water with a total volume of soluble solids >1,000 mg/litre	0	0	0	0	0	0

Water sources	Volume of water in particular areas			Water content in areas with water stress		
	2023	2024	2025	2023	2024	2025
Water from the production process						
Water with a total volume of soluble solids ≤1,000 mg/litre	86,809	82,057	70,216	0	0	0
Water with a total volume of soluble solids >1,000 mg/litre	0	0	0	0	0	0
External water (tap water)						
Water with a total volume of soluble solids ≤1,000 mg/litre	451,505	457,049	514,200	0	0	0
Water with a total volume of soluble solids >1,000 mg/litre	0	0	0	0	0	0
CRT and FCB plants						
Surface water						
Water with a total volume of soluble solids ≤1,000 mg/litre	0	0	0	0	0	0
Water with a total volume of soluble solids >1,000 mg/litre	0	0	0	0	0	0
Underground water						
Water with a total volume of soluble solids ≤1,000 mg/litre	0	0	0	0	0	0
Water with a total volume of soluble solids >1,000 mg/litre	316,562	331,624	339,035	0	0	0
Seawater						
Water with a total volume of soluble solids ≤1,000 mg/litre	0	0	0	0	0	0
Water with a total volume of soluble solids >1,000 mg/litre	0	0	0	0	0	0
Water from the production process						
Water with a total volume of soluble solids ≤1,000 mg/litre	0	0	0	0	0	0
Water with a total volume of soluble solids >1,000 mg/litre	0	0	0	0	0	0
External water (tap water)						
Water with a total volume of soluble solids ≤1,000 mg/litre	0	0	0	0	0	0
Water with a total volume of soluble solids >1,000 mg/litre	0	0	0	0	0	0
Total volume of water to be utilized						
Water with a total volume of soluble solids ≤1,000 mg/l	9,487,965	9,217,282	8,751,407	0	0	0
Water with a total volume of soluble solids >1,000 mg/l	316,562	331,624	339,035	0	0	0
Total Volume of Water Utilization	9,804,527	9,548,906	9,090,442	0	0	0

Note: No water is drawn from areas experiencing water stress.

Volume of water (only for Cement plant, LDPE/EVA plants, CRT plant, and FCB plants) ^[303-4]

Unit: Cubic meters

Drainage of water to the discharged sources.	Volume of water in the area			Water content in areas with water stress		
	2023	2024	2025	2023	2024	2025
Cement plant						
Surface water						
Water with a total volume of soluble solids ≤1,000 mg/l	0	0	0	0	0	0
Water with a total volume of soluble solids >1,000 mg/l	0	0	0	0	0	0
Used quarry water collected in the quarry and Harvested rainwater						
Water with a total volume of soluble solids ≤1,000 mg/l	0	0	0	0	0	0
Water with a total volume of soluble solids >1,000 mg/l	0	0	0	0	0	0
Underground water						
Water with a total volume of soluble solids ≤1,000 mg/l	0	0	0	0	0	0
Water with a total volume of soluble solids >1,000 mg/l	0	0	0	0	0	0
Seawater						
Water with a total volume of soluble solids ≤1,000 mg/l	0	0	0	0	0	0
Water with a total volume of soluble solids >1,000 mg/l	0	0	0	0	0	0
Transferred to another external organizations						
Water with a total volume of soluble solids ≤1,000 mg/l	0	0	0	0	0	0
Water with a total volume of soluble solids >1,000 mg/l	0	0	0	0	0	0
LDPE plant						
Surface water						
Water with a total volume of soluble solids ≤1,000 mg/l	0	0	0	0	0	0
Water with a total volume of soluble solids >1,000 mg/l	0	0	0	0	0	0
Ground water						
Water with a total volume of soluble solids ≤1,000 mg/l	0	0	0	0	0	0
Water with a total volume of soluble solids >1,000 mg/l	0	0	0	0	0	0
Seawater						
Water with a total volume of soluble solids ≤1,000 mg/l	0	0	0	0	0	0
Water with a total volume of soluble solids >1,000 mg/l	0	0	0	0	0	0

Drainage of water to the discharged sources.	Volume of water in the area			Water content in areas with water stress		
	2023	2024	2025	2023	2024	2025
send to another external organizations						
Water with a total volume of soluble solids ≤1,000 mg/l	15,343	7,452	17,166.30	0	0	0
Water with a total volume of soluble solids >1,000 mg/l	0	0	0	0	0	0
CRT and FCB plants						
Surface water						
Water with a total volume of soluble solids ≤1,000 mg/l	0	0	0	0	0	0
Water with a total volume of soluble solids >1,000 mg/l	0	0	0	0	0	0
Underground water						
Water with a total volume of soluble solids ≤1,000 mg/l	0	0	0	0	0	0
Water with a total volume of soluble solids >1,000 mg/l	0	0	0	0	0	0
Seawater						
Water with a total volume of soluble solids ≤1,000 mg/l	0	0	0	0	0	0
Water with a total volume of soluble solids >1,000 mg/l	0	0	0	0	0	0
Send to another external organizations						
Water with a total volume of soluble solids ≤1,000 mg/l	0	0	0	0	0	0
Water with a total volume of soluble solids >1,000 mg/l	0	0	0	0	0	0
Total sewage volume						
Water with a total volume of soluble solids ≤1,000 mg/l	15,343	7,452	17,166.30	0	0	0
Water with a total volume of soluble solids >1,000 mg/l	0	0	0	0	0	0

Note: No water is drawn from areas experiencing water stress

Substances classified as having an environmental impact that require treatment of discharged water ^[303-4]

Substances assessed were rated as having an impact on the environment, which requires the water treatment.	Measured values		
	2023	2024	2025
Cement Plant (No substances to be treated in the effluent)			
pH	8.7	7.6	8
TDS	508	759	1,191
SS	12.8	9.7	19.11
BOD	<2	4	5.6
COD	<25	<25	44.6
Oil and Grease	<3	<3	<3
LDPE/EVA plants			
pH	6.99	7.37	7.09
BOD	9.691	5.26	3.19
COD	65.98	69.71	53.58
TKN	3.92	1.67	1.44
Oil and Grease	3.30	2.15	1.68
CRT and FCB plants			
pH	-	-	-
TDS	-	-	-
SS	-	-	-
BOD	-	-	-
COD	-	-	-
Oil and Grease	-	-	-

Remark: Standard measurement rate based on the Ministry of Industry Announcement on determining standards for Controlling Factory Drainage 2017

* ND : No Detected means unable to detect.

** The dash - signifies that no water is discharged into water bodies

Water consumption (only for Cement plant, LDPE/EVA plants, CRT plant, and FCB plants) ^[303-5]

Unit: Cubic meters

Water usage by key operational sources	Volume of water in particular areas			Water volume in water-stressed areas		
	2023	2024	2025	2023	2024	2025
Cement Plant						
Water consumption	1,683,872	1,500,340	1,180,626.00	0	0	0
Water reserved in the reservoirs	2,680,000	2,680,000	2,680,000.00	0	0	0
Recycle Water	1,355,300	1,103,151	1,145,911.00	0	0	0
The use of water per production (Litre per cement ton)	0.207	0.185	0.145	0	0	0
LDPE/EVA Plants						
Water consumption	538,314	539,106	584,416.30	0	0	0
Water contained in the reservoirs	0	0	0	0	0	0
Recycle water	0	0	0	0	0	0
The use of water per production (Litre per ton)	3.804	3.931	3.770	0	0	0
CRT and FCB Plants						
Water consumption	316,562	331,624	339,035	0	0	0
Water contained in the reservoirs	261,805	336,110	235,955	0	0	0
Recycle Water	6,900	6,900	6,900	0	0	0
The use of water per production (Litres per Ton of Finished Goods)	0.743	0.682	1.167	0	0	0
Total Water consumption	2,453,710	2,371,070	2,104,077.30	0	0	0
Total volume of water contained in the reservoirs	2,941,805	3,016,110	2,915,955	0	0	0
Total volume of recycle water	1,362,200	1,110,051	1,152,811	0	0	0

Note: No water is drawn from areas of water stress.

TPI Polene's tap water consumption (only for Cement plant, LDPE/EVA plants, CRT and FCB plants)

Tap Water Consumption	2023	2024	2025
Target of tap water consumption (cubic meter)	550,000	550,000	550,000
Tap water consumption (cubic meters)			
- Cement Plant	0	0	0
- LDPE/EVA Plants	451,505	457,049	514,200
- CRT and FCB Plants	0	0	0
Total tap water consumption	451,505	457,049	514,200
Cost of tap water consumption (Baht)			
- Cement Plant	0	0	0
- LDPE/EVA Plants	9,030,100	9,140,980	10,284,000
- CRT and FCB Plants	0	0	0
Total cost of tap water consumption	9,030,100	9,140,980	10,284,000

Note: The cost of water consumption is collected based on the actual water bill payments made during each annual period.



Target	Action Plan	Key Performance in 2025	Guidelines for improving future operations
<p>1. Utilize the greatest benefit of industrial waste \geq 95% of the amount of industrial waste generated each year.</p> <p>2. Operate the business under the concept of zero waste by adhering to the circular economy principle, take measures to reduce waste to zero or "Zero Waste" by utilizing waste products from consumption and utilizing the use of renewable waste products in accordance with the BCG criteria to drive business operation of TPI Polene Group for efficient use of resources at the highest minimize waste generated using the principle of 1A3R (Avoid, Reduce, Reuse, Recycle) without discharge of waste, wastewater, used oil, chemicals, and waste into the ground.</p>	<ul style="list-style-type: none"> - Implement Zero Waste to Landfill policy by disposal of waste without harmful the environment with the method of co-fired together with the main fuel at the rotary kiln at temperatures above 1,800 degrees Celsius in the closed system, it is considered a modern and technological advancement and environmentally friendly compared to the conventional landfill waste that causes problems for communities and the environment. For this reason, the Company's business operations will limit and not release carcinogens such as methane, nitrogen oxide (NOx) and sulfur dioxide (SO2) and fly ash into the atmosphere, making it an effective and sustainable way to manage waste or industrial waste. ^[306-1] ^[306-2] - Implement the BCG strategy to ensure the cost-effective use of raw material resources, such as the use of excess of waste from sorting process to produce fuel, through the production process to produce organic fertilizer under fertilizer projects. This increases productivity and reduces costs of using chemical fertilizers for agriculturalists and does not cause residues in the soil. The waste concrete tile scraps of the production process are used as new raw materials in the production process. The use of raw materials waste caused by recycling water filtration in the fiber cement board production process is used through stirring and wet grinding to be recycled as new raw materials. The use of dust caused by dry bending process and scrap fiber cement boards that are waste from the production process through a fine grinding process to be used as a new raw material, such as cement, pulp and sand as well as supporting renewable energy consumption and increasing energy efficiency by using waste to produce coal renewable fuels in cement plants, which reduces environmental problems, caused by the disposal of conventional waste using landfill methods, causing air pollution and Waste Gas. By- products from EVA production process is used as raw material in the production of EVA Emulsion and EVA Powder. ^[306-2] - The Company has a procedure for information collection and assessment in relation to waste as follows:- <ol style="list-style-type: none"> 1. Industrial waste management must comply with the Ministry of Industry Announcement on the Disposal of Sewage or Disused Materials B.E. 2548 (2005) 2. Exploiting industrial waste, such as renewable fuels, renewable materials, recycle or disposable must obtain permission with the Department of Industrial Works at all times and provide details of waste, disposal method, weight and waste disposal recipient. 3. To exploit industrial waste, such as renewable fuel, as a renewable material, recycle or dispose of it, transportation documents must be issued at all times they are transported for legal evidence. 4. Accounting for collecting data and controlling the weight of industrial waste that has been exploited, such as renewable fuels, renewable materials, recycle or disposable. ^[306-2] 	<ul style="list-style-type: none"> - Total amount of industrial waste to be exploited was 2,819.35 tons, representing 99.62 % of the amount of industrial waste generated in 2025. - The quantity of safe landfill waste was 0 tons, accounting for 0% of the industrial waste generated in 2025. Therefore, the company no landfills waste in 2025. 	<p>Strictly comply with the Ministry of Industry Announcement on The Disposal of Sewage or Disused Materials B.E. 2548 (2005)</p>

Scrap quantity and waste management (only cement plant, LDPE/EVA plants and CRT and FCB plants) ^{[306-3][306-4][306-5]}

Unit: Tons

Scrap and Waste Management	2023	2024	2025
1. Total waste content classified by type of waste			
- Hazardous waste	3,091.93	2,012.10	2,093.93
- Non- hazardous waste	3,029.92	873.05	736.04
Total quantity of waste	6,121.85	2,885.15	2,829.97
2. Exploitation*			
Hazardous waste			
- Substitute fuel	2,779.42	1,820.72	1,599.89
- Substitute material	184.76	169.05	195.60
- To be recycled	119.79	22.33	298.44
Non- hazardous waste			
- Renewable fuel	44.91	28.77	167.82
- Substitute material	78.44	107.65	72.96
- To be recycled	2,879.82	727.95	484.64
Total utilized waste content	6,087.14	2,876.46	2,819.35
3. Disposal of waste			
Hazardous waste			
- Safe landfill	7.96	0	0
Non- hazardous waste			
	26.75	8.68	10.62
Total disposal waste content	34.71	8.68	10.62

Note: * Utilization and disposal occur within the physical boundaries under the Company's control and management (onsite).

Life Cycle Assessment (LCA)

The Company has conducted a comprehensive Life Cycle Assessment (LCA) for its cement production processes, in accordance with ISO 14040 and ISO 14044 standards. This assessment evaluates environmental impacts at every stage, including limestone quarrying, raw material grinding, clinker production (kiln process), cement grinding, electricity consumption, and internal logistics. The assessment results identify the primary sources of greenhouse gas (GHG) emissions as the chemical reactions during the calcination process and the combustion of fossil fuels. To mitigate these impacts, the Company has implemented a strategic plan to reduce the clinker-to-cement ratio, increase the use of alternative fuels, and transition to renewable energy. Consequently, in 2025, the Company achieved an average GHG emission intensity of 0.67 tCO₂ per ton of cement product, representing a 35% reduction compared to the 2020 base year.

ESG Materiality Relevance of LCA : The LCA results directly inform the Company's ESG strategy across three dimensions:



1. Environmental (E)

- Reducing the clinker ratio to lower GHG emissions.
- Conserving natural limestone resources.
- Substituting coal with alternative fuels.
- Utilizing electricity from renewable energy plants.



2. Social (S)

- Mitigating odor issues from landfills through waste-to-energy initiatives.
- Creating local employment opportunities.
- Strengthening community energy security.



3. Governance (G)

- Real-time emission monitoring via CEMS.
- GHG reporting in accordance with ISO 14064.
- Transparent disclosure following CDP and GRI standards.





The project utilizing alternative raw materials, which are recycled materials from mining operations (previously considered waste), to substitute clinker is an initiative that reduces the clinker proportion in cement products. It has the potential to reduce the Company’s net greenhouse gas emissions in production by approximately 590,646 tons of carbon dioxide equivalent per year. This reduction stems from adjusting the clinker proportion in cement production, transitioning from Type I cement to Low-Carbon Cement, which decreases clinker usage from 95% to 83%, as well as reducing fossil fuel combustion by switching to municipal solid waste fuel, which provides biogenic carbon from the combustion of organic fuels.

Furthermore, the Company has utilized Life Cycle Assessment (LCA) results to support cement production planning. By upgrading machinery in the clinker production process to lower energy consumption per production unit, greenhouse gas emissions from thermal energy consumption will decrease. This also enables an increase in the proportion of alternative energy from approximately 15% to 30%. Additionally, the Company has implemented the Washing Recycle Plant (CDE) project to recover mining waste for utilization as an alternative raw material to substitute clinker in cement production. All of these are the Company’s greenhouse gas reduction projects, which support investment decision-making in waste management systems and sustainable resource utilization.

Development of projects to mitigate key environmental impacts in 2025

The Company is committed to improving and developing various procedures to mitigate environmental impacts, representing the investment value in projects related to environmental impact mitigation in 2025, totaling Baht 1,025,000,000 as follows:-

 Projects	 Advantages
The project to implement Artificial Intelligence (AI) technology in kiln control systems, starting with KILN 3.	<ol style="list-style-type: none"> 1. Reduce heat consumption and repair costs, while using waste as a fuel to replace coal. 2. Help in reducing greenhouse gas emissions.
The project to bring a 60-ton EV mining trucks instead of a motor-driven stone truck.	<ol style="list-style-type: none"> 1. Reduce greenhouse gas emissions 2. Save the use of natural resources 3. Reduce the occurrence of PM 2.5 dust from the combustion of diesel engines
The project to convert heavy mining machinery from using fossil fuels to electricity.	<ol style="list-style-type: none"> 1. Help in reducing greenhouse gas emissions. 2. Save natural resources. 3. Help in reducing PM 2.5 dust from diesel engine combustion.
The project aims to reduce power consumption, repair and maintenance (R&M) costs, breakdowns, and increase waste heat recovery in the cement kiln.	<ol style="list-style-type: none"> 1. Reduce heat consumption and repair costs, while using waste as a fuel to replace coal. 2. Help in reducing greenhouse gas emissions.
Project: Increasing the efficiency of thermal energy production at Kiln 1,2,3, 4 (Circulate Cooler Grate Plate)	<ol style="list-style-type: none"> 1. Reduce heat consumption in clinker production, resulting in saving the use of fuel from natural resources. 2. Reduce greenhouse gas emissions
The project to use alternative materials by reducing the proportion of clinker used.	<ol style="list-style-type: none"> 1. Use alternative materials and reduce clinker consumption in cement production, resulting in fuel savings from natural resources. 2. Help in reducing greenhouse gas emissions.
The project to transport raw materials using electric conveyor belts instead of trucks.	<ol style="list-style-type: none"> 1. Help in reducing greenhouse gas emissions. 2. Save natural resources. 3. Help in reducing PM 2.5 dust from diesel engine combustion.
Upgrading dust collectors to Bag Filters across Cement Production Lines 1-3, ensuring 99.99% dust filtration efficiency for cleaner air emissionsg Filter	<ol style="list-style-type: none"> 1. Reduce Greenhouse Gas Emissions 2. Conserve Natural Resources 3. Mitigate External Dust Emissions

Biodiversity Management ^[3-3]



The Company is committed to responsible business conduct that is sustainable for the environment and society. The Company recognizes that large-scale industrial operations, especially the quarrying of limestone and shale in its primary operational site in Saraburi Province, may impact biodiversity and the environment. Therefore, the Company aims to prevent negative impacts on ecosystems, ensuring that business growth is conducted in parallel with the preservation of natural balance.

To establish a clear framework for systematic operations, the Company has adopted the Statement of Intent on Biodiversity Management (No. BC 087/2565). This defines the protection of biodiversity as part of the Company's Quality, Safety, Health, and Environment (QSHE) Policy. The Company places great importance on controlling and developing its operations from design, construction, testing, and production, to maintenance and delivery to preserve biodiversity and ecosystems in accordance with international standards, while focusing on pollution prevention at the source.

To respond to global sustainable development goals, the Company has set the ultimate goal of becoming a Nature-Positive organization. It has established clear, long-term strategic goals to prevent and reduce impacts to achieve No Net Loss (NNL) of biodiversity, and aims for a Net Positive Impact (NPI) by 2040. This is achieved by setting a target to rehabilitate ecosystems at a ratio of 1.25 times the affected area. This approach supports the Sustainable Development Goals (SDGs) and the Global Biodiversity Framework (GBF) ^[101-1]

To manage impacts, the Company applies the internationally recognized Mitigation Hierarchy as its operational framework. This consists of Avoid, Minimize, Restore, and Offset. Furthermore, the Company systematically integrates biodiversity assessment into the project feasibility (Due Diligence) process and its corporate risk management process. Additionally, the Company is committed to No Net Deforestation, undertaking rehabilitation or reforestation to compensate for any forest loss resulting from its operations. This is conducted in parallel with using resources sustainably in accordance with Circular Economy principles to create sustainability throughout the value chain ^[101-2]

1. Policy, Goals, and Commitments ^[101-1]

The Company defines biodiversity management as part of the Quality, Safety, Health, and Environment (QSHE) Policy, based on the principles of the Statement of Intent on Biodiversity Management (No. BC 087/2565) to serve as an operational framework covering all organizational activities. The Company is committed to protect, prevent, and reduce environmental impacts, including maintaining biodiversity and ecosystems in accordance with international standards, with a focus on using resources sustainably in accordance with the Circular Economy principles.

Furthermore, the Company is committed to No Net Deforestation, with a commitment to rehabilitate or reforest areas to compensate for any forest loss from current or future operations.

To drive its operations to achieve a global vision, the Company has set clear, long-term strategic goals that are aligned with the Global Biodiversity Framework (GBF), as follows:

- **No Net Loss (NNL):** The Company aims to prevent and reduce operational impacts to the point where there is no overall loss of biodiversity.
- **Net Positive Impact (NPI):** The Company has set the ultimate goal of becoming a Nature-Positive organization, setting a target to rehabilitate ecosystems at a ratio of 1.25 times the affected area in order to achieve the Net Positive Impact goal by 2040.

2. Critical Habitats and Risk Assessment ^{[101-4] [101-5]}

Operational Sites and Ecologically Significant Areas ^{[101-5] [101-6] [101-7]}

The Company's primary operational site is located in Saraburi Province, which covers the quarrying of limestone and shale. The project area is located near critical sites and highly ecologically significant areas (biodiverse habitats), namely the Kaeng Khoi Non-Hunting Area, located approximately 3.0 kilometers south of the project boundary, and Khao Yai National Park, located approximately 2.6 kilometers to the southeast. In addition, the Company's operations are associated with water resources in the Pasak River Basin. The Company therefore recognizes its importance and has established strict monitoring measures to prevent impacts.

Biodiversity Risk Assessment ^[101-4]

The Company systematically integrates the assessment, monitoring, and measurement of biodiversity value into its corporate risk management process, covering all operational areas. The risk assessment process is as follows:

- **For Existing Operations:** The Company conducts an annual review and assessment of biodiversity risks. This uses data from annual ecosystem monitoring and biodiversity surveys as a key baseline to evaluate and update management measures to align with current conditions.
- **For Potential New Operations or Projects:** Biodiversity assessment is a required part of the project feasibility (Due Diligence) process and a critical component of the Environmental Impact Assessment (EIA). This includes using Geographic Information System (GIS) mapping to identify sensitive areas before any investment decision is made. This ensures that future projects are planned to best avoid and minimize environmental impacts from the design stage.

Direct Drivers of Biodiversity Loss ^[101-6]

The Company recognizes that the nature of the cement manufacturing and mining industry is linked to the main drivers that cause biodiversity loss according to international assessment frameworks. Therefore, the Company has identified and assessed the Direct Drivers resulting from its organizational activities and established management measures as follows:

1. Land and Sea-use Change:

- **Driver:** The main activity directly causing an impact is the opening of limestone and shale quarrying areas, which alters the landscape and the habitats of plants and wildlife in the karst ecosystem. This also includes the establishment of the water pumping station on the Pasak River, which may affect the aquatic ecosystem.
- **Management:** The Company has clearly demarcated the project boundaries, establishing a Buffer Zone between the project area and natural forest areas. This is conducted in parallel with quarry rehabilitation immediately upon the completion of mining in each section. Additionally, there is continuous monitoring of aquatic biological resources to observe changes in aquatic animals, phytoplankton, and zooplankton near the pumping station.

2. Pollution:

- **Driver:** Dust particles, noise, and vibrations from blasting, as well as poor air quality that may be emitted from factory stacks, which could affect the health of living organisms in the vicinity.
- **Management:** The Company focuses on pollution control at the source and has implemented the Health and Environmental Impact Study Project for Health Risk Areas to monitor the impacts of the accumulation of pollutants in organisms such as plants, vegetables, fruits, fish, and shellfish, as well as soil and water regularly contacted by the public and wildlife. This is to ensure that the Company's pollution management is effective and does not adversely affect the food chain.

3. Climate Change::

- **Driver:** Greenhouse gas emissions from the cement production process and fuel combustion are indirect factors accelerating climate change, which broadly impacts the balance of ecosystems.
- **Management:** The Company is moving towards a green industry and a low-carbon society by focusing on the sustainable use of resources in line with the circular economy, increasing the proportion of clean energy, and operating with a commitment to No Net Deforestation to maintain ecosystems as carbon sinks.

4. Invasive Alien Species::

- **Driver:** The risk of introducing or spreading non-native plant or animal species into the area during the quarry rehabilitation process, which may compete for resources and disrupt the balance of native species.
- **Management:** The Company has a strict policy to prevent the invasion of alien species. In the reforestation and degraded area rehabilitation project, the Company dictates the exclusive use of native plant species suitable for and resilient to the karst ecosystem.

5. Overexploitation::

- **Driver:** Although the Company's business does not directly rely on or exploit biological resources (such as forestry or fishing), having a large number of personnel working close to forest areas may pose a risk of hunting or foraging.
- **Management:** The Company strictly enforces regulations by clearly posting the emergency reporting channel for wildlife sightings throughout the quarry and plant areas, and by organizing training courses on wildlife conservation laws for employees to prevent any form of wildlife exploitation.

3. Management Approach & Mitigation Hierarchy ^[101-2]

The Company applies the internationally recognized Mitigation Hierarchy as its operational framework to manage biodiversity impacts in a stepwise manner, from risk assessment to compensation and the creation of positive value, as follows:

- **Avoid:** The Company places importance on preventing impacts from occurring at the outset through careful planning and preventive design. For example, fencing has been installed along the project's perimeter adjacent to forest areas to act as a buffer zone, preventing wildlife from straying into high-risk operational areas. This also includes the establishment of an Emergency Response Plan for Wildlife Incidents, which has clear procedures to avoid harm to wildlife.
- **Minimize:** Where impacts cannot be completely avoided, the Company will reduce the duration, intensity, and extent of impacts to the lowest possible level. For instance, implementing proactive impact monitoring measures through the "Health and Environmental Impact Study Project" with academic partners to continuously monitor pollutant levels in the environment. In addition, to raise awareness and reduce the risk of disturbing wildlife, the Company organized a training course on wildlife conservation and protection laws, as well as emergency control for wildlife incidents within the project, for 118 employees and surrounding community members to instill a sense of consciousness in maintaining natural balance.
- **Restore:** The Company is committed to rehabilitating and repairing impacted ecosystems to return them to a healthy state or an even better condition. The Company has a clear commitment to the rehabilitation of mining sites, covering all relevant areas post-mining, through reforestation with native species suitable for the karst ecosystem and the creation of water sources for wildlife. In 2024, the Company completed the reforestation of degraded areas covering 25 rai with 2,000 trees, and in 2025, has already reforested 19.75 rai (1,750 trees). This rehabilitation was conducted in accordance with the environmental impact prevention and mitigation measures reported to the Department of Primary Industries and Mines (DPIM), and the performance is monitored in accordance with the Environmental Impact Assessment (EIA) every 6 months.
- **Offset:** For impacts that may still remain after implementing measures in other steps, the Company has established offset measures in the form of additional positive conservation benefits. This is achieved by setting a long-term goal to achieve a Net Positive Impact through rehabilitating ecosystems at a ratio of 1.25 times the total affected area.

In addition to management measures within the operational area, the Company also places importance on creating positive impacts and promoting off-site biodiversity through innovation (Off-site Positive Impact). For example, the Company has leveraged its innovative strengths to develop and supply organic agricultural products, such as bio-fertilizers and soil conditioners. These help restore soil health in surrounding agricultural community areas, reduce chemical use, and contribute to the overall balance of the agricultural ecosystem. Furthermore, the Company implements concrete off-site biodiversity rehabilitation projects, such as the Rak Pla, Rak Pasak (Love Fish, Love Pasak) project to restore and increase freshwater aquatic resources in the natural water sources of the Pasak River. This also includes supporting the Ban Tha Sabok Community Food Bank project covering an area of 120 rai through the planting of Sang Mon bamboo to create a food source and rehabilitate the community forest ecosystem^[101-8]

4. Stakeholder Engagement ^[101-3]

The Company prioritizes engagement with key stakeholders and the community to enhance the effectiveness of biodiversity management and reduce biodiversity loss. The Company has built partnership networks through consultation and participation in related operations, as follows:

- **Engagement with Governments or Regulators:** The Company works and integrates collaboration closely with government agencies such as the Department of National Parks, Wildlife and Plant Conservation (specifically the Protected Area Regional Office 1 and the Wildlife Conservation Division). This collaboration supports the implementation of the wildlife emergency response plan and promotes various conservation projects effectively. In addition, the Company has

collaborated with the Royal Forest Department by providing TPI Polene's bat cave organic fertilizer pellets to the Saraburi and Muak Lek District seedling nurseries for use in cultivating seedlings for conservation. It also co-manages the rehabilitation of the Phra Phutthabat and Phu Khae National Reserve Forests. Furthermore, it has collaborated with the Department of Mineral Resources to support the sustainable conservation and management of the Phra Phothisat Cave geological heritage site.

- **Engagement with Local or International Organizations, NGOs, and Academic Institutions:** The Company builds diverse partnership networks to drive its biodiversity initiatives to cover all dimensions, including:
 - **Academic Institutions:** Collaborating with Suan Sunandha Rajabhat University on the Health and Environmental Impact Study Project and the Health Risk Mapping Project to ensure impact monitoring is scientifically sound.
 - **Independent Expert Organizations:** Partnering with consulting firms like United Analyst and Engineering Consultant Co., Ltd. to systematically survey and monitor biodiversity in the area. The Company also works closely with the Environment for Life Foundation, establishing a budget to support biological resources for reforestation to communities and relevant agencies (with cumulative support reaching Baht 1.38 million by 2025).
 - **Local Communities:** Supporting projects that promote sustainable agriculture for surrounding communities, such as the development and sale of bio-fertilizers, which helps create shared value with the local community. It also promotes community resilience through the community forest network, such as contributing funds to repair the water system for the rehabilitation of the Khao Ta Paen community forest so it can sustainably serve as an eco-tourism destination. ^[101-3]

Furthermore, the Company places importance on communicating activities related to biodiversity management to local communities, employees, and the public to raise awareness and promote participation in sustainable conservation.

