

70th Anniversary

Growing Together Sustainbly

Sustainability Report 2024



Sustainable Rubber, Sustainable Future



70TH ANNIVERSARY
TBH
SINCE 1954

TECK BEE HANG CO., LTD.

70 Years of Success Advancing Toward a Deforestation-Free Future

The year 2024 marks a significant milestone for Teck Bee Hang Co., Ltd. as we celebrate 70 years of business operations. From our beginnings as a small rubber processing facility, we have grown to become one of the leading producers and exporters of natural rubber in Thailand. Guided by our commitment to environmental stewardship, we continuously strive to conserve natural resources, uphold international quality standards, and advance technological innovation to enhance our sustainability performance.

Anchored in our vision to be a “global expert in natural rubber production,” we have continued to develop STR rubber to meet world-class standards through excellence in technology, innovation, and the dedication of our employees. We remain committed to fostering strong, long-term relationships with our communities and society.

Over the past seven decades, our employees, customers, and communities have played a vital role in driving our business forward with stability and confidence. We are committed to our long-standing mission of “creating a deforestation-free future” by adhering to responsible sourcing practices, strengthening transparency, and continuously improving our quality standards to align with global expectations.

We extend our sincere appreciation to everyone who has been part of our journey.
We look forward to moving ahead together and progressing toward a more sustainable future for all.



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The Foundation and Journey Toward Success

1954

Teck Bee Hang Co., Ltd. was founded on February 22, 1954, by Mr. Lee In Tong, who laid the foundation for the company's stable growth and advancement toward becoming a global leader in the natural rubber industry through the production of ribbed smoked sheets.



1966

Teck Bee Hang Co., Ltd. acquired Krungsang Rubber, marking a significant step toward becoming a leading exporter of natural rubber in Thailand.



1973

Teck Bee Hang Co., Ltd. became the first company in Thailand to pioneer the commercial production of Technically Specified Rubber (TTR) under the registered trade name TECRUM, which later became one of the country's leading export products.



1995

Teck Bee Hang Co., Ltd. was honored by the Ministry of Agriculture and Cooperatives as a pioneer of Thailand's rubber industry, reaffirming its vital role in advancing and elevating the industry's national standards.



1999

Mr. Lee In Tong received the Outstanding Leadership Award in Thailand's Rubber Industry for his contributions to rubber processing and trade from the Prime Minister, on the occasion of the 100th anniversary of Thai rubber. This recognition reaffirmed his pivotal role in driving the nation's rubber industry forward.

2003

Teck Bee Hang Co., Ltd. initiated the production of premium-grade rubber (Tailored Made) to meet consumer demand with superior quality and strict manufacturing standards.

2010

GMG Global Limited became the major shareholder of Teck Bee Hang Co., Ltd. strengthening the company's foundation and expanding its capabilities to compete in the global natural rubber industry.

2016

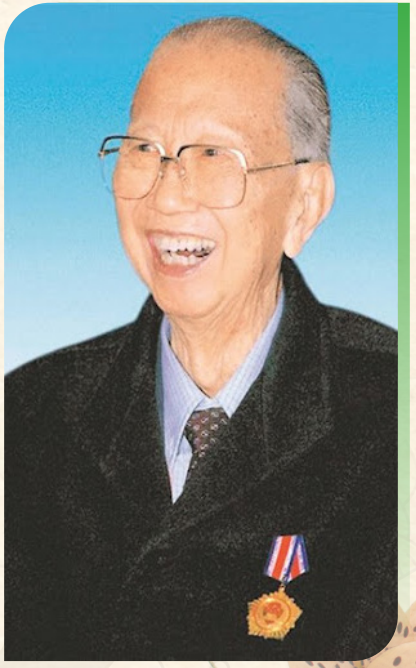
Halcyon Agri Corporation acquired GMG Global and became a shareholder of Teck Bee Hang Co., Ltd., strengthening its global natural rubber business network.

2017 – Present

Since 2017, Teck Bee Hang Co., Ltd. (TBH) has continuously advanced its business, guided by a commitment to quality, innovation, and sustainability, strengthening Thailand's natural rubber industry on the global stage.









Message from the CEO



Mr. Lee Keng Seng

CEO
Teck Bee Hang Co.,Ltd.

Stepping into 70 Years of Sustainability Shaping the Future of the Natural Rubber Industry through ESG

The year 2024 marks a significant milestone for Teck Bee Hang Co., Ltd., as we celebrate 70 years of business operations. Over the decades, we have journeyed from a small natural rubber processing plant to become one of the world's leading producers and exporters of natural rubber. This success has been driven by our steadfast commitment to quality, technological development, and sustainable business practices.

Over the past seven decades, the company has integrated ESG (Environmental, Social, Governance) principles into its operations. In today's sustainability-driven world, business must not only address economic performance but also fulfill responsibilities toward the environment, society, and all stakeholders. Teck Bee Hang Co., Ltd. has incorporated the concept of Double Materiality into its strategy and sustainability reporting processes. This approach considers both the impacts the company has on the environment and society (Impact Materiality), such as greenhouse gas emissions, natural resource usage, and community engagement, and the impacts these factors have on the organization in terms of financial performance and business continuity (Financial Materiality), including climate change risks, customer expectations, and regulatory developments.

To ensure credible and internationally aligned evaluation and management of material issues, we follow the European Sustainability Reporting Standards (ESRS) under the EU's Corporate Sustainability Reporting Directive (CSRD), while also applying Global Reporting Initiative (GRI) principles to comprehensively assess social, economic, and environmental impacts.

Environmental Leadership

Teck Bee Hang Co., Ltd. recognizes the environmental impacts of the natural rubber industry and is committed to minimizing them through sustainable operations. We focus on tangible reductions in greenhouse gas emissions, targeting a 63% reduction by 2035, achieving carbon neutrality by 2050, and reaching net-zero emissions by 2065.

In addition, the company prioritizes clean energy and energy efficiency initiatives. Solar rooftop projects have been implemented at our Yala and Narathiwat plants, and a biomass furnace at Narathiwat has reduced greenhouse gas emissions by up to 90% compared to conventional LPG systems.

To further enhance environmental responsibility, we have developed efficient water and waste management systems to minimize community impacts. For example, a fully enclosed raw rubber storage facility at our Suratthani plant reduces odor emissions to the surrounding area, reinforcing our mission to operate sustainably while protecting the environment.

Building Strong and Inclusive Communities (Social)

Our business is guided by universal human rights principles, good corporate governance, and social responsibility. We promote diversity, equity, and stakeholder engagement, believing that human rights are the foundation of sustainability. Accordingly, we focus on comprehensive employee care, transparent supply chain management, and fostering strong, long-lasting relationships with local communities.

Employees, communities, and suppliers are at the heart of our operations. We emphasize welfare, workplace safety, and continuous skill development to prepare for industry evolution.

In the community dimension, we drive multi-faceted CSR initiatives, including education, quality of life improvement, and environmental restoration. In 2024, our Yala, Pattani, Narathiwat, and Thung Song plants were recognized with the **CSR-DIW Award** by the Department of Industrial Works, demonstrating our commitment to socially responsible business practices.

We are also proud to have been selected as a **Human Rights Award 2024**, receiving the **"Good Level"** award for large enterprises in 2024, presented by the Prime Minister, Ms. Paetongtarn Shinawatra, and organized by the Department of Rights and Liberties Protection, Ministry of Justice.

In 2025, the company will expand farmer capacity-building programs in collaboration with partners in the tire industry, promoting sustainability across the supply chain.

Strengthening Governance

Teck Bee Hang Co., Ltd. conducts its business in accordance with strong governance principles. We emphasize responsible sourcing through **Forest Stewardship Council (FSC)** certification to ensure our natural rubber comes from sustainably managed forests. At the same time, our **Traceable Natural Rubber (TNR)** program promotes transparency and accountability across the supply chain.

The company also continuously enhances business standards in line with good governance practices, risk management, and business continuity planning. In recognition of these efforts, we received the **22nd Outstanding Corporate Ethics Award** from the Thai Chamber of Commerce in 2024 under the concept "Restoring Trust through Ethics," affirming our commitment to ethical, fair, and stakeholder-oriented operations.

We sincerely thank all who have been part of this journey. Looking forward, we are committed to advancing under the concept of a **"Future and Beyond"**, guided by sustainability as our compass, to achieve **"Sustainable Natural Rubber"** and ensure that **"the future of all of us progresses sustainably together."**

ISO 14064-1 Greenhouse Gases VERIFIED

TBH NET Zero

2021 – GHG Emission Report – 92,435 tCo2e

Base Year

2022 – Set a target to reduce GHG emissions – 124,792 tCo2e

2025 – Certify ISO14064-1 ISO14067 SBTi Commitment – 106,697 tCo2e

2035 – 63% Reduction in carbon emission – 46,173 tCo2e

2050 – Carbon Neutral

2065 – TBH NET 0



Greenhouse Gas Emission Reduction Strategies



2025

- Certified with ISO 14064-1
- Received a Gold rating from the Ecovadis platform
- Applying for ISO 14067 certification for STR20 at Narathiwat factory
- Publicly committed to setting greenhouse gas reduction targets under the SBTi framework

2026

- Applying for ISO14064 certification
- Applying for ISO14067 certification for STR20 in other factories
- Applying for ISO50001 Energy Management certification
- Applying for ISO20400 Sustainable Procurement
- Applying for Low Carbon Product Certification
- Platinum rating assessment on the EcoVadis platform

Vision

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

Mission

To be committed to continuously maintaining and developing product quality coupled with building innovation excellence whilst developing employee potential and welfare. To promote a “Kaizen” mindset amongst its employees and to be a sustainable

Core Value

RESPECT



To respect the opinions and responsibilities of others, and to treat all individuals with equality

LEADERSHIP



Demonstrating initiative, assertiveness, and decisiveness. Skilled in task delegation, teamwork, and exhibiting a fair and compassionate demeanor

COMMUNICATION



Communicates clearly and directly, while actively listening and maintaining a friendly demeanor

PROFESSIONALISM



Possesses in-depth knowledge and expertise in their field, and is capable of resolving problems quickly and accurately

INTEGRITY



Demonstrates high levels of integrity and responsibility, serving as a positive role model and always punctual

About This Report

Teck Bee Hang Co., Ltd. has prepared this third annual Sustainability Performance Summary Report to disclose the company's sustainability performance and reaffirm its commitment to conducting business responsibly and promoting sustainable development across all dimensions, including Environmental, Social, Economic, and Governance (ESG).

The primary purpose of this report is to provide information to the company's stakeholders and demonstrate transparency in operations, in accordance with the Global Reporting Initiative (GRI Standards). In addition, the report aligns with the United Nations Sustainable Development Goals (SDGs), the principles of the United Nations Global Compact (UNGC) for promoting sustainable economic practices, climate-related financial disclosure guidance from the Task Force on Climate-related Financial Disclosures (TCFD), and the Global Platform for Sustainable Natural Rubber (GPSNR) framework, ensuring that the company's operations adhere to internationally recognized sustainability standards.

Scope of Reporting

This report presents the key aspects of Teck Bee Hang Co., Ltd.'s operations, covering the reporting period from 1 January to 31 December 2024. The information has been compiled from all five production plants and the head office branch, as follows:

1. Teck Bee Hang Co., Ltd. — Thung Song Branch
2. Teck Bee Hang Co., Ltd. — Yala Branch
3. Teck Bee Hang Co., Ltd. — Narathiwat Branch
4. Teck Bee Hang Co., Ltd. — Pattani Branch
5. Teck Bee Hang Co., Ltd. — Surat Thani Branch
6. Teck Bee Hang Co., Ltd. — Head Office



Sustainability Reporting

This report presents the company's performance on key sustainability issues that impact stakeholders and the business operations of Teck Bee Hang Co., Ltd., covering all aspects of the company's natural rubber operations within the scope of the report.

In 2024, the company has additionally disclosed data on the number and ratio of female employees, as well as the percentage of managers and above who are locally hired, covering all production plants and the head office.

Statement of Assurance for the Report

- This report has been reviewed for accuracy on key sustainability issues by the Sustainability Development Committee. The committee presented these material issues to the Board of Directors, which considered and approved the report to ensure that the disclosed information is accurate, complete, and reflects the company's sustainability performance in a transparent and reliable manner.
- Certification of the Organization's Carbon Footprint by the Thailand Greenhouse Gas Management Organization (Public Organization).
- Certification of the Organization's Carbon Footprint in accordance with ISO 14064-1:2018 by BSI Group

Contact information

For any inquiries or further information, please contact:

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157 Niphat Uthit 2 Rd Hatyi Songkhla 90110
Tel: 0 7423 5200 Ext. 2086
E-Mail : tbhsustainability@teckbeehang.com

Stakeholder Feedback

Governance



Mr. Settha Kuama

Country Head of Finance &
Chief Sustainability Officer

"We are committed to conducting business with integrity, guided by good governance principles as the foundation of sustainability. We focus on developing an organizational management system that is accountable and respects the rights of all stakeholders. We emphasize the prevention of misconduct at all levels of management through clear policies, internal control systems, and a corporate culture rooted in ethical principles, in order to build trust and long-term value."



Ms. Mayuree Saewong

Chief Sales & Marketing Officer

"Sustainability is at the heart of our business. As a responsible rubber manufacturer, we are committed to conserving the environment while fostering the stable and sustainable growth of the rubber industry. Our goal is to develop products that are not only of high quality but also environmentally friendly.

Excellence in service is a core value of Teck Bee Hang Co., Ltd. We place great importance on maintaining a positive service mindset in all aspects of our operations to ensure that every customer interaction reflects our commitment to delivering value and outstanding experiences. We believe that developing our people and processes helps build long-term, sustainable relationships with our customers."

Environmental



Mr. Somchai Manosathaporn

Chief Operating Officer

"The company places great importance on environmental management to promote sustainability and minimize impacts on natural resources. It also plays an active role in addressing climate change through the reduction of greenhouse gas emissions and the improvement of energy efficiency. In addition, the company has been certified under ISO 14001, the international standard for environmental management systems, and has conducted greenhouse gas emissions measurements while setting clear reduction targets to support its sustainability objectives."



Mr. Santi Liadpathom

Commercial Manager
R1 International

"Environmental stewardship is the responsibility of everyone whether individuals, companies, factories, or retailers involved in the natural rubber industry. Each plays a vital role in mitigating global warming and restoring natural resources, such as planting trees to increase green spaces on our planet. Achieving tangible results requires the cooperation of all sectors.

I am proud to have had the opportunity to collaborate with Teck Bee Hang Co., Ltd. in carrying out meaningful activities for society and the environment. Participating in this tree-planting initiative not only helps expand green spaces but also passes on positive values to future generations."



Mr. Smith Jareonsilavat

Manager Director
S.T.K. forwarding

"On behalf of our transportation services company, we believe that every sector can play a role in environmental stewardship. Even in our daily operations, we strive to contribute by minimizing paper usage, as paper is made from wood pulp and involves the consumption of natural resources. We also focus on energy conservation, such as using air conditioners responsibly by switching them on and off appropriately before and after work hours.

We are truly delighted to participate in the tree-planting activity with Teck Bee Hang Co., Ltd. This initiative not only creates green spaces for the environment but also reflects the collaboration and commitment of all parties striving for a sustainable society. Being part of such meaningful activities makes us feel that our role has genuine value for the community."

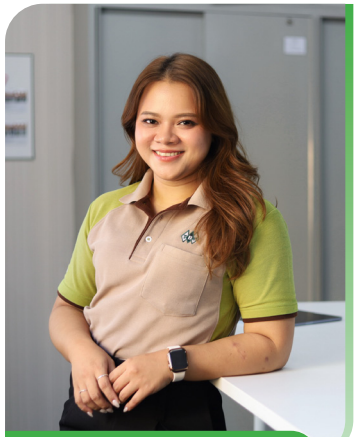


Mr. Songphol Uthairat

Person Responsible for
the Biomass Fuel Project

"We have installed a biomass furnace to replace LPG in the rubber drying process, which reduces greenhouse gas emissions by up to 90%. In addition to being environmentally friendly, the biomass system helps lower long-term energy costs and enhances production stability. This represents a significant milestone for our plant, addressing both production efficiency and our concrete commitment to achieving our sustainability goals."

Social



Ms. Kronggarn Kosago

Sustainability Specialist
Person Responsible for
the Human Rights Award

"In 2024, the company was awarded the 'Human Rights Award 2024 Good Level' by the Department of Rights and Liberties Protection, Ministry of Justice. This award affirms the company's continuous commitment to promoting human rights and systematically managing human rights across employees, stakeholders, and surrounding communities. It stands as a source of pride and reflects our adherence to the ESG (Environmental, Social, Governance) framework, particularly the Social dimension, which focuses on creating sustainable value for people both within and outside the organization."



Mr. Thathars Songchuai

Assistant Marketing Manager

"In an era where gender diversity is increasingly recognized, it is encouraging to see organizations providing opportunities for individuals of diverse gender identities to fully demonstrate their potential.

I am one of those who have been given such an opportunity by Teck Bee Hang Co., Ltd., serving as Assistant Sales and Marketing Manager a challenging role with team members under my supervision.

During my one-year tenure with the company, I have been treated with equality and respect by colleagues, subordinates, and management alike. Everyone has recognized me as a valued team member and provided me with the opportunity to fully showcase my abilities."



Ms. Jirarath Pruksasri

Director, Wat Mujalinthavaphiwihan School (Petchanukulkit), Pattani Province

"Teck Bee Hang Co., Ltd. is an industrial plant in Pattani Province that provides employment and income to the local community. The company also plays an active role in supporting environmental management in educational institutions, enhancing school landscapes to create a learning-friendly environment for students.

Wat Mujalinthavaphiwihan School (Petchanukulkit) hopes that Teck Bee Hang Co., Ltd. will serve as a role model for other organizations in continuously and sustainably promoting community development through environmental stewardship."



Ms. Patthanan Pengcharoen

Primary School Homeroom Teacher, Wat Khao Klai School, Nakhon Si Thammarat Province

"Teck Bee Hang Co., Ltd. has had a long-standing and consistent engagement with Wat Khao Klai School. Whenever there are activities or opportunities to share knowledge, the company always provides guidance and participates in events with the school and students. If asked how involved the company is, just mentioning its name is enough for the students to recognize it, reflecting the long-term collaboration between the company and the school.

Therefore, Wat Khao Klai School would like to express its gratitude for the friendship and continuous support provided by Teck Bee Hang Co., Ltd. The school also affirms its commitment to continue supporting and assisting the company whenever possible."



Ms. Wipada Srisen

Human Resources Officer, Thung Song Branch – CSR-DIW Project Coordinator

"Today, the global economic, social, and environmental landscape is clearly in a state of crisis. Conducting business with social responsibility has therefore become a crucial mechanism to mitigate challenges and drive positive change. Participation in the CSR-DIW program represents an important role for the business sector, as participating organizations typically implement ongoing CSR initiatives, such as projects to reduce community expenses or increase income, tree-planting activities, and campaigns promoting the use of recycled materials to lessen the impact of global warming. These efforts reflect a strong commitment to balancing business operations with social and environmental sustainability."



Ms. Eaffeeneel Rodpayan

Safety Officer, Yala Branch

"The Quality Fun Day activity is an initiative aimed at encouraging employees to actively participate, express their opinions, and engage in analytical thinking, while fostering a sense of responsibility in various areas such as workplace safety and environmental protection. This activity serves as a foundational step in promoting employee awareness and is conducted annually to instill a safety-oriented mindset, enhance work efficiency, and ensure that employees consistently follow safety regulations."



Key ESG Highlights 2024

Environmental Leadership

Climate Change and Energy Management

2.4 %

Proportion of Renewable Energy Use in the Organization

Biomass Furnace

Biomass Fuel Installation at Narathiwat Branch

Developing

an Action Plan for Greenhouse Gas Emission Reduction

Anti-deforestation and Biodiversity Management

100%

The branch and headquarters locations have undergone assessments for deforestation and biodiversity-related risks.

47%

Smallholder farmers have been assessed for risks related to land rights, deforestation, and biodiversity.

87%

Suppliers conducted self-assessments on risks related to land rights, deforestation, and biodiversity.

Developing

Biodiversity Action Plan



Key ESG Highlights 2024

Building a Strong and Inclusive Society

Respect for stakeholder Rights

Zero

human rights violation across the value chain

47%

Smallholder farmers have undergone a human rights risk assessment

87%

Suppliers conduct a self-assessment to evaluate human rights risks

100%

All employees at every level have received training and communication on respecting human rights

100%

All employees at every level have been trained and informed on human rights respect

Good Level

Human Rights Award 2024

Community Engagement

Zero

Unresolved complaints

5 กิจกรรม

Social activities for communities surrounding the factories

4 Awards

CSR-DIW award 2024



Key ESG Highlights 2024

Enhancing Corporate Governance Standards

ZERO
Violations of regulations or laws

100%
High-level risks identified from the assessment have been managed

100%
Employees have received anti-corruption training

87%
Suppliers have conducted self-assessments in compliance with sustainability guidelines

94%
Customer Satisfaction

47%
Traceable Data Management of Natural Rubber Raw Materials

100%
Customer complaints regarding quality have been resolved

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Business Policy and Overview

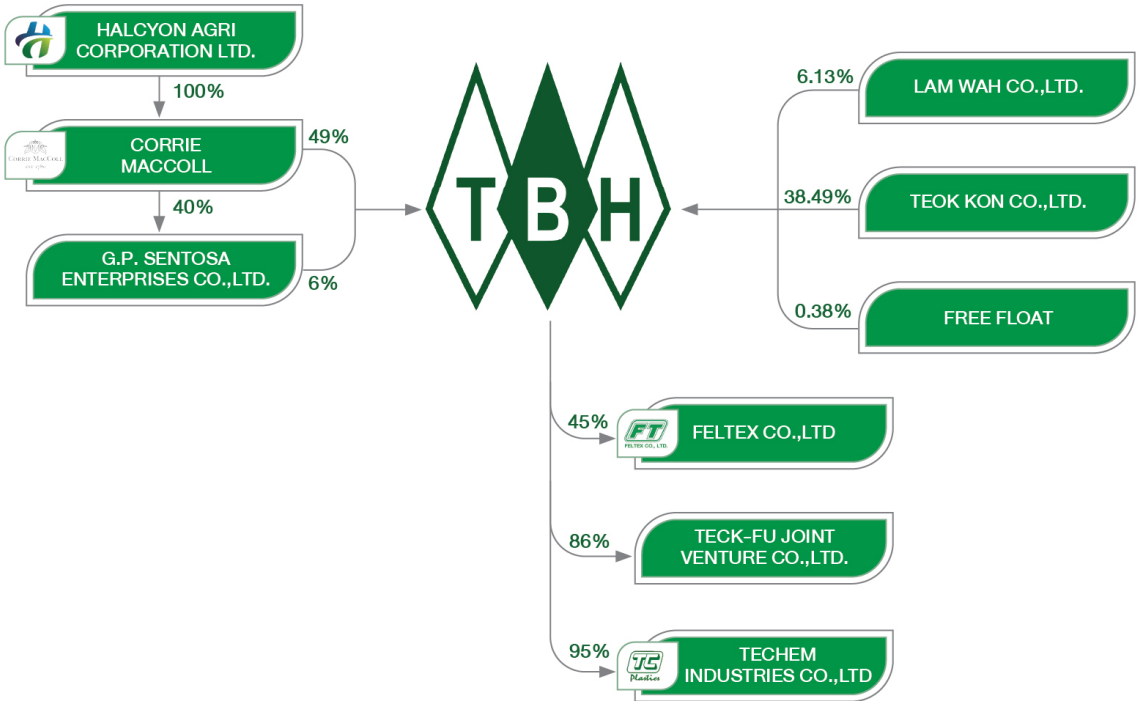
Teck Bee Hang Co., Ltd. is a pioneer in Thailand's natural rubber processing and block export industry. With over 70 years of experience, the company is committed to developing and elevating its business to meet international standards, building a global reputation for excellence in quality, technology, and innovation. Teck Bee Hang drives the organization toward a limitless future under principles of socially responsible, environmentally conscious, and sustainable business growth.

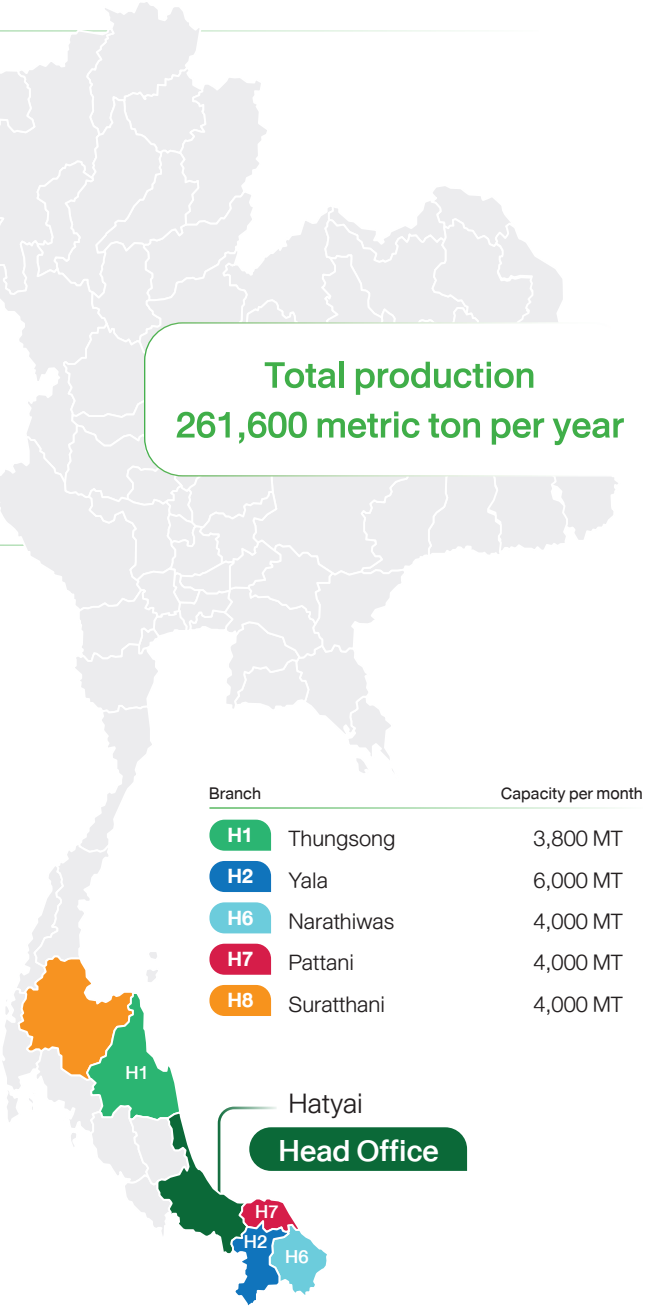
Currently, the company's headquarters and production facilities are strategically located across key regions of the country to support the growth of the natural rubber industry and efficiently meet global market demands.

Company Name	Teck Bee Hang Co., Ltd
Year Established	22 February 1954
Paid Up Capital	1,813 millions Baht
Head Office	157 Niphat Uthit 2 Rd. Hatyai, Songkhla 90110 Thailand
Type of Business	Natural rubber block manufacturer and exporter
Total Headcount	1,125 person (December 2024)

Total production
261,600 metric ton per year

Majority Shareholder





Branch		Capacity per month
H1	Thungsong	3,800 MT
H2	Yala	6,000 MT
H6	Narathiwas	4,000 MT
H7	Pattani	4,000 MT
H8	Suratthani	4,000 MT

Our Product and Service

In an era where the world places great importance on environmental protection and sustainable development, natural rubber remains a key raw material driving various industries. Teck Bee Hang Co., Ltd. is committed to conducting business responsibly toward society and the environment, while continuously developing high-quality natural rubber blocks to meet the needs of customers worldwide and contribute to building a sustainable future.

The company's natural rubber block products are divided into two main categories

Standard Thai Rubber: STR

Teck Bee Hang Co., Ltd.'s natural rubber block products are manufactured in accordance with Thailand's industrial standards. They are designed and developed to meet the specific needs of the rubber industry and related products. The natural rubber blocks can be classified according to their properties and main components as follows:

STR 20



STR 10



STR 20CV (Constant Viscosity Natural Rubber)



Teck Bee Hang Co., Ltd.'s natural rubber block products are manufactured in accordance with Thailand's industrial standards. They are designed and developed to meet the specific needs of the rubber industry and related products. The natural rubber blocks can be classified according to their properties and main components as follows:



Natural rubber blocks with consistent viscosity have been developed to meet the quality and performance requirements of customers in specialized industries.

Mixtures Natural Rubber, Compound Natural Rubber



Products made by mixing standard-grade natural rubber blocks with synthetic rubber or various chemicals to enhance properties tailored to the specific applications of customers.

Customization Natural Block Rubber



Traceable Natural Rubber: TNR

To comply with the European Union's Deforestation Regulation (EUDR), which requires that seven categories of products imported into the EU be traced to ensure that throughout the entire supply chain from raw material origin, production processes, to export there is no violation of the regulation, particularly that raw materials are produced and harvested on land that has not been deforested after December 31, 2020, Teck Bee Hang Co., Ltd. has established the Traceable Natural Rubber (TNR) program.

This program is designed for products whose raw materials can be verified as not overlapping with forested or protected areas, and it includes an assessment of the environmental, social, economic, and governance (ESG) risks of the company's suppliers, whether smallholder farmers, middlemen, or cooperatives. The company has set a target to produce and sell 100% traceable natural rubber (TNR) products by 2027.

Standard Thai Rubber-FSC™ Certified



Our company is committed to delivering high-quality natural rubber, produced responsibly with regard to social and environmental considerations, to meet the diverse needs of our customers while contributing to a sustainable future. To this end, we have FSC™ Certificated natural rubber products, that meet international standards. This certification guarantees that the natural rubber originates from forests managed sustainably throughout the entire supply chain.

International Standard

ISO 9001 CERTIFIED

ISO 14001 CERTIFIED

FSC www.fsc.org FSC™ C174498

The mark of responsible forestry

ISO 45001 CERTIFIED

ISO/IEC 17025 CERTIFIED

bsi ISO 14064-1 Greenhouse Gases VERIFIED

Awards and Achievements



Excellence in Overall Performance Supplier Award from YRC

Teck Bee Hang Co., Ltd. takes pride in its Narathiwat branch receiving the Excellence in Overall Performance Supplier Award from Yokohama Tire Co., Ltd. (YRC), one of our key business partners. This award recognizes outstanding performance in product quality, logistics, and service, consistently maintained at a high standard.

The award reflects the Narathiwat branch's dedication to upholding the quality standards of the natural rubber produced and delivered to customers. All teams have collaborated to enhance production processes, transportation, and services to meet international standards and customer requirements.

