



SUSTAINABILITY REPORT 2022

TBH...We care

-  Environment
-  Social
-  Governance



www.teckbeehang.com/sustainability



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Message from the CEO,

The Covid-19 situation has improved since 2022, and the world is gradually recovering from its effects. Thanks to our team for their valiant efforts, TBH is on the right track. Yet, another major and complex episode has occurred while the economy is still recovering from the Covid-19 economic crisis. Geopolitical unrest resulted in the Russian-Ukrainian war, resulting in an energy crisis, and a concerning rise in inflation rates. Unavoidably, the global economy has fallen into a profound recession again. Globally, Central Banks have in-placed tight policies to reduce risks and raise interest rates gradually. This has an impact on our cost of energy, administration, and financing.

Along with the economic downturn, long-term effects from climate change has also contributed to severe natural disasters, a growing scarcity of natural resources, a significant impact on biodiversity and ecology and increasing inequality results in society. There are more emerging risks, thus enterprise risk management is necessary. According to the afore-mentioned assertions, we realized that it is our duty to be knowledgeable about

the effects of our operation. Countermeasures to be implemented and resolve any negative effects that may have adverse impact on all environmental, social, government, and economic aspects.

For the benefit of both our business and the rest of the world, we shall use all the opportunities and resources at our disposal to encourage sustainable development. We are aware and committed to support the Thailand BCG Model (Bio-Circular-Green Economy) and the Sustainable Development Goals of the United Nations. As a result, we concentrate on the areas that are useful and work on the following.

- Establish goals to reduce climate change and prevent negative effects on the environment.
- Boost the engagement, professional skills, and general well-being of our employees.
- Play an active role in assisting the community and respond quickly to any impacts.
- Collaborate with all suppliers to develop sustainable procurement capabilities.
- Operate our business with fair operating practices

Last but not least, I hope that our sustainability report will help readers comprehend our obligations and responsibility to all parties involved in achieving a peaceful and harmonious way of life. We welcome comments and constructive feedback that could help us to pursue positive changes to our sustainability journey.



KS LEE



Statement by Deputy CEO, Human Resources, Sales & Marketing

Dear stakeholders,

I am pleased to present our company's annual sustainability report, reflecting our steadfast commitment to sustainability across our operations. As the Deputy CEO of Teck Bee Hang, responsible for human resources, sales, and marketing, I am proud to share the progress we have made in integrating sustainable practices within these crucial areas of our organization.

At Teck Bee Hang, we recognize that sustainable business practices extend beyond environmental stewardship. They encompass social responsibility, ethical governance, and the well-being of our employees, customers, and communities. As a result, our sustainability efforts encompass not only reducing our environmental impact but also prioritizing the welfare and development of our people.

In this report, we will outline our initiatives and achievements in promoting a culture of employee well-being and professional growth. We firmly believe that our employees are our greatest asset, and their dedication and skills drive our success. Thus, we have focused on providing a safe, inclusive, and supportive work environment that nurtures their personal and professional growth while respecting their rights and well-being.

We have prioritized employee engagement, ensuring open channels of communication, and fostering a culture of diversity, equality, and inclusion. Through various training and development programs, we have invested in enhancing the skills and competencies of our workforce, enabling them to thrive in an ever-changing business landscape. We have also strived to maintain a healthy work-life balance, promoting employee wellness programs and initiatives that support their physical and mental well-being.

In addition to our focus on our internal stakeholders, we have continued our commitment to responsible sales and marketing practices. We firmly believe in transparent and ethical dealings with our customers and suppliers. Our sales and marketing strategies align with sustainable principles, emphasizing product quality, traceability, and responsible sourcing. We work closely with our suppliers to ensure fair and ethical practices throughout our supply chain, fostering long-term partnerships built on trust and shared values.

Transparency is a cornerstone of our sustainability approach. In this report, we will provide a comprehensive overview of our performance, metrics, and targets, allowing you to assess our progress and hold us accountable. We value your feedback and invite you to share your insights and recommendations as we work towards continuous improvement.

I would like to express my gratitude to our dedicated employees, who have embraced our sustainability vision, and our valued customers and partners, who have supported our efforts. It is through your collaboration and commitment that we are able to create a positive impact and contribute to a sustainable future. Thank you for joining us on our sustainability journey. Together, we can build a brighter, more inclusive, and prosperous world.



Lee Szu Yang

Statement by Deputy CEO,

What is sustainability? It refers to the ability to maintain or support a process continuously over time. To all inhabitants on our mother earth, it means fulfilling the needs of current generations without compromising the needs of future generations. Sustainability will ensure a balance between economic growth, environmental care and social well-being.

As a good corporate citizen, we have to use various natural resources entrusted to us by society, and to use them responsibly and efficiently. To do this, we have to focus on developing our people on how to do it. By cultivating the correct mindset and providing our employee with trainings and positive working environment, we believe every employee can play a role in helping the Company to fulfil her sustainability objectives.

Core value of our Company include Respect, Leadership, Transparency, Professionalism and Integrity. These are values which all employee must embrace. We believe these values will drive them to think and work in their area of responsibility sustainably.

For the past few years, our company has enlisted external trainers to coach our employee, conducting workshops and given trainings on 5S, KAIZEN and QCC. These trainings have

helped our employee to equip them with tools on problem solvings, how to reduce wastes and make every employee conscientious of using energy and natural resources responsibly and efficiently.

Our approach to sustainability extends not only to the environments and our production process but also to our dealings with our customers, employees, suppliers and communities. We will continuously strengthen our sustainability governance, develop new targets and keep track on our progress and performance. They will be done on both the Company level and by each and every employee.

I believe small acts and changes when multiplied by all employees daily will contribute to achieving our sustainability goals.



Dilok Lee



Statement by COO,

The world is changing rapidly and constantly these days due to pollution, climate change, and other issues that could have a negative impact on humanity. As a result, we in the manufacturing sector must adapt and exercise responsibility by utilizing reliable and efficient manufacturing process that have the least possible negative environmental effects while achieving the highest possible levels of productivity and economic viability as a path to sustainability. We emphasize energy and environmental conservation. In conclusion, sustainable manufacturing will improve worker, community, and customer safety.



Siriwat Chaipanurak

Statement by FC,

According to what I have seen and experienced, the world is changing quickly and complicatedly in all directions. As a member of the global population, I've come to understand that the most crucial factors in business are related to sustainable development. Even while adhering to ethical business practices in regards to the environment, society, and the economy is challenging, it certainly and ultimately be worthwhile



Settha Kuama

Statement by CMO,

I believe that sustainability is not just a buzzword. It is our responsibility to dedicate ourselves to future generations. At TBH we take immense pride in being the pioneers and leaders of Thailand's rubber industry of over 70 years. Our commitment is to conduct business ethically and sustainably by delivering excellent quality of products. Our fair pricing ensures we have long-lasting relationships based on trust and mutual benefit.

We firmly provide timely deliveries and as well, well-versed in all export documentation, ensuring that our customers can rely on us without any disruptions. We promote awareness and knowledge among our team suppliers and customers. By emphasizing the significance of sustainability, we believe in the concept of win-win strategies. You thrive, and we thrive!

Let's build a sustainable future together!



Mayuree Saewong



ABOUT THIS REPORT

This is Teck Bee Hang Co., Ltd.'s first sustainability report, demonstrating our dedication to conducting business in a way that promotes sustainable development and satisfies the needs of our stakeholders. We also provide information about our operations in a transparent and accurate manner.

This report shows our performance on key sustainability issues includes, governance, economics, social and environment of all our 5 factories that produce Technically Specified Rubber (TSR) and Head office. The reporting cycle runs from January 1, 2022, to December 31, 2022, and it links operations that address the Sustainable Development Goals (SDGs) and the UN Global Compact (UNCG). It follows reporting guidelines based on GRI Standards 2021.

The Sustainable Development Committee approved the reporting on significant sustainability issues in this report, and each department has reviewed the key issues' contents to ensure that the information is accurate, comprehensive, and addresses the responses to the significant sustainability issues and the interests of all parties. The management of the Company believes that it is extremely important to inform stakeholders about sustainability, so it has made an effort to ensure that some of the information has been properly verified by certified third parties.

The Company welcomes inquiries, comments, and recommendations regarding the report. For more information, please contact our Sustainability Section, Finance and Accounting Department's Contact Person;

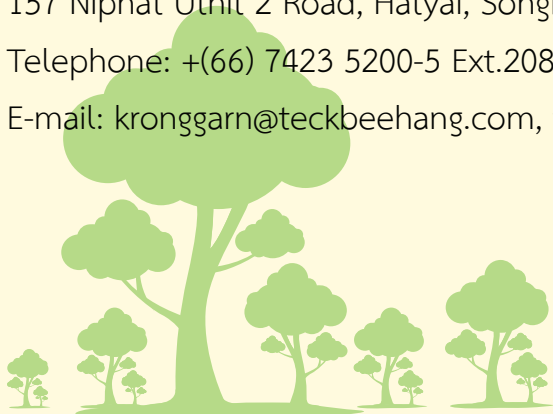
Miss Kronggarn Kosago

Teck Bee Hang Co., Ltd.

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About Teck Bee Hang Co., Ltd.



Company Name	: Teck Bee Hang Co., Ltd.
Founder	: Mr.Lee In Tong
Year Established	: 22 February 1954
Previously Know As	: South Siam (1939) South Thai (1945) Siam Pak Tai (1954)
Paid Up Capital	: Initial - 5 millions Baht Present - 1,813 millions Baht
Head Office	: 157 Niphat Uthit 2 Rd. Hatyai, Songkhla 90110 Thailand
Majority Shareholder	: Corrie Maccoll Pte. Ltd.: HAC (55%) Teok Kun Co., Ltd.: TBH (45%)
Type of Business	: Natural Rubber Processor and Exporter
Capacity/Year	: TSR 241,200 MT (Including Tolling)
Annual Turnover	: 9,506 million Baht
Total Headcount	: 1,152 (December 2022)



OUR VISION

To be a professional natural rubber processor that is committed to developing its block rubber business to be globally renowned for excellence in quality, technology and competency with sustainable ties to community and society.

OUR MISSION

Committed to continuously developing and maintaining product quality coupled with building innovation excellence whilst developing employee potential and welfare. To promote a "Kaizen" mindset amongst employees and to be a sustainable organization that is community and environment friendly.



OUR CORE VALUES

- RESPECT
- LEADERSHIP
- COMMUNICATION
- PROFESSIONALISM
- INTEGRITY

OUR FACTORIES

We, Teck Bee Hang, are Thailand's pioneer in producing and exporting Technically Specified Rubber. With over 70 years of experience, we have earned our reputation as a world-class supplier of Technically Specified Rubber by striving for excellence in quality and technology and nurturing sustainable long-term relationships with our suppliers, local communities and society.



Branch	Factory Code	Capacity per Month
Thungsong	H ₁	3,800 MT
Yala	H ₂	6,000 MT
Narathiwat	H ₆	4,000 MT
Pattani	H ₇	4,000 MT
Suratthani	H ₈	4,000 MT
Hatyai		Head Office

OUR PRODUCT

STR20



STR10



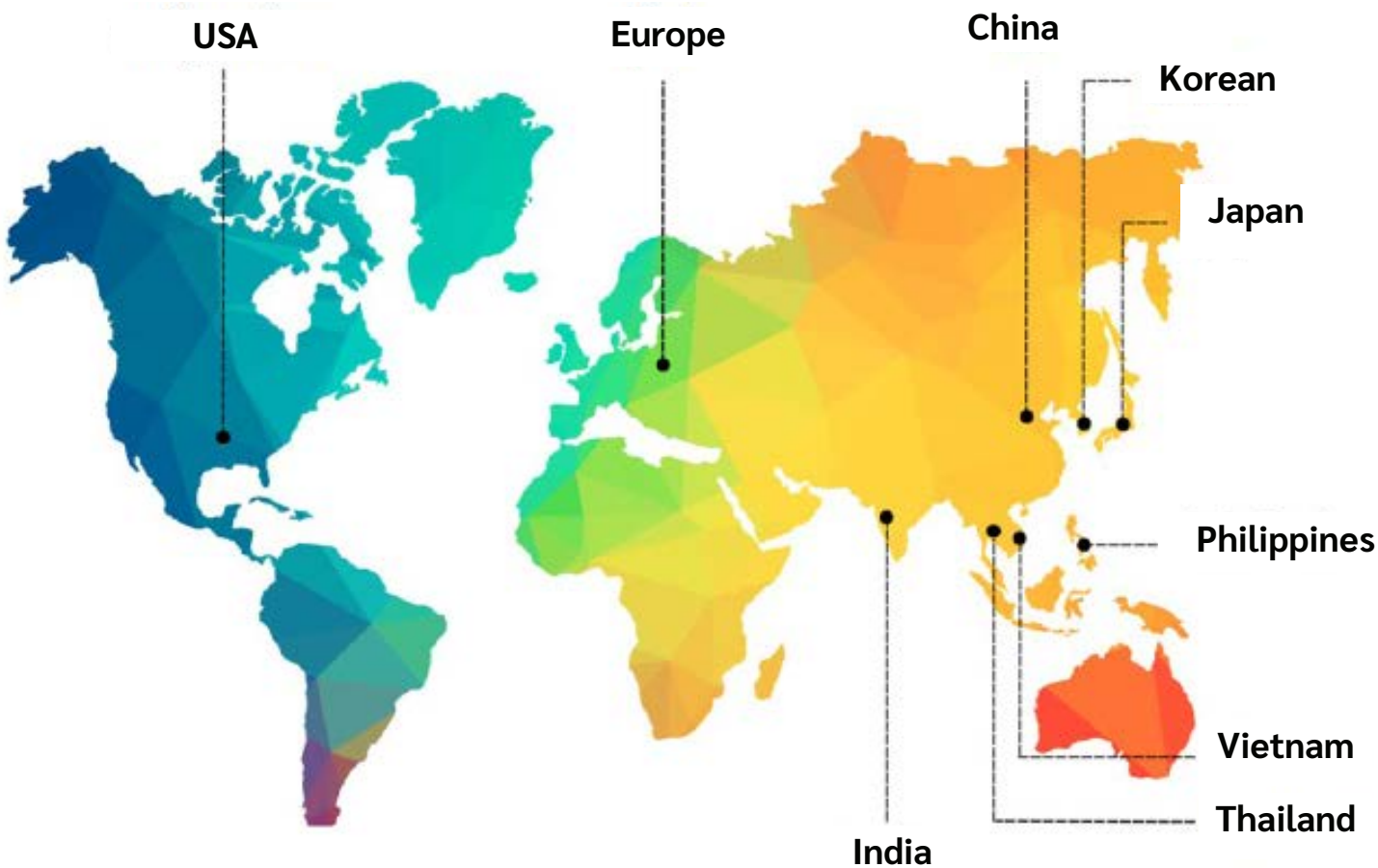
STR20CV



MIXTURES



OUR CUSTOMER



Quality Policy

“To Produce Standard Thai Rubber (STR) that Consistently Satisfies or Exceeds Customers’ Requirements Through Continuous Improvement”



The mark of responsible forestry



TBH H6 (Narathiwat) plant was successfully certified for FSC COC on 24 April 2022.

We had been registered on Ecovadis since 2018 and in 2022, achieved Bronze rating.



We are certify ISO9001:2015, ISO14001:2015 และ ISO45001:2018 from MASCI and ISO/IEC 17025:2017 from BLA-DSS.

FACTORIES CERTIFICATE

Branch	Factory Code	ISO 9001:2015	ISO 14001:2015	ISO 45001:2018	ISO/IEC 17025:2017	FSC
Thungsong	H1	●	●	●	●	-
Yala	H2	●	On process	On process	●	-
Narathiwat	H6	●	On process	On process	●	●
Pattani	H7	●	On process	On process	●	-
Suratthani	H8	●	●	●	On process	-

Sustainability Management

TBH WE CARE

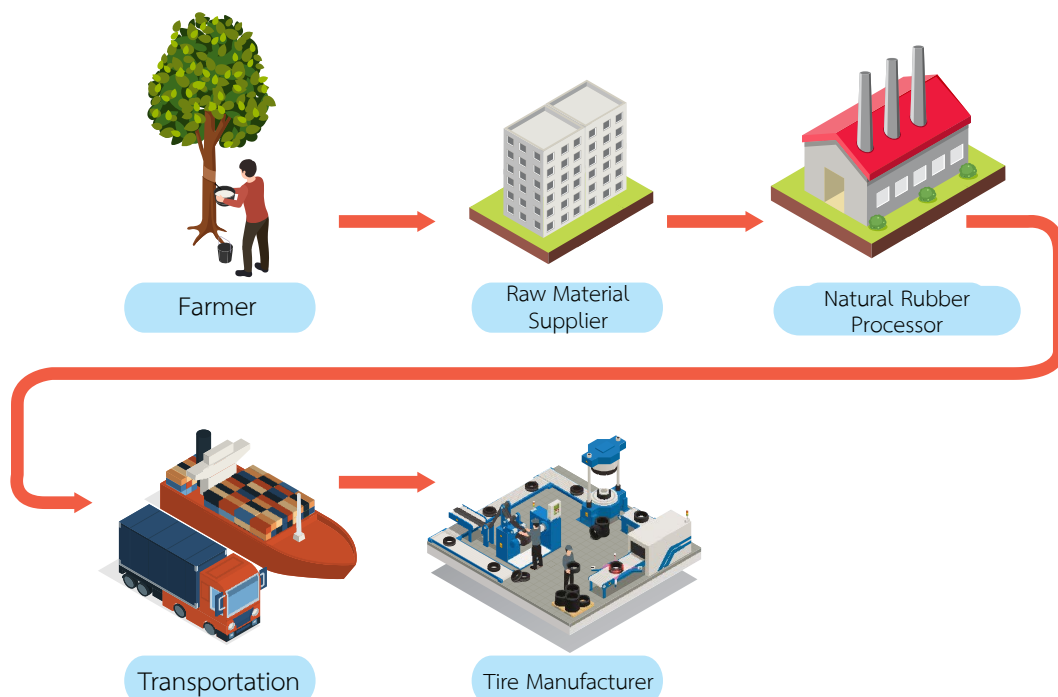
Environment Social Governance

We are a professional natural rubber producer that is committed to developing its block rubber business (STR20) to be globally renowned for excellence in quality, technology and competency with sustainable ties to community and society. For the year 2022, the Company has established its first strategy of sustainable development that covers the plausible risks, opportunities and support the Company's vision by driving force and exerting efforts in order to achieve desired responsible targets for the following 3 aspects, governance, social, and environment throughout the value chain. The Summary of our strategies are presented below.

Strategies/Targets



Value Chain



Sustainability Management Structure



Sustainability
Management Policy

The Company has put in place a sustainability management policy that upholds its commitment to reducing adverse effects on the environment, society, and the economy. Encourage effective corporate governance for sustainable natural rubber throughout the product life cycle and services.

The Company's top management recognizes the importance of responsible business conduct and concern with stakeholders' expectation, therefore, it has established the working group on sustainable development in order to consistently monitor and report the progress to the sustainable development committee as to keep track of sustainable targets and performances.



- Sustainable Management Team : Establish and evaluate sustainable policy, put it into practice, aid in sustainable development initiatives, and monitor the performance
- Sustainable Working Team : Create an implementation plan, oversee operations, track the status of sustainable development, and report on the performance of sustainable development.
- Sustainable Coordinator : Assemble and analyze the sustainable performance and prepare the Company's sustainable report for top management review.



Stakeholders Engagement

The Company has identified stakeholder groups that are involved in operations across the business value chain, analyzed and prioritized them by taking into account the criteria for the degree of impact from the Company's operations on the group of stakeholders and the degree of influence of stakeholders on business operations, and conducted a survey of the needs and expectations of all stakeholder groups toward the Company's operations in order to meet the expectations of stakeholders correctly and appropriately.

The Stakeholders has been recognized the identification, adverse impact assessment, and implementation toward the sustainable material topics through several engagements. In 2022, the Company divided the stakeholders into 8 groups and ranked them according to the priority as follows;

Stakeholder	Engagement Methods	Related Material Topics
Customers	<ul style="list-style-type: none"> ● Factory visits and evaluation ● Annual Customer Satisfaction Survey ● Factory Assessment Satisfaction Survey ● Online Meetings with Customers ● Communication on Production Process Change ● Communication on the Company's Sustainable Development ● Constant Customer Meetings ● Sales Contracts ● Safety Data from Product Use ● Whistleblower Mechanism 	Customer Relationship, Supply Chain Management, Tecnology and Innovation Development, Human Rights, Energy, and GHG Emission Management
Employees	<ul style="list-style-type: none"> ● Annual Employee Evaluation ● Employee Training and Awareness Training Program ● Suggestion Box, Grievance, and Whistleblowing policy ● Welfare Committee Meetings ● Safety Committee Meetings ● Walk through activity for working environment and ergonomics improvement ● 5S, Kaizen, QCC Activities Monthly, Annual Activities e.g. gifts, 	Good corporate governance, Anti-Fraud, Corruption and Bribery, Consistent good economics performance, Enterprise Risk and Business Continuity Management, Tecnology and innovation development, OHS, Employees' welfare, Human Rights, Energy and GHG Emission Management, Water Management, Waste Management, Air Pollution Management

Stakeholder	Engagement Methods	Related Material Topics
Rubber farmers and Rubber Raw material supplier	<p>competitions, new year events, traditional festivals</p> <ul style="list-style-type: none"> ● Employees' Engagement Survey ● Human Rights Compliance Assessment ● Occupational Health and Safety Training <ul style="list-style-type: none"> ● Rubber Farmers Capacity Building event, Rubber raw material Supplier's Day/Open House event ● Farmer Dealer activity, Rubber agents, and smallholders Meetings ● Supplier Code of Conduct communication ● Social and Environmental ● Self-Assessment Rubber Farmers' Visit and Evaluation ● Monthly Evaluation and Communication ● OHS Training and promotion of safety practices 	Supply Chain Management, Human rights, Energy and GHG Emission Management, Water Management
Supplier	<ul style="list-style-type: none"> ● Annual Supplier Evaluation and Communication ● Training and promoting safety practices ● Supplier code of conduct and EHS policy communication ● Supplier Online/Onsite Meeting 	Good corporate governance, Anti-Fraud, Corruption and Bribery, Supply Chain Management, Enterprise Risk and Business Continuity Management, OHS, Human Rights
Community	<ul style="list-style-type: none"> ● Community involvement in promoting traditions and culture Suggestion Box, Whistleblowing channels ● CSR Activities ● Community Satisfaction Survey ● Rapport with a community leader ● Meeting with the community for capability building 	Human Rights, Community Involvement, Energy and GHG Emission Management, Water Management, Waste Management, Air Pollution Management

Stakeholder	Engagement Methods	Related Material Topics
Government Sectors	<ul style="list-style-type: none"> ● Performance on compliance and regulatory ● Factory audit required by-laws ● Participation as a working committee requested by government agencies ● Participation in various projects e.g. BOI efficiency improvement projects ● Participation in government public services projects 	Good corporate governance, Anti-Fraud, Corruption and Bribery, OHS, Energy and GHG Emission Management, Water Management, Waste Management, Air Pollution Management
Non- Government Organizations	<ul style="list-style-type: none"> ● Factory visit and meeting ● Membership or working committee member ● Participation in activities and projects ● Response to complaints and remedy ● Membership and participation in the meeting of the Thai Rubber Association 	Human Rights
Shareholders	<ul style="list-style-type: none"> ● Auditor's Report ● Sustainability Report ● BOD Meeting ● AGM / EGM Meeting 	Good corporate governance, Anti-Fraud, Corruption, and Bribery, Consistent economics performance, Enterprise Risk, and Business Continuity Management

Material Topics

A materiality assessment was started in 2022 for the first time, and 15 material topics that are most likely to have an impact on economics, governance, the environment, social issues, and human rights were listed. These 15 material topics become the key information for establishing the sustainable development strategy, plan, targets, and stakeholder engagement, the Companies identified, evaluated, and prioritized material topics using the materiality assessment framework in 3 steps.

1. Materiality Identification

The actual data on negative impacts, risks, and opportunities that may affect the stakeholders were collected from the Company's sustainable context, value chain, world trend, and stakeholder engagement.

2. Materiality Assessment

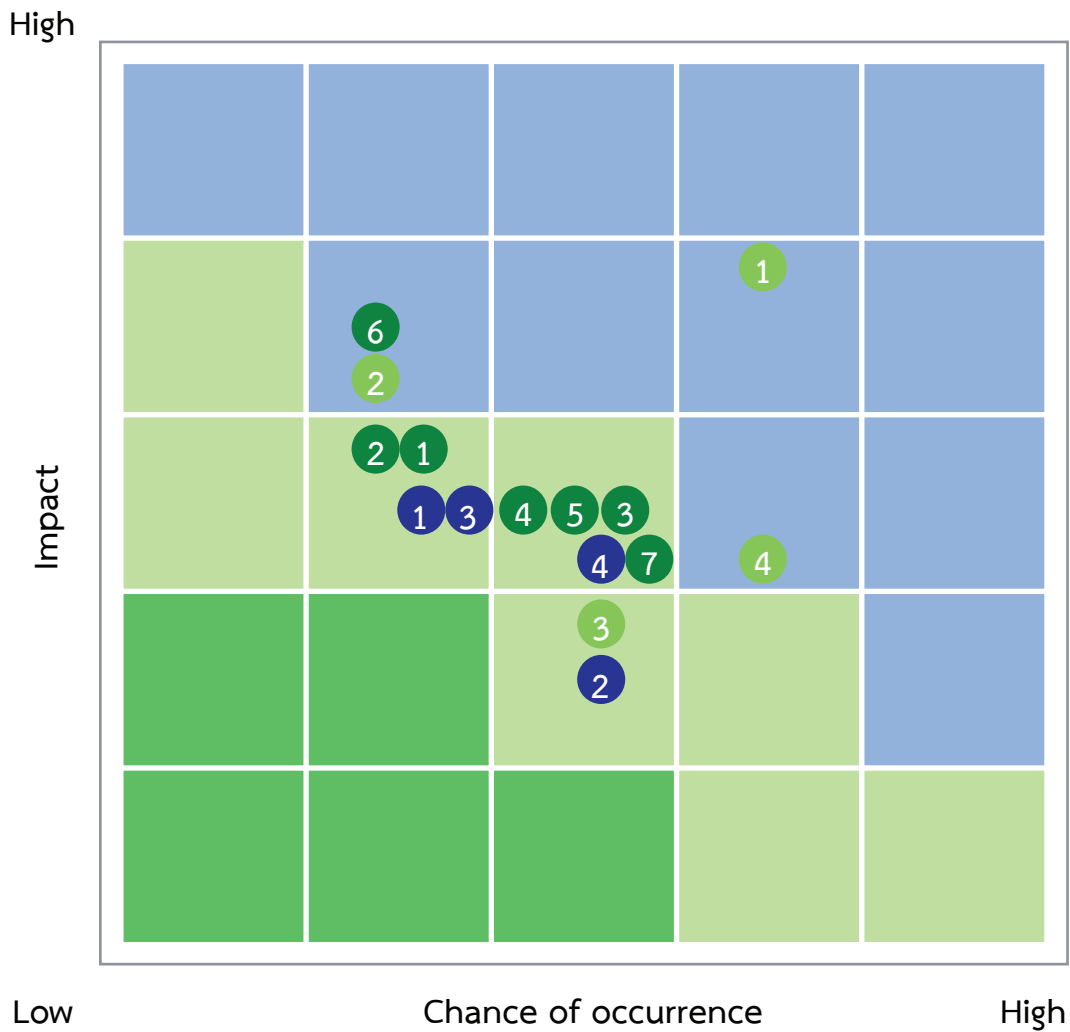
All material topics were taken into account by considering the degree of impacts, the scope of the impacts, the degree of difficulty of the resolution, and the frequency/likelihood of occurrence.

3. Prioritization

The prioritization shows the degree of materiality of each topic in term of its impact. In addition, it is used to determine how to report the Company's managing of each material topic and to establish the guideline to response each material topic properly once it is approved from the Company Sustainable Committee.



Summary table of Priorities Economic and Governance



Economic and Governance

Social

Environment

1. Good corporate governance
2. Anti-corruption
3. Good performance and consistent return
4. Customer satisfaction
5. Supply Chain Management
6. Risk management and Business continuity
7. Innovation and technology development

1. Occupational health and safety at work
2. Employee care and development
3. Human rights
4. Community involvement environment

1. Energy management and release of GHGs
2. Water management
3. Waste Management
4. Air Pollution Management



Supporting Sustainable Development Goals of the United Nations

The Company has established guidelines for each area of operations according to its sustainability strategy. in response to important issues Sustainability and Responsibility to Stakeholders while supporting the United Nations Sustainable Development Goals (UN SDGs) as follows:

Supporting SDG



Economic and Governance

Operating procedures

- Good governance
- Anti Corruption
- Risk management
- Supporting innovation and technology
- Developing positive connections and providing high-quality products in response to consumer needs.
- supporting knowledge and developing responsible business practices for Suppliers.

Supporting SDG



Social

Operating procedures

- Creating a good and safe working environment
- Supporting human rights respect and remedy
- Employee development and welfare
- Community participation and development

Supporting SDG



Environment

Operating procedures

- Making the most of available natural resources
- Conserving and enhancing forest and mangrove areas
- Air Management and Mitigation of Airborne Impacts
- Reducing greenhouse gas emissions
- Water management and wastewater treatment

Actions on UN Global Compact Principles

The Company committed to adopting 10 Principles (UN Global Compact), even if it hasn't applied to join the UN Global Compact. After reviewing, we understood how crucial it is to contribute to a meaningful, sustainable future and make a difference. These principles will be integrated into our policies, strategies, code of conduct, cultures, and day-to-day operations. The table below provides a summary of our operations.

UN Global Compact Principle	Company operations	Disclosure
HUMAN RIGHTS		
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	- Conduct Due Diligence Program to ensure business operate under the human rights law and there is no negative impacts on stakeholders throughout value chains	https://www.teckbeehang.com/publications/ 2022 Sustainability Report Page 52, 99
Principle 2: make sure that they are not complicit in human rights abuses.	-Personal Data Protection Act Policy	2022 Sustainability Report Page 30-31, 50
LABOUR		
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	-Active engagement and response to "Employees' Welfare Committee" -Structure of "Employees' Welfare Committee"	2022 Sustainability Report Page 91-92
Principle 4: the elimination of all forms of forced and compulsory labour;	-Labour Practices Policies	2022 Sustainability Report Page 93-95
Principle 5: the effective abolition of child labour; and	-Human Rights Policy	2022 Sustainability Report Page 99-102
Principle 6: the elimination of discrimination in respect of employment and occupation.	-The Company's Rules and Regulations	The Company's Rules and Regulations page 5

UN Global Compact Principle	Company operations	Disclosure
ENVIRONMENT		
Principle 7: Businesses should support a precautionary approach to environmental challenges;	-Environmental Policy	2022 Sustainability Report Page 113
Principle 8: undertake initiatives to promote greater environmental responsibility; and	-Performance on preventing and reducing negative impacts on the environment	2022 Sustainability Report Page 113-140
Principle 9: encourage the development and diffusion of environmentally friendly technologies.	-Performance on developing and disclose environmentally friendly technologies.	2022 Sustainability Report Page 61-66
ANTI – CORRUPTION		
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	<p>-Anti-Fraud, Corruption, and Bribery Policy</p> <p>-Performance on implementation of Anti-Fraud, Corruption, and Bribery</p>	<p>2022 Sustainability Report Page 38</p> <p>2022 Sustainability Report Page 39-44</p>

Awards and Achievements

The Company committed itself over the years to improving the standard and quality of its products as well as its operations in every aspect, always keeping the satisfaction of its stakeholders as its top priority. In order to ensure its business conduct is transparent and to promote sustainable development, the Company continually complies with good corporate governance. As a result, the Company received accolades and certifications from numerous outside organizations and within the Group Company for the past 3 years as shown below.

Year 2022

Thungsong Branch received National Award “**Thailand 5S Award**” **Gold Medal** from Technology Promotion Association (Thailand-Japan). The award reinforces the Company’s intention to improve efficiency through 5S System Implementation. The system promotes not only production efficiency but also work safety, a clean working environment, and effective resource consumption for sustainable development.

All of the Company Branches, Pattani, Narathiwat, Yala, Thungsong, and Suratthani received the 2022 CSR-DIW Award. The Company participated in the Department of Industrial Works’ program for corporate social responsibility following ISO26000 Social Responsibility’s framework.

All of the Company Branches and Head Office, Hat Yai, Pattani, Narathiwat, Yala, Thungsong, and Suratthani were certified the organization in Supporting People with Disabilities of the Year 2022 from the Ministry of Social Development and Human Security, Thailand.

Thungsong Branch was certified Outstanding Organization Award for “Good Workers Following the Sufficiency Economy Way” from the Department of Labor Protection and Welfare as it promoted workers to participate in Sufficiency Economy Practices.



Narathiwat Branch was certified “Good Labor Practices: GLP” from the Ministry of Social Development and Human Security, Thailand which it complies with no child labor, no forced labor, no human trafficking, freedom of association, guarantee collective bargaining and cooperation in the workplace, guarantee equal working conditions (non-discrimination) for all employees, guarantee remuneration and wages.



The Company was certified “Bronze Medal” from EcoVadis Platform, The World’s Most Trusted Business Sustainability Rating, which indicates the Company’s dedication in Sustainable Development.



Year 2021-2024

Suratthani, Thungsong, and Narathiwat Branch were endorsed the “Green Industry” Level 3 from the Department of Industrial Works, The Company participated in Industrial Development for Sustainable Environment and Social. The program was initiated at the “Green Industry” Conference conducted by the United Nations Industrial Development Organization-UNIDO.



The Company received “Fin D Happy Life” Award Rated- Excellent or 5 Star Level in supporting the employees’ financial health. The objective of the program is to promote personal money saving and the personal financial health of the employees.



Yala Branch was certified as a good organization that supports good health for working-age people following the 10-package guideline from the Department of Health, Ministry of Public Health, It is expressed that the Company concerned with employees' health and well-being.



Sufficient Economy Model

Year 2020-Present

All Branches, were certified and endorsed on the quantity of Greenhouse Gas Emission as per TGO Guidance of the Carbon Footprint for Organization by Thailand Greenhouse Gas Management Organization (Public Organization), the result of the GHG Emission measurement will be used as the starting targets in order to set up GHG Emission reduction plan. The next measurement will be conducted by 2024.



TGO 4.0 Certified

Narathiwat Branch was endorsed as a “Good” organization and in compliance with Prevention and Solution to Drug Problems in an Establishment from Narathiwat Governor. It is shown that the Company has managed under drug prevention and solution standards.



Drug Prevention

Year 2020-2022

Narathiwat Branch received National Award – Outstanding Level “The Excellent Establishment on Labor Relations and Welfare Award” from the Department of Labor Protection and Welfare. The Company received this award for 3 consecutive year 2020-2022. This indicates that the Company has always concern on employees' welfare and development as to support sustainable development.











Labor Relations Award



Economic and Corporate Governance Sustainability Performance

Key Performance Indicators

No.	Topic	Target 2022	Result 2022	Favorability
1	Violation of regulation and law****	0	1	
2	High risk items from Enterprise Risk Assessment were being mitigated/managed	100%	100%	
3	Employees trained on Anti-Fraud, Corruption and Bribery Policy	100%	100%	
4	Suppliers assessed on social responsibility	100%	100%	
5	Traceable raw material at district level	100%	100%	
6	Customer satisfaction survey result	80%	93%	
7	Quality complaints from customers	0%	1.06%	
8	Number of Innovations	3	4	

**** A fine in the case that there was one mortality at work

Good Corporate Governance

Opportunities and challenges

The Company came to understand how crucial it is to operate in accordance with all applicable laws, rules, and regulations. In addition, the Company has established its management structure to address, prevent, and evaluate enterprise risks that may have detrimental effects on the Company and all its stakeholders in all aspects. The Company embraced the Department of Business Development, Ministry of Commerce's Corporate Governance Principle as a complete guideline in order to maintain strong corporate governance. This has led to the creation of fair operating practices and the development of stakeholders' confidence. Additionally, the Company can guarantee that its operations are with integrity, transparent and free from fraud, corruption, and bribery.