5. Monitoring, Auditing, and Certifications ^[101-7]

Biodiversity Value Monitoring

The Company continuously monitors biodiversity value by engaging external experts to conduct biological resource surveys at least once a year, covering all relevant ecosystems. Data from the latest survey in March 2025 indicates the health of the ecosystem, finding no fewer than 136 wildlife species, including reserved and protected wildlife. Furthermore, monitoring of the Wrinkle-lipped Bat population in a cave west of the project showed a continuous increase to approximately 350,700 individuals. This also includes continuous monitoring of aquatic biological resources in the Pasak River basin to monitor for impacts from the water pumping station ^[101-7]

Biodiversity Action Plan (BAP) Audits

The Company has both internal and planned external audit processes to verify the effectiveness of operations in all relevant areas, divided into:

- **Internal Auditing:** Processes and performance are regularly audited against established procedures, such as wildlife emergency drills, which serve to verify the readiness and understanding of employees.
- **External Auditing:** The verification of key biodiversity data, such as wildlife surveys and health impact studies, covers all main operational sites and is conducted by independent external parties, namely United Analyst and Engineering Consultant Co., Ltd. and Suan Sunandha Rajabhat University. Furthermore, the Company aims to pilot an international biodiversity management standard (by 2028), which will include certification audits by an independent third party.

International Certifications and Standards

To elevate biodiversity management to a global level, the Company has set a goal to participate in an internationally recognized biodiversity certification program. This will begin by launching a pilot scheme in a suitable area by 2028. Subsequently, the Company will use the learnings and recommendations from the pilot scheme to develop a master plan for systematic application. This will then be expanded to all other operational sites with high biodiversity importance.

Data of Areas Impacting Biodiversity ^[101-5] ^[101-6] ^[101-7]

Details	Mine Site A	Mine Site C1	Mine Site C2	Total
Total mining area size	943-0-98 rai (150.9192 hectares)	766-2-8 rai (122.6432 hectares)	515-0-27 rai (82.4108 hectares)	2,224-3-33 rai (355.9732 hectares)
Restored area	674.70 rai (107.952 hectares) (71.53%)	7.67 rai (1.2272 hectares) (1.00%)	10.35 rai (1.656 hectares) (2.01%)	692.72 rai (110.8352 hectares) (31.14%)
Area restored in 2025	7.9 rai (1.264 hectares) (0.837%)	2.67 rai (0.4272 hectares) (0.348%)	9.18 rai (1.4688 hectares) (1.782%)	19.75 rai (3.16 hectares) (0.887%)
Budget in 2025	Baht 470,464	Baht 90,780	Baht 312,120	Baht 873,364



Statement of Intent on Biodiversity and Biodiversity Management ^[2-23]

<https://tpipolene.co.th/en/sustainability/biodiversity-management-en>





06 Communities and Social Development Performance in 2025

Community and social contributions

Baht 12.49 million



Number of working hours without accidents

Employees **15,991,215** hours⁽¹⁾

Contractors **4,765,000** hours

Injury Frequency Rate (IFR) of employees and contractors

0.778⁽¹⁾ and **0.888**⁽¹⁾ per 1 million working hours

Lost Time Injury Rate (LTIR) of employees and contractors

0.419⁽¹⁾ and **0.592**⁽¹⁾ per 1 million working hours



Rates of morbidity and occupational diseases that require all records

0 person per 1 million working hours⁽¹⁾



Average training hours for employees

24.79 hours/person/year⁽¹⁾



Overall customer Satisfaction/ satisfaction with solving problems for customers

85.52⁽¹⁾ and **95.55**⁽¹⁾

Remark: ⁽¹⁾ Only for TPI Polene Public Company Limited

Amidst the ongoing competition and changes in the global landscape, encompassing economic, social, and environmental aspects, in 2025, the Company is committed to continuously developing human resources in all dimensions, planning a human resource management strategy to prepare employees for the challenges. The Company has recruited and hired an appropriate and sufficient number of employees, adhering to the principles of transparency and fairness without discrimination, and providing equal opportunities. Additionally, the Company has developed training programs to enhance its employees' knowledge, skills, and abilities, incorporating online training and learning through the e-Learning system. This allows employees to engage in self-directed learning and review knowledge at their own pace. The Company fosters open communication channels for employees to voice their opinions and organizes ongoing internal and external activities, facilitating continuous interaction between executives and staff to foster positive labor relations. Additionally, it prioritizes data security, developing robust software systems to enhance confidence in data protection, thereby bolstering employee morale and fostering a sense of pride in contributing to the organization's sustainable growth and value delivery to external stakeholders.

The Company has recruited and selected employees with equality and fairness to ensure that quality personnel join in driving various missions. A policy outlined in the Code of Conduct covers labor practices, including the prohibition of child labor, the commitment to fair operations and competition, and the rejection of forced labor, while also providing a suitable and safe working environment. Additionally, the Company offers compensation consistent with operating results and promotes the potential of employees through training and development to enhance their skills and abilities, thus offering good opportunities for continued advancement within the Company.

Employment

The Company is aware that running a business in an environment where society, the economy, the environment, and technology are constantly changing calls for employees who are knowledgeable, competent, and high potential as well as adaptable enough to support the Company's



operations and achieve success in line with its objectives. The Company has a well-structured manpower plan with annual reviews to ensure sufficient staffing, reducing excessive working hours. It hires employees with attractive compensation packages, offering pay above the market average. Therefore, the Company has planned manpower, recruitment process, and attracted high-potential targeted employees from both internal and external personnel who are qualified in accordance with the corporate culture to be a part in driving the Company.

The Company has improved its recruitment and selection methods to increase the personnel with knowledge, experience, and diverse abilities from outside (Mid-career) by using Psychometric Tests. These tests assess personnel potential in order to attract quality personnel to join in driving the various missions of the company, both present and future. In addition, the Company has an initiative to provide employment opportunities for young people and new graduates by participating in final orientation sessions that offer guidance on job preparation, as well as advice on agricultural techniques and industry knowledge.

The Company prioritizes equality and fairness throughout its recruitment process, maintaining a strict non-discrimination policy. We are committed to creating equal opportunities for all candidates and maintain a zero-tolerance stance against the use of child labor, forced labor, or any form of coerced labor. Our inclusive hiring practices actively provide opportunities for persons with disabilities and underprivileged groups, ensuring equitable access to employment. The Company places strong emphasis on providing a safe working environment, promoting

occupational health, and strictly protecting employees' personal data. A portion of the workforce is recruited from local communities surrounding the Company's operations. In addition, recruitment processes are enhanced through the use of psychometric assessments to ensure the selection of candidates whose capabilities and competencies align with job requirements and who can contribute effectively to the Company's mission. The Company has established labor-related policies within its Code of Conduct and has implemented monitoring, evaluation, and review mechanisms to ensure that all employees adhere to and comply with these policies and operational guidelines related to the obligations of the benefit and retirement plans for employees, who are key stakeholders and the main driving force of the organization ⁽²⁰¹⁻³⁾.

These guidelines include:

- The retirement plan in the Company's employment regulations, Section 9, Part 1, Clause 3, states that employees who reach 60 years of age will cease to be employed by the Company on January 1 of the following year. If employees are capable of continuing to work and wish to do so, the Company may consider allowing them to remain employed, subject to senior management approval. In 2025, 49 employees who retired were considered for the continuous employment program and were hired as permanent employees.
- At the end of 2025, the Company estimated employee benefit and retirement plan obligations totaling Baht 1,467,510,163 and paid compensation to employees in accordance with the Labor Protection Act B.E. 2541 (1998) and the Labor Protection Act (No.7) B.E. 2562 (2019), amounting to Baht 178,726,396.
- The Company maintains a Provident Fund for its employees on a voluntary membership basis. Under this scheme, participating employees contribute between 3% and 10% of their monthly salary to the fund, which is then fully matched by the Company at the same rate of 3% to 10%. This Provident Fund is officially registered in accordance with the regulations of the Ministry of Finance and is professionally overseen by a licensed fund management company to ensure transparency, security, and long-term financial stability for our workforce.

Labor Management and Labor Relation

The Company has policies and practices of the Company that focus on treating employees equally and fairly to all

employees in terms of compensation, benefits, and welfare provisions. Additional benefits, such as accommodation and travel expenses for employees required to work in other provinces, are offered as incentives to help the organization attract and retain talented employees, training, safety and occupational health, and further growth in work including allowing employees to express their opinions and participate in activities.

In 2025, the Company conducted an annual employee satisfaction survey to assess overall work satisfaction and performance. The objective was to identify areas for improvement, enhance operational efficiency, and sustainably develop employee care processes. The results from the employee satisfaction and engagement survey were utilized as fundamental data to improve employee well-being and to foster development and support in various aspects. These efforts aim to increase employees' satisfaction and engagement with the organization. The Company has implemented measures to support stress management and promote good mental health in the workplace. These include organizing Dhamma (mindfulness) training sessions on various occasions, as well as encouraging simple meditation practices known as "Vithisa Meditation," which involves short meditation sessions of approximately five minutes, three times a day (morning, midday, and evening). This approach integrates mindfulness into daily work routines.

In addition, the Company provides fitness facilities equipped with exercise equipment such as treadmills, stationary bicycles, and other equipment, along with shower rooms for employee use before and after working hours. These initiatives aim to promote physical well-being, reduce stress, and prevent work-related illnesses, such as office syndrome. The Company also ensures effective internal communication through the use of technology, enabling information to reach employees at all levels. Communication channels include a centralized Line Admin group with representatives from all departments to disseminate welfare information, activities, and urgent announcements; an intranet system (My TPI) for internal communication and employee benefits management; and internal email (OWA) for communicating regulations and corporate governance policies. In addition, physical notice boards are maintained to share important information within the organization.

The Company encourages its employees to participate in or propose ideas for the organization's sustainability operations and provides measures for reporting complaints and whistleblowing. This aims to encourage stakeholders to participate in the corporate governance process, helping

the Board of Directors effectively monitor the Company's interests and address various issues promptly, which is one of the corporate governance duties. In instances where stakeholders have questions or suspect misconduct, violations, or non-compliance with laws, regulations, or the Company's Code of Conduct, the Company has established various reporting channels and measures to facilitate whistleblowing and promote good practices. Employees also participate in collective engagement activities organized on important occasions to strengthen relationships within the organization. For example, New Year celebrations are held to foster employee engagement, during which the management communicates the annual goals, policies, and business direction, while also providing an opportunity to listen to employees' feedback.

The Company encourages employees to actively participate and contribute ideas toward the organization's sustainability initiatives. To support stakeholder engagement, the Company has established whistleblowing and grievance mechanisms, enabling stakeholders to play a role in corporate governance processes. These mechanisms enhance the Board of Directors' ability to effectively safeguard the Company's interests and ensure that issues are addressed in a timely manner, which is a key principle of good corporate governance. In cases where stakeholders have concerns or observe suspected misconduct, violations, or non-compliance with laws, regulations, rules, or the Company's Code of Conduct, the Company has provided clear measures, reporting channels, and appropriate procedures for whistleblowing.

The Company also promotes employee engagement activities to strengthen relationships and foster unity among personnel at all levels. Various activities are organized on significant occasions, such as New Year celebrations, which aim to enhance employee engagement while providing an opportunity for management to communicate annual targets, policies, and business directions, as well as to listen to employee feedback. Other key events, including Songkran celebrations and executive birthday greetings, are also organized to further promote a positive organizational culture and strong employee relations.

The Company believes that stakeholder engagement is a key foundation for achieving long-term sustainability. This process enables the Company to learn from stakeholders' experiences, monitor progress in risk management, and identify appropriate approaches to mitigate risks and potential impacts. The Company continuously analyzes and reviews its stakeholder engagement processes to ensure comprehensive identification of all stakeholder groups. Furthermore, the Company emphasizes ongoing

stakeholder engagement through a variety of activities and communication channels, including meetings, open dialogues, surveys, site visits, telephone communications, emails, and other appropriate means.

In addition, the Company has established a savings cooperative for employees to promote savings and create financial security, with a total of 4,500 employees as members.

Training and Education

The Company recognizes that training, education, and skill-building for employees are crucial strategies for enhancing organizational quality, aiming to ensure that personnel possess the requisite knowledge, experience, and proficiency to efficiently execute their duties. To this end, the Company is committed to continuously enhancing employees' skills and knowledge. Technology is employed to support employee learning through online training and e-learning systems, giving them the opportunity to acquire comprehensive knowledge and review learning materials by managing their schedules independently. Additionally, technical management courses essential for job roles, such as production, maintenance, safety, and occupational health, are made available.

The Company has prioritized the training and development of its employees to enhance their knowledge, skills, and experience, while also continuously promoting ethics and integrity in their work. For instance, new employees are taken to participate in a two-day, one-night Dhamma practice at Wat Phra Ram 9 Kanchanaphisek, aimed at instilling values of honesty and integrity, encouraging them to be good individuals for themselves and for society. Additionally, the Company has established development courses in compliance with employees at all levels. These courses provide support for employees who are starting, offering a mentorship system that includes guidance, teaching, and support for their first four months. Moreover, specialized training courses relevant to their job roles are also offered. Training courses have been developed to support growth in the career paths of employees at all levels (Career Development), as well as new technology knowledge courses that have evolved, including unity, teamwork, bonding, encouragement, and readiness to work. These initiatives aim to enable employees to successfully perform assigned tasks with efficiency and take pride in their work, thereby supporting sustainable growth for employees in 2025.



Code of Conduct [2-23]

<https://www.tpipolene.co.th/en/aboutus-en/code-of-conduct>



Privacy Policy [2-23]

<https://www.tpipolene.co.th/en/aboutus-en/personal-data-protection-policy-en>



Human Rights Policy [2-23]

<https://www.tpipolene.co.th/en/sustainability/respecting-human-rights>



Corporate Social Responsibility [2-23]

<https://www.tpipolene.co.th/en/sustainability/social-responsibility>



Employee Manual [2-23]

<https://www.tpipolene.co.th/en/aboutus-en/employee-handbook>



Anti-corruption policy [2-23]

<https://www.tpipolene.co.th/en/aboutus-en/anti-corruption-policy>



Target	Action Plan	Key Performance in 2025	Guidelines for improving future operations
<ul style="list-style-type: none"> - Maintaining the level of manpower so that the turnover rate of employees is at an appropriate level not exceeding 3.50 - Hiring employees with compensation and wage adjustments above the average in the labor market. - The rate of employment of personnel in the factory area each year is more than 50%. - Senior executives have visited the area to visit executives and employees every month. - Maintaining employee satisfaction and organizational engagement was at a good level with an average score of at least 75% or higher out of a full score of 100 in all opinion points. - The average number of training hours for all courses is not less than 20 hours per person per year. 	<ul style="list-style-type: none"> - There is an appropriate manpower plan and recruiting employees to meet the needs and have a sufficient number to perform the job. Annual planning is in place to ensure there are enough employees to operate effectively, reduce excessive working hours, and maintain a work-life balance for employees. - Proactive recruitment is conducted by visiting applicants from universities with relevant fields of study to introduce and publicize job openings within the Company's business group. Additionally, the Company introduces products and working techniques through its experts, such as organizing activities for youth about to graduate. These activities provide advice and techniques for entering the agricultural field, engineering methods for construction work, and more, with the aim of inspiring and attracting employees. - Use technology to reach target groups, convenient, in line with the way of working in the New Normal era, which focuses on using online media as a tool for recruitment and job interviews. - Maintaining the level of manpower to keep the turnover rate of employees (Turnover Rat) at an appropriate level to motivate quality and efficient employees at work, with welfare provision in line with the current cost of living, such as housing benefits for employees working in factories in the provinces to retain and motivate employees. - Promoting diversity in employment, promoting equal employment, non-discrimination, setting employment rates in factory areas, providing equal employment opportunities, employment opportunities for people with disabilities and the elderly, providing employment opportunities for people with disabilities to create social sustainability, hiring people with potential disabilities to work in suitable positions. Currently, there are 26 people with disabilities currently employed under Section 23 of the Persons with Disabilities Empowerment Act B.E. 2550. - Provision of a potential assessment test (Psychometric Test) in important job positions to support the decision of the committee in job interviews to obtain qualified employees that are in line with the organizational culture. - Hiring employees with compensation and wage adjustments above the average in the labor market. Employees are hired with attractive compensation, offering compensation higher than the market average to motivate high-quality and efficient employees. Additional benefits are also provided, such as accommodation and travel expenses for employees who need to work in other provinces. These incentives help the organization attract and retain capable employees, while also improving long-term personnel efficiency. - The Company evaluates the performance of every employee according to their position level every 4 months. This means evaluations occur three times a year, in April, August, and December. The results of such assessments will be taken into account for determining knowledge and ability to perform jobs, planning training to develop work potential, and use for considering annual salary adjustments, as well as position promotions. - An annual salary adjustment is conducted for employees once a year, based on the month in which the employee begins working with the Company, continuing until they have completed one year or more. The criteria for considering the annual salary adjustment depend on two components of individual employee performance: the Performance score and the Attendance score, weighted at a ratio of 80:20. - The performance appraisal form has been updated to align with current work practices, comply with Thai labor standards and labor laws, and emphasize human rights. The Company is committed to adhering to international human rights principles and labor standards, including the United Nations' Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Thai Labor Protection Act B.E. 2560 (2017), and respecting the International Labour Organization (ILO). 	<ul style="list-style-type: none"> - Maintaining the level of manpower to keep the turnover rate of employees at 2.45 (an appropriate level not exceeding 3.5) - In 2025, the rate of employment of personnel in the factory area each year was 56.82%. - Employee satisfaction survey results in work have an average score of 81.87 out of 100 in all opinion points. - Survey of employee engagement towards the Company with an average score of 91.46 out of 100 in all opinion points with a total average of 84.35 - In 2025, the average annual salary adjustment result for most employees is at level B. - The Company has improved the form of training development through electronic systems (e-Learning) so that employees can learn the knowledge of each department from orientation to various production processes by making teaching materials in the form of One Point Lesson (OPL) and videos for convenience and understanding in learning. - The average number of training hours for all courses is 24.79 hours/person/year (4.13 days per employee per year)^[404-1] - Satisfaction of the training evaluation was 90% (measured by the evaluation form after the training was completed, scored 4.5 out of a full score of 5). - Statistics of new employees of the organization at 8.84% and employees leaving the organization at 7.30%^[401-1] - The return to work statistics and the employee retention rate after taking parental leave was 100% and 92.59 %, respectively. 	<ul style="list-style-type: none"> - The rate of employment of personnel in the factory area each year is more than 60%. - Organizing training/development to prepare a development plan to increase the potential of employees to support the replacement of employees at the supervisor level and above. - The level of employee satisfaction and engagement with the organization is very good. - The Company will continue to improve and develop the training development model through electronic systems (e-Learning) so that employees can learn the knowledge of each department from orientation to various production processes by making teaching materials in the form of One Point Lesson (OPL) and videos for convenience and understanding in learning.

Target	Action Plan	Key Performance in 2025	Guidelines for improving future operations
	<ul style="list-style-type: none"> - Have established Code of Conduct policy of TPI Polene, which covers the practice of each other with respect to human rights principles, taking into account benefits and equality, discrimination, fair labor, security, support and respect for the political rights of employees, etc., and provide monitoring, evaluation and review systems for all employees to adhere to. - Have established regulations and treat work labors fairly with no irrelevant employment and does not support for the use of child labor under the age of 18 and informal workers who are not protected by law as well as providing or never encouraging child labor to perform tasks that are harmful to hygiene or in environments that are harmful to hygiene and safety, or any tasks that are prohibited by law. The Company verifies applicants' employment history information in accordance with the HR Department's hierarchy of command, as specified in the HR Department's SOP and WI (Work Instructions). - Senior executives have visited the area to visit executives and employees every month. - The Company has conducted a survey to determine how satisfied and committed its employees towards the Company. Based on the survey's findings, the Company will take care of, develop, and advance its employees in a variety of ways, which will help them feel satisfied and committed to the Company and make them happy and devoted. A very high degree of employee satisfaction and organizational dedication is the outcome of their reaching their full potential. - The Company has measures in place to receive complaints, conduct investigations, implement corrective actions, follow up on those actions, and determine appropriate practices as instructed until completion. - The Company has also established a savings cooperative for employees to promote their savings and create their financial security. This cooperative is shared with employees of TPI Polene and its affiliated companies, totaling 5,029 members. - An independent and fair committee has been established in the investigation in case of non-compliance with the policy and established regulations whereby the accused have the right to resolve the allegations for them. - The Company engages in activities aimed at fostering good relationships between executives and employees. For example, during festivals, there are events such as a blessing event on New Year's Eve and a water pouring ceremony on the occasion of the Songkran Festival, both intended to seek blessings from executives. Collaborative efforts include donating clothes, leftover items, and medicine to the underprivileged. Additionally, executives and employees participate in blood donation organized by the Thai Red Cross every four months - Preparing and increasing the potential of employees to be able to immediately replace those at the supervisor level and above, this will result in the employees' willingness to work with dedication. - A welfare committee is formed, made up of employer and employee representatives (Election of employees) as required by law to take care of issues related to employment conditions, where the employees supervised under the agreement concluded at the meeting make up 100% of the total number of employees ^[2-30]. - The Company has listened to opinions and suggestions from employees, using them as guidelines for improvement and good management. Meetings will be held every three months. In 2025, the Company received recommendations for improvements and has already taken action. For example, improvements include upgrading the shuttle service to an air-conditioned bus, improving and expanding the parking lot for cars or motorcycles, renovating residences, expanding and renovating restrooms, and installing lighting, etc. - Training on human rights processes or policies such as the Personal Data Protection Act (Practical) and the Personal Data Protection Act (Processes and Practices) and its process and guidelines, as well as the Company's Code of Conduct. Additionally, this policy undergoes annual review through the Company's group Line channel. The training comprises two video clips with a knowledge test before and after, aimed at ensuring that employees possess appropriate knowledge, understanding, and compliance consistent with sustainable business operations. 	<ul style="list-style-type: none"> - Transfer of employees The minimum number of days notified to employees is at least 15-30 days prior to the transfer of work, as specified in the employment agreement. ^[402-1] - The proportion of senior management hired from local communities was 61.34%, reflecting the Company's commitment to promoting local employment and developing human capital in the areas where it operates ^[202-2]. - The Company also provides employment opportunities for disadvantaged individuals in local communities, particularly those with limitations in economic status and educational background, totaling 1,213 employees. 	

Target	Action Plan	Key Performance in 2025	Guidelines for improving future operations
	<ul style="list-style-type: none"> - Formulate personnel development and training policies, as well as treating employees by striving to develop the organization into a learning organization, enhancing culture and work atmosphere, promoting teamwork, providing fair returns, retaining safety and maintaining the work environment, as well as focusing on the development, transfer of knowledge, and capability of employee, listen to comments and suggestions from employees at all levels equally and equitably. - An annual survey is conducted to assess training needs, and corresponding training sessions are planned accordingly. This includes the integration of a satisfaction survey to evaluate the effectiveness of the training outcomes. Evaluation of the training encompasses several aspects, including the achievement of objectives, instructor performance, and the delivery of training sessions. - The Company has enhanced the training development model by implementing an electronic system (E-LEARNING), allowing employees to acquire diverse knowledge pertaining to each department, ranging from orientation to various production processes. Teaching materials are prepared in the form of One Point Lesson (OPL) and videos for ease of learning and comprehension. These resources are accessible from any location. - The Company offers training courses tailored to specific job positions, career development programs to support employees at all levels, courses on emerging technologies to enhance efficiency in task performance, and initiatives to foster pride in their work while supporting sustainable growth for employees. - The Company prioritizes integrating local community members into its workforce, beginning with the recruitment and selection process, with the aim of developing these employees to grow into senior management positions within the organization. The Company recognizes the significance of local community employment; as these personnel develop their potential and advance into the management team, they significantly enhance the Company's human capital. Furthermore, this approach increases economic benefits for the local community and strengthens the organization's capacity to understand local needs, thereby enabling the Company to better develop and deliver value to the community. 		

Summary of Employee Satisfaction and Engagement Survey Results

No.	Opinion Point	Average Score	Percent	Level of Satisfaction/Engagement
Opinions on Job Satisfaction				
1.	Management and Administration	4.08	81.65	Very satisfied
2.	Supervisors	4.04	80.88	Very satisfied
3.	The Process	4.29	85.77	Most satisfied
4.	Working Environment	3.96	79.68	Very satisfied
5.	Personnel Development	4.10	81.92	Very satisfied
6.	Welfare and Compensation	4.08	81.69	Very satisfied
Average Score on Job Satisfaction		4.09	81.87	Very satisfied
Opinions on Employee Engagement				
1.	Operations to Achieve the Company's Objectives	4.53	90.56	Most satisfied
2.	Pride and Loyalty to the Company	4.62	92.35	Most satisfied
Average Score on Employee Engagement		4.57	91.46	Most satisfied
Total Average Score		4.22	84.35	Most satisfied

Employee Satisfaction Development Project

As part of the satisfaction survey conducted by the Company, various suggestions were identified, highlighting the need for improvements or additional actions to enhance employee satisfaction. In 2025, the Company implemented numerous projects and activities to enhance employee welfare and workplace facilities, as follows:

- **Installation of additional air pumps for cars and motorcycles** at the Home & Hill residential building and the motorcycle parking area near the ESG Building, including the installation of rain shelters to improve convenience for employees.
- **Installation of speed bumps** at the downhill section of the bridge connecting from the Plaza area to reduce vehicle speed and enhance road safety for employees and road users.
- **Improvement of employee shuttle bus services**, replacing fan-cooled buses with air-conditioned buses on the Saraburi and Phra Phutthabat routes to provide consistent comfort across all routes.
- **Expansion of the motorcycle parking area** near the pond behind Apartment A to better accommodate employees' parking needs.
- **Landscape improvement and road widening** in front of the parking area (Maintenance Yard 02) to facilitate smoother and safer traffic flow.
- **Arrangement of temporary motorcycle parking spaces** for employees waiting to purchase food at the cafeteria in the Administration Building, improving convenience for both customers and vendors.
- **Renovation of the cafeteria in the Administration Building**, including installation of water supply systems for shops, reorganizing shop layouts by category, installing sliding glass windows, and strengthening the shop quality inspection system.
- **Renovation of the meeting room at the CCB Line 4 Building into a medical room**, replacing the previous limited-space medical room with a more spacious facility equipped with adequate medical equipment.
- **Improvement of restrooms in the Maintenance Building**, including the construction of a connecting entrance to the cafeteria to provide greater convenience for employees.



Employee Turnover Rate ^[401-1]

Information as of December 31, 2025

Personnel composition criteria		New employees of the organization						Employees left the organization					
		2023		2024		2025		2023		2024		2025	
		Number (persons)	Percent	Number (persons)	Percent	Number (persons)	Percent	Number (persons)	Percent	Number (persons)	Percent	Number (persons)	Percent
Total		769	10.84%	606	8.84	440	6.70	477	6.72%	501	7.31%	340	5.18
Gender	Male	653	9.20%	465	6.77	333	5.07	381	5.37%	395	5.76%	238	3.63
	Female	116	1.63%	141	2.06	107	1.63	96	1.35%	106	1.55%	102	1.55
Age Range	Age < 30 years	488	6.88%	363	5.30	263	4.01	150	2.11%	160	2.33%	135	2.06
	Age 30 – 50 years	272	3.83%	229	3.34	163	2.48	216	3.04%	211	3.08%	176	2.68
	Age > 50 years	9	0.13%	14	0.20	14	0.21	111	1.56%	130	1.90%	29	0.44
Work Area	Head office	169	2.38%	352	5.13	150	2.28	192	2.71%	210	3.06%	158	2.41
	Saraburi Cement Plant	250	3.52%	179	2.61	131	2.00	218	3.07%	223	3.25%	129	1.97
	Concrete Tile and FCB Plant, Rayong Province	329	4.64%	57	0.83	154	2.35	51	0.72%	46	0.67%	41	0.62
	LDPE Plant, Rayong Province	21	0.30%	18	0.26	5	0.08	16	0.23%	22	0.32%	12	0.18

Note: The percentages shown in the table are calculated in relation to the total number of employees in each year (Total number of employees in 2023, 2024, and 2025 are 7,096 persons, 6,857 persons and 6,565 persons respectively. In 2025, the employees consisted of 5,527 males and 1,038 females.

Unit : Persons

Employee ⁽¹⁾	2023	2024	2025
Employees of the organization	7,096	6,857	6,565
New employees of the organization	769	606	440
Employees left the organization	477	501	340
Employees with disabilities	24	25	26
Percentage of Employees with disabilities in total workforce (%)	0.34	0.36	0.40
Employee remuneration (excluding executives) (Million Baht) ⁽²⁾	6,826	6,123	6,228
Voluntary employee turnover	477	501	340
Voluntary employee turnover rate in total workforce (%)	6.72	7.31	5.18

Remark: ⁽¹⁾ The Company's employees do not include employees in subsidiary companies.

⁽²⁾ Employee remuneration includes salary, commissions, bonuses, allowances and other benefits.

Percentage of Management-level employees Hired from the Local Community at Significant Locations of Operation ^[202-2]

Local Community Representation in Management-level employees by Location of Operation	Percentage of the top Management recruited from local communities		
	2023	2024	2025
Head Office	73.97	73.93	73.63
Cement Plant, Saraburi province	61.56	77.10	76.22
Concrete Roof Tile and Fiber Cement Board (FCB) Plant, Saraburi province	13.04	13.04	15.79
Plastic Resin (LDPE) Plant, Rayong province	79.62	79.47	79.72

- Notes:**
- Top management employees refer to members of the Board of Directors, executive level (AVP/VP/SVP), management level (Assistant Department Manager - Department Manager), and supervisory level (Assistant Supervisor - Section Manager).
 - Local hiring refers to the employment of individuals who were born in, or have the legal right to reside indefinitely in, the same geographical area as the Company's operational sites (e.g., individuals who were born in or have resided in the surrounding communities or in the same province as the operational site for at least 10 years).