In addition to focusing on product quality, the company emphasizes environmental sustainability and maintaining strong relationships with partners. We are committed to conducting business under the ESG (Environmental, Social, Governance) framework to strengthen the natural rubber supply chain.

Receiving this award marks an important milestone, demonstrating the capabilities and potential of the Narathiwat branch and motivating us to continue developing as a trusted supplier for our customers in the long term.



Outstanding Business Ethics Award from the Thai Chamber of Commerce, 22nd Edition, 2024

Teck Bee Hang Co., Ltd. received the Outstanding Business Ethics Award from the Thai Chamber of Commerce, 22nd edition, for the year 2024, under the theme "Restoring Trust Through Ethics." This award is presented to businesses that operate with a strong commitment to ethics, good governance, and integrity toward all stakeholders. It highlights the company's dedication to conducting business transparently, honestly, and in accordance with governance principles, while promoting the sustainable and responsible use of resources. The company also emphasizes fostering environmental awareness among employees at all levels, alongside developing business responsibly.

With over 70 years of experience, Teck Bee Hang Co., Ltd. is committed to advancing all aspects of the organization from product quality and operational processes to community relations to drive the sustainable growth of Thailand's natural rubber industry and create long-term value for the economy, society, and the environment.



Human Rights Award, “Good” Category for Large Enterprises, 2024

Teck Bee Hang Co., Ltd. participated in the evaluation and received the Model Human Rights Organization Award, “Good” category for large enterprises, for the year 2024. The award was presented by Ms. Paethongtarn Shinawatra, Prime Minister, on behalf of the Department of Rights and Liberties Protection, Ministry of Justice. This recognition affirms the company’s commitment to conducting business responsibly while upholding human rights across all dimensions of the organization.

The company places great importance on promoting and protecting human rights in every aspect of its operations from fair treatment of employees, ensuring workplace welfare and safety, to supporting the rights of suppliers and surrounding communities through policies and measures aligned with the United Nations Guiding Principles on Business and Human Rights (UNGPs).



CSR-DIW Awards 2024

Teck Bee Hang Co., Ltd

Thung Song Branch
Pattani Branch
Narathiwat Branch
Yala Branch

Teck Bee Hang Co., Ltd. received the CSR-DIW Awards for the year 2024, presented by the Department of Industrial Works, Ministry of Industry. This award recognizes enterprises that operate with social and environmental responsibility in accordance with the CSR-DIW Continuous guidelines. It reflects the company’s commitment to promoting sustainability across environmental, social, and governance dimensions.

Receiving the CSR-DIW Awards for 2024 is a source of pride and reinforces the company’s dedication to responsible and sustainable business practices. Teck Bee Hang Co., Ltd. will continue to develop and implement best practices to maximize benefits for society and the environment in the long term.



Bronze Award in the Thailand Kaizen Award 2024

Teck Bee Hang Co., Ltd., Pattani Branch, received the Bronze Award in the Thailand Kaizen Award 2024 competition, organized by the Association for the Promotion of Thai-Japan Technology. The award recognized the branch's achievement in developing a process to eliminate the odor of cup lump rubber using a biofilter system.



Gold Award in the Thailand Kaizen Award 2024

Teck Bee Hang Co., Ltd., Headquarters, received the Gold Award in the Thailand Kaizen Award 2024 competition, organized by the Association for the Promotion of Thai-Japan Technology, for the "Mobile Office with E-Signature" project.

Implementation of Good Labour Practices (GLP) in the Workplace

Teck Bee Hang Co., Ltd

Thung Song Branch | Pattani Branch | Yala Branch | Surat Thani Branch | Narathiwat Branch | Head Office

Teck Bee Hang Co., Ltd., at all its factories and headquarters, is committed to implementing Good Labour Practices (GLP) to create a fair, safe, and ethical working environment. By adhering to GLP principles, the company continues to prioritize workers' rights, promote workplace safety, and enhance the overall well-being of its employees.

Thai Labour Standards

Teck Bee Hang Co., Ltd

Thung Song Branch | Narathiwat Branch | Surat Thani Branch

Teck Bee Hang Co., Ltd. has been certified with the Basic Thai Labour Standard, recognizing its commitment to the welfare and rights of workers within the organization. This certification reflects the company's dedication to creating a safe and high-quality working environment, while promoting fairness and sustainable development across all production processes.



Green Industry Level 3

Teck Bee Hang Co., Ltd

Thung Song Branch | Pattani Branch | Yala Branch

Surat Thani Branch | Narathiwat Branch | Head Office

Teck Bee Hang Co., Ltd. received the Level 3 Green Industry Award from the Department of Industrial Works, which recognizes organizations that continuously develop and maintain environmental management systems to achieve sustainable development. This award reflects the company's commitment to environmentally friendly operations, efficient use of natural resources, and minimizing environmental impact throughout all production processes.

The company has implemented environmental measures such as energy-efficient practices, waste reduction in production processes, and the development of wastewater treatment systems that meet standards, in line with its sustainable business policies. The Level 3 Green Industry Award is another milestone affirming the company's environmental responsibility and serves as motivation to advance to higher levels of environmental performance.



Certificate of Honor from the Stock Exchange of Thailand for the "ESG-DNA: Sustainability Knowledge Program for All Levels of Personnel"

Teck Bee Hang Co., Ltd. received a Certificate of Honor in the ESG-DNA program, a sustainability knowledge initiative for personnel at all levels, organized by the Stock Exchange of Thailand. The company was recognized as a model organization, with more than 87% of its employees successfully completing the training program. This accolade reflects the company's ongoing commitment to instilling a sustainability DNA throughout its workforce.

Membership in organizations for the development of the economy, society, and the environment

The company has joined as a member and actively participates in the management of various public and private organizations to help drive economic, social, and environmental development in the natural rubber industry. It also takes part in activities and projects that support operations in line with sustainable development, as follows:

- Thai Rubber Association
- The Federation of Thai Industries
- Provincial Industrial Council (where the company is located)
- Global Platform for Sustainable Natural Rubber (GPSNR) (the company is part of Halcyon Agri Corporation Limited, a member of GPSNR)
- Family-Friendly Workplace Network
- Member of Thailand Carbon Neutral Network
- Member of the Thai Chamber of Commerce

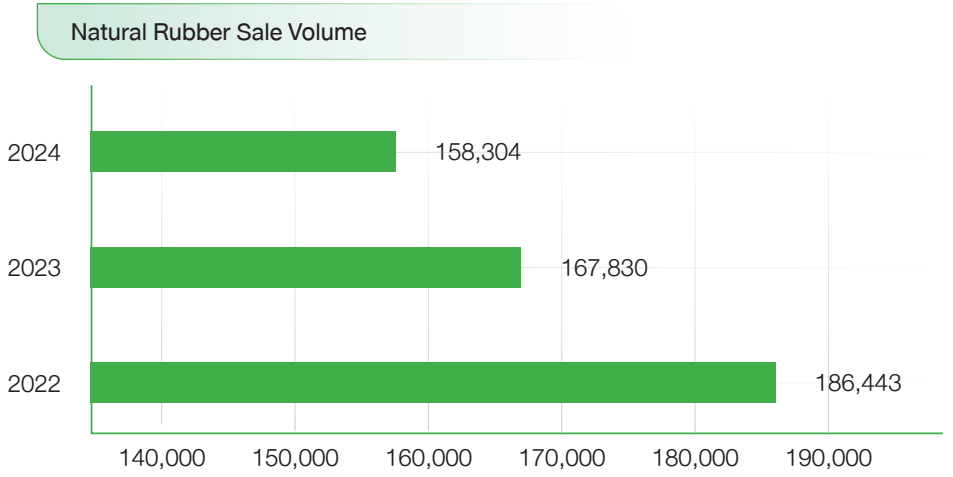
Economic Value Creation

Teck Bee Hang Co., Ltd. applies a sustainable approach in conducting its business with responsibility toward the economy, society, and the environment. The company plays a role in creating opportunities and fostering business growth within the organization to generate economic value and benefits for stakeholders throughout the supply chain. The company is committed to conducting business alongside addressing social and environmental issues. This is not a choice between business operations and sustainability, but rather a practice to create sustainable economic value while facing challenges such as initial capital investment, lack of knowledge and technology, and the need to shift perspective from short-term to long-term. The company recognizes that sustainable development is more than an option. Teck Bee Hang Co., Ltd. aims to be a driving force in promoting economic growth in the natural rubber industry and communities in the southern region of Thailand, especially in the three southern border provinces. Over the past 70 years, in addition to business growth, the company has also contributed to creating economic value for stakeholders, including expenditures for investment and operations, employee wages and welfare, tax payments and related contributions, community and social development, and dividend payments. This demonstrates the company's commitment to generating sustainable economic value for stakeholders.

The Company's Economic Benefits and Value for the Year 2024

Stakeholder	Economic Benefits	2023 Economic Value (Million Baht)	2024 Economic Value (Million Baht)
Teck Bee Hang Co., Ltd.	Revenue from Goods and Services	7,433	8,394
Farmers and Dealers	Purchasing cost of natural rubber raw materials	6,317	7,354
Suppliers / Contractors	Investment and operating costs	858	948
Employees	Wages and benefits, and training expenses for employee	249	260
Financial Institution and Debtor	Financial expenses and interest expenses	70	72
Community, Society and Environment	Expenses on community and social development	5	3

Sales Volume of Natural Rubber Products (tons)



Sustainability Strategy

Aiming to be a Leader in Sustainability in the Natural Rubber Industry

Teck Bee Hang Co., Ltd. is an expert organization in the production and export of STR20 natural rubber blocks, committed to enhancing product quality, technology, personnel capabilities, and building strong and sustainable relationships with communities and society for over 70 years. We believe that conducting business today cannot focus solely on profit or economic growth; it requires a solid foundation in good corporate governance, comprehensive risk management, and consideration of responsibilities toward all stakeholders throughout the value chain from raw material sourcing to production, delivery, and customer usage while carefully and continuously addressing impacts across Environmental, Social, and Governance (ESG) dimensions.

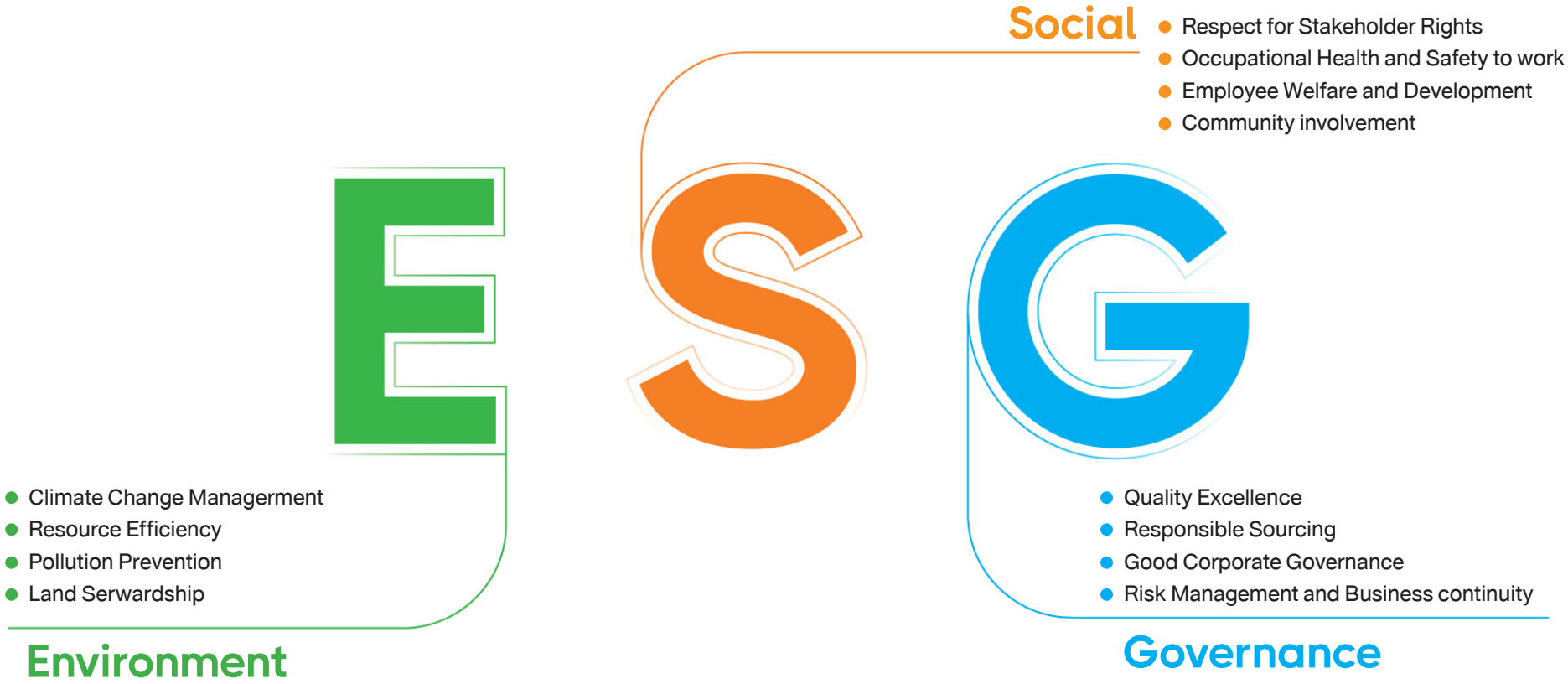
Driving the company's sustainability strategy is not merely a response to global market requirements or trends but a way to establish the organization as a responsible leader for the future of the natural rubber industry. The company believes that sustainability is not a final goal but a process of stable growth, balancing economic, social, and environmental aspects, and is the key to overcoming contemporary challenges and maintaining long-term resilience.



Sustainability Framework

In 2024, the company continued to adhere to a systematic and well-defined approach to sustainability under the ESG framework, covering all key aspects of the organization. The process of developing the sustainability strategy was carried out with the collaboration of the dedicated Sustainability Task Force, along with input from representatives of all stakeholder groups through surveys, interviews, and workshops. This information served as a critical factor in defining the framework and strategic direction of the company's sustainability initiatives, ensuring alignment with the organizational context, business vision, and societal expectations.

The company has established a five-year (2021–2025) sustainable business framework, setting clear goals, defining key performance indicators, and developing concrete strategic action plans. The strategy focuses on 12 key areas, encompassing environmental impact reduction, enhancement of employee and community well-being, promotion of innovation and efficient resource utilization, as well as strengthening governance and transparency at all organizational levels. These objectives not only reflect the company's social responsibility but also serve as strategic tools to enhance competitiveness, manage external risks, and build trust among stakeholders both domestically and internationally.



Progress in Achieving Sustainability Goals in 2024

Progress in Achieving Sustainability Goals in 2024		
Material Topic	**Target**	**Performance Results in 2024**
Quality Excellence	• Customer satisfaction rate 90% • Sale of sustainable products 100%	• 94% • 7%
Responsible Sourcing	• 100% of raw material suppliers have acknowledged and comply with the Supplier Code of Conduct for Sustainable Development • 100% of raw material suppliers have completed self-assessments on adherence to sustainability guidelines • 100% of raw material suppliers have received training on sustainable procurement • 100% of raw material suppliers have been assessed through on-site evaluations • 100% of natural rubber raw material data is traceable across total production capacity	• 89% • 87% • 53% • 53% • 47% of production capacity
Good Governance	• No violations of regulations or laws • 100% of employees have received anti-corruption training • 100% of employees have received information technology (IT) security training	• Zero Case • 100% • 100%
Risk Management and Business continuity	• 100% of high-level risks identified through assessment have been managed • Annual review of the risk register	• 100% • The risk register review has been completed

Social		
Material Topic	**Target**	**Performance Results in 2024**
Respect for Stakeholder Rights	• Zero cases of human rights violations throughout the value chain • Annual review of human rights risk issues related to business operations across the value chain • 100% of business operations have undergone comprehensive human rights assessments, with mitigation and remediation measures implemented • All employees at every level have received 100% training and communication on respecting human rights • Awarded as a Human Rights Award, Gold Level	• Zero case • Completed • 100% • 100 • Good Level
Occupational Health and Safety to work	• Zero work-related fatalities • Zero lost-time injury rate • 100% of employees receive safety training • Annual activities to promote safety and occupational health	• Zero case • Zero case • 100% • Quality Fun Day Activity in every branch
Employee Welfare and Development	• Employee satisfaction with the organization exceeds 80% • 100% of factories are certified in implementing Good Labor Practices (GLP) • 100% of factories are certified under the Fundamental Level of the Thai Labor Standard	• 81.36% • 100% • 50%
Community Involvement	• Zero unresolved complaints • Community satisfaction with community and social projects exceeds 90%	• Zero case • 98%

Environmental		
Material Topic	**Target**	**Performance Results in 2024**
Climate Change Management	• Reduce greenhouse gas emissions (Scope 1 and 2) by 63% by 2035 compared to the 2021 baseline • Achieve carbon neutrality by 2050 • Achieve net-zero greenhouse gas emissions by 2065	• Reduced greenhouse gas emissions (Scope 1 and 2) by 14.36% from the 2021 baseline
Resource Efficiency	• Reduce electricity consumption by 5.58 kWh per ton of production by 2025 compared to the 2021 baseline • Achieve 76% share of renewable energy in production by 2027 • Achieve 100% recycled water usage in the production process	• Electricity consumption per ton of production increased by 5.97% compared to 2021 • 2.4% • 84.17%
Pollution Prevention	• No violations of environmental laws or regulations • Total waste generated was less than 150 tons	• Zero case • 157 Tons
Land Stewardship	• 100% of branch factories have been assessed for deforestation risk and biodiversity-related risks • 100% of smallholder farmers have been assessed for deforestation risk and biodiversity-related risks	• 100% • 47%

Sustainability Management Approach

Sustainability Governance Structure

The Company has established a Sustainability Management Committee and Executive Team, comprising the Management Committee, the Sustainability Department, and the Executive Team. They are responsible for planning, monitoring, and developing initiatives to achieve the Company's sustainability objectives and targets as follows

Management Committee

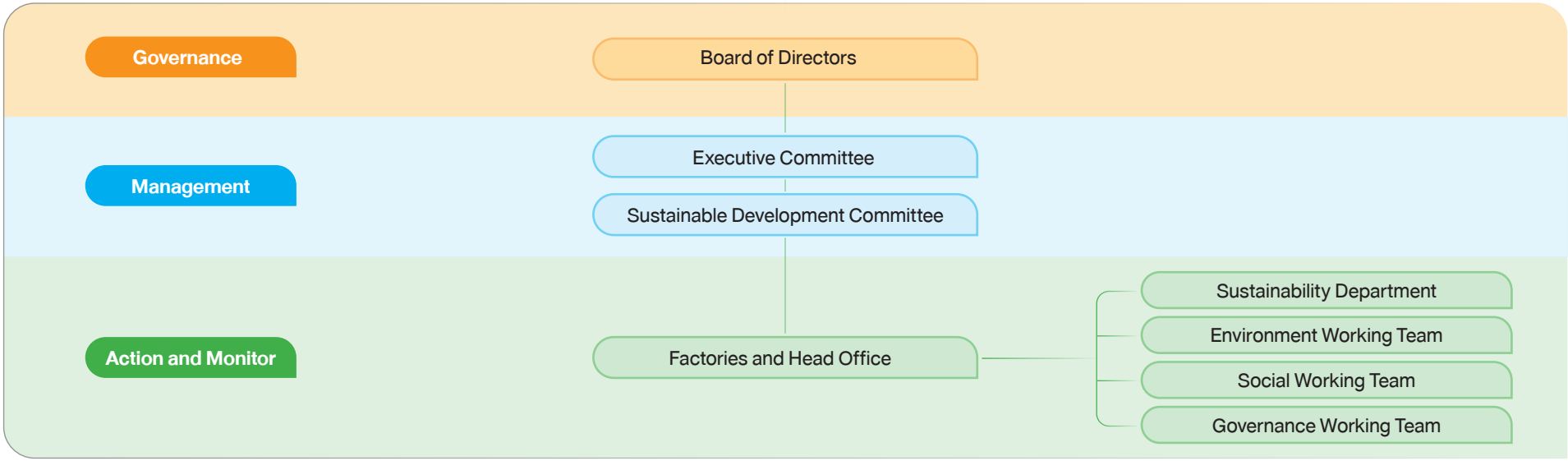
- Reviews policies, strategies, targets, operational approaches, and supports sustainability-related activities of the Company.

Executive Team

- Environmental
- Social
- Economic and Governance

Sustainability Department

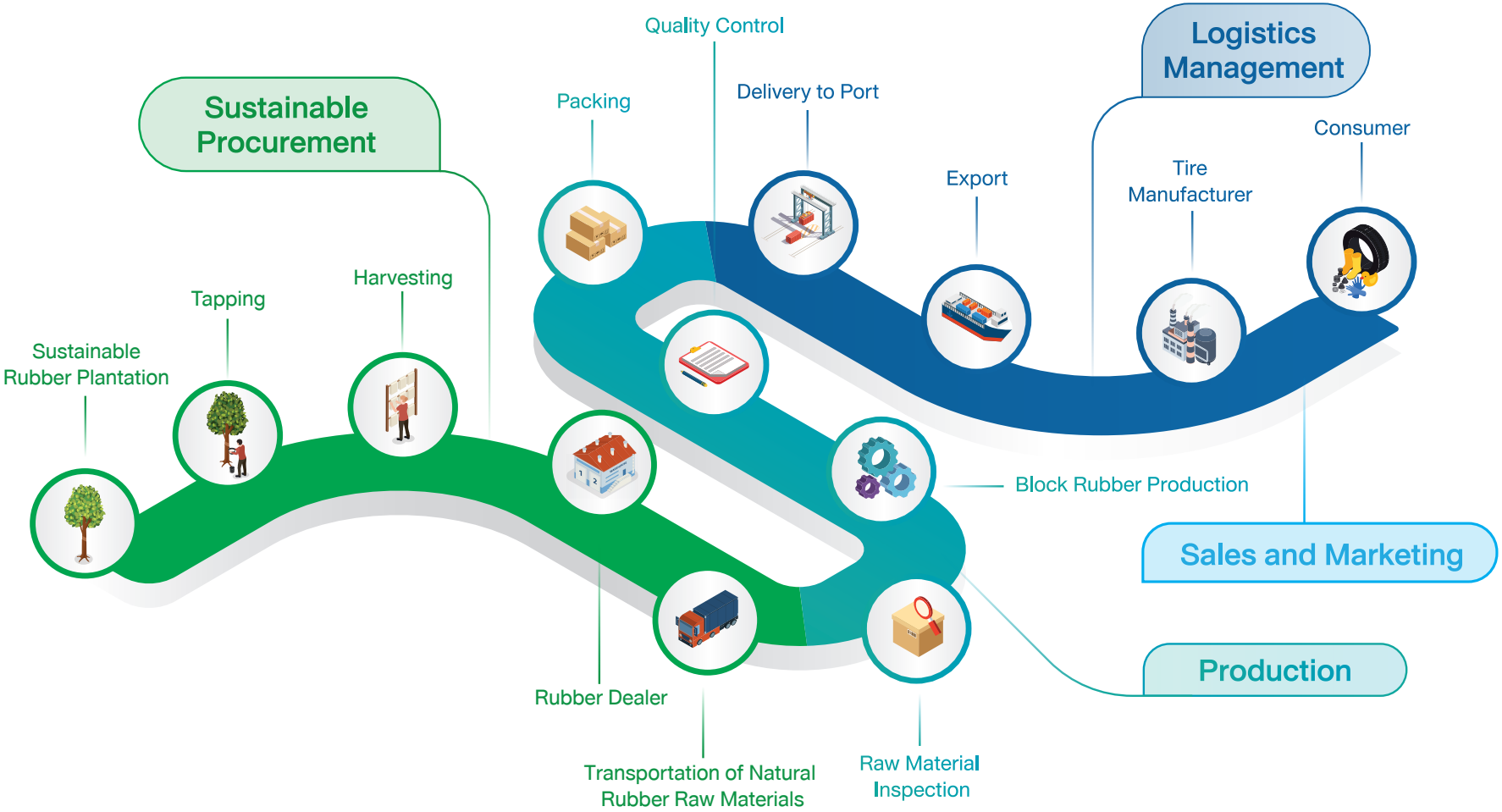
- Defines sustainability strategies, targets, and operational approaches, and presents them to the Sustainability Management Committee.
- Oversees, supervises, and audits sustainability activities across all branches to ensure alignment with Company policies.
- Analyzes performance and develops sustainability initiatives in accordance with international standards and best practices.
- Promotes engagement with internal and external stakeholders to support organizational sustainability.
- Prepares reports and summarizes performance results to guide future planning.
- Reports performance to the Committee, prepares the annual sustainability report, coordinates and communicates with customers and stakeholders, and manages ESG ratings from various agencies.



Managing Impacts on Stakeholders in the Business Value Chain

Value Chain

The Company is committed to developing a sustainable value chain and leading the sustainable production and export of natural rubber. In driving sustainability throughout the value chain, the Company aims to grow the organization in harmony with community development while preserving a healthy environment. Focused on producing environmentally friendly products and progressing towards a low-carbon society, the Company emphasizes collaborative operations with stakeholders across the entire value chain as follows



Primary Activities	
Activity 1 Sustainable Procurement	**Stakeholder: Smallholder Farmers, Raw Material Supplier, Cooperatives, Central Rubber Market under the Rubber Authority of Thailand**

- Sourcing high-quality natural rubber raw materials from farmers, dealers, or rubber cooperatives that follow sustainability practices aligned with the Company's operations.
- Conducting traceability of the origin of natural rubber raw materials.
- Assessing and ranking the environmental, social, governance, and economic (ESG) risks of smallholder farmers and raw material suppliers.
- Supporting knowledge sharing with smallholder farmers and dealers on natural rubber raw material quality, contaminants, minimizing environmental impacts from operations, and compliance with new regulations and laws, such as the EU Deforestation Regulation (EUDR).
- Ensuring transparency and fairness in pricing for natural rubber raw material procurement
- Protecting the personal data of raw material suppliers, including both smallholder farmers and intermediaries.

Activity 2 Block Rubber Production	**Stakeholder: Employees, Suppliers operating within the factory premises, communities, and society, including government and regulatory agencies, industry organizations, and civil society sectors**

- Controlling production processes in accordance with international standards and specific customer requirements to ensure consistent and reliable product quality.
- Maintaining and continuously complying with key industry standards, including Quality Management System (ISO 9001), Environmental Management System (ISO 14001), Occupational Health and Safety Management System (ISO 45001), and Laboratory Competence (ISO/IEC 17025).
- Enhancing employee capabilities in the production process while prioritizing accident and occupational disease prevention to create a safe and high-quality working environment.
- Systematic maintenance of machinery and equipment to extend service life and improve investment efficiency.
- Reducing fossil fuel energy consumption and promoting the use of clean energy in the production process, such as replacing LPG with a biomass furnace in rubber drying.
- Continuously developing and applying technology and innovation to improve production efficiency through initiatives such as Kaizen (Continuous Improvement), Quality Control Circle (QCC), and cost reduction projects (FORCE!).
- Comprehensive analysis, assessment, and management of environmental and social impacts from the Company's production processes, including 100% recycled water usage, installation of rooftop solar power systems, and the use of bio-filters in rubber drying processes.
- Promote efficient waste management based on the 3Rs: Reduce, Reuse, and Recycle, and encourage the Circular Economy concept to optimize resource use and minimize environmental impact.

Activity 3 Sales and Marketing	Stakeholder: Customers, Investors, Banks, Shareholder

- Manage sales and marketing systematically, adhering to principles of good governance and prioritizing customer satisfaction.
- Set fair and appropriate product pricing in line with product quality, actual costs, and market competition.
- Manage customer relationships transparently under strict business ethics to build trust and long-term partnerships.
- Implement processes to respond to and resolve customer issues promptly and efficiently, ensuring timely and proper care.
- Continuously develop and improve products and services to meet evolving customer needs and maximize satisfaction.
- Provide channels for receiving customer feedback, suggestions, and complaints, with systematic procedures for review, analysis, and corrective action to strengthen trust and maintain service standards.

Activity 4 Logistics Management	Stakeholder: Service Provider, Customers, Surrounding Communities

- Procure and select transportation service providers with good sustainability practices across environmental, social, and economic and governance (ESG) aspects, ensuring supply chain operations align with the Company's sustainability goals.
- Continuously develop and improve logistics processes to enhance transportation efficiency, reduce fuel consumption, and lower greenhouse gas emissions, particularly carbon dioxide, as part of efforts to mitigate climate change.
- Manage and minimize potential impacts on surrounding communities from transportation activities to ports, such as noise, vehicle emissions, and public safety, with consideration for social responsibility and sustainable coexistence.

Activity 5 Customers and Consumers	Stakeholder: Customers and Consumers

- Ensure product safety, considering potential impacts on consumers and customers.
- Regularly survey and analyze customer satisfaction to use the insights for continuous improvement and development of products and services that meet customer needs.
- Protect customers' personal data rigorously in accordance with the Personal Data Protection Act (PDPA) and good practice guidelines, to build trust in business operations.
- Continuously research and develop product quality to enhance usability, meet market demands, and create added value for customers.
- Provide diverse and easily accessible communication channels for customers and consumers, with an effective system for handling complaints and suggestions, focusing on prompt and fair responses to maintain long-term customer satisfaction and trust.

Supporting Activities	
Activity 1 Human Resources	**Stakeholder: Employees**

- Continuously develop employees' knowledge and skills through training programs and capacity-building activities, enabling them to adapt and grow alongside organizational changes.
- Promote employees' well-being in all aspects physical, mental, and work environment by providing benefits and activities that support a balanced and healthy lifestyle.
- Treat employees fairly, transparently, and without discrimination, adhering to ethical principles and respecting human dignity.
- Uphold the human rights of all employees according to international standards, ensuring business operations are free from illegal labor, child labor, or any form of forced labor.
- Conduct fair, transparent, and non-discriminatory recruitment and selection, promoting diversity, gender equality, and providing opportunities for local community members to participate in employment.
- Maintain workplace safety according to established standards, creating a secure, stable, and conducive working environment for all employees.

Activity 2: Information Technology Management and Data Security	**Stakeholder: All Stakeholder**

- Continuously develop and improve the information security management system to prevent data leakage, loss, or unauthorized access, with strict technical and administrative measures covering both internal organizational data and stakeholders' personal data.
- Promote the application of digital technologies in operational processes to enhance management efficiency, increase system agility, and provide a modern and positive experience for all stakeholder groups.