The Company has officially reached 70 years of operation. Sustainable development should now be taken into account as a major success factor in corporate practices. In order to operate more effectively and efficiently, the Company has learnt about, adapted to, and supported sustainable development, risk management and finally develop relevant goals. Relying on senior staff is one of the issues the Company is concerned about. The Company started the succession planning program to address the issue and aim to produce more successful and favorable results that would benefit all stakeholders in the short and long terms.



Good Corporate Governance Standard,
the Department of Business Development, Ministry of Commerce

Good Corporate Governance Principle

The Company has adopted “Good Corporate Governance” of the Department of Business Development, Ministry of Commerce. It applied the framework of Corporate Governance from several renowned organizations namely Thai Institute of Directors – IOD, Organization for Economic Co-operation and Development – OECD, The Stock Exchange of Thailand – SET. The Company adopted all of six main principles below.



Significant progress on Good Corporate Governance



[Corporate Governance Policy](#)

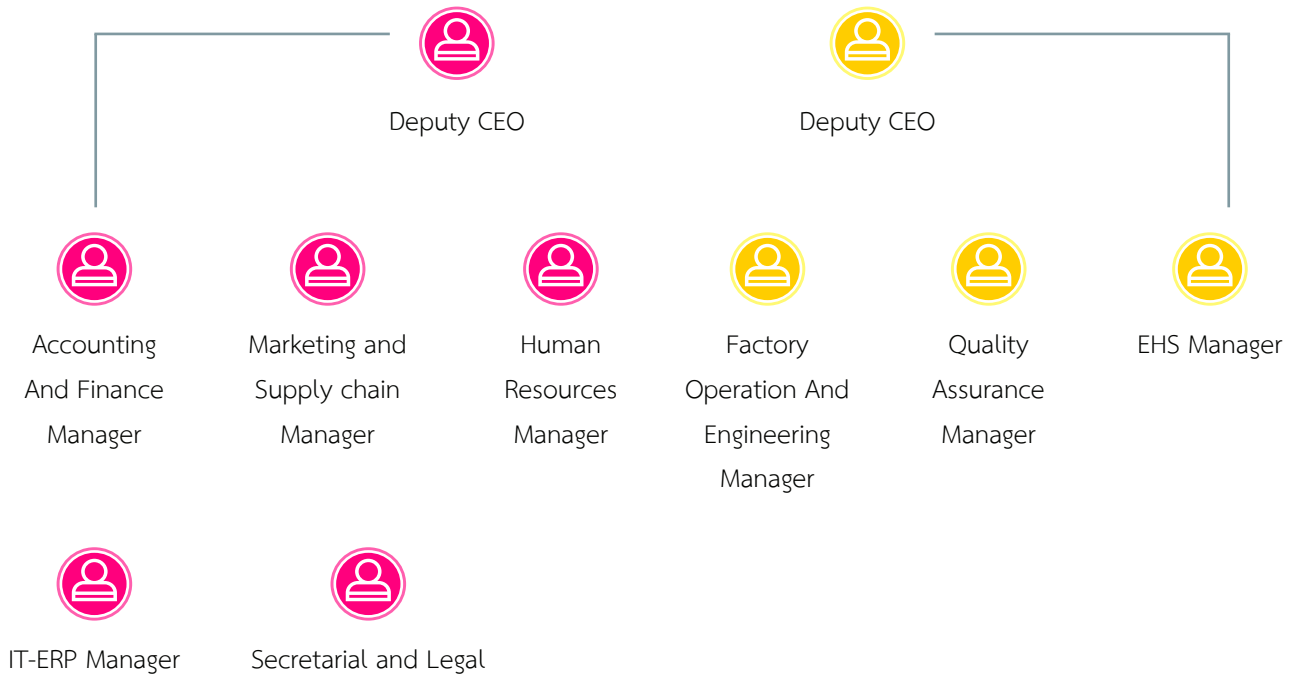
After reviewing our corporate governance structure and policies, the Company determined that a more comprehensive standard should be adopted. Therefore, the Department of Business Development’s Good Corporate Governance framework is the most appropriate and applicable for the Company. The Company participated in the “Good Corporate Governance Certification Program” to assure the implementation’s success. This is a crucial step to ensure the Company maintains good management and gains the trust of stakeholders. The Company discloses Corporate Governance Policy in the Company’s website.

Progress on Good Corporate Governance Certification Program

Process steps	Period	Result
1. The Company fill in online application form and submitted necessary documents (Tor Tor 1. Form)	Oct 2022	Completed
2. Officials verify the Company qualifications and completeness of submitted application and supporting documents	Oct 2022	Completed
3. Auditors perform onsite audit based on Corporate Governance standards	Apr 2023	In process
4. Propose the audit results to audit committee to approved the certified companies	May 2023	In process
5. Official to propose the certified companies to the Department of Business Development to issue the Certificate	Jun 2023	In process
6. Provide Certificate, CG Badge on Website, CG Badge on the Company Certificate and other Priviledge	Jul 2023	In process



Company's Corporate Governance Structure



The Rule of Law and Compliance Program



Law and Compliance Policy

The Company has established rules and regulations to ensure its business operations are conducted in accordance with the rule of law and in compliance with both domestic and international laws. The Company considers all stakeholders to be treated fairly and has established stringent safeguards to prevent violations of laws.

Concern Topics	Evidences	Results
Submit Audited Financial Statement to DBD	Audited Financial Statement	Timely and Complete
Annual Tax Filing	PND 50 and 51	Timely and Complete
Social Security and Compensation Fund	Submit Social Security and Compensation Fund	Timely and Complete
Compliance with Labor Law	No Violations	No violation found
Permission and Registration required by Law	Permission/Certificates	Complete
Employee Training on applicable law and communicate to all stakeholders	Annual Training Plan	Timely and Complete
Measures prevention violation of laws	Company Rule and Regulations	No violations found
Officially announcement of Rules and Regulations	Company Rule and Regulations	Employees' acknowledgement
Employees Training on Public Traffic Law	Company Rule and Regulations	Employees' acknowledgement
No illegal software	Software Audit	No violations found

The Company was fined 66,666 Baht by the Department of Labor Welfare in 2022 after one of the employees had a fatal work injury. The Company has looked into the matter, released preventive and remedial actions, and given the employee's family enough compensation. The Company have also taken this seriously and are closely reviewing safety practice.

Corporate Governance related policy review and compliance monitoring



Corporate Governance Policy

The Company set to review of its policies on an annual basis and this year it has revised three of Corporate Governance pertaining to corporate governance, as summarized below.



Internal Control and Internal Audit Policy



Conflict of Interest Policy



Information Technology, PDPA and the Company Data Protection

Internal audits will be conducted every three years, according to the Company's policy. The Group Company has chosen NEXIA TS RISK ADVISORY PTE LTD of Singapore to carry out an internal audit that covers the following business processes for the years 2020–2022.

- Inventory and Fixed Asset Management
- Production Management
- Information Technology
- Compliance and Tax Regulations

The audit's result showed that the Company's internal control was rated as **"Sufficient and Effective"**. But only three of the Company's six locations have been serviced. The other three facilities are situated in unstable regions of the south. However, the Company made the decision to create the Internal Audit Department, and by the end of 2023, it will cover the audit of the rest sites.

The Company's Conflict of Interest Policy was developed based on the idea that all business decisions must be made with the Company's best interests in mind and that all employees should abstain from any actions that might do so. Transactions that might result in a conflict of interest need to be disclosed. The Company identified three transactions from the review that are likely to result in conflicts of interest, but after taking the necessary precautions, the Company believes **the transactions to be outside of their purview.**

Due to the Company's understanding of cyber security, the Information Technology Policy was formed. According to a large number of incidents, the risk associated with cyber security has escalated. Employee Personal, Customers and the Company data are regarded as being at high risk, and the Company must adhere to the 2019 PDPA Act. Therefore, the Company has conducted 'Cyber Security Assessment' by 3rd party, "QS Solution". The tools that used for an assessment are "The Cyber Security Assessment Tool (CSAT)" and The Center for Internet Security® (CIS) framework. In 2022, the rate is 2.8 of 4.0. **(The program is holistic and fully operational and the risk of the cybersecurity issue is moderate).** The Company rating improved significantly compare to 2021. (1.7 of 4.0)

Year 2022 rate 2.8 from 4
Year 2021 rate 1.7 from 4

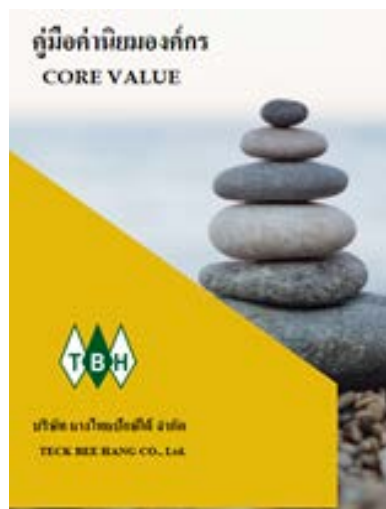
Significant changes and development in Corporate Governance Policy in the past year

Revised Policies	Purpose of changes
Information Technology and PDPA	To be compliance with PDPA Act 2019 and strengthen cybersecurity measures
Corporate Governance Policy	Established Code of Conduct Handbook which includes employees' ethical standards
Anti-Fraud, Corruption and Bribery	Conduct risk assessment
Anti-Competitive Policy	Conduct risk assessment

Despite updating the policies, the Company took the initiative to create policy handbooks to aid employees in understanding each regulation.



Supplier Code of Conduct



Core Value Handbook



Code of Conduct Handbook

Following online handbooks as per QR CODE



Performance on Corporate Governance Development



Establishing policies and Training


Plan	Target 2021	Result 2021	Target 2022	Result 2022	Target 2023
1. Anti-Fraud, Corruption and Bribery	Establish Policy	Completed	Announced and Training, Publish in the website	Completed	Review and retrain
2. Conflict of interest policy	Establish Policy	Completed	Announced and Training, Publish in the website	Completed	Review and retrain
3. Fair operating practice policy, Anti-Competitive Practices policy	Establish Policy	Completed	Announced and Training, Publish in the website	Completed	Review and retrain
4. Anti-Money Laundering and Terrorism Financing policy	Establish Policy	Completed	Announced and Training, Publish in the website	Completed	Review and retrain
5. Whistleblowing policy	Establish Policy	Completed	Announced and Training, Publish in the website	Completed	Review and retrain
6. Sustainable Purchasing policy	Establish Policy	Completed	Announced and Training, Publish in the website	Completed	Review and retrain

Establishing Handbooks and Training

1. Supplier Code of Conduct	Establish Handbook	Completed	Train employees and suppliers by 50%	Completed	Trained employees and supplier 70%
2. คู่มือค่านิยมองค์กร	Establish Handbook	Completed	Train employees 100%	Completed	Awareness Training
3. คู่มือการกำกับดูแลกิจการ	Establish Handbook	Completed	Publish in the website	Completed	Awareness Training



Review of internal control effectiveness

	Target 2021	Result 2021	Target 2022	Result 2022	Target 2023
1. Internal Audit by NEXIA TS RISK ADVISORY PTE LTD	Plan an internal audit	Communicated the plan to auditees	Perform an internal audit (3 locations, Head office, Thungsong Factory, Suratthani Factory)	Completed 	None
2. The Company new Internal Audit personnel					Perform the audit for the rest 3 sites (Yala, Pattani and Narathiwat Factories)

Anti – Competitive, Fair Competition

The Company committed to fair operating practices and strictly to be compliance with **Trade Competition Act B.E. 2560**. The Company adheres with ethical business conduct by avoiding any practices to reduce competition “**Zero Tolerance**”. The **Anti- Competitive Practices Policy** was published in the Company website.

Risk assessment on Anti – Competitive, Fair Competition

The Company implements 2 steps of risk assessment

Step 1 Use questionnaire to assess the effectiveness of anti-competitive management

Step 2 Perform risk identification, prepare risk map and determine measures to prevent the incident including remedy, recovery and whistleblowing procedure



[Fair Competition Policy](#)

Anti-Competitive Practices Management Process

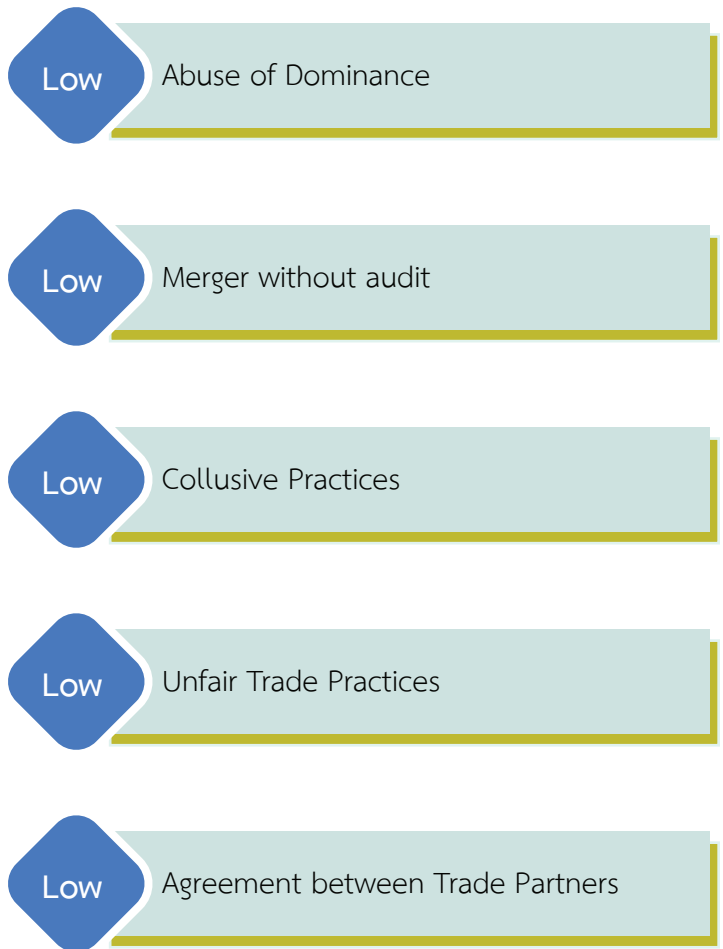


Awareness Training

During the orientation, the Company devised a program to educate new staff members and provide special training to the **Marketing Department members** in particular about anti-competitive practices. All staff will receive the training from the Company in 2023.

Result from Risk assessment and Due Diligence

The Company’s Anti-Competitive Practices Management is “**Sufficient**” to prevent violations of the law and the Company policy, and the findings of a due diligence revealed that there hasn’t been a violation. The summary of risk assessment



[Anti-Money Laundering Policy](#)

Anti-Money Laundering and Terrorism Financing

The Company places importance on Anti-Money Laundering Act B.E 2542 and Counter-Terrorism and Proliferation of Weapon of Mass Destruction Financing Act B.E. 2559 by establishing policy and procedure for employees who work directly with stakeholders in order to help them to manage and conduct the transactions that can be free from any violations effectively. The related policy is established the Company’s website.

Due Diligence on the Company's Anti-Money Laundering and Terrorism Financing Practices

The below "RED FLAG" behaviors were verified based on this policy guideline. In conclusion, neither money receipts nor unlawful act transactions are present. Through the Company's whistleblowing policy, stakeholders of the Company may report suspicious cases.

- 01 Direct payment or payment made through employees not connected to the contract
- 02 Receiving money for deals that don't typically settle in cash
- 03 Foreign payments unrelated to business transactions
- 04 Using funds from a bank account that isn't typically used for company
- 05 Reimbursement from nations with a high risk of money laundering
- 06 Payment from free tax countries and cannot trace the beneficiaries

Information Security and Cybersecurity Management

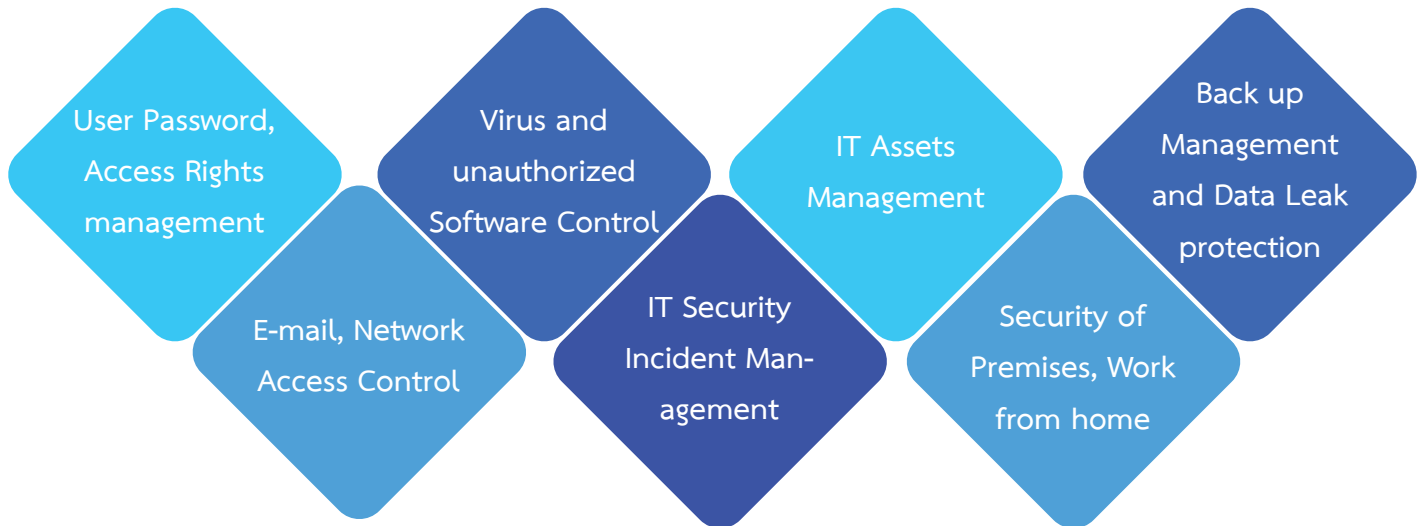


[Information Security and Cybersecurity Policy](#)

To increase its business capacity and competitiveness, the Company gives the identification and execution of digitalization potential in all work processes top priority. As a result, it is essential that the Company take careful care of cybersecurity and information. The Company is aware of the risk it poses and the potential consequences of various cyberattacks, including data breaches, ransomware, cyber extortion, and compromise of human rights of our stakeholders, including personal and confidential information about our customers and employees. This could harm our company's image and reputation in addition to creating problems with business continuity. The Company published Information Technology and Cybersecurity policy in the website.

Information and Cybersecurity Management Approach

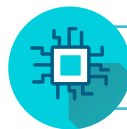
The Company has established a clear policy for information security and cyber security management as mentioned previously. In management, it covers operations throughout the organization as follows.



Highlights of past performances and upgrades



Window server upgrade 2022



Personal Data Protection Act 2562



Multi-Authentication Factors

Plan on certifying ISO 27001 Information security management systems (Year 2024)



Digital Transformation projects

The Company had looked into the potential for 2024 to obtain ISO27001 certification. The Company has identified the opportunity to further improve to the specific International Standard while going through a “Gap Analysis” process. The planning phase started in 2023.



Sophos Anti-virus software



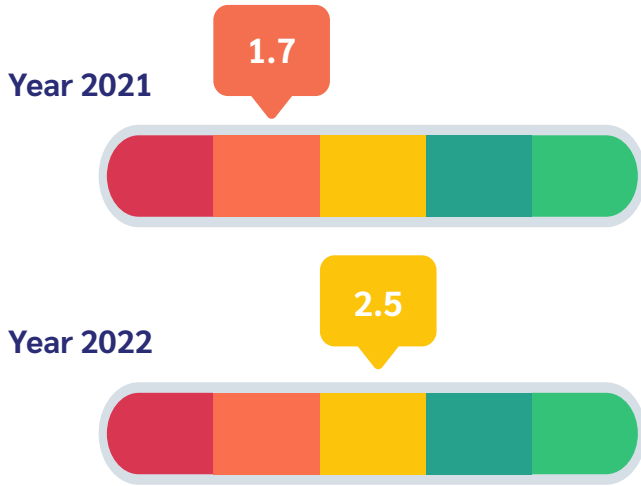
Cyberattack Simulators

Information and Cybersecurity Risk Assessment

The Company has hired external party “QS Solution” to perform risk assessment. It is found that the Company improved the rating score significantly from previous year. (Score – 2021 is 1.7/4.0, Score – 2022 is 2.5/4.0) “The program is holistic and fully operational and the risks of cybersecurity issue are moderate”. This results from the resolution of corrective actions. However, the IT department is keeping up on further improvement.

Additionally, the Company performed the Information Technology due diligence on 3 suppliers, and it was discovered that there were no material issues or risks.

Information and Cybersecurity Risk Assessment Score



Plan for Improvement in 2023

- 1 Inventory Control (Software/Hardware)
- 2 Network Monitoring and Defense
- 3 Continuous Vulnerability Management
- 4 Audit Log Management
- 5 Microsoft and Azure Secure Score

Training to raise awareness

The Company encourages all employees to develop skill on information and cybersecurity awareness on an annual basis in order to ensure that they maintain capabilities to prevent themselves from the attacks and also help the Company to avoid any issue. The Company provides both online and onsite training. The Group Company support online training in an interesting animation series called “Ninjio” 100% of employees were trained.

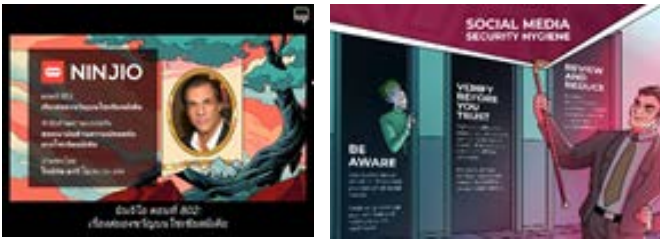


Figure 1 Ninjio Animation Software



Figure 2 Training at factory





The Company officially announced the Anti-Fraud, Corruption and Bribery by developing the system and mechanism in managing the employees to adhere to ethical standards and code of conduct and committed “Zero Tolerable” of direct and indirect of fraud, corruption and bribery in all forms. The Company promotes the culture of integrity and places the importance of high ethical working environment. It establishes consistent awareness for all level of employees and stakeholders through training and publish the policy in the Company website.

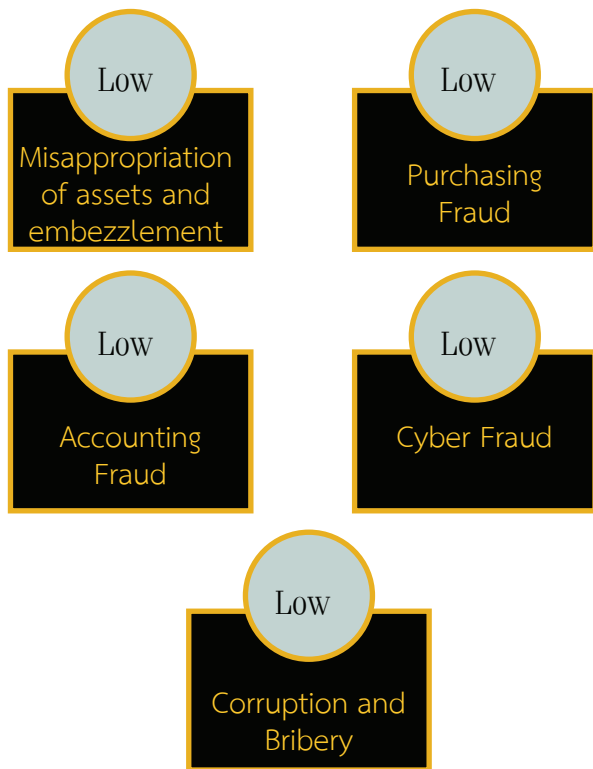
Anti-Fraud, Corruption and Bribery Management System

The Company’s Anti-Fraud, Corruption, and Bribery Management System has implemented measures to stop violation cases that enable employees and stakeholders to comprehend, communicate, and report suspects and wrongdoings. Additionally, the system offers a whistleblowing method and an audit process. The following diagram shows how the Company set up the investigative committee, penalties, and recovery procedures.



Risk assessment and Internal Audit

The Company performed risk assessment in 5 sections and below is the summary.



The result from the audit showed that there are 3 sensitive transactions, however, the cases have been resolved and corrective actions are settled. The Company issues additional control to prevent repeated cases.

Suppliers' Due Diligence

The Company performed due diligence from 2 suppliers who involved in large amount projects and found out that there is no suspected or wrong doing related to anti-Fraud, Corruption and Bribery policy.

Plan and Initiative in 2023

The Company has studied the possibility to participate in the Thai Private Sector Collective Action Against Corruption (CAC) in order to collaborate among private companies to build ecosystem to prevent corruption and bribery. The Company prepared working paper for self-assessment and believe that it is 80% possible and ready to certify. Nevertheless, the Company should follow the audit process and prepare a proper working paper for verification by certified public accountant and requires the Company Board of Directors to approve. The process could start and be achieve in 2023.



Communication and Awareness Training

The Company set a procedure to communicate on the policy through orientation and annual training. It produces e-learning platform in both Thai and English. Additionally, the employees are required to sign pledge from that acknowledged and committed not to violate the policy.

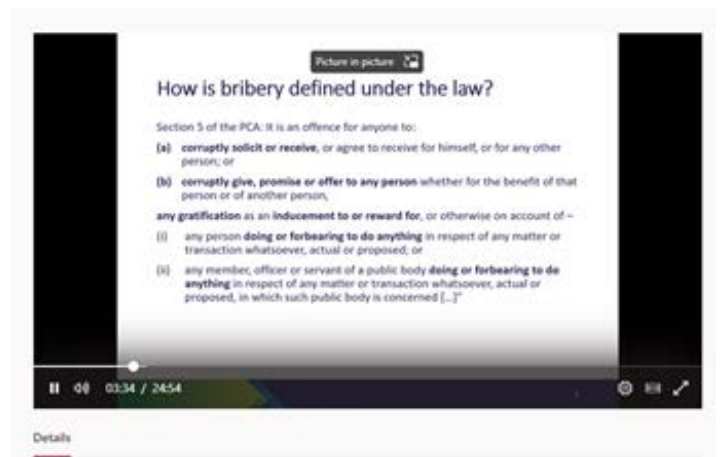


Figure 2 e-learning (Anti-Fraud, Corruption and Bribery)

Training Statistic

Number of Trained employees and acknowledge the policy

Year 2021 100%

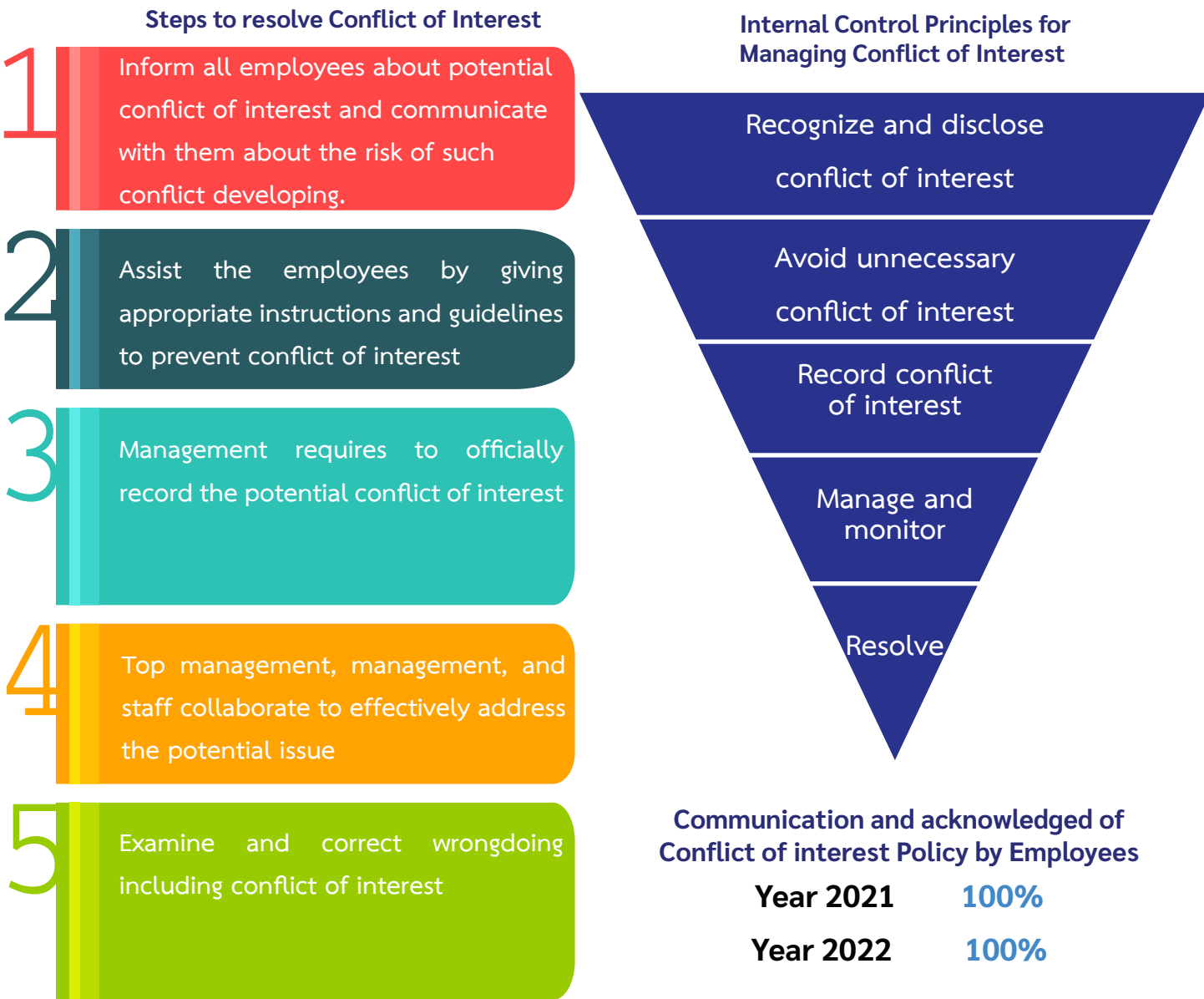
Year 2022 100%

Conflict of Interest



In accordance with the principles of good corporate governance and with consideration for the Company’s best interests, the Company is dedicated to conducting business in an ethical and transparent manner. Making decisions and carrying out business activities in a way that benefits oneself, associated staff, or is in conflict with the interests of the Company and results in losses, wrongdoing, or corruption are prohibited. In order to prevent conflict of interest and promote awareness among employees so that they would comply with laws and regulations as well as the Company’s code of conduct, the Company adopted a conflict of interest policy. The policy was published in the Company’s website.

The Company adopted internal control practices to avoid conflict of interest and to swiftly and efficiently address the problem. The following is a list of the five guidelines for handling conflict of interest.



Conflict of interest and sensitive transactions that were recorded

- 1) 3 Transactions – Relative of the management and employees work with the Company.
- 2) 2 Transactions – Sensitive transactions with Government officials.

Whistleblowing



Employees and stakeholders are encouraged to report any infractions that have happened in the past, are happening now, or might happen in the future by using the whistleblowing policy, which was developed for this purpose. To report any significant wrongdoings, suspicious cases of fraud, corruption, bribery, conflict of interest, unfair competition, unfair operating practices, employee complaints, and tax-related issues, the Company has established procedures and channels for report the incidents. The Company encourages whistleblowers to come forward without holding back out of concern for a negative outcome and is committed to conducting a fair investigation while maintaining confidentiality and obtaining “Whistleblower protection” procedures. The Company encourages all stakeholders to report violations when they have suspicions about a case. The Policy was published in the Company’s website.

Procedure and steps on Whistleblowing

The 3 Principles of Whistleblowing Management



Steps in managing violation reporting



Whistleblowing Channel

Email

- 1. whistleblower@teckbeehang.com
- 2. kslee@teckbeehang.com
- 3. szuyang@teckbeehang.com

Telephone

- 1. 081-969-2979
- 2. 065-898-2919
- 3. 093-576-5353

Post and Complaint Letter

To CEO, Deputy CEO
 Address – Teck Bee Hang Co., Ltd, 157 Niphat utit 2 Road, Tambol hat Yai, Amphoe Hat Yai, Song

Website



Scan QR Code or

<https://www.teckbeehang.com/whistleblower/>

Communication and acknowledgment of Whistleblowing Policy by Employees

Year 2021	100%
Year 2022	100%

2022 Whistleblowing Statistics

Telephone	Channel				
	Telephone	Email	Website	Postage	Letter
Fraud, corruption, and bribery	0	0	0	0	0
Conflict of interests	0	0	0	0	0
Money Laundering and Terrorism Financing	0	0	0	0	0
Human rights	0	0	0	0	0
Fair competition	0	0	0	0	0
Cybersecurity	0	0	0	0	0
Tax	0	0	0	0	0
Other complaints such as grievance, social, environment and economics impact	1	0	0	0	1
Total	1	0	0	0	1

Remark: -2021, there is no case being reported

In 2022, a resident of the neighborhood called the factory and complained, later filed a complaint with the Department of Industrial Work regarding the raw material odor caused by the drying process and the cup lumps that Suratthani Factory had piled up while waiting to be produced and that was disturbing the residents' normal and well-being. Officials from the Department of Industrial Work sent the Company a letter asking for a resolution.

The Company immediately alleviated the odor issue brought on by the drying process, the Company swiftly installed new technology known as the "Biofilter" System. The issue can be entirely eliminated by the system. In addition, by spraying a biochemical called "Wood vinegar" on the cup lumps, covering them with a plastic sheet, and sending the cup lumps into the pre-cut process to wash away serum into wastewater ponds, the odor issue brought on by cup lumps waiting to be produced is also remedied. This approach can successfully address the cup lumps odor issue.

Promotion of Ethical Culture within the Company

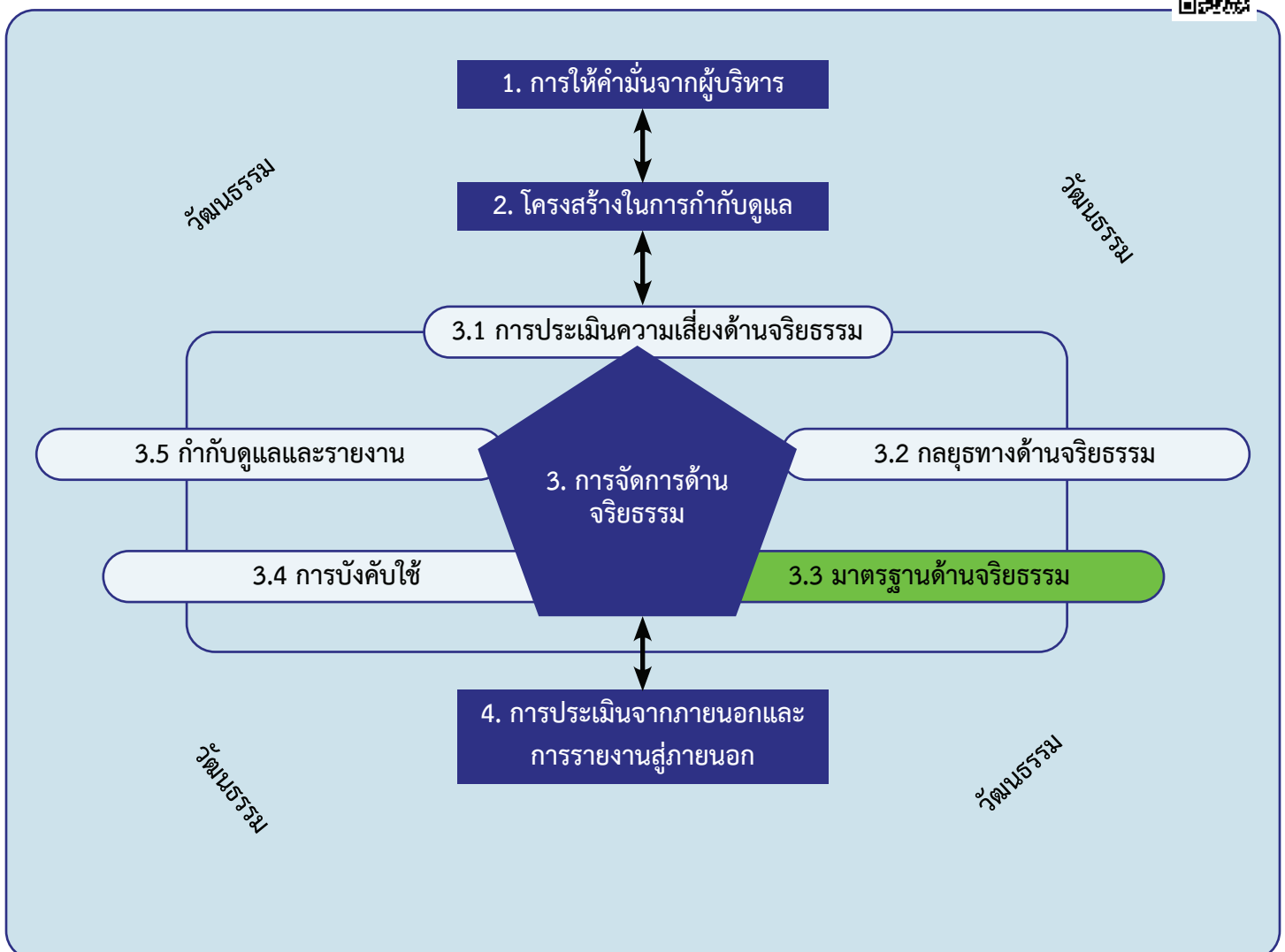
Integrity is one of the Company’s basic beliefs. The management desires that all workers uphold the highest ethical standards while performing their duties, be accountable to the public, and set an example for others. The employees shall avoid misconduct and focus entirely on their own interests. The Company develops a process to evaluate the employee’s ethical consciousness and supports initiatives that foster moral behavior.