Benefits Allocated to Employees ^[401-2]

Rights / Welfare / Benefits	Full Time	Part Time
Life insurance	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Accident insurance	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Medical expenses (Self)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Medical expenses (father, mother, spouse, child)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Medical treatment in a corporate medical facility	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Entitlement to paternity leave	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Child tuition	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Maternity allowance	<input checked="" type="checkbox"/>	-
Rights to use the organization's nursery and child development	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Severance pay or retirement	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Stock ownership	<input checked="" type="checkbox"/>	-
Payment of contributions to the provident fund	<input checked="" type="checkbox"/>	-
Professional fee increase	<input checked="" type="checkbox"/>	-
Ordination allowance	<input checked="" type="checkbox"/>	-
Loan	<input checked="" type="checkbox"/>	-
Funeral Cremation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Employee shuttle service	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Special area (fixed house rent)	<input checked="" type="checkbox"/>	-
Overtime pay and holiday pay	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Expenses for traveling to work in the country and abroad	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Turnover rate statistics and employee retention rates after taking parental leave ^[401-3]

Case of Leave	Number of Employees (Persons)		
	2023	2024	2025
Number of employees who are eligible for parental leave	1,069	1,067	1,038
Number of employees taking parental leave	40	27	26
Number of employees returning after the end of the parental leave period	40	27	26
Number of employees who returned after the end of the parental leave period and continued to work for the next 12 months	25	35	25
Return to work rate ⁽¹⁾ who returned to work after the leave period ended (%)	100.00	100.00	100.00
Retention rate ⁽²⁾ who returned to work after the leave period ended (%)	100.00	87.50	92.59

Note: ⁽¹⁾ Return to Work Rate = (Number of employees returning to work after the end of the parental leave period/Number of employees who have taken parental leave) x 100

⁽²⁾ Retention Rate = (Number of employees returning to work after the end of the parental leave period and continuing to work for the next 12 months/Number of employees returning to work after the end of the parental leave period in the previous reporting period) x 100

Number of training hours ^[404-1]

Unit: Hour/Person/Year

Employee Training Information	2023	2024	2025
Total Training Hours (Hours / Year)	159,624	179,266	162,751
Average Training Hours per Employee (Hours / Employee / Year)	22.49	26.14	24.79
Training expenses for companies (Days / Employee / Year)	0.94	1.09	4.13
Average number of training hours classified by gender (Hours / Employee / Year)			
Male	23.47	28.80	28.13
Female	16.99	11.70	7.02
Average number of training hours classified by employee group (Hours / Employee / Year)			
Top Executive	66.75	43.50	28.50
Executive Level (AVP/VP/SVP)	5.79	8.64	4.13
Manage level (ASST.DEPT.MGR. – DEPT.MGR.)	5.99	9.46	7.81
Command level (ASST.SUP. – SECTION MGR.)	15.42	20.48	16.46
Operating level (OFFICER)	24.23	28.06	27.38

Remark: * The Company's employees do not include employees in subsidiary companies.

Number of training hours and Training expenses for companies and subsidiaries

Number of training hours *	2023	2024	2025
The target is 20 hours per person per year.	22.49	26.14	24.79
The target is 0.83 day per person per year.	0.94	1.09	1.03
Training expenses for companies and subsidiaries*	4,157,011.13	3,681,223.34	2,360,372.41

Remark: * Training within the Company and its subsidiaries is primarily conducted by internal trainers.

The Company evaluates the performance of employees three times a year in April, August, and December, in order for employees to develop and improve their operational performance regularly. All employees at all levels (100%) receive performance evaluations from supervisors according to the Performance Assessment Form of the Company. ^[404-3]

In 2025, the Company established a training plan for employees to develop both soft skills and hard skills through internal and external training sessions, totaling 990 courses.

Human Resource Development Program total 990 courses as follows: - ^[404-2]

Course Type*	Number of courses	Number of people	Benefits
1. Business Administration	66	2,701	Boost leadership skills, such as driving human resource within the organization to accomplish their task as targeted.
2. Technical	686	18,254	Focus on improving skills, employee efficiency with learning, especially professionals, to encourage employees to show their full potential.
3. Technology & Engineering	28	70	In order to adapt the organization to keep pace with the digital transformation in technology advancement and engineering innovation
4. Occupational Health and Safety and Environment	90	4,871	Organize safety work to reduce the risk of illness, injury or death and care for the quality of lives of personnel within the organization.
5. Environmental Management	47	2,049	Environmental management resulting from the use of assets, impacts on employees and society, so that appropriate management concepts can be proposed.
6. Quality System	73	3,312	Quality control and assurance of the department by implementing quality management policies to build confidence and to confirm international standards.

Remark * The above-mentioned courses include hard skill courses, which required specialized skills for the profession, and soft skill courses, which requires performance skills that allow individuals to work and communicate effectively with others.

Employee Motivation and Retention

The Company has an Individual Development Plan (IDP) that identifies the potential areas for employee development in preparation for individual career advancement plans, such as training courses, on-the-job training, coaching, project assignments, etc.

The individual development plan between employees and supervisors evaluates the progress of self-development and is discussed within the department. This ensures that potential development is continuous and builds a foundation for preparing employees for career growth. The Company’s personnel potential assessment framework applies to the same standards across all positions and lines of work. The results of the annual performance assessment are presented to executives in hierarchical order to process the outcomes for promotions and annual compensation adjustments, in line with the organization’s expansion.



The evaluation results determine the promotion rate of employees in the Company as follows:

Year	2023	2024	2025
Promotional rate	0.86%	2.96%	0.56%


The results of these operations increased employee job satisfaction and engagement with the Company to 84.05%, while the employee turnover rate decreased to 2.45% in 2025, from 2.53% in 2024.



 <p>3 GOOD HEALTH AND WELL-BEING</p>	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	<p>SDGs Focus :</p>	<p>Management Approach Occupational Health and Safety Overview</p>	<p>Performance Data</p>
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 <h3>Business Case for Occupational Health and Safety</h3> <p>Employee safety encompasses both physical and mental well-being, which are fundamental to sustainable business operations—particularly within the high-risk construction and industrial sectors. Implementing effective safety practices does not merely prevent workplace accidents and injuries; it significantly enhances operational efficiency, reduces work-related stress, minimizes downtime, and ensures full compliance with stringent industry regulations.</p> <p>Furthermore, in an era of rapid technological advancement, the integration of automation and Artificial Intelligence (AI) is fundamentally transforming work processes. While these technologies offer immense benefits, they also introduce new workplace risks. Adapting to these changes requires proactive and responsive safety management planning to address emerging hazards and prevent potential accidents in an evolving industrial landscape.</p>	 <h3>Business Strategy for Occupational Health and Safety</h3> <p>The Company prioritizes the implementation of comprehensive health and safety measures across every stage of its operations. We strictly adhere to ISO 45001, the international standard for Occupational Health and Safety (OHS) management, to cultivate a safe, efficient workplace that fosters employee well-being. To achieve this, the Company has established robust policies covering occupational health, safety, and emergency response management. These systems undergo regular monitoring and evaluation to ensure a consistently secure working environment. Proactive measures are taken to reduce and mitigate risks across various categories, such as machinery-related accidents, chemical exposure, and electrical hazards are addressed through safety training, emergency response planning, and health promotion programs. These initiatives focus on effectively managing such risks to foster a strong safety culture and support continuous improvement.</p>
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Business Impact and Risk

<p>Sources of Impact</p> <ul style="list-style-type: none"> • Operations • Products/Services • Supply Chain 	<p>Impacts on External Stakeholders/ Assessed Impacts</p> <ul style="list-style-type: none"> • Environment • Customer/ Consumer 	<p>Significant Impacts on External Stakeholders</p> <ul style="list-style-type: none"> + Positive Impact: Prioritizing workplace safety helps promote employee well-being, as well as that of customers and contractors to contribute to a safe working environment, reduce operational disruptions, and enables efficient problem resolution. This, in turn, enhances trust and confidence in the organization. - Negative Impact: Failure to ensure workplace safety may result in injuries or loss of life for employees and others.
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Creating a Safety Culture

1. Workplace Injury and Accident Prevention Programs

Workplace safety is fundamental to the Company's operational integrity. Maintaining a constant state of safety awareness fosters a secure working environment, which in turn minimizes production disruptions and operational delays caused by accidents. Furthermore, these proactive measures significantly reduce and mitigate potential risks to both personnel and corporate assets.

To ensure continuous improvement, the Company develops annual strategic plans and conducts regular Occupational Health and Safety (OHS) training. These programs provide workers with essential knowledge and ensure they consistently review and understand safety protocols, reinforcing a robust and resilient safety culture throughout the organization



Project Benefits and Key Outcomes

- Participants have increased awareness of safety importance and a clearer understanding of their roles in ensuring safe operations.
- Supports the achievement of safety targets, including **Zero Lost Time Injury (LTI) and Zero Fatality**.
- All cement plants demonstrated improved average post-training scores compared to pre-training results.



Operational Guidelines for Safety Training

- Develop annual training plans based on job functions and training needs, and implement them on a regular basis.
- Provide interactive training formats that encourage participation, experience sharing, and brainstorming.
- Assess knowledge and understanding through pre- and post-training evaluations.

Key Performances

Confined Space Rescue Training and Emergency Response Simulation

TPI Polene Public Company Limited and its business partners have jointly conducted the training and practical drill for confined space rescue operations, a continuous project now in its third year. The objective is to ensure that the Company's employees and the personnel of its business partners understand the procedures and can coordinate and execute rescue operations accurately and promptly in the event of an emergency in a confined space. The training is divided into two parts: classroom instruction, which provides participants with an understanding of safety values, awareness, basic knowledge regarding confined space hazards, risk acceptance, effective safety communication methods, and operational procedures including Safety Observation and Stop Work Authority; and outside classroom training, which involves practical group exercises through real-life scenario simulations.



Industrial Waste Spill Emergency Response and Logistics Training

TPI Polene Public Company Limited and its business partners have jointly conducted the training and practical drill for industrial waste spill emergency response during transportation, a continuous project for over 20 years. The objective is to ensure that the Company's employees and the personnel of its business partners understand the procedures and can coordinate and execute response operations accurately and promptly in the event of an industrial waste spill during transportation. The training is divided into two parts: classroom instruction, which provides participants with an understanding of safety values, awareness, basic knowledge regarding chemical hazards, as well as the correct and appropriate selection of personal protective equipment (PPE), effective safety communication methods, and operational procedures including Safety Observation and the right to stop work (Stop Work Authority); and practical training, which involves group exercises through real-life scenario simulations.



2. Occupational Illness Prevention and Well-being Programs

The Company recognizes that for employees and contractor personnel to perform their duties effectively and happily, their quality of life and overall well-being must be prioritized. We firmly believe that physical and mental readiness is a cornerstone of a safe working environment and long-term operational efficiency.

To support this, the Company has established various health and wellness initiatives designed to maintain our workforce's physical and mental health at peak levels. These proactive programs ensure that all personnel are resilient and well-prepared to navigate the diverse challenges and situations they encounter in their daily operations.



Project Benefits and Outcomes

- Employees possess the knowledge to manage emergency situations. Upon encountering an incident, they can correctly perform basic first aid to alleviate injuries or the severity of symptoms.
- Enhance good health and happiness in terms of ethics and organizational culture among the target personnel.



Operational Guidelines for Employee Health and Safety

- Organize training for emergency situation management.
- Organize activities to promote strong physical health and mental resilience, such as the Run for Health project.

Key Performances

Key Operations Basic Life Support Training:

In 2025, the Company organized the "Basic Life Support" (CPR & AED & Choking) training, which has been held consecutively for 3 years. The objective is to enable employees and personnel of business partners to learn how to manage emergency situations in the event of an accident, along with first aid and CPR practice. This is essential for enhancing employees' potential and capability to respond to medical emergencies. Furthermore, the trainees learned CPR and first aid techniques, including the use of first aid equipment such as the Automated External Defibrillator (AED).



- Organized the TPI Run Club 1st Event, a health-focused running activity for employees within the TPI Group, held on 12 September 2025. The initiative aimed to promote employee well-being by encouraging regular physical exercise, which helps reduce the risk of various diseases and supports both physical and mental health. The event also fostered unity and provided an opportunity for people from diverse groups to participate together, strengthen relationships, and promote social cohesion within the community.



The Company is strongly and seriously committed to occupational health and safety management, prioritizing its occupational health and safety management system as a core aspect of business operations. It strictly adheres to all occupational health and safety requirements and continuously works to improve and prevent hazards, including work-related injuries and illnesses, for employees, business partners, contractors, and stakeholders involved in its operations. Additionally, the Company assesses work-related risks across all business processes, including both new projects and ongoing operations, to ensure a safe working environment. The Company also emphasizes cultivating and continuously raising awareness of workplace safety among employees and related parties to foster a strong safety culture. This includes shared safety values and a clear safety framework “Stop, Report, Wait” aimed at achieving a common goal: preventing and reducing hazards, accidents, and work-related illnesses, minimizing potential losses to life and property, and mitigating any impact on surrounding communities and the environment. Additionally, the Company promotes an organizational culture of safety and encourages cooperation among workers, personnel at all levels, and executives.

Performance Targets

Targets for 2025	Performance in 2025	Targets for 2026	Targets for 2030
Number of work-related fatalities among employees and business partners: 0 case	0 case	0 case	0 case
High-consequence work-related injury rate for employees, business partners, and contractors: 0 case	0 case per 1 million working hours	0 case per 1 million working hours	0 case per 1 million working hours
Occupational disease rate: 0 case	0 case per 1 million working hours	0 case per 1 million working hours	0 case per 1 million working hours
Lost Time Injury Rate (LTIR) for employees	0.419 case per 1 million working hours	< 0.4 case per 1 million working hours	0 case per 1 million working hours
Lost Time Injury Rate (LTIR) for business partners and contractors	0 case per 1 million working hours	0 case per 1 million working hours	0 case per 1 million working hours



Target	Action Plan	Key Performance in 2025	Guidelines for improving future operations
<p>Achieve a zero-accident and zero-injury workplace</p> <ol style="list-style-type: none"> 1. The number of fatalities at work is zero. 2. The rate of high-impact work-related injuries is zero. 3. Occupational illness and disease rate is zero. 	<ul style="list-style-type: none"> • Establish occupational health, safety and environmental policies to safeguard occupational safety and work environment for workers, contractors and subcontractors, including communities and stakeholders involved in the Company's operational activities, as well as establish operational safety manuals and supervise operations to comply with the manuals and procedures to ensure safety in the workplace. Accident and incident investigations are reported to determine solutions and be aware of preventing repeat accidents. Duties and responsibilities of employees are defined at all levels of safety work, where employees can refuse jobs at risk of accidents and illnesses and must reduce risk before performing in accordance with the requirements of the ISO45001:2018 Occupational Safety and Health System Standard ^{[403-1][403-2][403-7]} • Establish the Occupational Safety and Work Environment Committee to achieve collaboration between administrative representatives (MPT level) and employee representatives (Non-MPT level), consisting of representatives from employees at operating level at least 50% of the entire Committee, the representatives of the operating level are elected from each department, which requires at least one meeting per month in accordance with ISO45001 as a platform to receive information from each department and communication through channels such as E-mail and public relations boards and follow up the progress of operations and future operational plans, etc. ^[403-4] • Provide services and support workers to access medical services such as primary medical treatment and emergency treatment at the Company's medical rooms, providing regular nurses and doctors every business day to employees and contractors with free of charge, and provide influenza vaccinations and COVID-19 vaccines to the Company's employees. The Company also focuses on the health of individuals around the plant, with mobile medical units being issued for public health check-ups. ^[403-6] • Provide occupational safety and health training for all employees and contractors before starting to work with total of 12 training courses: (1) Security Occupational health and work environment for general staff and new employees (2) Safety for driving forklifts for operating work, (3) Reviewing work safety in confined space (4) Initial firefighting, (5) Occupational Safety, Health and Work Environment Committee (OECD) (6) Work Safety Officers at Executive Level (7), Work Safety Officers at Supervisor Level, and (8) Review knowledge for crane supervisor, signaler and controllers of crane (stationary); (9) Mobile crane operator; (10) Occupational and environmental diseases; (11) Performance of duties as a crane operator, those giving signals to crane operators, those binding materials or those controlling the use of fixed crane; and (12) basic resuscitation (CPR) and use of a cardiac pacemaker ^[403-5]. • An emergency response plan is established, along with an annual rehearsal of the plan. This includes preparedness for events such as fires, chemical spills, explosions, and radioactive leaks. Additionally, training sessions covering advanced firefighting, chemical spill containment, and emergency situation management are provided ^[403-5]. • The Company has implemented Total Preventive Maintenance activities to enhance productivity. A Small Group Activity comprising relevant personnel has been established to brainstorm ideas and propose guidelines for improving machinery and work procedures. The aim is to minimize losses and increase productivity by 2024, which could result in significant cost reduction, potentially saving Baht 461.450,000 in 2025. ^[403-5] 	<ul style="list-style-type: none"> - work-related fatalities among employees and workers from 2013 to present was zero - high-consequence work-related injuries was zero - Injury Frequency Rate (IFR) for employees / business partners and contractors recorded at 0.778 / 0.888 respectively. - Lost Time Incident Rate (LTIR) per million working hours in 2025 recorded at 0.419/ 0.592 for employees / business partners and contractors respectively. - A total of 15,991,215 work hours without lost-time injuries has been achieved, with no Level 3 emergencies reported during the reporting period. 	<ul style="list-style-type: none"> - Review knowledge about safety to employees and contractors, who perform their work in the Company to raise awareness of the prevention of accidents and occupational diseases. - Strictly comply with safety laws and requirements of ISO 45001 - 2018 occupational safety system standards. - Utilize technology to enhance safety and promptness, such as requesting permission for hazardous work through an electronic system instead of using paper, allowing executives to monitor the status of hazardous work in real time.

Target	Action Plan	Key Performance in 2025	Guidelines for improving future operations
	<ul style="list-style-type: none"> Hazards are indicated as well as safety risk assessments in compliance with the Occupational Health and Safety Management System (ISO 45001:2018), the risk-owned workers analyze their own characteristics of the work operation and others involved, such as third parties and contractors in all processes, to identify potential hazards from operations and to assess potential opportunities and impacts to prioritize risk management, starting from Elimination, Substitution, Engineering Control, Management Control, use of personal protective equipment (PPE) to acceptable risky tasks, as well as ensure safety supervision and monitor risk management operations in accordance with plans and goals.^{[403-1][403-2]} Preparation for work response by providing personal safety protective equipment for employees to use in operations and other safety protective equipment as required by law to prevent injuries and work accidents, which covers emergency response preparation, as well as business continuity management.^[403-4] The working environment is controlled by wearing personal safety protective equipment to prevent injury and accidents from work. The work environment is regularly measured and evaluated as required by law, such as air quality measurement, volume monitoring and light intensity Measurement, etc.^{[403-2] [403-4]} A medical room is provided with on-site nurses and physicians to offer consultation and care regarding illnesses and injuries. First aid service from injuries is provided to employees and contractors, as well as monitoring health risks of employees, health check-ups are provided from the start of work, Health check-ups based on risk factors such as hearing fitness test and pulmonary checkup, Electrocardiogram Examination (EKG), in case of working in a place of confined air, etc., annual health check-ups, both general health check-ups and health check-ups based on occupational health risk factors, are provided with the Company's occupational medicine doctors and occupational health professionals, jointly determining the list of health check-ups of workers based on factors inside and outside the workplace. If the employees have abnormal health check-up results, they must visit the doctor and receive ongoing healthcare advice, as well as providing medical benefits (OPD) for employees, parents, spouses and legal offspring.^[403-3] Supervise the performance of workers, outsiders and stakeholders in the operating area to strictly comply with the rules, safety regulations and regulations.^[403-1] Basic Basic training is provided prior to commencing work for contractors and subcontractor workers. Safety and occupational health training is also conducted for business partners, contractors, and subcontractors. In 2025, a total of 5,425 workers successfully completed the training and commenced work. Communicate safety, occupational health and work environment policies, cultivate awareness and create a safe work culture, develop knowledge skills and organize activities in the areas of continuous promotion of health, safety, occupational health and work environments.^[403-4] The Company has established criteria for determining training courses in occupational health, safety, fire prevention, and suppression that are necessary for employees and contractors, appropriate for the job position, type of work to be performed, or risky activities. These courses aim to develop knowledge, abilities, and understanding of potential dangers that may cause accidents, as well as how to prevent and control these dangers while performing duties and the measures for performing jobs assigned with safety. Evaluation is scheduled to be carried out immediately, and training history will be stored. 		<ul style="list-style-type: none"> The Company will utilize AI-powered CCTV cameras to monitor the activities of employees and contractors. If they fail to comply with safety regulations, the Security Department will be notified to take immediate action to control unsafe work. Additionally, CCTV cameras will be used to monitor entry and exit in hazardous areas. If unauthorized individuals enter or attempt to enter these areas, the Security Department will be alerted to inspect and prevent intrusions by unauthorized persons.

Target	Action Plan	Key Performance in 2025	Guidelines for improving future operations
	<ul style="list-style-type: none"> Security management in restricted areas: In high-security areas, such as mining sites, the Company conducts regular training for security personnel every three months, emphasizing strict compliance with established procedures for the inspection of individuals and vehicles (OPL). Prior to each work shift, all security personnel are required to attend briefings to review their roles and responsibilities before being assigned to their respective posts. For areas where personal searches are necessary, female security personnel are assigned to conduct inspections when applicable, and consent is obtained prior to every search to prevent any potential violations or incidents of harassment. Access to the Company's premises is strictly controlled. All visitors are required to exchange identification cards and scan entry/exit passes at designated checkpoints. Metal detectors are utilized to screen individuals, bags, and belongings in order to minimize physical contact. For vehicle inspections prior to exiting the premises, security personnel are required to obtain consent before conducting any checks. 		

Promoting and Healthcare for Employees’s wellbeing

Employees are the key driving force of the organization.

Employee health and well-being are key factors in ensuring effective business operations. The Company recognizes the importance of employee health and has implemented various initiatives to support and promote the well-being of its workforce, including:

- **An annual health check-up program** for all employees, including specialized examinations for those working in high-risk areas, such as exposure to chemicals.
- **In-house medical care** is provided through a nursing room and on-site nurses offering health services.
- **The project aims to create a suitable working environment** that promotes a “Healthy” work culture, allowing employees to work safely and maintain a good quality of life.
- **Preventive health promotion projects** such as vaccination against important diseases such as influenza, COVID-19, tetanus, hepatitis B, and pneumonia.
- **Medical welfare covers** both outpatients and inpatients through health insurance provided by the Company.

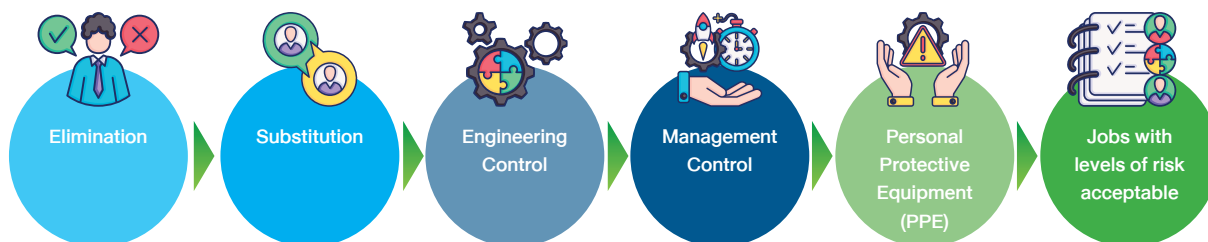
These projects help reduce leave and turnover rates, while increasing employee productivity, leading to a happier and stronger organization. When employees are healthy, it has a positive long-term effect on the organization. In 2025, employees and contractors received their annual health check-ups from Medical Line Lab Co., Ltd. on August 25 to 29, 2025, with Dr. Pichai Sampathanukul, as the occupational health physician.

Management Structure of Safety, Occupational Health, and Workplace Environment

The Company has set up a Safety Operations Committee for safeguard of Occupational Health and Environment, which consists of the management team and professional safety officers of the Company, to perform their duties and responsibilities for management of Safety, Occupational health, and Work Environment in compliance with the requirements of the Occupational Health and Safety Management System (ISO 45001:2018) and safety laws. The Company’s objective is no occupational accidents and no occupational illnesses or occupational illnesses from work.

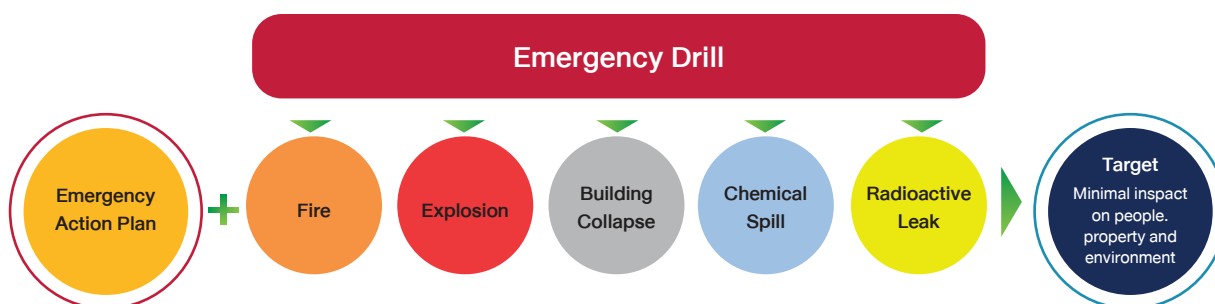


Risk Assessment and Risk Management Procedures Safety, occupational health and work environment ^[403-2]



Preparation and Response Measures for Emergency Situations ^[403-7]

The Company established an emergency response plan whereby every plant is required to prepare an emergency response plan which clearly defines roles, responsibilities, and operational procedures, as well as requiring rehearsals, annual emergency responses such as fire, chemical leakage, and boiler explosion. In this regard, there must be an assessment and rehearsal of such an emergency plan in order to apply suggestions to improve the efficiency of emergency response operations. The Company also provides training to add expertise to employees who are responsible for responding to emergencies, such as advanced firefighting training, chemical leakage prevention, and emergency management training.



Management of Accidents and Injury/Fatality-Related Incidents

In the event of an accident or near-miss incident, a formal investigation is conducted, including the collection of relevant data and evidence. The findings are analyzed to identify root causes and to establish appropriate preventive measures to avoid recurrence.

Following incident reporting, an immediate investigation is carried out by the Accident Investigation Committee, Safety Committee, direct supervisors, and/or relevant subject matter experts to determine the causes of the incident. Corrective actions and preventive measures are then defined to strengthen organizational safety practices.

Both short-term and long-term corrective action plans are developed in accordance with the Hierarchy of Controls principle. The implementation of these measures is continuously monitored and evaluated by the safety working team to ensure effectiveness and ongoing improvement.

Employee Training on Occupational Health and Safety ^[403-5]

The Company has implemented a training course on occupational health and safety aimed at preventing and suppressing fires, which is mandatory for all employees and contractors. Tailored to their respective roles, tasks, or involvement in risky activities, this course aims to enhance their knowledge, skills, and comprehension of potential hazards and accident causes. Participants will learn techniques for hazard protection and control while executing their assigned duties safely, thereby minimizing the severity of impacts on individuals and property. Additionally, the training equips each participant with the ability to effectively manage emergencies. The course is designed to undergo evaluation and documentation, with records stored in the training history archives.

Employee Training Record

Course Topics	Number of Employees Trained in Health and Safety (persons)		
	2023	2024	2025
Safety Occupational health and working environment for general and new employees	258	3,455	3,698
Occupational and environmental diseases	258	274	13
Primary Fire Extinguishing	258	274	184
Safety at work, forklift driving	172	178	52
Safety Board Vocational Education and Work Environment	25	0	22
Occupational Safety Officer, Executive Level	23	21	0
Occupational Safety Officer Level Supervisor	56	13	0
Review of crane operators, signal giver to crane operator Material binder or crane operator (stationary)	293	67	518
Mobile crane operator	40	0	0
Performing crane operator duties Signal giver to crane operator Material binder or spinning rig operator (stationary)	27	0	5
Primary resuscitation (CPR) and pacemaker use	21	0	170
Risk issues and safe working techniques	258	815	923
Environmental issues	258	1,137	923

Training Records of Contractors

Training Program Topics	Number of Contractors Trained (persons)		
	2023	2024	2025
Safety Occupational health and working environment for general and new employees	877	1,622	2,434
Occupational and environmental diseases	877	1,622	2,434
Primary Fire Extinguishing	877	1,622	176
Cardiopulmonary resuscitation (CPR) and the use of defibrillators	0	0	41
Risk issues and safe working techniques	877	1,622	343
Environmental issues	877	1,622	343

Benefits from the Training Program

Employees and Suppliers / Contractors who come to work at the Company are required to understand the contents of the safety curriculum related to their own work conditions, especially the risks associated with their works, and be able to deal with those risks and cope with emergency situations that may occur. This is aimed at reducing the severity of impacts on people, property, production, and the environment. Consequently, each function is prepared to efficiently handle emergencies, ensuring continuous business operations. This resulted in an improvement in the Company's safety performance in 2025 compared to 2024 as follows:

- Lost Time Injury Rate (LTIR) per million working hours in 2025 was 0.419, a decrease of 0.003 compared to 2024.
- Total hours worked without any lost time incidents amounted to 15,991,215 hours.
- The rate of work-related illnesses among employees and contractors was 0 cases.
- Additionally, the training provided to contractors and business partners is part of our ongoing effort to promote sustainable business practices and collaboration.

Comprehensive workforce under occupational health and safety management system ^[403-8]

	Number (persons)	Percent
Employees and workers in the establishments controlled or supervised by the organization		
employees	6,793	100
workers	1,427	100
Employees and workers in the establishments controlled or supervised by the organization (and audited by the organization)		
employees	4,736	70.12
workers	431	30.20
Employees and workers in the establishments controlled or supervised by the organization (and audited by external organizations)		
employees	976	14.37
workers	94	6.59

Remarks: Employee refers to the Company's personnel (not including those in subsidiary companies). Worker refers to personnel of other establishments, controlled or supervised by the Company to be in compliance with ISO 45001:2018 standards.



Table of establishments certified with ISO 45001 Occupational Health and Safety Management System of the Company ^[403-8]

	Number (persons)	Percent
Establishments controlled or managed by the Organization		
Cement plant	4,187	100
CRT and FCB plants	852	100
Head Office	1,205	100
LDPE and EVA plants	549	100
Total	6,793	100
Establishments controlled or managed by the Organization (and inspected by the Organization)		
Cement plant	4,187	100
CRT and FCB plants	0	0
Head Office	0	0
LDPE and EVA plants	549	100
Total	4,736	69.72
Establishments controlled or managed by the Organization (and inspected by External Organization)		
Cement plant	4,187	100
CRT and FCB plants	0	0
Head Office	0	0
LDPE and EVA plants	549	100
Total	4,736	69.72

Table of Work-related Injuries and Health Problems Data ^{[403-9] [403-10]}

Performance	2023	2024	2025
Fatality Rate of Employees (cases/million working hours)	0	0	0
Fatality Rate of business partner and contractors (cases/million working hours)	0	0	0
Number of employee fatalities (cases)	0	0	0
Number of business partner and contractor fatalities (cases)	0	0	0
High-impact work-related injury rate of employees (cases/million working hours)	0	0	0
High-impact work-related injury rate of business partners and contractors (cases/million working hours)	0	0	0
Number of employees injured due to high-impact work (cases)	0	0	0
Number of business partners and contractors injured due to high-impact work (cases)	0	0	0
Injury Frequency Rate (IFR) of employees (number of cases per 1 million working hours)	0.536	0.542	0.778
Injury Frequency Rate (IFR) of business partners and contractors (number of cases per 1 million working hours)	0.946	0.771	0.888

Performance	2023	2024	2025
Lost Time Incident Rate (LTIR) of employees (Number of cases per 1 million working hours)	0.536	0.422	0.419
Lost Time Incident Rate (LTIR) of business partners and contractors (Number of cases per 1 million working hours)	0.946	0.771	0.592
Morbidity rate of occupational diseases of employees	0.00	0.00	0.00
Morbidity rate of occupational diseases of business partners and contractors	0.00	0.00	0.00
Working hours without Lost Time Accident in case of employees	22,979,705.00	18,683,374.00	15,991,215.00
Working hours without Lost Time Accident in case of business partners and contractors	3,806,400.00	3,596,768.00	4,765,000.00
Working hours of employees	16,782,566.50	16,597,644.50	16,718,434.80
Working hours of business partners and contractors	3,172,608.00	3,892,800.00	3,376,800.00
Level 3 emergencies (fire, chemical spill, explosion, radiation leak, and building collapse)	0	0	0

Note: The Lost Time Rate (LTR) is an occupational safety measure that tracks the amount of working time lost due to accidents that cause employees to be absent from work.