Activity 3: Legal Department	Stakeholder: All Stakeholder

- Conduct business strictly in accordance with corporate governance principles to enhance transparency, accountability, and credibility in management, while striving to maintain balance for all stakeholders.
- Regularly assess and manage risks that could lead to violations or non-compliance with relevant laws, regulations, and rules, in order to prevent issues that may impact business operations and organizational sustainability.
- Strictly comply with labor laws, emphasizing employees' rights and welfare, and creating a safe, fair, and dignified working environment.
- Adhere to agreements and contracts with partners and business allies with honesty and responsibility, fostering trust and long-term sustainable relationships.

Activity 4: Procurement of Non-raw Material Goods and Services	Stakeholder: Non-Raw Material Supplier, Contractors, Community and Social

- Conduct sustainable procurement, considering environmental, social, governance, and economic (ESG) aspects to promote responsibility throughout the supply chain and support efficient resource use.
- Ensure fairness, transparency, and accountability in procurement, providing equal opportunities to all vendors and avoiding any form of discrimination.
- Procure goods and services from local community businesses to generate income, stimulate grassroots economic development, and foster good relationships between the Company and surrounding communities.
- Strictly comply with agreed payment terms with suppliers, with clear internal monitoring and control systems, to maintain trust and sustainable relationships with vendors and service providers.

Activity 5: Sustainability Management	Stakeholder: All Stakeholder

- Continuously monitor sustainability performance through systematic evaluations and use the results to improve and enhance operational processes for greater efficiency.
- Apply sustainable development principles comprehensively across all dimensions to create value for stakeholders and support the organization's long-term growth.

Stakeholder Analysis

The Company places great importance on comprehensive stakeholder engagement. It has conducted an analysis and prioritized stakeholders involved in the Company's operations across the value chain, taking into account both positive and negative impacts of business activities, as well as the level of influence and interest of stakeholders in the Company's operations. The Company's approach is as follows

Step 1

Define the objectives and scope of stakeholder engagement

Step 2

Identify and analyze stakeholders to prioritize their importance

Step 3

Plan stakeholder engagement activities

Step 4

Implement stakeholder engagement activities

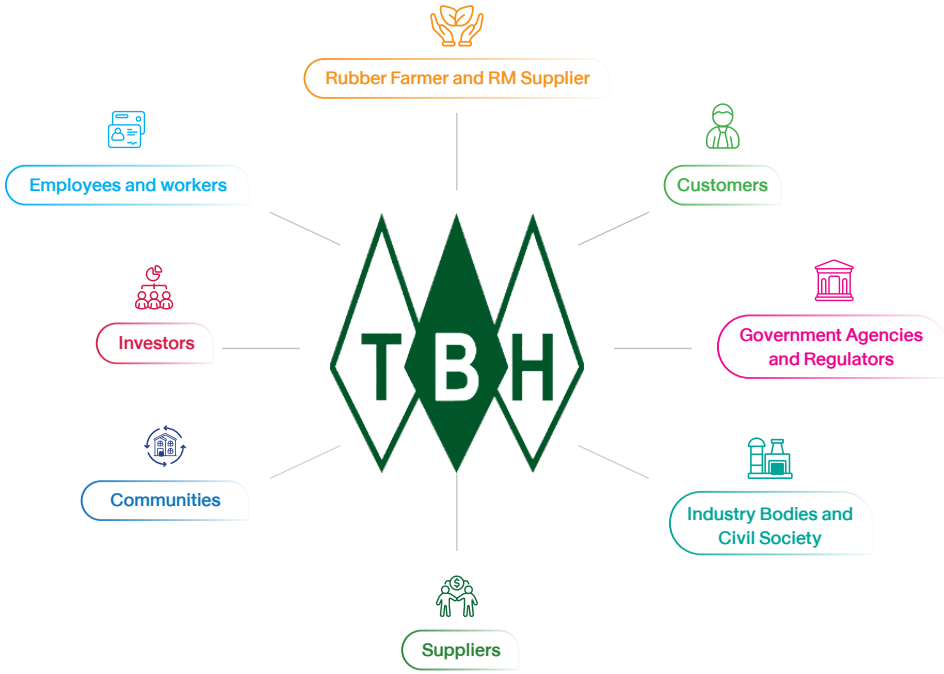
Step 5

Manage risks associated with stakeholder engagement

Step 6

Monitor and review stakeholder engagement activities

From this process, the Company has identified a total of eight stakeholder groups, namely



The Company places great importance on comprehensive stakeholder engagement. It has conducted an analysis and prioritized stakeholders involved in the Company's operations across the value chain, taking into account both positive and negative impacts of business activities, as well as the level of influence and interest of stakeholders in the Company's operations.

The Company follows internationally recognized stakeholder engagement standards, including the Global Reporting Initiative (GRI) and the AA1000 Stakeholder Engagement Standard (AA1000SES), to systematically identify and understand the needs and expectations of each stakeholder group. The insights obtained are then used to appropriately assess and manage Materiality Issues, ensuring they are relevant, focused, and timely.

This approach ensures that the Company's operations align with the Sustainable Development Goals (SDGs) and create sustainable value for stakeholders across all sectors.

From this process, the Company has identified a total of eight stakeholder groups, as shown in the diagram above, and summarizes the engagement and activities with stakeholders in the table below as follows

Stakeholder	Expectations	Response to expectations	Communication Channels	Result 2024
 **Employee**	• Provide fair compensation and appropriate employee benefits. • Promote learning, skill development, and career advancement. • Motivate employees through recognition and rewards for achievements. • Create a safe, healthy, and flexible working environment. • Respect human rights and treat employees equally and fairly. • Support work-life balance. • Promote a balance between work and personal life.	• Conduct industry compensation surveys to ensure fairness. • Adhere to ethical principles in employee responsibility. • Develop training and employee capacity-building plans. • Promote employee activities such as 5S, KAIZEN, QCC, or FORCE! • Establish KPI evaluation processes for fair promotion and salary adjustments. • Provide annual health check-ups and health and accident insurance for employees. • Apply international standards, such as ISO 45001, Thai labor standards, or Good Labour Practices (GLP). • Organize health and charitable activities, such as Body Transformation programs or tree planting. • Comply with international human rights standards and prepare Human Rights Due Diligence (HRDD) reports. • Establish policies and procedures for handling grievances.	• Conduct annual employee satisfaction surveys. • Prepare annual employee training plans. • Utilize internal communication channels, such as email, LINE application, and the company website. • Organize internal communication activities, such as Town Hall and Morning Talk sessions with employees. • Set up suggestion boxes at branch factories. • Provide channels for complaints and consultation requests.	• Annual employee satisfaction survey results 81.36% • Employee turnover rate 18.40% • Total training hours 43,207 hours • Implementation of Work from Home (WFH) policy • No employee grievances reported • No employee human rights complaints reported • Received the Human Rights Model Organization Award, “Good” level, for large enterprises in 2024 • Employee fatality rate 0 • Work-related accident rate resulting in lost time 0 cases • Use of an online KPI system with 360-degree evaluations on organizational values

Stakeholder	Expectations	Response to expectations	Communication Channels	Result 2024
Smallholder Farmer and Raw Material Supplier	• Conduct transactions for natural rubber raw materials freely, transparently, and fairly. • Maintain a timely payment system. • Build stable and sustainable business relationships through effective communication, accurate information, and timely updates. • Provide opportunities for smallholder farmers and raw material suppliers to grow and develop their business capabilities alongside the Company. • Emphasize respect for human rights, fair treatment, and non-discrimination. • Support knowledge and skill development for improving the quality of natural rubber raw materials correctly. • Receive continuous support in knowledge sharing and career development.	• Implement sustainable procurement policies and practices. • Establish and strictly adhere to anti-corruption and anti-bribery policies, as well as human rights policies. • Conduct annual site visits to the facilities of the Company's key raw material suppliers. • Systematically assess the environmental, social, governance, and economic (ESG) risks of smallholder farmers and raw material suppliers. • Implement the Traceable Natural Rubber (TNR) program. • Organize activities to enhance the knowledge and skills of smallholder farmers and raw material suppliers in properly and effectively improving the quality of natural rubber.	• The Company's official LINE account (@Teckbee) • Social media platforms, such as Facebook and the Company's website • Suggestion boxes at the front of the factories • Field visits to assess smallholder farmers and key raw material suppliers • Organize Open House activities to foster mutual understanding • Various promotional materials, such as brochures and vinyl banners • All available channels for receiving complaints to the Company	• Zero complaints from smallholder farmers and raw material suppliers regarding unfair practices. • Zero complaints from smallholder farmers and raw material suppliers regarding fraud or corruption. • Raw material suppliers are able to deliver quality materials. • 47% of smallholder farmers have undergone environmental, social, governance, and economic (ESG) risk assessments. • The "TBH Knowledge Upgrade to International Standards: FSC & EUDR" project.

Stakeholder	Expectations	Response to expectations	Communication Channels	Result 2024
 **Customer**	• Producing products that meet customer requirements and comply with specified quality standards. • Strictly adhering to sales and purchase agreements. • Complying with the European Union's regulation on deforestation-free products (EUDR) and the Global Platform for Sustainable Natural Rubber (GPSNR) framework. • Responding promptly to customer issues and complaints. • Using various online communication channels, such as email, telephone, website, Line, and WeChat, to provide accurate and timely information. • Allowing customers to visit the factory and participate in major trade shows. • Conducting customer satisfaction surveys. • Organizing activities and collaborations with customers to build sustainable relationships. • Protecting and maintaining the confidentiality of customer information in accordance with the Personal Data Protection Act (PDPA). • Developing products, services, and operations that are environmentally friendly and socially responsible. • Responding to sustainability questionnaires and providing related information. • Providing accessible channels for customer complaints. • Participating in Supplier Day activities with customers. • Assessing environmental, social, and governance (ESG) risks through the RubberWay system to enhance supply chain sustainability standards.	• Producing high-quality products and services that meet customer requirements, are delivered on time, and are reasonably priced. • Strictly complying with sales contracts and agreements with customers. • Implementing the Traceable Natural Rubber (TNR) project to enhance transparency in the supply chain. • Regularly meeting and communicating with customers to gather feedback and strengthen stable business relationships. • Maintaining good business relationships. • Conducting business according to the principles of Sustainable Development. • Being certified in various management systems, including ISO 9001, ISO 14001, ISO 45001, and ISO/IEC 17025. • Giving high importance to strictly protecting customer confidentiality. • Participating in international sustainability assessment programs, such as FSC, EcoVadis, and CSR-DIW. • Using the results from the Traceable Natural Rubber (TNR) risk assessments to improve and develop operations for greater efficiency and sustainability.	• Multiple online communication channels, including email, telephone, website, Line, and WeChat, to allow customers to contact the company conveniently and quickly. • Continuously conducting customer satisfaction surveys to use the feedback for improving product and service quality. • Organizing activities to strengthen relationships with customers and using sustainability questionnaires. • All available company channels for receiving complaints.	• Awarded "Outstanding Supplier" for overall performance by Yokohama Tire. • Achieved a high customer satisfaction score of 94%. • Gained 4 new customers. • Developed products that promote sustainability, including Traceable Natural Rubber (TNR) and FSC-certified natural rubber. • Maintained international certifications, including ISO 9001, ISO 14001, ISO 45001, and ISO/IEC 17025. • No unresolved quality complaints from customers. • No complaints related to personal data protection (PDPA) were reported.

Stakeholder	Expectations	Response to expectations	Communication Channels	Result 2024
Investor	• Receiving returns on investment in the form of dividends, increased capital, or both. • The company operates with transparency and has an effective internal control system. • Participation in key company decisions while conducting business responsibly toward society and the environment. • Compliance with terms and conditions in contracts with partners or stakeholders. • Implementation of Know Your Customer (KYC) processes to prevent fraud and money laundering.	• Conducting business according to good corporate governance policies, committed to operating transparently and responsibly toward all stakeholders. • Disclosing information accurately, completely, and in a timely manner. • Performing regular internal audits and reporting operational results periodically to ensure compliance with governance standards. • Participating in international and customer-level ESG assessments, such as EcoVadis, reflecting adherence to sustainable development principles and compliance with agreed terms and conditions.	• Multi-channel online communication systems, including email, telephone, website, Line, and WeChat. • Meetings and discussions to strengthen relationships and mutual understanding. • Holding annual meetings. • Preparation of internal control reports to assess and review operational efficiency and compliance with standards.	• Annual meetings • Financial performance reports • No loan payment defaults • No material deficiencies or weaknesses in internal controls

Stakeholder	Expectations	Response to expectations	Communication Channels	Result 2024
 **Supplier**	• Procurement processes are standardized, transparent, and auditable. • Contractors and service providers receive fair compensation and workload in accordance with the scope of work. • Payments for goods and services are accurate and made on time. • Promote stable and sustainable business relationships between the company and its partners. • Communicate effectively, clearly, and in a timely manner. • Provide complete and transparent information on procurement processes, while giving partners opportunities to grow and develop their business together. • Treat each other with respect for human dignity and human rights principles. • Occupational health and safety at the workplace.	• Conduct procurement in accordance with fair, transparent, and auditable policies and practices. • Strictly comply with anti-bribery and anti-corruption policies to promote transparency in business operations. • Provide channels for whistleblowing and complaints to encourage stakeholder participation in good corporate governance. • Promote collaboration with business partners through social and environmental activities, such as reforestation projects. • Conduct fair price comparisons for goods and services to ensure equality in selecting service providers and build trust with partners. • Provide training on safety in the workplace.	• Multiple online communication channels, including email, telephone, company website, Line, and WeChat. • Development of a Supplier Code of Conduct for sustainable practices. • All company channels for receiving complaints.	• 100% of new suppliers have studied and signed the Supplier Code of Conduct for sustainable development. • 100% of suppliers working on the factory premises have received training on workplace safety.

Stakeholder	Expectations	Response to expectations	Communication Channels	Result 2024
Government Agencies and Regulations	• Strict compliance with relevant laws and regulations. • Conducting business with transparency and good corporate governance. • Accurate and timely payment of taxes. • Participation in national economic development and conducting business responsibly toward society and the environment. • Effective management of environmental impacts. • Promotion of human rights and labor standards in accordance with international norms. • Support for the Sustainable Development Goals (SDGs). • Cooperation in inspections and reporting information as required by law.	• Strict compliance with laws and regulations. • Promote transparent management and good governance. • Support social activities and community development. • Develop and implement concrete environmental policies. • Uphold human rights and treat workers fairly. • Support the advancement of the Sustainable Development Goals (SDGs). • Fully cooperate with government authorities and regulatory agencies.	• Attending meetings and discussion forums. • Reporting information in accordance with legal and regulatory requirements. • Audits and inspections by relevant authorities. • Factory visits by government agencies. • Participation in programs or activities organized by government authorities. • Providing feedback through surveys or online channels of government agencies.	• “No” reports of legal violations or complaints. • “No” tax fines. • CSR-DIW Award from the Department of Industrial Works. • Level 3 Green Industry Award from the Department of Industrial Works. • Certificate of Outstanding Code of Conduct, 22nd edition, from the Thai Chamber of Commerce.

Stakeholder	Expectations	Response to expectations	Communication Channels	Result 2024
 **Civil Society**	• Transparency in business operations • Fair labor practices and respect for human rights • Environmentally friendly business operations • Promotion of the quality of life in surrounding communities • Community and civil society participation in decision-making • Conducting business according to ESG (Environmental, Social, Governance) principles • Support for smallholder farmers in the supply chain • Accountability for impacts arising from business operations	• Conduct business transparently and accountably, disclosing information related to Environmental, Social, and Governance (ESG) matters through sustainability reports. • Regularly conduct human rights due diligence and risk assessments. • Create a safe, fair, and non-discriminatory work environment. • Implement environmental management systems, such as ISO 14001. • Effectively manage waste, wastewater, and pollution. • Continuously support and develop surrounding communities. • Implement Traceable Natural Rubber (TNR) projects. • Promote smallholder farmers' participation in FSC certification systems. • Participate in sustainability assessments, such as EcoVadis and FSC. • Maintain risk management plans and emergency response plans.	• Meetings and participation in discussion forums. • Social media, such as the company's Facebook page and website. • Factory visits by civil society organizations. • Participation in programs or activities organized by civil society organizations.	• Compliance with the Global Platform for Sustainable Natural Rubber (GPSNR) framework • CSR-DIW Award from the Department of Industrial Works • Level 3 Green Industry Award from the Department of Industrial Works • Outstanding Code of Conduct Award, 22nd edition, from the Thai Chamber of Commerce • Human Rights Award, "Good" level for large businesses, from the Ministry of Justice • Certification for implementing Good Labour Practices (GLP) in the workplace by the Department of Labour Development • Certification of Thai Labour Standards

Stakeholder	Expectations	Response to expectations	Communication Channels	Result 2024
Community	• Continuously prioritizing and listening to the opinions and suggestions of the community to foster understanding and good cooperation. • Complaints received from the community are considered and addressed fairly, transparently, and verifiably. • Participating in creating economic opportunities for surrounding communities, such as job creation, career promotion, and development of small entrepreneurs. • Supporting activities and projects aimed at improving community quality of life in various aspects, including education, public health, and the environment. • Encouraging community participation in decision-making on projects or activities that may impact the community in all aspects. • Conducting business with social and environmental responsibility, guided by the principles of sustainable development. • Adhering to international human rights standards and operating under strict anti-corruption and anti-bribery policies.	• Implementing projects to continuously develop the surrounding communities and society, aiming to enhance the quality of life of local residents. • Promoting local employment by prioritizing hiring from the local workforce to generate income and economic stability for the community. • Supporting and participating in community activities, including cultural, educational, sports, and public benefit initiatives. • Managing environmental risks systematically to prevent and reduce impacts on surrounding communities. • Strictly complying with relevant laws, regulations, and requirements. • Addressing complaints received from the community completely, fairly, and transparently. • Upholding the business ethics policy to demonstrate responsibility in conducting business toward society, communities, and all stakeholders.	• Meetings and participation in discussion forums • Social media, such as Facebook and the company's website • Face-to-face meetings and conversations to foster relationships and mutual understanding • Comment boxes located at the front of the factory • Field visits to engage with and survey community satisfaction • Organizing Open House events to build mutual understanding • Various publicity materials, such as brochures and vinyl banners	• Budget allocated to support community activities: 640,210 Baht • Community satisfaction from surveys: 98% • CSR-DIW Award from the Department of Industrial Works • No unresolved complaints

Material Topics

Process for Identifying the Company's Material Topices

In 2024, the company reviewed its key sustainability issues by considering various factors, such as changes in laws and regulations, national and international assessments of material sustainability issues, and guidance from its major shareholder, Halcyon Agri Co., Ltd., to ensure that the sustainability strategy aligns with the group's overall direction. The assessment of key issues was conducted in accordance with the Global Reporting Initiative (GRI) 2021 standards, considering impacts across environmental, social, governance, and economic (ESG) dimensions, as well as both internal (Inside-Out) and external (Outside-In) impacts within the Double Materiality framework of the GRI Standards 2021.

Additionally, the company emphasizes assessing sustainability impacts while considering human rights issues in the impact analysis. The identified key issues were approved by senior management and are implemented in accordance with the European Sustainability Reporting Standards (ESRS), ensuring alignment with the European Union's reporting standards. The company's process for identifying key sustainability issues consists of five main steps, which are essential for driving this strategy forward.

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Understand the organizational context and identify relevant key sustainability issues	Identify actual and potential impacts arising from the key sustainability issues	Assess the significance of the impacts	Prioritize the significant impacts for reporting	• Environmental • Social • Governance	Report, review, and continuously improve

Determining Material Topics for Reporting

Analysis Results

Environmental	Social	Governance
Climate Change Management	Respect for Stakeholder Rights	Quality Excellence
Resource Efficiency	Occupational Health and Safety to work	Responsible Sourcing
Pollution Prevention	Employee Welfare and Development	Good Corporate Governance
Land Stewardship	Community involvement	Risk Management and Business continuity

Step 1 Understand the organizational context and identify relevant key sustainability issues

The company has considered factors related to both internal and external business operations. Internal factors include the organization's strategy, vision, mission, and objectives, assessed through surveys of senior executives, managers, and branch supervisors. External factors include global and industry trends, potential future risks and opportunities, international human rights principles, and an analysis of key activities across the value chain.

This process aims to identify both direct and indirect stakeholders who may be positively or negatively impacted by the company's operations, before determining the material sustainability topics in the environmental, social, and governance (ESG) dimensions. The company reviewed topics from 2023, considered current contextual information, and studied practices of other companies within the same industry to ensure a comprehensive materiality assessment process.

Step 2 Identify actual and potential impacts arising from the key sustainability issues

The company has identified and assessed both actual and potential positive and negative impacts for material sustainability topics across the three main dimensions environmental, social, and governance and economic. This assessment considers impacts in both the short and long term, with particular emphasis on potential human rights impacts at every stage of the organization's value chain.

Step 3 Assess the significance of the impacts

environmental, social, and governance and economic dimensions. The company has established criteria for evaluating both positive and negative sustainability impacts, considering:

- **Scale – the severity of the impact**
- **Likelihood – the probability of the impact occurring**

Additionally, the company has aligned the assessment criteria with the European Sustainability Reporting Standards (ESRS) under the "Double Materiality" concept. A further assessment was conducted for senior executives and plant managers, focusing on two dimensions of impact:

- **Financial Impact**

  analyzing how sustainability issues may affect the company's financial position, performance, and long-term value creation, even if these effects are not yet reflected in current financial reports, but may potentially influence the business directly or indirectly in the future.

- **Sustainability Impact**

  Sustainability Impact – analyzing the positive and negative effects of the company's operations on the environment, society, and stakeholders, considering both impacts caused by the company (Inside-Out) and external factors affecting the company (Outside-In).

This approach aims to enhance transparency in reporting and strengthen the company's capacity to manage sustainability risks and opportunities comprehensively and effectively over the long term.

Step 4 Prioritize the significant impacts for reporting

The company has prioritized its sustainability topics by considering the level of impact on both stakeholders and the organization, including financial and non-financial impacts. The six top-ranked Material Topics with high to very high impact scores have been selected as the key focus areas to systematically drive the company's sustainability initiatives.

These selected material topics have been reviewed and approved by the company's senior management and sustainability executives to ensure that each topic aligns with the organizational strategy, addresses stakeholder expectations, and reflects the company's commitment to conducting business sustainably in accordance with the European Sustainability Reporting Standards (ESRS) and other relevant international standards.

Step 5 Report, review, and continuously improve

The company has systematically planned and established operational guidelines to mitigate negative impacts from its material topics, including fundamental issues related to business operations. The process of assessing and selecting these material topics has been presented to senior management, sustainability executives, the management committee, and the sustainability working group to ensure appropriateness and obtain collective approval for disclosure in the sustainability report.

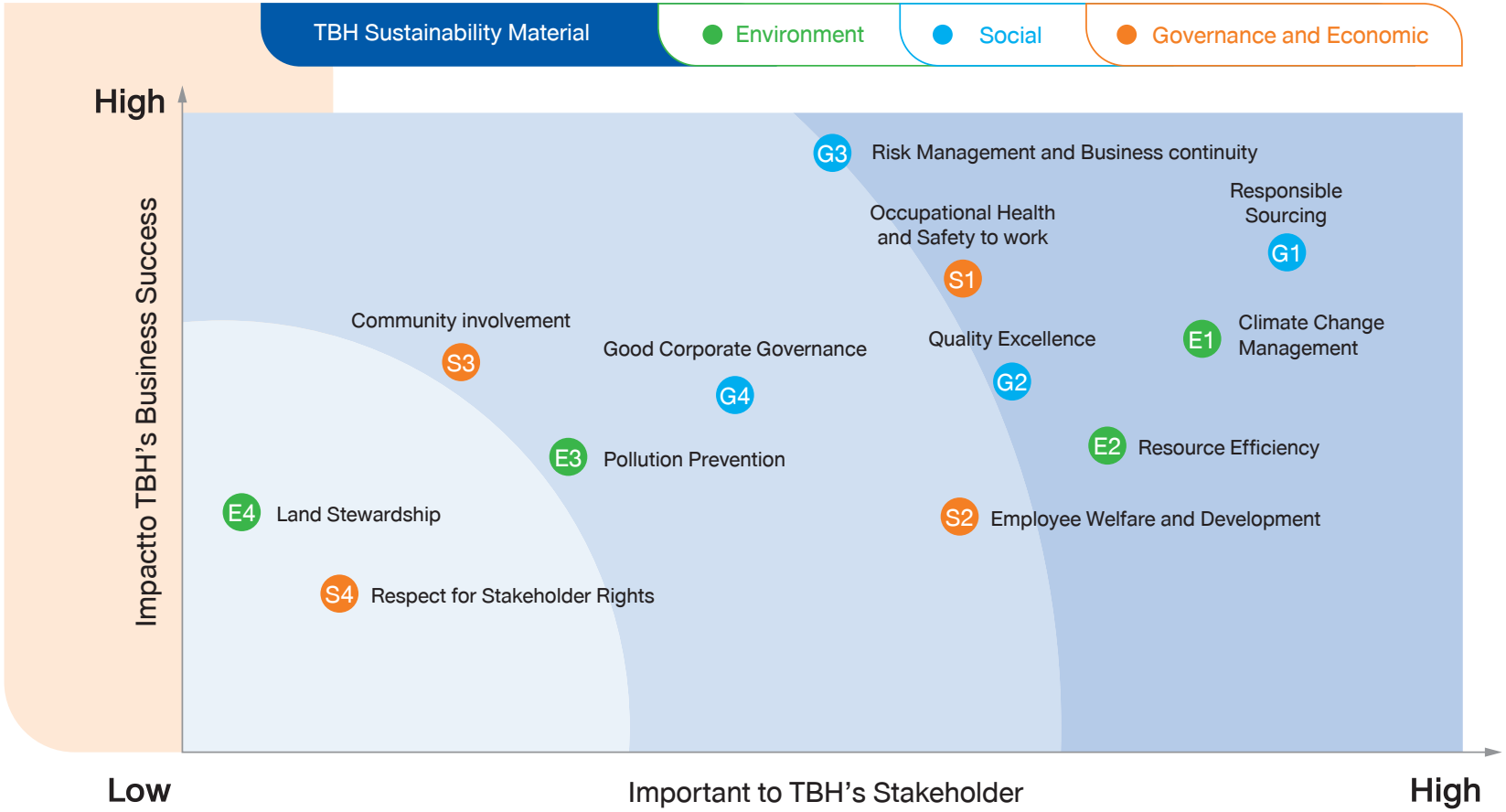
Furthermore, the company continuously reviews its sustainability assessment and disclosure processes each year to improve management approaches in line with the organizational context and to adapt to changes in the economic, social, and environmental environment. This ensures that the company's sustainability operations remain consistent with international sustainability reporting standards.



Outcome of the Company's Material Topics Identification

Based on the process of assessing impacts on stakeholders and prioritizing sustainability topics, the company has identified 12 key material sustainability topics relevant to its business operations. The prioritization of these topics was conducted within a framework that evaluates their impacts on stakeholders across various dimensions: environmental, social, and governance and economic, considering both internal and external organizational factors.

Additionally, the company assessed the level of impact these topics have on business operations. Topics identified as having high to very high impact are considered critical material topics that require careful and systematic management. This ensures that the company's policies, strategies, and operational approaches are aligned with sustainable development contexts and can meet stakeholder expectations over the long term.