Opportunity and Challenges

The Company’s employees’ ethical standards are considered a strength. The score is **low** following the evaluation of the ethical risk. Integrity is emphasized by the Company as its one key fundamental core value. To support its ethical management, the Company embraced good corporate governance. The four guiding principles that the Company follows are “the Rule of Law,” “Morality,” “Transparency,” and “Responsibility”. By adopting these principles, the Company could achieve its ethical culture promotion goal more easily.

Ethical Culture Promotion Framework

The Company has embraced the ethical management standard from “The Ethics Institute” since it is thought to be appropriate and suitable for the Company. The Company’s ethical guidelines are published on the Company’s website.



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Activities that promote Ethical Standards to become the Company Culture

Ramadan

The Company's employees attended the Ramadan Fasting Tradition. They visited mosques, prayed, and read the Noble Quran.



Conduct volunteer work, Dharma learning, and meditation

The Company's employees helped out at the temple by cleaning, donating necessary materials, learning about the dharma, and meditating.



Tomb Cleaning Activity

The Company's employees took part in the tomb-cleaning event to promote cleanliness, encourage wellness, and set an example for the neighborhood.



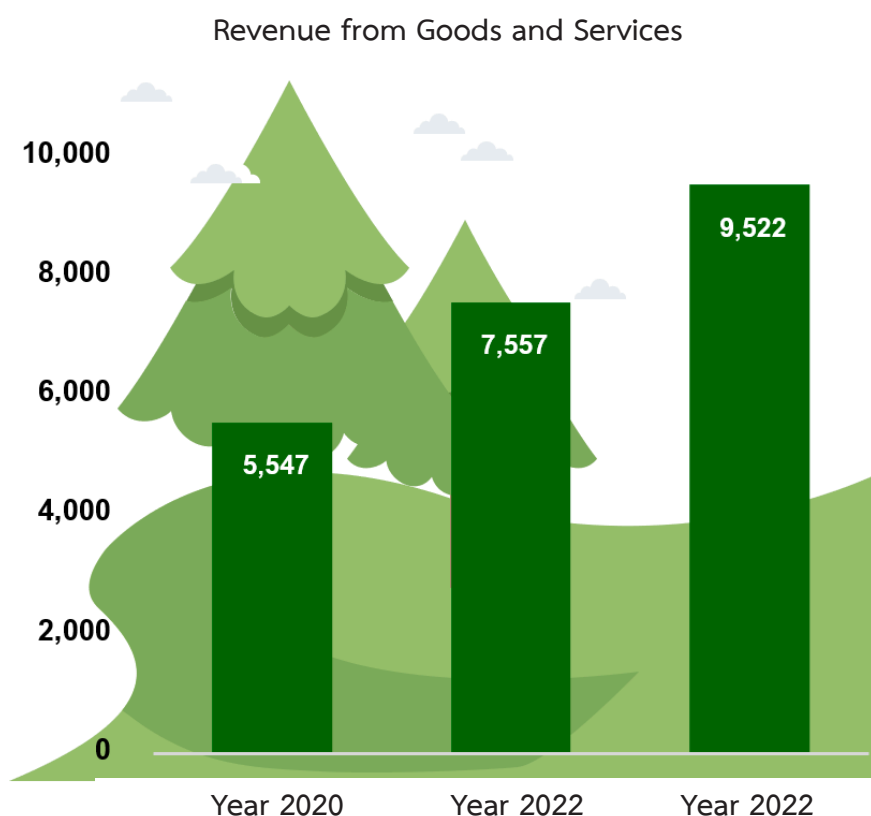
Attending Buddhist, Islam, and Chinese Traditional Ceremony

Regardless of the faith they practice, the Company's staff will come together on all religious holidays to engage in some activities that advance morality and reverence for holy sites. All of the staff members support equality and experience no discrimination at work.



Consistent in Good Economic Performance

The Company must ensure efficiency and effectiveness in its operations in order to meet a variety of challenges and maintain good corporate governance. The Company aspires to accomplish its vision, mission, short-term and long-term business plans. To benefit all stakeholders, the Company maintains sustained business performance. Consistently strong economic performance will support national as well as local sustainable development. This could fairly distribute economic activities across all stakeholders.



Profit and Loss Statement

(Unit: Million Baht)	2020	2021	2022
Revenue - Goods and Services	5,547	7,557	9,507
Profit (Loss) before Tax	30	216	332
Tax	9	23	(82)
Profit for the year	39	239	250
Comprehensive income	109	241	255

Financial Position

(Unit: Million Baht)	2020	2021	2022
Assets	3,283	3,785	3,828
Liabilities	3,494	3,755	3,543
Equities	(211)	30	285

Financial Ratio

(Unit: Million Baht)	2020	2021	2022
G. Profit Mar	1.97	3.92	4.36
Net Profit Margin	0.71	3.16	2.63
Quick Ratio	2.02	0.83	3.67

The Company's Financial Statement was verified by EY Office Co., Ltd

The Company completed a thorough SWOT analysis, market analysis, and lesson learned analysis for its annual business plan and budget. The budget is set up for the profit plan, use for raw material control, process cost management, risk management for material acquisitions, and quality control. This improves corporate performance and profits, satisfies shareholders and stakeholders, and distributes profits fairly to all parties.

The Company has had a successful three-year period economically, and has been able to use profit to invest in numerous beneficial initiatives and improve machinery. The Company is able to devote resources for both sustainable development and the welfare of its employees.



Sustainable Development Spendings

(Unit: Million Baht)	2020	2021	2022
Environment, Health and Safety	2,950,000	6,187,000	4,707,000
Social Responsibility	428,000	403,600	400,000
Training	636,600	202,600	966,700
Quality of products*	3,600,000	4,700,000	5,850,000

*Exclude wages and salary

The Covid 19 has caused a huge increase in EHS spending in 2021. The Company invested a lot of money and resources to protect both Thai and foreign employees from the pandemic. When the situation improved in 2022, the Company continued to owe its employees a debt of gratitude. The Company pledged to support both the professional development and general well-being of its employees. As a result, the Company increased funding for the training program. For quality related spending, the Company invested more on upgrade laboratory equipment in order to ensure good quality products.

Investment in Capital Expenditures related to Sustainable Development

(Unit: Baht)	2020	2021	2022
Capital Expenditures - EHS	24,000,000	7,000,000	16,000,000

The Company consistently works to prevent and minimize any adverse effects from its operations on the environment, particularly odor problems that can upset the community in the area. The Company has already invested 47 million Baht over the last three years to remedy the problems.

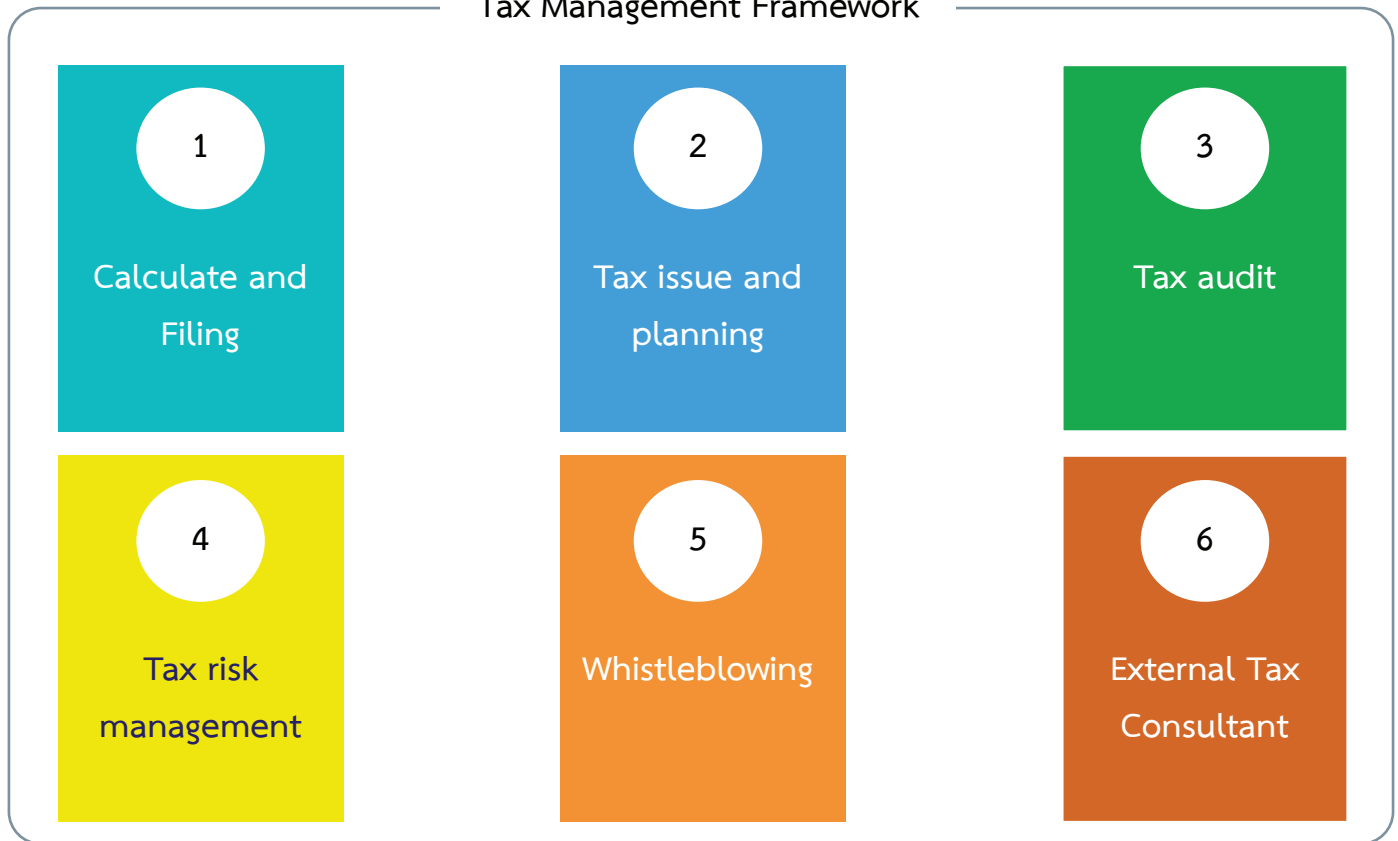
Transparency in Taxation

The Company makes sure that both its management and tax policy adhere to excellent corporate governance. The goal of the Company's tax management is to increase transparency and create a balance between its stakeholders and itself by establishing a structure that is compliant with the law.

Tax Performance

The Revenue Department has issued royal decree related to transfer pricing (No. 47) released on 21 November 2018 and being effective on 1 January 2019. **The Company has engaged Price Water house Cooper Co., Ltd.** to prepare "Transfer Pricing" Documentation as requires by Law.

Tax Management Framework



Remark: In 2021, the Company filed the annual tax filing as per revenue department's regulation

Customer Relationship

Customer relationship and satisfaction is the most essential aspect of our business. Therefore, we have a procedure to identify and investigate customer requirements. We respond to requests from customers. Create and carry out strategies to satisfy customers.

By implementing the following principles, we ensure our customers have a positive experience with our products and services.

1. High quality of products and services: We are committed to providing customers with high-quality products and services that meet industry standards and customer requirements.

2. Prompt Response: We value our customer's time and strive to respond promptly to their inquiries, concerns and feedback. We aim to provide timely and effective solutions to meet customer satisfaction.

3. Shipment reliability and documentation: We firmly provide timely deliveries and as well, well-versed in all export documentation and contract issuance, ensuring that our customers can rely on us without any disruptions.

4. Continuous improvement: We believe in consistently improving the quality of our products and services. This year, we have implemented a 100% electronic signature system to ensure the seamless operation of our document process. In addition, we increase credibility and develop product standards through FSC certification. Employees' QCC (Quality Control Cycle) skills and analytic abilities have been enhanced in order to increase consumer satisfaction.

5. Fair Conflict Resolution: We are committed to resolving any disputes or concerns in a fair and reasonable manner. We have established procedures for managing customer complaints, and we make every effort to resolve disputes expeditiously and amicably. Our objective is to reach a resolution that is satisfactory to all parties involved.

6. Customer Feedback and Evaluation: We encourage customers to share their opinions regarding our products and services. We value their feedback and use it to evaluate our performance and make any required adjustments. Annual evaluations of customer satisfaction play an essential part in influencing our future strategies and initiatives.

7. Transparency and Trust: We strive to have honest and open communication with our customers. Regarding our products, pricing, and policies, we provide complete and accurate details. In all interactions with consumers, we strive to be trustworthy, dependable, and accountable in order to earn their confidence.

By adhering to these principles, we hope to establish a customer-centric culture that prioritizes customer satisfaction, loyalty, and long-term relationships.



Metric process and goals

1. Enhance credibility through certification to industry standards ISO9001, ISO14001, and FSC

The Company has the capacity and ability to complete work of a high standard. But in order to be transparent and auditable by external entities. The Company recognizes the significance of obtaining industry standard certifications from reputable international organizations, such as ISO9001, ISO14001, ISO45001, ISO17025, and FSC, with the target of having 25 Certified Standards from all factories, including improving and developing the ISO 9001 system to become the IATF16949 quality management system which is the automotive industry's standard by 2024.

2. Annual Survey of Customer Satisfaction.

Once a year, the Company will measure customer satisfaction to recognize the expectations and needs of customers. We seek feedback from consumers. To develop products and services that meet the requirements of customers. Customers' issues are resolved as frequently as possible using QCC principles. With a target customer satisfaction score of over 80% and year-over-year growth, the criteria cover the following topics.

No.	Satisfaction Criteria	Determine by	Target
Customer Satisfaction			80%
1	Export Document Service	The document accuracy and work speed of customer service and solving issues	80%
2	On-time Delivery	The ability to deliver products on time	80%
3	Overall Company Satisfaction	The promptness of Sales Service, Contract issuance and after-sales service	80%
4	Product Quality	% quality complaint	0%

Performance

1. The industry standard Certifications

The following table summarizes TBH certifications at the end of 2022, with 14 of 25 certified standards.

Branch	Factory Code	ISO 9001:2015	ISO 14001:2015	ISO 45001:2018	ISO/IEC 17025:2017	FSC
Thungsong	H1	●	●	●	●	-
Yala	H2	●	On process	On process	●	-
Narathiwat	H6	●	On process	On process	●	●
Pattani	H7	●	On process	On process	●	-
Suratthani	H8	●	●	●	On process	-

2. Customer Satisfaction Measurement

In 2022, the Company targeted to achieve an overall customer satisfaction score of 80%. The Company received customer satisfaction ratings averaging 95% in all categories.

No.	Satisfaction Criteria	Determine by	Target	Scores Results		
				2020	2021	2022
Customer Satisfaction			80%	93%	93%	95%
1	Export Document Service	The document accuracy and work speed of customer service and solving issues	80%	94%	93%	96%
2	On-time Delivery	The ability to deliver products on time	80%	95%	94%	97%
3	Overall Company Satisfaction	The promptness of Sales Service, Contract issuance and after-sales service	80%	90%	91%	93%
4	Product Quality	0% quality complaint	0%	0.63%	0.59%	1.06%

The Privacy of Customer Data Protection

We put importance on maintaining the privacy of our customers, and we will only use their information for conducting business, providing customer service, or complying with the law. A high level of data security exists. Kept at the data center. The Company has audited and implemented measures to maintain information security for the aforementioned purpose.

We received “no” substantiated complaints regarding consumer privacy breaches in 2022, neither from outside parties nor regulatory bodies. The risks and product safety to users. Noncompliance with respect to the health and safety effects of products and services threatens the health and safety of our product’s consumers.

We have not received any complaints regarding the use of our products as of 2022. The Company has placed significant emphasis on ensuring that Our products are secure for health and pose no risk to users.

Supply Chain Management

Teck Bee Hang Co., Ltd. is committed to promoting and managing things which have impacts on environment, economy and society throughout the value chain topic of good and services. We are well aware that integration of sustainability throughout the supply chain is one of the important elements which can contribute to the success of natural rubber industry in sustainable business operation in a long term. Farmer and smallholder capacity building and support on responsible sourcing play an important role in the implementation

Sustainable Supply Chain and Sustainable Procurement Policy

Sustainable Supply Chain Policy

Sustainable Procurement Policy



In 2020, the Company has announced its Sustainable Supply Chain and Sustainable Procurement Policy in order to clearly establish concrete principles and guidelines to promote supply chain management and procurement service.

The policy has been communicated to the Company's executives and employees whose responsibilities are related to procurement in the annual training of the department which was held to review the policy, work process and annual plan of the department. In addition to the internal training, the Company has promoted the employee's knowledge and capacity by sending the employees to attend the trainings and seminars which are related to the sustainable supply chain management as well as the sustainable rubber plantation management.



Sustainable Procurement Policy
นโยบายการจัดซื้ออย่างยั่งยืน



Sustainability Cooperation with Supplier

In November 2021, the Company has issued the Supplier Code of Conduct for Sustainability Development to provide guideline for the supplier to ensure that the suppliers' operation will be in the same direction as the Company. The said Code of Conduct has been distributed in printed form to all suppliers of the Company. The Code of Conduct can also be accessible to all stakeholders of the Company via the Company's website.

Supplier Code of Conduct

1. Ethics and Transparency

2. Quality and Innovation

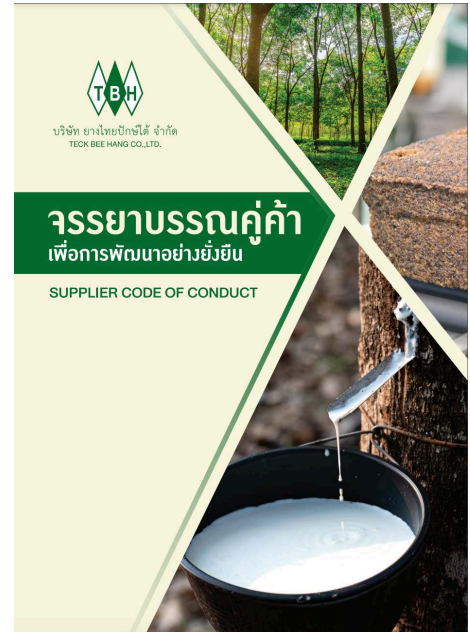
3. Environment

4. Labor and Human Rights

5. Occupational Health and Safety

6. Implementation of Policies and Practices

จรรยาบรรณคู่ค้าเพื่อการพัฒนาอย่างยั่งยืน



In addition, the supplier Code of Conduct provides a communication channel for the suppliers and stakeholders to submit inquiry, whistleblowing, complaints related to any violation to the Business Code of Conduct.



Scan QR CODE for online Supplier Code of Conduct



Sustainability Assessment by Supplier

The Company's suppliers have performed sustainability related self-assessment in relation to social and environment in order to allow the Company to have information on the suppliers' operation and management related to sustainability and also to assess the risk associated with the sustainability of supply chain.

The topics included in the business partner assessment form consist of business ethics, quality, environment, human rights and traceability.

According to the result of the assessment performed in 2022, there is no business partner who has caused any serious impact on environment and society.

Other Activities with Supplier

For the purpose of communication and monitoring on the compliance with the supplier Code of Conduct for Sustainable Development, the Company visits the suppliers' place of business every year. The process for selecting business partners varies according to the goal in each year. The Company has planned to visit all business partners within 5 years.



Pictures of Supplier Site Visit Activity

Farmer and Supplier Capacity Building

The Company has organized Farmer Dealer Together Project with an aim to promote the rubber farmers' capacity to have knowledge and skills essential for increasing products, profit and sustainability in rubber industry. In addition, the Company has participated in activities for promoting the rubber farmers' capacity organized by the external organizations.

As the Company places priority on the exchange, education and development of capacity with our supplier, we have organized both online and offline trainings for our suppliers.

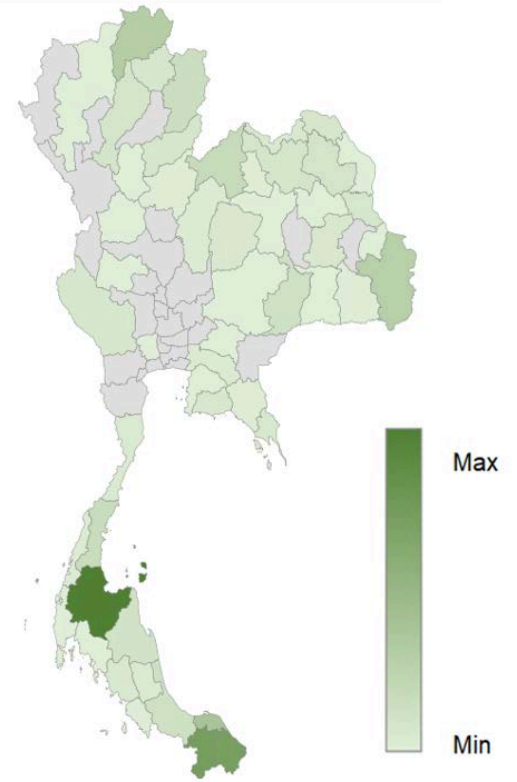


Support for Responsible Sourcing

The Company supports responsible sourcing of raw materials by initiating the development of a system which enables tracing of finished goods to the raw materials used for production through the ERP system.

In 2021, the Company has improved the development of the traceability system of raw materials source by increasing the storage of information linking to the source of raw materials at the provincial and district level. The Company has realized the importance of the traceability system and strives to continually improve the system with the goal of enhancing the linkage to the source at the factory level in 2023.

In 2022, the head office and Narathiwat Branch Factory (H6) of Tech Bee Hang Co., Ltd. have received international standard certification for the FSCTM COC (Chain of Custody Certificate) from the Forest Management Organization for the STR20 block rubber production which is deemed as an important milestone that demonstrates the Company’s commitment to procure raw materials which have been properly managed and controlled from related rubber supply chains and to forward the same to the end of rubber industry flow in order to develop and move towards sustainability throughout the supply chain. The Company has paid extra for buying raw material under FSC COC in order to promote the responsible procurement.



Key Indicators

The Company has determined indicators as a guideline for performance measurement of each activity. The details of indicators and performance can be explained as follows:

Suppliers “sign” to acknowledge and comply with the supplier Code of Conduct for Sustainable Development	Year 2022 : 76% of Supplier
Supplier perform self-assessment for compliance with sustainability guideline;	Year 2022 : 76% of Supplier
Number of supplier who have attended sustainable procurement training	Year 2022 : 55% of Supplier
On-site business partner assessment according to the principle of sustainable business operation.	Year 2022 : 25% of Supplier

Risk Management and Business Continuity Plan

Risk Management

The capacity to meet the objective of driving the Company for sustained successes may be hampered by the complexity and quickly evolving business environment at the moment. The Company is aware of the risks it faces and their negative effects, thus it prioritizes risk management and fosters risk management practices throughout the organization as cultures. The Company hopes risk management is able to connect all level of risks and become “Enterprise Risk Management”. Thus, it adopts COSO 2017 – Enterprise Risk Management as the framework for risk management. The Company has examined its risk register, completely identified all potential risks, and used a risk map to monitor and determine suitable risk mitigation measures by looking at causes and effects. The Company is finally able to bring a high-risk item down to an acceptable level.

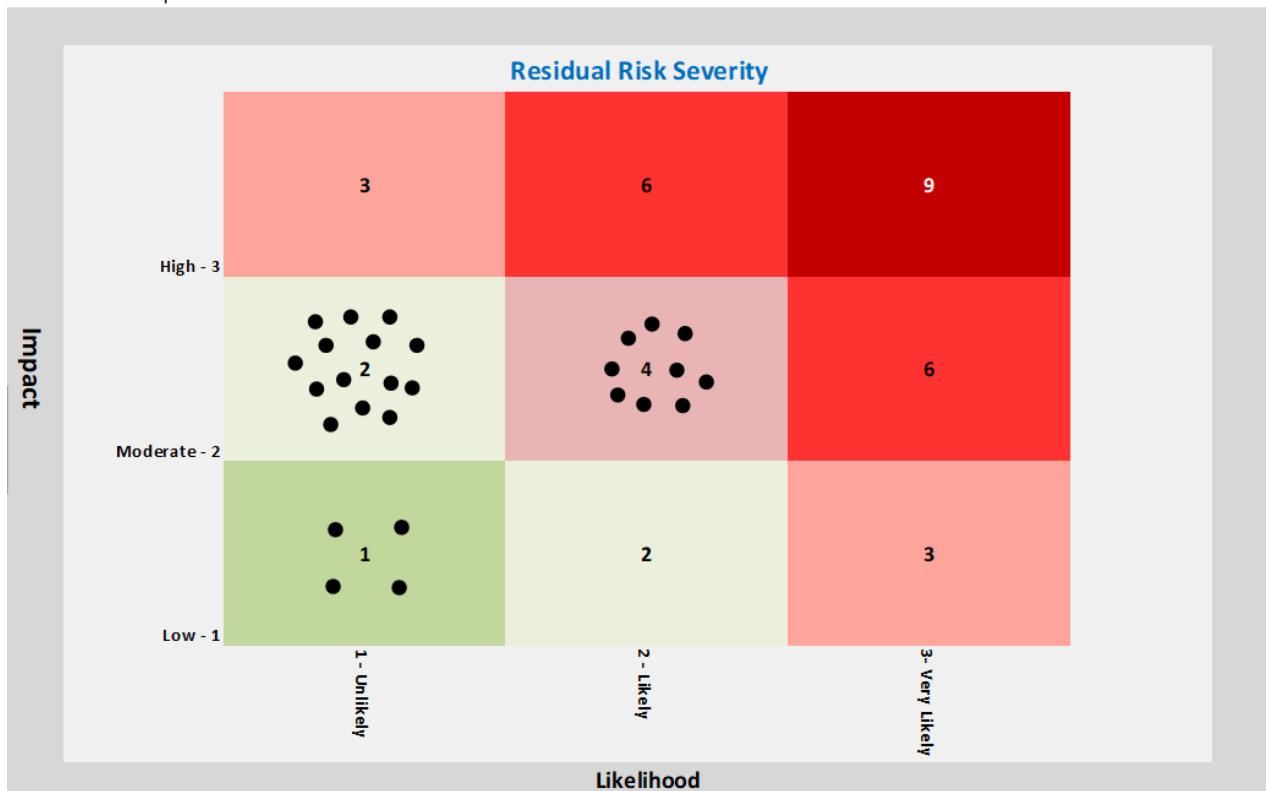
The Company determines the enterprise risk management structure and the risk management committee is responsible for communicating with all related parties, such as quality, environment, health and safety, and internal control departments for overall risks. The Company collaborates with a group company and adopts a risk management policy as a guideline to manage the Company’s risks more effectively.



Enterprise Risks are classified into 4 sections as per below



As per group Company Risk, the Company uses a risk map to prioritize all risks while taking the amount of impact and chance of occurrence into account. Finally, decide on the mitigation actions and lower the risk to a level that is acceptable.



Risk Map

In order to manage risks by taking into account the relationship between the impact and likelihood of occurrence, the Company uses a risk map as a tool.

After identifying 28 items of risks, all items are assessed their impact and likelihood. There is no risk that has score 9, however, there are 7 items that have score 6. Nevertheless, the Company has identified mitigation measures and able to reduce score of some items and in conclusion, the residual risks have 9 items that score 4, 14 items that score 2 and 4 items that score 1.

Risk Register Summary

Top Management is in charge of evaluating the “Company Risk Register” once a year in order to manage risks effectively and spot potential emergent risks head for accounting and finance will responsible for maintaining a risk register and assisting with the review process.

1. Economics and Operational Risk

Risk factors affect to Business	Impact	Mitigating Measures
Natural Rubber Price Volatility (supply and demand of natural rubber)	Increased production costs, decreased sales volume and profits	<ul style="list-style-type: none"> Managing the raw material acquisition process in terms of quantity and price through weekly meetings and closely monitoring economic conditions. Daily report on proportion of sales contracts and inventory
Supply chain management or the risk of relying on key agents in procuring raw materials to the Company.	Production is interrupted because there is not enough raw material or because of a delivery delay.	<ul style="list-style-type: none"> Planning production and keeping a supply of raw materials adequate for output while closely monitoring risk indicators for major raw material stocks In case of unforeseen circumstances like natural catastrophes, political unrest, etc., provide additional alternate sources based on various areas to distribute
Exchange Rate Volatility	<ul style="list-style-type: none"> Increase or decrease of revenue without proper hedging Negative impact on pricing 	<ul style="list-style-type: none"> Daily monitoring of fluctuation and use proper hedging derivatives.

Risk factors affect to Business	Impact	Mitigating Measures
The Company IT's exposure to cyber attack.	<ul style="list-style-type: none"> • Loss of the Company's confidential information or intellectual property • Income lost as a result of the Company's inability to sell goods or provide client service • The security of customer and corporate information is not trusted. • A rise in legal operational expenses . 	<ul style="list-style-type: none"> • Review Disaster Recovery Plan: (DRP) Simulation, and rehearse of emergency plan as per BCM • Install a system to stop unauthorized users from accessing the network and causing damage, and implement stringent security controls including firewall and anti-virus software. Check permissions for a predetermined amount of time. • Implement ISO27001
Products that do not conform to standards	Customer dissatisfaction will impact sales volume	<ul style="list-style-type: none"> • Implement ISO 9001 • A laboratory with international accreditation • Certification standards for product safety and quality • Employees QCC skill
Relying on senior or key employees	Expose to Business continuity issue	Conduct succession planning

2. Social Risk

Risk factors affect to Business	Impact	Mitigating Measures
Accident/Emergency incident or Workplace illness	Could disrupt corporate operations and erode stakeholders' faith in these processes.	<ul style="list-style-type: none"> • Implement ISO 45001 • Determine the accident as KPI
Human Rights	<ul style="list-style-type: none"> • Loss of reputation due to violation • Penalty from violation 	Establish policy and procedure to prevent abuse of human rights throughout the value chain

3. Environmental Risk

Risk factors affect to Business	Impact	Mitigating Measures
Environmental management includes resource utilization, pollution control, filing environmental complaints, and disregarding environmental laws.	Impact the Company's reputation and result in extra expenses for compensation, penalties, or the closure or termination of the factory.	<ul style="list-style-type: none"> • Implement ISO 14001 • Survey community to identify negative impacts • Annual monitoring and maintenance of the water and air pollution treatment system

4. Emerging Risk

Risk factors affect to Business	Impact	Mitigating Measures
Geopolitics Tension : China – Taiwan, Russia Ukraine Trade War: US - China	Uncontrollable risk from external parties and related to business operation, input processing cost increase. Major economic countries (EU, China, US) enter recession as a result lower products demand	<ul style="list-style-type: none"> • Closely monitor the situation • Reduce relying on China market • Prepare mitigation plan when there is war

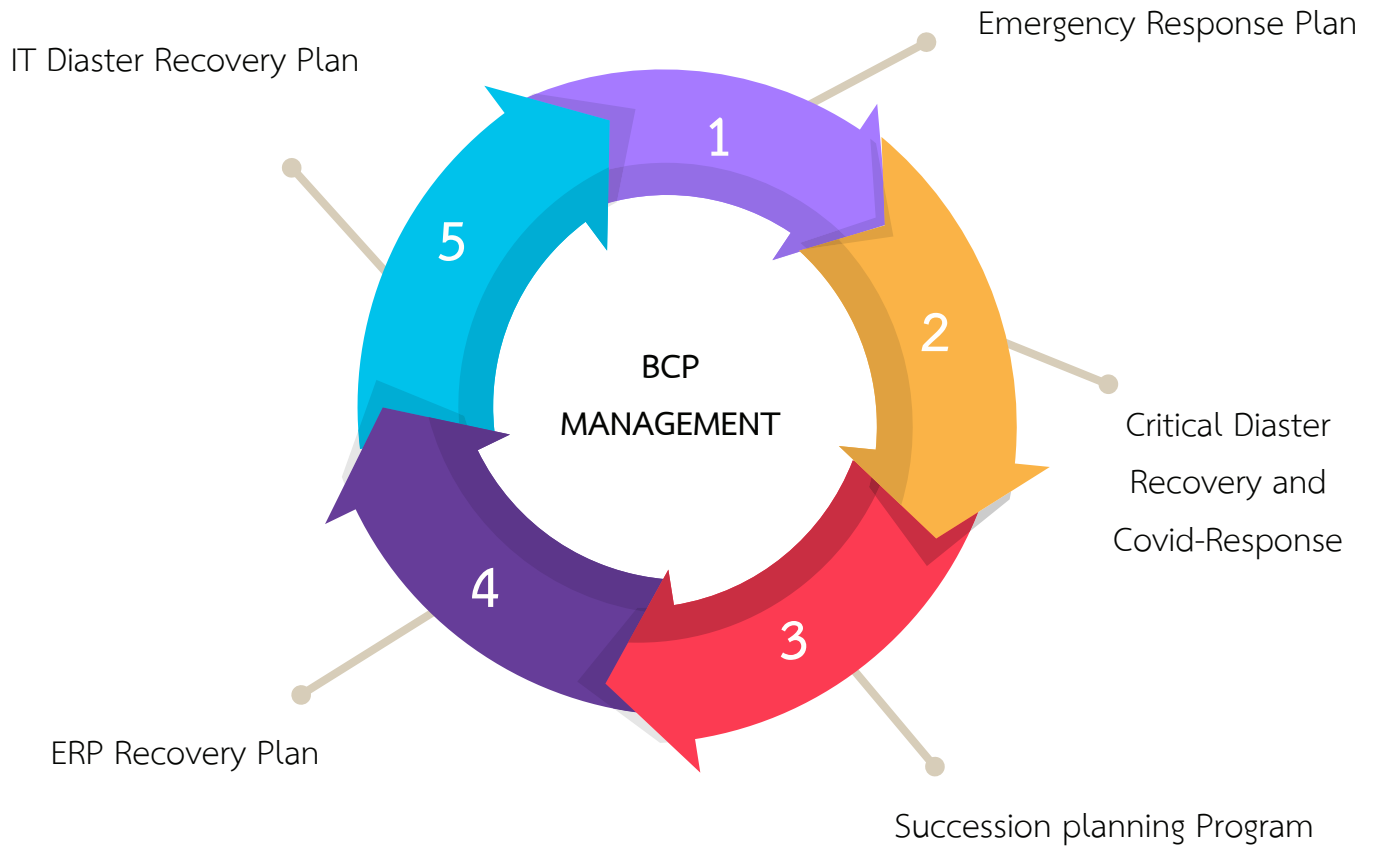
Performance and Plan

Plan	Target 2021	Result 2021	Target 2022	Result 2022	Target 2023
Establish Risk Management System	-	-	Establish a committee	Complete	-
Review Risk Register	Review	Complete	Review	Complete	Review Internal Training
Training on Risk Management	-	-	External training for personal responsible	Complete	
Establish Risk Management Section	-	-	-	-	New employee

Business Continuity Management

For the purpose of creating a mitigating plan, the Company assessed all of the company’s risks, since there will be distinct protocols in each circumstance, risks can arise from a variety of different circumstances, such as a pandemic, an earthquake, a fire, a windstorm, a flood, terrorism, a war, robbery, cyberattacks, a collapse in some infrastructure, or the sudden departure of key staff.