Definition:

1. The fatality rate per million working hours is the number of injuries resulting in death multiplied by the number of working hours, then divided by one million working hours.

$$\text{Fatality rate per million working hours} = \frac{(\text{number of injuries resulting in death} \times \text{number of working hours})}{(\text{one million working hours})}$$

2. The high-impact work-related injury rate per million working hours is the number of work-related injuries resulting in more than 180 days off work or loss of a limb, multiplied by the number of working hours, then divided by one million working hours.

$$\text{High-impact work-related injury rate} = \frac{\text{number of work-related injuries resulting in more than 180 days off work or loss of a limb} \times \text{number of working hours}}{\text{one million working hours}}$$

3. Lost time Injury Rate (LTIR) per million working hours is the number of lost time injuries multiplied by the number of working hours, then divided by one million working hours.

$$\text{LTIR} = \frac{\text{number of lost time injuries} \times \text{number of working hours}}{\text{one million working hours}}$$

4. Injury Frequency Rate (IFR) per million working hours is the number of accidents multiplied by the number of working hours per year, then divided by one million working hours.

$$\text{IFR} = \frac{\text{number of accidents} \times \text{number of working hours}}{\text{one million working hours}}$$

Job-related injuries ^[403-9]

Statistical data on deaths and injuries of employees and employees who are not considered employees but jobs and/or establishments are regulated by the organization.	Injury Type (/)										Number of working hours	Number (persons)	Mortality/injury rate (calculated based on 1,000,000 working hours)
	Back and spine injuries	Bone fractures	Burns	Ear injuries (including tinnitus)	Facial injuries (eye, nose, and jaw)	Loss of digits and limbs	Repetitive stress injuries	Sprains, strains, and tears (soft tissue injuries)	Toxic exposure	Traumatic brain injuries (TBI)			
Deaths and injuries of employees													
Death from work-related injuries	0	0	0	0	0	0	0	0	0	0	16,718,434.80	0	0
High-impact work-related injuries (excluding deaths)	0	0	0	0	0	0	0	0	0	0		0	0
Work-related injuries lost time Incident	0	5	0	0	0	0	0	2	0	0		7	0.359
Job-related injuries, which can be recorded.	0	6	0	0	2	0	0	5	0	0		13	0.778
Deaths and injuries of employees who are not employees but their work and/or establishments are regulated by the organization (including Suppliers/ Contractors)													
Death from work-related injuries	0	0	0	0	0	0	0	0	0	0	3,376,800.00	0	0
High-impact work-related injuries (excluding deaths)	0	0	0	0	0	0	0	0	0	0		0	0
Work-related injuries lost time Incident	0	2	0	0	0	0	0	0	0	0		2	0.592
Job-related injuries, which can be recorded.	0	2	0	0	0	0	0	1	0	0		3	0.888

Remark: Injuries related to high-impact tasks means work injuries that result in death or injury, caused by workers being unable to or unable to perform or unpredictable to fully recover until their health condition prior to injury within 6 months.
 Work-related injuries, which can be recorded means, work injury, which results in any of the following cases: death, case of work stoppage, work restriction or transfer to another job, medical care in addition to first aid, loss of consciousness, serious injury diagnosed by a licensed doctor or licensed medical professionals.

Health Problems from Related Work ^[403-10]

Statistical data on deaths and injuries of employees and employees who are not considered employees but jobs and/or establishments are regulated by the organization.	Types of health problems that arise (number)			Number (persons)	Rate of death (percent)
	Stress, depression or anxiety	Musculoskeletal disorders	Occupational lung disease		
Deaths and health problems related to the work of employees					
Death from work-related health problems	0	0	0	0	0
Work-related health problems (number)	0	0	0	0	0
Deaths and health problems related to the work of non-employees, but their work and/or establishments are regulated by the organization					
Death from work-related health problems	0	0	0	0	0
Work-related health problems (number)	0	0	0	0	0

NOTE: A recordable work-related health issue is defined as poor health resulting in any of the following: death, absence from work, work restriction or transfer, non-medical treatment from first aid, loss of consciousness, serious injury diagnosed by a physician or licensed medical practitioner.

HealthCare for Employees

Good health leads to a high quality of life and improved work efficiency. Therefore, the Company places significant importance on monitoring, preventing, and reducing the impacts on employees, both current and potential. This includes considering health in a global context (Global Health), such as HIV/AIDS, tuberculosis, malaria, cross-border epidemics like MERS, SARS, and COVID-19, as well as non-communicable diseases (NCDs) such as heart disease, diabetes, hypertension, obesity, and cancer. These efforts are supported by policies that focus on employee health and promote a safe working environment.

The Company has the following key health guidelines and action plans:

Key Health Guidelines and Action Plans

1. Infectious Disease Related Action Plan

1.1 HIV/AIDS Prevention and Control

- Provide employees with knowledge about HIV/AIDS prevention and treatment.
- Support access to free screening and treatment services.
- Create a plan to support people living with HIV to work with dignity.
- Prevent discrimination and reduce stigmatization of people living with HIV in the workplace.

1.2 Tuberculosis Prevention and Control

- Organize annual TB screening program for employees.
- Provide knowledge about symptoms and prevention of TB.
- Organize a system for separating TB patients and support continuous treatment.

1.3 Malaria Prevention and Control

- Campaign to encourage employees to protect themselves from mosquitoes by using mosquito nets, applying Microme Knox and wood vinegar to repel mosquitoes, and spraying to eliminate mosquitoes in high-risk areas, such as places with stagnant water. Additionally, promote the use of self-protective measures, such as applying mosquito repellent and wearing tight clothing at night.
- Monitor symptoms and arrange for screening if any symptomatic individuals are found.
- Provide timely treatment and closely follow up.
- Set up mobile malaria screening units, especially in communities with reported infections.
- Develop a reporting and analysis system for disease outbreaks to enable timely disease control.

- Support the use of Rapid Diagnostic Test (RDT) for rapid diagnosis.

1.4 Prevention and Control of Cross-border Epidemics (MERS, SARS, COVID-19, etc.)

- Develop emergency plans and disease control measures
- Preventive health promotion projects, such as vaccination against important diseases like Influenza, COVID-19, Tetanus, Hepatitis B, and Pneumonia, are planned to ensure that employees and communities can access vaccines (Access to Countermeasures). This includes coordinating vaccination appointments through government and Social Security Office-sponsored vaccination programs, which are provided free of charge. Transportation is also provided to assist employees in traveling to vaccination sites.
- Provide hand washing facilities and personal protective equipment (PPE)
- Implement social distancing measures and flexible working systems, such as Work Shift Rotation and Flexible Working Hours: Staggering work schedules to reduce workplace density and minimize close physical contact, reducing exposure risks associated with commuting and crowded environments, ensuring a secure and healthy workplace for all personnel.

2. Action Plan on Non-Communicable Diseases (NCDs)

Surveillance and Prevention

- An annual health check-up program for all employees, including specialized check-ups for those working in high-risk areas.
- In-house medical care is provided through a nursing room and factory nurses who offer health services.
- Medical welfare covers both outpatient and inpatient care through health insurance provided by the Company.
- A campaign to reduce risk factors, such as smoking, alcohol consumption, and inappropriate behavior.

3. Support and Rehabilitation of Employee Health

- Support programs for smoking cessation and weight control
- Organize programs to promote healthy eating habits

- Organize daily meditation sessions using a loudspeaker at work three times a day: morning, noon, and evening, with each session lasting 5 minutes. This is a method of incorporating meditation into the work life.
- Provide advice on nutrition and exercise, along with a fitness room equipped with exercise machines such as treadmills, stationary bikes, and other equipment. A shower room is also available for employees to use before starting work or after work to help maintain their health, relieve stress, and prevent work-related diseases such as office syndrome.

4. Roles of Occupational Health and Safety Committee

- Oversee and evaluate health and safety measures
- Promote employee training on health care and disease prevention
- Participate in developing disease prevention policies and practices
- Coordinate with public health agencies to ensure employees have access to treatment and medical services

5. Providing Knowledge and Building Community Collaboration

- Organize campaigns to educate people and local communities, such as through schools, temples, or local administrative organizations.
- Support the participation of Village Health Volunteer (VHVs) in providing information and monitoring the situation in the community.

- Cooperate with local community leaders and the private sector to support resources and knowledge.

6. Monitoring and Evaluation

- Prepare periodic employee health reports
- Evaluate the impact of implemented measures and make necessary improvements.
- Use health data to plan and develop long-term health policies

The Company has recognized the serious impact of various crises that have caused numerous deaths, illnesses, and social pressures, emphasizing the need to find ways to cope with emergencies. This includes ensuring access to medicines, vaccines, protective equipment, test kits, patient beds, and other essential resources. These events serve as important lessons, reflecting the severity of the crisis, and motivate us to analyze the causes, plan appropriate responses, and implement preventive measures to enhance preparedness for navigating daily life safely.

The Company recognizes that personnel are valuable resources for the organization and play an important role in driving the business toward sustainable growth. Therefore, the Company is committed to developing quality personnel while cultivating morality, ethics, honesty, and responsibility toward both the organization and society. Additionally, the Company supports and encourages employees to participate in social activities (Corporate Social Responsibility - CSR) because we believe that quality personnel are a key foundation for strengthening the stability and sustainable growth of the organization.



Community and Social Development Participation ^[3-3]

The Company aims to pursue its business operations under well-managed administration practices with an adherence to creating a corporate culture with good corporate governance in parallel with social conservation and environmental preservation in terms of safety, quality of life and conservation of natural resources. The Company also promotes energy efficiency and focuses on participating in the continuous development of communities and society to improve the quality of life of local people in the communities and society to be strong and grow sustainably.

Target	Action Plan	Key Performance in 2025	Guidelines for improving future operations
<p>Create value and upgrade the quality of life of local people in the communities and society to grow sustainably.</p>	<ul style="list-style-type: none"> Improve production process of cement plants to use waste fuel up to 9.50% of coal substitutes. TPIPP purchase community waste from local producers who sort waste and to help reduce waste in the community, promote and create careers in the community, help reduce socioeconomic inequality, increase employment, increase economic value by purchasing waste from the communities in more than 16 provinces nearby the plants. Conduct Community Relations: The Company has a production facility located in various community areas and has a proactive policy for all production units to provide assistance to support hygiene and reduce the impact of the pandemic without any request from the community, it supports surrounding communities and important societies as follows:- <ol style="list-style-type: none"> Strengthen communities to be healthy, provide mobile medical services in a wellness program with TPI Polene to monitor illnesses Health Check-up Service To Educate Health Benefits of lung examination at surrounding communities in Kaeng Khoi District, Mauk Lek, Saraburi The potential risk that may arise in 2024-2025 is the outbreak of Influenza A and Dengue fever, particularly during the rainy and winter seasons. Annual flu vaccination is an effective method to reduce the risk to the surrounding community. Supported residential renovation projects in conjunction with Kaeng Khoi District Quality of Life Development Fund and help repair/build homes for disabilities and chronic illnesses patients who are shortage of housing in the area of Kaeng Khoi District. Saraburi, etc. Conduct corporate social responsibility (CSR) 	<p>Corporate Social Responsibility</p> <p>Corporate social responsibility activities at TPI Group of Companies Poline are structured around two primary domains: Community Relations and Corporate Social Responsibility (Corporate CSR). In 2025, TPI Polene Group allocated a budget of Baht 12,492,836 for construction materials and health products to support communities and society in all aspects. Work in both areas has been carried out concurrently, which can be summarized as follows:</p> <p>Community Relations ^[413-2]</p> <p>As TPI Polene’s manufacturing facilities are located within various local communities, the Company maintains a proactive community engagement policy. We encourage employees to participate in CSR activities, mandating that all production units provide health support and impact mitigation assistance to surrounding communities voluntarily and without waiting for external requests. In 2025, the Company implemented the following key social and environmental initiatives:</p> <ul style="list-style-type: none"> Mobile Medical Services: “Good Health with TPI” Project The Company deployed mobile medical units to provide health surveillance, physical check-ups, and health education to residents in the vicinity of our operations. This initiative covered 21 villages across the Kaeng Khoi and Mauk Lek districts of Saraburi Province, ensuring accessible healthcare for local communities. Reforestation and Green Space Expansion : The Company executed its 2025 Annual Reforestation Project by planting 1,900 trees, covering an area of 76 rai across the Chaloe Phra Kiat, Mauk Lek, and Kaeng Khoi districts in Saraburi. The Company supported this environmental mission with a budget and a donation of TPIPL Organic Fertilizer valued at over Baht 85,710. 	<ul style="list-style-type: none"> Continuously coordinate with the community to accept feedback, opinion and expectations to improve the Company’s operations, including its affiliates, as well as to expand the efficiency of community and society development and improve quality of life, promote sustainable growth in communities and society. The Company has implemented the strategies to build and maintain relationships with the community as follows:- <ol style="list-style-type: none"> Promote the hiring of employees from the surrounding community and employ local labor to support sustainable livelihoods alongside the Company’s operations.

Target	Action Plan	Key Performance in 2025	Guidelines for improving future operations
	<ul style="list-style-type: none"> According to the 2025 Community Satisfaction Survey, the CSR activities of TPI Polene Group, mostly satisfied to the community, including scholarship programs. TPI Polene Group has implemented educational opportunities for well-educated youth, who are well behaved, but disadvantaged, aiming to share the burden of parents. The scholarships are awarded to schoolchildren in the community area adjacent to the Saraburi province from kindergarten to undergraduate level, starting in 2011 and upon graduation, they are employed to work in TPI Polene Group, creating a strong bond with the community as a single family. Supporting the chemical-free agriculture project for lunch with the objective of <ol style="list-style-type: none"> To provide students at Ban Subbon School with the knowledge and skills in chemical-free vegetable farming. To have a learning resource for growing vegetables using chemical-free agriculture in community schools. To enable Ban Sub Bon School students to consume and promote good nutrition. To increase income for Ban Sub Bon School students by selling leftover vegetables from cooking to the Company's employees. 	<ul style="list-style-type: none"> Chemical-Free Agriculture for School Lunches : The Company supported the "Chemical-Free Agriculture for School Lunches 2025" project at Ban Sap Bon School, Saraburi. This initiative leverages the Company's core competencies and employee expertise to benefit the community and experts from the Executive Office, Quality Control, and R&D departments shared their specialized knowledge in chemical-free farming techniques, organic fertilizer application, and basic accounting and establishing a local learning center for sustainable, chemical-free agriculture within the community school. The Company provided an annual grant of Baht 10,000 THB to sustain the project's operations. <p>Economic and Social Returns</p> <ul style="list-style-type: none"> Students can sell the produce to generate additional income. The school has a source of safe food for school lunches, reducing food costs. The Company can use this project as a case study to promote organic farming and build positive relationships with the community. The school generates an average income of 1,200 Baht per harvest from the sale of organic agricultural products, and students can sell the produce to create additional income. There are meals made from chemical-free vegetable produce for school lunches at least once a week, and at least one nutrition promotion activity is organized. Students maintain good health from eating chemical-free food and can share the knowledge with future generations and their families. <p>Economic benefits or value or returns the Company receives from the Project that helps solve social issues</p> <ul style="list-style-type: none"> The project aligns with SDG 8, Decent Work and Economic Growth, promoting sustainable, inclusive economic growth and decent employment. Revenue: The company may generate additional income by selling organic fertilizers used in the project to farmers in the community, increasing future sales in the community. Profit: Reduced raw material costs by using self-produced organic fertilizer. Reduced Costs: Lower expenses in sustainable project development as internal resources are used. Reduced Risk: The company can use this project as a case study to promote organic agriculture, build positive relationships with the community, reduce risks related to the company's image, and create a customer base that trusts the company's products. 	<ol style="list-style-type: none"> Support social and cultural activities in the community, such as assisting in the preservation and protection of cultural heritage, particularly in areas affected by the Company's operations. The Company also continues to support the chemical-free agriculture program for school lunches every year at Ban Subbon School in Saraburi Province, creating a learning source for chemical-free farming in the local school. Additionally, the Company offers mobile healthcare units to serve and check the health of community members.

Target	Action Plan	Key Performance in 2025	Guidelines for improving future operations
		<p>Corporate CSR ^[413-2] Community involvement and development In 2025, TPI Polene Group continuously supported social and community assistance, as summarized below:</p> <ul style="list-style-type: none"> • Cement plants can use approximately 9.5% municipal waste to replace coal. • Scholarship Project: TPI Polene Group has implemented a project to provide educational opportunities for youth who excel in academics and behavior but lack financial resources, easing the burden on their parents. The Company has continuously provided scholarships from kindergarten to Bachelor's degree level. The project began in 2011 after graduation; these students were hired to work for the Company, creating a strong bond with the local community, much like family members. In addition, scholarships totaling Baht 338,000. • In 2025, a total of 10,000 blankets were donated to support vulnerable populations and those affected by extreme cold weather. The distribution was strategically directed to the Northern Thailand. Direct assistance to residents in high-altitude and remote areas facing severe winter conditions, Border Patrol Police Bureau Region 2, and Social Welfare Agencies, Srinagarind Hospital and Khon Kaen University, providing blankets for patients and their families, as well as supporting regional disaster relief efforts. • The management and employees of TPI Polene Group, in collaboration with the Environment for Life Foundation, provided essential consumer goods and company products to support flood victims in Hat Yai District, Songkhla Province. The donated items included: <ul style="list-style-type: none"> - Food Supplies: 300 sacks of rice and 300 cases of canned fish. - Hygiene & Medical Supplies: Towels, medical supplies, sanitary napkins, adult diapers, water buckets, toothbrushes, and toothpaste. - Cleaning & Personal Care: Printemp Marie Rose liquid soap, Bio-San dishwashing liquid, and 15 boxes of clothing. - Beverages: 1,868 packs of TPI drinking water. • The following products were donated by TPI Polene Group: 127 tons of TPI cement products, 18 cubic meters of TPI dry concrete, TPI Nano Super Armor paint, TPI tiles, lightweight concrete, wood substitutes, TPI boards, etc. These donations were used to improve and repair school buildings, roofs, paint buildings, walkway floors, and playground floors at 18 schools nationwide, where the roads inside the school were repaired. ^[203-1] 	<ol style="list-style-type: none"> 3. Contribute to the development of infrastructure or public utilities in the area, such as supporting housing improvement projects in collaboration with the Khao Kho District Quality of Life Development Fund. This initiative helps citizens, including the underprivileged, disabled, and chronically ill, repair and build homes in the Khao Kho District of Saraburi Province. 4. Provide channels for the community to communicate and offer suggestions to the company. The Company ensures transparency by disclosing news and operational results accurately and promptly through the Polynews media platform. Furthermore, it disseminates knowledge of human rights within the community and collaborates with the community committee.



07 Corporate Governance Practices

Corporate Governance Performance in 2025



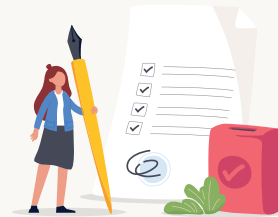
Proportion of Independent Directors

40%⁽¹⁾

Proportion of female Directors

20%⁽¹⁾

No complaints of personal data breaches ⁽¹⁾



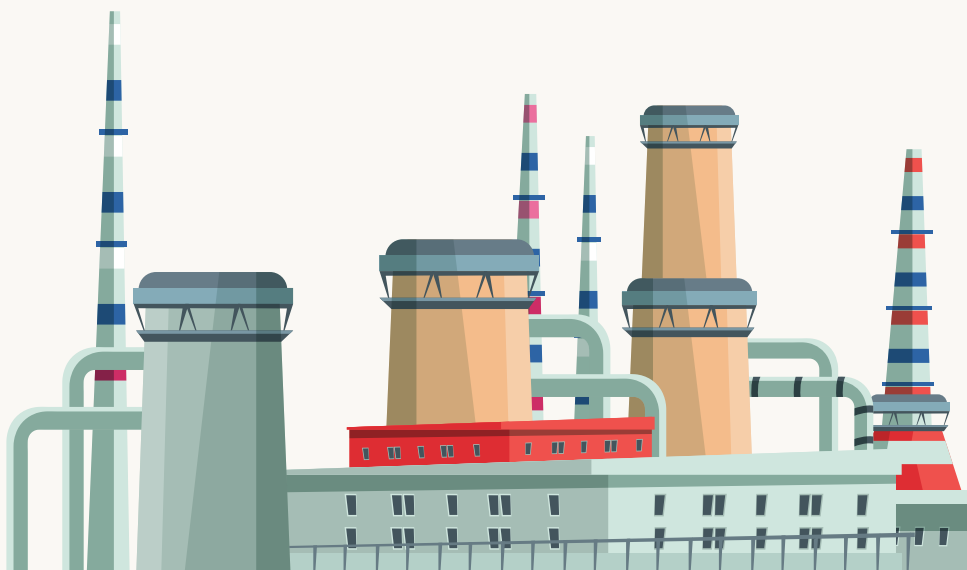
Trade Partners acknowledged the principles of Customers Code of Conduct

99.65%



No incidents of discrimination report ⁽¹⁾

Remark: ⁽¹⁾ Only TPI Polene Public Company Limited



Good Corporate Governance and Anti-Corruption Policy ^[3-3]

The Company is determined to be an effective organization under an administration that complies with “Transparent Thailand where all citizens live happily”. The Company recognizes the importance of good corporate governance in order to contribute to sustainable development, and the Company has established corporate governance policies and codes of conduct of the Company and is determined to promote the firm to be an organization that does business with transparency, ethics, and responsibility for shareholders, stakeholders, customers, employees, society and other stakeholders. The Company’s Board of Directors specifies principles of Good Corporate Governance for the Board, Management, and all employees of the Company to follow as a guideline practices.

Conducting business operation in accordance with a good corporate governance policy and business ethics, as well as developing operational standards to be at an international level, the Company has monitored an assessment of operational performance to ensure effective implementation, which covers investments, joint planning, defining a clear roadmap, following up operating results, reporting on the progress of operations on a regular basis, as well as establishing long-term strategies and long-term goals for sustainable growth development.



Good Corporate Governance Policy ^[2-23]

<https://www.tpipolene.co.th/en/aboutus-en/corporate-governance>



Company Code of Conduct ^[2-23]

<https://www.tpipolene.co.th/en/aboutus-en/code-of-conduct>



Employee Handbook ^[2-23]

<https://www.tpipolene.co.th/en/aboutus-en/employee-handbook>

In addition, the Company has established anti-corruption policies and a Supplier Code of Conduct to promote transparency, prevent fraud and anti-corruption, and prevent conflicts of interest in order to ensure that the Group’s business operations are transparent, fair, take into account equality and integrity in business operations, as well as to strengthen good relationships with partners and related stakeholders to be in line with good corporate governance principles, the Company’s Code of Conduct, and provisions and relevant governing laws to further develop into a sustainability organizations.



Anti-Corruption Policy ^[2-23]

<https://www.tpipolene.co.th/en/aboutus-en/anti-corruption-policy>



Supplier Code of Conduct ^[2-23]

<https://www.tpipolene.co.th/en/aboutus-en/supplier-code-of-conduct-en>



Privacy Policy ^[2-23]

<https://www.tpipolene.co.th/en/aboutus-en/personal-data-protection-policy-en>



International Human Rights Policy ^[2-23]

<https://www.tpipolene.co.th/en/sustainability/social-responsibility>



Corruption encompasses a wide range of illicit practices, including but not limited to bribery, facilitation payments, fraud, extortion, collusion, and money laundering. Furthermore, it extends to the offering, promising, giving, accepting, or soliciting of gifts, loans, fees, rewards, or any other benefits to or from any person as an inducement to perform an act that is dishonest, illegal, or a breach of trust in the conduct of the organization’s business. Such benefits may be in the form of cash or non-cash incentives, including: Free goods or services, Gift vouchers and entertainment, sponsored travel or holidays or special personal services. These are strictly prohibited when provided for the purpose of obtaining an improper advantage or creating moral pressure to secure such benefits, which undermines the integrity and ethical standards of the Company.

Target	Action Plan	Key Performance In 2025	Guidelines for improving future operations
<ul style="list-style-type: none"> - Follow good corporate governance principles without corruption - Employees are trained in anti-corruption courses on an ongoing basis every year. - Business partners are constantly increasing their corporate anti-corruption policies and practices every year. - Suppliers acknowledged the Supplier Code of Conduct continually increasing every year. 	<ul style="list-style-type: none"> - Set out key good corporate governance principles for Directors, the Management and employees of the Company to adhere as a guideline for operations, such as international corporate governance practices and striving to continuously improve good corporate governance in accordance with international standards. The adoption of Creation shared value, Responsibility, Equitable treatment, Accountability, Transparency and Ethics (CREATE) principles is used as a guideline for business operations, as well as strictly to fulfill its duties in accordance with the laws and requirements in all countries in which they invest. Monitoring/Measuring Performance and Risk Management are conducted effectively, independently and responsible for the consequences of performing their duties in accordance with the principles of good corporate governance, etc. - Established responsibilities to ensure that the Company's business operations are transparent, ethical and responsible to shareholders, customers, employees, society and other stakeholders in accordance with the Company's policies and corporate governance as follows:- <ul style="list-style-type: none"> • The Board of Directors are responsible for setting policies and supervising an effective anti-corruption system to ensure that the Management recognizes and values anti-corruption and cultivates it as a corporate culture. • The Chief Executive Officer and the Executive Committee are responsible for establishing the system to promote and support anti-corruption policies to communicate to employees and stakeholders, including reviewing appropriately in accordance with changing circumstances, such as business conditions, rules and regulations and provisions of laws, etc. • The Audit Committee is responsible for reviewing the financial reporting and accounting systems, internal control systems, internal audit functions, and risk management systems to ensure they are robust, appropriate, up-to-date, and aligned with international standards. • The Head of Internal Audit is responsible for auditing and reviewing operations to ensure compliance with policies, procedures, delegated authorities, regulations, and applicable laws. This is to ensure that internal control systems are adequate and appropriate to address corruption risks, and to report findings to the Audit Committee. • Head of Internal Audit is responsible for proper inspection and review of operations to meet policies, guidelines, operating power, regulations and laws to ensure that there is a proper and adequate control system for potential corruption risks and report to the Audit Committee. - Assigned to all departments (100%) of the organization to assess risk associated with corruption in consideration of the COSO-ERM risk assessment principles, which the Company has identified significant fraud risks, such as risks related to corruption/ purchasing corruption, from which the purchasing authorities demand bribes or commission fees from sellers, etc. The result of the risk assessment will be developed and improved the relevant practices and internal control measures of the Company. ^[205-1] - Established anti-corruption practices for employees, including anti-corruption and anti-corruption measures (business dealings with partners and third parties) in order for all employees to adhere to and strictly comply. - Assigned the purchasing department or related parties to compare prices or auctions (as the case may be) in case of procurement. - The Company requires procurement personnel to be trained on and acknowledge the Supplier Code of Conduct and Sustainable Procurement Policy, particularly on social aspects related to key suppliers. In 2025, a total of 71 procurement employees (representing 100% of all procurement staff) received training on social policies concerning suppliers. 	<ul style="list-style-type: none"> - All departments, especially those dealing with third parties are required to do risk assessment Fraud-linked and/or corruption-linked risks are assessed 73 sections, representing 100% ^[205-1] - The proportion of employees who received anti-corruption training courses stood at 16.39% of the total 6,565 employees, of which 6,565 employees were 100% aware of the anti-corruption policy. - There were no lawsuits filed by the organization for corruption, and there were no fraudulent incidents with business partners. This includes corruption incidents occurring within the organization ^[205-3]. 	<ul style="list-style-type: none"> - Organized special lectures by expert speakers on anti-corruption through online and offline classrooms - Organize anti-corruption activities through electronic media, etc. - Regularly review the fraud risk assessment of all departments every year, including objective setting, identifying risks, risk assessment, and responding to risks (Risk Response) that may occur from new events/factors that change.