Scope of Impact of Material Topics and Stakeholder

Relevant Stakeholder	Impact on Stakeholder and the company	Type of Impact		Financial Impact (on a scale of 5)	Action	SDGs
		Actual	Potential			
Governance						
Sustainable Procurement						
• Rubber Farmer and RM Supplier • Customers • Government Agencies and • Regulators • Invertors	(+) Developing a sustainable operational framework and practices for different types of suppliers, including smallholder farmers and the company's raw material suppliers, by implementing a comprehensive digital traceability system to comply with EUDR or FSC requirements. This approach enhances the company's opportunities for sales and profitability, while also improving the livelihoods of smallholder farmers through various risk assessments.	●		●●●●	• Establishing a sustainable raw material procurement policy and developing a Supplier Code of Conduct. • Preparing a raw material traceability action plan to comply with EUDR requirements. • Conducting risk assessments of smallholder farmers and the company's raw material suppliers in accordance with EUDR requirements. • Analyzing and mitigating risks related to smallholder farmers and the company's raw material suppliers. • Conducting on-site visits to assess risks of the company's raw material suppliers. • Applying ISO 20400:2017 on Sustainable Procurement. • Organizing activities to promote knowledge and improve the livelihoods of smallholder farmers and the company's raw material suppliers. • Providing knowledge and understanding of EUDR requirements to smallholder farmers to ensure proper comprehension and guarantee that the data collected by the company will not be used illegally. • Participating in consultations with government agencies, such as the Rubber Authority of Thailand or the Thai Rubber Association, to implement EUDR requirements. • Issuing internal and external circulars regarding the company's policy to procure natural rubber raw materials exclusively from domestic sources.	
	(+) Developing good rubber plantation practices for smallholder farmers and raw material suppliers ensures consistent and high-quality raw materials, while reducing the risk of business disruption.	●				
	(−) Failure to adapt and comply with EUDR regulations will prevent the company from exporting products to the European Union, resulting in lost sales opportunities and reduced profitability.		●			
	(−) Purchasing raw materials from illegal sources.		●			
	(−) Severe floods in the Northern, Northeastern, and Southern regions, as well as leaf fall disease caused by excessively humid conditions, along with impacts related to climate change.	●				

(+) ผลกระทบเชิงบวก
(−) ผลกระทบเชิงลบ

Relevant Stakeholder	Impact on Stakeholder and the company	Type of Impact		Financial Impact (on a scale of 5)	Action	SDGs
		Actual	Potential			
Quality Excellence						
• Rubber Farmers and RM Suppliers • Customers • Employees • Invertors	(+) Maintaining high-quality standards and complying with international standards helps build customer confidence, enhances the organization's credibility, increases market expansion opportunities, reduces production losses, and promotes sustainable business growth.	●		●●●	• Establishing quality policies and controlling production processes to comply with standards and requirements. • Obtaining certifications for various management systems, including ISO 9001, ISO 14001, ISO 45001, and ISO/IEC 17025. • Providing knowledge and training to production and maintenance staff to improve production processes and machinery maintenance for greater efficiency, ensuring suitability with raw material characteristics from different sources and meeting customer requirements. • Planning production efficiently, with primary consideration of customer demand. • Defining guidelines for developing knowledge in innovation, starting with personnel development through 5S, KAIZEN, and QCC.	
	(-) Failure to comply with natural block rubber production standards, including Thai and international standards as well as customer requirements, may result in financial impacts, such as costs arising from quality-related complaints, as well as loss of company credibility and reputation, leading to the loss of customers.	●				
Risk Management and Business continuity						
• Customers • Employees • Invertors	(+) Managing both external and internal organizational risks, including developing a business continuity plan to address crises that could disrupt operations, as well as managing emerging risks. This approach enables the company to be prepared for potential risks, mitigate negative impacts, and build confidence among stakeholders.	●		●●	• Establishing a Risk Management Process • Conducting organizational risk assessments to evaluate and monitor risk mitigation measures to maintain them at an acceptable level • Assessing the effectiveness of the company's information security systems annually • Communicating knowledge and understanding of cybersecurity and personal data protection to all stakeholders	
	(-) If the company fails to take action, it may affect overall management, cause business disruptions, impact stakeholder satisfaction, and result in a significant reduction in profits.		●			

(+) ผลกระทบเชิงบวก
(-) ผลกระทบเชิงลบ

Relevant Stakeholder	Impact on Stakeholder and the company	Type of Impact		Financial Impact (on a scale of 5)	Action	SDGs
		Actual	Potential			
Good Corporate Governance						
• Customers • Employees • Suppliers • Invertors • Government Agencies and • Regulators	(+) Conducting business with transparency, fairness, and ethics, supported by an effective and well-managed governance system, builds trust and confidence while meeting the expectations of all stakeholders across the value chain. It also helps prevent risks arising from non-compliance with regulations, rules, and applicable laws.	●		●●●	• Establish policies and practices for governance, such as corporate governance policy, risk management policy, anti-corruption policy, and business ethics code. • Provide business ethics training for employees. • Maintain a governance manual, ethical standards, and business conduct guidelines. • Implement complaint channels and systematic procedures for resolving complaints. • Operate in accordance with the governance principles of the Department of Business Development, Ministry of Commerce. • Received the Outstanding Business Ethics Award, 22nd Edition, from the Thai Chamber of Commerce.	
	(-) If the company lacks good corporate governance, stakeholders may lose confidence in the organization, which could lead to breaches of business ethics, reputational damage, operational disruptions, and a significant decrease in profitability.		●			

(+) ผลกระทบเชิงบวก
(-) ผลกระทบเชิงลบ

Relevant Stakeholder	Impact on Stakeholder and the company	Type of Impact		Financial Impact (on a scale of 5)	Action	SDGs
		Actual	Potential			
Social						
Occupational Health and Safety to work						
• Employees • Communities • Government Agencies and • Regulations • Civil Societies	⊕ reduce workplace accidents, enhances the safety of employees, visitors, surrounding communities, and society, ensures compliance with the law, improves operational efficiency, and supports sustainable profitability.	●		●●○○○	• Establish policies and an occupational health and safety management system, including the appointment of an Occupational Health and Safety Committee, to provide guidance for safe working practices covering all activities, workplaces, employees, and contractors. • Maintain operations in accordance with the Occupational Health and Safety Management System standard (ISO 45001). • Assess occupational health and safety risks and implement oversight of safety and health management. • Provide training and communication to build understanding of occupational health and safety management for executives and employees at all levels. • Organize the annual 2024 Quality Fun Day to promote workplace safety and occupational health.	
	⊖ If the company does not prioritize occupational health and safety, it may affect the safety of both life and property, lead to legal violations, and damage the company's credibility and reputation. This can directly and indirectly impact profits and may result in business disruption.		●			
Employee Welfare and Development						
• Employees • Invertors	⊕ Continuous development of employee skills and potential, along with effective human resource management and appropriate welfare, helps strengthen organizational engagement, supports well-being, and has a positive impact on work performance and the company's long-term profitability.	●		●○○○○	• Conduct surveys to identify employees' training needs (Training Need) • Develop training plans and programs for employees • Allocate budget for employee training to enhance their work capabilities • Establish Individual Development Plans (IDP) • Develop Succession Plans • Obtain certification for implementing Good Labour Practices (GLP) in the workplace • Obtain basic Thai Labour Standard certification for the Thung Song branch • Receive recognition certificates from the Stock Exchange of Thailand in the "ESG-DNA: Sustainability Knowledge for All Levels of Personnel" program	
	⊖ If employees lack the necessary skills for their work, there is no succession planning or contingency plan, or they have low organizational engagement, it can lead to reduced efficiency, lack of accountability and ownership, and negatively impact operations across all dimensions. This may result in decreased profitability, increased costs, and business disruption.		●			

⊕ ผลกระทบเชิงบวก
⊖ ผลกระทบเชิงลบ

Relevant Stakeholder	Impact on Stakeholder and the company	Type of Impact		Financial Impact (on a scale of 5)	Action	SDGs
		Actual	Potential			
Community involvement						
• Communities • Government Agencies and • Regulations • Civil Societies • Customers	(+) Engaging with communities surrounding all company factories to provide a clear understanding of factory operations, promote community development, create employment opportunities, and reduce potential disputes between the company and local communities. This approach also supports a positive corporate image and helps prevent operational disruptions.	●		●●●○○	• Establish policies on community engagement and development • Develop annual activity plans with the surrounding communities, including regular community consultation and dialogue events • Conduct impact assessments and community engagement activities in compliance with legal requirements • Implement community and social engagement projects aligned with business operations • Construct a closed storage facility for cup lump rubber at the Surat Thani branch to prevent odor from raw rubber materials • Install biofilters to help reduce odors from the natural rubber sheet drying process • Provide complaint channels and a systematic process for handling complaints • Received the CSR-DIW Award for 2024	
	(−) The production of natural rubber blocks may impact the surrounding communities, including their well-being and environmental conditions—particularly the odor from raw rubber materials, which can disturb the community and lead to complaints that may disrupt operations.		●			
Respect for Stakeholder Rights						
• Employees • Communities • Government Agencies and • Regulations • Civil Societies • Customers	(+) Promoting human rights helps ensure fair treatment for all stakeholders and raises awareness among stakeholders throughout the supply chain.	●		●●○○○	• Establish a human rights policy. • Conduct monitoring, assessment, and mitigation of human rights risks throughout the value chain (Human Rights Due Diligence) in line with international standards, helping ensure stable and sustainable business operations. • Organize activities to raise awareness on respecting human rights. • Provide comprehensive management measures to prevent human rights violations, covering all stakeholder groups. • Maintain complaint channels and systematic procedures for addressing grievances. • Received the “Human Rights Award – Good Level” for large enterprises in 2024.	
	(−) If human rights practices are violated, it can result in financial impacts such as costs for handling complaints or potential fines, as well as a loss of the company’s credibility and reputation.		●			

(+) ผลกระทบเชิงบวก
(−) ผลกระทบเชิงลบ

Relevant Stakeholder	Impact on Stakeholder and the company	Type of Impact		Financial Impact (on a scale of 5)	Action	SDGs
		Actual	Potential			
Environmental						
Climate Change Management						
• Employees • Rubber Farmers and RM Suppliers • Government Agencies and • Regulations • Communities • Investors	(+) Electricity generation from solar panels helps reduce greenhouse gas emissions and mitigates potential environmental impacts caused by global warming.	●		●●●○○	• Establish a greenhouse gas (GHG) management policy. • Implement an environmental management system in compliance with legal requirements and international standards, such as ISO 14001. • Develop concrete strategies and operational guidelines. • Set GHG reduction targets in line with the Paris Agreement. • Prepare reports and disclose GHG emissions. • Install a biomass energy system in the rubber drying process at the Narathiwat plant. • Conduct activities to promote GHG reduction, such as reforestation or mangrove planting. • Increase the proportion of renewable energy use. • Obtain ISO 14064:2018 certification for greenhouse gases. • Plan for ISO 14067:2018 certification for the carbon footprint of products.	
	(+) Using biomass energy to replace natural gas helps reduce greenhouse gas emissions and mitigates potential environmental impacts caused by global warming.		●			
	(+) Improving wastewater treatment ponds to reduce methane emissions helps mitigate potential environmental impacts caused by global warming.		●			
	(-) Climate change may impact the sourcing of raw materials, leading to business disruptions.	●				
	(-) Climate change may cause severe natural disasters, resulting in business disruptions.	●				

(+) ผลกระทบเชิงบวก
(-) ผลกระทบเชิงลบ

Relevant Stakeholder	Impact on Stakeholder and the company	Type of Impact		Financial Impact (on a scale of 5)	Action	SDGs
		Actual	Potential			
Resource Efficiency						
• Employees • Rubber Farmers and RM Suppliers • Government Agencies and • Regulations • Communities • Investors • Communities	(+) Effective resource management enables the company's operations to run efficiently and reduces negative impacts on stakeholders.	●		●●○○○	• Set environmental policies. • Implement processes to monitor and evaluate the company's environmental quality and management performance. • Optimize the use of electricity and natural gas for maximum efficiency. • Operate in accordance with ISO 50001:2018 Energy Management System standards. • Plan for ISO 50001:2018 certification for the Energy Management System. • Manage water usage in compliance with legal standards. • Increase the use of recycled water to 86.02%. • Implement KAIZEN and QCC projects to maximize resource efficiency. • Promote the use of reusable packaging for customers. • Set criteria for screening smallholder farmers, raw material suppliers, and business partners. • Apply the 3R principles (Reduce, Reuse, Recycle) in operations. • Study circular economy practices and adapt them appropriately.	
	(+) Effective resource management enables the company's operations to run efficiently, reduces negative impacts on stakeholders, lowers operational costs, increases profitability, and enhances competitiveness.	●				
	(−) If the company fails to manage resource usage in its business operations, it may negatively impact the surrounding communities, affecting both the use of resources and the livelihoods of people living near the factories.		●			
	(−) If the company fails to manage resource usage in its business operations, operational costs may rise, and competitiveness may decline.		●			
Pollution Prevention						
• Employees • Communities • Government Agencies and • Regulations • Civil Societies	(+) Effective pollution prevention, including managing air pollution and both hazardous and non-hazardous waste, can reduce negative impacts on stakeholders, such as minimizing odor complaints from surrounding communities.	●		●●○○○	• Establish environmental and waste management policies. • Install biofilters to reduce odors from natural rubber sheet drying. • Construct enclosed raw rubber block storage at the Surat Thani branch to prevent odors from raw rubber blocks. • Develop concrete strategies and operational guidelines. • Manage both hazardous and non-hazardous waste in compliance with legal standards. • Operate under the ISO 14001 Environmental Management System framework. • Regularly monitor surrounding air quality.	
	(−) Neglecting careful management of pollution quality may lead to operational disruptions due to violations of environmental laws and community regulations.		●			

(+) ผลกระทบเชิงบวก
(−) ผลกระทบเชิงลบ

Relevant Stakeholder	Impact on Stakeholder and the company	Type of Impact		Financial Impact (on a scale of 5)	Action	SDGs
		Actual	Potential			
Land Stewardship						
• Rubber Farmers and RM Suppliers • Customers • Government Agencies and • Regulations • Communities • Investors	(+) Compliance with the European Union's Regulation on Deforestation-Free Products (EUDR) requires the company to screen its smallholder farmers and raw material suppliers to ensure adherence to the law. This includes practices such as not clearing forests for agricultural land, not encroaching on protected forest areas for rubber plantations, and protecting the environment in rubber cultivation.	●		●●●	• Establish environmental policies and manage biodiversity, including preventing deforestation. • Assess risks associated with smallholder farmers and the company's raw material suppliers. • Conduct activities to promote knowledge on sustainable rubber plantation practices. • Evaluate the risks of operational impacts on biodiversity. • Organize activities to support biodiversity, such as mangrove reforestation projects.	
	(+) The prices of raw materials, such as cup lumps and raw rubber sheets, have increased due to the EUDR requirements, as smallholder farmers and suppliers must register and undergo company verification, which also increases farmers' income.	●				
	(-) If the company fails to manage biodiversity in its operations, it may negatively affect the surrounding ecosystems, harm the company's reputation, and in the worst case, cause operational disruptions due to legal violations.		●			

(+) ผลกระทบเชิงบวก
(-) ผลกระทบเชิงลบ

Action on UN Global Compact (UNGC)

The United Nations Global Compact (UNGC) encourages companies worldwide to conduct business responsibly by adhering to its Ten Principles, which cover human rights, labour, the environment, and anti-corruption. In addition, it promotes corporate engagement in advancing broader societal goals, as outlined in the United Nations Sustainable Development Goals (UN SDGs), through collaboration and innovation.

Although the Company has not formally registered as a member of the UN Global Compact, it is strongly committed to operating in alignment with international sustainability standards guided by the Ten Principles of the UN Global Compact. The Company's parent organization in Singapore, Halcyon Agri Corporation Limited, is already a signatory member of the UN Global Compact.

To contribute to creating a positive impact, the Company has integrated these Ten Principles into its policies, strategies, code of conduct, corporate culture, and day-to-day operations. The summary of the Company's actions in alignment with the UN Global Compact framework is as follows

UN Global Compact Principles	Criteria of UNGC for the advance level	Company actions	Company actions
Strategy, Governance and Engagement			
Scope: Implementing the Ten Principles into Strategies & Operations	Mainstreaming into corporate functions and business units	• Message From the CEO	2024 Sustainability report page 3-4
		• Sustainable Responsibility Management	2024 Sustainability report page 52, 180-194
		• Corporate Sustainability Policy	2024 Sustainability report page 24
		• Sustainable Strategy and action plans to drive sustainability development	2024 Sustainability report page 25
		• Sustainability Material Topics	2024 Sustainability report page 44-47
		• Managing Impacts on Stakeholders in the business Value Chain	2024 Sustainability report page 36-42
		• Adopting Good Corporate Governance in managing business	2024 Sustainability report page 70-95
		• Corporate Governance Manual and Ethical Standards, Code of Conduct	https://teckbeehang.com/policies-tbh.php
	2.Value chain implementation	• Supply Chain Management	2024 Sustainability report page 30-34, 48-55

UN Global Compact Principles	Criteria of UNGC for the advance level	Company actions	Company actions
HUMAN RIGHTS			
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and **Principle 2:** Ensure that they are not complicit in human rights abuses	3. Robust commitments, strategies or policies in the area of human rights	• Human Rights Policy	https://teckbeehang.com/policies-hr-csr.php
		• Non-Discrimination Policy	2024 Sustainability report page 144
		• Supplier Code of Conduct	2024 Sustainability report page 112
		• Ensuring that the upstream supply chain (source) operates in full compliance with laws and regulations related to human rightsProtection of personal data for employees and business partners	2024 Sustainability report page 112
		• Conducting human rights risk assessments	2024 Sustainability report page 87-89
	4. Effective management systems to integrate the human rights principles	• Human Rights Due Diligence Report (HRDD)	2024 Human Rights Due Diligence Report page 10-14
	5. Effective monitoring and evaluation mechanisms of human rights integration	• Risk assessment for human rights	2024 Human Rights Due Diligence Report page 10-14
LABOUR			
Principle 3: Uphold the freedom of association and the effective recognition of the right to collective bargaining	6. Robust commitments, strategies or policies in the area of labor	• Promoting the company employee's welfare committee	2024 Sustainability report page 162
		• The company employee's welfare committee structure	2024 Sustainability report page 162
Principle 4: Uphold the elimination of all forms of forced and compulsory labor	7. Effective management systems to integrate the labor principles	• Adopt Good Labor Practices (GLP)	2024 Sustainability report page 151
		• Labour Practice Policy	https://teckbeehang.com/policies-hr-csr.php
Principle 5: Uphold the effective abolition of child labor	8. Effective monitoring and evaluation mechanisms of labor principles integration	• Human Right Policy	https://teckbeehang.com/policies-hr-csr.php
		• Company Regulations	Company Rules and Regulations page 5

UN Global Compact Principles	Criteria of UNGC for the advance level	Company actions	Company actions
Environment			
Principle 6: Uphold the elimination of discrimination in respect of employment and occupation **Principle 7:** Support a precautionary approach to environmental challenges **Principle 8:** Undertake initiatives to promote greater environmental responsibility **Principle 9:** Encourage the development and diffusion of environmentally friendly technologies	9. Robust commitments,strategies or policies in the area of environmental stewardship 10. Effective management systems to integrate the environmental principles 11. Effective monitoring and evaluation mechanisms for environmental stewardship	• Environmental Policy • Message from the CEO • Environmental Performance • Sustainable Responsible Management • Research and development of environmentally friendly technology	2024 Sustainability report page 196 https://teckbeehang.com/policies-hr-csr.php 2024 Sustainability report page 3 2024 Sustainability report page 195-234 2024 Sustainability report page 52, 180-184 2024 Sustainability report page 207-213, 220-221
ANTI-CORRUPTION			
Principle 10: Work against corruption in all its forms, including extortion and bribery	12. Robust commitments, strategies or policies in the area of anti-corruption 13. Effective management systems to integrate the anti-corruption principle 14. Effective monitoring and evaluation mechanisms for the integration of anti-corruption	• Anti-corruption and bribery policy • Corporate Governance, Ethical Standard and Code of Conduct Manual • Anti-corruption and bribery Performance • Whistleblowing Policy • Annual summary of Whistleblowing • Anti-corruption and bribery risk assessment	https://teckbeehang.com/policies-hr-csr.php 2024 Sustainability report page 80-83 2024 Sustainability report page 52, 180-184 https://teckbeehang.com/policies-hr-csr.php 2024 Sustainability report page 92 2024 Sustainability report page 81

UN Global Compact Principles	Criteria of UNGC for the advance level	Company actions	Company actions
United Nations Goals and Challenges			
Scope: Taking action in Support of Broader UN Goals and Issues	15. Core business contributions to UN goals and issues 16. Strategic social investments and philanthropy 17. Advocacy and public policy engagement 18. Partnerships and collective action	• About this report • Message from CEO • Sustainable Responsibility Management	2024 Sustainability report page 7 2024 Sustainability report page 3-4 2024 Sustainability report page 52, 180-184
Governance			
Scope: Corporate Sustainability Governance and Leadership	19. CEO commitment and leadership 20. Board adoption and oversight 21. Stakeholder engagement	• Message from the CEO • Sustainability Committee • Sustainable Responsibility Management	2024 Sustainability report page 3-4 2024 Sustainability report page 29 2024 Sustainability report page 52, 180-184

GPSNR Policy Framework

The adoption of the eight core principles of the Global Platform for Sustainable Natural Rubber (GPSNR) demonstrates the company's strong commitment to being a driving force in advancing sustainability throughout the entire natural rubber supply chain. This commitment aims to ensure the sustainable production and sourcing of natural rubber.

These eight principles are integrated into the company's policies, strategies, codes of ethics, corporate culture, and day-to-day operations.

A summary of the company's actions in alignment with the GPSNR principles is presented as follows.

Top Theme of GPSNR	Policy Component	Disclosure of Performance
1. Commitment to Legal Compliance (Committed to operating in full compliance with laws and regulations.)	1.1 Complying with applicable local, national and international laws on human rights, labor, land use, and the environment.	2024 Sustainability Report Page 170 Interview with Teck Bee Hang Co., Ltd. Mr. Suppadet Kwan-chuay, EHS Specialist Page 144 Human Rights Performance Page 146 Human Rights Due Diligence (HRDD) Page 224 Land Stewardship Performance Page 224 - 225 Land Stewardship Page 215 Air Pollution management performance Page 215 Air Pollution management
	1.2 Anti-corruption in all forms, including extortion and bribery.	2024 Sustainability Report Page 80 - 81 Anti-Corruption, Bribery, and Fraud Prevention
2. Commitment to Healthy, Functioning Ecosystems (Committed to operating in a manner that fosters a healthy and well- organized ecosystem.)	2.1.1 Producing and sourcing natural rubber in a way that does not contribute to deforestation or degrade High Conservation Values (HCVs). Identification and management of areas for development and conservation follow the methodology and guidance consistent with the HCV Approach and with the High Carbon Stock Approach (HCSA). 2.1.2 Natural rubber from areas deforested or where HCVs have been degraded after the cutoff date of 1 April 2019 is considered to be non-conforming with this policy element 2.2 Supporting the long-term protection of natural forests and other ecosystems and their conservation values, and restoring or supporting restoration of deforested and degraded rubber landscapes.	2024 Sustainability Report Page 110 Responsible Sourcing Performance Page 108 - 122 Responsible Sourcing Page 223 – 234 Biodiversity Management

Top Theme of GPSNR	Policy Component	Disclosure of Performance
	2.3 Not using open burning/fire in new or ongoing operations for land preparation, land management, waste management, or any other reason other than in justified and documented cases of fire break establishment, waste management for sanitary reasons where public garbage collection is not available, phytosanitary and other emergencies. 2.4 Protecting wildlife, including rare, threatened, endangered and critically endangered species from poaching, over-hunting and habitat loss in areas under company management and supporting wildlife protection activities in areas of influence. 2.5 Protecting soil quality, preventing erosion, nutrient degradation, subsidence and contamination. 2.6 Protecting soil quality, preventing erosion, nutrient degradation, subsidence and contamination. 2.7 Preventing the development of or sourcing from natural rubber plantations on peat, regardless of depth, extent, or status (wet, drained or dry).	

Top Theme of GPSNR	Policy Component	Disclosure of Performance
3. Commitment to Respecting all Human Rights (Committed to conducting operations with respect for human rights.)	3.1 Respecting and protecting internationally recognized human rights (including upholding the UN Guiding Principles on Business and Human Rights [UNGP]) by avoiding causing or contributing to adverse human rights impacts and preventing or mitigating any harm linked to company operations. 3.2 Establishing and maintaining a company grievance mechanism (consistent with UNGP effectiveness criteria) to receive complaints and remedy adverse impacts they have caused due to production and sourcing. 3.3 Recognizing and protecting the customary, traditional and communal land tenure rights of indigenous peoples and local communities (IP/LC) including: • Carrying out operations in accordance with the UN Declaration on the Rights of Indigenous Peoples (UNDRIP) • Ensuring ongoing land tenure and access rights • Upholding traditional rights of access for hunting and gathering of animals and plants for the purpose of subsistence and indigenous cultural and religious traditions, customs and ceremonies 3.4.1 Ensuring that, prior to any activity that might affect IP/LC rights to their lands, territories, and resources, their free, prior, and informed consent (FPIC) is secured. This includes when planning, establishing, restoring, or transforming corporate plantations and/or industrial sites, as well as associated infrastructure. The FPIC process is done in a culturally appropriate manner and follows credible accepted methodologies2 and associated GPSNR guidance. IP/LC have the right to give or withhold their consent to any activity that is subject to the FPIC process. 3.4.2 Where operations impinge on IP/LC rights, compensating or accommodating IP/LC through appropriate, mutually agreed measures reflecting and described in the negotiated outcomes of the FPIC process.	2024 Sustainability Report Page 141 Respect for Stakeholder Rights Performance หน้า 147 - 151 Respect for Stakeholder Rights Page 224 - 225 Land Stewardship

Top Theme of GPSNR	Policy Component	Disclosure of Performance
3. Commitment to Respecting all Human Rights (Committed to conducting operations with respect for human rights.)	3.4.3 Adopting measures to provide remedy through mutually agreed procedures in cases where the company previously has caused or contributed to the appropriation of or harm to the lands, territories, or resources of IP/LC without securing FPIC. Implementation is jointly monitored by the community and the GPSNR member and/or by mutually agreed third party(ies). 3.5 Establishing ongoing, effective, culturally appropriate channels of dialogue with indigenous people and local communities. 3.6 Upholding applicable labour rights and labour laws in the jurisdictions where operating, the UN Guiding Principles on Business and Human Rights, and the intent of the International Organization's eight core conventions. This includes: • Freedom of association and collective bargaining (ILO Convention No. 87 and No. 98) • No forced labour (ILO Convention No. 29 and its 2014 Protocol) • No child labour (ILO Convention No. 138 and No. 182) • Decent living wages • No discrimination (ILO Convention No. 111 and No. 100) • Legal working hours • Safe and healthy workplaces • No abusive practices (ILO Convention No. 105) • Gender equity Safeguards apply to all workers, including contract, temporary and migrant workers.	

Top Theme of GPSNR	Policy Component	Disclosure of Performance
4. Commitment to Community Livelihoods (Committed to implementing practices that promote the well-being of the community.)	4.1 Supporting decent living conditions of local communities (e.g., drinking water, adequate housing, sanitation). 4.2 Supporting the right to food and food security of individuals, households and local communities. 4.3 Supporting the economic, social and cultural rights of local people, including through access to education and employment.	2024 Sustainability Report Page 183 Community involvement performance Page 180 - 194 Community involvement Community involvement
5. Commitment to Increased Production Efficiency (Committed to enhancing production efficiency.)	5.1 Offering or supporting training for natural rubber producers, including smallholders, to improve yield and quality. 5.2 Managing operations to minimize rate of energy usage. 5.3 Managing operations to maximize natural resource efficiency 5.4 Minimizing and mitigating carbon emissions.	2024 Sustainability Report Page 126 Quality excellence performance Page 123 - 138 Quality excellence Page 199 - 209 Resource efficiency Page 198 - 209 Climate change management performance Page 198 - 209 Climate change management and Resource efficiency
6. Commitment to Systems and Processes to Drive Effective Implementation of Policy Components (Committed to adhering to systems and processes to ensure the effective implementation of various aspects of the policy.)	To implement and demonstrate progress toward fulfilment of the above Policy Components, members further commit to: 6.1 Setting public, timebound and geographic-specific targets and milestones with their associated indicators/metrics for applying its commitments. 6.2 Embedding commitments into decision-making processes, systems, and performance metrics of corporate management, relevant business units, joint ventures, and company affiliates and subsidiaries. 6.3 Maintaining an active, regular stakeholder dialogue to provide relevant information, and to afford opportunities for feedback and suggestions related to fulfillment of the company's commitments. 6.4Participating in/supporting multi-stakeholder planning and policy efforts that uphold the GPSNR principles at a landscape, jurisdictional or other spatial level.	2024 Sustainability Report Page 60 - 65 GPSNR Framework Page 7 Message from CEO Page 23 Awards and Achievements Page 38-46 Stakeholder Analysis Page 112 Responsible Sourcing Strategy

Top Theme of GPSNR	Policy Component	Disclosure of Performance
7. Commitment to Supply Chain Assessment, Traceability, and Management (Committed to assessing, reviewing, and managing operations throughout the supply chain.)	7.1 Conducting supply chain mapping and assessing suppliers for social and environmental risk to prioritize risk mitigation actions. 7.2 Supporting traceability of natural rubber, at a minimum to an appropriate jurisdictional level, to know or control the conformance of purchased materials with GPSNR Policy Components. The level of traceability will differ for each "node" of the supply chain and will be documented, with justification for why the desired level of traceability may not be reached for all supply chains and plans to achieve this level. The appropriate jurisdictional level will be defined in the implementation guidance. 7.3 Communicating to all suppliers of natural rubber that material produced and processed in accordance and conformance with the GPSNR Policy Components will be preferred. Providing time bound requirements for meeting the policy requirements, and ensuring that supplier codes and contracts, engagement activities, and other mechanisms reflect these supplier expectations. 7.4 Regularly engaging the supply chain (both direct and indirect suppliers) to support their conformance with company commitments through effective incentives, support mechanisms, and purchase monitoring systems. 7.5 In instances of supplier non-conformance with GPSNR Policy Components, developing time-bound implementation plans to move towards conformance and/or remediation of past or ongoing harms.	2024 Sustainability Report Page 48 - 55 Stakeholder Management in the value chain Page 35 – 43 Stakeholder engagement in the value chain Page 48 – 55 Impact of the stakeholders in the value chain that related to material topics Page 110 Responsible sourcing performance Page 108 - 122 Responsible sourcing
8. Commitment to Monitoring and Reporting on Progress Towards, and Conformance with, Policy Components (Committed to overseeing and reporting progress in the implementation of the GPSNR framework.)	8.1.1 Regularly monitoring progress toward company commitments in order to ascertain performance. 8.1.2 Applying monitoring systems and practices to incorporate crowd-sourced information from local stakeholders and affected parties regarding non-conformance with commitments. Information sources may be informal or formal. 8.1.3 Reporting publicly on progress and outcomes related to the implementation of policy-related commitments at least annually.	2024 Sustainability Report Page 60 Adoption of GPSNR Framework Page 48 – 55 Impact of the stakeholders in the value chain Page 35 Stakeholder engagement in the value chain Page 48 – 54 Impact of the stakeholders in the value chain that related to material topics

Task Force on Climate-related Financial Disclosures (TCFD)

To prepare for a low-carbon economy and respond to climate change risks, Thai Rubber Southern Co., Ltd. promotes voluntary disclosure of climate-related information, referencing the reporting framework of the Task Force on Climate-Related Financial Disclosures (TCFD). The details are as follows.

Recommended Disclosures by TCFD	Detail Recommended Disclosures by TCFD	Disclosure Source
1. Governance	1.1 Describe the board's oversight of climate related risks and opportunities.	2024 Sustainability Report Page 7 Reporting Assurance Page 29 Sustainability Committee Structure Page 100 Opportunities and Challenges Page 201 Commitment
	1.2 Describe management's role in assessing and managing climate related risks and opportunities.	2024 Sustainability Report Page 201 Climate change management policy
2. Strategy	2.1 Describe the climate related risks and opportunities the organization has identified over the short, medium, and long Term	2024 Sustainability Report Page 202 Strategy One Reduce, Four Addition
	2.2 Describe the impact of climate related risks and opportunities on the organization's businesses, strategy, and financial planning.	2024 Sustainability Report Page 202 Business Impact Page 200 Impact that occurred and potential impact, financial impact
	2.3 Describe the resilience of the organization's strategy, taking into consideration different climate related scenarios, including a 2 C or lower scenario.	2024 Sustainability Report Page 203 Net Zero Pathway

Recommended Disclosures by TCFD	Detail Recommended Disclosures by TCFD	Disclosure Source
3. Risk Management	3.1 Describe the organization's processes for identifying and assessing climate related risks.	2024 Sustainability Report Page 204 – 205 Carbon Emission assessment
	3.2 Describe the organization's processes for managing climate related risks.	2024 Sustainability Report Page 201 Climate change management policy
	3.3 Describe how processes for identifying, assessing, and managing climate related risks are integrated into the organization's overall risk management.	2024 Sustainability Report Page 53 Risk from climate change and regulation and climate change management target
4. Metrics and Targets	4.1 Disclose the metrics used by the organization to assess climate related risks and opportunities in line with its strategy and risk management process.	2024 Sustainability Report Page 198 Long term target, 2024 Target, 2024 Performance
	4.2 Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	2024 Sustainability Report Page 205 Carbon Emission Quantity Page 256 GRI Index
	4.3 Describe the targets used by the organization to manage climate related risks and opportunities and performance against targets.	2024 Sustainability Report Page 200 Interview from Teck Bee Hang Co., Ltd by Mr. Somchai Manosathaporn, COO



Teck Bee Hang Co.,Ltd. contributes to economic value creation and drive it's business responsibly through good corporate goverrnance.



Governance

70 Years of Innovation and Strong Growth

The company has been conducting its business with dedication and over 70 years of accumulated experience, guided by principles of good governance, to create sustainable value for all stakeholders, including shareholders, employees, customers, communities, and society at large. It adheres to transparency, fairness, and accountability in all operational processes.