Therefore the Company establish the framework for Business Continuity Management as per below diagram.



Performance and Plan

Plan	Target 2021	Result 2021	Target 2022	Result 2022	Target 2023
IT Diaster Recovery Plan	-	-	Prepare	Complete	Review
ERP Recovery Plan	-	-	Prepare	Complete	Internal Training
Succession Planning Program	-	-	-	Complete	Internal Training

Innovation and Technology Development

The Company believes that innovations and new technology are significant influences on the growth and ongoing improvement of an organization’s business operations, as well as its efficiency and effectiveness, with the hope that they will help foster competitiveness and sustainable development. The Company understood that the present shifts and heightened competition in the market need business improvement through the use of the Kaizen idea, autonomous, machinery improvement, manufacturing process improvement, and QCC. Additionally, the Company encourages employees’ self-improvement and develops current and new skills hope that they will discover new knowledge, and ideas for their own work process improvement and resolve challenging problems until an innovation culture is formed. The Company focused on managing a sustainable working environment in order to increase the capability of the manufacturing process and product quality in order to fulfill consumer expectations with the two key aspects listed below.

1 Continuous Improvement Project

2 Employees’ Development Project with Kaizen Framework

1. Continuous Improvement Project

Through ongoing improvement initiatives, the Company wants to be a sustainable business. Enhance the production process’s capacity while focusing on resource usage that yields the most possible advantage, such as power and energy consumption and labor utilization. The Company dedicated to protecting the environment, placing a priority on lowering GHG emissions and giving consideration to the welfare of the community.

In order to be more competitive in the market, the Company has planned for continuous improvement initiatives for each Branch to modernize and lower input processing costs. It started efforts to improve the infrastructure, production process, product quality, and OHS as well as the environment.

2022 Continuous Improvement Project

Project Category	No of projects
Environmental, OHS Projects	10
Production process improvement projects	22
Factory improvement projects	7
Total	39

Year	Budget (Baht)
2022	46.1 million baht
2021	27.3 million baht
2020	46.8 million baht

Examples of 2022 Continuous Improvement Project

Suratthai Branch – Bale Steel Conveyor Improvement



Objectives To resolve bales stuck in the steel conveyor.

Results

1. No bales stuck in the steel conveyor when transport for packing.
2. Meet customers' expectation.

Yala Branch – Production Process Improvement



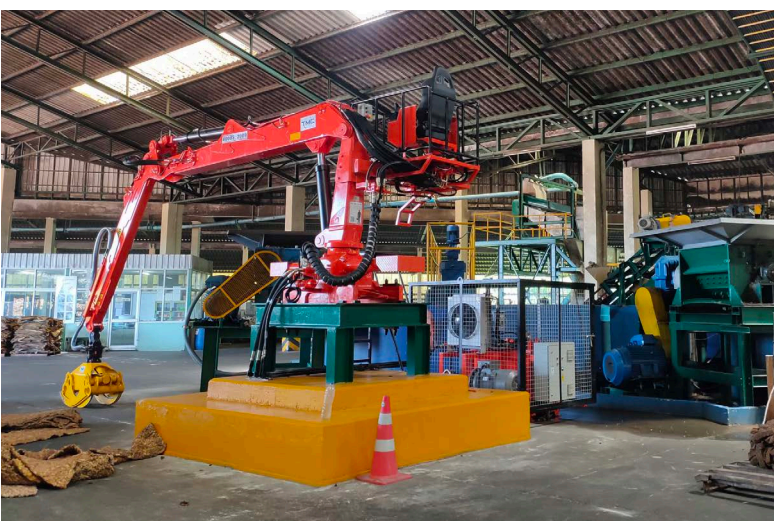
Objectives

1. To downsize cup lump rubber material before entering the further production process.
2. To decrease input processing cost.

Results

1. Size of the cup lump raw material is less than 20 centimeters in diameter before entering the further production process.
2. Save input processing cost of approximately 220,000 Baht per month.

Narathiwat Branch – Static Crane Installation



Objectives

1. To replace workers with static crane in the process of feeding crepe and unsmoked sheet rubber into the machine.
2. To decrease input processing cost.

Results

1. Reduce 8 workers who feed crepe and unsmoked sheet rubber into the machine.
2. Save input processing cost of approximately 80,000 Baht per month.

2. Employees' Development Project with Kaizen Framework

With the intention of applying Kaizen for work improvement, the Company conducts the Kaizen training program for all employees. The Kaizen Master team was set up in order to drive Kaizen activities. In addition, the Kaizen Committee is set up and responsible for managing the Kaizen system effectively.

By implementing Kaizen projects that focus on the environment, OHS, productivity, and quality of the block rubber products, all employees enhance their work. The Kaizen exercises boost the general motivation and morale of employees at all levels.

Kaizen Master Training



Kaizen For Employees Training



36 Employees participated in “Kaizen Master Training”. Total training hours – 16 hours

152 Employees participated in “Kaizen For Employees Training”. Total training hours – 8 hours

Summary of Kaizen Projects Divided by Categories

Category of The Projects	No. of Project
Environmental, Health and Safety	104
Product Quality	24
Productivity and Cost Reduction	318
Digital Transformation	85
Total	531

Summary of 2022's Kaizen Best Practices by Branch

Thungsong	Automatic lock and unlock of trolley carts
Yala	Changes of Production Shifts during Off Peak
Narathiwat	Relocation of Trolley Crane for Motion Reduction
Pattani	Automatic Bale Cutting version 2
Suratthani	Increase the length of bale conveyor for packing line
Hat Yai Head Office	Billing Application

The total cost saving from Kaizen Projects is 1.12 million Baht

Examples of 2022 Improvement and Automatic Machinery Projects

Suratthani Branch – Automatic Plastic Sealing Machine



Project Date – 16 January 2022

Objectives

1. To replace workers under the plastic sealing process for block rubber with an automatic sealing machine.
2. To decrease input processing cost.

Results

1. Reduce 2 workers who seal plastic for block rubber.
2. Save input processing cost of approximately 20,000 Baht per month.

Pattani Branch – Automatic Bale Cutting Machine



Project Date – 27 June 2022

Objectives

1. To avoid an accident from bale cutting process.
2. To decrease input processing cost.

Results

1. Avoid 100% of accidents from bale cutting process.
2. Save input processing cost of approximately 20,000 Baht per month.

Examples of 2022 Improvement and Automatic Machinery Projects with Suppliers

Narathiwat Branch – Automatic Dryer Trolley Pusher



Project Date – 27 November 2022

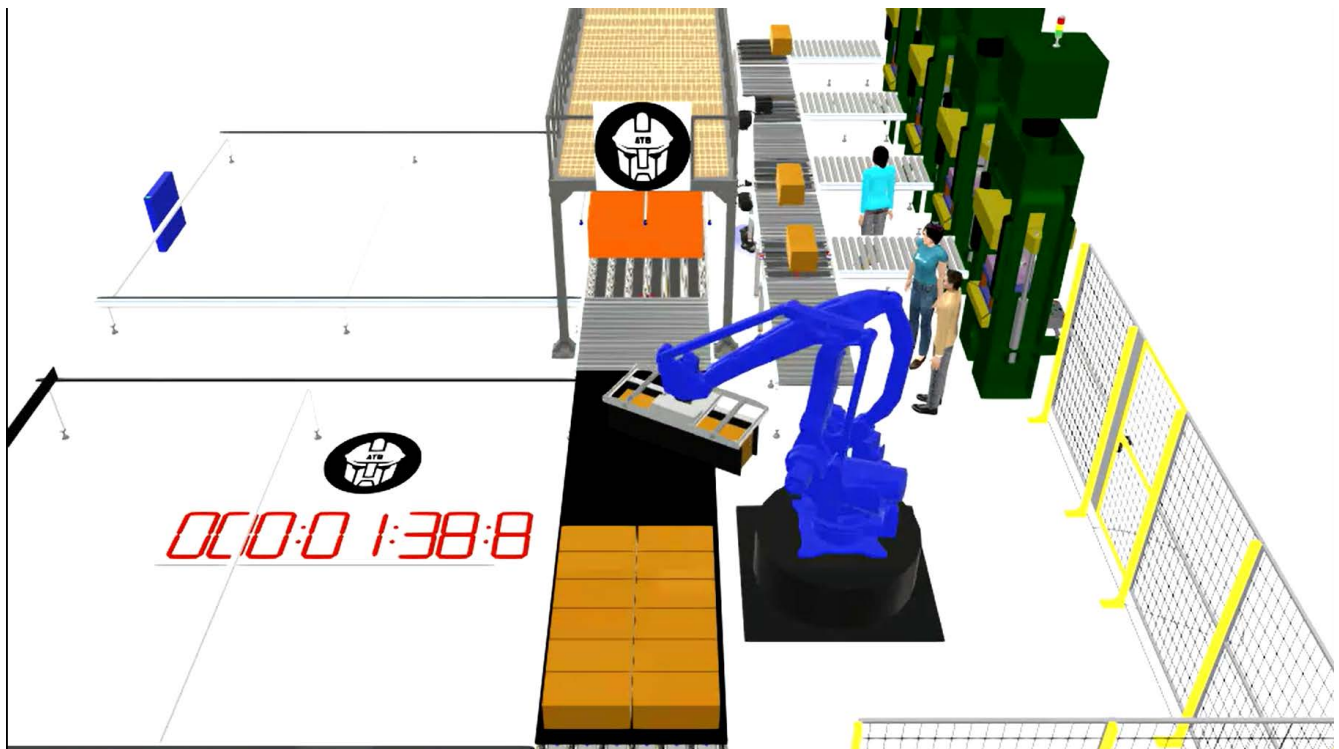
Objectives

1. To replace workers under the trolley feeding into the dryer with an automatic dryer trolley pusher.
2. To decrease input processing cost.

Results

1. Reduce 2 workers who seal plastic for block rubber.
2. Save input processing cost of approximately 20,000 Baht per month.

Important Implementation Plan



In 2024, the Company expects to adopt an automatic arm prototype to use in the production process in order to conduct a feasibility study on cost saving and increased productivity.

Objectives

1. To replace workers under the bale pulling process from the trolley after the drying process.

Results

1. Reduce 8-16 workers who seal plastic for block rubber.

Employees Participation in the 2023 “Thailand Kaizen Award”



THAILAND **KAIZEN** AWARD
ประกาศผล รอบคัดเลือก 2023

ผ่านการนำเสนอผลงานรอบคัดเลือก
เข้าร่วม **ชิงชนะเลิศ**
วันที่ 9 – 11 สิงหาคม 2566
ณ ศูนย์นิทรรศการและการประชุมไบเทค บางนา

❖ ประเภท Kaizen Suggestion System (KSS)

By submitting employee Kaizen projects and taking part in the Thailand Kaizen Award 2023 organized by Technology Association Promotion (Thailand-Japan), the Company set out to promote Kaizen activity on a national scale.

Automation Kaizen



Project name : Auto Feed Transverser
Group name : Enough for Pushing
Team Member: Mr.Boonrit Prikboonjan
Mr.Kwanchai Fong-Ngam
Mr.Chettha Thongpijit





Karakuri Kaizen



Project name : Semi Automatic Trolley Cart Locker
Group name : Having fun all day with push and release
Team Member: Mr.kiitisaak Samart
Mr.Boonrit Prikboonjan
Mr.Chettha Thongpijit

Social Sustainability Performance

Key Performance Indicators

No.	Topic	Target 2022	Result 2022	Favorability
1	Number of serious accidents****	0	1	
2	Number of travel accidents	0	0	
3	Employees are provided with safety training	100%	100%	
4	Employees are provided with human rights training	100%	100%	
5	Corrective actions and remedies for complaints on human rights	100%	100%	
6	Number of training hours per person per year	30.00	31.80	
7	Employee engagement Survey Results	75%	83%	
8	Number of community engagement activities	12	12	
9	Community Satisfaction Survey Results	70%	73%	

**** 1 mortality from work



The occupational health and safety management systems standard (ISO45001)

The Company is committed to promoting safety and health of our employees, contractors, customers and other persons being affected by the operation in workplace subject to the Company’s Occupational Health and Safety Management Policy which complies with the Occupational health and safety management systems standard (ISO45001: 2018) by effectively reducing harm and risk to the health in order to create safety and sustainability in the work operation throughout supply chain.

Summary of operational status according to occupational health and safety management system standards

Factory	ISO45001 : 2018
Thungsong	Certified
Suratthani	Certified
Yala	Requesting certification in 2023 Expected to receive Jul 2023
Narathiwat	Requesting certification in 2023 Expected to receive Jul 2023
Pattani	Requesting certification in 2023 Expected to receive Jul 2023

Occupational health and safety

- 1 Occupational health and safety risk assessment
- 2 Accident surveillance and monitoring
- 3 Surveillance and monitoring of compliance with relevant laws
- 4 Searching of harm caused by work
- 5 Promotion of car safety during travelling

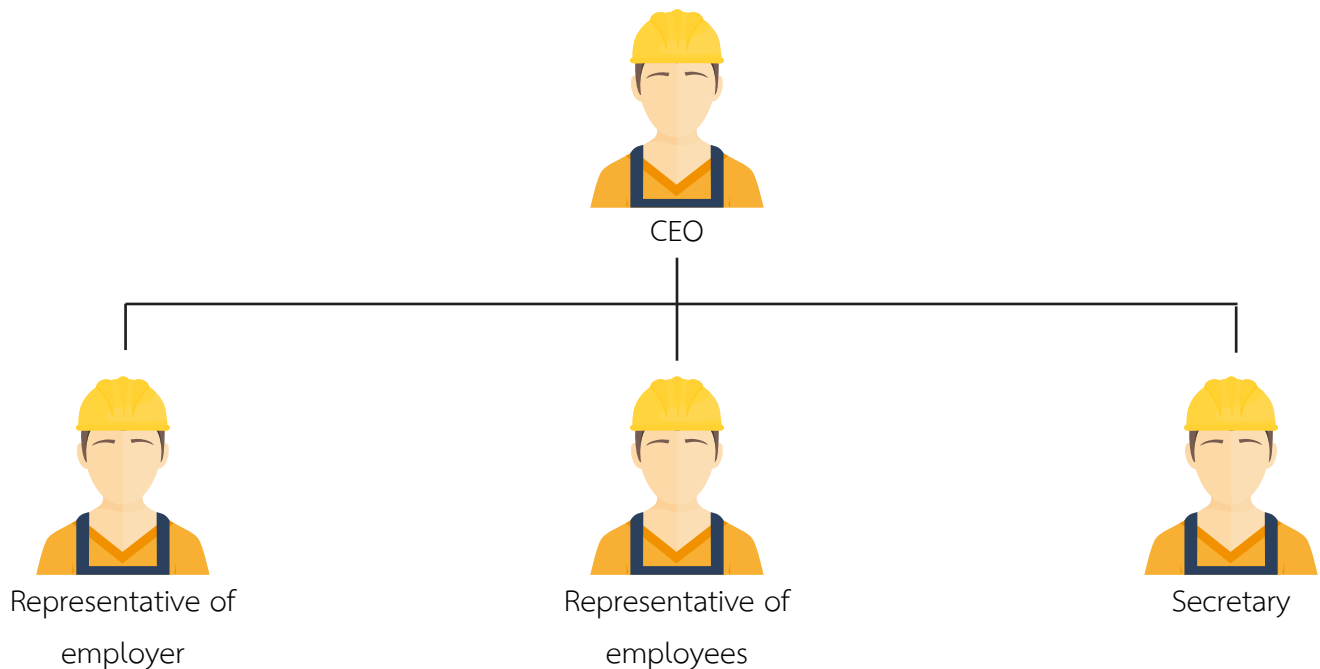
2022 Target and Performance

No.	Topic	Target	Result
1	Serious accident from work	0	1
2	Travel accident	0	0
3	100 % of employees attending safety training	100%	100%

Occupational Health and Safety Working Group

As the Company is committed to enhancing the safety and health of employees, contractors, customers, and other persons who have been affected by the operations within the workplace, the Company has announced the appointment of the elected Occupational Safety, Health and Working Environment Committee for all employee. The meeting of the Committee is scheduled to be held regularly at least once a month as a channel for the employees to participate, provide consultation and opinions which lead to sustainable development.

Structure of Safety Working Group



Roles and Responsibilities of the Occupational Health and Safety Working Group

1. To prepare policies on occupational safety, health and working environment of the establishment to be submitted for the employer's consideration.
2. To establish guidelines for prevention and reduction of accidents, harm, illness or annoyance caused by the work of the employees or unsafety of work to be submitted for the employer's consideration.
3. To report and suggest measurement or improvement of working conditions and working environment to comply with the laws related to work safety to the employer for the safety of employees, contractors and outsiders who come to work or use the service in the establishment.
4. To promote and support safety related activities in the workplace.
5. To consider the manual on occupational safety, health and working environment of the establishment to present its opinion to the employer.
6. To conduct survey on the work safety practices and report the results of such surveys including statistics on the occurrence of harm in the workplace in every meeting of the Safety Committee.
7. To consider projects or training plans on occupational safety including projects or training plans related to the roles and responsibilities in terms of safety of employees, supervisors, executives, employers and personnel at all levels to present its opinions to the employer.
8. To establish system which requires all employees at all levels to report unsafe working conditions to the employer.
9. To follow up on the progress of the matters proposed to the employer.
10. To report annual performance and to identify problems, obstacles, and suggestions in relation to the performance of duties of the Safety Committee after performing duties for 1 year period.
11. To evaluate the performance of tasks related to work safety in the workplace.
12. To perform other tasks related to work safety as assigned by the employee.

Occupational Health and Safety Risk Assessment

The Company has operated by applying the principles of occupational health risk assessment and safety for considering the operation and improvement and promotion of the development of operational safety. The assessment result is scheduled to be reviewed once a year. The assessment will also be conducted in case of changes in activities that affect occupational health and safety operation.

Occupational health and safety risk level

Topic	Risk Level
Loud noise	High
Fire	Medium
Electric shock	Medium
Hemical hazard	Medium
Knife cut	Low
Slipping	Low

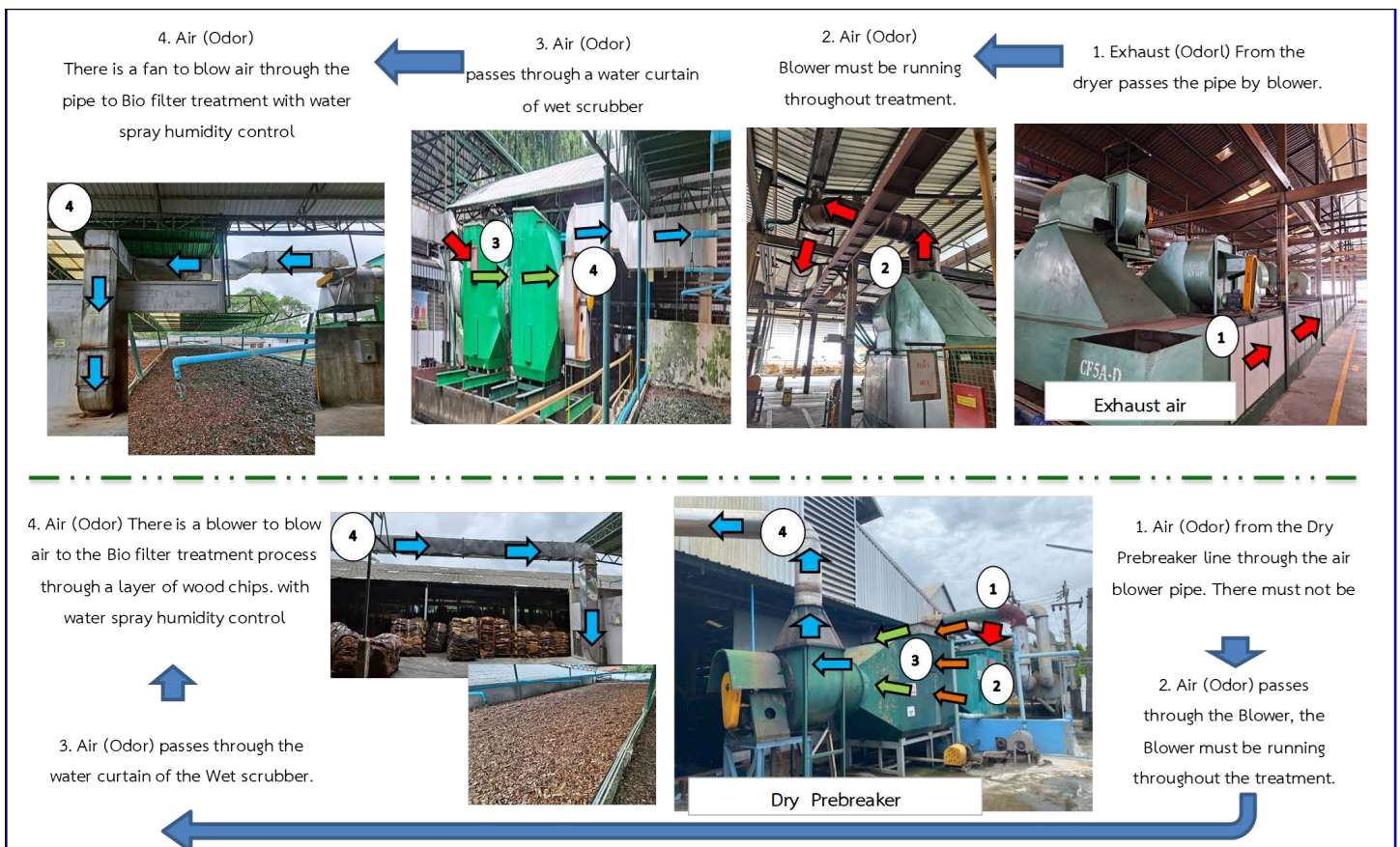
Actions following Risk Assessment

The Company has installed eyewash and body wash equipment in case of emergency in working areas related to chemicals for employees to reduce the severity and impact that may occur.



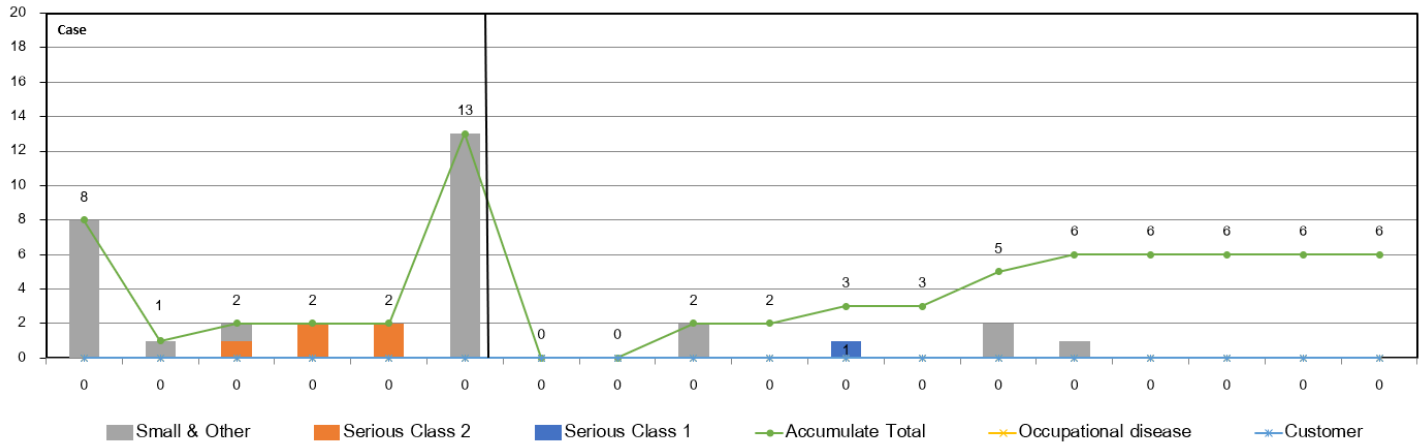
Pictures demonstrating the improvement of emergency equipment in case of chemical spills.

In addition to the annual reassessment, the assessment of risks from changes which may affect the operation has also been conducted as follows:



Safety and Accident Statistics Tracking

The Company has gathered and recorded safety related statistics that have occurred including diseases from work and communicated the same to various departments in order to raise awareness and apply the prevention or improvement results in the event of accidents to the relevant departments. In addition, we have also gathered data on accidents caused by the use of products from customers in order to use such data for the purpose of improving the development of sustainable safety throughout the supply chain. The details are as follows.



Serious Accidents

During the period of 1 year operation, there has been 1 serious accident. At present, the work area has been renovated to prevent the recurrence of accident and the results of operation has been applied to other areas with similar operation to reduce the risk and chance of recurrence in other areas.

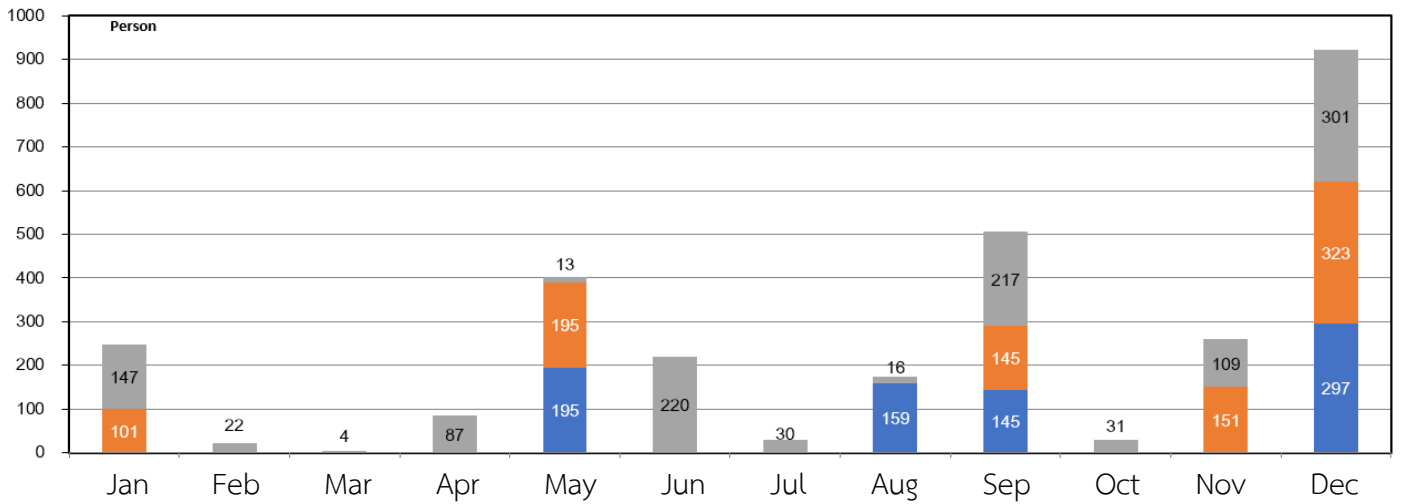


Before



After

Safety Training



Employee Safety Training Statistic

ESH Management
(ISO14001 & ISO45001)

New employee and annual
review training employee plan

Fire safety and evacuation



Pictures of Safety Training

Other important safety related activities

Activities to promote safety throughout supply chain

Activities to promote safe driving by wearing helmets 100%, as to promote road safety which is beneficial to the employees and other road users.



Activities related to safety with communities and relevant stakeholders by organizing activities with schools in nearby area, training to educate the students and raise the students' awareness on safety in daily life.



Activities to Promote Personal Safety

Preparation and distribution of personal protection equipment (PPE) to the employees operating in various parts to be in accordance with the nature of the work and harm that may arise from the operation in order to ensure safety in operations without any expense incurred on the employees.



Emergency Preparedness Activities

Setting up of a process to control the management of hazardous chemicals, in order to ensure safety in the operation which covers storage, transportation, use, and, organization of trainings and drills in case of emergency or chemical spills.



Safety Survey and Hazardous Spot Search Activities

Safety survey with employees (Safety Observation) to obtain opinions and give advice to the employees and Near Miss activity to increase the employees' participation in safety operations and to reduce potential accidents.



Safety Observation Activity



Near miss Activity

Safety Public Relations Activities



Safety information is communicated to the employees in the factory in 3 languages as to increase the knowledge among Thai and foreign employees.

Safety Kaizen

Use of Machinery in Replacement of Employees in Hazardous Area

As the accidents where the employees' hands were cut by the blade frequently occurred during the process of cutting the block rubber to inspect the quality which is one of the important steps. Surat Thani branch factory has initiated to build an automatic rubber cutting machine in 2020 and the automatic rubber cutting machine has been installed at Yala branch factory in January 2022.

Automatic Block Rubber Cutting Machine Installation Project at Yala Branch Factory in 2022



Statistic of accidents in block rubber cutting process for quality check after installation of the rubber cutting machine

Branch	Acident
Suratthani	0
Yala	0

The Company has a plan to install automatic block rubber cutting machine in all factories by 2024 to help reduce accidents and boost morale among the employees and to create a good image for the organization.

Improvement of Stability and Security

The Company has improved the entrance gate, fence and wall, along with the installation of CCTV cameras for staff houses outside Narathiwat Branch Factory, which is an area at risk of terrorist attacks in order to create safety in lives and properties of the employees.



Employee Health Care

Health check-ups at risk-based work

The Company has arranged for the risk-based occupational health checks according to the provisions in the Ministerial Regulations concerning “Employee Health Examination Standards 2020” for the new employees before starting work. In addition, in an annual basis, the Company intends to prevent and adjust the way of working to be suitable for the employees who may be identified as being in a health risk group. Finally, transfer them to work in other positions that do not affect their health. The risk-based occupational health can be divided as follows;

1) Health checkup before starting work

The Company has determined a health checkup list before starting work and make an agreement with the hospital in each area in order to facilitate the employees’ health checkup. The medical facility will deliver the result of the examination to the Company to confirm that the employees are physically healthy and do not have any serious illnesses before starting work. In the case that the employee has any congenital disease such as having problems with vision, hearing, or chemical in the body is detected, the Company will discuss with the responsible department in order to find a solution on changing job duties or will clarify to such employee if the Company cannot find a position suitable for the employee.

2) Annual health checkup

Annual health checkup which includes general health checkup list for various job positions and risks in the work area such as light, noise, heat and chemicals in order to check that the health of employees in each year is normal and that they are able to perform their duties to their full potential. In the event that a health disorder is found, the Company may ask such employee to take additional tests to find ways to prevent and treat themselves. In addition, the Company may consider that it is appropriate to change the job duties to reduce the stimulation of employee health risk factors.

Health checkup before starting work and annual health checkup

Health checkup before starting work and annual health checkup before starting work can be divided into 2 groups as follows:

Thai Employees

1. Interview and physical examination (PE)
2. Visual Test
3. Urine and Amphetamine screen
4. Urine pregnancy test for female employees

Foreign Employees

Additional Tests Foreign Employees according to Requirements of Department of Employment

1. Leprosy
2. Tuberculosis
3. Elephantiasis
4. Drug Addiction
5. Alcoholism
6. Syphilis



Annual Health Checkup includes

1. General physical examination (PE)
2. Digital Chest X-ray
3. Complete blood cell count (CBC)
4. Fasting blood sugar (FBS)
5. Urine Analysis
6. Creatinine, BUN
7. Cholesterol test
8. Triglyceride test
9. High-Density Lipoprotein Cholesterol Test (HDL)
10. Low-Density Lipoprotein Cholesterol Test (LDL)
11. Blood Pressure Test/Body Mass Index (BMI)
12. Electrocardiography (EKG)
13. Serum Glutamic Oxaloacetic Transaminase and Serum Glutamic Pyruvic Transaminase (SGOT, SGPT)
14. Uric acid level check for gout (Uric Acid)
15. Alpha-Fetoprotein blood (AFP)
16. Carcinoembryonic Antigen (CEA)
17. Check the level of calcium in the body (Ca).
- 3 Additional Risk Factor Examination
18. Visual test
19. Audiogram
20. Toluene in urine test

Result of Employee Health Checkup

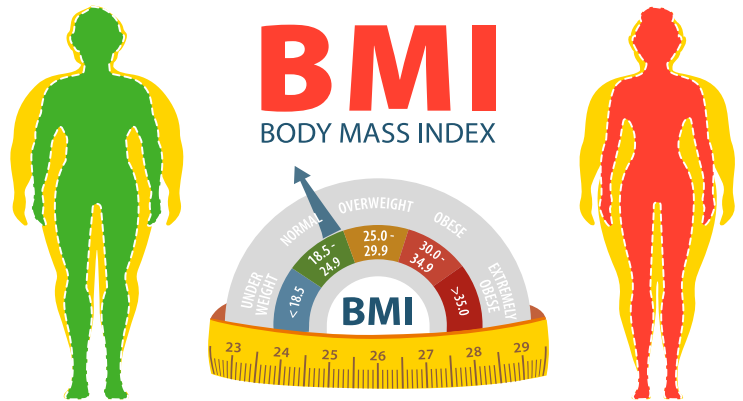
The Company has determined that the employees who are in the risk group which include the employees who regularly use chemicals or who work in noisy areas for a long period of time must wear the provided personal protection equipment (PPE), such as safety glasses, face masks or earplugs, to prevent health-related risks at certain levels. In addition, the Company has arranged for the annual health checkup for both monthly and daily employees working at every branch. Special tests are also provided for the employees who are in risk groups to follow up on health examination results. In the case that where additional abnormalities are detected more than the previous year, the Company will hold a meeting to discuss with relevant parties in order to adjust the job duties for such employee and to reduce health-related risk factors for such employee.

Year 2022	Total Employee	Annual Health Checkup	%	Additional Tests		
				Toluene	Audiogram	Visual test
Head Office	62	62	100%	0	0	62
Suratthani	124	124	100%	3	26	37
Thungsong	138	138	100%	5	45	63
Pattani	145	145	100%	16	17	29
Yala	293	293	100%	19	62	80
Narathiwat	141	141	100%	2	61	141
Total	903	903	100%	45	211	412

According to the results of health checkup in each year, it was found that most health problems are caused by personal lifestyle which has affected the overall physical health such as drinking - eating too much, no limitation of food quantity or eating sweet, oily and salty food which affects the employees' health.

The Company has therefore organized a health promotion project for employees called “Body Transformation Challenge” for employees to participate in the 2 competition activities divided by male-female category and according to age range as follows:

1) “TBH, Move Forward Together” To encourages employees to exercise by “Walk-Run for Health” which accumulating walking-running distances in each month and ranking everyone’s scores in order to encourage employees to speed up and earn more points in every month to achieve the goal and at the completion of one year period. The winners will be announced according to the category of contestants.



2) The “Happy Body” To encourage the employees to “increase-decrease body strength” based on individual average body mass index (BMI) which may be too low or high to be at an appropriate level according to the criteria. The measurement was made by comparing the result at the beginning of the year compared to the result at the middle of the year and the end of the year to find the person who can increase-reduce the most body strength among other contestants.



The Company gives awards to the employees who participate in both activities and the employees who are able to exercise and control weight, adjust body strength. The activities are organized every year and the Company also supports the organization of other activities to be proposed by the employees in order to promote overall health of the employee and ensure that the health checkup result will meet the standard criteria determined by the Department of Health.



Improvement of Employee Well Being

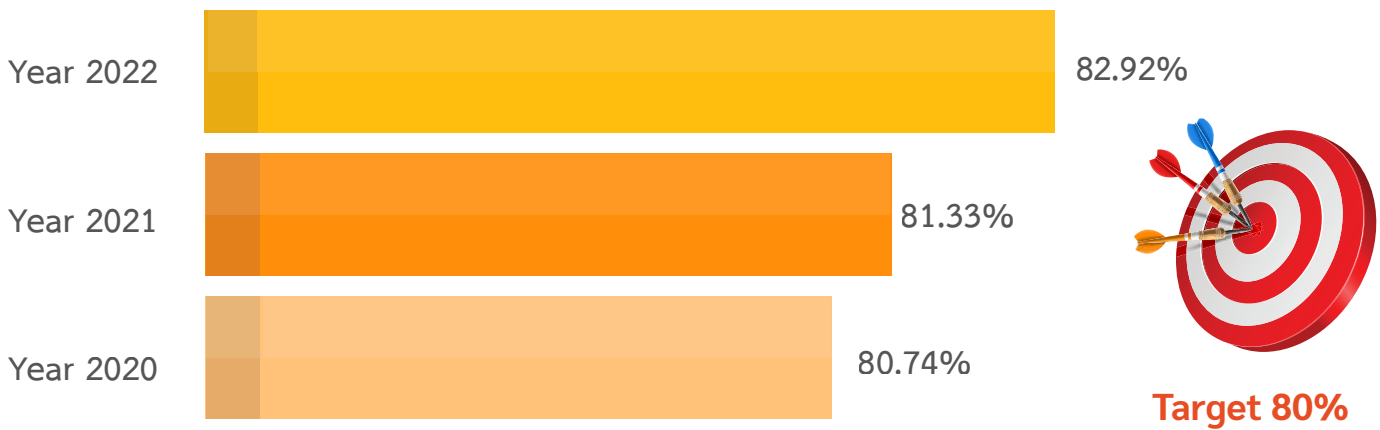


Labor Policy

The Company has announced a policy on labor practice which provide that the employees are considered an essential resource for driving the organization to achieve its goals. Therefore, it gives importance to the establishment of human resource management system which covers the recruitment process, fair compensation, employee development plan, career advancement promotion, employee health and safety care.