Target	Action Plan	Key Performance In 2025	Guidelines for improving future operations
	<ul style="list-style-type: none"> - The Company also organized training sessions for suppliers on social issues, including labor rights, prevention of child labor and forced labor, fair wages, working hours, and occupational health and safety. A total of 7 suppliers participated (representing 35% of all suppliers). In addition, the Company is in the process of developing training videos to facilitate convenient online access for suppliers. - Required channels for whistleblowing and complaints in the event of corrupt conduct involving the organization directly or indirectly, including those that are in breach of the organization’s protocols or affecting the internal control of the organization. It is doubtful that it may be a way to corrupt and illegal, immoral, business ethics, such as reporting complaints to responsible persons/entities or the Internal Audit Supervisor/Head of Legal Affairs/ Head of Human Resources Department (Head Office) or Human Resources and Administration (Plants), with comment boxes and electronic mail (Email: orapinr@tpipolen.co.th) - Formulated a systematic fraud investigation guideline when receiving whistleblowing, Executive Directors, the Management and Audit Committees will act as the justice to investigate the facts. During the investigation, Executive Directors, the Management and Audit Committee may assign representatives (executives) to inform the whistleblower of progress or complaint. If facts finding or evidence available, there are reasonable grounds to believe that those accused of committing fraud or actual corruption, the Company will give the alleged person the right to be informed of the allegations and give the alleged perpetrator the right to prove her/himself by seeking further information or evidence that she/he has nothing to do with the alleged corrupt acts, he has not been able to do so as accused. If the complainant has committed actual fraud, such action is considered as an anti-corruption policy offense. Disciplinary action must be considered in accordance with the regulations set by the Company and if the fraud is illegal. Offenders may face legal penalties and disciplinary action in accordance with the Company’s regulations. Decisions of the Board of Directors (Executives) are final. - The protection of complainants and confidentiality is required. When acting in good faith, complainants, testimony, information providers, fact-finders, or witnesses are guaranteed and protected from difficulties being caused to them or being used as justification for dismissal, punishment, or other actions that could have serious repercussions for those employees. For anonymity and confidentiality, employees or outside whistleblowers may choose to remain anonymous when reporting misconduct by other employees. However, the Company encourages employees to identify themselves when reporting to make it easier to contact and investigate. Once an employee or external complainant makes a report, the Company will take appropriate safeguards and safeguards to ensure effective investigation and prevent harassment or unfair treatment of an employee or external complainant. - Measures to promote transparency and prevent corruption are implemented across the organization, including public disclosure practices, complaint handling mechanisms, anti-bribery measures, and conflict of interest prevention policies. - Supplier and Business Conduct Requirements - Non-discrimination in dealings with suppliers - Prohibition of illegal labor, including child labor, forced labor, bonded labor, and illegal migrant labor - Implementation of occupational health, safety, and hygiene management in the workplace - Corporate Governance - Conduct business in compliance with applicable laws and the Company’s Code of Conduct - Maintain and enforce an anti-corruption policy - Protect confidential business information 		

Information of the Board of Directors, Employees and Business Partners who have received communication of anti-corruption policies and Guideline Practices. ^[205-2]

Category	Number of people receiving communications on corporate anti-corruption policies and practices (people)	Percent
1. The Board of Directors of the Company	15	100
2. Employees of the Company excluding subsidiaries		
Classified by employee group		
- Senior Executives (Top Management)	4	100
- Management Level (AVP/VP/SVP)	55	100
- Manager level (Asst.Dept.Mgr. – Dept.Mgr.)	159	100
- Supervisor level (Asst.Sup. – Section Mgr.)	1,157	100
- Operating level (Officers)	5,190	100
Total	6,565	100
Classified by Location		
- Head office	1,198	100
- Cement plant, Saraburi province	3,966	100
- CRT & FCB plant, Saraburi province	852	100
- LDPE & EVA plant, Rayong province	549	100
Total	6,565	100
3. Business Partners		
- Suppliers/ Business Partners	1,750	99.65

Information of the Board of Directors and employees who have been trained in anti-corruption courses ^[205-2]

Category	Number of trainees Anti-corruption-related courses (person)	percent
The Board of Directors of the Company	15	100
Employees of the Company (6,565 persons) (excluding subsidiaries)		
Classified by employee group		
- Management Level (AVP/VP/SVP)	6	0.09
- Manager level (Asst Dept Mgr. – Dept Mgr)	56	0.85
- Supervisor level (Asst Sup – Section Mgr.)	464	7.07
- Operating level (Officers)	550	8.38
Total	1,076	16.39
Classified by Location		
Head office	421	6.41
Cement plant, Saraburi Province	298	4.54
CRT & FCB plants, Saraburi Province	236	3.59
LDPE & EVA plants, Rayong Province	121	1.84
Total	1,076	16.39

Note: Those who have been trained in anti-corruption courses are selected according to their roles and responsibilities that are important to the management and auditing of operations associated with risks or incidents of corruption in the corporation.



The Company has a policy for handling complaints and suggestions, which was published as Company Policy No. 114/2014 on receiving complaints, complaints, suggestions, and whistleblower channels that harm the Company. This will serve as a medium for the corporation to effectively monitor its interests and quickly address any issues. Additionally, in the case that stakeholders have concerns or observe acts that can be considered to be improper, in violation of laws, rules, or business ethics, in order to urge stakeholders to participate in the corporate governance process.

TPIPL has published complaints and feedback policies through email, the Company’s website, annual reports, etc. to ensure that suppliers, customers, and stakeholders acknowledge and ensure that all complaints and recommendations are handled in a clear process through channels that cover issues towards anti-corruption. Whistleblowing or complaints are summarized as follows:-

1. A complaint if encountering any acts that is considered corruption, direct or indirect.
2. Any act that is considered corruption and/or has a direct effect on the internal controls of the Company; the individual must cooperate in the fact-finding investigation stipulated by the Company’s regulations.
3. Any act that has a direct impact on the Company’s reputation and benefits.
4. Any misconduct that is against the law, morals and/or business ethics.

Channels for receiving complaints, suggestions, and whistleblowing from customers

All employees are responsible for reporting complaints through suitable report channels when they face or suspect any act that might be considered corruption, and are to notify supervisors or responsible persons through suitable report channels, while external comment mechanisms (external complaints) can be handled by contacting the following:

1. Letter: Contact Ms. Orapin Leophairatana (Senior Executive Vice President) TPI Polene Public Company Limited 26/56 Chan Tat Mai Road, Thung Maha Mek Sub-district, Sathon District, Bangkok 10120
2. Email box (E-mail: orapinr@tpipolene.co.th)
3. Letter: Contact the Audit Committee, TPI Polene Public Company Limited, 26/56 Chan Tat Mai Road, Thung Maha Mek Sub-district, Sathon District, Bangkok 10120
4. Telephone: 02-285-5090 or 02-213-1039 Ext. 12962 / 12963, Internal Audit Department

Whistleblower Protection and Confidentiality
1. Protection of Whistleblowers and Related Parties

The Company recognizes that complaints and disclosures made in good faith provide significant benefits to both the organization and its employees as a whole. Therefore, any individual who submits a complaint, provides statements, information, facts, or evidence related to a complaint, as well as those involved in the review process, shall be protected.

Such individuals, acting in good faith, will be safeguarded against any adverse consequences, including termination, disciplinary action, or any other form of unfair treatment, even if their actions may result in inconvenience or complications.

2. Fair Treatment and Non-Retaliation Policy

The Company is committed to treating all stakeholders fairly and equitably in accordance with its regulations. The policy ensures strict protection of the whistleblower's identity and the confidentiality of reported matters.

The Company has also implemented proactive measures to protect whistleblowers from any form of harassment or unfair treatment throughout the investigation process.

3. Anonymity and Confidentiality Measures

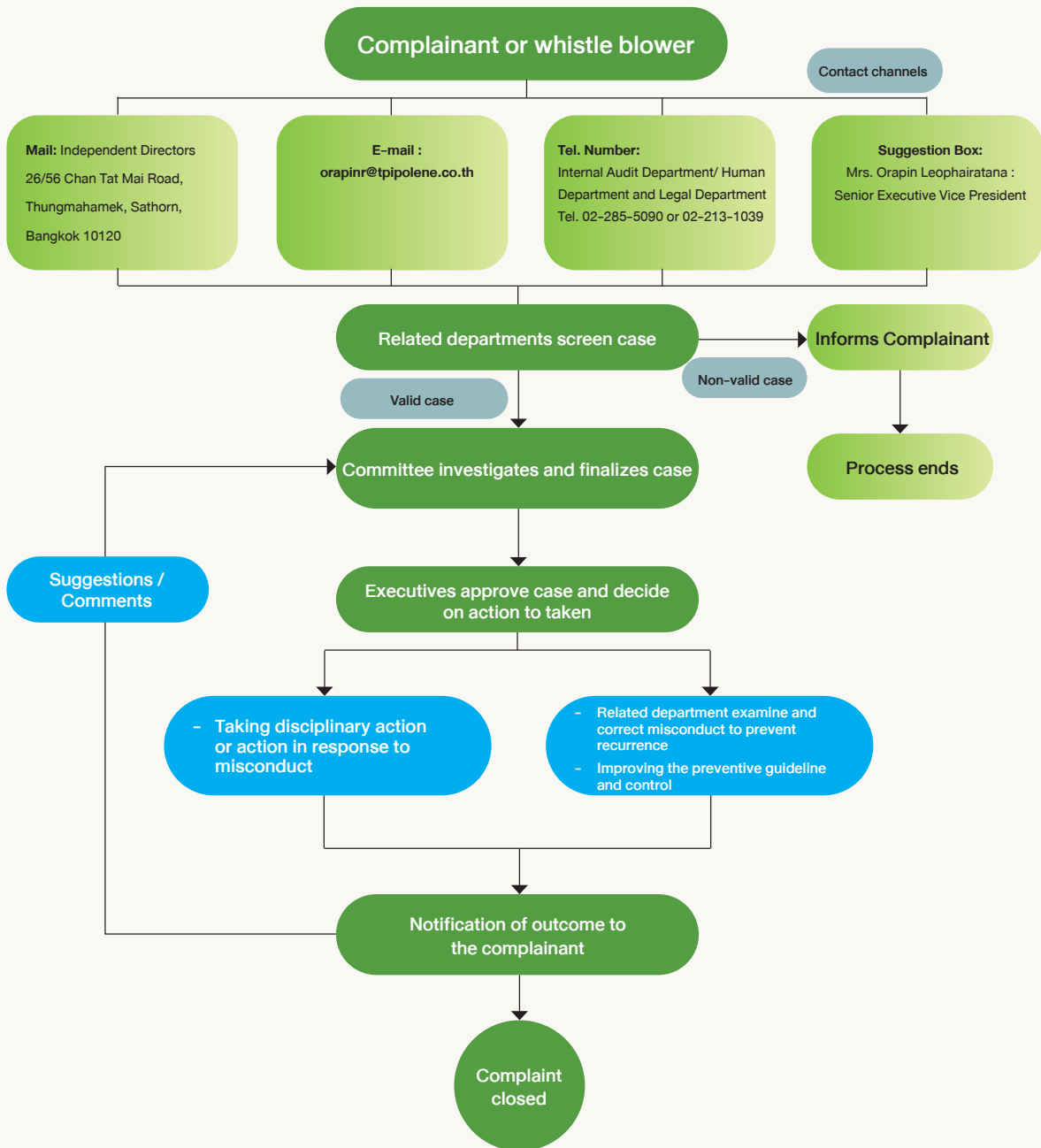
Employees and external complainants may choose to remain anonymous when reporting misconduct by others. However, the Company encourages individuals to disclose their identity to facilitate effective communication and investigation. Upon receiving a report, the responsible unit shall implement appropriate protective and preventive measures to ensure a thorough investigation process and to safeguard whistleblowers from retaliation, harassment, or unfair treatment.

The Company provides measures for whistleblowing in response to complaints from external agencies or stakeholders. When complaints come through various channels, there will be a preliminary investigation unit to know the cause whether it is from the actions of the Company or not. When the cause is found, the complaint will be taken to the fact-finding process, along with proposing solutions to deficiencies, complaints, and preventing problems from occurring. Relevant agencies will take corrective action and preventive actions with a specified time frame or may issue a letter to notify the results when the problem has been solved.

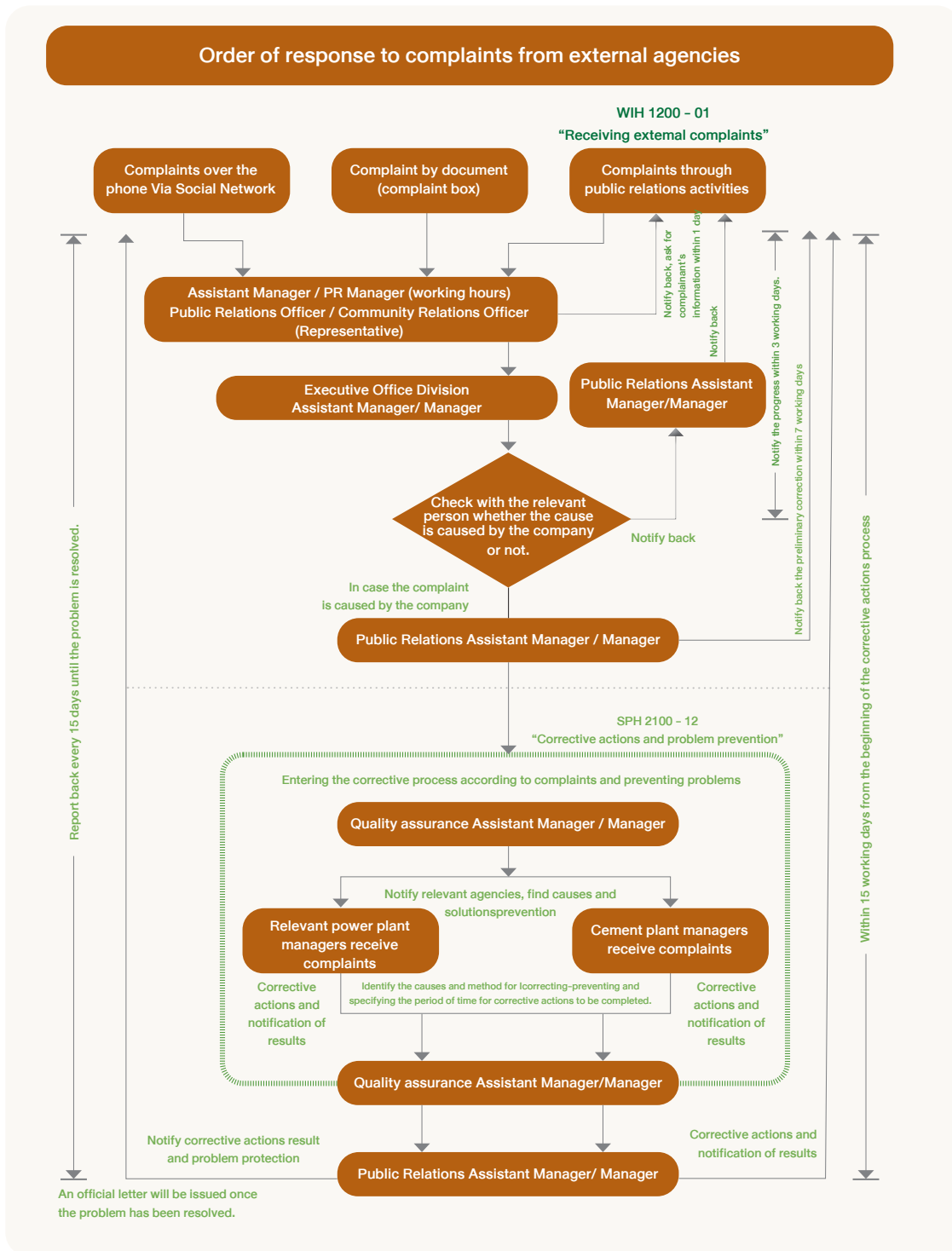
In order to systematically process complaints, suggestions, and notifications from stakeholders or the public, the Company has set up a grievance mechanism with details as process (Flow diagram/ Process) in handling complaints from receiving complaints to taking corrective actions and reporting back to relevant stakeholders as follows:-

- 1. Receiving Complaints** Complainants, stakeholders, or the public can file complaints, suggestion, and report clues through the four channels specified by the Company, namely (1) Letter to the Senior Executive Vice President (2) Electronic mailbox (E-mail: orapinr@tpipolene.co.th) (3) Telephone to Head of Internal Audit Department, Head of Legal Department, Head of Human Resources (Head Office), or Head of Human Resources and Administration (Factory) and (4) Opinion Box.
- 2. Moderation of Complaints** Once the Company receives the complaint, it will have the Human Resources Department, the Internal Audit Department, or the relevant departments consider and screen the complaint. The details of clues or complaints must be examined. They must be true, clear, or sufficient to ascertain the facts for further action. In the event that there is no evidence, the complaint will be returned to the complainant or request for additional documents within 10 days.
- 3. Facts Finding** In case the complaint is received clearly or can be ascertained, the Company will consider appointing executives from the internal audit department, the human resources department, and executives from other relevant departments to be the fact-finding committee. They will be appointed from time to time by the President or Executive Vice President.
- 4. Fact-Finding Committee** The Company will proceed with the process of collecting facts, processing, and screening information to determine the appropriate handling method for each matter, with disciplinary action or legal action if wrongdoing is found, advise, and prevent recurrence
- 5. Audit Report** the Investigation Committee has a duty to report the results to the President or Executive Vice President in order to proceed as the Board proposes or orders as it deems appropriate.
- 6. Implementation of Audit Results and Notify the Whistleblower** When the relevant departments have corrected, improved, performed as instructed by the Company, they must notify the audit committee to follow up on corrective actions, improvements, and determine the operational guidelines that have been instructed until completion and notify the whistleblowers of the results of the action and provide comments or suggestions to improve the work ordering mechanism.

**Flowchart of the complaint and whistleblowing process
In handling cases of business ethics, code of conduct and corruption**



In addition, the Company has organized CSR activities for communities in the areas where the factories are located to listen to problems and take care of solving the effects continuously and consistently, with the process of accepting complaints and responding to complaints as follows:-




In the process of whistleblowing complaints process, when the relevant departments of the Company have made corrections and actions as instructed by the Company, they must notify the fact-finding committee for investigation and follow up on the results of operations, including improving the efficiency of operations and preventing recurrence, and reporting the results to the Senior Executive Vice President. However, when the fact-finding committee has notified the result of the action to the whistleblowers, satisfaction inquiries, suggestions, and useful suggestions will be taken to improve and determine guidelines for making the operation more efficient.



I) Sustainable Procurement Policy and Supplier Guidelines

TPI Polene Public Company Limited conducts its procurement processes with efficiency, transparency, and fairness. Our operations are governed by a commitment to quality, cost-effectiveness, and business ethics, while integrating Environmental, Social, and Governance (ESG) dimensions into our supply chain.

We prioritize local procurement to stimulate economic growth in the areas where we operate. The Company has set a strategic target to allocate no less than 70% of its total annual procurement value to local suppliers. Furthermore, we advocate for the selection of eco-friendly materials, products, and technologies, while fostering long-term supplier relationships to enhance supply chain resilience and sustainability.



Sustainable Procurement Policy [2-23]
<https://www.tpipolene.co.th/en/aboutus/sustainability-procurement-policy>

Supplier Commitment Statement

TPI Polene, together with its suppliers, is committed to building a transparent, responsible, and sustainable supply chain to support the achievement of carbon neutrality goals, efficient resource utilization, biodiversity conservation, and the reduction of environmental impacts. This collaboration also aims to create shared value for society and the nation in a sustainable manner.

All suppliers are required to comply with the Company's Supplier Code of Conduct, as well as adopt Responsible Sourcing practices and the Sustainable Procurement Policy (9 Principles), effective from 16 June 2025. These frameworks are aligned with the GRI Standards, the United Nations Sustainable Development Goals (UN SDGs), and ESG principles, serving as a common guideline for implementation.

The Company also expects its key suppliers to prepare sustainability reports or publicly disclose environmental information, integrating sustainability considerations into their procurement processes in a tangible and measurable manner. This includes, but is not limited to, the following key areas:

Environmental Commitments for Suppliers

TPI Polene requires its suppliers and vendors to adhere to key environmental principles, including energy efficiency, water management, greenhouse gas reduction, biodiversity protection, pollution control, and waste management. To support this commitment, the Company has developed a Supplier Self-Assessment Questionnaire (SAQ) to encourage suppliers to disclose quantitative environmental data, including targets and progress in alignment with these principles, as outlined below:

1. Energy and Resource Efficiency

- 1.1 Suppliers are required to implement measures to improve energy efficiency, reduce reliance on fossil fuels, and increase the use of renewable energy.
- 1.2 In 2025, TPI Polene utilized waste-derived fuels as an alternative energy source, accounting for 9.50% of total fuel consumption in cement production. Suppliers are expected to align with and support the transition toward clean energy.

2. Water Management

- 2.1 Suppliers are required to monitor water usage, reduce water consumption, and increase water recycling practices.
- 2.2 TPI Polene consumed 9.55 million cubic meters of external water, representing a 2.61% decrease from the previous year, and recycled 1.11 million cubic meters, accounting for 46.82%. Suppliers are required to manage wastewater appropriately and ensure no adverse environmental impacts.

3. Climate Change and Greenhouse Gas Reduction

- 3.1 Suppliers are required to monitor and report greenhouse gas (GHG) emissions and establish continuous reduction targets.
- 3.2 TPI Polene reduced its GHG emissions intensity by 0.05 tCO₂e, or 4.95%, from 1.01 tCO₂e, in 2024 to 0.96 tCO₂e, in 2025. Suppliers are encouraged to support Scope 3 emission reductions through low-carbon materials and environmentally friendly transportation.
- 3.3 Suppliers are encouraged to adopt low-carbon raw materials and support green logistics solutions, such as electric vehicle (EV) transportation.

4. Biodiversity Impacts

- 4.1 Suppliers must not engage in activities that cause damage to ecosystems or protected areas.
- 4.2 In 2025, TPI Polene supported the planting of more than 1,900 trees across 76 rai to help restore ecosystems.
- 4.3 Suppliers are encouraged to participate in biodiversity conservation and the restoration of green areas.

5. Environmental Issues and Pollution/Waste Control

- 5.1 Suppliers are required to comply with applicable environmental laws and international standards for controlling air, water, and soil pollution.
- 5.2 TPI Polene has installed high-efficiency bag filters (dust collector systems) to effectively capture dust and fine particulate matter from air or gas streams. In addition, the Company has implemented industrial waste management initiatives, including the proper treatment of aluminum slag from various industrial plants, totaling 20,869.50 tons. All disposal processes are carried out in compliance with applicable laws and environmental standards to prevent illegal dumping and minimize environmental impacts.
- 5.3 Business partners must avoid disposing of waste without proper management and implement measures to control the use of chemicals without proper management and implement measures

6. Waste Reduction and Resource Efficiency

- 6.1 Suppliers are required to adopt the 3Rs principles (Reduce, Reuse, Recycle) and promote a circular economy.
- 6.2 In 2025, TPI Polene reused 2,819 tons of industrial waste (99.62%) and recycled 1,052,616 tons of leftover aggregate materials (100%).
- 6.3 Suppliers are encouraged to reduce the use of single-use plastics and improve resource efficiency in their operations.

2) Environmental Policy Integration with Suppliers

2.1 Communication:

- In 2025, 99.65% of all suppliers signed and acknowledged the Supplier Code of Conduct and Sourcing Policy.
- the Supplier Portal ESG Risk Assessment system to monitor the performance of business partners.
- Utilization of the Supplier Portal and ESG Risk Assessment systems to monitor performance based on the 9 Principles of Sustainable Procurement.

2.2 Training of Relevant Supplier Staff

- The Company has established training initiatives under the Sustainable Supplier Program to enhance knowledge and capabilities in key sustainability areas, including:
 1. Clean Energy Management
 2. Water and Waste Management
 3. Greenhouse Gas (GHG) Reduction
 4. Pollution Control and PM 2.5 Mitigation
- Furthermore, the Company encourages suppliers to establish dedicated environmental teams and requires annual participation in training sessions for their relevant personnel.

3) Monitoring and Evaluation

- 3.1 Risk Categorization: Suppliers are segmented based on their ESG risk levels.
- 3.2 Compliance Standards: We utilize the API Standard (SP15-03) for vendor control, utilizing Form F15-107 and the Approved Vendor List (AVL) Due Diligence: New suppliers must undergo Environmental Due Diligence, while existing partners undergo annual re-evaluations. Corrective Actions: If non-compliance is identified, the Company issues a Corrective Action Plan (CAP) and conducts follow-up audits in the subsequent quarter.
- 3.3 Critical Supplier Assessment: Suppliers accounting for >50% of total procurement value must undergo an ESG Risk Assessment at least once a year.



I. Positive Impacts of Sustainable Supply Chain Management

In the construction materials industry, operations are energy-intensive and heavily reliant on natural resources such as limestone, clay, sand, iron ore, and thermal energy. TPI Polene prioritizes sustainable supply chain management throughout the entire production lifecycle to create long-term value and mitigate ESG risks, as detailed below:

1. Environmental Impact

1.1 Reduction of Scope 3 Value Chain Emissions

The Company strategically selects suppliers of key raw materials including coal, ethylene, VAM, iron ore, and energy who demonstrate high efficiency in energy management and carbon reduction. We actively promote the use of Alternative Raw Materials and recycled content in cement production. Furthermore, we focus on Clinker Reduction through the development of Green Cement (Hydraulic Cement), which significantly lowers the carbon footprint of our finished products.

1.2 Resource Optimization and Waste Minimization

The Company places strong emphasis on responsible sourcing alongside the utilization of industrial by-products, such as fly ash and aggregate scrap, through recycling processes to reduce reliance on virgin natural resources. In addition, the Company has developed and optimized product formulations to reduce clinker content (clinker reduction), which is a major source of greenhouse gas emissions in the cement industry. This approach helps minimize environmental impacts throughout the product life cycle.

To support this, a supplier evaluation checklist has been developed for new suppliers, covering key aspects of waste management. This includes whether suppliers have policies and targets to reduce waste sent to landfill, whether they implement proper waste segregation and recycling practices, and requiring high-risk suppliers to provide evidence of full compliance with applicable waste management laws and regulations.

1.3 Eco-friendly Logistics and Transportation

The Company select contractors who optimize transportation routes for raw materials and Ready-Mixed Concrete (RMC) to reduce fuel consumption. We are transitioning our fleet from internal combustion engines to EV Logistics, including the deployment of EV Mixer Trucks and electric cement haulers to eliminate tailpipe carbon emissions and reduce PM2.5 pollution in surrounding areas.

2. Social Impact

Enhancing Labor Standards and Safety of Suppliers

The Company has established a Supplier Code of Conduct covering key aspects of human rights, labor practices, occupational health and safety, and the prohibition of child labor. This applies particularly to Tier-1 suppliers and critical non-tier-1 suppliers, including both existing and new suppliers, as well as subcontractors throughout the supply chain.

The implementation encompasses the signing of the Supplier Code of Conduct, ESG assessment and monitoring, as well as risk management across the entire supply chain

2.1 Accident Prevention and Community Well-being We prioritize suppliers who maintain rigorous safety standards and effective management of dust, noise, and transportation safety, particularly for operations near factories and mining sites, to minimize impacts on local communities.

2.2 Supporting Local Economies and SMEs The Company actively provides opportunities for domestic suppliers and SMEs to integrate into our supply chain. We also provide continuous ESG Capacity Building to help smaller partners elevate their sustainability standards to meet international expectations.

The value of procurement payments made to local suppliers ^[204-1]

Unit : Million Baht

Locally supplied products and services*	2023	2024	2025
Local procurement of goods and services	11,015.11	10,379.79	7,802.67
Proportion of local purchases and services (%)	84.22	80.89	80.82

Note: * Local suppliers refer to business partners that provide raw materials, goods, and services to the company and have a registered office in Thailand. Transactions are conducted in Thai Baht, and value-added tax (VAT) is paid in compliance with legal requirements (applicable to Cement, LDPE, FCB, and CRT businesses).

3. Governance & Economic

3.1 Enhancing transparency and traceability of key raw materials:

- Implementing evaluation and monitoring systems for primary raw materials and fuel sources, such as coal, through a comprehensive Supplier Evaluation and Tracking System.

3.2 Mitigating production continuity risks:

- Managing risks within the cement business which heavily relies on large volumes of raw materials by diversifying supply sources and conducting regular ESG risk assessments.

3.3 Strengthening investor and financial institution confidence:

- Managing environmental and social risks throughout the supply chain and enhancing transparency, which directly supports the continuous improvement of the company's ESG performance.

II. Negative Impacts and Operational Challenges

While sustainable supply chain management creates long-term value, the Company recognizes and proactively manages the following significant challenges:

(1) Short-term Cost Increases :

Transitioning to a sustainable model requires upfront investment and higher operational expenditures:

- **Low-Carbon Raw Material Costs:** Developing and designing product formulas to achieve Clinker Reduction, utilizing Hydraulic Cement for Ready-Mixed Concrete (RMC), and producing low-heat concrete for large-scale structures involves higher research and material costs. This includes the development of our Green Product portfolio: Green Clinker, Green Cement, Fiber Cement, and Green Concrete Roof Tiles.
- **Monitoring and Audit Expenses:** Significant costs are associated with the rigorous ESG auditing and assessment of Tier-1 Suppliers, Critical Non-Tier-1 Suppliers, new vendors, and logistics contractors.
- **Supplier Capacity Building:** Investing in the development of supplier capabilities to ensure their operations align with the Company's stringent ESG standards.

(2) Supply Chain Complexity

The intricate nature of the industrial supply chain presents data and logistical hurdles:

- Difficulty in collecting environmental and social data from Tier 2-3 suppliers, such as small-scale mining transport contractors.
- Inconsistency in the quality of GHG emissions and safety data.
- Delays in raw material procurement if business partners do not meet sustainability criteria.

(3) Competitive Risks

Market dynamics may be affected during the transition period:

- Product prices may increase in the short term, impacting price competitiveness.
- Changing suppliers may affect production continuity if appropriate contingency plans are not in place.

ESG Risk Management in Supply Chain

The Company gives priority on risk management within the supply chain, focusing on environmental, social, and governance (ESG) issues to support sustainable development and ensure the confidence of all stakeholders. The Company has conducted proactive risk assessments in various areas to identify and manage potential risk factors that may impact business operations and corporate image.

1. ESG Risk Assessment Process

1.1 Risk Analysis and Identification

- **Human Rights Risk Assessment:** The Company monitors and assesses its supply chain to ensure fair labor practices, respect for human rights, and freedom from child or forced labor. We conduct comprehensive due diligence to verify that our suppliers uphold fair labor practices, prioritize worker safety, and respect human rights. Additionally, we promote diversity and inclusion in the workplace.
- **Assessment of Employee and Labor Welfare Risks:** The Company examines working conditions in its supply chain to ensure compliance with labor laws, prioritizes employee safety, does not employ forced labor, and embraces diversity, equity, and inclusion (DEI) across all dimensions, including race, gender, age, and experience. This approach ensures that everyone can participate and grow equally within the organization, creating a diverse culture and a focus on workplace safety.

- **Code of Conduct Risk Assessment:** The Company analyzes the risk that manufacturers or distributors in the supply chain may engage in unethical behaviors, such as fraud or intellectual property infringement.
- **Environmental Risk Assessment:** The Company considers the risks associated with non-compliance with environmental laws to ensure that its business partners share a commitment to environmental stewardship, including waste management, natural resource conservation, and reducing greenhouse gas emissions. The Company seeks to do business with partners who are committed to sustainable practices and environmental stewardship, from resource management and energy efficiency to minimizing emissions.
- **Economic Risk Assessment from Business Partners:** The assessment of economic risks arising from business partners is a key component of the company's risk management process, aimed at preventing potential impacts on operations. Evaluating the financial stability of business partners is a critical aspect of risk assessment.