The company places great importance on generating stable and sustainable returns for shareholders by driving continuous business growth, enhancing operational efficiency, and developing and implementing new innovations to meet rapidly changing market demands. In addition, it focuses on prudent financial risk management to strengthen the business, enabling it to withstand economic fluctuations and operate sustainably in the long term.

72 Corporate Governance

98 Risk Management and Business Continuity

110 Responsible Sourcing

125 Quality Excellent



Corporate Governance

Long-term Targets

0 Case

Non- Compliance of Laws and Regulations

100%

Employees are trained and signed acknowledge on anti-corruption policy

100%

Employees are trained on cybersecurity

ISO 27001

Certify on Cybersecurity Management System

2024 Target

0 Case

Non- Compliance of Laws and Regulations

100%

Employees are trained and signed acknowledge on anti-corruption policy

100%

Employees are trained on cybersecurity

2024 Achievements

0 Case

Non- Compliance of Laws and Regulations

100%

Employees are trained and signed acknowledge on anti-corruption policy

100%

Employees are trained on cybersecurity

SDGs



Corporate Governance, Ethical Standards and Code of Conduct Manual





Teck Bee Hang Co., Ltd., led by Mr. Lee Szuyang , Deputy CEO, received the “Outstanding Business Ethics Award” at the 22nd Thai Chamber of Commerce Awards 2024 under the theme “Restoring Trust through Ethics.” The award ceremony was honored by Mr. Sanan Angubolkul, Chairman of the Thai Chamber of Commerce, as the presiding officer.

The Outstanding Business Ethics Award of the Thai Chamber of Commerce is a prestigious recognition presented to the enterprise who demonstrate exemplary commitment to ethical principles, good governance, integrity, and moral conduct in business operations. This award reflects Teck Bee Hang Co., Ltd.’s unwavering dedication to transparent, honest, and stakeholder-conscious management practices.

Beyond responsible business operations, the company places strong emphasis on cultivating environmental awareness among all employees, promoting the prudent use of resources, and striving for sustainable resource management. This commitment underscores the company’s role as a leader in the natural rubber industry, attentive to environmental stewardship, social responsibility, and sustainable growth.

Over more than 70 years of operation, Teck Bee Hang Co., Ltd. has continuously developed all dimensions of the organization, including products, management, and community relations, contributing to the advancement of Thailand’s economy and building a secure, sustainable, and high-quality future for the next generation.

Message from Teck Bee Hang Co., Ltd.



Ms. Busaya Sukhanonsawat — Senior Accounting Specialist
(Business Ethics and Governance Promotion Unit)

"On behalf of the management team and all employees, I would like to extend our heartfelt congratulations to the company on receiving the Distinguished Ethics Award from the Thai Chamber of Commerce. This prestigious recognition is awarded to businesses that are firmly committed to the principles of good governance—operating with responsibility, transparency, and true ethical conduct. This award is not only a testament to the company's unwavering commitment to sustainable business growth, but also serves as an inspiration to all employees, business partners, and the broader society—demonstrating the true value of conducting business with integrity."

Business Impact

The Impact of Good Governance on Business

Good governance has both positive and strategic impacts on businesses. It promotes transparent and accountable management, ensures fairness, and emphasizes responsibility toward all stakeholders. These principles enhance the organization's credibility, building trust among investors, customers, and business partners.

Companies that operate with good governance are more likely to gain support from financial institutions and external organizations. It also helps mitigate business risks, prevent fraud, and reduce the likelihood of management errors through the implementation of strong internal control systems—ultimately minimizing long-term damage.

Moreover, good governance fosters a strong organizational culture. Employees are more confident and prouder of their organization, which encourages transparent and responsible work practices. It also ensures that the business operates in compliance with laws and international standards, reducing the risk of legal violations and penalties from regulatory authorities.

Challenges and Opportunities

Operating with good governance is a crucial approach that supports sustainable business growth. However, it also comes with both challenges and opportunities that organizations must effectively navigate and manage.

One key challenge is that transforming an organization's culture takes time, especially when it comes to shifting behaviors. Some employees and even executives may not fully understand the principles of good governance. Therefore, continuous communication, training, and awareness-building are essential.

Implementing good governance and sound corporate governance practices requires a systematic approach and clear guidelines, as these principles form the foundation for long-term sustainable business management. Organizations must consider all dimensions—environmental, social, and economic—in an integrated manner across the entire supply chain.

Commitment

The company is firmly committed to conducting its business in accordance with the principles of Good Corporate Governance to ensure transparency, accountability, and fairness in all operational processes. The company believes that strong governance is a fundamental pillar of long-term business sustainability and a key factor in building trust among all stakeholders—including shareholders, customers, employees, business partners, society, and regulatory bodies. The company has established a comprehensive corporate governance policy that encompasses business ethics, anti-corruption practices, and other relevant guidelines. In addition, a Governance and Risk Management Committee has been appointed, along with a robust internal control system, to ensure strict adherence to governance principles across the organization.

Strengthening the Corporate Governance System

The company recognizes the importance of establishing a robust governance system and good corporate governance practices. As such, it has developed a system to support the promotion of governance-related operations, which is reviewed and improved annually based on the PDCA (Plan-Do-Check-Act) principle.

The company also adheres to the Business Governance Principles issued by the Department of Business Development, Ministry of Commerce, as the foundational framework for its governance implementation, as follows:



01 Clearly Define Organizational Policies and Core Values

Announce the Mission and Core Values of the organization, emphasizing ethics, transparency, and accountability. Ensure that executives demonstrate leadership by example, promoting a strong “Tone from the Top” to embed these values across the organization.

02 Establish a Transparent and Accountable Management Structure

Appoint a Governance Oversight Committee and clearly define the roles and responsibilities of each function to ensure transparency and accountability throughout the organization.

03 Implement Internal Audit and Risk Management Systems

Establish an independent internal audit unit to proactively assess and manage risks, aiming to prevent potential future issues. Conduct regular assessments and monitoring of governance performance to ensure continuous improvement and compliance with good governance practices.

04 Promote Stakeholder Engagement

Provide open channels for receiving feedback and complaints from customers, employees, and the general public. Ensure regular reporting of the company’s performance to shareholders and the public, fostering transparency and accountability.

05 Promote Learning and Foster a Governance Culture

Provide regular training programs on governance for both executives and employees to build understanding and awareness. Implement activities such as transparency campaigns or the “Moral Organization” initiative to strengthen ethical values and promote a culture of good governance throughout the organization.

Implementation of Good Corporate Governance

Corporate Governance Standard

The company has established and regularly reviewed its governance framework and corporate governance practices in alignment with the principles of Good Corporate Governance for the Private Sector. These efforts are based on the guidelines set forth in the “Business Governance Standards”, which serve as the company’s governance benchmark.

The company’s corporate governance framework covers the follwing key areas

The Rule of Law

The company’s management operates in full compliance with applicable laws and regulations, adhering strictly to rules and procedures with fairness. It practices non-discrimination, respects the rights of others, and takes into consideration the rights and freedoms of employees and all stakeholders.

Moral Principles

Supervise and ensure that the company’s personnel perform their duties with integrity, a strong sense of moral responsibility, and adherence to ethical conduct. This includes upholding business ethics, which refers to the application of ethical principles, moral standards, and virtues in business practices to prevent any issues related to business ethics within the company.

Principle of Transparency

The company’s management operates under established rules and regulations with transparency, fostering mutual trust. It discloses useful and relevant information openly, and conducts its operations with honesty and integrity. Furthermore, the company ensures that necessary and reliable information is regularly disclosed to stakeholders, and has implemented systems to facilitate easy access to such information.

Principle of Participation

The company’s management provides opportunities for personnel to be involved in the planning of operations, performance evaluations, and decision-making processes. Employees are encouraged to understand issues, share perspectives, raise important concerns, and collaboratively develop solutions to foster creativity and teamwork. Additionally, the company opens channels for stakeholders to participate in business-related activities and welcomes their feedback and suggestions. This inclusive approach helps guide appropriate improvements and adjustments moving forward.

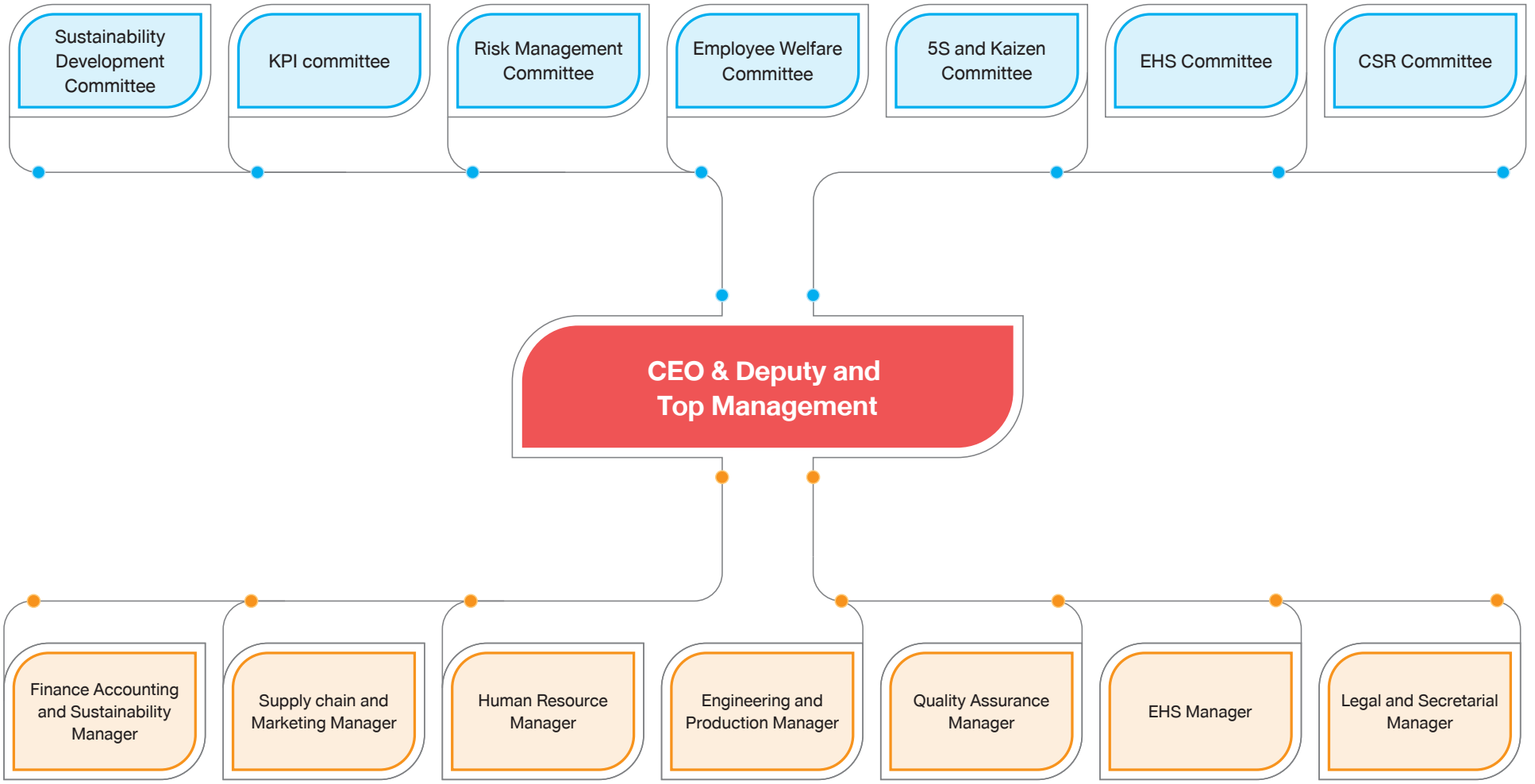
Principle of Accountability

Supervise and oversee the performance of personnel and management to ensure they are attentive to issues and take responsibility toward customers, business partners, employees, and society. They must act fairly toward all parties and be able to provide explanations and justifications to all relevant stakeholders.

Principle of Cost effectiveness

The company’s management must promote and control operations to ensure cost-effectiveness, maximizing benefits or value. Resources should be used efficiently to deliver products and services that provide value for investment and the greatest benefit to the public. Additionally, the company systematically develops operational processes with established standards, manages risks, and focuses on achieving excellent p erformance.Continuousmonitoring,evaluation,andimprovementof operations are also implemented to enhance effectiveness over time.

Corporate Governance Structure



Corporate Governance Based on the Rule of Law

The company establishes rules and regulations in compliance with the law, with due consideration for the rights, freedoms, and fairness of all stakeholders. Measures are also in place to prevent legal violations, serving as a guideline for fair and impartial conduct throughout the organization.

Key Considerations	Evidence	2024 Performance
Financial Statements Annual Filing	Financial Statements	Submitted on time and in full
Corporate Income Tax Filing	Half/Full year tax filing	Submitted on time and in full
Compliance with the Social Security Act and Provident Fund Regulations	Fund filing	Accurate and in full
Compliance with Labor Law	Persons with Disabilities Empowerment Act	Accurate and in full
Licenses/Permits and is legally registered in accordance with the law	Permits	Accurate and in full
Legal training and disseminates relevant legal information to employees and stakeholders	Required by law	Submitted on time and in full
Prevention unlawful activities	Company's regulations	No violation
Laws and regulations communication	Company's regulations	Employee's acknowledged
Education and promotes full and proper compliance with traffic rules and regulations	Company's regulations	Employee's acknowledged
Compliance with intellectual property lawsกฎหมายธุรกิจ	Software screening	No violation

In 2024, the company had no reports of any violations of laws or regulations, either domestically or internationally, involving jurisdictions where the company operates, does business, or maintains partnerships or customer relationships.

Key Governance and Good Corporate Governance Initiatives (2024–2025)

The company places strong emphasis on the continuous development of corporate governance and good governance systems. Ongoing efforts are made to promote and integrate governance-related practices throughout all operations, ensuring that management principles are comprehensive, sufficient, and appropriate for the nature of the business.

These practices are designed to provide reasonable assurance that:

Operations are carried out effectively and efficiently, with optimal use of resources and safeguards against asset misappropriation.

Reporting, both financial and non-financial, is accurate, reliable, timely, and of high quality for both internal and external stakeholders.

Compliance with applicable laws and regulations is maintained in every jurisdiction where the company operates.

To support this, the Board of Directors has established policies requiring strict adherence to all applicable laws, rules, regulations, and internal policies as outlined in the Group's Business Code of Ethics. All directors, executives, and employees are required to understand and comply with the relevant legal requirements governing the company's operations in all regions.

In line with this commitment, two key initiatives have been launched:

1. Compliance Program – Focused on aligning company operations with all applicable laws, regulations, and internal rules.

2. Participation in the "Happy Workplace & Moral Workplace" Program – Aimed at promoting employee well-being and organizational ethics, with the goal of achieving recognition as a "Model Healthy Organization."

1. Company Policy Implementation to Ensure Legal and Regulatory Compliance

Compliance management refers to the processes an organization must implement to ensure that its operations are conducted in accordance with applicable laws, regulations, standards, and ethical principles. The company's Compliance Management Framework encompasses six key components as follows:

1. The formulation of policies and operational
2. Demonstrating leadership in ensuring compliance with applicable laws and regulations
3. Effective policy communication, policy training, and awareness building
4. Proper enforcement of policies and disciplinary actions
5. Internal auditing and oversight
6. Risk assessment, management review, and continuous improvement of systems and policies

Project Highlights in 2024

Annual Policy Refresher Training Program





The company places great importance on conducting its business in full compliance with applicable laws and regulations at the local, national, and international levels. To support this, it has established a Compliance Program to enhance comprehensive and systematic awareness and understanding among employees at all levels.

In 2024, the company assigned the Human Resources Department as the primary unit responsible for activities related to communicating and reviewing practices in line with laws, regulations, and company policies. The objectives are to:

- Build knowledge, understanding, and awareness among employees regarding their responsibilities for legal and regulatory compliance.
- Prevent risks arising from violations of laws or regulations that could impact the company's reputation or business operations.
- Foster a corporate culture grounded in transparency and good governance principles.

2024 Achievements

100%
Organization-wide policy announcement

100%
Employees attend training

100%
Monitoring compliance with laws, regulations, rules, and standards

2. Participation in the "Happy & Moral Workplace" Program to receive the "Model Workplace for Well-being" Award in 2025

The company recognizes the importance of creating a positive working environment that promotes physical, mental, social, and spiritual well-being, alongside fostering a corporate culture grounded in morality, ethics, and responsibility. This approach aims to enhance employees' quality of life and drive the organization toward sustainability.

In 2025, the company planned to participate in the "Happy & Moral Workplace" Program, organized by relevant government agencies. The goal is to elevate the organization to a "Model Workplace for Well-being", emphasizing comprehensive employee care while instilling moral values within the workplace.

Activities	Month/Year
Project application	1 Jan 2025
Project communication and kick off	Apr 2025
Self-assessment based on requirements	Jun 2025
Company visit and employees interview by the Committee	Jul 2025
Scoring and certified by the Committee	Jul 2025
Announcement of an Award	Aug 2025
Award Ceremony	22 Sep 2025

Progress on Corporate Governance Development

Policy and Training

Anti-corruption and Bribery Policy

2024 Performance

Review and Train 100%

2024 and Long-Term Target

Review and Train 100%

Conflict of interest Policy

2024 Performance

Review and Train 100%

2024 and Long-Term Target

Review and Train 100%

Fair operating practice Policy

2024 Performance

Review and Train 100%

2024 and Long-Term Target

Review and Train 100%

Anti-Money Laundering

2024 Performance

Review and Train 100%

2024 and Long-Term Target

Review and Train 100%

Whistle Blowing Policy

2024 Performance

Review and Train 100%

2024 and Long-Term Target

Review and Train 100%

Sustainable Procurement

2024 Performance

Review and Train 100%

2024 and Long-Term Target

Review and Train 100%

Risk management Policy

2024 Performance

Review and Train 100%

2024 and Long-Term Target

Review and Train 100%

Corporate Governance Manual, Ethical Standards and Business Conduct

2024 Performance

Review and Train 100%

2024 and Long-Term Target

Review and Train 100%

Anti-Fraud, Corruption and Bribery

In addition to complying with relevant corporate governance regulations and ethical standards, the Company has formally implemented an Anti-Corruption and Anti-Bribery Policy. The Company has developed systems, mechanisms, and control measures to oversee the conduct of its personnel in alignment with good corporate governance principles. These have been clearly documented in writing and are enforced under the concept of “Zero Tolerance” towards all forms of corruption, whether direct or indirect.

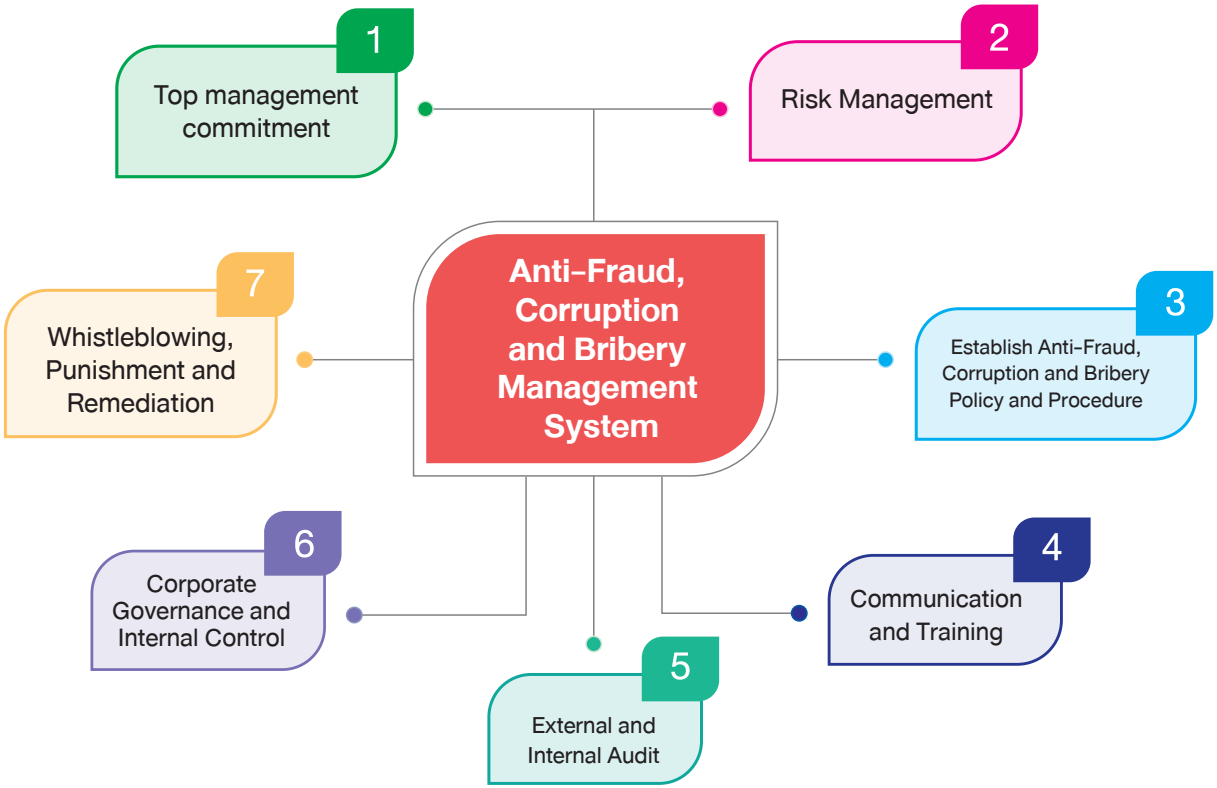
The Company fosters a culture and control environment that emphasizes integrity and ethical conduct in all operations. A key focus is on building concrete awareness at all levels executives, employees, and relevant personnel through continuous efforts. These include publicizing the policy to stakeholders via the corporate website and other communication channels, as well as integrating anti-corruption education into employee onboarding programs and annual training sessions.

Anti-Fraud, Corruption and Bribery Policy

“No Gift” Policy

Additionally, the Company has instituted a policy prohibiting the provision of gifts and has effectively communicated the principles of business ethics and anticorruption to all stakeholders through a variety of communication channels, including its website, internal public relations screens, Facebook, intranet, and Line application.

Anti-Fraud, Corruption and Bribery Management Framework





Anti-Fraud, Corruption and Bribery Risk Assessment

The Company performed risk assessment in 5 aspects and covered all 5 factories and head office 6 locations in total. The summary of risk assessment in all aspect is below.

Risk Level	Risk Types	Risk Description
Low	Misappropriation of assets and embezzlement	Asset misappropriation encompasses the theft or exploitation of not only cash but also other company assets for personal gain.
Low	Purchasing Fraud	To intervene in the purchasing process by establishing a purchase price that is higher than the market price in exchange for a cash or other form of compensation.
Low	Accounting Fraud	Using loopholes in accounting standards and other methods to adjust accounting figures and disclose them in accordance with one's own needs.
Low	Cyber Fraud	Several types of Internet and online scams that come through websites, social media platforms, mobile applications
Low	Corruption and Bribery	Received and accepted, offer, propose, or promise to distribute assets or benefits to government officials, government sections, private company employees, or private organization sections in order to manipulate their authority for one's own benefit

The result of risk assessment of 5 aspects that covers 5 factory and 1 head office total 6 locations. There is no significant risk exposure.

Communication and Training of Anti-Fraud, Corruption and Bribery Policy

Using an orientation process for new employees and an annual training session for existing employees, the organization has communicated information regarding anti-fraud, corruption, and bribery to all employees. The Company has implemented online training in both Thai and English for a specific subject. Additionally, employees must sign a pledge to adhere to the policy in order to acknowledge and acquire a comprehensive understanding of it. During the same period, the Company also disclosed the whistleblowing process.

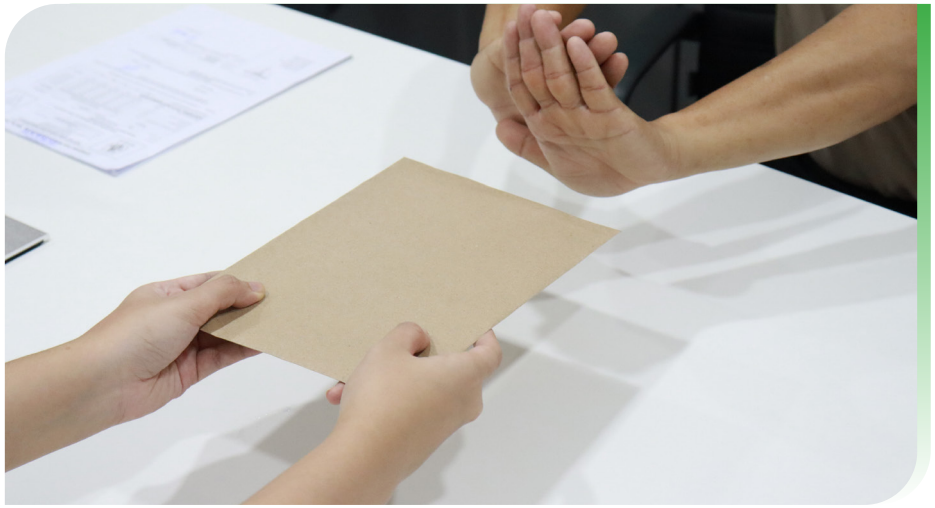
The Company also notified customers and suppliers of the policy through emails, the sustainable procurement policy, and the company website.

Policies that related to Anti-Fraud, Corruption and Bribery

- Anti -Fraud, Corruption and Bribery Policy
- Conflict of Interests Policy
- Anti-Money Laundering and Counter Terrorism Financing Policy
- Whistleblowing Policy
- Corporate Governance, Ethical Standards and Code of Conduct Manual
- Employee Guidelines on Gifts and Entertainment
- Employee Guidelines on Contributions and Donations
- Employee Guidelines on revolving doors and government sectors engagement
- Employee Guidelines on facilitation payment
- Employees' Rules and Regulations

Statistics related to Anti-Fraud, Corruption and Bribery

- No report on the violation of ethics and frauds
- 100% compliance to applicable laws and regulations
- 100% Training and communicate on Anti-Fraud, Corruption and Bribery Policy for employees
- 100% Training and communicate on Anti-Fraud, Corruption and Bribery Policy for customers and suppliers
- 0 case on supplier due diligence on Anti-Fraud, Corruption and Bribery (Assessed 1 major supplier)



Significant Plan (2024-2025) on participate under project “Thai Private Sector Collective Action Against Corruption” (CAC)

The Company does not officially participate in the “Thai Private Sector Collective Action Against Corruption” (CAC) initiative due to the current assessment of the project’s budget, which does not justify the company’s involvement. Nevertheless, the organization elected to implement the principles and guidelines from CAC and also provided employees with training with CAC in Bangkok. Currently, the Company is in the process of establishing an eco-system for Anti-Fraud, Corruption, and Bribery. This will be achieved by conducting a self-assessment using a 71-item checklist from CAC and reporting the results to the top management annually, beginning in 2024.

Risk Assessment Based on CAC Framework (Thai Private Sector Collective Action Against Corruption)

Assessment Topics	Yes/No	Risk Level
Corruption Risk Assessment	Yes	Low
Internal Control for Corruption Risks	Yes	Low
Financial Controls	Yes	Low
Monitoring and Auditing	Yes	Low
Support Functions	Yes	Low
Anti-Corruption Principle & Policy	Yes	Low
Communication	Yes	Low
Raising Concerns and Seeking Guidance	Yes	Low
Review, Assess and Improve	Yes	Low

Conflict of Interests

The Company is committed to identifying, preventing, and managing conflicts of interest. Therefore, the Company has established a Conflict of Interest Prevention Policy to control and prevent any conflicts of interest from arising. This policy ensures that the management and personnel fully understand and comply with the relevant laws and regulations, in accordance with principles of good corporate governance, ethical standards, and business conduct. The policy aims to serve the best interests of the Company.

Conflict of Interests Policy



Performance on the Implementation of Conflict of Interest Policy

Communication and Policy Acknowledgement

2022	2023	2024
100%	100%	100%

Implementation Process

1. Clarify with management and employees related to risks when there is any potential conflicts of interest
2. Assist and advise management and employees to avoid any conflict of interests
3. Officially record every conflict of interests or risks of conflict of interest
4. Management and employees participate and collaborate on managing conflict of interests
5. Investigate and come out with mitigation and remedy when there is any conflict of interests

2024

- There were 4 cases involving relatives of executives or employees being employed by the Company while the respective executives or employees were still actively working with the Company.
- There were 3 sensitive transactions identified that involved government agencies and private sector entities.

Anti-Money Laundering and Counter Terrorism Financing

The Company has published the policy on its website and has established the guideline for Anti-Money Laundering and Counter Terrorism Financing in the Corporate Governance, Ethical Standards, and Business Code of Conduct manual. Consequently, all business transactions are in compliance with the "COUNTER-TERRORISM AND PROLIFERATION OF WEAPON OF MASS DESTRUCTION FINANCING ACT B.E. 2559" and the "ANTI-MONEY LAUNDERING ACT B.E. 2542" to safeguard the Company's reputation and the benefit of stakeholders.

Compliance Review of Anti-Money Laundering and Counter Terrorism Financing

The list of the following activities (Red Flag) is verified to ensure there is no violation of the policy. Through the company's whistleblowing policy, stakeholders of the company may report suspicious cases. The summary of the compliance check is summarized below.

1. **"No"** Direct payment or payment made through employees not connected to the contract
2. **"No"** ceiving money for deals that don't typically settle in cash
3. **"No"** Foreign payments unrelated to business transactions
4. **"No"** Using funds from a bank account that isn't typically used for company
5. **"No"** Reimbursement from nations with a high risk of money laundering
6. **"No"** Payment from free tax countries and cannot trace the beneficiaries

Anti – Competitive, Fair Competition

The Company was committed to the preservation and promotion of fair and open competition in a market. The Company refrains from restricting or eliminating competition, which is typically an attempt to obtain an unethical advantage. The aforementioned practices can result in market distortions, including higher prices, inferior quality products, and substandard service. The Company must adhere to the Trade Competition Act B.E. 2560 in its entirety. The Company maintains ethical business practices by refraining from any actions that would diminish competition, as outlined in the "Zero Tolerance" policy. The Company's website contained the Anti-Competitive Practices Policy.

Compliance to "Trade Competition Act B.E. 2560"

The Company has conducted a thorough investigation and is in full compliance with the "Trade Competition Act B.E. 2560." There have been "No" reports of violations through whistleblowing channels.