The Company has conducted an employee an engagement survey as it has realized that the employee’s satisfaction and engagement will lead to the employees’ happiness at work, the work efficiency, the organization’s capability as well as the turnover rate or job relocation of the organization. We have conducted this satisfaction and participation survey via online channel and it was found that the percentage of employee satisfaction has increased over the past 3 years.

Employee Engagement and Satisfaction Survey Indicators



The Company has conducted employee engagement surveys in 5 aspects, namely people, work, opportunity, and quality of life, and rewards and welfare. The employees were most satisfied with the people aspect with 87% level due to the responsibility of the leaders in the department, high-level executives who have clearly communicated with the employees about the direction of future business operations as well as the good teamwork. What needs to be improved according to the survey is rewards and welfare aspect which shows satisfaction level at 79%. In 2023, the Company has planned to provide additional welfares in terms of health insurance and increase the percentage of provident funds for employees to boost the employees’ morale and motivation.

2022 Satisfaction by type

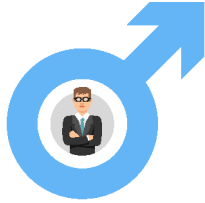


Employee Recruitment Performance

Total employee

31 December 2022 total 1,152

Thai employee	958	total 83%
Foreign employee	194	total 17%



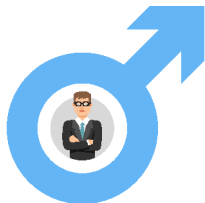
48.60%



51.40%

2022 New employee

Total	261
Thai employee	185
Foreign employee	76

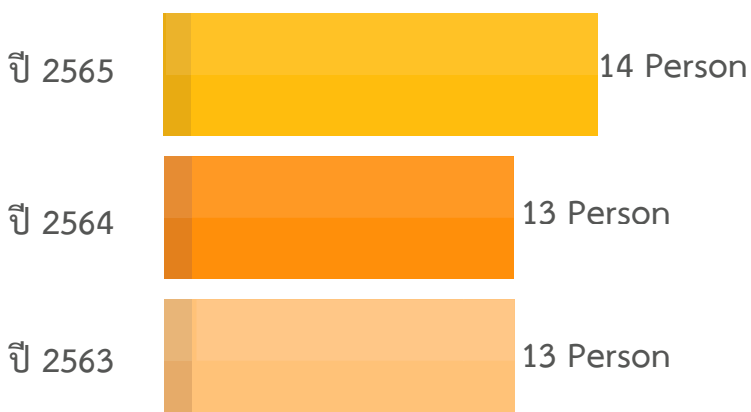


59.00%



41.00%

Number of Disabled Employees



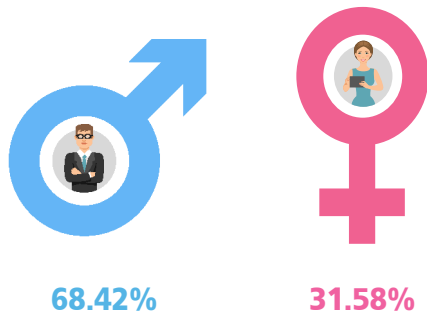
The Company has established the rules and regulations regarding employment based on the principle of equal and fair employment under the good governance, human rights principles, and non-discrimination in any form due to gender, age, religion, nationality, race or class.

The Company promotes employment and gives importance to the underprivileged and disabled people to reduce inequality in the society according to Section 33 of the Persons with Disabilities Empowerment Act of 2007, for the benefit of promoting and developing the quality of life for persons with disabilities to work according to the nature of work of the employer or the owner of the establishment in a ratio suitable for workers in establishments or government agencies. The Company intends to employ people with disabilities in the community and to work with the government and local authorities to provide suitable employment opportunities for people with disabilities.

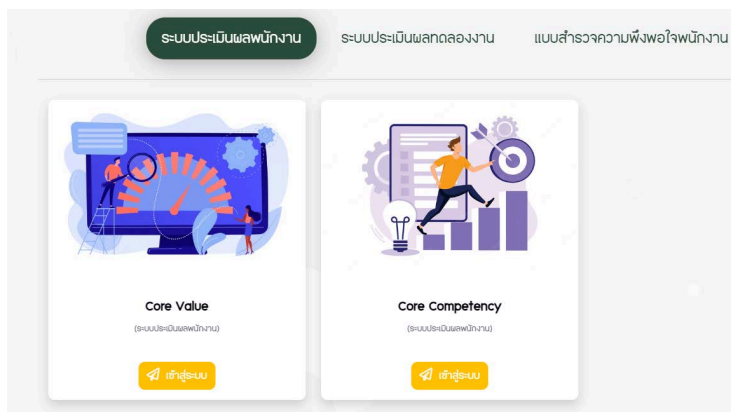
In addition, the Company has organized activities to provide equal opportunity through the process of promotion or job rotation for the employees' advancement and growth. This also includes the recruitment of external personnel who meet the job requirements in terms of both knowledge and skills, including emotional intelligence. In order to obtain competent employees who are suitable for the positions, the Company has recruited its employees through various channels such as the Company website, job recruitment website or publication of job announcement in universities to allow all interested applicants to equally apply for the desired positions.

Compensation Management Performance

19 employees have been promoted in 2022



In 2023, the Company has publicized and encouraged the promotion of talented employees with excellent performance with the goal of promotion at 50% which is more than the percentage in 2022.



Online employee performance evaluation system includes 360° core value evaluation to encourage all parties namely, executives, supervisors, subordinates or colleagues, etc. to participate in the evaluation.

In October 2022, the Company has increased the employees' daily wages at an average rate of 5%, the average salary increase by 3%, the approved bonus payment for the year 2022 is 29.67 million baht.

Remuneration Management

The Company has managed and determined the remuneration structure for employees in an appropriate and fair manner. The survey of compensation and welfare has been conducted to compare with to other similar industries in order to review and improve the remuneration criteria appropriately. Additionally, gender difference of employees are not taken into consideration for the remuneration management and promotion. Instead, the competency and performance of the employees are considered as the key factor.

The Company has implemented the EPES: Employee Performance Evaluation System, which is divided into 2 main areas: Core Value Assessment and Core Competency Assessment. The Performance Management Committee (KPI Committee) has been established to be responsible for considering and setting guidelines for performance management. Performance indicators are set for employees in each department. In order to set consistent operational guideline goals throughout the organization, in 2022, the annual performance evaluation has been conducted for 100% of the employees.

The Company has determined that the promotion and special salary adjustment will be considered on a yearly basis regardless of the gender differences of employees. Rather, the company will take into consideration the competency, performance and significant development of the employees as a key factor in the employee performance evaluation.



Significant Development related to Employee Performance Evaluation

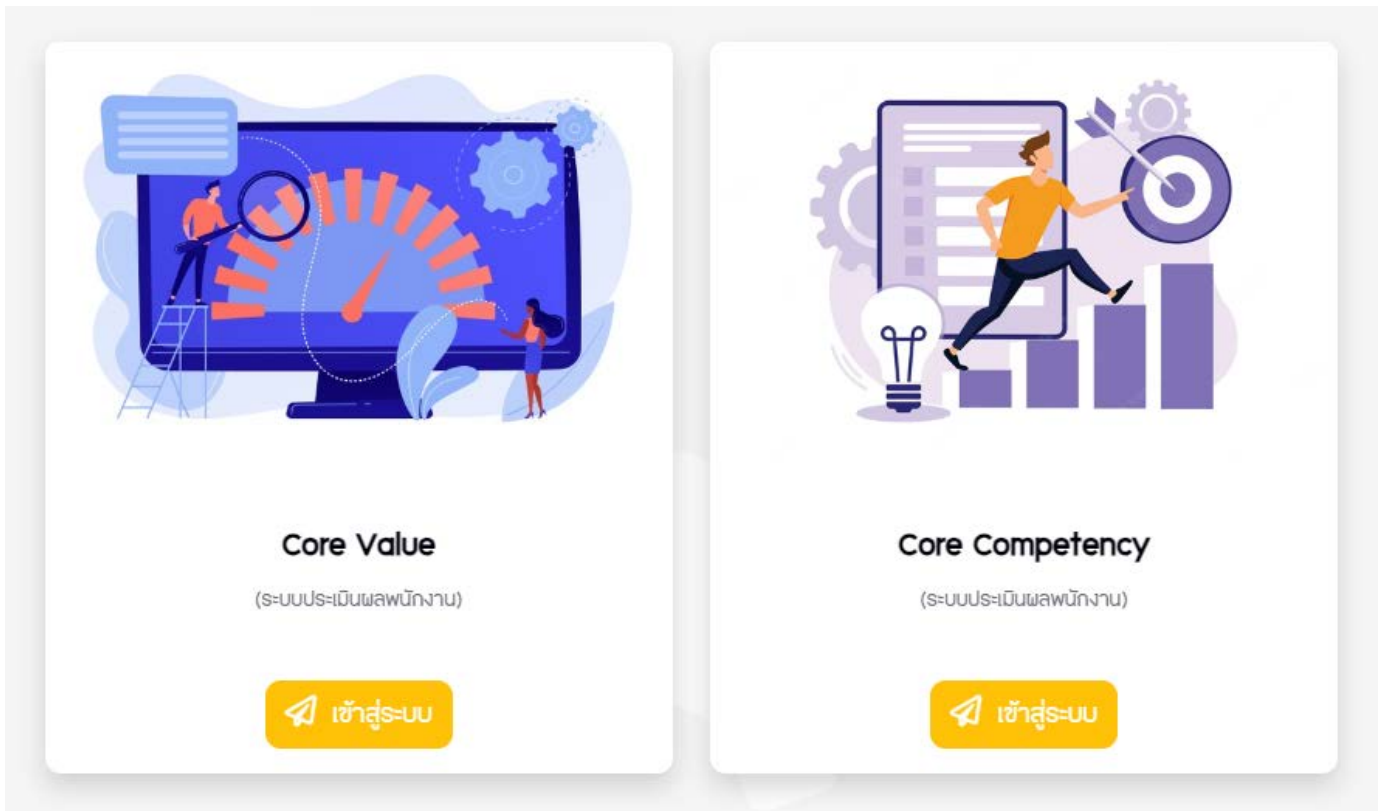
360° and Digital Employee Performance Evaluation (EPES)

Opportunities and Challenges

The Company has applied the method of key performance indicators (KPIs) within the organization for a certain period of time and found that in practice, there was a delay in each evaluation. In addition, there was no evidence supporting the result and it also lacked transparency and unclear evaluation criteria. The employees did not know the evaluation topics and their evaluation. All of these has led to dissatisfaction of certain employees. After the executives were aware of the issue, they had a meeting to discuss to improve and develop measurement methods to suit the situation and in line with the performance of employees and to design the “Employee Performance Evaluations System (EPES)” to establish the new standard. The evaluation system has been designed to be transparent, fair and provide opportunity to verify the score background according to the predetermined criteria. This system also provides evaluation standardized framework with criteria by dividing the proportion of evaluation based on the job level in the form of online evaluation (Online) according to 360-degree principle. The evaluation can be divided into 2 parts as follows:

- Part 1: Core Competency
- Part 2: Core Value

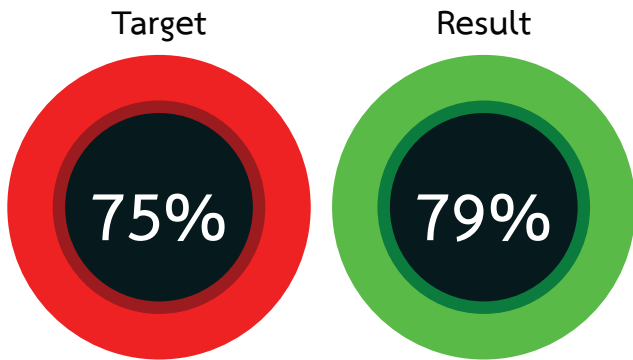
The EPES system has been designed to allow employees to access their own evaluation data through the Company’s intranet. The EPES system provides user authentication and individual authorization to protect the employees’ personal data from other persons. The employees who have access to the EPES system can easily and quickly check their evaluation topics, progress, and scores to encourage the employees to be enthusiastic in their work and boost their morale in self-improvement to achieve the goals set in each year.



Improvement of the method of measuring results with the “Employee Performance Evaluation System (EPES)”

Feedback on the “Employee Performance Evaluation System (EPES)”

After the Company implemented the measuring method and enhanced the “Employee Performance Evaluation System (EPES)” design. The company consequently conducts an overall satisfaction survey on the use of the EPES system usage category to gather feedback from employees in 2022 with the implementation of the EPES system. The results were as follows;



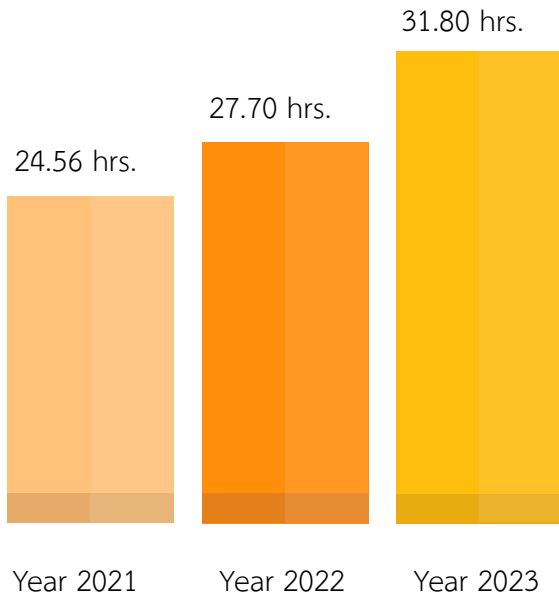
Categories	Satisfaction(%)
1. System Usage and Efficiency	81.93%
2. System Usage Satisfaction	80.10%
3. Questionnaire	74.63%
Average	78.89%

The Company has taken the results of this survey as well as comments and suggestions into consideration for the purpose of improvement of the EPES system to ensure its efficiency and effectiveness in order to establish the standard for measuring and evaluating the performance of employees.

Employee Development Performance

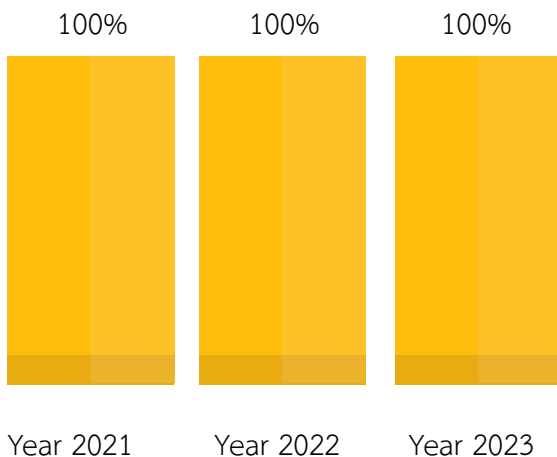
2022 Total Training Courses 534
 Total training hrs. 2,040 hrs.

3 Years Average Training hrs.



In 2023, the Company has set the goal to increase training hours 10% compare to year 2021.

Core Value Training



3. Knowledge development through quality activities such as 5S, Kaizen, QCC or Team Building activities to promote participation and continuous improvement, cost savings in the production process, easier and more convenient work operation by relying on specific work skills especially the Kaizen that is in line with the organization's vision and mission. Improvement of work and application of technology. In 2023, the Company has set its goal to increase Kaizen by 20% compare to year 2022.

Employee Development

The Company regards human resources as the most valuable resource of the organization. Therefore, we have established a human resource development plan and a succession plan with the guidelines for development of skills, general knowledge and specific knowledge of the responsible position.

The Company has determined that all departments in the organization must prepare the internal personnel development plans. The Human Resources Department has helped supporting and coordinating with respect to the training and personnel development. The Company intends to develop the potential of employees in the organization for the purpose of leading the organization to the sustainability of the business along with creating good and talented people for the society. Therefore, the employee development has been prepared as follows;

1. Core Value is the cultivation of attitude and working according to the corporate value. The Company has decided to provide knowledge and to create awareness for the employees on a regular basis in form of online training, on the job training and external training;

2. Training necessary for the building capacity of leadership skills, proficiency in using technology for work, enhancement of professional skills and efficient management etc. Training according to legal requirements related to work to ensure the employees' safety, for example basic firefighting and evacuation course, first aid course, confined space course, proper and safe forklift driving course or crane-related work course.

Development and Enhancement of Employee Efficiency through Operation

The Company has implemented its 5S system as one of the tools to manage the basic concepts of productivity, safety, morale, and social responsibility and to create work consciousness. The system aims to establish the standards and to create work discipline which has resulted in an increase in the efficiency and effectiveness of the Company's work. As a result, the organization is trusted by customers in terms of quality and it can also save resources and reduce pollution problems and waste in work. In addition, this has also created good impact on the environment.

The Company's implementation of its 5S system has started from the announcement of the policy issued by the executives and the appointment of a working group to drive the system. Last year, the Company has participated in Thailand 5S Award 2022 contest for the second time, which was organized by the Thai-Japan Technology Promotion Association. The objectives are to promote the continuous and sustainable implementation of the 5S system as well as encouraging the employees to show their potential in presenting their work and exchanging experiences in 5S operations with each other.

5S system Implementation Performance

- The result of the assessment by the committee was 95.2%
- Promotion of 503 kaizen improvement activity projects
- Reduction of improvement cost of 1,058,573 baht
- Zero accident in terms of safety
- Zero environment-related complaints from the community



National “Gold Medal” Thailand 5S Award



Future Plan

The Company has set the guideline for upgrading the continuity and sustainability of the system as follows.

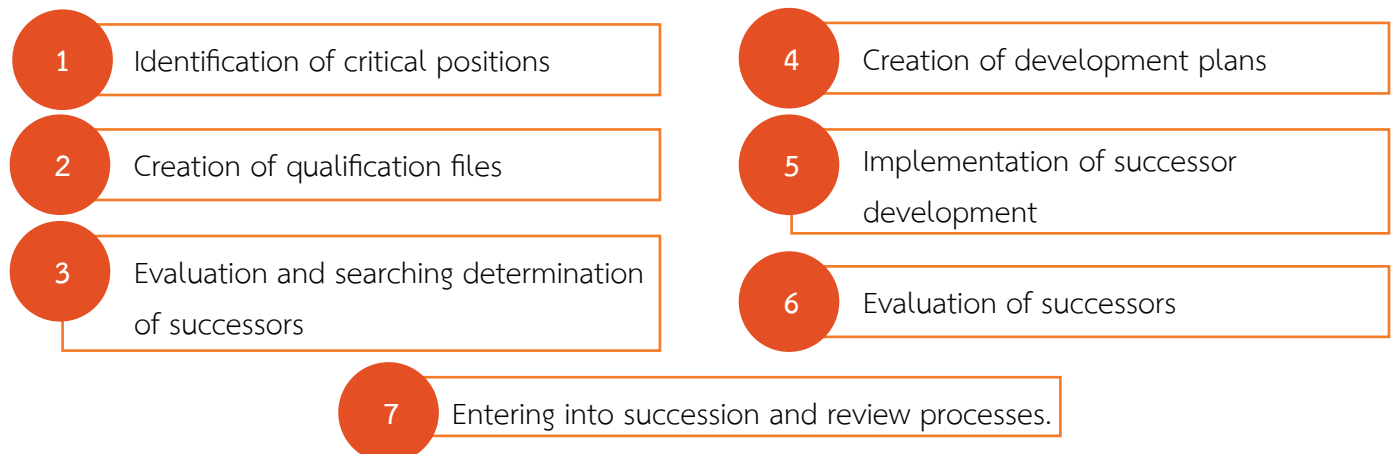
- To organize training sessions for “Lean System”, “8Waste”, “TPM Autonomous” and “Technology & Innovation”, including study visits from outside and participate in the Kaizen Contest (TPA) and participate in the KiCC Contest in 2023.
- To organize “TQM”, “Autonomous Improvement”, “CSR&CSV” training and to continuously implement 5S, Kaizen and QCC activities and to participate in the Thailand 5S Award for Yala Branch Factory in 2024.
- To take care, maintain, improve, develop, extend and expand the results from the 5S Road Map for 2022 - 2024 and to participate in the Thailand 5S Award contest for Pattani Branch Factory in 2025.

Succession Plan Development

The Company has established the standard succession plan with the objective to the replacement and succession of the key positions upon retirement or job vacancy or in the case where any employee suddenly leaves the Company. It is considered as a process for proactive preparation for the succession to the positions of the previous managers or executives who have resigned or retired or to take up a new position to support production capacity or business expansion. This also serves as a career advancement plan for employees to prevent a shortage of personnel in key positions in the organization in the future. The Company has established criteria for selecting the successors as follows:

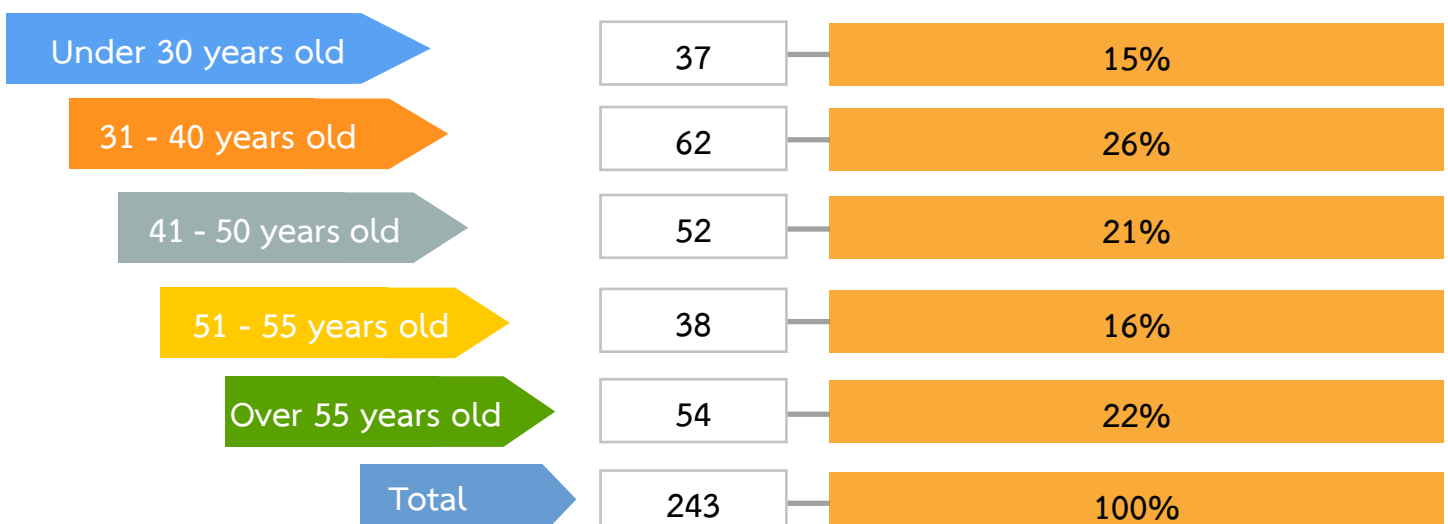
- Possessing qualifications which match with the job description
- Core value and core competency evaluation score of not less than 70%
- Having work record, behavior, knowledge, capacity, and expertise as determined by the Company, having outstanding performance in the past 1-2 years.

Succession management system



Analysis of Succession Criticality

The Company has performed an analysis based on risk map together with age range analysis. It was found that monthly employees who are older than 55 years account for 22 percent or 54 employees out of a total number of 243 monthly employees.



Succession Process

Number of retired employees

16



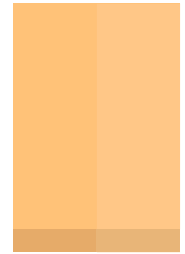
Year 2020

14



Year 2021

11



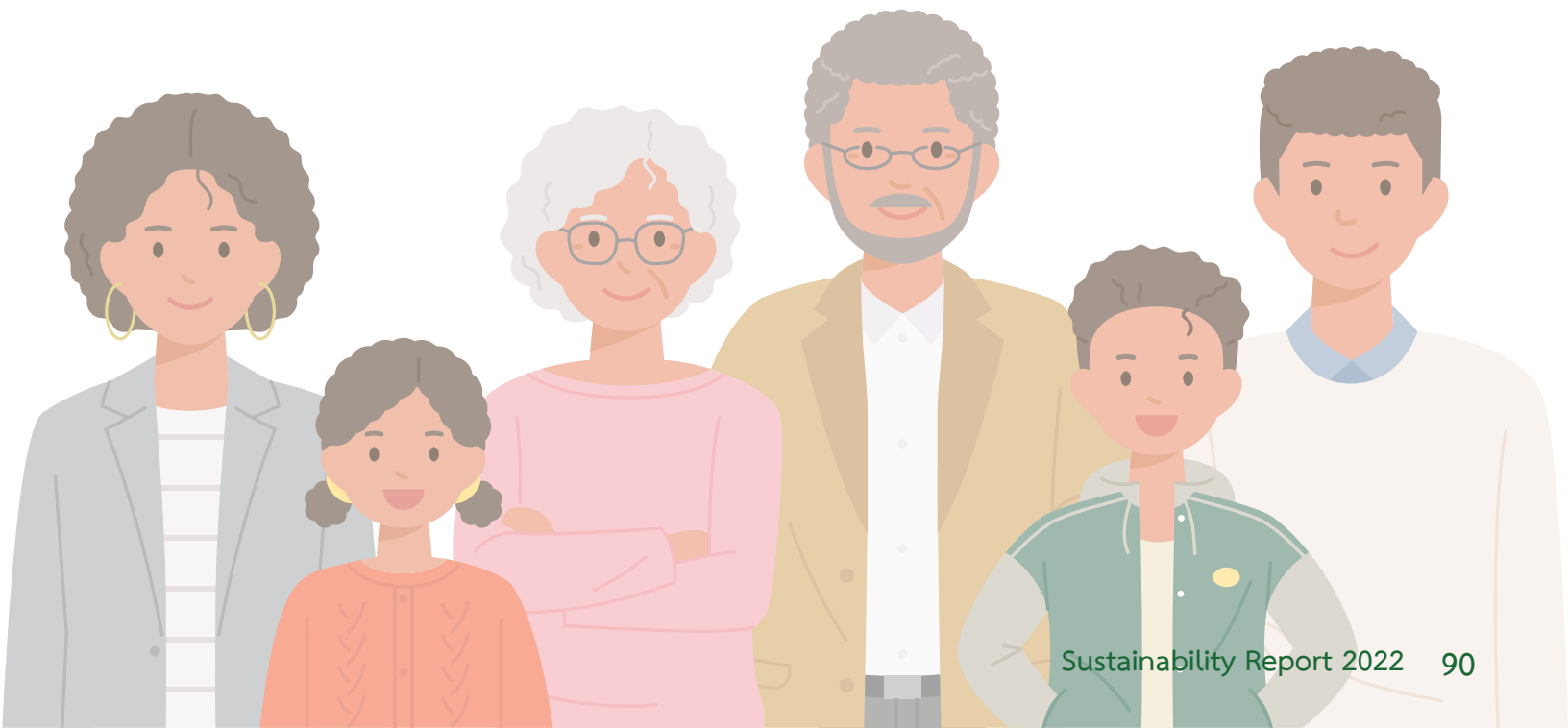
Year 2022

2022 Progress

The Company has a proactive operation by collecting information on the employees of all factories and the head office who are 55 years and has worked with the branch executives to plan the succession operation according to the priorities of each position, especially for the management positions and the positions related to raw material procurement and production department, and so on.

2023 Target

The creation of successors for the identified positions has been completed 100%



Promotion of Diversity

The Company places importance on equality and diversity without gender discrimination. For that reason, the Company has participated in the Apollo Global Partner Summit 2022 program for which the Company's female executive has been nominated to join the Apollo Young Leader Panel.

This program has aimed to advance technological sustainability, industrial development and quality that is sustainably friendly to the community, society and environment.

We would like to congratulate Ms. Mayuree Sae-Wong, the Chief Marketing Officer, who has been nominated to participate in the Apollo Young Leader Panel program to be a role model for our employees to work towards the creation of sustainability for the organization in the future.



Mayuree Saewong

Workplace Welfare Committee

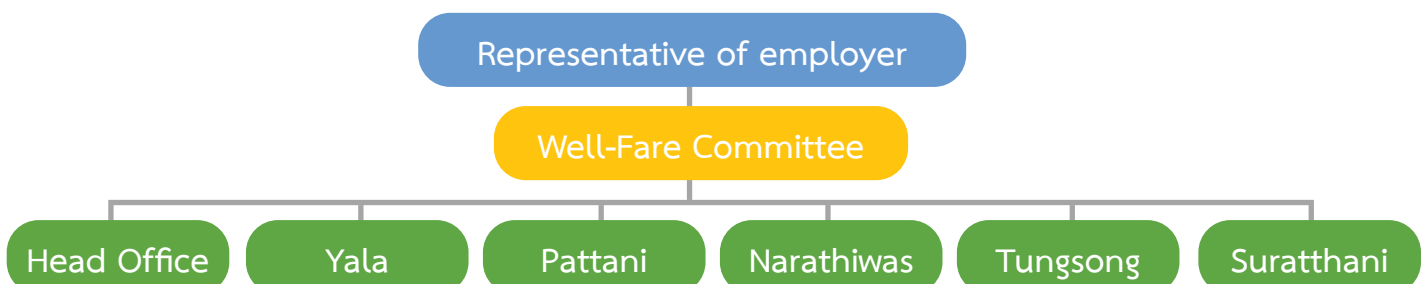
The Company places importance on the well-being of employees. For that reason, the Company has accommodated appropriate basic rights for all types of employees equally and managed and improved various welfare rights which are useful and appropriate to the current situation and conditions for employees. The Company has assigned the employee from the human resource to be the "Representatives of the Company" and appointed the employees who have been elected among all employees to act as "Employee Representatives" in the position of "Workplace Welfare Committee" which consists of 5-7 employee representatives from in each branch office. The employee representatives will be rotated after a 2-year term. They will perform duties of coordinating, attending meetings, proposing, reviewing, improving welfares and other benefits which are suitable for the current situation. The meetings of the Welfare Committee must be held every three months or when an appointment is made immediately in case of an urgent matter in order to solve welfare-related issues for employees in a timely manner.

Roles and Responsibilities of the Workplace Welfare Committee

The roles and responsibilities of the Workplace Welfare Committee as specified in Section 97 of the Labor Protection Act are as follows:

1. To discuss with the employer in order to provide welfares to the employees;
2. To consult, discuss and provide opinions to the employer with respect to the provision of employee welfares;
3. To inspect, control and supervise the welfare arrangements provided by the employer to the employees; and
4. To propose opinions and guidelines for the provision of welfares which are useful for the employees to the Welfare Committee.

Structure of Well-Fare Committee



Participation of Workplace Welfare Committee

Due to the spread of Coronavirus (COVID-19), the Welfare Committee has discussed with the representative of the Company with respect to the implementation of measures to prevent the spread of the disease in order to cope with the epidemic:

- Procurement of suits and equipment (PPE) for the employees who are required to conduct personal inspection in the office and branch factories.
- Purchase of ATK Test Kits and scheduling of periodic tests.
- Arrangement of groups of rotating employees to perform their duties and the Work From Home style to reduce congestion
- Hiring of a private company to spray disinfectant cleaners in offices and branch factories when the spread is detected
- Procurement and purchase of vaccines to immunize employees, insurance to help with medical treatment in case of infection of coronavirus (COVID-19).
- Proposing of group health insurance as a special benefit in addition to an accident group insurance for employees.

Promotion of 5 Corporate Core Values



The Company has set 5 core values as a framework for all employees in the organization to adhere to and comply with in order to promote the values of the organization and present them to the outsiders through the perspective which reflects from the appearance, behavior and conduct of the Company's employees.

Activities to Promote Knowledge on Corporate Core Values

The Company has provided corporate core values training for the employees to encourage them to use these values as a guideline to adhere to in order to perform their duties efficiently. 100% of the employees have attended the training.



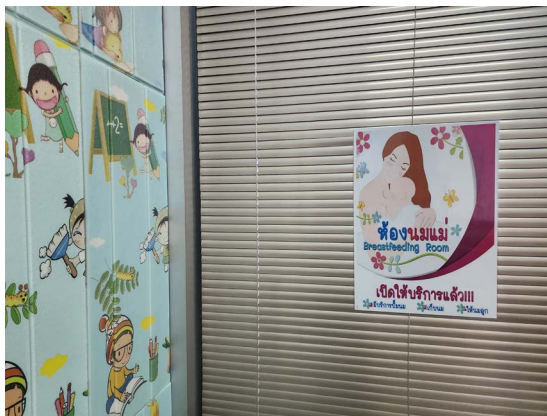
In addition, the Company has also arranged an annual 360-degree evaluation of all 5 topics of the corporate core values in a form of questionnaire and the supervisors, colleagues and related parties are required to evaluate the score and provide opinions and recommendations in order to

communicate to the employees their strength, advantages and matters that should be improved to allow them to develop or to maintain the standard level accepted by the organization and be respected by colleagues and people outside the organization.



As the Company regards the employees as our valuable resources, the Company has established a policy to maintain fair and legal employment conditions. In addition, the Company also takes into its consideration a safe and hygienic working environment including continuous development of knowledge by adhering to the following practice:

1. To give the employees an opportunity to have freedom to express their opinions, to show their capacities, and to be evaluated in order to receive compensation in the form of salary, bonus and other benefits by using the EPES evaluation system and to regularly review compensation by comparing with the law and the same industry.
2. Not to support the use of forced labor, child labor or all forms of human trafficking.
3. To respect and promote the rights of women, disabled persons, migrant workers, indigenous peoples and vulnerable groups and to provide knowledge related to mothers and children and a place for pumping breast milk.



Mothers and children and a place for pumping breast milk

4. To give the employees the right to have access to a transparent audit and clarification process before disciplinary action decision
5. To give equal opportunities to suppliers and contractors with no discrimination in both the selection and hiring process.
6. To ensure good health of the employees by organizing health promotion projects such as “We walk to gether” (2nd year) and Body Transformer Challenge (1st and 2nd Project). The pilot project was organized at the head office and there were 26% of employees participating in the project with a total walking distance of 6,681 kilometers and an average increase in body and muscle development of 21%. In addition, annual health check-ups were arranged for all employees.



We walk together project

7. The safety survey in the work area has been conducted to assess risks and management guidelines, including providing ready-to-use and sufficient personal protective equipment. The annual safety drill plans, such as fire evacuation plan, fire drill and annual fire evacuation have also been conducted.