1. Risk of Dependency on a Limited Number of Suppliers

The Company has analyzed the risks associated with relying on a small number of business partners, with the following assessment results:

- **Impact:** Delays or issues in product deliveries from key suppliers may disrupt production processes and affect the company's ability to fulfill customer orders.
- **Risk Management Measures:**
 - Expanding the number of suppliers in critical product and service categories.
 - Establishing backup suppliers to mitigate emergency situations.
 - Entering into long-term contracts with provisions for unforeseen circumstances.
 - Conducting regular financial assessments of key suppliers.
 - Monitoring news and events that could affect supplier stability.
 - Reducing risk by diversifying procurement across multiple suppliers.

2. Risk of Substandard Products/Services

The Company has assessed the risks associated with receiving products or services that do not meet quality standards, with the following findings::

- **Impact:** Substandard products could damage the company's reputation and increase production costs.
- **Risk Management Measures:**
 - Implementing stringent quality control processes for products and services from suppliers.
 - Defining quality requirements in contracts and evaluating suppliers based on established standards.
 - Strengthening relationships with suppliers to encourage continuous quality improvement.

1.2 Risk Assessment Tools and Methods

- **On-site Audit to assess risks and operations :** On-site supplier audits are conducted to assess risks and operational practices at suppliers' facilities, particularly for high-risk suppliers. The Company has established a plan to carry out such audits for suppliers with high environmental and social risks on a regular basis every three years.
- **Supplier Questionnaire and Document Review:** The Company conducts a formal assessment of its suppliers' progress with the REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) Regulation. This is a process to verify that suppliers are complying with the EU Chemicals Directive in accordance with REACH legislation using the Supplier Questionnaire & Self-Assessment. Questionnaires are sent to suppliers to assess their compliance with REACH requirements to reduce legal and commercial risks for the Company, promote consumer and environmental safety, and increase transparency and accountability in the supply chain.
- A Risk Scoring System is applied to prioritize risks.
- Verification of sustainability report and information published by central organizations such as EcoVadis or CDP

2. Risk Management Guidelines

2.1 Risk Reduction and Prevention

- The ESG policy is developed and communicated to suppliers, with clear requirements.
- Suppliers are provided with training on practices that align with ESG standards.
- The Company collaborates with suppliers to improve practices, such as reducing greenhouse gas emissions and managing waste.

2.2 Monitoring and Follow-up

- An annual audit report on ESG risks is prepared.
- Corrective actions are monitored for suppliers identified as high-risk.

2.3 Actions in the Event of a Violation

- Action steps include notifications, setting time frames for remediation, and terminating business relationships in the event of repeated or serious violations.
- Monitoring of performance and implementation of specific actions in cases where suppliers fail to comply with the Company's requirements is conducted based on supplier evaluation scores. For example, suppliers are required to achieve a minimum score of 60. If a supplier receives a score below 60 for two consecutive evaluations, it will be subject to review and may impact its status on the Approved Vendor List (AVL).

3. Results and Performance

- Reduced the number of high-risk suppliers within the supply chain, while increasing the number of suppliers certified in sustainability in alignment with ESG standards.
- Enhanced supply chain transparency through ESG disclosure and reporting practices.
- Conducted economic risk assessments related to suppliers, as well as Environmental, Social, and Governance (ESG) risk assessments for key suppliers. A total of 20 Critical Tier 1 suppliers (with an annual procurement value of THB 50 million or more) were assessed, representing 71.61% of total procurement value out of 1,756 suppliers.
- The results indicate that these suppliers are considered reliable, with no significant economic or ESG risks identified across all assessment criteria.

ESG Performance of Key Suppliers in 2025

	2023	2024	2025
Percentage of suppliers that have signed a Sustainable Procurement Charter or Supplier Code of Conduct.	96 %	97.50 %	99.65%
Percentage of suppliers that have signed contracts covering environmental, labor, and human rights requirements.	96 %	97.50 %	99.65%
Percentage of target suppliers that have passed the Self-Assessment (ESG Risk).	100 %	100 %	100 %
Percentage of target suppliers that have been audited on-site for ESG. (Onsite Audit)	100 %	100 %	100 %
Percentage of all buyers across all locations trained on sustainable procurement. The company has provided training courses on supply chain management and sustainable procurement for executives, employees, and relevant stakeholders in the procurement process.	100 %	100 %	100 %
Percentage or number of verified or assessed suppliers who have taken corrective action or capacity building.	100 %	100 %	100 %
Percentage of new suppliers that were screened using environmental criteria ^[308-1]	N/A	N/A	100 %
Number of suppliers assessed for environmental impacts ^[308-2]	N/A	N/A	20 persons
Number of suppliers identified as having significant actual and potential negative environmental impacts ^[308-2]	N/A	N/A	0 persons
Percentage of total suppliers identified as having significant actual and potential negative environmental impacts for which improvements were agreed upon as a result of the assessment ^[308-2]	N/A	N/A	0%
Percentage of total suppliers identified as having significant actual and potential negative environmental impacts with whom the relationship was terminated as a result of the assessment ^[308-2]	N/A	N/A	0%
Percentage of the Company's total new business partners screened using social criteria ^[414-1]	100%	100%	100%
Number of business partners assessed for social impact ^[414-2]	15 cases	13 cases	20 cases
Number of business partners identified as having actual and potential negative social impacts ^[414-2]	0 case	0 case	0 case
Percentage of the Company's business partners identified as having actual or potential material negative social impacts, for which improvements were approved as a result of the assessment ^[414-2]	0%	0%	0%
Percentage of the Company's business partners identified as having actual or potential material negative social impacts, whose relationships were terminated as a result of the assessment ^[414-2]	0%	0%	0%

Note: *Self-Declaration Assessment: The Company will conduct an on-site ESG audit after its direct business partners (Critical Tier 1) complete a self-declaration. Additionally, the Company has a plan to monitor and conduct audits in the operating area at least once every two years.

Target	Action Plan	Key Performance in 2025	Guidelines for improving future operations
<p>Procurement</p> <ul style="list-style-type: none"> - Supporting local procurements in order to create economic returns in areas where TPIPL has operated. Proportion of local purchases and services given to local suppliers is not less than 70% - Supporting suppliers to expand the use of sustainable practice guidelines throughout the supply chain for the continuous development and efficiency. - Regularly monitoring operations to ensure that the suppliers operate in accordance with the standards and laws set, for example inspecting the supplier's operating sites (On site ESG Audit), etc. - The Company assesses the environmental, social and corporate governance risks (ESG Risk) by Self-Declaration - The Company will conduct an on-site ESG audit after its direct business partners (Critical Tier 1) complete a self-declaration. Additionally, the Company has a plan to monitor and conduct audits in the operating area at least once every two years. 	<p>Procurement Practices</p> <ul style="list-style-type: none"> - Establishing a Supplier Code of Conduct that outlines key guidelines, such as the Code of Ethics for Purchasing, Business Code of Conduct, business operations, safety, health, labor and human rights, environmental impact, and community and social impacts, is essential for creating transparency and fairness. This code also includes considerations for equality and honesty in all business dealings. Additionally, suppliers have guidelines for continually managing impacts on society and the environment, ensuring effectiveness and appropriateness. - Establishing regulations and guidelines for recruiting and evaluating current and new suppliers, while adhering to the principles of the Supplier Code of Conduct. Important operational steps include: <ol style="list-style-type: none"> 1) Recruiting and selecting current and new vendors must be approved as acceptable sellers; therefore, their names will be included in the Approved Vendor List (AVL) with the following steps: <ol style="list-style-type: none"> 1.1 Recruiting new vendors can be accomplished by searching for information from quotations, brochure catalogs, and the Yellow Pages, which is a telephone directory. Additionally, basic information can be gathered from buyers, data in the market for the respective type of product or service. 1.2 New vendors that can be recruited will be selected according to specified criteria, which will consider the following topics: <ul style="list-style-type: none"> • Details of standards for product or service desired • Details of operations • Payment terms or delivery conditions • Convenience and speed in contacting and coordinating • Survey of suppliers/subcontractors at the production site • Environmental & social issues in terms of human rights, refraining from using illegal labor such as child labor, slave labor, etc. • Others as appropriate, such as environmentally friendly raw materials or greenhouse gas reduction 2) For the inclusion of vendors in the AVL, both current and newly approved vendors will be listed, categorized by the type of products or services they provide. This classification includes: (1) a list of acceptable vendor/subcontractors; (2) a list of acceptable suppliers/subcontractors (General); and (3) a list of acceptable suppliers/subcontractors (Special). The AVL will undergo reviews or updates in response to any changes, or on a regular basis, at least every 6 months. 3) For vendor evaluation, vendors listed on the AVL will be included when they meet specific criteria, categorized as follows: (1) evaluation based on delivery time and the condition of goods during the initial inspection; (2) evaluation of the quality of goods or services, including vendor cooperation; and (3) evaluation of services and cooperation regarding purchasing or pricing issues. The Purchasing Department will collect evaluation results from involved parties to conclude the result of delivery/subcontracting. Vendors who receive a score of less than 60 in two consecutive evaluations will be considered for removal from the AVL if they fail to improve their performance. 4) Establishing the evaluation round for vendors in AVL, divided by vendor group. Vendors contacted for orders through the Purchase Department at the head office will be evaluated annually. 	<ul style="list-style-type: none"> - In 2025, 100% all new suppliers of the Company must meet criteria for recruiting and selecting customers, considering societal, human rights, and environmental issues in procurement. They are also required to sign the Supplier Code of Conduct for purchasing, procurement, and employment. - A total of 1,750 suppliers have signed the Supplier Code of Conduct, which represents 99.65% of the total of 1,756 suppliers ^[414-2] _[414-1]. - The on-site ESG Audit evaluation will be conducted after suppliers are required to complete the Self-Declaration. In the case of direct suppliers (Critical Tier 1), a plan is in place to continue monitoring and conducting audits in the operating area at least once every two years. In 2025, 20 suppliers required on-site ESG audits. - No incidents suppliers violating applicable laws, human rights, labors and environment. 	<ul style="list-style-type: none"> - Conduct a survey and assessment of ESG suppliers across all of the Company's suppliers to identify potential and potential negative social impacts in order to improve and enhance suppliers to comply with the Supplier Code of Conduct.

Target	Action Plan	Key Performance in 2025	Guidelines for improving future operations
	<p>The Company has assessed environmental, social, and corporate governance risks (ESG risks) arising from its suppliers by identifying risk issues in all three areas:</p> <p>(1) Environmental</p> <ul style="list-style-type: none"> Compliance with environmental laws, including climate, energy, water, and waste management. Promotion or improvement of operations to mitigate global warming. Management of hazardous waste by authorized disposal operators. <p>(2) Social and Human Rights</p> <ul style="list-style-type: none"> Non-discrimination against business partners. Use of illegal labor, including child labor, conscripted labor, forced labor, and illegal migrant labor. Occupational health and safety management in the workplace. <p>(3) Corporate Governance</p> <ul style="list-style-type: none"> Lawful business operations / conducting business in compliance with the Business Code of Conduct. Implementation of an anti-corruption policy. Non-disclosure of trade secrets. <p>Managing suppliers based on the Supplier Code of Conduct by specifying criteria for selecting suppliers required for Onsite ESG Audit, as follows:</p> <ul style="list-style-type: none"> Tier 1 suppliers refer to suppliers who directly produce or provide services to the organization. The Purchasing Department will send an evaluation form to suppliers for self-assessment at least once every 2 years. This process aims to review and summarize the list of suppliers, enabling the preparation of a monitoring plan and the conduct of on-site audits. Non-Tier 1 Suppliers refer to suppliers who produce or provide services to Tier 1 Suppliers without indirect suppliers. The Company utilizes a risk management process as outlined in its policy, adopting the principles of The Committee of Sponsoring Organizations of the Treadway Commission - Enterprise Risk Management (COSO-ERM). 	<ul style="list-style-type: none"> In 2025, there were no complaints from business partners regarding procurement activities. No partners were identified as having actual or potential material negative social impacts in 2025. ^[414-2] The procurement budget paid to local suppliers represents 80.82% of the total procurement budget actually disbursed by the organization during the reporting period ^[204-1]. <p>Note: Local suppliers are those who provide raw materials, products, or services to the Company and operate from offices located in Thailand. They conduct transactions in Thai Baht and comply with Value Added Tax regulations as mandated by law.</p> <ul style="list-style-type: none"> The Procurement Department specifies the payment period in the Terms of Reference (TOR) or the scope of work to be purchased or hired. Although specified at 30-60 days, the actual average in 2025 was 48 days. 	

In addition, the Company has revised its Supplier Code of Conduct for procurement and sourcing from the previous version dated 3 February 2021 to the updated version dated 16 October 2025, to align with more stringent corporate governance and sustainability standards. The revised Code is clearly structured into key categories, including: (1) Procurement and Business Conduct, (2) Health, Safety & Well-being, (3) Labor and Human Rights, (4) Environmental Impacts, (5) Community and Social Impacts, (6) Business Ethics & Transparency, (7) Supply Chain & Communication, (8) Monitoring & Continuous Improvement, and (9) Whistleblowing and Grievance Mechanisms.

The updated Code distinctly separates labor, health, and environmental aspects, while expanding the requirements in each category. It also incorporates key sustainability concepts, such as the Zero Waste approach, the 3Rs principle (Reduce, Reuse, Recycle), pollution management (including air emissions and wastewater discharge), proper handling and disposal of waste, chemicals, and hazardous materials, as well as climate change mitigation. Suppliers are required to establish policies and targets for reducing greenhouse gas emissions from their operations.

In terms of water security, suppliers are required to implement effective water management systems, with a focus on reducing water consumption per unit of production, minimizing resource use and waste generation, and promoting efficient energy use. The Code also emphasizes biodiversity protection and conservation, including a clear prohibition on deforestation in forest areas.

Furthermore, the Company encourages suppliers to disclose environmental information. In addition to complying with applicable laws and regulations on pollution control, wastewater discharge, waste management, and the handling of chemicals and hazardous substances, suppliers are expected to implement robust monitoring and control measures, as well as report environmental performance as appropriate. Continuous adherence to the Code is reinforced through regular audits and self-assessments to drive ongoing improvement.



Supplier Code of Conduct for Procurement, Sourcing, and Contracting ^[2-23]

<https://www.tpipolene.co.th/en/aboutus-en/supplier-code-of-conduct-en>



Collaboration and Continuous Development

ESG risk management in the supply chain is a key strategy for building sustainability and strengthening stakeholder trust. The Company has worked with its business partners by providing advice and support to enable continuous improvement in operational collaboration. The Company remains committed to developing processes and practices that ensure our supply chain meets the highest environmental, social, and governance standards.

Support and Promotion of Sustainable Business Operations for Trade Creditors

The Company has a policy to treat all creditors equally, ensuring compliance with legal requirements and business standards by strictly adhering to terms and conditions and contracts, as well as the principles of honesty, transparency, and fairness in the payment process to business partners, creating trust and sustainable cooperation.

The Company's Requirements and Practices towards Creditors are as follows:

1. The payment terms will be specified in the agreement or contract signed between the Company and its business partner. Payment is due 30-60 days after the goods or services are delivered, depending on the agreement made with each creditor (which may be more or less than 30 days). The Company does not have a policy of late payments to creditors. Payments via money transfer or cheque are made on the 1st and 4th Fridays of each month, in accordance with the specified payment period. The cheque payment date, as outlined in the billing-cheque payment table, is generally adhered to.
2. The Company will comply with legal requirements and international business standards, such as fair payment requirements.
3. The Accounting Department will review and follow up on payments to ensure they are made on time, maintaining strong relationships with business partners.
4. The Company does not use fraudulent methods or conceal any important information or facts that may harm creditors, nor does it seek unfair benefits from them.
5. Negotiations will be conducted to resolve issues reasonably and fairly in the event of conflicts or disputes.
6. The confidentiality of creditor information will be maintained, and any information that may cause damage will not be disclosed.





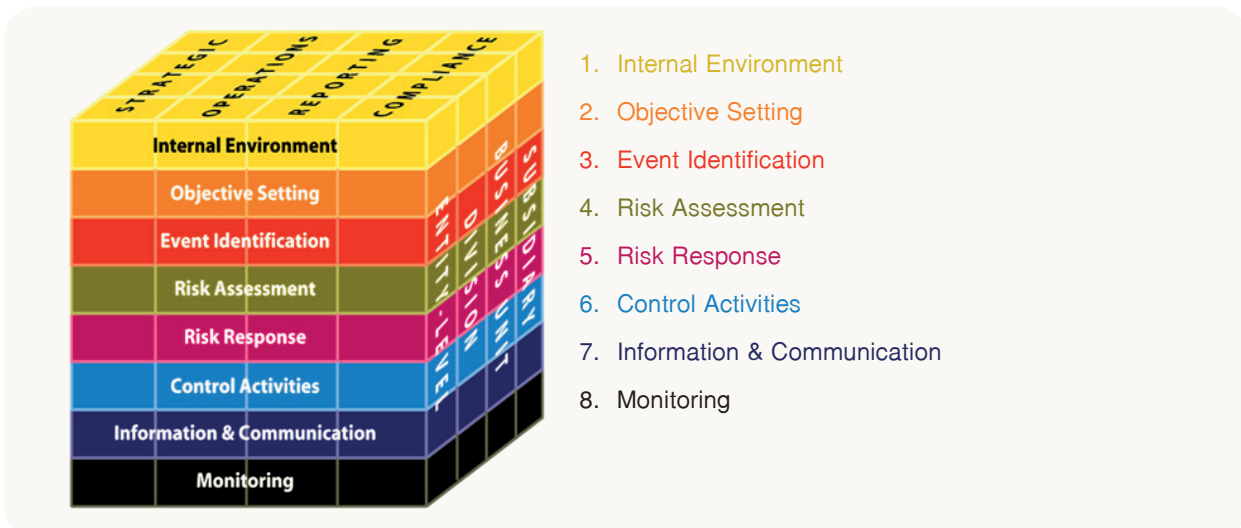
Risk and Crisis Management ^[3-3]

Risk management is considered an important foundation of business management. We prioritize a systematic, enterprise-wide risk management (ERM) framework that undergoes continuous development by integrating risk management into strategic formulation, corporate planning, and daily operations to ensure that the Company is well-positioned to achieve its defined strategic and operational objectives.

The Company has established a structured process to identify, assess, prioritize, and manage risks systematically. This process evaluates both internal and external factors, defining the risk appetite and implementing appropriate risk response measures. To ensure effectiveness amidst a dynamic business environment, risk statuses are continuously monitored, evaluated, and reported.

To align our business operations with sustainable development goals, the Company's risk management processes are governed by internal policies and integrated with the following international standards:

- **COSO-ERM:** The Committee of Sponsoring Organizations of the Treadway Commission - Enterprise Risk Management framework is utilized as the primary structural guideline.
- **TCFD Alignment:** We have adopted the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) to serve as a framework for risk assessment, ensuring that business operations are aligned with sustainable development goals.



TCFD Framework

Core Elements of Recommended Climate-Related Financial Disclosures



Governance

The organization's governance around climate-related risks and opportunities



Strategy

The actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategies and financial planning



Risk Management

The processes used by the organization to identify, assess, and manage climate related risks



Metrics and Targets

The metrics and targets used to assess and manage relevant climate-related risks and opportunities

In 2025, the Company has continued to focus on managing sustainability risks, or “ESG Risks,” which are related to environmental, social, and governance issues. The Company recognizes the importance of human rights in ensuring the organization’s sustainability and has therefore established respect for human rights as a fundamental corporate practice. It also acknowledges the significance of governance risks and has introduced an anti-fraud and anti-corruption policy to ensure that everyone in the organization complies with it consistently and in alignment with the organization’s risk management process.





Risk Management Administration

The Company manages and reviews risks by evaluating shifting environmental factors alongside a business model grounded in sustainable development across economic, social, and environmental dimensions. Our risk management policy is implemented through the following core mandates:

- **Standardized Risk Processes:** Establish high-quality, international-standard processes for the systematic identification, analysis, evaluation, prioritization, management, and control of risks. This includes consistent monitoring, reporting, and communication of risk-related data across the entire organization.
- **Qualitative and Quantitative Assessment:** Risks are measured through both qualitative metrics (such as corporate reputation and brand image) and quantitative metrics (such as financial loss, revenue decline, or expense increases), evaluated based on their likelihood and impact.
- **Risk Limits and Early Warnings:** Define risk limits to restrict potential damages within the Company's accepted tolerance levels. Additionally, establish Warning Signs (Early Warning Indicators) to alert personnel to take immediate corrective action before risks exceed predefined thresholds.
- **Formalized Operating Procedures:** Maintain written operational regulations and guidelines for management and staff to strictly follow, serving as a primary internal control mechanism to mitigate operational risks.
- **Enterprise Risk Culture:** Cultivate a robust Risk Culture throughout the organization to foster a shared understanding, awareness, and collective responsibility regarding risk management and its impacts. This involves seamless coordination between Risk Owners across all departments and the Risk Management units to continuously monitor, review, and assess significant emerging risks.

Promoting an Enterprise-Wide Risk Culture

The Company is committed to establishing a systematic risk management foundation for both short-term and long-term operations. Our goal is to instill risk management awareness among all executives and employees, fostering a corporate culture where risk recognition leads to proactive implementation. This alignment ensures the achievement of our defined Sustainable Development Goals (SDGs) through the following actions:

- **Annual Risk Monitoring and Review:** The Company conducts a comprehensive risk monitoring and review process for every business unit annually. The Risk Management department consolidates these reviews for in-depth analysis and evaluation. The findings are summarized into a formal Risk Management Report, which is presented to the Risk Management Committee (RMC) and the Board of Directors on an annual basis to ensure high-level oversight.
- **Systematic Risk Education and Training:** To ensure proficiency across all organizational levels, the Company provides systematic risk management training. We conduct the "Enterprise Risk Management" curriculum at least twice a year.

Target	Action Plan	Follow-up and Review in 2025	Guidelines for improving future operations
<ul style="list-style-type: none"> To conduct business in accordance with the sustainable development goals To reduce the cause of the possibility of damage to the Company by keeping the level and magnitude of damage at an acceptable, assessable, controllable, and systematically verifiable level with regard to achieving objectives or organization's goals as important For managing climate change risk to be in accordance with government policy and in line with the organization's goal of achieving carbon neutrality by 2043. 	<ul style="list-style-type: none"> The Board of Directors has established a Risk Management Committee to supervise and be responsible for the development and monitoring of the Group's risk management policy and requires that the results be reported to the Board of Directors on an annual basis. Requiring that managing risks and opportunities related to climate change is one of main goals of the organization and a part of environmental risk management by identifying important issues, assessment of impacts, opportunities and management of climate change risks based on steps set out in "Risk Management Manual" Managing "ESG Risk", the risk related to Environmental, Society and Governance issues under the Company's risk policy. There is a risk management process under the Company's policy and has also applied the criteria of The Committee of Sponsoring Organizations of the Treadway Commission - Enterprise Risk Management (COSO-ERM) and Task Force on Climate-Related Financial Disclosures (TCFD) as a framework for managing the Company's risks in order to conduct business in accordance with the sustainable development goals. Promote a risk management culture throughout the organization by providing risk management training to employees to build knowledge, understanding, participation, and systematic risk management. There will be training every year at least twice a year. 	<p>In 2025, the Company conducted a review of its key risk issues and categorized them into seven risk categories, as follows:-</p> <p>1. Strategic Risk Risks resulting from failure to execute business operations as originally planned, including: 1) risk management related to the transition from coal to waste-derived fuels to meet production cost reduction targets; and 2) management of investments in environmentally sustainable projects, such as the use of conveyor systems for raw material transportation, the electrification of heavy machinery and transport trucks, and the implementation of Artificial Intelligence (AI) to enhance production accuracy and efficiency. The Company regularly monitors and analyzes the implementation of the business plan and investment projects, including improving operating results and reviewing investment plans, to achieve maximum benefit and efficiency.</p> <ul style="list-style-type: none"> The results of the Company's Strategic Risk assessment are at the "moderate" level. <p>2. Operational Risk Operational risks arise from internal processes or external factors that may impact the efficiency and continuity of the Company's business operations. To mitigate these risks, the Company has implemented robust control measures, including: Standardized Operational Excellence: All business units are mandated to establish and strictly adhere to Standard Operating Procedures (SOPs). These manuals serve as a foundational benchmark to ensure consistency, safety, and high performance across the organization. Strengthening Internal Controls: The Company continuously enhances its internal control systems to prevent errors, fraud, and operational disruptions, ensuring that checks and balances are integrated into every critical workflow. Data-Driven Management (MIS): We have integrated advanced Management Information Systems (MIS) into our core operations, including production, sales, and financial data management. This digital transformation increases operational efficiency, data accuracy, and organizational transparency, allowing for real-time monitoring and informed decision-making.</p> <ul style="list-style-type: none"> The results of the Company's Operational Risk assessment are at the "moderate" level. <p>3. Financial Risk It involves the risk of liquidity shortages or a lack of funding sources for conducting business or investing in various projects, such as risks associated with exchange rate fluctuations and interest rates, etc. The Company has implemented a cautious financial policy, staying within specified budgets to ensure appropriate returns and maintain sufficient cash flow for operating the business and investing in various projects. Furthermore, the Company implements natural hedging strategies to manage foreign exchange risk and limit potential impacts from fluctuations in exchange rates</p> <ul style="list-style-type: none"> The results of the Company's Financial Risk assessment are at the "moderate" level. 	<ul style="list-style-type: none"> Reviewing and monitoring risks to ensure they align with the Risk Appetite. Implementing corporate governance measures, including the development of essential risk management policies, and providing continuous supervision to ensure compliance with the risk management policy and framework. This fosters an effective risk management system within the Company Group and ensures ongoing compliance throughout the organization. Overseeing climate change risk management to ensure alignment with the organization's established goals. Implementing robust cyber security risk governance by establishing appropriate policies and frameworks. Specialized teams are responsible for managing information systems, continuously monitoring and mitigating cyber threats, and regularly reviewing and enhancing security measures to safeguard corporate data and improve operational efficiency.

Target	Action Plan	Follow-up and Review in 2025	Guidelines for improving future operations
	<p>Crisis Management The Company has a Business Continuity Plan (BCP) to deal with significant risks and potential public health risks. To enable business operations to identify key risks, including fire, fire, terrorism, etc. Riot protests, cyber threats</p> <ul style="list-style-type: none"> • Activity/ Major tasks of the department • Events, situations or problems arising from significant risks. • Impacts • Activities and solutions • Support plans and troubleshooting steps • Person in charge, coordinator <p>The central working group and related departments will jointly monitor it. Review and evaluate the BCP plan on an annual basis.</p>	<p>4. Compliance Risk</p> <ul style="list-style-type: none"> - It is a risk of not being able to comply with laws and government regulations or policies, including corruption. - The Company has established a unit to monitor changes in government policy, laws, rules, and regulations related to business operations and to supervise compliance with government regulations and policies. In addition, operations are carried out in accordance with the regulations of the Office of the Securities and Exchange Commission and the Stock Exchange of Thailand. <ul style="list-style-type: none"> • The results of the Company's Compliance Risk assessment are at the "moderate" level. <p>5. Environment Risk</p> <ul style="list-style-type: none"> - It is the risk of pollutant emissions from the production process causing an impact on the surrounding communities and the environment. - The Company has a policy to replace coal with waste fuel in the cement production process by up to 25% and to achieve carbon neutrality by 2043. This includes a focus on the production of green products, using electric trains and conveyor belts instead of combustion-powered vehicles in the mining business, and producing hydraulic cement, etc. <ul style="list-style-type: none"> • The Company's environmental risk assessment results are at the "moderate" level. <p>6. Social Risk</p> <p>It is a risk in human resource management, safety, occupational health, and working environment. including violations of human rights</p> <p>The Company has established dedicated functions to oversee human rights, labor practices, occupational health, and workplace safety. The Company has provided all employees with a manual on safety practices in accordance with industry standards. Additionally, a policy on respect for human rights principles has been established (as per Announcement No. 113/2557 on International Human Rights Policy), considering benefits and equality to prevent human rights violations within the organization. Furthermore, there are channels for complaints, a Welfare Committee has been established, and a policy is in place to ensure fairness to employees, business partners, and stakeholders, while also protecting complainants and keeping complaints confidential.</p> <p>The results of the Company's social risk assessment are at the "moderate" level.</p> <p>There have been no incidents of human rights violations, and no use of child labor, forced labor, or involuntary labor.</p>	

Target	Action Plan	Follow-up and Review in 2025	Guidelines for improving future operations
		<p>7. Governance Risk</p> <ul style="list-style-type: none"> - It is a risk in managing transparency in operations and corruption. - The Company has a policy to supervise the operations of every department in accordance with the principles of corporate governance, its Code of Conduct and ethics, and strict measures to prevent corruption. <p>Following policies are announced:</p> <ul style="list-style-type: none"> • Announcement No. 2557/107 on Anti-Corruption Policy • Announcement No. 2557/0125 on the Company's Code of Conduct • Announcement No. 0127/2557 on Corporate Governance Policy <ul style="list-style-type: none"> - The Company has channels for whistleblowing or filing complaints if any corruption related to the Company's activities that violate policies is discovered, allowing employees or external parties involved in the business to report or file complaints. • The results of the Company's corporate governance risk assessment are at the "moderate" level. 	

Note: Risk level scores are divided into 4 levels as follows:

Overall Risk Level	Score Level	Meaning
Low	1-2	An acceptable level of risk that does not require risk control or additional management
Medium	3-6	An acceptable level of risk, with controls in place to prevent it from deteriorating to an unacceptable level
High	7-12	An unacceptable level of risk that requires risk management to maintain it at an acceptable level
Very High	13-25	An unacceptable level of risk that requires immediate risk management to maintain it at an acceptable level







Economic Performance ^[3-3]



In response to changes arising from economic downturns, geopolitical conflicts impacting energy, transportation, and production costs, and other factors affecting both supply and demand in the housing market, alongside shifting consumer priorities emphasizing health and safety, the Company has strategically adjusted its business processes. Operational flexibility has been improved, along with enhanced service adaptability to effectively respond to uncertainties. Additionally, competitive capabilities have been strengthened to ensure customers have rapid and convenient access to our products, thus driving business value and continuously delivering benefits to all stakeholders, facilitating sustainable growth.