Significant Performance on Anti – Competitive, Fair Competition Management

Process	Target 2024	Result 2024
Establish anti-competitive management framework	Management Framework	Complete
Perform risk assessment on the Company's anti-competitive	Prepare checklist for risk assessment and perform the risk assessment	Complete
Build awareness on anti-competitive by communicating, provide training and embed the guideline in the Company's Corporate Governance, Ethical Stand and Code of Conduct Manual	Communicate and Conduct Training, Include the guideline practices in the Company's Corporate Governance, Ethical Stand and Code of Conduct Manual	Complete

Anti-Competitive Practices Management Framework

1. Leadership in anti-competitive practices
2. Risk assessment in anti-competitive practices
3. Determine measures and reduce risks to an acceptable level
4. Establish standard practices and control activities
5. Monitor, audit, and revise process

Risk assessment on Anti – Competitive, Fair Competition

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

Result from risk assessment and Due Diligence for 2024

In 2024's assessment, 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.

Risk Level	Risk Description
Low	Abuse of Dominance
Low	Merger without audit
Low	Collusive Practices in Domestic Market
Low	Collusive Practices in International Market
Low	Unfair Trade Practices
Low	Agreement between Trade Partners

Communication, Awareness Training on Anti-Competitive, Fair Competition

The company has conducted training sessions during the employee orientation process and for the Marketing Department to ensure understanding of proper preventive and corrective measures. Additionally, good practice guidelines have been incorporated for company personnel to raise awareness and help them avoid the aforementioned misconduct.

Information Security and Cybersecurity, Data Privacy Management

The Company places great importance on cybersecurity to mitigate the risks associated with the loss of critical data, which could negatively impact its credibility and business operations. It has also established a Personal Data Protection Policy as a framework for managing personal data to ensure that customers, shareholders, employees, and other stakeholders have their rights fully protected in accordance with personal data protection laws.

The Company is committed to maintaining cybersecurity and protecting personal data by implementing operational frameworks aligned with its sustainable development strategy.

There are two main policies as follows:

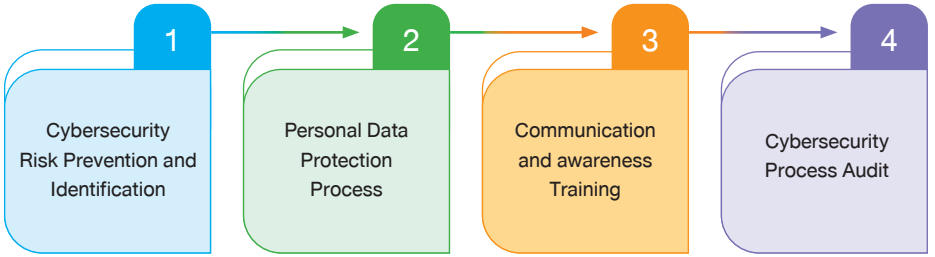
Information Technology Security Policy

Personal Data Protection Policy



Long-Term Target	Result 2024	Target 2024
Driving cybersecurity innovation across the entire organization	0 Case customers, partners, or employees affected by data breaches	0 Case customers, partners, or employees affected by data breaches
Implement ISO/EC 27001 in 2026	0 Case Data breaches resulting from theft or loss	0 Case Data breaches resulting from theft or loss
Vulnerable Testing in 2026	0 Case Fines resulting from data security breaches	0 Case Fines resulting from data security breaches
80% of all employees have completed cybersecurity and data privacy training	70% of all employees have completed cybersecurity and data privacy training	60% of all employees have completed cybersecurity and data privacy training

Information Security and Cybersecurity, Data Privacy Management Framework



Cybersecurity Process Audit

Presently, the organization is acutely aware of the exponential advancements in information technology, cyber threats, and personal data protection. These are all challenges that have the potential to negatively impact stakeholders, undermine confidence, and disrupt business continuity.

In order to enhance the data security system, reduce risks, and safeguard data from theft, the Company has implemented a monitoring protocol, preventive control measures, and a response process for incidents that may affect the integrity of the information systems. Additionally, the Company has clearly assigned responsible parties to ensure that incidents are reported promptly through designated individuals or units responsible for incident notification. This guarantees the timely, efficient, and accurate resolution of incidents and vulnerabilities associated with the security of the information systems. Below is a comprehensive description of the management framework

1. User Password, Access Right management
2. E-mail, Network Access Control
3. Virus and unauthorized Software Control
4. IT Security Incident Management
5. Security of Premises, Work from home
6. IT Assets Management
7. Back up Management and Data Leak protection

2024 Information and Cybersecurity, Data Privacy Risk Assessment

During 2024, the Company has hired external party “QS Solution” to perform Information and Cybersecurity, Data Privacy risk assessment. The risk assessment is in line with “The CIS Controls Self-Assessment Tool (CIS CSAT)” and it is found that the Company improved the rating score constantly from 2022. (Score 2024 – 2.7, Score – 2023 is 2.5/4.0, Score – 2022 is 1.7/4.0). The score in 2023 interpreted that “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.

2022	2023	2024
Score 1.7/4.0	Score 2.5/4.0	Score 2.7/4.0



Findings from 17 assessed criteria

1. Data Loss Prevention “Score 2.2”
2. User Accounts Management “Score 2.3”
3. Continuous Vulnerable Management “Score 2.3”



IT Department Satisfaction Survey

2022	2023	2024
85%	87%	89%

Vulnerability Assessment (VA)

In 2024, the company engaged an external agency, INET Managed Services Co., Ltd., to conduct a vulnerability assessment of its systems.
The objective was to identify, prevent, and mitigate risks from potential cyber threats that could severely impact the organization’s systems and data.

The purposes of conducting the vulnerability assessment are as follows:

1. To identify weaknesses before hackers can exploit them.
2. To reduce the risk of cyberattacks and data breaches.
3. To comply with legal requirements and international standards.
4. To support the organization’s risk management efforts.
5. To enhance customer and partner confidence.

2024 Result of the Vulnerability Assessment (VA)

In 2024, the assessment results indicated that all 16 evaluation criteria were classified as **“Low”** risk.

2024 Information and Cybersecurity, Data Privacy Awareness Training

To ensure that employees are aware of and understand cyber threats, in 2024, the company established an annual training program on information and cybersecurity.
The training is conducted both in-person at branch offices and online. Additionally, the company received support from its parent company overseas to utilize the NINJIO training program, which presents animated, episodic content in a visually engaging and easy-to-understand format.
As a result, all branches achieved 100% completion in both self-paced online learning and in-person training at the workplace.

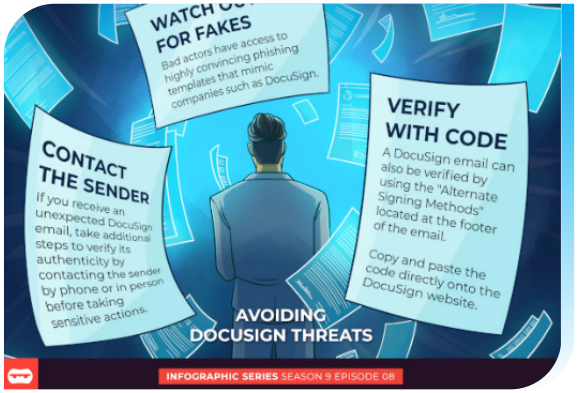




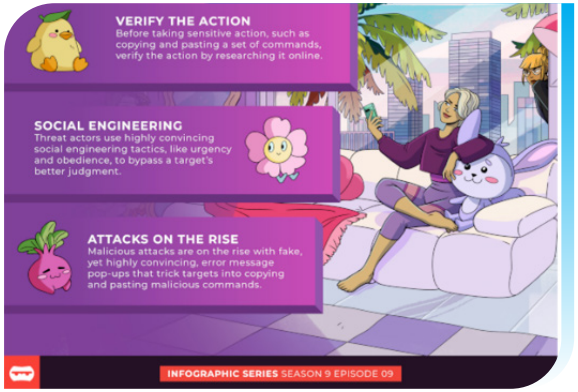
On-site training was completed 100% across all 6 Locations

In 2024, the online training content will cover the following topics

Lesson 1	Wrong Number Texts!
Lesson 2	Vishing!
Lesson 3	GIGO Garbage In Garbage Out_!
Lesson 4	Clouded Judgment!
Lesson 5	I've Got Your Number!
Lesson 6	Medical Meltdown!
Lesson 7	H2OH NO!
Lesson 8	DocuSign Double Take!
Lesson 9	An Ounce of Prevention!
Lesson 10	I Cant Believe What Im Seeing!
Lesson 11	100% Percent Protection!
Lesson 12	RoxyProxy!







Whistleblowing, Handling of Complaints, Grievances

The company places great importance on promoting a corporate culture of transparency, accountability, and respect for the rights of all stakeholders. To support this, it has established channels for complaints, grievances, and whistleblowing regarding any company operations that may violate ethical standards, laws, or principles of good corporate governance.

These channels cover the following key issues

1. Misconduct related to both financial and non-financial matters, such as fraud or corruption.
2. Concerns or suspicions regarding accounting, internal control, and auditing practices.
3. Non-compliance with the company's policies or code of ethics.
4. Intentional violation of laws resulting in harm to employees' health or safety.
5. Misconduct or abuse of authority.
6. Intentional concealment of conflicts of interest.
7. Disrespect for diversity, discrimination, sexual harassment, or bullying related to this policy.
8. Involvement in money laundering or financing of terrorism.
9. Unfair practices related to business competition.
10. Concealment of information related to any of the above issues.

Complaint and Grievance Management

Credibility | **Impartiality** | **Protection of Complainants**

The company has established a plan to promote a corporate culture that encourages "Speak-Up Culture", aiming to foster a sense of responsibility among employees at all levels to report any misconduct or potential violations of rules or ethical standards. To support this, the company provides easily accessible communication channels such as a dedicated email address, direct telephone hotline, suggestion boxes, and online reporting forms via the company's website.

Whistleblowing Policy

The company's whistleblowing policy and complaint channels are publicly disclosed and communicated through the company's website, ensuring that all stakeholders can conveniently and securely access and exercise these rights.

Steps in managing "Whistleblowing, Complaints, Grievances"



Communication, Awareness Training and Acknowledgement of Whistleblowing Policy

2022	2023	2024
100%	100%	100%

Whistleblowing Channel

E-Mail

- whistleblower@teckbeehang.com
- kslee@teckbeehang.com
- szuyang@teckbeehang.com

Phone

- 081-969-2979
- 065-898-2919
- 093-576-5353

Post/Letter

To : CEO, Deputy CEO

Address: Teck Bee Hang., Co.Ltd, 157 Nipat Utit 2 Road, Tambol Hatyai, Amphoe Hatyai, Songkhla Province , 90110

Website

QR Code

https://www.teckbeehang.com/whistleblower

2024 Whistleblowing, Complaints, Grievances Statistics

Violations	Reporting Channels				
	Phone	E-mail	Website	Post	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
รวม	1	0	0	0	1

Remark : 2024 All Reporting Case is “2”, the cases have been “CLOSED”

Ethics as a Culture

Impact on Business

Promoting ethics as part of the corporate culture has a profoundly positive and long-lasting impact on the organization—ranging from management practices and internal relationships to external reputation and business sustainability.

The Company has been operating in the natural rubber industry for over 70 years and firmly believes that what has enabled it to remain resilient in this highly volatile sector is its commitment to ethical conduct and professional integrity.

This ethical foundation plays a key role in building competitiveness, fostering sustainable growth, and creating long-term value.

The positive impacts of promoting an “ethical culture” within the organization include

1. Enhancing the Company’s credibility and reputation
2. Reducing risks related to fraud and unlawful behavior
3. Building a strong and sustainable corporate culture
4. Attracting and retaining high-quality talent
5. Providing a foundation for supporting good corporate governance

Challenges and Opportunities

Amid rapid change, price volatility, and natural disasters driven by shifting environmental conditions, businesses face increasing competition and diverse risks.

Operating with strict adherence to ethical principles and codes of conduct enables personnel to perform their duties efficiently and effectively—while fostering a strong sense of responsibility.

However, ethics cannot be instilled simply by declaring a policy. It requires time, consistency, and continuous effort to embed into the organizational culture. Some employees may hold personal values that conflict with the Company’s ethical standards. Moreover, the Company must develop clear measurement systems and supportive mechanisms to ensure that ethical culture is genuinely cultivated.Without tangible tools—such as ethics assessments, reward and disciplinary systems—it is difficult to effectively build an ethical culture. Furthermore, creating such a culture must involve genuine participation from everyone; it cannot be seen as the responsibility of a single department alone.



Commitment

The Company recognizes the importance of ethics in business operations and is firmly committed to embedding ethics as an integral part of its corporate culture.

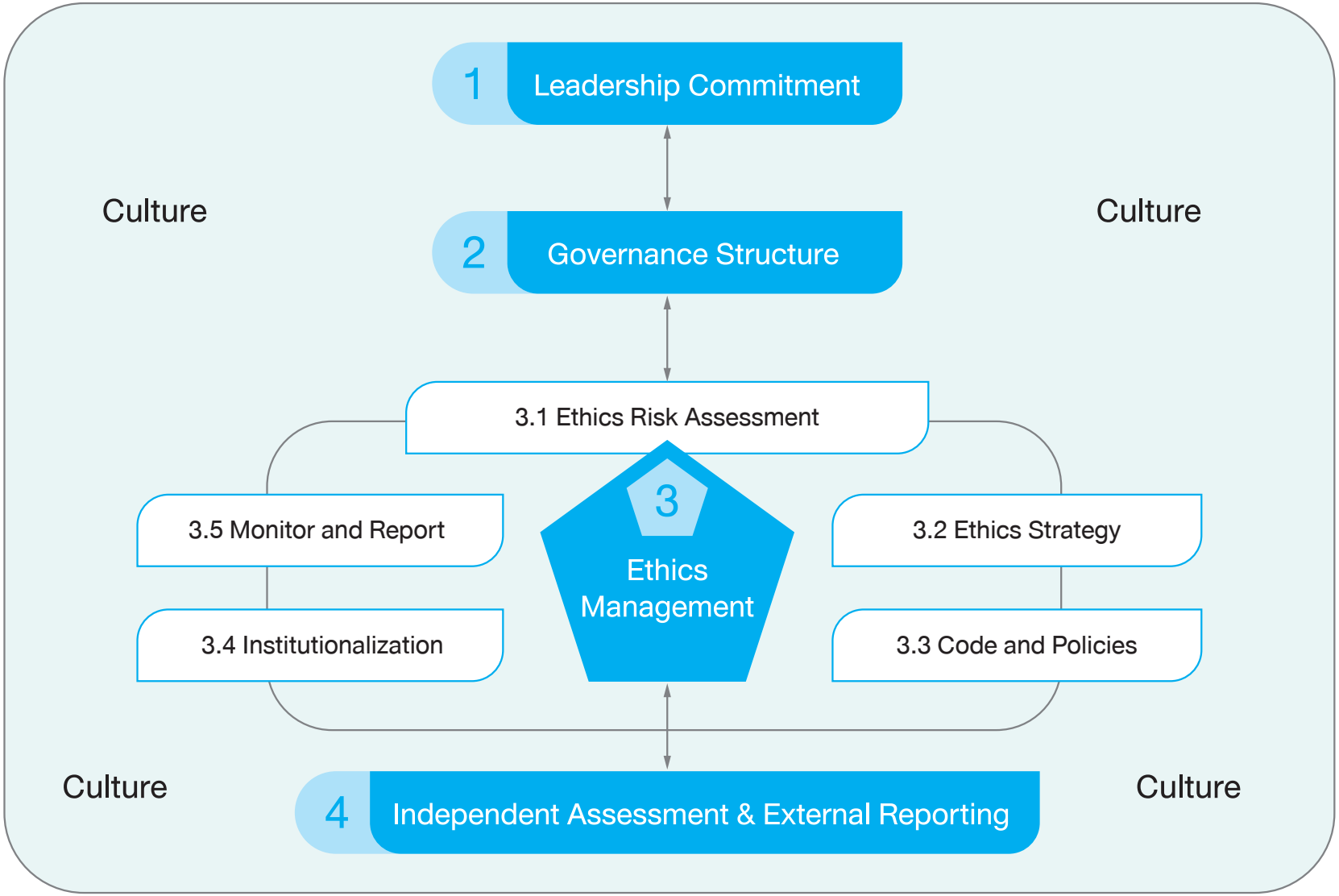
This commitment is rooted in the belief that “ethical business conduct” is the foundation of sustainability, credibility, and trust among all stakeholders.

The Company places strong emphasis on integrity, transparency, fairness, and accountability—not only at the management level but throughout all levels of the organization. These principles are clearly outlined in the Company’s Code of Conduct, and are reinforced through regular communication, training, and ethics-promoting activities.

One of the Company’s five core values is a commitment to honesty and integrity. Company leadership encourages all employees to uphold these values in their daily work, to take responsibility for the greater good, and to lead by example—avoiding any acts of dishonesty or self-interest.

To support this, the Company has implemented processes to evaluate the effectiveness of efforts aimed at fostering a positive ethical culture, while also actively promoting various activities that reinforce ethical behavior across the organization.

The Governance of ethics Framework



Adopted from Ethics Institution

Project Highlights in 2024

Organizing activities to express care and support for vulnerable groups.




The company recognizes the importance of promoting equality and supporting vulnerable groups in society, such as underprivileged individuals, the elderly, people with disabilities, and those affected by economic crises. To demonstrate care, compassion, and support for these groups, the company has organized activities that include the distribution of survival bags and essential items to alleviate food insecurity and meet the basic needs of low-income individuals in nearby communities.

2024 Achievements

Alleviating basic living hardships for households in the community through the distribution of survival bags, while fostering broad organizational participation. Employees at all levels actively joined volunteer activities, strengthening relationships between the company, local communities, government agencies, and local organizations. These efforts also helped promote continuous awareness of human rights and equality among employees and stakeholders.

Buddhist Lent and Kathina Offering Activities




The company places great importance on preserving and promoting Thailand's religious and cultural traditions to foster spiritual values, social harmony, and organizational unity. To this end, the company regularly organizes employee participation in various activities such as making merit and offering alms on religious holidays, Kathin and Robe Offering ceremonies, and supporting local temples through initiatives such as temple restoration, sermon hall renovation, construction of religious structures, and assistance to monks in performing religious duties.

2024 Achievements

Promotes employee engagement and instills positive values such as compassion, selflessness, and gratitude, while also fostering strong relationships between the company and the community, enhancing the organization's image as one that values cultural and religious traditions in Thai society.

Blood Donation Participation





The company organized a volunteer blood donation activity to demonstrate social responsibility and promote employees' ethical and moral values under the concept of "giving without expecting anything in return." This reflects a spirit of selflessness and humanity. The donated blood is delivered to blood banks to assist patients undergoing surgery, accident victims, and individuals with chronic illnesses, thereby supporting the national healthcare system and enhancing the quality of life for patients.

2024 Achievements

The company's volunteer blood donation activities have received strong support from employees, with staff from all levels and departments willingly participating. This demonstrates a spirit of selflessness and active involvement in helping others. In the past year, the donated blood was delivered to recipient organizations such as the Thai Red Cross Society and partner hospitals to be used for patients in need, including those with chronic illnesses, accident victims, and individuals requiring emergency surgery.



Risk Management and Business Continuity

Long-term Targets

100%

All high-level risks have been managed to an acceptable level.

The risk register is reviewed annually on a continuous basis, and newly emerging risks are consistently incorporated into the register

100%

Employees have been informed and trained on risk management

Risk registers have been established for each plant and department across the organization

Building a Risk Management Culture

2024 Target

100%

All high-level risks have been managed to an acceptable level.

The 2024 risk register has been reviewed, and newly emerging risks have been incorporated into the register

2024 Achievements

100%

All high-level risks of 2024 have been managed to an acceptable level.

The 2024 risk register has been reviewed, and newly emerging risks have been successfully incorporated

Risk Management Policy

SDGs



Risk and Crisis Management



Mr.Tawee Paisanit Yala Factory Manager

"The company places great importance on managing risks across various dimensions, with particular emphasis on risks arising from climate variability that cause natural disasters, such as flooding, which can result in significant damage. Therefore, brainstorming sessions have been conducted and plans developed to prevent damage from factory flooding, as well as recovery plans to address this crisis."

Impact on Business

Effective risk management contributes to business stability, sustainability, and long-term competitiveness. Proactively assessing and controlling risks helps minimize financial and operational impacts when unexpected events occur. As a result, investors, business partners, and customers tend to place greater trust in the organization.

Risk analysis provides valuable insights that support data-driven decision-making, reducing the likelihood of errors and enabling leaders to identify both mitigation strategies and opportunities that may arise from risks. This approach strengthens business continuity, allowing the organization to recover more quickly from severe disruptions and resume operations efficiently.

Challenges and Opportunities

In today's rapidly changing business environment, factors such as advancements in artificial intelligence and geopolitical conflicts have made it increasingly difficult to predict and plan for risks in advance. Effective risk analysis requires accurate, real-time data and a deep understanding of the complexity of systemic risks, which are often interconnected across multiple domains.

Managing such risks demands a holistic, cross-functional approach. Organizations that are risk-aware and able to respond effectively are more likely to gain a competitive advantage. Clearly identifying risks can also uncover opportunities for innovation — leading to improved products or processes.

Commitment

The company places serious importance on systematically identifying, analyzing, controlling, and monitoring risks, with the objective of preventing negative impacts and creating opportunities for sustainable development. Integrating risk management into the organizational culture is emphasized by encouraging employees at all levels to understand the significance of risk and actively participate in identifying and managing risks within their respective roles.

The company stresses the involvement of all parties—not only the risk management or audit departments—but every unit must play a role in risk identification and management. Formal policies, strategies, and procedures for risk management are established and communicated thoroughly across the organization. The risk management system is regularly reviewed to incorporate feedback and continuously improve in alignment with the evolving business environment.



Risk Management Approach

To ensure that the company's risk management covers all dimensions comprehensively, the Company has implemented risk management across various areas, including strategic risk, operational risk, financial risk, legal and regulatory risk, environmental, social, and governance (ESG) risks, as well as emerging risks that may arise in the future.

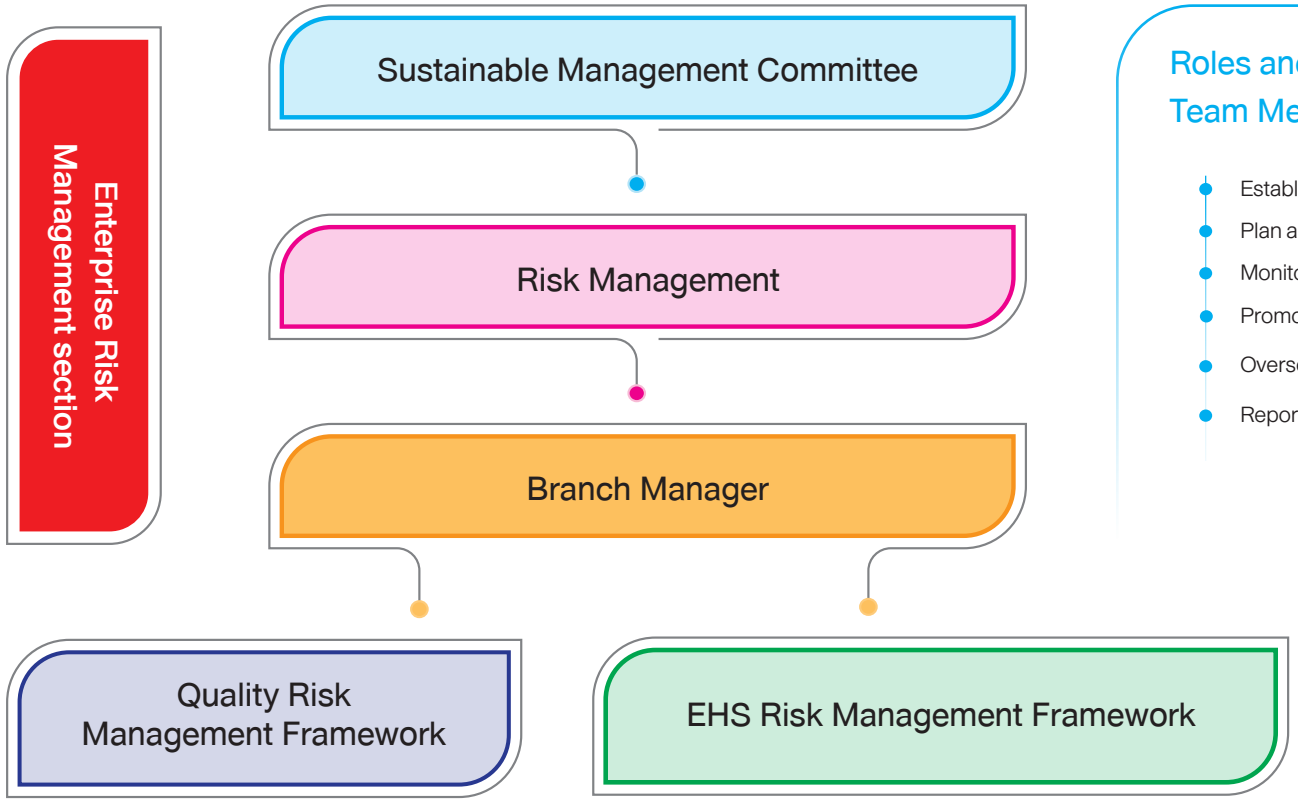
The Company has adopted Enterprise Risk Management (ERM) based on the international standard COSO-ERM 2017 Framework, developed by the Committee of Sponsoring Organizations of the Treadway Commission (COSO). This framework supports a systematic and integrated approach to risk management, enabling the organization to manage risks within acceptable levels.

In addition, the Company has established a clear Risk Management Policy and formed a Risk Management Working Committee, comprising executives from all key departments, to drive and oversee risk management efforts in alignment with the Company's strategies and objectives.

The Company also conducts an annual review of its risk register and aims for each department across the organization to maintain its own risk register, with cross-functional linkages to ensure a cohesive and organization-wide risk management process.

Risk Management Structure

The Company has established risk management structure consisting of the Company's Top Management and Risk Management Committee which located under the Sustainable Development Committee. The Risk Management Committee is responsible for reviewing and approving the implementation of risk management as to be in line with the Company's Strategies.



Roles and Responsibilities of Risk Management Team Members

- Establish risk management policies and guidelines
- Plan and oversee the risk management system
- Monitor and evaluate the effectiveness of risk management activities
- Promote a risk management culture throughout the organization
- Oversee ESG-related risks and emerging risks
- Report to the Board of Directors



The Company Four Key Risk Areas

1. Strategic Risk
2. Social an Environmental Risk
3. Operational Risk
4. Emerging Risk

The identified risk areas are reviewed by the President and Deputy Executive Directors annually, and additionally as necessary in response to disruptions or emerging risks. Risks are prioritized based on their severity and likelihood of occurrence, with mitigation measures implemented to bring them to an acceptable level. A risk map is developed to rank the risks by importance, which is then used to formulate appropriate risk response strategies.

The Company categorizes potential business-impacting risks into three time horizons: short-term (1–3 years), medium-term (>3–5 years), and long-term (>5 years).

The Company adopts a structured “Risk Management Process” as a key tool for identifying, analyzing, and managing risks that may affect business operations. To ensure an effective and systematic approach, the risk management process is divided into six key steps as follows:

The Company categorizes potential business-impacting risks into three time horizons:

short-term	medium-term	long-term
(1-3 Years)	(>3–5 Years)	(>5 Years)

The Company adopts a structured “Risk Management Process” as a key tool for identifying, analyzing, and managing risks that may affect business operations. To ensure an effective and systematic approach, the risk management process is divided into six key steps as follows:

Risk Management Process

1. **Objective Setting and Data Preparation**
   Define business objectives and collect relevant baseline data associated with potential risks.
2. **Risk Identification**
   Identify and detect potential risks that may arise from business activities and processes.
3. **Risk Assessment**
   Analyze and evaluate the level of severity and the likelihood of each identified risk.
4. **Risk Treatment and Control Identification**
   Consider appropriate measures and strategies to control and mitigate the impact of identified risks.
5. **Risk Mapping**
   Create an overview of risks and prioritize each risk issue accordingly.
6. **Risk Monitoring and Reporting**
   Continuously review and monitor the implementation of risk management activities.

Risk Management Performance Results for the Year 2024

From the risk assessment conducted in 2024, the Company found that most risks were at a moderate level. However, there are two risk issues classified as “very high” risk: price volatility of natural rubber (supply and demand of natural rubber) and disruption of factory operations and production processes. Additionally, nine risk issues were identified at a “moderate” level, totaling eleven risk issues.

For these significant risk issues, the Company has carefully developed mitigation plans, clearly assigning responsible parties and specifying implementation timelines as well as monitoring processes for each area. This is to ensure that all risks are managed effectively and the impact on the business is minimized.

Summary Significant Risks Affecting Business Operations

1.Strategy Risk

Key Risk Factors Risk Description	Impact Time Frame Business Impact	Management Approach and Opportunities
1.1 Price Volatility of Natural Rubber (Demand and Supply of Natural Rubber) Risk Description The price of natural rubber is influenced by various factors, including demand and supply in the market, the availability of raw natural rubber, crude oil prices, agricultural commodity futures prices in the Singapore market, competition from neighboring countries, risks related to production volume, and seasonal limitations on harvesting.	Long Term Impact (> 5 Years) Business impact This may lead to increased production costs and reduced sales, which could significantly impact the company's performance. Trading in the agricultural futurWes market may also cause rubber prices to become volatile due to market speculation.	• Managing the procurement process of raw materials in terms of quantity and price through weekly meetings and close monitoring of natural rubber demand and supply conditions. • Expanding sources of raw material supply.
1.2 Supply Chain Management and Risks from Dependence on Key Suppliers for Raw Material Procurement Risk Description The company relies on key suppliers for the procurement of critical raw materials. If these suppliers encounter issues such as raw material shortages, substandard or poor-quality materials, delayed deliveries, financial or management problems, or unforeseen events such as natural disasters or pandemic crises, it may adversely affect the company.	Mid Term Impact (> 3 - 5 Years) Business Impact This may lead to disruptions in production, which could significantly impact the company's performance.	• Planning production and maintaining sufficient raw material reserves by setting key risk indicators for main raw material inventory and closely monitoring them. • Expanding sources of raw material supply.