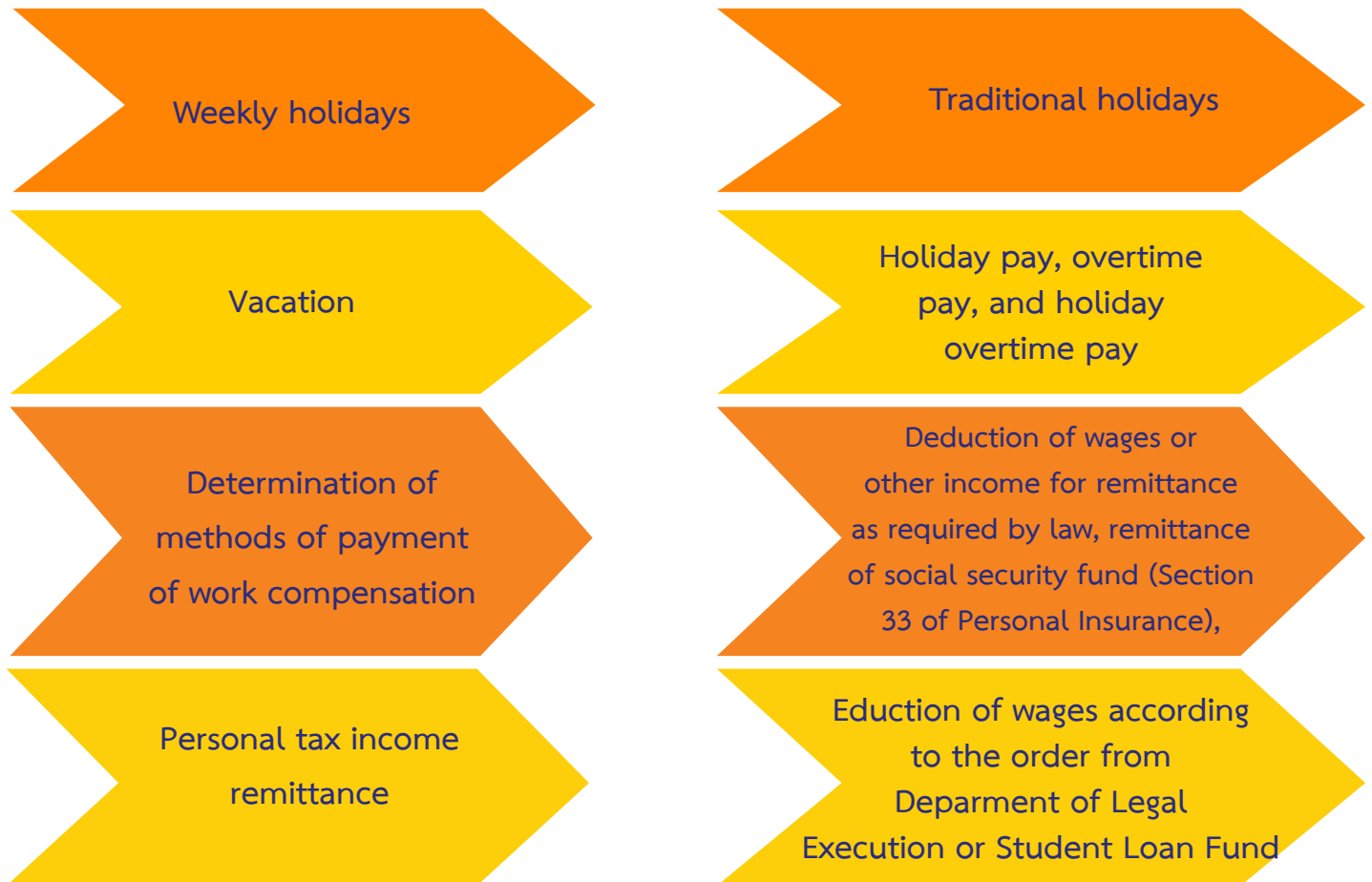


Fire drill and annual fire evacuation have also been conducted

8. Personal data is kept and protected in a manner which only authorized persons have the right to access to such personal data in accordance with business objectives.
9. There is also equal opportunity for all employees to regularly acquire skills and knowledge and competency development.

Fair Employment

The Company is aware of the importance of human resource development and fair labor practices as these will be factors which increase the value of the business and strengthen the competitiveness and sustainable growth of the Company in the future. Therefore, the Company has determined fair treatment in relation to employment and includes all of the conditions in the employment contract which 100% of the employees have acknowledged and received the employment contract. The details of fair treatment is listed as follows;



The Company has set complete and fair criteria for leave days and for taking leave. The employees have the right to take leave according to the regulations of the Company.



Employee Welfare and Benefits

The Company has provided welfares, special welfares and benefits for employees as follows

1. Social security fund
2. Provident fund
3. Compensation fund
4. Group accident insurance
5. Travel accident insurance
6. Health insurance
7. Birthday Gift
8. Annual Bonus (1 month guarantee)
9. Performance bonus
10. Uniform
11. Accommodation and lunch.

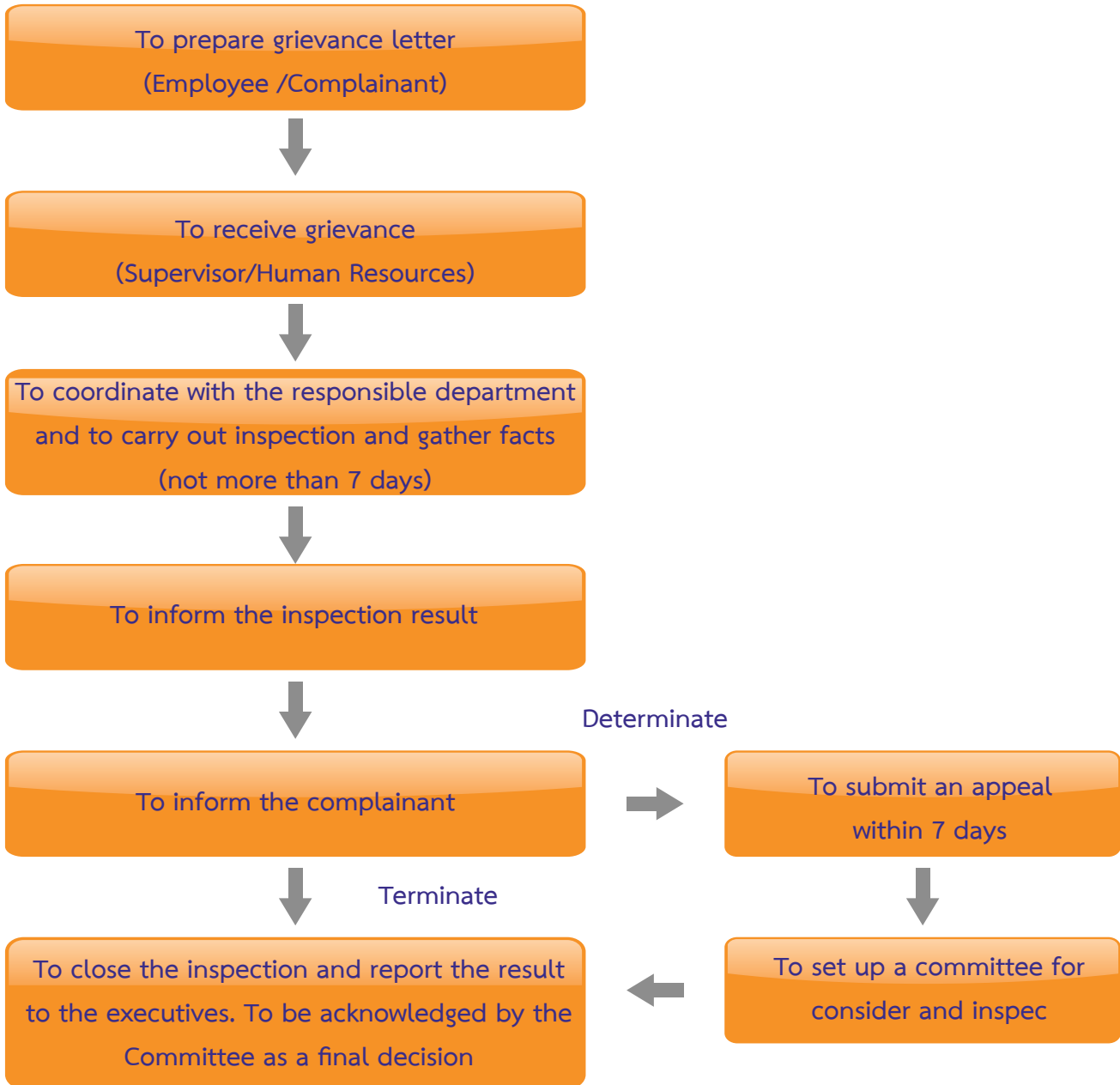
Flexible Working Hours

The Company has established a work from home (WFH) policy since the spread of COVID-19 and at present, the Company has revised the said policy to be in line with the new Labor Protection Act regarding work from home which will take effect in 2023. The revision can be summarized as follows:

- The Company has agreed to allow the employees to bring the work under the employment which can be performed outside the place of business or the office of the employer to the employees' house or place of residence, or, agreed that the employees may perform the work using information technology in any location
- The Company has agreed to provide details such as commencement and ending period of the agreement, date, normal working hours, rest period and overtime period, leave, scope of duties of the employees, the employer's supervision, obligations related to the provision of tools or working equipment, including various necessary expenses necessary incurred from working. In addition, upon the end of the agreed working hours, the employees shall have the right to deny any communication with the employer, team leads, supervisors or inspectors unless the employee has given his consent in writing in advance.

Grievance Procedures

The Company is always willing to listen to all employees' opinions regarding work improvement or in the case where the employees have any questions regarding their rights.



Improvement of Well-Being of Employees

The Company gives priority to the well-being of its employees. Due to lack of housing for both Thai and foreign employees and in order to facilitate the employees and reduce their expenses, the Company has developed suitable accommodation which will result in a good life quality of life in terms of both work and personal life to balance the care of basic welfare for employees with good quality by the Company.

The Company has taken care of the basic welfare of employees with no discrimination in any form due to gender, age, religion, race, nationality, class, or disability.

Result of Employee Well-being Improvement

Narathiwat Branch

Housing for workers and employees with budget in an amount of 4.10 million baht is expected to be finished by December 2023.



Pattani Branch

Housing for workers and employees with budget in an amount of 3.19 million baht is expected to be finished by July 2023.



Human rights

Operation related to Respect for Human Rights

Business sustainability is the most important thing nowadays. Due to the emphasis on social and environmental responsibility, the policies and practices related to labor and human rights are part of the business sustainability framework to create a fair and safe environment where equality in the workplace can be promoted. The Company has therefore established the policy related to social responsibility that apply throughout the organization. The policy has been announced on the Company's website for both internal and external communication. In addition, the annual internal risk assessment on labor and human rights issues is also conducted. The Branch Factory Managers have inspected and submitted the results to the Chief Executive Officer for acknowledgment. In 2022, the important goals and performance in relation to the assessment of labor and human rights risk are as follows:

Policy and Operation	Target	Result	Policy and Operation	Target	Result
Communication related to Labor and Human rights Practice Policy.	100%	100%	There is no act of violence, intimidation, and any form of harassment against any person.	100%	100%
The Company does not use child labor nor support the employment of labors who are under 18 years of age.	100%	100%	The payments of wages, compensations, overtime pays, and benefits in various forms are fair as required by law.	100%	100%
The Company does not use forced labor and slave labor.	100%	100%	Working hours are scheduled according to the labor law.	100%	100%
Does not allow female employees to do work that is harmful to their health according to the law.	100%	100%	The Company allows freedom of association or negotiation to ensure the termination of employment and payment.	100%	100%
The Company pays equal wages to both male and female employees at the same job level. The Company treats the employees equally and does not discriminate.	100%	100%	The severance pay is paid in accordance with labor law. The personal data of the employees and the partners is protected.	100%	100%
The Company provides appropriate welfare in terms of health and safety to the employees according to the law.	100%	100%	The Company ensures the origin of supply chain properly conducts all activities according to the relevant laws and regulations.	100%	100%
Equal treatment and non-discrimination	100%	100%	The personal information of employees and partners is protected.	100%	100%

In summary, there is no risk in labor and human rights practice of the Company. However, the solution in case of non-compliance with the said policy has been communicated. The matter can be notified to the management or through the channels of the whistleblowing policy. To investigate and coordinate with the relevant agencies to take urgent action and follow up to ensure the appropriate remedy measures for those affected such as bringing child labor back into families and into the education system, providing counseling and psychological healing for those who have been abused, providing mental and physical health support to those who have been forced to work, including the justice system to restore and reintegrate into society with dignity.



Please also refer to whistleblowing policy: <https://www.teckbeehang.com/publications/>



As the Company gives importance to the human rights, the Company has established the policy to be in line with the principles in the Universal Declaration of Human Rights (UDHR), United Nations Guiding Principles on Business and Human rights: UNGP, and the International Declaration on Fundamental Principles and Rights at Work. To ensure that the Company has provided comprehensive human rights guidelines, including remedial measures in the case that any risk factor related to various issues in relation to human rights has occurred.

Human Rights Examination Procedures



The Company is committed to treating all related parties equally and not to discriminate against any person of any group of stakeholders based on gender, race, religion, age, culture, disability, economic, social, educational status, or any other status directly or indirectly related.

Employees and Staff

The Company treats all personnel equally without taking any similarity or differences as a key factor for the selection of the employees to work, the personnel development and promotion. In addition, the employees must treat each other with respect and do not threaten or violate others employees or personnel outside the Company whether verbally or physically. The Company gives freedom to the employees to participate in political activities, to establish various groups or clubs which are not against the good morals of society. In each factory branch,

the Welfare Committee, and the Safety, Occupational Health and Working Environment Committee have also been established to represent the employees in negotiating with the executives with respect to welfare and safety matters and a group of sports clubs for health.



Sport Club for Health in Office Rooftop Area

External Stakeholders

The Company promotes and supports respect for property, local wisdom and avoids doing transactions with organizations that violate human rights. The Company communicates with Tier 1 Partners about business ethics of partners, including labor and human rights issues in form of document and through online channels on the Company's website and conducts annual risk assessments with Tier 1 partners on a yearly basis. **The result of human rights risk assessment is zero.**

Community Participation

The Company has operated its business with social responsibility by placing an importance on the reduction of impact on the environment, participation of the community, and solving social problems in 6 areas, namely arts, culture and local traditions, environment and good surrounding, children and juvenile, community development, health and sanitation, provision of assistance to disaster victims and underprivileged. This aims to meet the needs and expectations of the community, to create shared values with the community and sustainable coexistence with the community and the society. In 2022, the Company has organized activities with the community as follows:

Activities with the Community

Activities related to Arts, Culture and Local Traditions and Society Activities

The Company values and supports local culture and traditions held in the communities around the factories, such as activities in the month of Ramadan, elders water pouring Songkran activity Pouring, offering candles on Lent Day, activity to stir up Azura with the Muslim community in order to preserve the good culture and traditions of each local community.



Activities related Environment and Good Surrounding

Mangrove planting activities

The Company has cooperated with the local agencies and organizations to organize the mangrove planting activities. Mangrove forest is a natural ecosystem with a variety of living things. It is also a nursery for aquatic animals and an important source of greenhouse gas absorption. Mangrove forest also controls the erosion of the soil surface, including protecting the coastline to preserve the fertility of nature. In 2022, the employees of the head office of Teck Bee Hang Co., Ltd. have participated in the activity of planting mangrove forests and the activity of releasing crabs back into the nature and collecting garbage at Jan Sawang Beach, Singha Nakhon District, Songkhla Province. There are 500 mangrove trees planted at the Mangrove Forest Conservation Club, Hua Khao Sub-district, Singha Nakhon District, Songkhla Province which has increased the habitat of living things and preserved the biodiversity. In addition, the employees have also gained knowledge on crab farming from the President of Ban Hua Khao Mangrove Forest Conservation Club.



Activities to Protect the Environment and Society for Sustainability

Teck Bee Hang Co., Ltd., Surat Thani branch, has joined forces with the government agencies, private sectors, community leaders, villagers and other stakeholders in organizing activities to protect the environment and society to create sustainability to encourage trading partners, rubber plantation farmers and rubber transporters to transport the rubber by using standard transport vehicles equipped with valves, gutters and water tanks to prevent water from cup lump from leaking on the road during transportation. Such equipment also includes opaque canvas which are attached to reduce the disturbing smell from the cup lump during transportation.

This year, the Company has organized an educational session to provide knowledge on the laws related to transportation to the rubber plantation and rubber transportation partners to educate them about rubber quality and activities with the community participated by the factories.



Activities related to Children and Juvenile

The Company supports education, development and improvement of schools in the area where the factories are located as well as activities and projects to promote the education of children and juvenile as follows: sponsorship of employees' children to participate in New Year's activities, supporting Children's Day activities, supporting scholarships and providing various equipment. Performance of the project for the rubber plantation farmers and rubber transporter partners, fellow farmers, community leaders, government agencies local authority has led to the understanding and proposal of ideas for the factories to improve the environment, such as arranging regular street cleaning plans with the communities and local authorities, or, organizing a plan to spray wood vinegar to reduce the smell from rubber piles inside the factories, etc.



Activities related to Community Development

The Company places importance on continuous community development which includes schools, temples and mosques to improve the livelihoods of the community and to solve other social and environmental problems by implementing various projects, the Company taking into consideration the needs and abilities of the community. The activities are as follows: 5S activities, cemetery cleaning activities and road improvement activities in the community and soon.



Activities related to Health and Sanitation

The Company gives importance to help the community around the factories by organizing lecture sessions to educate the community with the public health team on the spread of the coronavirus and providing consumer goods to the community during quarantine period. In addition, the Company has also participated in sports activities with the community to sustainably promote health and participation with the community.



Activities related to Provision of Assistance to Disaster Victims Relief and Privileged

The Company has helped disaster victims and underprivileged people in society both in the form of participation in activities financial assistance, donate items, survival bags and drinking water. In 2022, the Company has organized the following activities.

Social Vulnerable Persons Fund Support Project.

Teck Bee Hang Co., Ltd., Pattani Branch Factory, has supported the fund for helping vulnerable people in Nong Chik District, Pattani Province. The government agencies and private sectors have also participated in this activity.



Project to help Flood Victims

Teck Bee Hang Co., Ltd., Yala Branch Factory has provided drinking water, survival bags and essential items to flood victims to help and alleviate the suffering of communities and employees affected by floods



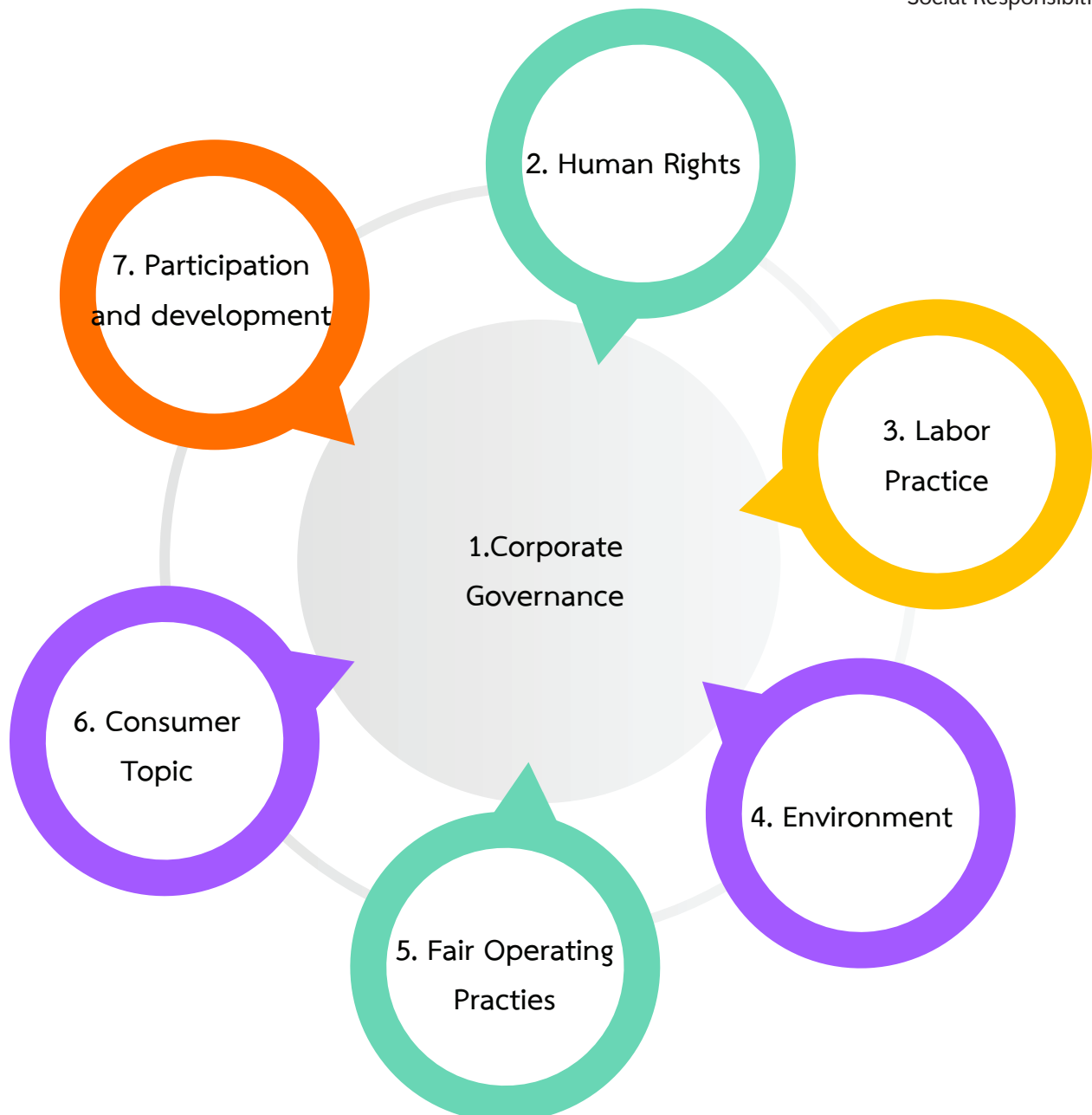
CSR-DIW Standards of the Industrial Factory Promotion Project for Sustainable Social and Community Responsibility

The Company has adopted the social responsibility management of the Department of Industrial Works, Ministry of Industry (CSR-DIW) that applies ISO 26000 industry standard framework and has participated in the project to promote collaborative creation of sustainable social responsibility of the establishments of business organized by the Department of Industrial Works and ISO Standard Certification Institution. The objective is to promote the social responsibility of the establishments of business and the sustainable development, and, to promote the industrial entrepreneurs to participate in the activities with the community and to be accepted by the surrounding community and lead to the enhancement of competitive capacity and sustainable growth of the business section in both domestic and international level.

Principles used in the implementation of social responsibility.

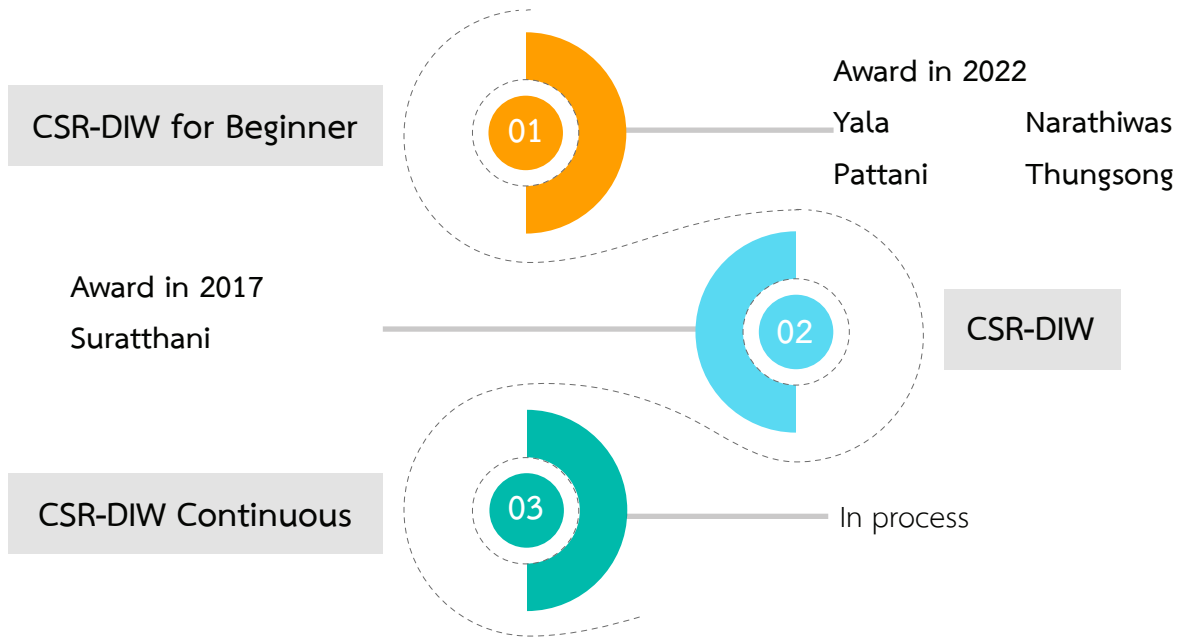


Social Responsibility Policy



Social Responsibility Standard Award CSR - DIW

CSR-DIW certified and factories



Important Plans related to Social Responsibility

As the Company has anticipated that the application of CSR-DIW principles of social responsibility will be very beneficial, and this standard is in line with the ISO26000 standard, it has planned to carry out and set the goal in 2023 – 2024 as follows.

- To have the employee representative of each factory attend Social Responsibility ISO26000 training.
- To have the employee representatives of each factory register as specialized personnel in social responsibility with the Ministry of Industry.
- Setting a budget that aligns more with CSR-DIW/ISO26000.
- Receiving certification and the CSR-DIW Continuous Award from the Department of Industrial Works.

Community Satisfaction Survey

As the Company has realized the importance of living together with the community and society, it has managed noise pollution, air pollution, or others that may affect employees and communities around the Company.

The Company has organized the activities to perform an on-site survey on the community on a yearly basis and after various improvement projects to inquire about the well-being, impact and to listen to opinions from the community, to communicate with the community about the management of pollution from the Company's operations including the feedback related to the participation with the community in organizing various activities.



Community Survey Result

Target 70% Result 73%

An example of the annual survey result of Teck Bee Hang Co., Ltd., Thung Song Branch participated by 80 people conducted on 22 July 2022

% Stakeholder Survey

Customers	3%
Supplier	13%
Community	35%
External	50%

Age Rang

20-30 Years Old	14%
31-40 Years Old	12%
41-50 Years Old	38%

Advantages that must be maintained

- Very clean and tidy factory
- Bio filter odor treatment system
- Implementation of 5S activities and improvement of environmental within the factory

Disadvantages that need to be improved

No further improvement is required. However, the company will continue developing a sustainable coexistence with the community and society.



**Example of Survey Result on Opinions after Odor Improvement by Teck Bee Hang Co., Ltd.,
Narathiwat Branch, participated by 53 households on 25 March 2022**

Narathiwat Branch Factory has improved the odor issue by installing 2 wet scrubber systems per each furnace to increase the efficiency of treatment and control odors that go through the production process and to reduce the impact of air pollution that affects employees and nearby communities.

The temperature of air pollution from the block rubber production process that occurs during the block rubber drying process will be reduced by water (Wet Scrubber) and the air will be compressed into water to absorb any remaining odors before venting into the atmosphere in order to comply with the standards of the Department of Industrial Works.

% Stakeholder Survey		Advantages that must be maintained	Disadvantages that need to be improved
Moo 10 Lamphu Subdistrict	6%	<ul style="list-style-type: none"> Surrounding communities are pleased that The Company focuses on improving the smell problem. 	Should improve the smell pollution continually
Moo 10 Lamphu Subdistric	77%		
Yagang Road	17%		
Age Rang			
20-30 Years Old	30%		
31-40 Years Old	23%		
41-50 Years Old	23%		



In 2023, Narathiwat Branch has planned to implement Bio Filter system in order to strengthen the manufacturing and care for the environment. The plan includes the following actions











- To measure odor intensity level before improvement.
- To hold meeting with working team to find measures for implementation of Bio Filter System.
- To install cement pillar inside odor treatment pond.
- To install ironwork and strainers to store wood chips.
- To procure and store wood chips in strainers.
- To test the system.
- To measure odor intensity after improvement.
- To summarize performance and prepare report for submission to the executives.



However, the Company has taken into consideration the satisfactory survey results, needs and expectations of all groups of stakeholders as part of the continuous development and improvement of the Company's operations including preventive responses to avoid impacts on stakeholders and promotion of sustainable living together.

Environment Sustainability Performance

Key Performance Indicators

No.	Topics	Target 2022	Result 2022	Indicators
1	Wastewater Recycle	100%	100%	
2	Qualified Wastewater Discharge	100%	100%	
3	Air pollution from NOx , SOx is legally qualified	100%	100%	
4	Remedy and recovery on Environmental impacts	100%	100%	
5	Measure 3 Scopes of CO2 emission for all factories	100%	100%	
6	Achieve reduction of CO2 emission activities of both within the organization and outside organization per plan	100%	100%	
7	Achieve plan energy consumption per production	100%	100%	
8	Dispose through landfill	0	0	
9	Open burning	0	0	
10	Achieve reduction of waste as per 3R principle activities plan	100%	100%	

Environmental Performance



Environment Policy

Commitment

The Company intends to run its operations in a way that improves environmental quality, lowers GHG emissions, conserves natural resources, and lessens the negative actual and prospective effects of its operations. In order to maintain sustainable growth throughout the value chain, the Company adopted the environmental management strategy based on ISO14001:2015 by efficiently lowering resource consumption and air pollution emissions.

The Company has adopted significant environmental aspects assessment in order to manage, improve, and support environmental development. The review process is updated on an annual basis and assesses any changes or events that cause the stakeholders' environmental impacts.

Environmental Aspects of Risk Assessment	Risk Indicator
Electricity Consumption	High
LPG Consumption	High
Odor	Medium
Oil Consumption	Medium
Water Consumption	Medium
Water Pollution	Medium

Summary of Performance by Branch on ISO14001:2015's Implementation

Branch	Certifying Progress
Thungsong	Certified
Suratthani	Certified
Yala	Expected to be Certified by July 2023
Narathiwat	Expected to be Certified by July 2023
Pattani	Expected to be Certified by July 2023

Climate Change and Energy Management

The Company is dedicated to reducing carbon dioxide emissions and promoting energy efficiency. It incorporates energy innovation and cutting-edge technology to support the reduction of carbon dioxide emissions in a tangible way throughout the supply chain and be consistent with future global energy development. Its goals are to reduce electricity consumption by 2% and become carbon neutrality by 2050.



Climate Change and Energy Management Policy

Climate Change and Energy Management Plan



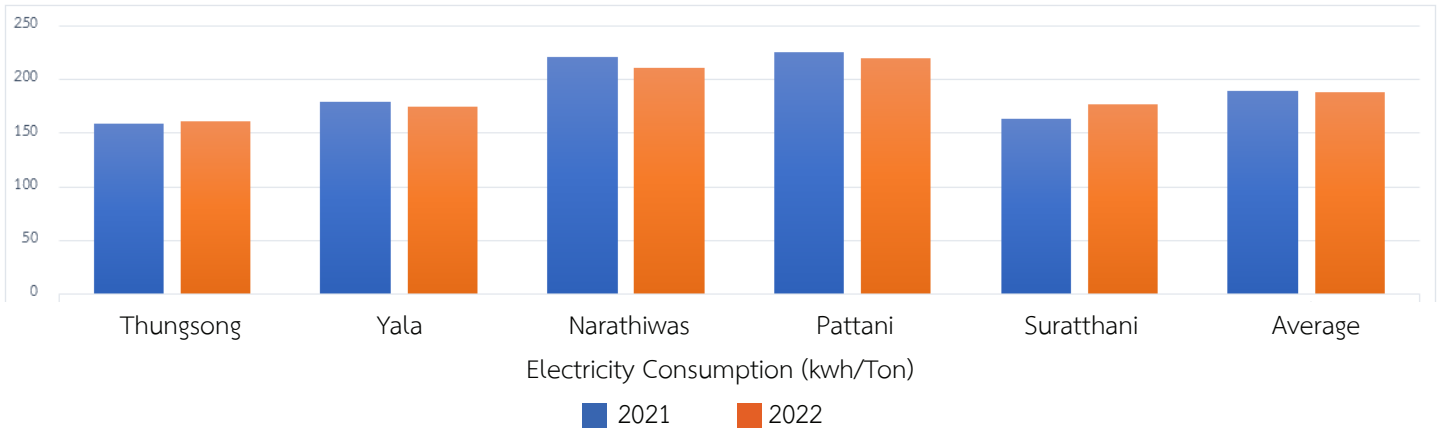
2022's Climate Change and Energy Management Performance

	Target	Result
1 Consumption of Energy Per Production Volume	193 kWh / Ton	188.4 kWh / Ton
2 Measurement of GHG Emission Inventory throughout the organization	100%	100%
3 Conduct and participate in internal and external Carbon Dioxide Reduction Activities	100%	100%

Energy Consumption and Conservation

Electricity Consumption in Production compared with 2021

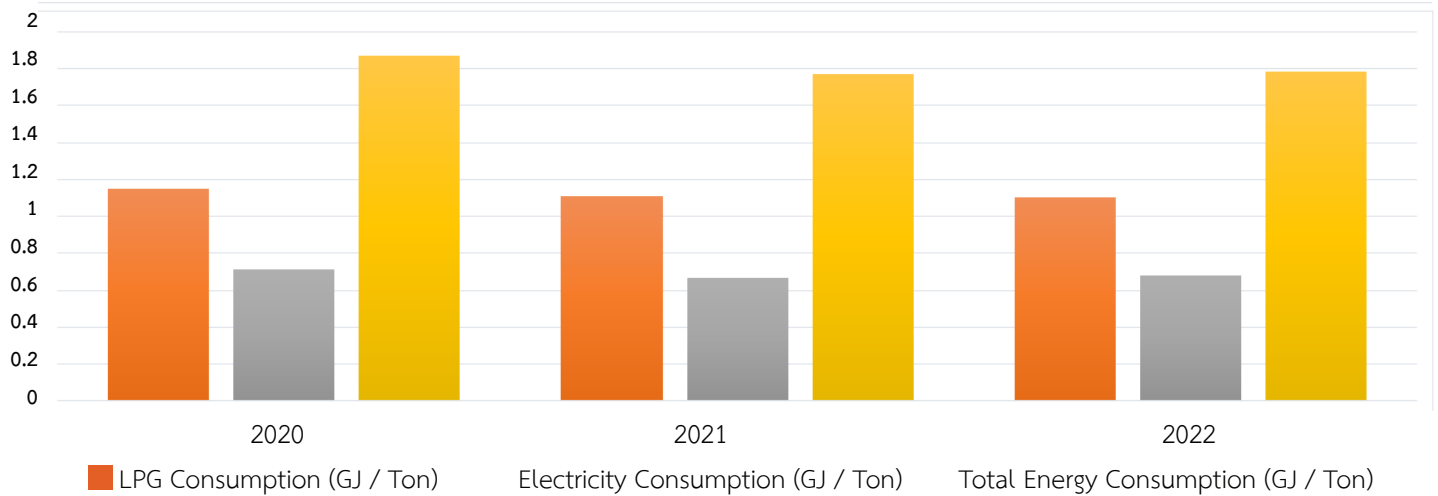
The Company has set the electricity consumption per production volume in order to keep monitoring of Branches' consumption for maximum efficiency. The consumption data is consistently recorded and monitored.



KPI	Branch	Year 2021	Year 2022
Electricity Consumption (kWh/ Ton)	Thungsong	159.30	160.80
	Yala	178.90	174.30
	Narathiwas	221.50	210.60
	Pattani	225.60	219.60
	Suratthani	163.60	176.80
	Average	189.80	188.40

Energy Conservation

Energy Consumption Quantity



Consumption Type	Year 2020	Year 2021	Year 2022
LPG Consumption (GJ / Ton)	1.15	1.11	1.10
Electricity Consumption (GJ / Ton)	0.72	0.66	0.67
Total Energy Consumption (GJ / Ton)	1.87	1.77	1.77

Example of 2022's Reduction in Energy Consumption Improvement Projects

To help increase productivity and lower energy consumption across all 5 Branches, the Company undertook energy consumption initiatives and replaced outdated technology. Additionally, routine machine inspections and preventative maintenance procedures are carried out to minimize the waste produced by dysfunctional machinery. It was intended to keep the equipment in good shape at all times.