Economic Performance (based on consolidated financial statements)

Unit: Million Baht

					
Total Revenue	Employee wages and welfares	Tax expense	EBITDA	Net profit	Dividend per share (Baht/share)
36,381	6,677	237	9,150	2,673	0.03

Target	Action Plan	Key Performance in 2025	Guidelines for improving future operations
<ul style="list-style-type: none"> - Create growth potential and high return on investment for the organization in the long run and continue to deliver value to shareholders and related stakeholders under good corporate governance policy. 	<ul style="list-style-type: none"> - Comply with the Group’s good corporate governance policy and business ethics, as well as promote a culture of good corporate governance, take responsibility for relevant stakeholders, and encourage the implementation and conduct of business with human rights principles, consumer rights and fair labor - Focus on developing innovation with application of technology to create value added to the products, with their own research and development team of TPI Polene Group. - Focus on managing the organization by embracing BCG criteria at all stages of the value chain to achieve efficient resource utilization and increase the advantage in production costs. - Continuous development of waste fuel replacement for coal in all four cement plants to reduce cement production costs and increase competitiveness. - Saving in cement & binders: Development of new innovations to reduce the use of clinker, increase the use of substitute materials, promote the use of Low Carbon Cement (Low Carbon Cement), such as the development of hydraulic cement to be used as a replacement for portland cement type 1 etc. - Savings in clinker production: Reduce the use of fossil fuels in burning clinker, increase the use of biomass fuel, fuel from industrial waste, or municipal waste, which has been implemented since 2021 and will be completed in 2023. - The use of electricity from completely renewable clean energy (RE100 – Electricity Energy use Renewable Energy 100%) by producing electricity for use within TPI Polene Group in cement production and procurement of REC (Renewable Energy Certificate) to make cement production use 100% renewable energy. - Focus on niche market for EVA resin products with high profit margins and increase the production capacity of EVA emulsion and EVA powder. - Develop the production process of raw materials to produce quality products with modern technology, expand new product lines with valuable different designs at competitive prices, and organize transportation and deliver goods to customers as needed and accurately. - Install machinery in the rotary kilns to reduce Heat Consumption, reduce repair costs and thereby can reduce the cost of cement production. - Increase the range of mortar, fiber cement, concrete tiles and lightweight concrete that meet market demand - Expand the channels of sale in Modern Trade in Bangkok and metropolitan areas and main cities, as well as add retail channels that are suitable for the New Normal and online sales channels to make orders for products more conveniently. - Develop a logistic system to deliver products and services to customers rapidly, accurately, and with safety standards in the transportation of goods. There are distribution centers for products and raw materials scattered in strategic locations across the country with a network for inventory management. There are also retail stores to support sales to customers for easier access to products. 	<ul style="list-style-type: none"> - The only manufacturer in Thailand that can manufacture and distribute EVA Emulsion and EVA Powder to market under the brand Polene® - Since 1 June 2023, the Company has produced Green Products, such as Green Clinker, hydraulic cement (Green Cement), Fiber Cement, and Green Concrete Roof Tile, marking its entry into the Green Construction. - Installation of the conveyors belt system and construction of CDE Plant (Site C) to recycle the scrap to increase revenue and profit for the cement business. - Electric mixers have been integrated into trucks employed for transporting ready-mixed concrete to customers in the ready-mixed concrete business, enabling savings of approximately 30% on fuel costs. - Diamond blade sharpening machines have been installed in the fiber cement business to aid in the production of fiber cement products, resulting in savings of around 30% on diamond blade sharpening expenses. - The Company imported machinery from a European manufacturer and successfully installed it in its new EVA powder manufacturing plant, boasting a production capacity of 5,000 tons per year. Following trials and operational readiness by 2023, the machinery has enabled the Company to capitalize on the burgeoning market for EVA powder s in the expanding region. - The Company has revenue from sales of Baht 34,628 million, revenue from sales in the construction materials business accounted for 59.52% of total sales revenue. Revenue from petrochemicals and chemicals business accounted for 23.76% of total sales revenue and energy/utilities business accounted for 16.72% of total sales revenue. - The Company’s cost of sales was Baht 25,452 million, representing 73.50% of sales revenue. - The Company realized net profit from operations (excluding gains (losses) from exchange rates and corporate income tax) of Baht 3,791 million. - In 2025, no grounds for prosecution, fines or other penalties, and no disputes must be carried out through dispute resolution mechanisms adhering to other socioeconomic or regulatory laws or regulations. ^[2-27] - The Company has developed and commenced the commercialization of Ethylene-Methyl Acrylate (EMA) copolymer, a high-value specialty polymer used as an impact modifier and tie-layer material for advanced plastic applications. The production process has been continuously optimized to enhance efficiency and reduce costs. At the same time, the Company is in the process of developing next-generation copolymers with higher technological complexity to strengthen its capabilities in niche markets with limited global producers. 	<ul style="list-style-type: none"> - Developing products and services as well as produce products to respond to market demand, which demand consumption for the Company’s products in the country, expand consistently due to the COVID-19 outbreak that can be controlled in many areas, including exports that are expected to increase demand. It also underpinned investment in the construction of utilities, mass transit and transportation networks in the central and regional sectors of the public and private sectors to support the country’s growth and entry to the ASEAN Economics Community (AEC). - Focused on enhancing machinery reliability, reducing production costs, and expanding its market presence both domestically and internationally, particularly among customers relocating their production bases to Thailand. In addition, the Company aims to increase the production and sales proportion of EMA and newly developed copolymers to diversify risks associated with the commodity market. The Company also plans to develop high-value specialty polymers with significant entry barriers in terms of technology and machinery, in order to strengthen competitive differentiation and mitigate the impact of oversupply from major regional producers. - Developing water-based and powder adhesives with enhanced bonding strength, particularly for applications involving low surface energy materials such as metallized films and plastic sheets. These products are currently undergoing industrial-scale testing with customers, with the objective of expanding into premium packaging markets. In addition, the Company leverages shared infrastructure and key raw materials from its polymer production facilities to reduce production costs and enhance long-term price competitiveness.

In 2025, the Company distributed economic value directly to various stakeholders, generating a cumulative economic value of Baht 6,654 million, with details as follows:-

Direct Economic Value Generated and Distributed ^[201-1]	2025* (Million Baht)
(1) Direct Economic Value Generated	
Revenues	27,786
(2) Economic Value Distributed	
Operating Costs	13,503
Employee Wages and Benefits	4,959
Payments to Providers of Capital	2,658
Payments to Government	-
Community Investment	12
Total	21,132
Retained Economic Value (1) – (2)	6,654

Remark: * Based on the Company's Separate Financial Statements





The Company is well aware of today's cyber threats, which are caused by bad individuals or hackers. There are methods and tools used to cause damage to information systems or commit data theft in various forms. These threats are becoming more complicated every day. If there is a lack of efficient operations, it may have wide-ranging effects and damage the Company, its affiliated companies, customers, suppliers, employees, and/or visitors, or all concerned individuals who have contact with the business of the TPI Polene Group. This includes trade information, important data of the Company and those involved, and the reputation of the Company and its affiliated companies. The Company kept the data and is disclosed securely for the purposes as agreed by the data possessors in accordance with the Personal Data Protection Act B.E. 2562. The Company has established a privacy policy which can be found in more detail on the Company's website www.tpipolene.co.th

As for customer information, the Company recognizes the importance of protecting the personal data of customers which has been stored, collected, and used with the objective of offering products and services to meet the needs of customers in the most efficient way.

In 2025, TPI Polene Group received no complaints of personal data breaches. ^[418-1]



Privacy Policy ^[2-23]

<https://www.tpipolene.co.th/en/aboutus-en/personal-data-protection-policy-en>



Target	Action Plan	Key Performance in 2025	Guidelines for improving future operations
<ul style="list-style-type: none"> - Preventing or reducing damage caused by cyber threats of trade information, customers, suppliers, employees and/or stakeholders, which will affect the trading strategy and related stakeholders of the Company and its subsidiaries. - Raise awareness of cyber threats (Cyber Security Awareness) to employees at all levels to promote knowledge to keep up with various forms of cyber threats and reduce the risk of cyber threats in the operations under the Company information systems and the daily lives of employees. 	<p>The Company has established an IT security policy for its information systems and for the Company and its affiliated companies, requiring regular reviews of cyber threat prevention systems. This includes developing and improving cyber defense systems to keep pace with evolving threats to information systems and the seriousness of ongoing threats. The details are as follows:</p> <p>1. Communication systems and networks outside the Company and its affiliate: Install the Firewall to separate the scope of the network system outside and within the Company and its affiliates to prevent attacks from malicious people or hackers on the information systems of the Company and its affiliates from outside the Company.</p> <p>2. Host computer and client computer 2.1 Cyber Security Patching for Computer Operating System 2.2 Install Endpoint Security to protect against computer viruses and malicious programs.</p> <p>3. A virtual private network, or VPN, is necessary to connect to the systems of the Company and its affiliates from branch offices of the Company and its affiliates or external agencies. The Company requires the use of Virtual Private Network or VPN to connect to the Company's and its affiliates' systems to ensure the safety of receiving/transmitting information between branch offices or external agencies to the information systems of the Company and its affiliates.</p> <p>4. Knowledge Base 4.1 The information management team regularly conducts cyber security studies. 4.2 Basic Cyber Security Awareness Training (Basic Cyber Security Awareness Training) is a guideline for working and using information systems to be safe from cyber threats.</p>	<ul style="list-style-type: none"> - The development of an information security system requires significant technological involvement and the formation of a team to prevent cyber threats, necessitating time for information study and a relatively high investment budget. Therefore, it is essential to thoroughly assess the information and evaluate its worthiness and appropriateness for use within the organization before requesting budget approval. - During the year 2023-2024, the Information Technology Department conducted a study on guidelines for developing information security by inviting a team of experts in cyber threat prevention. The purpose was to seek basic knowledge and advice on developing and enhancing cyber security protection systems, including: <ul style="list-style-type: none"> • MFEC Public Company Limited. • Internet Thailand Public Company Limited. • Pacific Internet (Thailand) Company Limited, as well as both domestic and international vendors specializing in cyber security equipment and solutions. <p>Based on the information provided by the service providers mentioned above, the Company has evaluated the cyber security system enhancement plan in phases as follows:-</p> <ol style="list-style-type: none"> 1. Phase 0: Through evaluating the current cyber security system, the Company assesses its capability to protect against cyber threats. 2. Following the receipt of the test results during Phase 0, the service provider will compile a report assessing the Company's cyber threat protection capabilities and offering recommendations for enhancing cyber security systems. This comprehensive report will be structured into three distinct phases for clarity and coherence. <ol style="list-style-type: none"> 2.1 Phase I To safeguard against highly severe threats that may compromise the Company's operational systems. In the event of such an occurrence, the Company may experience disruptions in normal operations and incur significant financial losses. 2.2 Phase II To safeguard against medium-level threats that may target the Company's operational systems. In the event of an incident, the impact may not be as severe as outlined in Phase 1. The Company's operations can still continue, albeit with potential temporary disruptions, and there may be some financial losses incurred. 2.3 Phase III To safeguard the Company's work systems against potential minor threats. While these threats may not initially pose severe impacts, they could accumulate damage and escalate in severity over time. 	<ol style="list-style-type: none"> 1. The Company will conduct a Cyber Security Assessment to evaluate cyber security risks across the Company and its subsidiaries to identify vulnerabilities and enhance the existing cyber security framework. 2. The Company will establish a cyber-threat knowledge base and preventive guidelines to raise cyber security awareness among users of the Company's and its subsidiaries' information systems. 3. The Company will establish a 24/7 Cyber Security Operation Team and set up a Cyber Security Operation Center (CSOC) to monitor and safeguard against cyber threats. <ul style="list-style-type: none"> - In 2025, the Company will coordinate with Proof of Concept (POC) providers to assess appropriate information security systems or approaches and present them to senior executives for project approval, along with the budget.

Target	Action Plan	Key Performance in 2025	Guidelines for improving future operations
	<p>5. Information System Review by External Auditor: Conduct an annual information system review by an external auditor in accordance with standards or information system review frameworks like ITIL, ISO27001, etc. and make improvements to fix any flaws discovered during the review of the information system to ensure that it is secure.</p> <ul style="list-style-type: none"> - However, the Company is well aware of the importance of keeping internal information safe without any leaks; as such breaches can lead to significant damage at various levels. Therefore, the Company's directors, executives, and employees at all levels must adhere to the Company's guidelines for maintaining internal information security. In addition, the Company established a Personal Data Protection Policy in 2021 as a guideline for employees at all levels to protect the personal data of customers, suppliers, employees, and related individuals. This policy allows for the strict use of data based on the requirements of the PDPA, covering the processes of securely storing, collecting, and disclosing information, including granting the data subject the right to access, verify, and withdraw consent to their data at any time. Any violation of the policy and the Company's practices will be dealt with severely, including prosecution to the fullest extent of the law and providing full compensation for damages incurred, as specified by law. - The Company has organized training sessions to educate all executives and employees, as well as communicated through various channels such as email, website, to employees to build knowledge and understanding, as well as to realize the importance of maintaining personal data. - Establish channels for inquiries in case of inquiries regarding personal data protection. Collection, use or disclosure of information, exercise of rights or any complaints by contacting the Human Resources Department, 8th Floor, TPI Tower, 26/56 Chan Tat Mai Road, Tungmahamek, Sathorn, Bangkok 10120 Tel: +66 (0) 2213-1039, 2285-5090 Email: DPO@tpipolene.net 	<p>3. The establishment of a cyber-threat prevention team by the Company is comparable to recruiting specialized doctors. Presently, there remains a shortage of personnel in this field—individuals with specialized expertise in cyber security who necessitate dedicated hours for work in this specific domain. High wages are typically Generally, hiring external team is required to monitor cyber security.</p> <ul style="list-style-type: none"> - The Cyber Danger Surveillance Team will continuously analyze data traffic flow through Data Traffic Log Analysis, requiring the processing of a significant volume of data at all times. Should any suspicious activity be detected, the team will promptly implement preventive or corrective measures according to the agreed scope outlined in the service contract and will promptly notify the Company's designated personnel. <p>Remarks:</p> <ol style="list-style-type: none"> 1. Investment in cyber defense cannot be a one-time occurrence; regular investments are necessary to continually develop the system to address cyber threats that have evolved alongside advancements in technology, particularly in today's landscape. Hackers are increasingly utilizing AI to enhance their capabilities for cyber-attacks. If investment is made only once, only the technology available at the time of purchasing cyber protection equipment and systems is acquired, which may be insufficient to prevent future threats. 2. Once the service provider has completed all required steps, the results will be compiled into a detailed plan or proposal, accompanied by a budget. This presentation will then be delivered to the Company's top executives or Board of Directors for their review, consideration, and approval in further determining the allocation of the budget. <ul style="list-style-type: none"> - All employees have been communicated and acknowledged the Personal Data Protection Policy and consented to the collection of personal data. - In 2025, the Data Protection Officer Committee, together with the Information Technology Department, provided continuous awareness and monitoring of personal data relating to the Board of Directors, employees, and business partners. Throughout the year, no incidents involving damage to such critical data were identified. The Company also received no complaints regarding personal data breaches, including those from external parties or regulatory authorities, arising from data leakage, theft, or loss of customer and organizational data. - In 2025, no complaints of personal data breaches, including complaints from third parties and regulators arising from leaks, theft or loss of customer data and important corporate information. ^[418-1] 	


Tracking and preventing data leaks

Types of Data Leaks	Management methods and solutions	The number of times the information was leaked		
		2023	2024	2025
Unauthorized access to data in information systems by people who do not have rights to it.	Information systems are regularly reviewed by external auditors every year.	0	0	0
Access to information in the information system by malicious persons (Hacker)	It is protected by Firewall/IPS and Endpoint Security information devices on the server and user machines, and the service contract is renewed regularly.	0	0	0





Researching, developing, and improving the Company’s products and services is considered a critical process for researching, developing and improving products and services each time, so the Company must truly understand consumer needs or satisfaction with products. This is done by surveying current consumer demands, budgets used, duration, and implementation of new technologies or innovations in the process of product and service development. Also, the Company’s production processes of goods and services must be controlled to meet the Quality Management System Standard (ISO 9001:2015), environmental management system standard (ISO 14001:2015), and management system standard, Occupational Health and Safety (ISO 45001:2018) and Energy Management System Standards (ISO50001:2011), to provide quality, safety, standardized products through modern, environmentally friendly means and that are versatile to meet consumers’ needs.



Quality Policy [2-23]
<https://www.tpipolene.co.th/en/aboutus-en/quality-policy-en>



Target	Action Plan	Key Performance in 2025	Guidelines for improving future operations
<ul style="list-style-type: none"> - Seeking to gather knowledge that is useful for the organization, both in terms of products, services and operating methods - Complete research of new products or improve the quality of at least 5 products within 3 years - Research and development of technology and innovation in at least 5 projects within 3 years - Customers are satisfied with the Company in all aspects to the highest, and the satisfaction level must not be lower than 4.10 out of 5 points. (or more than 80% per year) - Customer satisfaction level in solving the Company's problems not less than 85% 	<ul style="list-style-type: none"> - Provide R&D department to conduct basic research activities of product research and development to be the main team in the development of the organization in terms of knowledge. New product research, product improvements and new knowledge pursuits to be used in corporate development - Improve existing products to better meet customer needs and application. It takes into account environmental friendliness and safety for users. - Develop new products, which are various innovations to market to increase alternatives and meet the best uses of consumers. - Research and development of Alternative Raw Material, including the reuse of waste from the production process to reduce the use of raw materials which are natural resources. - Continuous implementation of standard management system such as Quality Management System (ISO 9001:2008, API Specification Q1), Environmental Management System (ISO 14001:2004), Occupational Health and Safety Management (ISO 45001:2018), as well as quality management system on the competency of the TEST LABORATORY, ISO/IEC 17025:2005, etc. - All of the Company's products are researched and developed under the control of ISO 9001:2015, API Specification Q1, API Specification 10A and ISO/IEC 17025:2005, as well as prepare and review the Company's quality goals objectives at least once a year. - Administration in accordance with the Company's policies under the Code of Ethics and Good Corporate Governance to ensure that customers who purchase products and services from the Company receive the highest benefits and satisfaction by producing and selling products at a fair price, with high quality and to be responsible for customers and consumers by providing with fast service to maintain a long lasting relationship based on the following principles: (1) Strive to develop quality products and services that are inclusive and deliver products on timely manner (2) Must not act in deceptively or oblivious to product quality by delivering safe, reliable products and services and does not harm the health of consumers and provide caution advice in labels or product documentation in accordance with the International Standard Quality Management System, (3) Store customer data systematically, securely and without misuse of information, and (4) Provide the responsible departments for providing feedback, providing knowledge about the Company's products and services. 	<ul style="list-style-type: none"> - The innovative and service technology development projects, in which 30 products are successfully produced and launched in 2019-2025 as the following: <ol style="list-style-type: none"> 1. New products for 2020 include TPI All Season Paint (NP104). 2. New products for 2021 are TPI sulfate-resistant marine dry concrete mortar (M401S, M402S, M403S, and M404S), special primer paints (NP301P and NP304), probiotic products for animals (TPI - Probiotic liquid 5 formulas, powder 4 formulas). 3. New Products (2022-2025) <ul style="list-style-type: none"> • Liquid Hardener for concrete surface densification and polishing • Polyurethane Foam (PU Foam Injection) for crack repair applications • Acid-resistant cement derived from municipal solid waste incineration fly ash combined with silica-based additives • Heat-resistant coatings for high-temperature applications on metal structures and industrial chimneys • Alkali-resistant primer with anti-fungal properties (NP111) • Synbiotic products for animal health (TPI Synbiotics), comprising 6 liquid formulations and 6 powder formulations • Cleaning and disinfectant spray for electronic devices such as mobile phones, tablets, and iPads, developed for the New Normal era 4. New products for 2023 include Rust Converter- NP110S. 	<ul style="list-style-type: none"> - Develop products to have higher value Some products will focus on Niche Market to be able to increase sales and increase profitability, such as glue, water and glue, etc., as well as expanding the business to the New Normal product market, focusing on producing products for new lifestyles that Different from the past Including Bio Knox and Micromknox products and various cleaning products, etc. - For the EVA film business, the Company has developed new products to enter the safety glass market to replace the traditional plastic used in such industry, which has a high price. - Leading solar panel manufacturers have accepted the development of solar film for the production of high-quality solar panels, which is used in the generation of electricity from solar energy to reduce CO2. This includes the film development project for tempered glass, which is a product that requires high technology in production and takes a long time to develop, but has a high margin and a small number of manufacturers.

Target	Action Plan	Key Performance in 2025	Guidelines for improving future operations
	<ul style="list-style-type: none"> - Collect information from customers who have purchased the Company's products to assess customer satisfaction levels in various areas, such as TPIPL product satisfaction, service satisfaction before, during and after-sales service, the Company's communications Satisfaction with sales support services and overall satisfaction with 2 annual assessment survey with a period of 6 months apart from the target groups, such as registered agents and registered product end-users. For assessments in the first 6 months of the year, the data collection of the year uses data of customers whose purchase sales volume in December prior to the assessment year. The second data collection for assessments in the last 6 months of the year uses customer data that has purchased goods in June of the year of assessment. The results of the satisfaction assessment of the year (based on the total average of both assessments) are taken into consideration according to ISO:9001 and formulate guidelines based on significant recommendations to the relevant authorities. - Giving importance to product development in accordance with standards, regulations, and market expectations with risk management measures by monitoring the market and customers, setting product inspection procedures, having Quality Assurance, Quality Control, obtaining product certification quickly, including setting clear and concise quality according to the specified standards. - Develop products to add higher value, with some products focusing on the niche market in order to increase sales and increase profitability, such as EVA liquid and powder, etc. including expanding the business into the New Normal product market by focusing on producing products for new lifestyles that are different from the past, such as Bio Knox and Microm knox products and various cleaning products, etc. - As for the promotional guidelines for the year 2024, the Company has advertised various types of TPI products as suggested by customers as follows:- <ul style="list-style-type: none"> - Digital Advertising Channels, MGR Online website (www.manager.co.th) - Media types, both visual and sound, are TV, Suvarnabhumi Channel, TNN2, MCOT HD Channel 9, Sudla Fah Khiao Program, Channel 3, Nation TV 22, TOPNEWS 77, TGN and NEWS1 Channel. - Brochures, which are brochures, use high-quality paper with beautiful colors to distribute to customers. - Listening radio broadcasting through radio receivers, agricultural radio stations, Adisorn sound radio stations. - Print media such as Naewna newspaper, 360 Degree Daily, Manager newspaper. 	<ul style="list-style-type: none"> - Number of product research and development projects After completion of the year 2020-2025, there were 11 projects; The number of R&D projects completed during 2020-2025 was 11 projects as follows:- 1. In 2021, the study to use steel fibers as by-products from renewable fuel production processes in concrete production, separation and selection of probiotic bacteria for animal feed production. Economic animal type, Research and development of selection of lactic acid bacteria probiotic microorganisms for the production of powdered probiotics, Development of healthy beverage products with vitamin water and probiotics suitable for consumers of different ages. 2. In 2025, including concrete block products from heavy ash and fly ash from waste power plants, further development of TPI Biosan effluents treatment products to have features to increase the elimination of nuisance larvae, anopheles larvae, research and develop products from natural minerals for potted plants (Soil Booster). 3. In 2023, this includes the development of liquid organic fertilizer with the property of decomposing leaf litter or stubble that is difficult to decompose, the development of powdered calcium and vitamin C supplements, and high-quality calcium carbonate to replace clinker in hydraulic cement/Portland cement/mixed cement in order to reduce the carbon footprint of cement. - Total expenditures on research and development in 2025 amounted to Baht 163,995,672 - The total amount of spending on innovation technology and service in 2025 amounted to Baht 50,404,289 - Overall product satisfaction with an average TPI of 4.31 points of a full score of 5. - Overall satisfaction with pre-sales services averaged 4.37 points of a full score of 5. - Overall satisfaction with the service during the sale average 4.35 points of a full score of 5. - Overall satisfaction with after-sales service averaged 4.28 points of a full score of 5. - Overall satisfaction with communications of the Company averaged 4.33 points out of a full score of 5. - Overall satisfaction with sales support services averaged 4.31 points out of 5. - Overall satisfaction in various aspects averaged 4.28 points out of a full score of 5 points or equal to 85.52%. 	<ul style="list-style-type: none"> - In the sales promotion guidelines for 2025, the Department considers using recommendations from the satisfaction assessment report and suggestions received from customers as the guideline for organizing the Company's promotional activities. The Company will continue to focus on organizing free giveaways and accumulating travel targets within the construction material product group. Additionally, a giveaway program in the form of T-shirts will be implemented for the organic agricultural product group. For other product categories, free gifts will be tailored according to market and competition conditions, potentially including additional products. Furthermore, the Department aims to increase awareness of the Company's new products by incorporating them into promotional offers, such as "buy paint, get ceiling paint free" or "buy fertilizer products, get new fertilizer products." These initiatives are designed to encourage trial and raise awareness. Additionally, the Department will focus on enhancing awareness through other marketing activities, such as organizing product exhibition booths and seminars. These efforts are aimed at presenting proposals to management for the consideration of policies that respond to customer needs, thereby maintaining customer satisfaction aligning with standards.

Target	Action Plan	Key Performance in 2025	Guidelines for improving future operations
		<ul style="list-style-type: none"> - Satisfaction level of solving customer averaged 4.73 points out of a full score of 5 problems is 94.55%. - No cases of non-compliance with regulations related to health and safety effects of products and services were found ^[416-2]. - No case of non-compliance with regulations related to marketing communication. ^[416-3] - The Company has used information obtained from customer satisfaction assessments to develop and improve products/services/business processes of the Company. <p>Customers have given suggestions for the promotion in the future, and requested that the Company organize a promotional campaign in the form of ordering products, giving away t-shirts and advertisements for various types of TPI products via TV. The Company has advertised various types of TPI products as suggested by customers as follows:- Digital Advertising Channels, MGR Online website (www.manager.co.th)</p> <p>Media types, both visual and sound, are TV, Suvarabhumi Channel, TNN2, MCOT HD Channel 9, Sudla Fah Khiao Program, Channel 3, Nation TV 22, TOPNEWS 77, TGN and NEWS1 Channel.</p> <p>Brochures, which are brochures, use high-quality paper with beautiful colors to distribute to customers.</p> <p>Listening radio broadcasting through radio receivers, agricultural radio stations, Adisorn sound radio stations.</p> <p>Print media such as newspaper, 360 Degree Daily Manager newspaper.</p>	<ul style="list-style-type: none"> - Product Modification Policy to Specialty Polymer by Improving Production Technology and Machinery to be more flexible Such products have improved properties. Prices are rising, and there are limited producers in Europe and USA. No other company sells these production technologies like other basic petrochemical products, so the company needs to research and develop such knowledge by relying on a special pilot reactor that can react at pressures up to 3,000 bar.

Customer satisfaction level in various areas for the year 2025 (out of 5 points)



Note: The results of the customer satisfaction rating based on a full score of 5 points, showing the total average of both assessments by collecting data 1, use customer data with purchases in December the previous year of the year assessed for assessment in the first 6 months of the year, and the second data collection of the year. For assessments in the last 6 months of the year, the satisfaction benchmark of each assessment must not be lower than 4.0 out of 5 points.