2. Operational Risk

Key Risk Factors Risk Description	Impact Time Frame Business Impact	Management Approach and Opportunities
2.1 Factory and production processes are disrupted. Risk Description Factories and production processes are the core of business operations. If any event causes production to stop, it could be due to various factors such as technical problems with machinery or automation system failures, shortages or delays in raw materials, outbreaks of contagious diseases, or natural disasters like fires, floods, and earthquakes. Labor issues such as strikes or labor shortages, management errors, or human mistakes can also lead to disruptions.	Short Term Impact (1 - 3 Years) Business Impact The company's performance may significantly decline. In 2024, the company was affected by floods at two factories, causing production stoppages and delayed deliveries to customers. Damage occurred to machinery, buildings, and there was a loss of raw materials.	• Conduct a review of processes and develop a Business Continuity Plan (BCP) alongside an Emergency Response Plan and a Crisis Management Plan to address risks that may specifically impact operations due to flooding.
2.2 Substandard products Risk Description Substandard products may arise from various factors such as the use of poor-quality or contaminated raw materials, errors in the production process like insufficient quality control or malfunctioning machinery, and improper storage and transportation, which can cause product damage before reaching consumers. Personnel errors during production or quality control steps can also contribute to this issue.	Short Term Impact (1 - 3 Years) Business Impact This may lead to customer complaints and potentially impact sales, resulting in significantly higher costs, which could materially affect the company's performance.	• Control the quality of raw materials • Maintain machinery to be ready for production • Enhance the production team's skills to meet quality standards
2.3 Risks from Dependence on Key Executives and Personnel Risk Description The company relies on executives and personnel with specialized expertise and knowledge to drive the business and manage operations. If these key personnel resign, retire, or are unable to perform their duties continuously, it will pose various risks, including: Disruption of operational continuity: Since these key personnel play a direct role in decision-making and management that affect business operations, the loss of their knowledge and experience, which may not be immediately transferable or replaceable, could impact the efficiency and quality of work. Impact on the confidence of investors, customers, and partners: Because key personnel represent the company's credibility and management capability. Increased costs for recruitment and training of new personnel: It may take significant time and resources before new employees can perform as effectively as the previous personnel.	Short Term Impact (1 - 3 Years) Business Impact The company may be unable to recruit talented individuals to support its business expansion plans, which could have a significant negative impact on the company's business and operational performance.	• Develop a concrete succession plan and talent management strategy.

3. Social and Environmental Risk

Key Risk Factors Risk Description	Impact Time Frame Business Impact	Management Approach and Opportunities
3.1Operations That May Impact the Community Risk Description The company's operations in various areas may cause impacts on local communities in several ways, such as environmental impacts including air, water, and soil pollution from production or waste disposal, noise, or increased traffic, which affect the community's quality of life. Excessive use of natural resources in the area may lead to conflicts with the community over resource usage. There may also be health and safety issues for the community in the event of accidents or chemical leaks. Social impacts could include changes in lifestyles, social relationships, or economic effects on the community.	Mid Term Impact (> 3 - 5 Years) Business Impact The company may face fines or orders to cease operations, which could significantly impact its financial performance.	• Take care of the environmental impact, especially the smell from spoilage of raw materials.
3.2 Human Rights Risk Description Human rights risks arise when a company's operations or supply chain affect the fundamental rights of individuals or groups. These risks may include: The use of child labor or forced labor Discrimination in hiring or unfair dismissal without just cause Unsafe working conditions or failure to meet labor welfare standards Violations of workers' rights to freedom of association and collective bargaining Lack of respect for cultural, religious, or ethnic diversity Negative impacts on local communities, such as violations of land rights or natural resource rights	Short Term Impact (1 - 3 Years) Business Impact Damage to the company's reputation due to legal violations or being subject to legal action may significantly impact the company's financial performance.	• Establish a human rights policy and guidelines to prevent human rights violations in all of the company's business activities, including throughout the business value chain.

Key Risk Factors Risk Description	Impact Time Frame Business Impact	Management Approach and Opportunities
3.3 Risks from Climate Change, Regulatory Standards, and Climate-related Sustainability Goals **Risk Description** Climate change impacts business operations in multiple ways, both directly and indirectly, including: Physical Risks: Natural disasters such as floods, droughts, and severe storms can disrupt production processes and the supply of raw materials. Regulatory Risks: Governments and international organizations are enforcing stricter regulations to control greenhouse gas emissions, such as carbon taxes or tighter emission standards, which may increase operational costs. Market Risks: There is a growing demand for environmentally friendly products, along with fluctuations in the prices of raw materials and energy, which can affect market dynamics and competitiveness. Reputational Risks: Failure to meet sustainability expectations may harm the company's image and credibility in the market, potentially affecting customer trust, investor confidence, and business partnerships.	Long Term Impact (> 5 Years) **Business Impact** • Sudden climate events or natural disasters may disrupt production—for example, raw material shortages or factory flooding—resulting in halted operations and business interruptions. • The introduction of stricter regulations or carbon taxes can increase operational costs and reduce business opportunities, which may significantly impact the company's financial performance.	• Establish policies and operational frameworks as mechanisms to support investment in low-carbon projects, aiming to enhance the company's performance in reducing greenhouse gas emissions. • Conduct carbon footprint assessments to identify significant emission sources and implement measures to reduce the company's greenhouse gas emissions, such as monitoring performance, and reviewing strategies and targets. • Continuously reduce greenhouse gas emissions and improve operations in compliance with relevant policies, regulations, and standards through energy management and increased production efficiency.
3.4 Environmental Management, including the use of resources for pollution treatment, environmental claims, or compliance with environmental regulations **Risk Description** Environmental management risks arise when a company fails to adequately manage or control its environmental impacts, which can affect both the business and surrounding communities. Examples include: Unsustainable or improper use of natural resources, potentially leading to future resource shortages. Failure to treat and manage pollution—such as water, air, or waste pollution—which may result in environmental and public health issues. Complaints or claims from local communities, government agencies, or environmental organizations due to pollution or harmful environmental impacts caused by the company's operations. Non-compliance with environmental laws, regulations, and standards, which could lead to legal penalties, fines, or restrictions on business operations.Reputational damage due to poor environmental practices or mismanagement in addressing environmental issues, which may undermine stakeholder trust and public perception.	Short Term Impact (1 - 3 Years) **Business Impact** The company may be subject to fines or ordered to cease operations, which could significantly impact its financial performance.	• Strictly and continuously implement the ISO 14001 Environmental Management System. • Conduct regular community outreach to assess potential environmental impacts from the company's operations, as part of scheduled plans. • Develop and follow an annual plan for inspection, monitoring, and maintenance of water and air pollution treatment systems.

4. Emerging Risk

Key Risk Factors Risk Description	Impact Time Frame Business Impact	Management Approach and Opportunities
4.1 Geopolitical Conflict Risks Leading to War Risks arising from geopolitical tensions that could escalate into armed conflict, such as China–Taiwan, Russia–Ukraine, Israel–Hamas, and the trade war between China and the United States. **Risk Description** **Political and Economic Uncertainty:** These conflicts create uncertainty in global markets, leading to a slowdown in international investment and trade. **Impact on Supply Chains:** Wars and trade restrictions cause delays in the supply of raw materials and goods, resulting in increased costs. **Changes in Trade Policies and Tariffs:** Economic retaliation measures—such as increased tariffs, export bans, or import restrictions—can negatively impact the company's operations. **Security Risks:** Conflict situations may cause instability in regions where the company operates or where its supply chains are located. **Impact on Commodity and Energy Prices:** Energy and raw material prices may fluctuate significantly, affecting the company's expenses and profitability.	Mid Term Impact (> 3 - 5 Years) **Business Impact** This is a risk arising from external factors that are beyond control and are related to the company's business operations. The war has led to an increase in the company's costs. The economies of major countries (China, Europe, the United States) are not growing. Importantly, China is currently a key market for the company.	- Closely monitor the official situation - Reduce reliance on the Chinese market - Analyze potential impacts and start considering remedial measures in case a war occurs
4.2 Enforcement of New EU Regulations Under the Deforestation-Free Products Law **Risk Description** The European Union's New Regulation on Deforestation-Free Products The EU's new regulation requires that all products sold in the European market must be free from links to deforestation. This regulation significantly impacts companies that import or use raw materials sourced from areas at risk of deforestation. Key Risks Include: **Complexity in Compliance:** Companies must manage and provide detailed and transparent data to verify the origin of raw materials, which may increase operational costs and administrative complexity. **Legal and Regulatory Risks:** Failure to comply with the regulation may result in penalties or the suspension of product imports into the EU market. **Impact on the Supply Chain:** Screening and selecting suppliers who comply with the new law may cause delays or limit access to raw material sources. **Reputational Risk:** If a company is found to be using materials linked to deforestation, it could damage its global reputation and credibility. **Competitive Risk:** Companies that are slow to adapt may face disadvantages in the EU market, where sustainability and environmental responsibility are becoming key competitive factors.	Short Term Impact (1 - 3 Years) **Business Impact** The company may face penalties and potential business disruptions, including the inability to export products to countries within the European Union. This could also impact stakeholder confidence in the company's operations, which may significantly affect the company's financial performance.	- Strictly comply with all applicable regulations and legal requirements - Establish a dedicated EUDR (EU Deforestation Regulation) compliance task force and develop standardized operating procedures

Business Continuity Management

To strengthen stakeholder confidence across all stages of the value chain and to support ongoing business operations under the principles of good corporate governance, the company has established a Business Continuity Management Policy, along with the development of a Business Continuity Plan (BCP), an Emergency Response Plan (ERP), and a Crisis Management Plan (CMP) to address risks that may impact operations.

The company places strong emphasis on comprehensive preparedness by conducting regular training and annual simulation exercises to enhance its capacity to respond effectively to emergency or crisis situations.

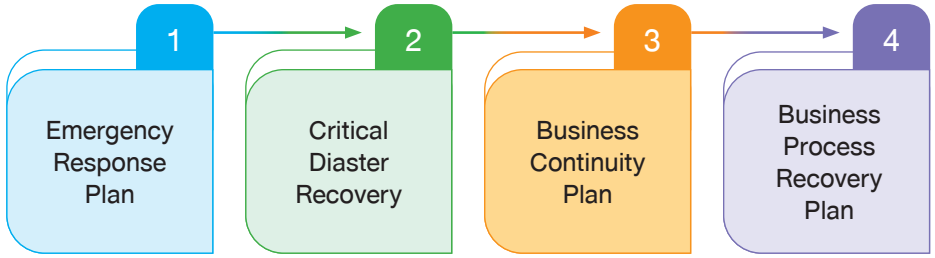
These management processes are designed to cover all aspects of risk and are aligned with international standards, ensuring business continuity, operational stability, and the ability to consistently meet stakeholder expectations in a resilient and sustainable manner.

Progress and Implementation Plan for Business Continuity Management

Plan	Long Term Target	2024 Result	2024 Target
IT Disaster Recovery Plan	Improve and adapt to change	Complete Review	Review
ERP Recovery Plan	Improve and adapt to change	Complete Review	Review
Succession Planning Policy	Improve and adapt to change	Complete Assessment	Assess
Succession Planning and Talent Management System	Improve and adapt to change	Complete	Prepare



Business Continuity Management Framework



Business Continuity Management Policy Applied by the Company

- Emergency Response Policy
- Critical Diaster Recovery Policy and Covid – 19 Bubble and Seal Policy
- Succession Planning Policy
- ERP Recovery Policy
- IT Diaster Recovery Policy





Responsible Sourcing

Long-term Targets	2024 Target	2024 Achievements
100%	20%	47%
Traceable Data Management of Natural Rubber Raw Materials	Traceable Data Management of Natural Rubber Raw Materials	Traceable Data Management of Natural Rubber Raw Materials
100%	80%	89%
Supplier Sign and Acknowledge Compliance with the Supplier Code of Conduct for Sustainable Development	Supplier Sign and Acknowledge Compliance with the Supplier Code of Conduct for Sustainable Development	Supplier Sign and Acknowledge Compliance with the Supplier Code of Conduct for Sustainable Development
100%	80%	87%
Supplier Complete Self-Assessment on Compliance with Sustainability Guidelines	Supplier Complete Self-Assessment on Compliance with Sustainability Guidelines	Supplier Complete Self-Assessment on Compliance with Sustainability Guidelines
100%	80%	53%
Number of Supplier Trained on Sustainable Procurement	Number of Supplier Trained on Sustainable Procurement	Number of Supplier Trained on Sustainable Procurement
100%	50%	53%
Supplier on-site audit	Supplier on-site audit	Supplier on-site audit
Certify ISO20400		
Sustainable Procurement		

SDGs



Sustainability Supply Chain Policy

Procurement Policy

Message from Teck Bee Hang Co., Ltd.



Mr. Chawalit Kaewsuksri	Assistant Sustainable Rubber Procurement Manager
Ms. Sirithorn Triranurat	Raw Material & Business Analyst

“The procurement of natural rubber is at the heart of the rubber business and goes hand in hand with the principles of sustainable procurement. This year, Teck Bee Hang Co., Ltd. has focused on establishing a traceable natural rubber supply chain. With over 70 years of experience in the rubber industry, we are committed to conducting our operations responsibly toward all stakeholders including suppliers, communities, society, and the environment. We also recognize the importance of sustainable development and long-term growth for both the company and the industry.

To achieve this goal, the company has actively enhanced the knowledge and capabilities of farmers and suppliers through training on raw material quality and by providing information on relevant topics such as the EU Deforestation Regulation (EUDR) and Forest Stewardship Council (FSC) sustainable forest management standards. These efforts help strengthen relationships between farmers, suppliers, and the company. Furthermore, through activities such as reviewing and signing the Supplier Code of Conduct, conducting site visits, and implementing self-assessments, we continue to develop and foster responsible sourcing practices for natural rubber in the long term.”

Impact on Business

The company has been engaged in the production and export of natural rubber for more than 70 years and recognizes the importance of responsible raw material sourcing, which is a key factor influencing product quality, corporate credibility, and access to export markets particularly in Europe and the United States.

One of the regulations that has a direct impact is the EU Deforestation Regulation (EUDR), which will take effect in 2025. This regulation requires that natural rubber products be traceable to their origin and free from any link to deforestation. Failure to comply with these requirements could significantly affect the company’s export capabilities and revenue.

Challenges and Opportunities

In 2024, the company faced challenges arising from climate change and natural disasters, particularly floods and leaf fall disease in southern Thailand the country’s main rubber-producing region. These factors led to a decline in rubber yields and created uncertainty within the supply chain.

In addition, compliance with the new requirements under the EU Deforestation Regulation (EUDR) has posed a significant challenge, especially for smallholder farmers who often lack the knowledge, understanding, and resources to meet these regulatory standards. To address this, the company has developed a mitigation approach by utilizing technology, such as GPS systems and mobile applications, to collect and record geolocation data of rubber plantations, along with providing training sessions to enhance understanding among farmers and suppliers across the supply chain.

At the same time, the growing focus on sustainability presents an opportunity for the company to expand sourcing from FSC-certified plantations, strengthening its competitiveness in the global market while aligning with its environmental and human rights goals.

Commitment

The company is committed to sourcing natural rubber in a transparent, traceable, and human rights–respecting manner, in line with ESG principles (Environment, Social, and Governance). The company also promotes knowledge sharing and awareness among suppliers and farmers to encourage sustainable practices and enhance the overall sustainability of the supply chain.

In the past year, the company has collected geolocation data of rubber plantations from raw material suppliers to prepare for compliance with the EU Deforestation Regulation (EUDR). It also aims to increase the proportion of rubber sourced from FSC-certified plantations on an ongoing basis. In addition, the company has organized training programs, promotional initiatives, and incentive schemes to encourage smallholder farmers to adopt more environmentally friendly production practices, thereby driving the natural rubber industry toward long-term sustainability.



Responsible Sourcing Strategy

Teck Bee Hang Co., Ltd. has announced the implementation of its Sustainable Supply Chain Management Policy and Sustainable Procurement Policy as guiding frameworks to ensure transparency and accountability in all management processes. These policies are communicated through management meetings, employee training programs, and integration into each department's annual operational plans.

At the same time, the company supports the capacity building of internal personnel and suppliers to promote proper understanding of ethics, sustainability, and responsibility throughout the supply chain. The company also collaborates with government agencies, non-governmental organizations, and industry associations to drive the natural rubber supply chain toward international sustainability standards.

In 2024, the company elevated its responsible sourcing practices to align with international standards, achieving the ability to source traceable natural rubber in accordance with EUDR requirements and FSC standards. This reflects the company's strong commitment to sustainable and responsible business operations throughout the supply chain.



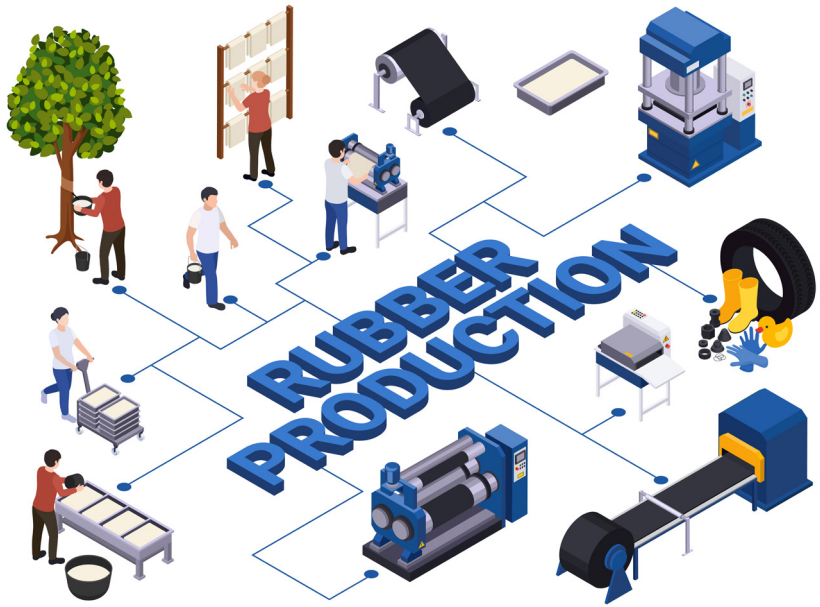




Structure of the Natural Rubber Supply Chain

Teck Bee Hang Co., Ltd. places great importance on the efficient and sustainable management of its natural rubber supply chain. The company has conducted an analysis of its raw material procurement structure to identify different types of suppliers involved in the sourcing system and to design appropriate risk management and sustainability development programs tailored to each supplier category.

This approach enables the company to comprehensively assess potential risks associated with each group including human rights risks, inappropriate labor practices, environmental impacts, as well as traceability and transparency in raw material procurement. Through this structured management process, the company aims to strengthen its responsible sourcing practices and ensure long-term sustainability throughout the supply chain.



Smallholder Farmer

Farmers who produce natural rubber primarily using their own or family labor and sell raw rubber directly to the company.

Dealer

Middlemen who act as intermediaries between rubber production sources and the company's factories. They may source rubber directly from smallholder farmers (short supply chain) or through other upstream traders within the supply chain (long supply chain).

Industria Plantation

Large-scale rubber plantations that operate under professional management systems and efficient production processes to ensure consistent rubber output.

Rubber Agricultural Cooperative

Legally established organizations formed by groups of rubber farmers to conduct business systematically, with internal management aimed at improving members' income and quality of life.

Rubber Central Market

Established by the Rubber Authority of Thailand (RAOT) as transparent and fair trading centers that ensure traceability throughout the supply chain.

Sustainability Development with the Company's Suppliers

Teck Bee Hang Co., Ltd. places great importance on the responsible development of its supplier network within the supply chain, believing that collaboration with ethically driven business partners is key to achieving sustainable growth. To establish shared practices aligned with the Sustainable Development Goals (SDGs), the company has developed and implemented a Sustainable Supplier Code of Conduct, covering key principles that encourage suppliers to contribute positively to the economy, society, and the environment. The code also provides channels for suppliers and stakeholders to seek information, provide feedback, report concerns, and file complaints regarding unethical business practices.

This guide reflects internationally recognized principles, such as the Global Platform for Sustainable Natural Rubber (GPSNR) guidelines, the UN Global Compact principles, and ILO international labor standards. It is distributed to all suppliers in document form and made publicly available on the company's website to ensure wide accessibility and transparency. The code addresses six key areas of sustainable supplier management.





SUPPLIER CODE OF CONDUCT

Covers 6 important areas:

Ethics and Transparency

Focus on conducting business with honesty, integrity, and transparency, free from corruption, while adhering to principles of good governance and supporting compliance with laws and internationally recognized ethical standards.

Quality and Innovation

Encourage suppliers to maintain consistent quality standards for products and services, while promoting innovations that enhance efficiency and reduce environmental impact, in line with SDG 9 on industry, innovation, and infrastructure.

Environment

Promote efficient use of resources, waste and pollution reduction, support circular economy practices, and enhance resilience to climate change, in accordance with the environmental guidelines of GPSNR and UNGC Principles 7–9.

Labor and Human Rights

Respect fundamental human and labor rights, ensure equality, prevent discrimination, provide fair employment, and protect labor rights in line with the International Labour Organization (ILO) standards and UN Global Compact Principles 1–6.

Occupational Health and Safety

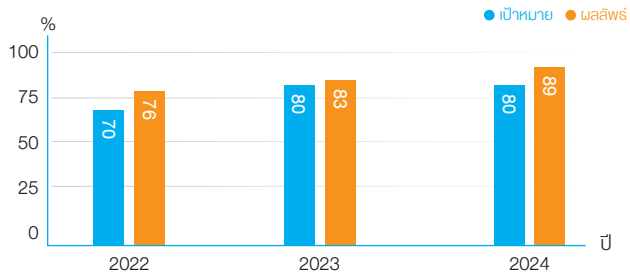
Encourage suppliers to implement strict workplace safety measures, provide a suitable working environment, prevent accidents, and promote long-term health and well-being of workers and infrastructure.

Policy Compliance and Practice

Support suppliers in establishing management systems that are transparent, auditable, and consistently compliant with legal requirements as well as the company's policies.

Number of suppliers who have "acknowledged and committed" to the Supplier Code of Conduct for Sustainable Development

Each year, the company's suppliers are required to review and sign to acknowledge and commit to adhering to the Supplier Code of Conduct for Sustainable Development.



Supplier Sustainability Self-Assessment inEnvironmental, Social, Governance, and Economic Dimensions

Teck Bee Hang Co., Ltd. places great importance on managing sustainability risks within its supply chain. To this end, the company has developed a Supplier Sustainability Self-Assessment s ystem to monitor, review, and evaluate suppliers' performance across key sustainability dimensions, including environmental management, social responsibility, and ethical practices, which are essential components of sustainable business operations.

The self-assessment covers the following key areas:

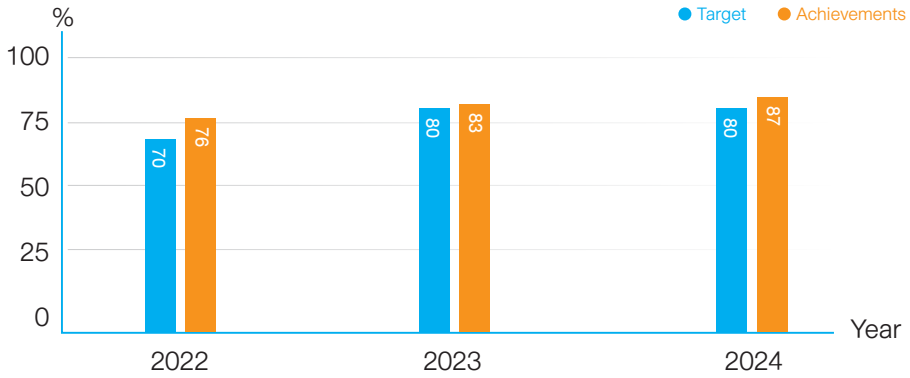
- **Business ethics**
- **Product and service quality**
- **Environmental management**
- **Human rights and labor practices**
- **Traceability of raw materials**

The assessment system aligns with the requirements of the EU Deforestation Regulation (EUDR), emphasizing the sourcing and monitoring of raw materials free from deforestation. Traceability is therefore a critical component, enabling the company to ensure transparency at the origin of procurement and prepare for compliance with international market requirements.

Each year, all suppliers are required to complete the self-assessment. For new suppliers, this assessment serves as one of the preliminary screening criteria before establishing a business relationship, promoting responsible, transparent, and sustainable growth together.



Number of Suppliers Completing the Sustainability Self-Assessment



Based on the results of the Supplier Sustainability Self-Assessment in 2024, no suppliers were identified as posing significant risks or potentially causing serious negative impacts on the environment, society, or corporate governance and economic aspects.

The assessment results have been analyzed and used as a guideline for designing activities and developing training programs for suppliers, tailored to their needs, to enhance knowledge and strengthen sustainability capabilities throughout Teck Bee Hang Co., Ltd.'s supply chain.

Supply Chain Capacity Development and Promotion of Sustainable Collaboration

In 2024, Teck Bee Hang Co., Ltd. placed great emphasis on enhancing the capabilities of suppliers and farmers within its supply chain to elevate operational standards in line with rapidly evolving sustainability requirements, particularly regarding environmental, social, and governance (ESG) criteria. The company conducted continuous on-site activities, providing training and knowledge transfer to suppliers and farmers. These efforts covered new regulatory requirements, such as the EU Deforestation Regulation (EUDR), which affects the trade of natural rubber in European markets, as well as fostering understanding of responsible forest management practices according to Forest Stewardship Council (FSC) standards.





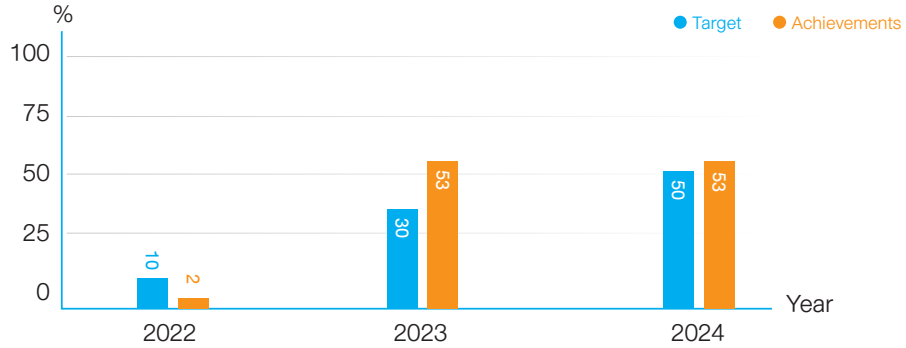
The training also covered sustainable rubber plantation management, including natural resource conservation, safe use of chemicals, and improving production processes to be environmentally friendly. In addition, the company provided guidance on controlling the quality of cup lump rubber to ensure that raw materials could be delivered efficiently in accordance with the company's requirements. These initiatives not only help suppliers understand and comply with the company's standards but also foster strong and sustainable collaboration between the company and stakeholders across the supply chain.

Overall, the capacity-building efforts for suppliers and farmers this year represent a significant step for the company in strengthening a robust, transparent, and resilient supply chain capable of responding effectively to the global market's increasing focus on sustainability.

To enhance transparency and foster sustainable collaboration within the supply chain, the company continuously monitors compliance with the Supplier Code of Conduct for Sustainable Development. A key approach is the annual site visits to suppliers and farmers. These visits not only provide an opportunity to inspect and ensure operations align with established ethical standards but also serve as a crucial channel for strengthening relationships and building trust between the company, smallholder farmers, and natural rubber suppliers.

Such close interactions enable the company to effectively assess and mitigate risks while cultivating a culture of shared responsibility throughout the supply chain, which forms a fundamental basis for conducting business with genuine sustainability in mind.

Number of suppliers visited on-site









Communication Channels with Raw Material Suppliers

To enhance transparency and ensure inclusive engagement with raw material suppliers, Teck Bee Hang Co., Ltd. has established a communication channel via its Line Official Account (Line OA) as the primary tool to connect with suppliers and smallholder farmers. This platform is used to share knowledge, provide updates on rubber prices, and disseminate important industry news continuously.

In addition, the Line OA serves as a channel for receiving feedback, suggestions, and complaints from suppliers and farmers, reflecting the genuine needs of stakeholders across the supply chain. In 2024, the company did not receive any complaints or reports through this channel, demonstrating a high level of satisfaction and strong compliance with sustainability standards within its supplier network.







Whistleblower Channel

Commitment to FSC Certification

FSC (Forest Stewardship Council®) certification remains a key component of Teck Bee Hang Co., Ltd.'s sustainability strategy. Throughout 2024, the company has worked closely with smallholder farmers and farmer groups to promote the responsible management of rubber plantations in accordance with FSC principles.

Through collaboration with business partners who prioritize the use of FSC-certified rubber, the company is able to manage its supply chain transparently while focusing on the sustainable protection of natural resources.

In addition to working with upstream producers, the company has partnered with customers who have a sustainability vision by supporting rubber sourced from FSC-certified plantations. Driving such market demand serves as a key mechanism to motivate smallholder farmers to transition toward sustainable agricultural practices.

The company believes that collaboration among businesses, farmers, and consumers in this manner will advance a rubber industry that is responsible, transparent, and resilient to future changes.



The company's corporate governance framwork cover the following key areas

1. Raw Material Procurement

The company sources raw materials from farmers and suppliers certified under the Forest Stewardship Council (FSC) standards, including FSC 100%, FSC Mix, FSC Recycled, or FSC Controlled Wood. FSC Certificate Codes are verified and recorded accurately. Additionally, the company maintains an Approved Supplier List to guide responsible procurement from certified sources.

2. Material Segregation

To ensure FSC-certified materials are not mixed with non-certified materials, the company implements clear segregation from the point of receipt at the factory. Dedicated storage areas for FSC-certified materials are established, with clear labeling to identify material types.

3. Production Process Control

The production of FSC-certified natural rubber blocks is strictly controlled and separated from conventional STR 20 rubber production to prevent contamination. The company maintains production control documents according to factory tandards and systematically assigns batch numbers to enable full traceability throughout the production process in compliance with FSC Chain of Custody requirements.

4. Documentation and Product Labeling Control

All documents related to the production and export of FSC-certified natural rubber blocks clearly indicate that the products fall under the FSC Chain of Custody (FSC-CoC) system and display the company's FSC Certificate Code. Relevant documents, including delivery notes, sales contracts, production orders, export orders, and other export-related documents, are retained for at least five years.

5. Employee Training

The company provides continuous training for employees in all relevant departments, including procurement, raw material receipt, production, quality control, and export, on FSC Chain of Custody standards and requirements. Training is conducted at least once per year. Standard Operating Procedures (SOPs) are established as guidance for regular staff and as learning materials for new employees, ensuring strict compliance with FSC standards.



Employee Training on FSC Standard

6. Internal Audit

The company conducts internal audits of the FSC Chain of Custody (CoC) management system at least once a year to assess the accuracy, comprehensiveness, and compliance of operations with FSC standards. Audit reports are systematically prepared, highlighting any weaknesses or non-conformities identified. Corrective and Preventive Actions (CAPA) are implemented within the designated timeframe to ensure the system remains effective and traceable in accordance with FSC requirements.

7. Labeling and Communication

The company carefully uses the FSC Trademark in strict compliance with FSC requirements. Approval from the Certification Body is obtained for every use of the trademark on labels, packaging, or promotional materials to ensure proper and correct application according to FSC standards.