Power Factor Improvement to reduce waste resulting from Copper Loss in the transformer



Performance

Topic	kWh / Year	Baht / Year
Electricity consumption before improvement	6,597,840.00	23,324,905.50
Electricity consumption after improvement	6,597,257.30	23,288,474.61
Savings	582.70	36,430.89
EGAT surplus expenses are to be used for saving calculation	34,370.91	Baht
Investment Cost	160,000	Baht
Payback period	4.39	Year

Replaced “Root Blower” system with “Biofilter” system



Performance

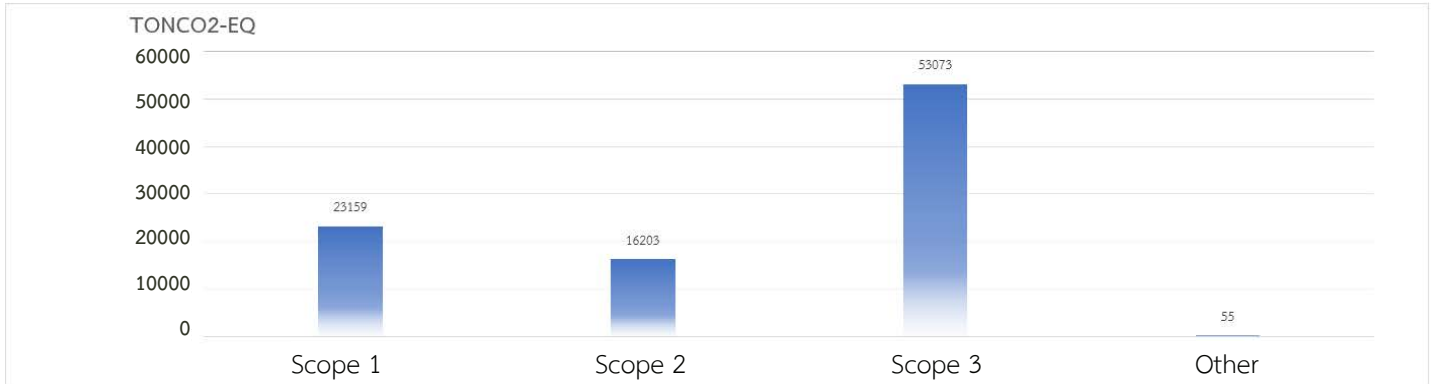
Topic	Kilowatt	kWh/Year	Baht / Year
Electricity consumption before improvement	55	264,000	739,470.48
Electricity consumption after improvement	0	-	-
Savings	55	264,000	739,470.48
Investment Cost		300,000	Baht
Payback period		0.41	Year

In order to raise awareness for energy sustainable development, the Company undertook training and awareness campaigns regarding energy conservation, focusing in particular on machine inspection and preventative maintenance to reduce waste from it.



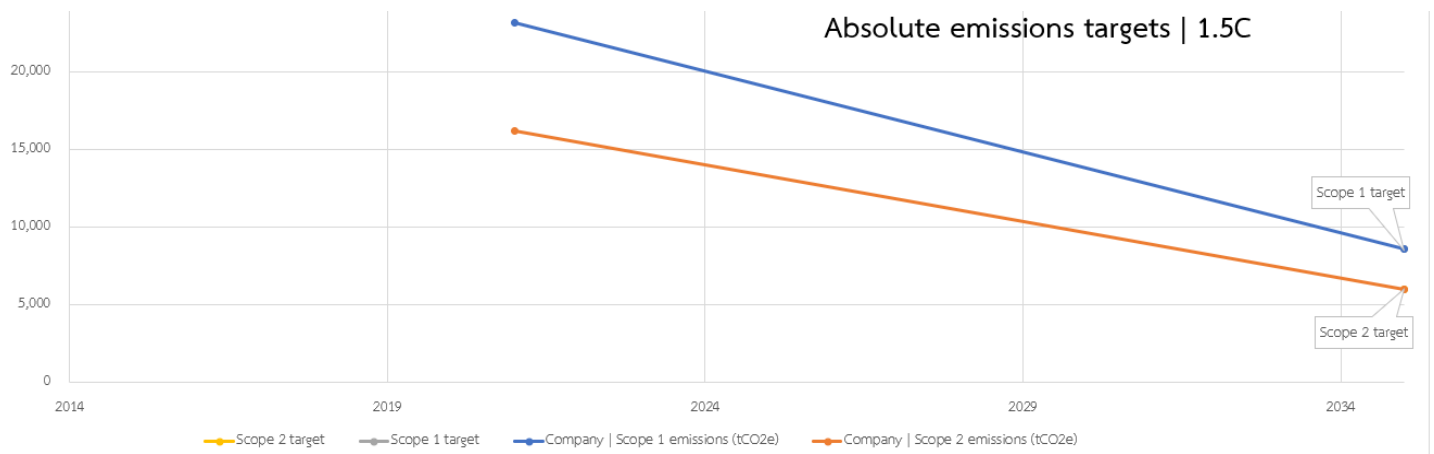
The Measurement of 3 scopes of Carbon Dioxide Emissions for all of the Company Branches

The Company has measured Carbon Dioxide emission through the organization, all Branches and Head Office, covered all 3 scopes. The result of the measurement was certified by the Thai Greenhouse Organization (Public Organization) under ISO14064-1 (2006) GHG Protocol (2001, 2004).



No.	Item	Emission of Carbon Dioxide (ton CO2-eq)
1	Scope 1	23,159
2	Scope 2	16,203
3	Scope 3	53,073

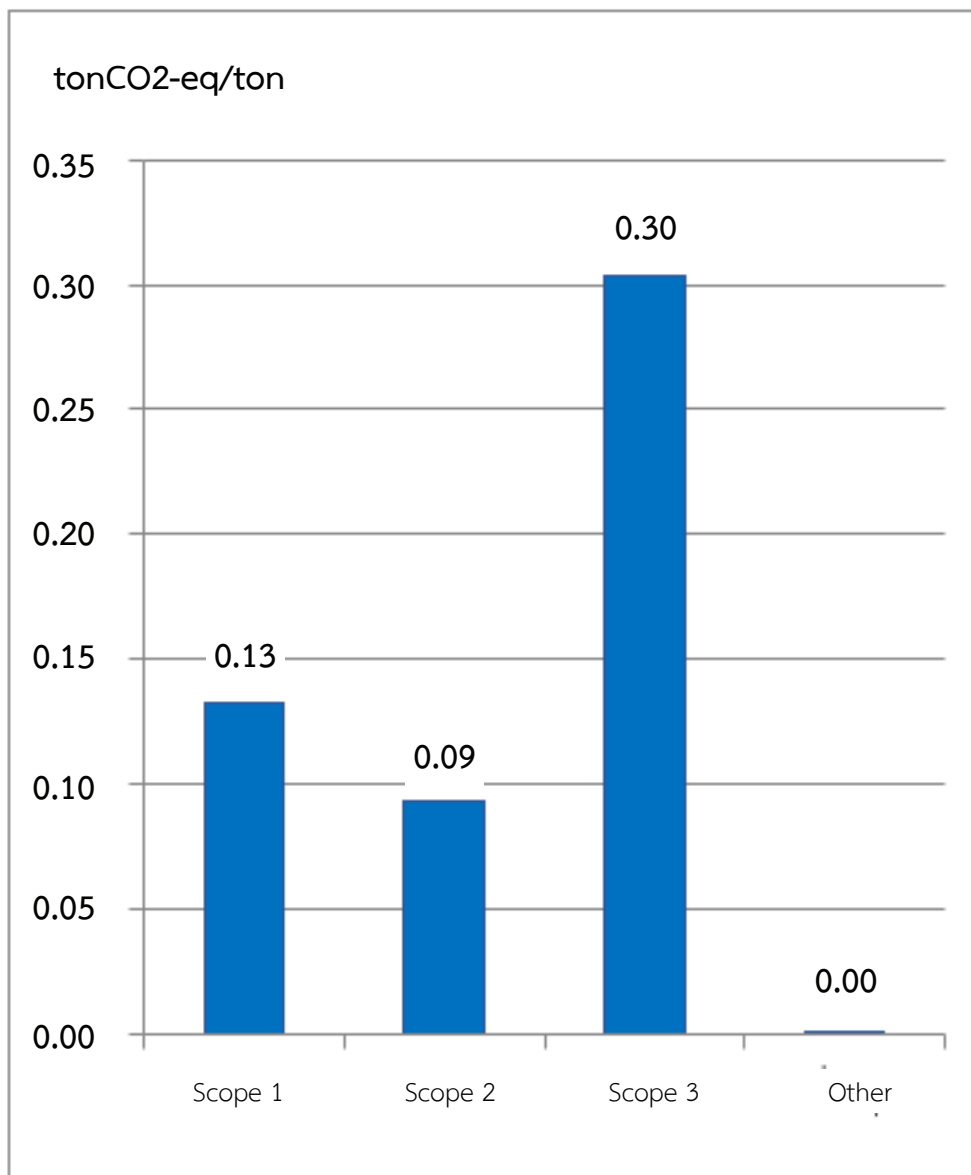
Following the SBTi's guidelines, the Company set the reduction plan by 63% in Scope 1 and 2 before 2035 from the base year 2021.



No.	Item	Base year (2021)	Target year (2035)	% SBT reduction
1	Scope 1 emission (tonCO2-eq)	23,159	8,569	63%
2	Scope 2 emission (tonCO2-eq)	16,203	5,995	63%
3	Scope 1+2 emission (tonCO2-eq)	39,362	14,564	63%

Concentration of Greenhouse Gas Emissions

Scope	GHG Emissions (tonCO ₂ -eq/ton)	Proportion compared Scope 1 and 2 (%)	Proportion compared Scope 1, 2 and 3 (%)
Scope 1	0.13	58.84	23,159
Scope 2	0.09	41.16	16,203
Scope 3	0.30		53,073
Other	0.00		
Combine scope 1 & 2	0.23	100.00	
Combine scope 1 & 2 & 3	0.53		100.00



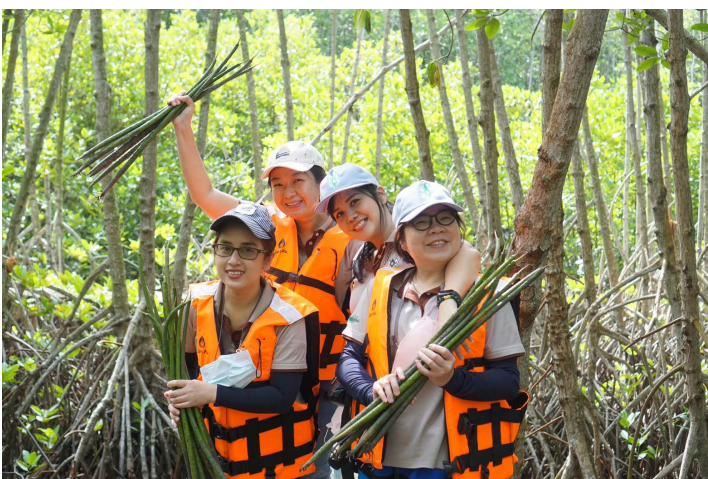
Activity Promoting awareness and minimizing the effects of climate change

To raise awareness about climate change and lessen its effects, the Company is encouraging its employees to plant trees and other plants on and around the manufacturing grounds.



Biodiversity and Zero Deforestation

In order to prevent and lessen the danger of adverse effects on sensitive biodiversity and deforestation, the Company committed to incorporating the impact of biodiversity from its operations into the decision-making process. At the same time, the Company will safeguard, stop, and lessen its impact. It has to build awareness of employees through capability building and activities. The Company established the policy and set up a framework to manage the issue of biodiversity and deforestation.





Biodiversity Risk Assessment

The Company has verified Branch locations in 5 provinces as part of a straightforward risk assessment. In order to determine whether the industries are close to regions that are sensitive to biodiversity, such as public water supplies, conservation areas, Protected forests, or national parks, Google Maps was employed.

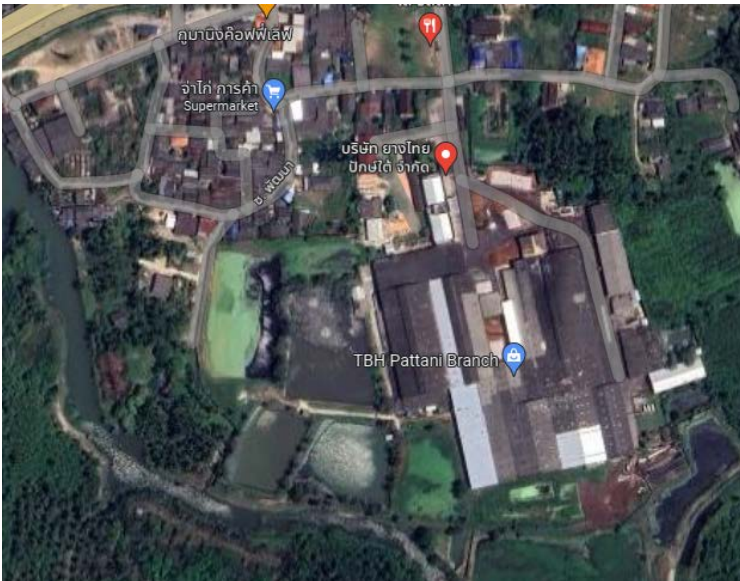
Branch	Address
Pattani	299 Moo 4, Petkasem Road, Tuyong Sub-district, Nong-Jik District, Pattani Province, 94170
Yala	43 Moo 6, TaSap Sub-district, Muang District, Yala Province, 95000
Narathiwat	101/2 Moo 11, Lam Phoo Sub-district, Muang District, Narathiwat Province, 96000
Thungsong	64 Moo 3, Chamai Sub-district, Thungsong District, Nakornsrihammarat Province, 80110
Suratthani	14/4 Moo 2, Surat-Punpin Road, Wat Pradu Sub-district, Muang District, Suratthani Province, 80000

Risk Assessment – Distance from Biodiversity-Sensitive Areas (Protected forests, Conservative Areas, National Parks)

Distance of the Branches from a conservative area (Biodiversity-Sensitive Areas, Protected forests, and National Parks)	Risk Level	Remark
Located farther than 5 kilometers	Low	Since all 5 Factory locations are more than 5 kilometers away from biodiverse areas, Protected forests, and national parks, the Company's rating score is low.
Located between 2-5 kilometers	Medium	
Located within 2 kilometers	High	
Located in the sensitive areas	Very - High	

*Assessment from 5 factories

Assessment of factories as being at risk of adverse impacts on the ecosystem and nearby biodiversity



Pattani Branch is located near the community and canal. The Factory does not release any wastewater into the canal. Therefore, there is no negative impact on biodiversity in the canal resulting from its operation. The Branch is located in Nongjik District, far from Protected forests, Conservative Areas, and National Parks.



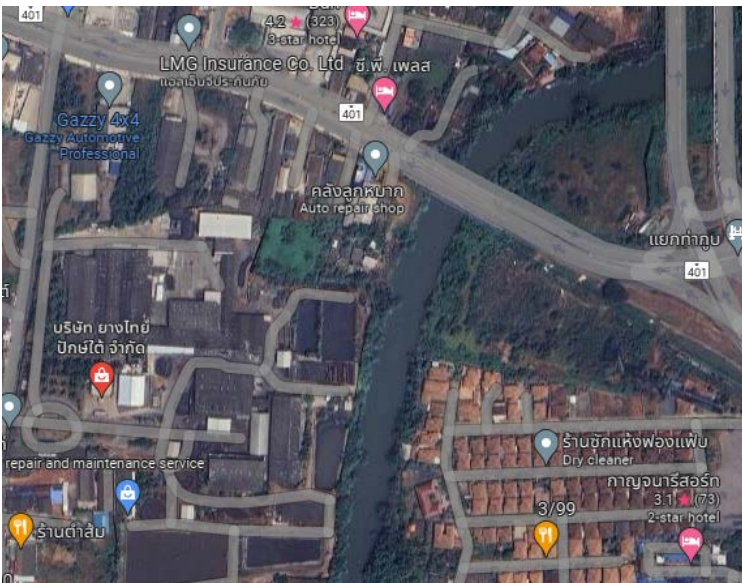
Yala Branch is located near the community and canal. The Factory does not release any wastewater into the canal. Therefore, there is no negative impact on biodiversity in the canal resulting from its operation. The Branch is located in Muang District, far from Protected forests, Conservative Areas, and National Parks.



Narathiwat Branch is located near the community and canal. The Factory releases treated wastewater into the canal through the BOD online system, controlled by the Department of Industrial Works. Therefore, there is no negative impact on biodiversity in the canal resulting from its operation. The Branch is located in Muang District, far from Protected forests, Conservative Areas, and National Parks.



Thungsong Branch is located near the community and canal. The Factory does not release any wastewater into the canal. Therefore, there is no negative impact on biodiversity in the canal resulting from its operation. The Branch is located in Thungsong District, far from Protected forests, Conservative Areas, and National Parks.



Suratthani Branch is located near the community and canal. The Factory does not release any wastewater into the canal. Therefore, there is no negative impact on biodiversity in the canal resulting from its operation. The Branch is located in Muang District, far from Protected forests, Conservative Areas, and National Parks.

Risk Assessment – Impact from Raw Material Source

At the district level, the Company is able to determine where its raw material sources come from. Based on the locations of raw material sources, it evaluates the impact. Only raw material intake above 2,500 tons per year is filtered and divided up by district region for each factory in order to quantify the risk score.

Source of Raw material	Quantity (Ton)	Protected Forest/National Park	Risk Score
Chiang Rai Province			
Doi Luang	3,616	There is no protected forests or national parks in the district.	Low
Phaya Meng rai	3,601	There is no protected forests or national parks in the district.	Low
Wang Sa Pung	3,321	There is no protected forests or national parks in the district.	Low
Chumporn Province			
Tar Sae	2,627	There is no protected forests or national parks in the district.	Low
Narathiwat Province			
Muang Narathiwat	5,255	There is no protected forest, however, there is a national marine park in the district.	Meduim
Ra- Ngae	3,481	There is protected forests and national park in the district.	High
Sri Sarkorn	4,421	There is no protected forests or national parks in the district.	Low
Nan Province			
Wiang Sar	3,001	There is protected forests and national park in the district.	High
Pattani Province			
Ka-Por	4,564	There is no protected forests or national parks in the district.	Low
Yala Province			
Muang Yala	3,152	There is no protected forests or national parks in the district.	Low
Krong pinang	3,008	There is no protected forests or national parks in the district.	Low
Ka Bang	3,696	There is no protected forests or national parks in the district.	Low
Bannagsata	4,906	There is protected forests and national park in the district.	High

Source of Raw material	Quantity (Ton)	Protected Forest/National Park	Risk Score
Suratthani Province			
Muang Suratthani	3,854	There is no protected forests or national parks in the district.	Low
Chai Ya	5,513	There are protected forests, however, there is no national park in the district.	Medium
Karnchanadit	5,513	There are protected forests, however, there is no national park in the district.	High
Dornsak	2,762	There are protected forests, however, there is no national park in the district.	High
Tar Chnag	3,718	There is no protected forests or national parks in the district.	Low
Pun Pin	4,689	There are protected forests, however, there is no national park in the district.	Medium

Activities that promote Biodiversity and Tree planting Programs

Crab Release Activity

The Company ran an effort to return various kinds of crab to the wild. To release 1,000,000 Zoea, it joins forces with the Mangrove Forest Conservation Club in Hua Khao District, Singhanakhon, Songkhla Province.



Mangrove Forest Planting Activity

In order to support a program for mangrove planting to increase the mangrove forest area, the Company partnered with the Mangrove Forest Conservation Club in Hua Khao District, Singhanakhon, Songkhla Province for the second year. As a result, 500 trees were planted in 2022.



Planting surround and inside the Factory Activity

The Company intends to expand green space around and inside the factory hoping to reduce such impact on the environment and raise an awareness of the significance of environmental protection. Many different species of trees were planted.

Tree Species	No. of Planted Trees
The Mast Tree	173
Australian Rose Apple	25
Yellow Elder	4
Iron Wood	100
Teak Tree	50
Rubber Tree	10
Gurjan Tree	50
Honduras Mahogany	100
Yang Namman Tree	100
Total	612



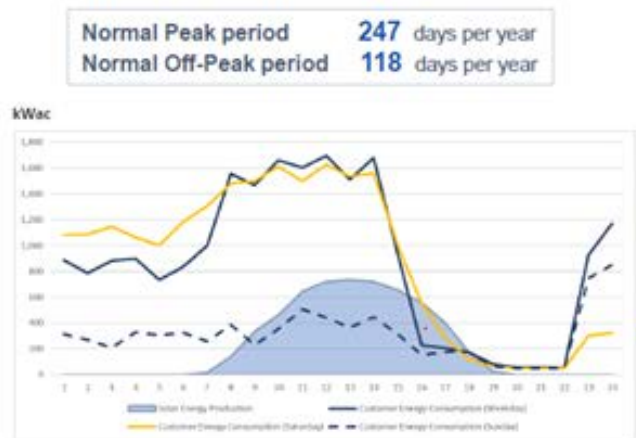
Important Plan in Energy and Climate Change Management

2023-2024 Biodiversity and Zero Deforestation Promotion and Activity Plan

- Traceability of raw materials guaranteeing that none of its sources come from Conserved Forest or National Parks.
- Assemble more data on biodiversity close to the factories.
- Conduct training related to Biodiversity and Zero Deforestation.
- Additional Risk Assessment on Biodiversity and Zero Deforestation.
- Promoting Forest Planting Activities and supporting Zero Net Deforestation.
- Conduct 3rd Year of Mangrove Forest Planting Activity.
- Conduct Fish Release to River Activity.

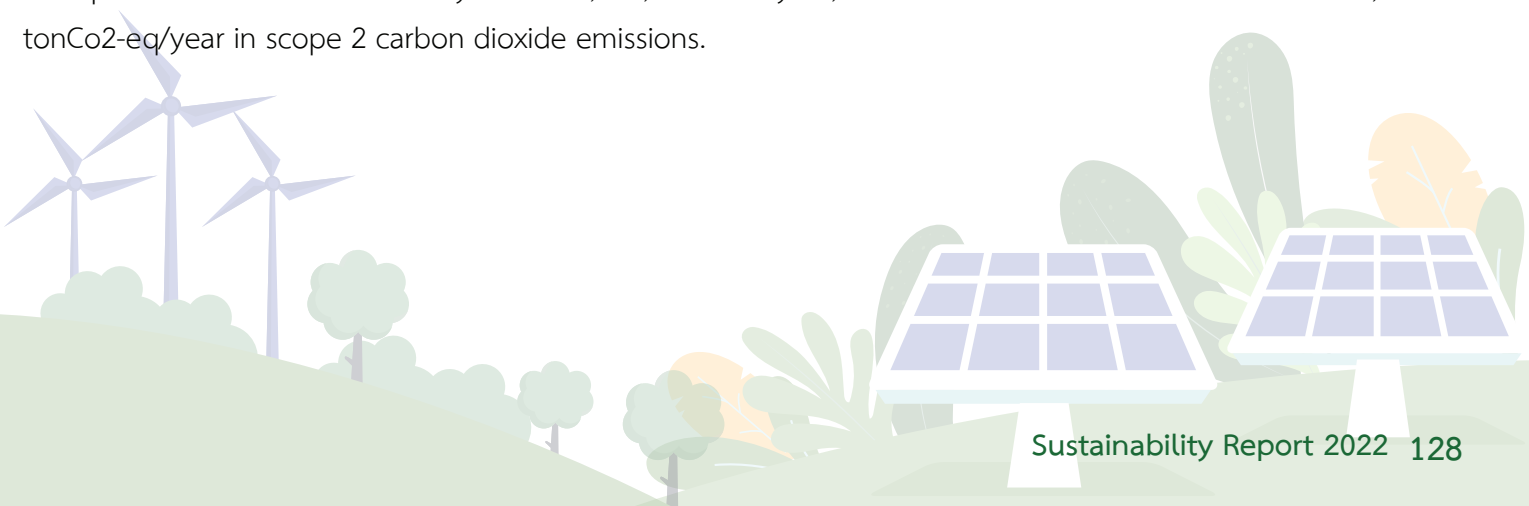
2023 Solar Rooftop Installation for Yala and Narathiwat Factory

In order to partially replace the current electricity supplied by the Electricity Generating Authority of Thailand with greener energy at Yala and Narathiwat Factory, the Company undertook a solar rooftop feasibility study. It seeks to preserve renewable energy while lowering carbon dioxide emissions.



Roof install capacity : 999 kWdc

For both Factories, installation is scheduled to begin in 2022 and be finished by the end of 2023. The anticipated decrease in electricity use is 2,593,204 kWh/year, which could result in a reduction of 1,296.34 tonCo2-eq/year in scope 2 carbon dioxide emissions.



Sustainable Water Management

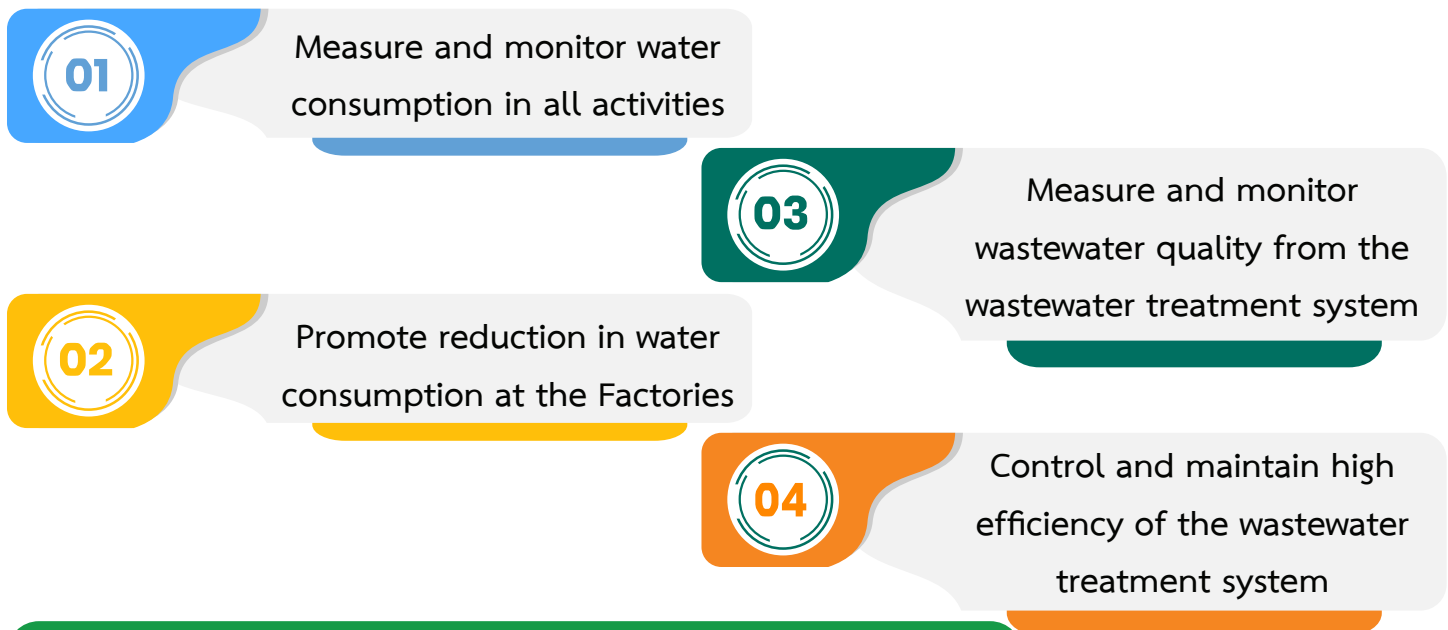


Water Management Policy

Commitment

The Company is concentrating on water resources and natural water resources to provide sustainability for stakeholders both directly and indirectly and to prevent adverse effects on the community, marine life, and biodiversity. Its goal is to cut water consumption by 5% before the end of 2025.

Sustainable Water Management Framework



2022's Performance on Sustainable Water Management

	Target	Result
1 Water Recycle	100%	100%
2 Effluent discharge meets the regulatory standards	100%	100%
3 Communicate, promote, and training to raise awareness among employees	100%	100%

Water Consumption and Withdrawal

Currently, the Company has withdrawn the water from natural sources together with the use of recycled water in the raw material cleaning process and the process before wastewater treatment. The Company's Branches are not located in the water-stressed area. The water resource consumption risk assessment was conducted and found that the risk score is **medium**. The Company uses an internal natural recycled water system called "Aerated Lagoon" for all 5 Branches. Four of the 5 Branches use 100% recycled water and another Branch uses the BOD Online System. The effluent discharge meets 100% of regulatory standards and helps to avoid negative impact toward stakeholders.

Item	Thungsong	Yala	Narathiwat	Pattani	Suratthani	Total
Natural Water withdrawal	-	-	1,393,312.00	-	-	1,393,312.00
Recycle Water (m ³)	150,862.00	1,289,873.00	-	628,195.85	1,858,337.00	3,927,267.85
Water Consumption (m ³)	150,862.00	1,289,873.00	1,393,312.00	628,195.85	1,858,337.00	5,320,579.85
Effluent Discharge (m ³)	-	-	1,393,312.00	-	-	1,393,312.00

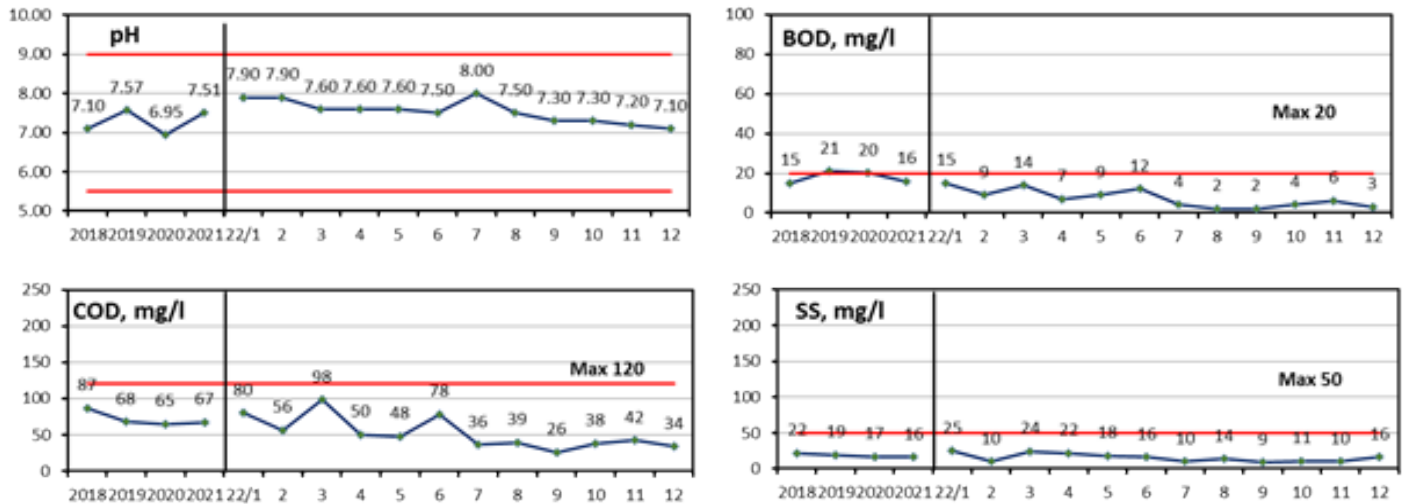
Wastewater Treatment

Capacity of wastewater treatment : Max. 3,000 m³/day

- 1. Wastewater sump pond.** There must be no rubber scraps or garbage in the pond. 
- 2. Sedimentation pond** When the pond is full of sediment Have to switch to use a new set of pond. 
- 3. Sedimentation pond 1** When the pond is full of sediment Sediment must be removed. And there must be no rubber scraps or garbage in 
- 4. Sedimentation pond 2** When the pond is full of sediment Sediment must be removed. And there must be no rubber scraps or garbage in the pond. 
- 5. Sedimentation pond 3** When the pond is full of sediment Sediment must be removed. And there must be no rubber scraps or garbage in the pond. 
- 6. EQ pond** When the pond is full of sediment Sediment must be removed. And there must be no rubber scraps or garbage in the pond. 
- 7. Sequencing Batch Reactor** 
- 8. Monitoring Pond** When the pond is full of sediment Sediment must be removed. And there must be no rubber scraps or garbage in the pond. 
- 9. Recycle pond** Clarifier after treatment There must be no rubber scraps or garbage in the pit. 

Additional labels in the diagram include: SCRAP RUBBER BUILDING, CUP LAMP, STAFF'S RES. 1, STAFF'S RES. 2, WAREHOUSE, OFFICE, HIGHKER'S RES. 1, HIGHKER'S RES. 2, CANTEN 1, CANTEN 2, ROAD, and EDGAR.

The Company has a standard wastewater treatment system that controls and analyzes the effluent before discharge outside from every factory. The Company effluent discharge must pass the standard for control of sewage from factories as required by law. The Company has set up BOD Online, a technology that can communicate with the Department of Industrial Works and measure the effluent discharge’s quality over a 24-hour period. The equipment is inspected by a representative of the Department of Industrial Works each month. To guarantee that the equipment is capable of functioning correctly at all times, the Company maintenance performs preventive maintenance on the equipment in accordance with the schedule.



No.	Paramitor	Year 2020	Year 2021	Year 2022
1	pH	6.95	7.51	7.54
2	BOD mg/l (≤ 20)	14.50	11.40	7.54
3	COD mg/l (≤ 120)	67.40	72.80	52.08
4	SS mg/l (≤ 50)	11.30	20.10	15.42

The Company started water-saving initiatives for the workplace and for the production process, and it employs recycled water to reduce wastewater discharge. The initiatives also stress a “Green Economy” and future-oriented sustainable water management while reducing natural water withdrawal.



Water Consumption Reduction in Production Process Initiatives

As part of its commitment to ensuring that its employees understand the importance of sustainable water use, the Company launched a program to reduce water use by informing, educating, and training all of its employees.



Installation of a rubber wiper in order to reduce water usage in the manufacturing process by placing a wiper at the rubber conveyor and rubber tray underneath the rubber conveyor rather than using water to wash away the scrap rubber.



Improves water supply system in order to ensure only sufficient and not excessive water use in the production process and wet scrubber.



Additionally, the Company switches out the wet scrubber system with a biofilter system, which allows it to use 11 m³ less water per ton of production. All of the Branches have been included in this program, which will be finished by 2023.





Commitment

The Company adopted 3R Principles in managing waste. In addition, it conducted several activities to raise awareness among employees in the proper sorting of waste in the factory and their daily lives, zero open burning, zero landfills, and to move forward with BCG Economy (Bio-Circular and Green Economy).

Waste Management-Related Activities

01

Apply the 3Rs (Reduce Reuse Recycle) principle as a guideline for managing waste and unused materials in the factory

02

Promote proper sorting of waste routine

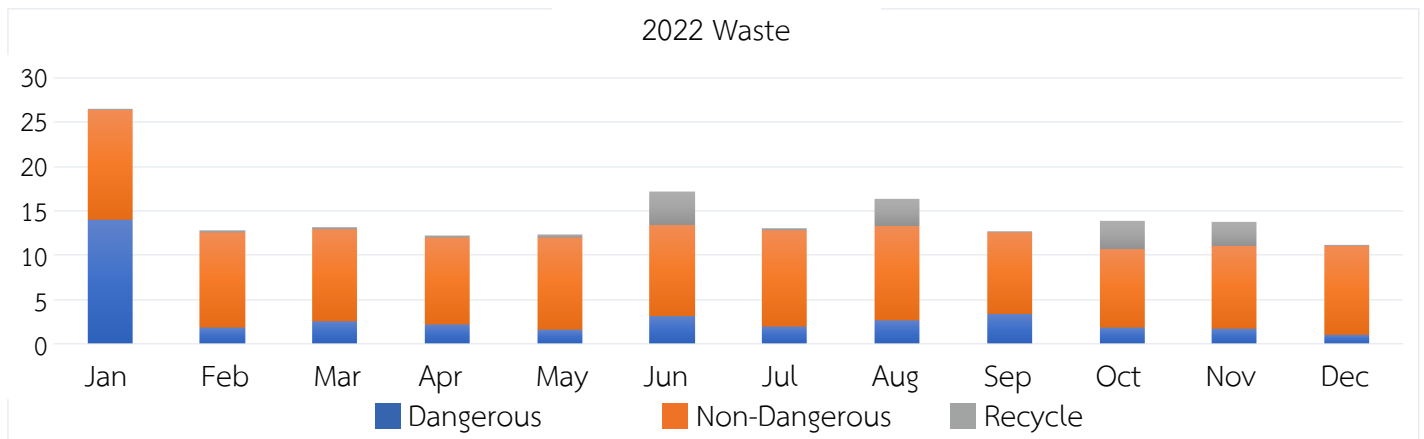
03

Perform a feasibility study of transforming sludge into fertilizer

2022's Performance on Waste Management

	เป้า	ผล
1 Apply the 3Rs (Reduce Reuse Recycle) principle as a guideline for managing waste and unused materials in the factory	100%	100%
2 Waste Landfill	0	0
3 Open Burning	0	0

The Company adopted the 3R Principles for managing waste and carried out a number of initiatives. In order to promote awareness among employees about effective waste sorting in the plant and for their own everyday life classified on the initial generation of waste. The categories are hazardous waste from the manufacturing process, maintenance process (engine oil, lubricant), or unused chemicals from the laboratory. These hazardous wastes will be properly stored and eliminated by a certified company that has received the Department of Industrial Works' approval. Non-hazardous trash from the workplace and employees' daily activities, such as paper, carton paper, and plastic bottles, must be sorted and stored in a suitable space while awaiting disposal or recycling in order to prevent improper disposal. Many improper disposal methods could result in leaks, environmental contamination, or wrong landfill placement, which would then serve as a breeding ground for insects or disease carriers.