R&D projects undertaken in 2025 (Including ongoing projects carried out in the previous year) totaling Baht 163,995,672.13 are as follows: -

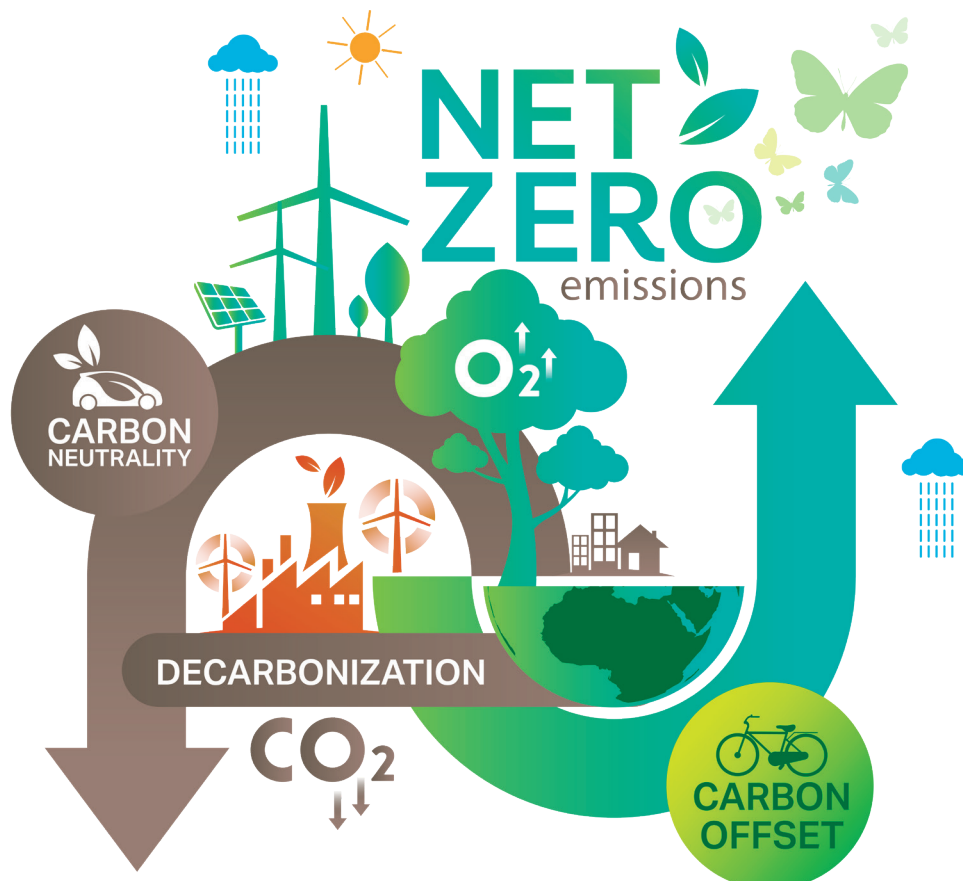
R&D Projects	Detail	Investment value (Baht)
1. A research and development project on Herbal Antibacterial Biodegradable Liquid Hand Soap	The Company has developed a biodegradable liquid hand soap formulation designed to be environmentally friendly. The product incorporates active ingredients derived from herbal plants as a substitute for certain chemical substances, thereby reducing toxic residues released into the environment. Despite this formulation enhancement, the liquid soap maintains its cleaning performance and effectively inhibits the growth of bacteria.	Baht 2,307,924
2. Production of modern medicine for humans Phase 1 (tablets, powder and liquid)	It is the development of modern drug research for humans by using raw materials that are active ingredients listed in modern pharmaceutical formulations under standard production methods, clean, modern, and safe production processes for consumers to treat minor illnesses. that may occur in everyday life, reducing the importation of expensive medicines from abroad, such as:- 1. Tablet: such as lozenges to relieve sore throats, pain relievers (paracetamol), and menstrual pain relievers, tablets to lower stomach acid. 2. Powder: such as mucus dissolving powder medicine, powdered medicine to increase lubrication in the knee joint. 3. Liquid for external use: such as oral disinfectants that are antiseptic mouthwash, sprays for relieving sore throats and reducing inflammation. 4. Liquid for internal use: such as medicines to lower stomach acid, Antacids and medicine relieving acid reflux, etc. Remarks: The budget amounting to Baht 146,780,000 is allocated for investment in buildings, machinery, measuring tools, and instrument, whereas the research budget is only about 10%.	Baht 146,780,000
3. Research and Development of EVA as a Binder Component for Lithium-Ion Battery Electrodes	Based on the properties of Ethylene Vinyl Acetate (EVA), a well-known polymer recognized for its excellent adhesion and flexibility, the Company has conducted research to apply EVA in enhancing binder performance. The binder plays a critical role in securing active materials at the battery electrodes, preventing expansion and delamination during charge-discharge cycles. This development aims to improve the efficiency, extend the service life, and enhance the safety of lithium-ion batteries. Preliminary test results indicate that EVA can potentially serve as a substitute for Styrene-Butadiene Rubber (SBR), which is commonly used as a performance-enhancing binder additive. Further studies and formulation optimization are ongoing to enhance performance and application efficiency.	Baht 2,324,436

R&D Projects	Detail	Investment value (Baht)
4. EVA film development project for safety glass	The tempered glass market is a market of significant value and continuous growth, owing to its widespread use in the construction, automotive, and industrial sectors. Currently, Polyvinyl Butyral (PVB) plastic film is commonly employed in these industries due to its suitable properties, despite its relatively high cost compared to other types of plastic. Studies and developments have shown that EVA plastic film can enhance its properties through chemical treatments and advanced production methods. Achieving equal or superior quality to PVB, including excellent adhesion properties, clarity, durability, and a more reasonable price, presents an opportunity to revolutionize the safety glass production market and offer new avenues for the Company to capture a significant share in a market of considerable value. Currently, the Company has studied, developed, and started testing EVA film for safety glass with domestic and international customers. It is in the process of being patented and undergoing further study and improvement to enable its use with customers who possess modern safety glass production technology capable of high-speed production.	Baht 6,749,017
5. Research and Optimization of Microbial Survival Rates via Lyophilization (Freeze-Drying)	The microbial research and development team has collected beneficial microbial strains isolated and selected from natural sources originating in Thailand. Previously, the selected microbes were sent for preservation via lyophilization at Suranaree University of Technology, which incurred costs and was operationally inconvenient. Since the Company had already purchased a freeze dryer (lyophilizer) for the dry microbial production process, a research project was established to enable in-house microbial preservation by studying and identifying the appropriate freeze-drying method that yields the highest microbial cell survival rate. Furthermore, the equipment and methods used for preserving these strains were modified to reduce complex procedures, enabling the production of dry microbial strains in large quantities (> 2,000 vials per production cycle). The resulting lyophilized cells maintain a high survival rate, and their genetic characteristics remain unchanged. Consequently, the Company has a sufficient stock of microbial strains to continuously meet the demand for its commercial production, and the preservation shelf life of the Company's microbial strains is extended to over 10 years.	Baht 3,127,826.03
6. Development of Fermented Media for Enhancing the Viability of Probiotic Microorganisms in TPI Probiotics and TPI Synbiotics for Swine	Probiotic products, classified as premixed feed additives, are currently recognized as one of the most effective feeding strategies for replacing antibiotics in animal production. These products have demonstrated positive results across all stages of swine production, including suckling, weaning, and finishing phases. In response, the Company has undertaken research and development of TPI Probiotics and TPI Synbiotics for swine. The research encompasses the formulation design of fermented carriers/media for microbial cultivation, utilizing selected organic materials such as vegetable residues, fruit waste, and molasses. The proportions of these raw materials are optimized and fermented using Bacillus spp. inoculum to ensure that, after fermentation, the medium retains essential minerals and nutrients suitable for sustaining probiotic viability. Subsequently, the products are tested in animal trials. In nursery pigs, the study evaluates average daily gain (ADG), feed efficiency, intestinal villi morphology, and incidence of diarrhea, compared with pigs fed a conventional diet without probiotic supplementation. For growing-finishing pigs, the evaluation includes ADG, feed efficiency, and meat quality parameters, such as carcass yield, lean meat percentage, backfat thickness, and loin eye area, compared with control groups receiving standard diets without probiotic additives. These studies are conducted at the Thap Kwang Research Station (Thap Kwang Subdistrict, Kaeng Khoi District, Saraburi Province) under the Department of Animal Science, Faculty of Agriculture, Kasetsart University.	Baht 2,706,469.10
Total		Baht 163,995,672.13

Innovation Technology and service projects in 2025 (Including ongoing projects carried out in the previous year) totaling Baht 50,404,288.84 are as follows:-

Innovation Technology and Service Projects	Detail	Investment value
1. Use of waste materials from Fiber Cement products	Remove scraps that are waste from the production process to be used as a production ingredient and used fly ash a by-product of the power plant as a raw material for the production of fiber cement.	THB 2,000,000.00
2. Lightweight Fiber-Reinforce Cement Material Project	Use scrap from the production of plastic resins process to create new composite materials so as to obtain similar properties to furniture materials, but they are water-resistant, fireproof, termite and insect resistant, and do not contain volatiles, environmentally and user-friendly; an innovative product that is in the process of applying for invention patents in the country and abroad.	THB 5,000,000.00
3. Use in-line quality inspection technology at sheet machine.	Install cameras to detect contaminants on fiber cement surface while producing at sheet machine to control quality as well as reduce production waste.	THB 15,000,000.00
4. Development of cleaning and coating products for solar cell panels	The development of cleaning and coating products for solar cell panels involves creating an economical formula that is environmentally friendly, non-corrosive to aluminum frames, and has the property to remove dirt, oil stains, and dust. Additionally, it coats the surface of the solar cell panels after cleaning to prevent the recapture of dust particles in the same product. This helps reduce maintenance steps and increases the efficiency of electricity generation from solar panels.	THB 2,629,390
5. Research and development project focusing on mortar formulation used together with robots, for large-scale structural work	This project aims to develop a cement material suitable for use with house-building robots. While small-scale structures have been successfully developed, their high resolution has led to elevated production costs. Scaling up to larger pieces further exacerbates these costs when compared to traditional construction methods. To progress this research, existing mortar materials are being enhanced to improve usability, facilitating the construction of larger structures and adjusting production costs to better suit larger workpieces.	THB 3,177,851.26
6. The project to research and select probiotic strains available in Thailand and develop freeze-drying methods, in conjunction with the development of powdered probiotic dietary supplements	It is a research and development project aimed at producing powdered probiotic supplements. In the production process, freeze-drying techniques are used to dry the probiotic microorganism <i>Lactobacillus paracasei</i> , which is already the Company's property. The dried powder of this microorganism will then be used as an ingredient in the formulation of powdered probiotic supplements for consumers seeking to add beneficial microorganisms to their bodies. During the research, probiotic microorganism strains available in Thailand will be selected as additional ingredients to enhance the product's potential by incorporating a greater variety of microorganism strains.	THB 7,584,019.48
7. The project to extract lactic acid from by-products of the <i>Lactobacillus</i> production process for use in cosmetic manufacturing	This project focuses on improving the production of <i>Lactobacillus</i> bacteria to enhance lactic acid production efficiency without affecting the Company's Provita juice products. Additionally, it aims to extract lactic acid from by-products for use in cosmetic manufacturing. An experiment was conducted to determine the optimal concentration of nutrients from nitrogen, carbon, and affordable mineral sources available in the market to create suitable conditions for high-yield lactic acid production. An experiment was then conducted to extract lactic acid from the by-products of microorganism production. The goal was to obtain lactic acid with a purity of over 90%, free of color and unpleasant odor, while maintaining stable physical and chemical properties suitable for cosmetic products throughout their shelf life. The extracted lactic acid was then used in cosmetic manufacturing. This approach repurposes waste materials to create high-value industrial products, reducing waste and minimizing environmental impact. It represents the optimal utilization of by-products for maximum benefit.	THB 3,424,353.42
8. Research and development of thin-pour road repair mortar products	This project focuses on developing ready-mixed cement products for floor repairs that can be applied in thin layers ranging from 1 - 5 millimeters. These products feature ease of application, a smooth, granule-free surface, high adhesion strength, no shrinkage, and the ability to be used within four hours. Therefore, chemicals are used in appropriate proportions to enhance quality, such as early-stage accelerators and cement setting retarders, which must be balanced to ensure quick and effective application. These chemicals improve flowability, adhesion between new and old concrete, and water retention, preventing shrinkage and cracking. This type of ready-mixed cement is well-suited for modern needs, offering convenience, ease of use, and an aesthetically pleasing finish that can be left exposed. Additionally, it can be used within four hours, eliminating the need for a new floor and saving both time and money.	THB 2,318,294.40

Innovation Technology and Service Projects	Detail	Investment value
9. Research and Development Project of Alkalite Mouthwash Alcohol-Free Alkaline Mouthwash for Reducing Streptococcus mutans Accumulation in the Oral Cavity.	<p>Alkalite Mouthwash is an alcohol-free, fruit-scented oral care solution packaged in ready-to-use single-use sachets (10 ml per sachet). This product is designed for portability and convenience, specifically catering to the Gen Z lifestyle—targeting students and young professionals who are frequently on the go.</p> <p>Key Features:</p> <ul style="list-style-type: none"> • pH Balancing: Formulated as a mild alkaline solution to neutralize oral acidity and maintain an optimal pH balance. • Bacterial Inhibition: Reduces the accumulation of Streptococcus mutans, the primary cause of bad breath and dental plaque. • Refreshing Experience: Available in vibrant fruit flavors such as watermelon, peach, and grape to enhance freshness and motivate regular oral hygiene. • Gentle Formula: Carefully controlled pH levels ensure maximum effectiveness while minimizing the risk of oral mucosal irritation. 	THB 2,635,349.22
10. Research and Development Project: Rust Remover	<p>Rust Remover is formulated with specialized chemical components that, when applied to rusted metal surfaces, efficiently eliminate corrosion. This product eliminates the need for sandblasting or intensive scrubbing, significantly reducing labor and simplifying the maintenance process. Furthermore, it provides a protective quality that prevents the formation of new rust. Beyond metal restoration, this versatile solution is effective for cleaning stubborn stains on various surfaces and equipment, including: Solar panels, Office equipment, Production machinery in industries such as: Water-based paint manufacturing, cosmetics production and Fertilizer plants.</p>	THB 2,679,754.86
11. Research and Development of High-Performance Epoxy-Cement Non-Shrink Grout	<p>Epoxy-Cement Non-Shrink Grout, a specialized high-performance material engineered for demanding civil and general engineering applications, such as grouting for motor bases and heavy industrial equipment, filling and sealing voids to enhance the integrity of general concrete structures, surpassing standard non-shrink grouts, this product features superior bonding and a flexible-yet-durable composition to resist machine vibrations. It is highly resistant to chemicals, acids, and oils. Additionally, it offers excellent flow, zero shrinkage, and higher compressive and flexural strength than general grouting materials.</p>	THB 3,955,276.50
Total		THB 50,404,288.84





About this report

Source of Information ^[2-3]

The 2025 Sustainability Report of TPI Polene Public Company Limited has been prepared as the first report in accordance with the GRI International Reporting Standards to disclose the Company's annual performance in Economic, Social and Environmental dimensions, including good corporate governance, with annual reporting from January 1 to December 31, 2025, using the guidelines of GRI Standards for the Construction and Real Estate group of the Global Reporting Initiative (GRI), based on primary disclosure levels on core option criteria.

In addition, in order to demonstrate its commitment to sustainable development, the Company has linked its sustainable development goals (SDGs) in line with United Nations (UN) Sustainable Development Goals as shown in this report.

For the year 2025, there were no material changes, corrections, or newly prepared information related to modifications or errors in previously reported data. ^[2-4]

Scope of the report ^[2-2]

The disclosure of information in this report presents the 2025 performance data of TPI Polene Public Company Limited with a scope of reporting covering head office, Cement Plant, Saraburi Province, Concrete Roof tile and Fiber Cement Plants, Saraburi province, LDPE/EVA Plants, Rayong province, as well as all related stakeholders.



Creditability and Reliability of the report ^[2-5]

The ESG Committee and the top management of the Company plays an important role in monitoring, advising, giving grant approvals and verifying the accuracy of essential information in this report so that the contents of the report are complete, accurate, and reliable to be able to respond to relevant stakeholders and in line with GRI's international reporting guidelines. The Company has no policy to procure a Third Party for External Assurance.

Upgrading the quality of report preparation

The Company allows all stakeholders to comment or express their opinion on the Annual Sustainability Report through the reader survey (as per the attachment to this report). The Company will use it as information on the development and enhancement of the preparation of the next Sustainability Report of the Company in order to further meet the needs and expectations of the relevant stakeholders.

More information about the report ^[2-3]

For further questions or suggestions, please contact:

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Sustainability Report 2025

On the website of TPI Polene Public Company Limited
www.tpipolene.co.th

<https://www.tpipolene.co.th/en/sustainability/sustainability-en-inv>

GRI Content Index

Statement of use	TPI POLENE Public Company Limited has reported in accordance with the GRI Standards for the period from 1 January 2025 to 31 December 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	-

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	SDG LINKAGE TO DISCLOSURE
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
General disclosures							
GRI 2: General Disclosures 2021	2-1: Organizational details	SR 22-26					
	2-2: Entities included in the organization's sustainability reporting	SR 203					
	2-3: Reporting period, frequency and contact point	SR 203					
	2-4: Restatements of information	SR 203					
	2-5: External assurance	SR 203					
	2-6: Activities, value chain and other business relationships	SR 22-24, 26, 30-33					
	2-7: Employees	SR 27					SDG 8, SDG 10
	2-8: Workers who are not employees	SR 27					SDG 8
	2-9: Governance structure and composition	SR 34 AR: Clause 7.2.2 Information of the board of direction and the controlling persons					SDG 5, SDG 16
	2-10: Nomination and selection of the highest governance body	AR: Clause 7.2.4 Nomination and appointment of directors and sub-directors and Presidents; Clause 8.1.1 Nomination, Development and Training of Directors					SDG 5, SDG 16
	2-11: Chair of the highest governance body	SR 34					SDG 16
	2-12: Role of the highest governance body in overseeing the management of impacts	SR 35					SDG 16
	2-13: Delegation of responsibility for managing impacts	SR 35					
	2-14: Role of the highest governance body in sustainability reporting	SR 35, 38					
	2-15: Conflicts of interest	AR: Clause 8.1.4 Monitoring compliance with corporate governance policies and practices; Clause 9.2 Inter-Company Transactions					SDG 16
	2-16: Communication of critical concerns	SR 35-38					

A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	SDG LINKAGE TO DISCLOSURE
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
	2-17: Collective knowledge of the highest governance body	AR: Clause 8.1.1 Nomination, Development and Training of Directors					
	2-18: Evaluation of the performance of the highest governance body	SR 39					
	2-19: Remuneration policies	AR: Clause 7.4.2 Remuneration policy of directors and the Management; Clause 7.4.3 Remuneration of the Directors; Clause 8.1.2 Attendance and remuneration of the Board of Directors and audit committees of the Company individually	b. describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people.	Information unavailable/ incomplete	It is under consideration to proceed in the next reporting cycle.		
	2-20: Process to determine remuneration	AR: Clause 7.3.4 Remuneration Committee as at 31 December 2025					
	2-21: Annual total compensation ratio	-	a. report the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual); b. report the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual); c. report contextual information necessary to understand the data and how the data has been compiled.	Information unavailable/ incomplete	It is under consideration to proceed in the next reporting cycle.		
	2-22: Statement on sustainable development strategy	SR 6-9					
	2-23: Policy commitments	SR 28-29, 39-51, 57, 127, 132, 163, 171, 180, 191, 195	a. describe its policy commitments for responsible business conduct, including: i. the authoritative intergovernmental instruments that the commitments reference; ii. whether the commitments stipulate conducting due diligence.	Information unavailable/ incomplete	It is in the process of considering the OECD Due Diligence Guidance for Responsible Business Conduct to be applied in the organization.		SDG 16
	2-24: Embedding policy commitments	SR 44-45	a. describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships.	Information unavailable/ incomplete	It is in the process of considering the OECD Due Diligence Guidance for Responsible Business Conduct to be applied in the organization		

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	SDG LINKAGE TO DISCLOSURE	
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION			
	2-25: Processes to remediate negative impacts	SR 167-170						
	2-26: Mechanisms for seeking advice and raising concerns	SR 167-170	a. describe the mechanisms for individuals to: i. seek advice on implementing the organization's policies and practices for responsible business conduct; ii. raise concerns about the organization's business conduct	Information unavailable/incomplete	It is in the process of considering the OECD Due Diligence Guidance for Responsible Business Conduct to be applied in the organization.		SDG 16	
	2-27: Compliance with laws and regulations	SR 89, 189						
	2-28: Membership associations	SR 39-43						
	2-29: Approach to stakeholder engagement	SR 57-63						
	2-30: Collective bargaining agreements	SR 135					SDG 8	
Material topics								
GRI 3: Material Topics 2021	3-1: Process to determine material topics	SR 64-66	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.					
	3-2: List of material topics	SR 67-69						
Economic performance								
GRI 3: Material Topics 2021	3-3: Management of material topics	SR 44-45, 130, 188-190						
GRI 201: Economic Performance 2016	201-1: Direct economic value generated and distributed	SR 190						SDG 8, SDG 9
	201-3: Defined benefit plan obligations and other retirement plans	SR 130 AR: Clause 7.5.3 Provident Fund; Clause 3-(n) Employee Benefits and 3-(o) Provisions in the Notes to the financial statements						
Indirect Economic Impacts								
GRI 3: Material Topics 2021	3-3: Management of material topics	SR 44-45, 159-161						
GRI 203: Indirect Economic Impacts 2016	203-1: Infrastructure investments and services supported	SR 161						SDG 5, SDG 9, SDG 11
Procurement Practices								
GRI 3: Material Topics 2021	3-3: Management of material topics	SR 44-45, 171-181						
GRI 204: Procurement Practices 2016	204-1: Proportion of spending on local suppliers	SR 174, 179						SDG 8
Anti-Corruption								
GRI 3: Material Topics 2021	3-3: Management of material topics	SR 44-45, 163-170						
GRI 205: Anti-Corruption 2016	205-1: Operations assessed for risks related to corruption	SR 164						SDG 16
	205-2: Communication and training about anti-corruption policies and procedures	SR 166						SDG 16
	205-3: Confirmed incidents of corruption and actions taken	SR 164						SDG 16
Materials								
GRI 3: Material Topics 2021	3-3: Management of material topics	SR 44-45, 71-74, 92-95						
GRI 301: Materials 2016	301-1: Materials used by weight or volume	SR 93						SDG 8, SDG 12
	301-2: Recycled input materials used	SR 94						SDG 8, SDG 12

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	SDG LINKAGE TO DISCLOSURE
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
Energy							
GRI 3: Material Topics 2021	3-3: Management of material topics	SR 44-45, 71-74, 99-106					
GRI 103 : Energy 2025	103-1 Energy policies and commitments	SR 99					
	103-2 Energy consumption and self-generation within the organization	SR 100, 103-104					
	103-4: Energy intensity	SR 105					
	103-5: Reduction in energy consumption	SR 105-106					
Water and Effluents							
GRI 3: Material Topics 2021	3-3: Management of material topics	SR 44-45, 71-74, 107-116					
GRI 303 : Water and Effluents 2018	303-1: Interactions with water as a shared resource	SR 109					SDG 6, SDG 12
	303-2: Management of water discharge-related impacts	SR 109					SDG 6
	303-3: Water withdrawal	SR 110-111					SDG 6
	303-4: Water discharge	SR 112-114					SDG 6
	303-5: Water consumption	SR 115					SDG 6
Climate Change Management							
GRI 3: Material Topics 2021	3-3: Management of material topics	SR 44-45, 71-89					
GRI 102 : Climate Change 2025	102-1: Transition plan for climate change mitigation	TCFD: Clause Scenario Analysis, Results on Transition and Impacts on the Company, Physical Risk Assessment, Strategies on Climate Change, and Climate Change Goals					
	102-2: Climate change adaptation plan	TCFD: Clause TPIPL's Climate Change Governance, Scenario Analysis, Results on Physical Risks and Impacts on the Company, Physical Risk Assessment, and Strategies on Climate Change					
	102-3 Just transition	SR 8, 31	All information that is required to be disclosed.	Information unavailable/incomplete	The process is underway and is expected to be disclosed in the next reporting period.		
	102-4: GHG emissions reduction targets and progress	SR 84					
	102-5: Scope 1 GHG emissions	SR 85-87					
	102-6: Scope 2 GHG emissions	SR 85-87					
	102-7: Scope 3 GHG emissions	SR 87					
	102-8: GHG emissions intensity	SR 87, 89					
GRI 305: Emissions 2016	305-7: Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	SR 88					SDG 3, SDG 12, SDG 14, SDG 15
Biodiversity							
GRI 3: Material Topics 2021	3-3: Management of material topics	SR 44-45, 71-74, 122-127					
GRI 101 : Biodiversity 2024	101-1: Policies to halt and reverse biodiversity loss	SR 122-123					
	101-2: Management of biodiversity impacts	SR 122, 124-125					

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	SDG LINKAGE TO DISCLOSURE
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
	101-3: Access and benefit-sharing	SR 125-126					
	101-4: Identification of biodiversity impacts	SR 123					
	101-5: Locations with biodiversity impacts	SR 123, 127	d. report the products and services in its supply chain with the most significant impacts on biodiversity and the countries or jurisdictions where the activities associated with these products and services take place.	Information unavailable/incomplete	It is under consideration to proceed in the next reporting cycle.		
	101-6: Direct drivers of biodiversity loss	SR 123-124, 127	a. for each site reported under 101-5-a where its activities lead or could lead to land and sea use change, report: the cut-off date or reference date c. for each site reported under 101-5-a where its activities lead or could lead to pollution, report the quantity and the type of each pollutant generated; e. for each product and service in its supply chain reported under 101-5-d, report the information required under 101-6-a, 101-6-b, 101-6-c, and 101-6-d, with a breakdown by country or jurisdiction;	Information unavailable/incomplete	It is under consideration to proceed in the next reporting cycle.		
	101-7: Changes to the state of biodiversity	SR 123, 126-127					
	101-8: Ecosystem services	SR 125					
Waste							
GRI 3: Material Topics 2021	3-3: Management of material topics	SR 44-45, 71, 117-121					
GRI 306: Waste 2020	306-1: Waste generation and significant waste-related impacts	SR 118					SDG 3, SDG 6, SDG 11, SDG 12
	306-2: Management of significant waste-related impacts	SR 118					SDG 3, SDG 6, SDG 8, SDG 11, SDG 12
	306-3: Waste generated	SR 119					SDG 3, SDG 6, SDG 11, SDG 12, SDG 15
	306-4: Waste diverted from disposal	SR 119					SDG 3, SDG 11, SDG 12
	306-5: Waste directed to disposal	SR 119					SDG 3, SDG 6, SDG 11, SDG 12, SDG 15
Employment							
GRI 3: Material Topics 2021	3-3: Management of material topics	SR 44-46, 129-139, 141					
GRI 202 : Market Presence 2016	202-2: Proportion of senior management hired from the local community	SR 134, 138					SDG 8
GRI 401: Employment 2016	401-1: New employee hires and employee turnover	SR 134, 137					SDG 5, SDG 8, SDG 10
	401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR 138					SDG 3, SDG 5, SDG 8

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	SDG LINKAGE TO DISCLOSURE
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
	401-3: Parental leave	SR 139					SDG 5, SDG 8
Labor/Management Relations							
GRI 3: Material Topics 2021	3-3: Management of material topics	SR 44-46, 129-135					
GRI 402 :Labor/ Management Relations 2016	402-1: Minimum notice periods regarding operational changes	SR 134					SDG 8
Occupational health and safety							
GRI 3: Material Topics 2021	3-3: Management of material topics	SR 44-46, 142-158					
GRI 403: Occupational Health and Safety 2018	403-1: Occupational health and safety management system	SR 146-147					SDG 8
	403-2: Hazard identification, risk assessment, and incident investigation	SR 146-147, 150					SDG 8
	403-3: Occupational health services	SR 147					SDG 8
	403-4: Worker participation, consultation, and communication on occupational health and safety	SR 146-147					SDG 8, SDG 16
	403-5: Worker training on occupational health and safety	SR 146, 150-151					SDG 8
	403-6: Promotion of worker health	SR 146					SDG 3
	403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR 146					SDG 8
	403-8: Workers covered by an occupational health and safety management system	SR 152-153					SDG 8
	403-9: Work-related injuries	SR 153-155					SDG 3, SDG 8, SDG 16
	403-10: Work-related ill health	SR 153-154, 156					SDG 3, SDG 8, SDG 16
Training and education							
GRI 3: Material Topics 2021	3-3: Management of material topics	SR 44-46, 129-135,139-140					
GRI 404 :Training and Education 2016	404-1: Average hours of training per year per employee	SR 133, 139					SDG 4, SDG 5, SDG 8, SDG 10
	404-2: Programs for upgrading employee skills and transition assistance programs	SR 140					SDG 8
	404-3: Percentage of employees receiving regular performance and career development reviews	SR 140					SDG 5, SDG 8, SDG 10
Local communities							
GRI 3: Material Topics 2021	3-3: Management of material topics	SR 44-45, 47, 159-161					
GRI 413 :Local Communities 2016	413-2: Operations with significant actual and potential negative impacts on local communities	SR 159-161					SDG 1, SDG 2
Supply chain management							
GRI 3: Material Topics 2021	3-3: Management of material topics	SR 44-45, 47, 163, 171-181					
GRI 308: Supplier Environmental Assessment 2016	308-1: New suppliers that were screened using environmental criteria	SR 177					
	308-2: Negative environmental impacts in the supply chain and actions taken	SR 177					

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	SDG LINKAGE TO DISCLOSURE
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
GRI 414: Supplier Social Assessment 2016	414-1: New suppliers that were screened using social criteria	SR 177-178					SDG 5, SDG 8, SDG 16
	414-2: Negative social impacts in the supply chain and actions taken	SR 177-179					SDG 5, SDG 8, SDG 16
Customer health and safety							
GRI 3: Material Topics 2021	3-3: Management of material topics	SR 44-45, 47, 195-198					
GRI 416: Customer Health and Safety 2016	416-2: Incidents of non-compliance concerning the health and safety impacts of products and services	SR 198					SDG 16
Marketing and Labeling							
GRI 3: Material Topics 2021	3-3: Management of material topics	SR 44-45, 47, 195-198					
GRI 417: Marketing and labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	SR 198					SDG 16
	417-3 Incidents of non-compliance concerning marketing communications	SR 198					SDG 16
Information Security and Customer privacy							
GRI 3: Material Topics 2021	3-3: Management of material topics	SR 44-45, 47, 163, 191-194					
GRI 418: Customer Privacy 2016	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	SR 191, 193					SDG 16
Innovative Technology and Service							
GRI 3: Material Topics 2021	3-3: Management of material topics	SR 44-45, 195-198, 201-202					
Research and Development							
GRI 3: Material Topics 2021	3-3: Management of material topics	SR 44-45, 195-200					
Transport							
GRI 3: Material Topics 2021	3-3: Management of material topics	SR 44-45, 96-98					
Customer Satisfaction							
GRI 3: Material Topics 2021	3-3: Management of material topics	SR 44-45, 47, 195-199					
Products and Services							
GRI 3: Material Topics 2021	3-3: Management of material topics	SR 44-45, 47, 195-202					
Risk and Crisis Management							
GRI 3: Material Topics 2021	3-3: Management of material topics	SR 44-45, 182-187					

Remarks: AR — TPIPL Annual Registration Statement/Annual Report 2025 56-1 One Report 2025
(<https://www.tpipolene.co.th/investment/investmentdocument/56-1-th>)
SR — TPIPL Sustainability Report 2025
TCFD — TPIPL Task Force on Climate-related Financial Disclosures (TCFD/IFRS S2) 2025
(<https://www.tpipolene.co.th/sustainable/tcfd-report>)

Reader Survey Form

We kindly ask for your kind cooperation in responding to reader surveys by scanning QR Codes or sending this survey form back to TPI Polene Plc, at the address specified at the end of this report or by email to : orataij@tpipolene.co.th / ngampit@tpipolene.co.th

1. Personal information

Gender Male Female
Age Under 30 years old 30-50 years 30-50 years
Occupation, please specify

2. As a reader, please specify from which point of view you are reading:

Customer Employee Regulatory Authority Educational Institutions/Research Agencies
 General public Entrepreneur Public agency Financial Institutions
 Others, please specify

3. From what sources did you receive/read the Company's Sustainability Report?

www.tpipolene.co.th Employees of TPI Polene Public Company Limited
 Office/Plant/Subsidiary Others please specify

4. The purpose of reading this Sustainability Report:

To get to know the Company To find out about the decision to use the Company's products/services.
 To study projects that benefit society and the environment.
 For research and study of sustainability practices.
 Others, please specify

5. What is your opinion about this Sustainability Report of TPI Polene Public Company Limited?

The completeness of the report covers important issues of interest to you. Much Moderate Low
The beauty of the design of the booklet Much Moderate Low
The appeal of the content, the reports, and the presentation style Much Moderate Low
Content clarity, easy to understand and not confusing Much Moderate Low
Overall reporting satisfaction Much Moderate Low

6. What part of the content of this sustainability report interests you the most?

About TPI Polene TPI Polene and its Sustainability Environmental Impact Management
 Community and Social Development Business Operation under Good Corporate Governance

7. Do you think the contents of this report contain all the issues of interest to you?

Complete Not complete, need more information

(Please identify the issues that are of your interest and would like to disclose more in the Company's subsequent Sustainability Report)

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8. What additional matters do you think TPI Polene Public Company Limited should develop or improve in its sustainability performance?

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9. Comments or other additional suggestions to further improve the Company's Sustainability Report.

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TPI Polene Public Company Limited would like to thank you for your kind cooperation and response in this survey form. Information from your answers about this Sustainability Report will be used to improve the preparation of future Sustainability Reports of the Company.



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