No.	Topic	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
1	Dangerous (Ton)	14.0	1.8	2.5	3.7	1.8	3.1	4.3	3.2	3.4	3.4	1.9	1.1
2	Non-Dangerous (Ton)	12.3	10.7	10.4	20.1	10.4	10.3	21.0	11.1	9.2	17.7	9.3	9.9
3	Recycle (Ton)	0.2	0.2	0.3	0.5	3.7	3.7	3.2	3.0	0.2	5.8	2.7	0.2

Waste Reduction Activity

The Company conducted activities that are able to reduce waste and carried out zero landfill-base waste elimination. The workers will be provided with eggs in exchange for their trash. The waste will be taken by the Company and appropriately destroyed. As a result, there would be no landfills inside the factory and more waste could be recycled.

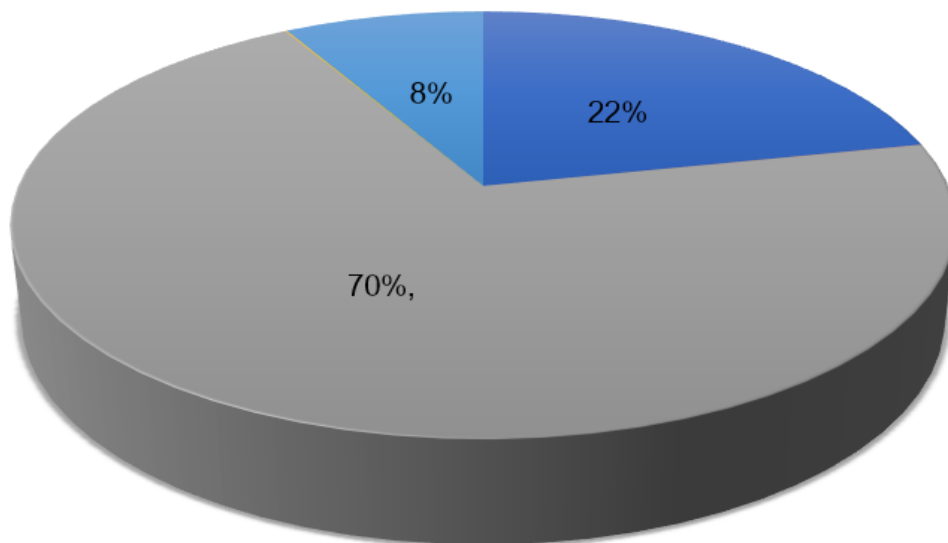
Waste Sorting Activity



The Company provided garbage bins for the employees in order to raise awareness among them and to expand good practices in their own family.



Proportion of waste



■ Dangerous
 ■ Non-Dangerous
 ■ Recycle

Feasibility Study of Sludge Quality for Fertilizer Production

The Company conducted a feasibility study of the quality of sludge from the raw material cleaning process which aimed to produce fertilizer from it. The purpose of the study is to use waste under 3R principle by giving it away to the community or others. The summary of the study is listed below.

No.	Paramitor	Unit	Branch				
			Thungsong	Yala	Narathiwass	Pattani	Suratthani
1	pH		7.38	7.87	7.98		7.68
2	Total Nitrogen	% w/w	0.62	0.5	0.54	0.77	1.05
3	Total P2O5	% w/w	1.02	0.34	0.11	0.26	0.31
4	Total K2O	% w/w	0.14	0.03	0.02	0.02	0.05
5	Organic Matter	% w/w	73.45	60.03	68.49	76.68	50.15
6	Organic Carbon	% w/w	42.6	34.82	39.73	44.48	29.09
7	Arsenic	mg/kg	7.122	0.328	0	0	0.03
8	Cadmium	mg/kg	0.902	0.156	0.11	0.12	0.228
9	Chromium	mg/kg	22.212	4.721	3.415	0.838	2.615
10	Lead	mg/kg	10.367	3.049	0.479	0.299	0
11	Mercury	mg/kg	0	0	0	0	0

The sludge can reportedly be used as fertilizer after being combined with other ingredients. The Company will do additional research on the blending procedure and test it with selected farms.

Air Pollution Management



Air Pollution Management Policy

Commitment

The Company's main concern is managing the air quality caused by the manufacturing process, which could produce air pollution and perhaps have an impact on nearby residents and workers. Therefore, the Company has created a management strategy to regulate the air quality both inside and outside the factories and the immediate area. The Company also conducts routine air quality monitoring to ensure compliance with the applicable legislation.

Air Pollution Management Framework

01

Monitor and measure air pollution to be in compliance with laws and regulations

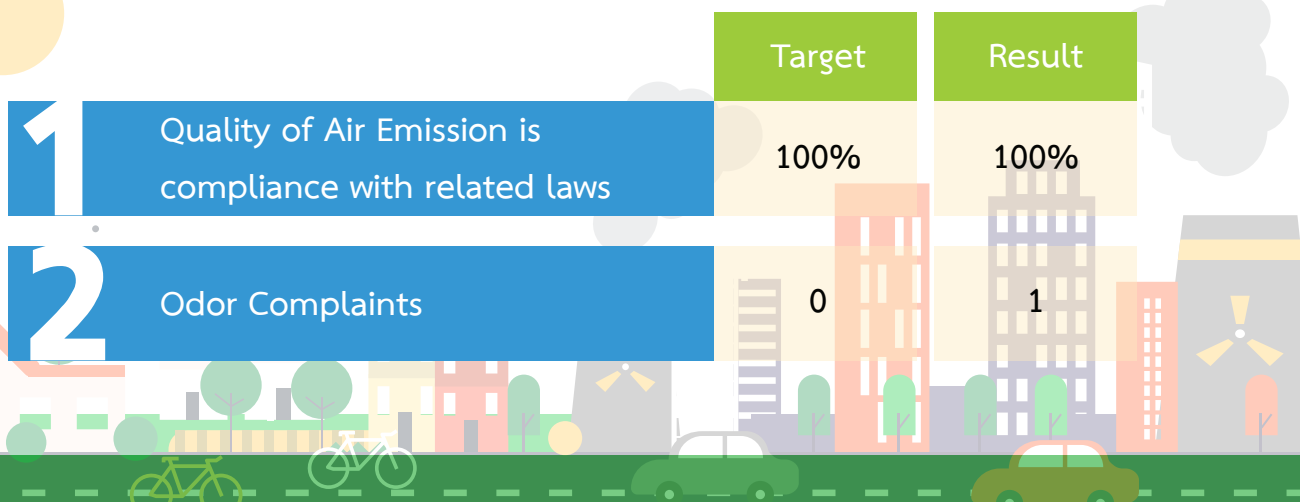
02

Improving the air pollution prevention system

03

Conduct activities to raise awareness of air pollution and engage with stakeholders

2022's Air Pollution Management Performance



Compliance with Laws and Regulations and Mitigating the Negative Impacts

The Company continues to keep an eye on air emissions from labs, production operations, and chimneys. Currently, there is no need to measure air emissions from the production operations because the Company has improved and adopted air pollution treatment utilizing “Biofilter”; nonetheless, the Company still analyzes air emissions from the laboratories in order to comply with particular law.

Factory	Amount of pollutants			หมายเหตุ
	Nox	Sox	TSP	
Thungsong	Passed 100% of the standards set by the Department of Industrial.			After the treatment system was upgraded to a biofilter, the air quality from the chimney was no longer tested.
Yala				
Narathiwat				
Pattani				
Suratthani				

One odor-related complaint was made to the Company in 2022. The Company immediately took steps to address the specific concern by deciding on the frequency and manner of odor surveys conducted around the factory. This is done in order to interact with the community and gather further possible issues and complaints regarding how the Company is run.

In order to manage odors in raw materials, the Company sprays biochemicals on a regular schedule and covers raw materials with plastic sheets while they are awaiting manufacture.



Air Pollution Control System Improvement

The Wet Scrubber system was replaced by a Biofilter. After the air from the Wet Scrubber system passes through the Biofilter system, the air is then filtered using wood chips, and the odor is removed.



Community and Rubber Dealer Conference

To grasp measuring strategies to lessen odor issues, the Company educated rubber dealers and interacted with the community nearby. In order to prevent serum water spills on public roads, the Company asked for the rubber dealer's assistance in installing the gutters and tanks or the trucks.



The Company decides how and how often to conduct odor problem surveys. The survey will be conducted within a 3-5 kilometer radius of the factory at least twice a month. Potentially more frequently in the region where repercussions are more likely. This is to guarantee that the Company can continue to have positive interactions, fully comprehend true issues, and more successfully address them.

ESG DATA

Economics Performance

Compliance

GRI Standard	Topic	Unit	2020	2021	2022
Disclosure 307-1 (2016)	Numbers of Cases associated with non-compliance with environmental laws and regulations	Case	0	0	0
	Monetary value of fines associated with non-compliance with environmental laws and regulations	Baht	0	0	0
Disclosure 419-1 (2016)	Numbers of Cases associated with non-compliance with Economics and Social laws and regulations	Case	0	0	0
	Monetary value of fines associated with non-compliance with Economics and Social laws and regulations	Baht	0	0	1

Anti-Corruption

GRI Standard	Topic	Unit	2020	2021	2022
Disclosure 205-2 (2016)	Communication about anti-corruption policy	%	100	100	100
	Training about anti-corruption policy	%	100	100	100
	By Level				
	Top Management (L7-L11)	%	100	100	100
	Male	%	100	100	100
	Female	%	100	100	100
	Management (L5-L6)	%	100	100	100
	Male	%	100	100	100
	Female	%	100	100	100
	Operation (L1-L4)	%	100	100	100
	Male	%	100	100	100
	Female	%	100	100	100
Disclosure 205-3 (2016)	Confirmed incidents of corruption	Case	0	0	0

Financial

GRI Standard	Topic	Unit	2020	2021	2022
Disclosure 201-1 (2016)	Revenue from sales and services	MB	5,547	7,557	9,507
	Profit for the year	MB	30	216	332
	Dividends paid to shareholders	MB	0	0	0
	Wages and Compensation for Employees	MB	219	255	284
	Interest and finance charges to borrowers	MB	81	81	83
	Taxes paid to the government and local government agencies such as corporate income tax, Local maintenance tax, school	MB	1	0	54
	Expenses for support and implementing projects for social and community development	MB	0	0	0
Disclosure 201-3 (2016)	Compensation expenses that the organization pays to the Social Security Fund, Provident funds and retirement arrangements for employees	MB	7	6	7
	Compensation expenses that the organization pays to the Social Security Fund	MB	5	4	4
	Expenses that the organization pays into the provident fund	MB	2	2	2
	Expenses for retirement arrangements for employees	MB	64	61	59

Customer Relationship

GRI Standard	Topic	Unit	2020	2021	2022
TBH indicator	Customer satisfaction	%	1	1	1
Disclosure 416-2 (2016)	The number of matters or products that affect the health and safety of customer	Case	0	0	0
Disclosure 418-3 (2016)	Number of non-compliance with the personal data protection act	Case	0	0	0

Supply chain management

GRI Standard	Topic	Unit	2020	2021	2022
Disclosure 2-6 (2021)	Tier 1 Suppliers	Numbers	141	138	170

GRI Standard	Topic	Unit	2020	2021	2022
Disclosure 308-2 (2016)	Number of suppliers assessed for environmental impacts	Numbers	62	138	132
	Number of suppliers identified as having significant actual and potential negative environmental impacts.	Numbers	0	0	0
	Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment.	%	0	0	0
	Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment	%	0	0	0
Disclosure 414-2 (2016)	Number of suppliers assessed for social impacts.	Numbers	62	126	121
	Number of suppliers identified as having significant actual and potential negative	Numbers	0	0	0
	Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.	%	0	0	0
	Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment	%	0	0	0

Remark: 1. Started to collect raw material Supplier Teir - 1 data

2. Started to collect raw material and forwarder Supplier Tier - 1 data

Social Performance

Employee

GRI Standard	Topic	2020		2021		2022	
		Person	%	Person	%	Person	%
Disclosure 2-7 (2021),	Total employees	1,416	100.00	1,079	100.00	1,152	100.00
	Total Permanent Employees	1,381	97.53	1,045	96.85	1,112	96.53
	Total Temporary Employees	35	2.47	34	3.15	40	3.47
Disclosure 405-1 (2016)	By Sex and Type						
	Male	739	52.19	525	48.66	560	48.61
	- Permanent	721	50.92	507	46.99	534	46.35
	- Temporary contract	18	1.27	18	1.67	26	2.26
	Female	677	47.81	554	51.34	592	51.39
	- Permanent	660	46.61	538	49.86	578	50.17
	- Temporary contract	17	1.20	16	1.48	14	1.22
	By Area and Type						
	Songkhla	72	100.00	73	100.00	68	100.00
	- Permanent	62	86.11	65	89.04	59	86.76
	- Temporary contract	10	13.89	8	10.96	9	13.24
	Narathiwat	293	100.00	231	100.00	233	100.00
	- Permanent	284	96.93	220	95.24	222	95.28
	- Temporary contract	9	3.07	11	4.76	11	4.95
	Suratthani	230	100.00	188	100.00	203	100.00
	- Permanent	224	97.39	182	96.81	198	97.54
	- Temporary contract	6	2.68	6	3.30	5	2.53
	Nakornsrihammarat	184	100.00	156	100.00	157	100.00
	- Permanent	180	97.83	154	98.72	151	96.18
	- Temporary contract	4	2.22	2	1.30	6	3.97
	Yala	453	100.00	271	100.00	320	100.00
	- Permanent	450	99.34	267	98.52	315	98.44
	- Temporary contract	3	0.67	4	1.50	5	1.59
Others	184	100.00	160	100.00	171	100.00	
- Permanent	181	98.37	157	98.13	167	97.66	
- Temporary contract	3	1.66	3	1.91	4	2.40	
Disclosure 405-1 (2016)	By Level and Sex						
	Top Management	16	1.13	16	1.48	16	1.39
	Male	9	0.64	9	0.83	9	0.78

GRI Standard	Topic	2020		2021		2022		
		Person	%	Person	%	Person	%	
	Female	7	0.49	7	0.65	7	0.61	
	Management	11	0.78	11	1.02	11	0.95	
	Male	10	0.71	10	0.93	10	0.87	
	Female	1	0.07	1	0.09	1	0.09	
	Operation	1,389	98.09	1,052	97.5	1,125	97.66	
	Male	720	50.85	506	46.9	541	46.96	
	Female	669	47.25	546	50.6	584	50.69	
	By Level and Age							
	Top Management	16	1.13	16	1.48	16	1.39	
	Under 30 years	0	0.00	0	0.00	0	0.00	
	30-50 years	8	50.00	8	50.00	8	50.00	
	Upper 50 years	8	50.00	8	50.00	8	50.00	
	Management	11	0.78	11	1.02	11	0.95	
	Under 30 years	0	0.00	0	0.00	0	0.00	
	30-50 years	3	27.27	3	27.27	3	27.27	
	Upper 50 years	8	72.73	8	72.73	8	72.73	
	Operation	1,389	98.09	1,052	97.5	1,125	97.66	
	Under 30 years	309	22.25	235	22.34	242	21.51	
	30-50 years	784	56.44	608	57.79	633	56.27	
	Upper 50 years	296	21.31	209	19.87	250	22.22	
	By Religion							
	Bhuddhist	987	69.70	544	50.41	717	62.23	
	Muslim	429	30.29	535	49.58	435	37.76	
	Christain	0	0.00	0	0	0	0	
	Others	0	0.00	0	0	0	0	
	Disclosure 401-1 (2016)	New Employee						
Total New Employee		133	9.39	164	15.20	177	15.36	
New Employee by Sex								
Male		62	46.62	74	45.12	113	63.84	
Female		71	53.38	90	54.88	64	36.16	
New Employee by Age								
Under 30 years		79	59.40	87	53.05	93	52.54	
30-50 years		54	40.60	75	45.73	82	46.33	
Upper 50 years		0	0.00	2	1.22	2	1.13	

GRI Standard	Topic	2020		2021		2022	
		Person	%	Person	%	Person	%
	New Employee by Area						
	Songkhla	5	3.76	5	3.05	10	5.65
	Narathiwat	35	26.32	31	18.90	53	29.94
	Pattani	20	15.04	9	5.49	9	5.08
	Suratthani	17	12.78	23	14.02	30	16.95
	Nakornsrihammarat	25	18.80	60	36.59	27	15.25
	Yala	26	19.55	29	17.68	45	25.42
	Others	5	3.76	7	4.27	3	1.69
	Employee Termination						
	Total	130	9.18	154	14.27	161	13.98
	Employee Termination by Sex						
	Male	68	52.31	69	44.81	92	57.14
	Female	62	47.69	85	55.19	69	42.86
	Employee Termination by Aex						
	Under 30 years	69	53.08	72	44.17	56	34.78
	30-50 years	52	40.00	82	50.31	77	47.83
	Upper 50 years	9	6.92	9	5.52	28	17.39
	Employee Termination by Area						
	Songkhla	0	0	1	0.61	15	9.32
	Narathiwat	25	19.23	33	20.25	42	26.09
Pattani	5	3.85	3	1.84	10	6.21	
Suratthani	12	9.23	38	23.31	15	9.32	
Nakornsrihammarat	41	31.54	58	35.58	22	13.66	
Yala	34	26.15	12	7.36	30	18.63	
Others	13	10.00	18	11.04	27	16.77	
Disclosure 401-3 (2016)	Maternity leave						
	Maternity leave						
	Male	0	0	0	0	0	0
	Female	11	100.00	13	100.00	12	100.00
	Return after maternity leave						
	Male	0	0	0	0	0	0
Female	11	100.00	13	100.00	12	100.00	

GRI Standard	Topic	2020		2021		2022	
		Person	%	Person	%	Person	%
Disclosure 2-8 (2021),	Workers who are not employees						
	Contractor' workers	3	0.21	3	0.28	2	0.17

Remark: workers who are not employees are contractor' workers that entered annual contract such "Security Guard"

Remuneration

GRI Standard	Topic	2020	2021	2022
Disclosure 405-2 (2016)	Ratio of the basic salary and remuneration of women to men by Level			
	Base Salary Only			
	Top Management	0.29	0.32	0.10
	Management	1.67	1.54	0.91
	Operation (Monthly)	1.31	1.36	1.28
	Operation (Daily)	1.03	1.04	1.04
	Base Salary and Bonus			
	Top Management	0.31	0.33	0.12
	Management	1.61	1.59	0.75
	Operation (Monthly)	1.32	1.37	1.39
Operation (Daily)	1.03	1.04	0.74	

Remark: Other remuneration is bonus (Based on performance) and 13th month (fixed payment)

Training

GRI Standard	Topic	Unit	2020	2021	2022
Disclosure 404-1 (2016)	Training target				
	Total training of employee	Hours	34,770	29,887	36,632
	Average training of employee	Hours/Person/ye	24.56	27.70	31.80
	By sex				
	Male	Hours	18,146	14,542	17,807
	Female	Hours	16,624	15,345	18,825
	By Level				
	Top Management	Hours	393	443	508
	Management	Hours	270	304	350
	Operator	Hours	34,107	29,140	35,774

Occupational Health and Safety

GRI Standard	Topic	Unit	2020	2021	2022
Disclosure 403-9 (2016)	Total Worked Hours	Hours	2,358,247.00	2,214,413.00	2,314,782.50
	Fatality as a result of Work-Related Injury				
	Total Fatality as a result of Work-Related Injury	Person	0	0	1

GRI Standard	Topic	Unit	2020	2021	2022
	Rate of fatalities as a result of work-related injury	Time/1,000,000 work hours	0	0	0.43
High-consequence work-related injuries (excluding fatalities);					
	High-consequence work-related injuries	Time	0	0	0
	Rate of high-consequence work-related injuries	Time/1,000,000 work hours	0	0	0
Recordable work-related injuries;					
	The number of recordable work-related injuries	Time	2	13	6
	Rate of recordable work-related injuries IFR	Time/1,000,000 work hours	1	5.87	2.59

Human Rights

GRI Standard	Topic	Unit	2020	2021	2022
Disclosure 412-1 (2016)	Operations that have been subject to human rights reviews or impact assessments	%	100.00	100.00	100.00
Disclosure 412-2 (2016)	Employee training on human rights policies or procedures	%	100.00	100.00	100.00

Non-Discrimination

GRI Standard	Topic	Unit	2020	2021	2022
Disclosure 406-1 (2016)	Incidents of discrimination	Case	0	0	0
	corrective actions taken of Incidents of discrimination	Case	0	0	0

GRI Standard	Topic	Unit	2020	2021	2022
	Remediation plans being implemented	Case	0	0	0
	Remediation plans that have been implemented, with results reviewed	Case	0	0	0
	Incident no longer subject to action	Case	0	0	0

Environmental Performance

Energy Consumption

GRI Standard	Topic	Unit	2020	2021	2022
Disclosure 302-1 (2016)	Energy consumption within the organization				
	Total energy consumption	GJ	274,174.76	309,414	315,450.39
	Non-renewable energy consumption	GJ	274,174.76	309,413.77	315,450.39
	Gasoline	GJ	1,167.11	749.36	923.22
	LPG	GJ	168,045.55	192,566.62	195,123.86
	Purchased electricity	GJ	104,962.11	116,097.80	119,403.31
	Renewable energy consumption	GJ	-	-	-
Disclosure 302-3 (2016)	Energy intensity ratio	GJ / Ton	1.87	1.77	1.77

GHG Emissions

GRI Standard	Topic	Unit	2020	2021	2022
Disclosure 305-1 (2016)	Direct Scope 1 GHG emissions	tCO ₂ -eq	-	-	23,159.00
	- GHG (CO ₂ , CH ₄ , N ₂ O, HCFCs)	tCO ₂ -eq	-	-	23,159.00
	- Biogenic CO ₂	tCO ₂ -eq	-	-	-
Disclosure 305-2 (2016)	Energy indirect Scope 2 GHG emissions	tCO ₂ -eq	-	-	16,203.00
Disclosure 305-3 (2016)	Energy indirect Scope 3 GHG emissions -Others	tCO ₂ -eq	-	-	53,073.00
	Total scope 1 & 2 GHG emissions	tCO ₂ -eq	-	-	39,362.00
	GHG emissions intensity scope 1 & 2	tCO ₂ -eq	-	-	0.23
	Total scope 1 & 2 & 3 GHG emissions	tCO ₂ -eq	-	-	92,435.00
	GHG emissions intensity scope 1 & 2 & 3	tCO ₂ -eq	-	-	0.53

- Remark
1. GHG emissions scope 3 is from transporations, chemicals, and wastes
 2. 2022 started to collect direct and indirect burning activity on a monthly basis for GHG emissions

Water Withdrawal

GRI Standard	Topic	Unit	2020	2021	2,022.00
Disclosure 303-3 (2018)	Water withdrawal by sources & by total dissolved solids	million cubic meters	-	0.89	1.39
	Water withdrawal from freshwater sources ≤ 1,000 mg/L Total Dissolve	million cubic meters	-	0.89	1.39
	- Surface water/river water	million cubic meters	-	0.89	1.39
	- Groundwater	million cubic meters	-	-	-
	- Tap water	million cubic meters	-	-	-
	Water withdrawal from freshwater sources ≤ 1,000 mg/L Total Dissolve		-	-	-
	- Surface water/river water	million cubic meters	-	-	-
	- Groundwater	million cubic meters	-	-	-
	- Tap water	million cubic meters	-	-	-
	Total water withdrawal from all areas with water stress	million cubic meters	-	-	-

Water Discharge

GRI Standard	Topic	Unit	2020	2021	2022
Disclosure 303-4 (2018)	Water discharge by destination and by total dissolved solid	million cubic meters	-	0.89	1.39
	Water discharged to canals	million cubic meters	-	0.89	1.39
	- Freshwater ≤ 1,000 mg/L Total Dissolve Solids	million cubic meters	-	0.89	1.39
	- Other water >1,000 mg/L Total Dissolve Solids	million cubic meters	-	-	-
	Water discharged to canals in water stress areas	million cubic meters	-	-	-

Water & Effluent Management

GRI Standard	Topic	Unit	2020	2021	2022
Disclosure 303-3 (2018)	Total water recycled & reused	million cubic meters	-	2.85	3.93
	Percentage of water recycled and reused to total water withdrawal	%	-	76.20	73.87

GRI Standard	Topic	Unit	2020	2021	2022
	Water discharge quality				
	- BOD	mg/L	-	11.62	10.45
	- COD	mg/L	-	68.87	73.15
	- SS	mg/L	-	13.99	26.53
	- pH	-	-	6.49	7.70

Remark: Only Narathiwat Factory that discharge water to outside

Water Consumption

GRI Standard	Topic	Unit	2020	2021	2022
Disclosure 303-5 (2018)	Total Water consumption	million cubic meters	-	3.74	5.32
	Water consumption without water stress areas	million cubic meters	-	3.74	5.32
	Water consumption in water stress areas	million cubic meters	-	-	-

Remark: 1. Aqueduct Water Risk Atlas of World Resources Institute WRI was used as a credible tool for
2. 2021, started to collect data using flow meter tool to measure water withdrawal, water

Waste Management

GRI Standard	Topic	Unit	2020	2021	2022
Disclosure 306-3 (2020)	Total weight of waste generated	Tons	-	-	175.29
	- Hazardous waste generated	Tons	-	-	38.03
	- Non-hazardous waste generated	Tons	-	-	137.26
Disclosure 306-4 (2020)	Total weight of waste diverted from disposal by reuse, recycling or other recovery	Tons	-	-	14.31
	from disposal by reuse, recycling or other	Tons	-	-	0
	- Preparation for reuse	Tons	-	-	0
	Onsite preparation for reuse	Tons	-	-	0
	Offsite preparation for reuse	Tons	-	-	0
	- Recycling	Tons	-	-	0
	Onsite recycling	Tons	-	-	0
	Offsite recycling	Tons	-	-	0
	- Other recovery operations	Tons	-	-	0
	Other onsite recovery	Tons	-	-	0
Other offsite recovery	Tons	-	-	0	

GRI Standard	Topic	Unit	2020	2021	2022
	Total non-hazardous waste diverted from disposal by reuse, recycling or other recovery	Tons	-	-	14.31
	- Preparation for reuse	Tons	-	-	0
	Onsite preparation for reuse	Tons	-	-	0
	Offsite preparation for reuse	Tons	-	-	0
	- Recycling	Tons	-	-	14.31
	Onsite recycling	Tons	-	-	0
	Offsite recycling	Tons	-	-	14.31
	- Other recovery operations	Tons	-	-	0
	Other onsite recovery	Tons	-	-	0
Other offsite recovery	Tons	-	-	0	
Disclosure 306-5 (2020)	Total weight of waste directed to disposal	Tons	-	-	160.98
	Total hazardous waste directed to disposal	Tons	-	-	38.03
	- Incineration with energy recovery	Tons	-	-	38.03
	Onsite incineration with energy recovery	Tons	-	-	0
	Offsite incineration with energy recovery	Tons	-	-	38.03
	- Incineration without energy recovery	Tons	-	-	0
	Onsite incineration without energy recovery	Tons	-	-	0
	Offsite incineration without energy recovery	Tons	-	-	0
	- Landfilling	Tons	-	-	0
	Onsite landfilling	Tons	-	-	0
	Offsite landfilling	Tons	-	-	0
	- Other disposal operations	Tons	-	-	0
	Other onsite disposal operations	Tons	-	-	0
Other offsite disposal operations	Tons	-	-	0	
	Total non-hazardous waste directed to disposal	Tons	-	-	122.95
	- Incineration with energy recovery	Tons	-	-	0

GRI Standard	Topic	Unit	2020	2021	2022
	Onsite incineration with energy recovery	Tons	-	-	0
	Offsite incineration with energy recovery	Tons	-	-	0
	- Incineration without energy recovery	Tons	-	-	0
	Onsite incineration without energy recovery	Tons	-	-	0
	Offsite incineration without energy recovery	Tons	-	-	0
	- Landfilling	Tons	-	-	122.95
	Onsite landfilling	Tons	-	-	0
	Offsite landfilling	Tons	-	-	122.95
	- Other disposal operations	Tons	-	-	0
	Other onsite disposal operations	Tons	-	-	0
	Other offsite disposal operations	Tons	-	-	0

Remark: 1. In 2022, started to collect hazardous and non-hazardous wastes to control waste and discharge, permitted to store onsite

Air Pollutions

GRI Standard	Topic	Unit	2020	2021	2022
Disclosure 305-7 (2016)	NOx from combustion	ppm	-	-	43.00
	NOx intensity	Ton / Ton	-	-	0.00021
	SO ₂ from combustion	ppm	-	-	< 1
	SO ₂ intensity	Ton / Ton	-	-	0.000005
	Total Suspended Particulate TSP from	mg/M ³	-	-	25.56
	TSP intensity from combustion	Ton / Ton	-	-	0.00013

Remark: 1. 2022's data, measured only laboratory's chimney
2. 2020-2021, no data for laboratory and dryer's chimney due to Covid-19

Summary GRI Standard

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION	GRI SECTOR STANDARD Ref. NO.	SDG
General disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	6-8			
	2-2 Entities included in the organization's sustainability reporting	5,8,28			
	2-3 Reporting period, frequency and contact point	5			
	2-4 Restatements of information	31			
	2-5 External assurance	-			
	2-6 Activities, value chain and other business relationships	8-10			
	2-7 Employees	144-147			SDG 5, 8, 10
	2-8 Workers who are not employees	147			
	2-9 Governance structure and composition	28			SDG 5, 16
	2-12 Role of the highest governance body in overseeing the management of impacts	1-4,12			SDG 5, 16
	2-13 Delegation of responsibility for managing impacts	12,28			
	2-14 Role of the highest governance body in sustainability reporting	12			
	General disclosures				
	2-15 Conflicts of interest	30,32,40			SDG 16
	2-16 Communication of critical concerns	13-15,32,34,47, 97,55-59			
	2-22 Statement on sustainable development strategy	1-5,11-12			

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION	GRI SECTOR STANDARD Ref. NO.	SDG
	2-23 Policy commitments	30-35,68,81, 93, 101,111,114,120,134			
	2-24 Embedding policy commitments	30-34,37,39,51,54, 73,117			
	2-25 Processes to remediate negative impacts	41,97,100,110-111			SDG 3, 11
	2-26 Mechanisms for seeking advice and raising concerns	41,97,100			SDG 16
	2-27 Compliance with laws and regulations	29, 33, 41,47, 99, 130, 139			SDG 16
	2-28 Membership associations Thai Rubber Association	15			
	2-29 Approach to stakeholder engagement	13-15			
	2-30 Collective bargaining agreements	91-92,95-96			SDG 8
Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	16			
	3-2 List of material topics	17			
Corporate governance and compliance					
GRI 3: Material Topics 2021	3-3 Management of material topics	18-20			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	33-34			SDG 16
GRI 307: Environmental compliance 2016	307-1 Non-compliance with environmental laws and regulations	138			SDG 16
GRI 419: Social economic compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	41,67,69			SDG 16

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION	GRI SECTOR STANDARD Ref. NO.	SDG
Anti-corruption					
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	38-39			SDG 16
	205-2 Communication and training about anti-corruption policies and procedures	39			SDG 16
	205-3 Confirmed incidents of corruption and actions taken	-			SDG 16
Economic performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	18,46-47			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	45-46			SDG 8, 9
GRI 207: Tax 2019	207-1 Approach to tax	47			SDG 1, 10, 17
Customer response and satisfaction					
GRI 3: Material Topics 2021	3-3 Management of material topics	18,48-50			
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products	-			SDG 16
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer	-			SDG 16
Supply chain management					
GRI 3: Material Topics 2021	3-3 Management of material topics	18,51-54			
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	-			
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	-			SDG 5, 8, 16

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION	GRI SECTOR STANDARD Ref. NO.	SDG
Risk management					
GRI 3: Material Topics 2021	3-3 Management of material topics	18,55-59			
Innovation and technology development					
GRI 3: Material Topics 2021	3-3 Management of material topics	18,61-66			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	46,61			SDG 9
Workplace Health and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	18,68-80			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	68-80			SDG 8
	403-2 Hazard identification, risk assessment, and incident investigation	68-80			SDG 3, 8
	403-3 Occupational health services	78-80			SDG 3, 8
	403-4 Worker participation, consultation, and communication on occupational health and safety	73-80			SDG 8, 16
	403-5 Worker training on occupational health and safety	73			SDG 8
	403-9 Work-related injuries	72			SDG 3, 8, 16
Employee' Well-being and Development					
GRI 3: Material Topics 2021	3-3 Management of material topics	18			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	145,146			SDG 5, 8, 10
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	96			SDG 3, 5, 8

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION	GRI SECTOR STANDARD Ref. NO.	SDG
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	86,148			SDG 4, 5, 8, 10
	404-2 Programs for upgrading employee skills and transition assistance programs	66,86-88,92			SDG 8
	404-3 Percentage of employees receiving regular performance and career development reviews assistance programs	83-84			SDG 5, 8, 10
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	91,144-145			SDG 5, 8
	405-2 Ratio of basic salary and remuneration of women to men	148			SDG 5, 8, 10
Human Rights					
GRI 3: Material Topics 2021	3-3 Management of material topics	18,99-102			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	42,149-150			SDG 5, 8
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	99-102			SDG 8
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	52-53			SDG 5, 8,16
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	52-53			SDG 5, 8
GRI 412: Human rights assessment 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	149			
	412-2 Employee training on human rights policies or procedures	142			

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION	GRI SECTOR STANDARD Ref. NO.	SDG
Community Engagement					
GRI 3: Material Topics 2021	3-3 Management of material topics	18,103-111			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	103-111			
	413-2 Operations with significant actual and potential negative impacts on local communities	138-140			SDG 1, 2
Energy Consumption and GHG Emission					
GRI 3: Material Topics 2021	3-3 Management of material topics	18,114-120,128			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	115			SDG 7, 8,12, 13
	302-3 Energy intensity	116			SDG 7, 8,12, 13
	302-4 Reduction of energy consumption	117			SDG 7, 8,12, 13
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	121-127			SDG 6, 14, 15
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	118,151			SDG 3,12,13,14,15
	305-2 Energy indirect (Scope 2) GHG emissions	118-151			SDG 3,12,13,14,15
	305-3 Other indirect (Scope 3) GHG emissions	118-151			SDG 3,12,13,14,15
	305-4 GHG emissions intensity	119,151			SDG 13, 14, 15
Water Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	18,129-133			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	130-131,152			SDG 6, 12

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION	GRI SECTOR STANDARD Ref. NO.	SDG
	303-2 Management of water discharge-related impacts	130-131			SDG 6
	303-3 Water withdrawal	130,152			SDG 6
	303-4 Water discharge	130-152			SDG 6
	303-5 Water consumption	130-152			SDG 6
Waste management					
GRI 3: Material Topics 2021	3-3 Management of material topics	18,135-137			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	135-137,153-155			SDG 3, 6, 11, 12
	306-2 Management of significant waste-related impacts	135-137			SDG 3, 6, 8, 11, 12
	306-3 Waste generated	153			SDG 3, 11, 12
	306-5 Waste directed to disposal	153-155			SDG 3, 11, 12
Air Pollution Control					
GRI 3: Material Topics 2021	3-3 Management of material topics	18,138-140,155			
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	139,155			SDG 3, 12, 14, 15