Suppliers Training on FSC Standard

Preparation for EUDR Compliance to Enhance Supply Chain Sustainability

The company recognizes the importance of the European Union Deforestation Regulation (EUDR), which will shape the future of the natural rubber industry. The focus is on ensuring that products are deforestation-free and fully traceable with transparency.

Under the TNR (Traceable Natural Rubber) project, the company has developed a traceability s ystem from the upstream of the supply chain, including surveying plantation coordinates, recording production source data, and improving raw material procurement processes to comply with EUDR requirements and maintain trust in the European market.

At the same time, the company supports smallholder farmers in adapting through training, environmental knowledge sharing, and recording plantation data, aiming to elevate sustainable rubber production standards. The company is committed to implementing EUDR guidelines to build a transparent, resilient, and globally sustainable supply chain.



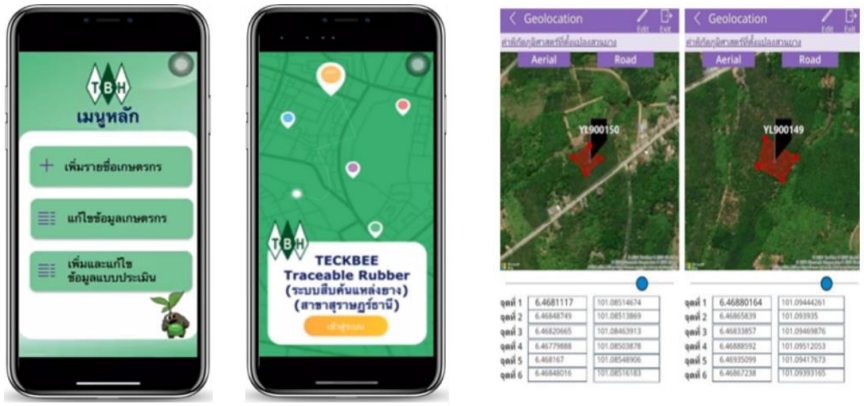
Traceable Natural Rubber (TNR)

1. Development of the Traceability System

The company has developed the TBH Power App to collect data on rubber plantations and the environmental, social, and governance (ESG) information of smallholder farmers and intermediate traders. The system leverages GPS and Geographic Information System (GIS) technologies to accurately and reliably identify plantation locations.

Field surveys are conducted by company staff in collaboration with local community leaders to foster understanding and cooperation among farmers, while providing knowledge about the requirements of the EUDR (Regulation on Deforestation-free Products). This supports smallholders in adapting to meet export requirements to the European market.

In terms of data management, the company prioritizes personal data protection in compliance with the Personal Data Protection Act (PDPA) B.E. 2562, establishing a secure and standardized database to support traceability throughout the supply chain.



TBH Power App





2. Communication and Knowledge Enhancement for Smallholders and Suppliers

To ensure a transparent and traceable supply chain, the company organizes training sessions and workshops for smallholder farmers and raw material suppliers. The key topics include:

1. Knowledge of EUDR regulations and the definition ofdeforestation
2. Compliance with relevant laws
3. Traceability practices
4. Sustainable rubber plantation management
5. Environmental awareness, biodiversity, and worker health

Additionally, the company provides technical consultation and data support to help reduce legal risks under the EUDR and enhance the capacity of Thai farmers to compete at the international level.

3. Capacity Building and Knowledge Development for Employees

The company emphasizes developing the capabilities of employees at all levels to perform effectively under the framework of EUDR, particularly in procurement, quality control, and traceability of natural rubber.

Training is provided to staff at headquarters, all factory branches, and field officers, focusing on:

Key provisions of the EUDR

- Environmental and sustainability requirements
- The role of employees in maintaining a transparent and responsible supply chain
- Training is delivered through multiple channels, including online platforms for employees at branch locations.

Specialized training is also conducted for field officers responsible for surveying smallholder plantations, ensuring accurate execution of tasks. Training materials, manuals, and knowledge toolkits are developed to standardize practices across the organization. Employees are also given channels to ask questions and share insights, promoting understanding and effective application.

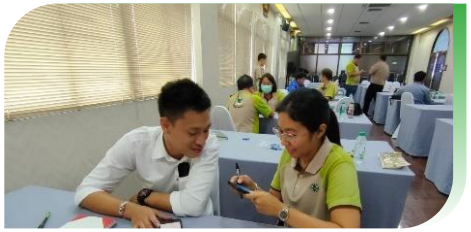
These training programs not only increase knowledge of EUDR compliance but also foster a corporate culture emphasizing environmental responsibility and sustainable business practices, which is central to the company's mission to lead the natural rubber industry while caring for all stakeholders.













Message from Stakeholder



Mr. Thanet Kananuarak

Smallholder farmer and supplier of natural rubber raw materials to the company

"I grew up on this plantation, back when it was still a coconut farm. Over time, I took over and transformed it into a full-scale rubber plantation. I believe that farming requires constant adaptation, so I always seek new ways to improve efficiency, reduce risks, and take good care of my workers.

Working with Teck Bee Hang Co., Ltd. from the very beginning has been an excellent experience. It's not just about supplying rubber the company truly values growing together. In particular, joining the FSC program has helped me learn more about environmental management, labor practices, and sustainable resource use.

What I truly appreciate is the company's sincerity. Whenever there's something new, they share it with us. I feel that we are not just rubber suppliers, but partners growing together."

Responsible Raw Material Sourcing Plan

2025

1. Enhance the Supplier Code of Conduct to promote sustainable development
2. Organize capacity-building activities for smallholder farmers.

2026

Obtain ISO 20400 certification
for sustainable procurement.



Project Highlights in 2024

Enhancing Knowledge to Meet FSC & EUDR International Standards





The company organized training sessions for smallholder farmers and natural rubber raw material suppliers on the European Union Deforestation Regulation (EUDR). The objective was to raise awareness and understanding of the regulation's requirements, potential impacts, associated risks and opportunities, as well as strategies for compliance.

In addition, training was provided on sustainable rubber plantation management and responsible sourcing according to the Forest Stewardship Council (FSC) principles. These efforts aim to elevate environmental standards, enhance transparency, and strengthen traceability throughout the supply chain.

Result

Suppliers understand the European Union Deforestation Regulation (EUDR) and their roles within it.

Target	2024 Achievements
20 Person 30%	16 Person 24%
Number of raw material suppliers with the potential to obtain FSC certification participating in the activities.	Number of raw material suppliers with the potential to obtain FSC certification participating in the activities.

Training Project for Smallholder Farmers and Natural Rubber Suppliers on EUDR





To prepare for compliance with the European Union Deforestation-free Regulation (EUDR), the company has continuously conducted training programs for smallholder farmers and natural rubber suppliers across all provinces where its factories are located. The program aims to enhance understanding of the role of upstream producers in a sustainable supply chain.

The training covers key topics, including :

- Principles and requirements of the EUDR
- Potential impacts, risks, and opportunities for smallholder farmers
- Procedures for collecting rubber plantation data to support traceability
- Best practices for sustainable rubber plantation management, in alignment with Environmental, Social, and

Result

Smallholder farmers and suppliers understand the European Union Deforestation Regulation (EUDR) and the important role of Thai farmers in the natural rubber supply chain.

Target	2024 Achievements
50 Person 75%	70 Person 103%
Number of raw material suppliers participating in the activities.	Number of raw material suppliers participating in the activities.

Raw Material Supplier Site Visit





The company conducts annual visits to natural rubber suppliers to communicate the guidelines outlined in the Supplier Code of Conduct and to monitor their Environmental, Social, and Governance (ESG) performance in compliance with the European Union Deforestation Regulation (EUDR) and the traceability principles of the TNR project. Suppliers are selected based on risk criteria, delivery volumes, and sustainability considerations, with the goal of visiting all suppliers within five years. These visits aim to enhance understanding and collaboratively elevate the standards of a sustainable supply chain.

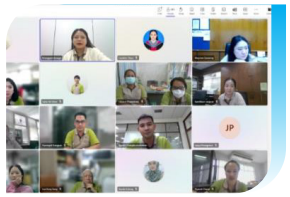
Result

Natural rubber raw material suppliers undergo an annual ESG risk assessment, including an evaluation of compliance with the EUDR.

Target	2024 Achievements
50%	53%
of raw material suppliers have been visited.	of raw material suppliers have been visited.

The New Opportunity with TNR Training





The company conducted training on “New Opportunities with TNR” for employees at all levels to enhance understanding of the Natural Rubber Traceability System (TNR) and the requirements of the European Union Deforestation Regulation (EUDR). The training covered the use of GPS technology, the TBH Power App, rubber plantation data collection, and communication with farmers, preparing personnel to implement the TNR project and actively support the company’s sustainability goals.

Result

Employees at all levels of the company have gained knowledge and understanding of the EUDR, as well as awareness of the company’s operations in response to the regulation.

Target	2024 Achievements
80%	41%
of employees have received training.	of employees have received training.

Surveyors Training



The company conducted training for field survey officers to prepare them for operations under the Traceable Natural Rubber (TNR) project. The training covered EUDR requirements, the use of GPS and GIS technologies for identifying rubber plantation coordinates, plot data collection, and ESG information. Officers work alongside community leaders to educate farmers and collect data in compliance with PDPA, promoting transparency and sustainability throughout the supply chain.

Result

Field survey officers have the knowledge, understanding, and methods for collecting data from smallholder farmers to create a farmer registry for the Traceable Natural Rubber (TNR) project.

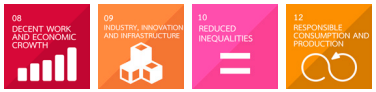
Target	2024 Achievements
100%	100%
of employees have received training.	of employees have received training.



Quality Excellence

Long-term Targets	2024 Target	2024 Achievements
0% Number of Quality Complaints	0% Number of Quality Complaints	1.22% Number of Quality Complaints
Zero Unsolved of Quality Complaints	Zero Unsolved of Quality Complaints	Zero Unsolved of Quality Complaints
Zero Product Recall Case	Zero Product Recall Case	Zero Product Recall Case
90% Customer Satisfaction	80% Customer Satisfaction	94% Customer Satisfaction
20 Number of New Innovations	6 Number of New Innovations	4 Number of New Innovations
700 Continuous Number of Continuous Improvement and Development Projects	800 Continuous Number of Continuous Improvement and Development Projects	847 Continuous Number of Continuous Improvement and Development Projects
Sustainable Product Increase Sustainable Product		

SDGs



Consumer Issues Policy

QCC Policy



Best Supplier Award for Overall Performance

Teck Bee hang Co., Ltd. is extremely proud to be consistently recognized by global business partners, reflecting the company's commitment to operational excellence. In 2024, the Narathiwat branch received the Best Supplier for Overall Performance Award from Yokohama Tire, a leading global tire manufacturer. This prestigious award highlights excellence in quality, logistics management, and high-standard service.

This achievement is particularly meaningful as it marks the third consecutive year that the company has been recognized by Yokohama Tire. Previously, in 2022 and 2023, the company received the Best Quality Award, demonstrating a continuous commitment to maintaining quality across all production and service processes.

The 2024 Best Supplier for Overall Performance Award further proves the company's ability to uphold the highest standards in logistics efficiency, quality control, and professional customer responsiveness. It underscores customer confidence in the company and reinforces its reputation as a reliable international natural rubber producer.

This success not only reflects the company's dedication but also serves as a key driver for continuous organizational development, including innovation, operational efficiency, and workforce capability enhancement, in line with long-term sustainable development goals.

Message from Teck Bee Hang Co., Ltd.



Mr. Phakpong Charoonrat Quality Assurance Manager

"70 Years of Quality Excellence: From Foundations to Continuous Development through QCC and Kaizen

This year marks a special milestone as our company enters its 70th year of operations—a testament to decades of dedication, perseverance, and continuous development. Over these years, "quality" has remained at the heart of the trust we have earned from our customers, partners, and stakeholders.

As the Quality Assurance Manager, I firmly believe that excellence in quality is not achieved solely through advanced systems or machinery, but through a deeply rooted "quality culture" at all levels of the organization—from top management and production staff to every supporting team."

Impact on Business

Quality is at the heart of business in the highly competitive natural rubber industry, influencing market prices, customer demand, and compliance with both domestic and international quality standards. Consistent and traceable quality serves as a key factor in building customer confidence and forming long-term relationships with major buyers, particularly in the automotive and specialty rubber sectors.

Failure to maintain quality standards may result in product recalls, order cancellations, reputational damage, and long-term business opportunities lost. Conversely, consistently delivering high-quality products provides a competitive advantage, enhances customer satisfaction and loyalty, and supports the sustainable growth of the organization.

Challenges and Opportunities

In the context of economic fluctuations, diverse raw materials, and stringent requirements from major buyers, the company faces challenges in maintaining quality from upstream to downstream. These challenges include variability in natural rubber raw materials, climatic conditions, a shortage of skilled labor, and technological limitations in certain production processes.

However, these challenges also present opportunities for the company to enhance quality management through the application of Kaizen principles, promotion of Quality Control Circle (QCC) activities, and investment in precise quality control systems, such as real-time monitoring, equipment calibration, and continuous personnel training. These initiatives improve the company's capability to maintain accurate and timely quality control across all stages of production.

Furthermore, achieving international certifications such as ISO 9001 and FSC enhances the company's credibility in the global market, facilitates strategic long-term collaborations with customers, and adds value to the brand in terms of sustainability.

Commitment

The company is committed to driving continuous excellence in quality, viewing "quality" not as the responsibility of a single department but as a culture in which everyone in the organization participates. Under the principle of "Everyone is an Owner of Quality," the company encourages employees to engage in thinking, analyzing, and improving work processes systematically through QCC (Quality Control Circle) and Kaizen activities.

In addition, the company conducts regular internal audits every year, alongside the continuous development of quality measurement tools (KPIs) and traceability systems within production processes, enabling rapid and effective problem identification and resolution.

The company's quality management approach goes beyond mere compliance with established standards. It also focuses on self-driven enhancement of standards across all dimensions to meet future customer demands and to reinforce confidence in the company as a sustainable leader in quality within the natural rubber industry.

Quality Management of Products and Services

To effectively implement this policy, the management team has established strategic objectives and operational guidelines that all employees at every level are expected to adhere to and continuously apply, including:



Innovation and Technology Development

The company is committed to continuously promoting the adoption of new innovations and technologies within the organization to enhance competitiveness and support long-term sustainability. In an increasingly competitive business environment, the company focuses on designing, developing, and improving work processes across all dimensions to increase efficiency, meet customer demands, and balance economic, social, and environmental considerations.

The company implements this commitment through Kaizen principles, automation systems, machinery improvements, production process enhancements, and Quality Control Circle (QCC) activities, encouraging employees at all levels to participate in systematic problem-solving and development. This approach generates new knowledge and fosters a culture of innovation within the organization.

This approach generates new knowledge and fosters a culture of innovation within the organization.

01 **Continuous Improvement Projects**

02 **Employee Development Projects Based on Kaizen Principles**

03 **Quality Control Circle (QCC) Activities**



Gold and Bronze Medals – Thailand Kaizen Award 2024

In 2024, the company is committed to becoming a sustainable organization by promoting continuous improvement across all departments. The focus is on enhancing production efficiency, optimizing energy and resource use, reducing pollution, and operating in an environmentally friendly manner, while creating shared value with surrounding communities.

The company allocates budgets for improvement and development projects at each factory to enhance competitiveness, reduce production costs, and respond effectively to market changes. These initiatives cover continuous development in environmental management, occupational health and safety, production processes, quality, and organizational infrastructure.

The results of these efforts were recognized in the Thailand Kaizen Award 2024, organized by the Thailand-Japan Technology Promotion Association:

Teck Bee Hang Co., Ltd., Headquarters received the Gold Medal for the project “Mobile Office with E-Signature,” demonstrating the application of digital technology to improve work efficiency and reduce resource usage.

Teck Bee Hang Co., Ltd., Pattani Branch received the Bronze Medal for the project on “Improvement of Block Rubber Odor Removal Process Using Biofilter Water,” which helps reduce odors affecting the community and promotes a better working environment.

Summary of Continuous Improvement Project Results

Project	No. of Project
Environmental, Occupational Health, and Safety Projects	10
Production Process Improvement Projects	32
Factory/Infrastructure Improvement Projects	10
Total	52

Project Highlights in 2024

Sample Rubber Drying Oven – Surat Thani Branch



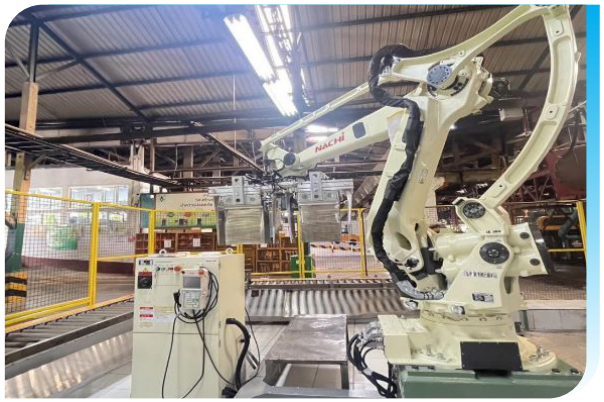
Objectives:

1. Reduce production costs
2. Increase daily output
3. Support the FORCE policy

Results Achieved:

1. Reduced production costs: → Eliminated the need for re-processing
2. Increased output: → No non-conforming (NC) rubber generated from sample drying
3. Cost savings: → THB 1,916,928 per year from avoiding re-processing

Installation of Arm Robot and Automated Carts – Thung Song Branch



Objectives:

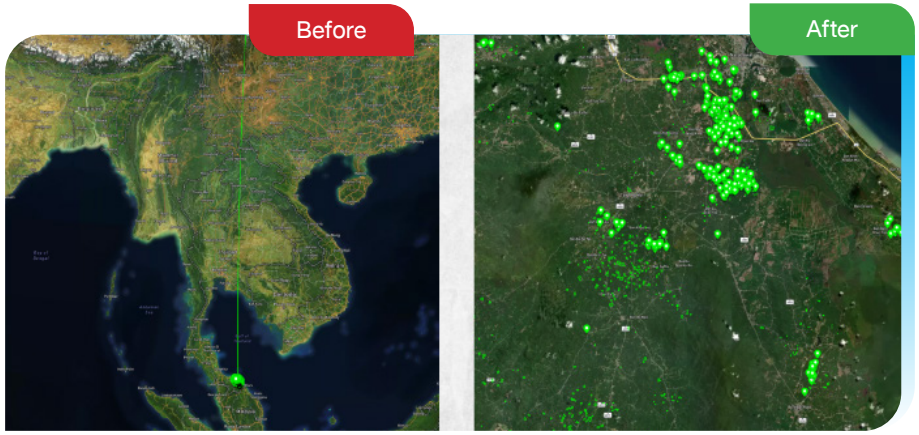
1. Reduce production costs
2. Reduce contamination
3. Reduce machinery maintenance expenses

Results Achieved:

1. Labor cost reduction: → 199,200 per year
2. Contamination reduction: → 65,036 per year
3. Machinery maintenance cost reduction → 51,000 per year

Total cost savings: 315,236 per year

Data Collection Enhancement via Application – Headquarters



Objectives:

1. Reduce the time required for plantation surveys
2. Simplify the steps involved in plantation surveys
3. Minimize errors in recording plantation coordinates

Results Achieved:

1. Reduced working time per plantation: from 93 minutes to ↓ 51 minutes
2. Reduced survey steps: from 21 step to ↓ 7 step
3. Reduced paper printing costs: THB 11,700 per year
4. Increased number of plantations surveyed: from 1,800 to ↓ 3,280 plantations per year

Continuous Improvement and Employee Development Projects

The company places great importance on continuously developing employee potential by promoting the application of Kaizen principles the practice of continuous improvement as a key tool for enhancing the skills of employees at all levels across the organization. This approach aims to foster an organizational culture focused on sustainable development.

The company has established a Kaizen Master Team as the central unit responsible for driving and promoting Kaizen activities systematically throughout the organization. A Kaizen Committee oversees the management, planning, and supervision of these initiatives to ensure that Kaizen activities are carried out effectively, measurable, and aligned with goals related to quality, productivity improvement, and sustainable organizational development.

The company is committed to continuously developing Kaizen practices to strengthen employee skills, creativity, and engagement, ultimately enhancing the organization's long-term competitiveness.

Summary 2024 Kaizen Worksheet

Project	No. of project	Cost Saving (THB)
2024	847	18,354,609
2023	771	3,849,897
2022	531	1,121,190

In 2024, the company actively advanced its continuous improvement (Kaizen) system by promoting employee participation in presenting process improvement initiatives through competitions and knowledge-sharing platforms at both organizational and national levels.

At the organizational level, the company organized the "2nd TBH SYMPOSIUM," a forum showcasing selected Kaizen projects from employees across all five factories and the headquarters. The presentations emphasized tangible, measurable results from actual process improvements, such as increased production efficiency, waste reduction, and enhanced workplace safety. This activity not only motivated employees to improve their work but also strengthened the organization's competitiveness and reinforced a culture of continuous learning and development.

Additionally, the company encouraged high-potential projects to participate in national competitions, demonstrating employee capabilities and exchanging best practices with other organizations. This initiative contributes to driving the company's long-term sustainable growth.

Kaizen Best Practice	No. of Project	Cost Saving (THB)	Reduce Working Time (hours)
Environmental, Occupational Health, and Safety Projects	4	-	-
Quality	4	11,213,400	-
Productivity Improvement	5	2,047,228	-
Cost Saving	5	6,670,345	-
Digital Transformation	3	14,460	1,650

Kaizen Best Practices Competition Results in TBH Kaizen Symposium 2024

Kaizen Best Practice	Project	โรงงานสาขา
Environmental, Occupational Health, and Safety Projects	Safety Cut – Carrier Handling	Thungsong
Quality	Flip to Reduce!	Pattani
Productivity Improvement	We're Fully Ripe…	Suratthani
Cost Saving	Reduce CP3B-M Roller Hazards	Yala
Digital Transformation	TNR – Keeping Everyone on Track	HO



Kaizen Best Practice in Environmental, Occupational Health, and Safety

Project: Safety Cut – Carrier Handling

This project focused on the development and installation of a safety system to prevent risks associated with rubber sticking to the carrier. Previously, operators at the end of the production line had to climb onto the machine to remove rubber without stopping the equipment, which posed a significant accident risk. The project also addressed risks arising from miscommunication between operators at the beginning and end of the line.

The team collaboratively designed and installed an automatic interlock system, established control points, and defined safe operating procedures.

The success of this project demonstrates the employees' ability to think systematically, their strong safety awareness, and their active participation in fostering a truly sustainable organizational culture.

Kaizen Best Practice in Quality

Project: "Flip to Reduce!"

The project was initiated to address the issue of natural rubber raw material properties falling below standard before entering the production process, which adversely affected the quality of finished products and did not meet customer requirements. The Pattani Branch launched the "Flip to Reduce!" project with the objective of improving the quality of raw materials prior to production by periodically flipping piles of natural rubber.

As a result of the project, production waste was significantly reduced, lowering defective output and cutting costs associated with waste management. Moreover, the project helped reduce delivery delays to customers and ensured that product quality consistently met the required standards.

This project exemplifies process improvement based on real problem analysis and the systematic application of internal organizational knowledge. It reflects the company's commitment to efficient resource utilization and the promotion of responsible production in line with sustainability principles.

Kaizen Best Practice in Productivity Improvement

Project: "We're Fully Ripe…" (Dedicated Sample Rubber Oven)

To address the issue of using the main production line oven for sample rubber, which could affect production consistency and the quality of cured rubber, the Surat Thani Branch developed an innovative "Dedicated Sample Rubber Oven". This oven allows sample rubber to be cured without interfering with the main production process.

The project results showed that separating the sample curing process from the main production line reduced the risk of non-compliant products, lowered costs associated with reprocessing, and minimized resource wastage in production.

This initiative reflects the ingenuity and problem-solving capability of the factory team, demonstrating efficient resource utilization and promoting an organizational culture of innovation and sustainability in the production process.

Kaizen Best Practice in Cost Saving

Reduction of CP3B-M Rubber Rolling Machines

To enhance production efficiency and reduce maintenance costs without compromising product quality, the factory implemented the "Rubber Rolling Machine Reduction" project. The objective was to eliminate unnecessary machines in the rubber rolling process.

As a result, the project effectively streamlined production line operations, reduced energy consumption, lowered machine maintenance costs, and decreased employee workload, while maintaining product quality in accordance with customer requirements.

This project reflects the company's approach to efficient resource management, continuous process improvement, and the promotion of internal innovation to achieve long-term economic and environmental sustainability.

Kaizen Best Practice in Digital Transformation

Project: Enhanced Data Collection via Application – Head Office

To ensure preparedness and compliance with the European Union Deforestation Regulation (EUDR), the company developed an application to systematically collect data from rubber smallholder farmers and rubber plantations.

The project aims to enhance the speed, accuracy, completeness, and traceability of data collection. The collected data includes farmer identification, plantation coordinates, and relevant environmental information. This enables the company to assess the risk of plantations encroaching on forested areas and promotes responsible raw material sourcing.

This project is part of the company's sustainability strategy, focusing on transparent supply chain management, building customer confidence, and strengthening the company's competitiveness in the global market.

Quality Control Circle (QCC)

he company has established QCC, or Quality Control Circle, as an activity under the principles of Total Quality Management (TQM). The initiative aims to encourage employees at all levels—especially frontline staff—to participate in identifying problems, analyzing root causes, and proposing appropriate solutions to improve their own work processes.

Key Principles of QCC

01 Participation of employees at all levels

02 Continuous improvement

03 Teamwork and open communication

04 Decision-making based on data and facts

05 Personnel development and learning

Sustainable Workforce Development through QCC Activities

In 2024, the company emphasized the development and cultivation of a continuous improvement culture through Quality Control Circle (QCC) activities. The objective was to promote employee engagement at all levels and enhance their capabilities in problem analysis and process improvement within their respective units in a sustainable manner.

The QCC activity team conducted self-learning courses via SharePoint QCC and Microsoft Stream within the organization, providing employees with convenient access to knowledge tailored to their work context. In 2024, a total of five courses were delivered

Course 1	QCC Overview	Objective: To provide a foundational understanding of QCC principles, guidelines, and practical examples of QCC implementation.
Course 2	QC Story	Content focuses on learning the systematic problem-solving process based on the QC Story methodology, which is a fundamental approach for analyzing and addressing quality-related issues.
Course 3	Seven Quality Control Tools	This course emphasizes the use of the seven basic quality control tools, including Pareto charts, fishbone diagrams, control charts, etc., which are essential for systematic problem analysis and quality improvement.
Course 4	QCC Facilitator Role	The course develops the role of Facilitators in supporting and advising QCC groups, integrating creative leadership concepts and teamwork.
Course 5	Presentation Techniques	This course aims to enhance the skills of QCC group members in presenting their work effectively, clearly, and engagingly. It covers techniques for preparing information, organizing content, and professional communication, thereby increasing confidence and the ability to present QCC outcomes.

Customer Relationship Management

Message from Teck Bee Hang Co., Ltd.



Mis. Mayuree Saewong Chief Marketing Officer

"We place great importance on customer satisfaction and are committed to continuously improving our services and processes across the supply chain by adopting new technologies to enhance operational efficiency. For example, we have improved the efficiency of our export documentation system to ensure accuracy and speed, providing our customers with a seamless experience from ordering to after-sales service. This approach helps maintain high customer satisfaction while delivering our high-quality rubber products.

In 2024, we continued to focus on expanding our sustainable product portfolio, emphasizing environmental responsibility at every stage. We are dedicated to improving the quality of life for farmers and promoting sustainable growth across the rubber industry, engaging all stakeholders from farmers and intermediaries to tire manufacturers and end consumers. By enhancing livelihoods and creating sustainable opportunities throughout the supply chain, we are preparing to achieve carbon neutrality and aim for net-zero greenhouse gas emissions in the future. Through continuous improvement in energy-efficient processes and sustainable practices, we are committed to reducing our carbon footprint and generating positive environmental impact."

Commitment

In 2024, the company continued to advance the natural rubber industry with a strong commitment to developing and offering environmentally responsible products, in alignment with the corporate sustainability strategy. Over more than 70 years of industry leadership, the company has continuously developed and elevated its product standards to build customer confidence, meet global market demands, and enhance transparency throughout the supply chain.

Challenges and Opportunities

The rubber industry is facing a future full of challenges and uncertainties due to rapidly changing economic, geopolitical, environmental, and regulatory factors. As a key player in this industry, Thai Rubber Southern Co., Ltd. recognizes the importance of adaptability and resilience to respond to these evolving circumstances.

1. Economic uncertainty in China

As the world's largest rubber consumer, China is experiencing an uneven economic recovery, particularly in the real estate sector. A slow recovery in this industry may reduce rubber demand, impacting global markets and price stability.

2. Geopolitical tensions

Conflicts and geopolitical tensions worldwide, such as trade disputes between the U.S. and China, relations between China and Taiwan, and the Russia–Ukraine war, continue to create uncertainties. These geopolitical risks may affect supply chains and trade restrictions but can also present opportunities for sales and new markets domestically.

3. Climate change and weather variability

Climate change is affecting rubber cultivation, as unpredictable weather leads to reduced yields and uncertainty in the supply chain. Risks from droughts, floods, and other extreme weather events pose significant threats to the long-term sustainability of the industry.

4. Spread of leaf fall disease in rubber trees in Thailand

Thailand's rubber industry faces threats from the ongoing outbreak of leaf fall disease. Without effective control, production and yields may decline, undermining Thailand's competitiveness in the global rubber market.

5. Regulatory and sustainability pressures

The global shift toward sustainability is prompting the rubber industry to adapt rapidly. Stricter environmental laws and regulations, such as the EU Deforestation Regulation (EUDR) and the Carbon Border Adjustment Mechanism (CBAM), significantly impact operations, requiring greater transparency, traceability of raw materials, and compliance with sustainability standards. However, these challenges also create new opportunities for premium-grade rubber products and support the company's goals of promoting sustainable rubber products.

While these challenges may pose obstacles, they also foster opportunities for innovation and adaptation. The company is committed to addressing these challenges by enhancing sustainable operational practices, developing the supply chain, maintaining its commitment to high-quality products, and increasing customer satisfaction.









Sales Strategy

Teck Bee Hang Co., Ltd. is committed to conducting business under the principles of sustainable development, delivering high-quality, environmentally friendly products that meet the evolving needs of customers and the industry. In 2024, we defined key strategies to strengthen our position as a leading producer of sustainable natural rubber, focusing on the development and expansion of capabilities in the following areas

1. Distribution of sustainable natural rubber products under EUDR and FSC standards

The company distributes natural rubber products in accordance with responsible and transparent sourcing practices, with particular emphasis on compliance with the European Union Deforestation Regulation (EUDR) and the Forest Stewardship Council (FSC) certification. This ensures that our products originate from sustainable and traceable sources throughout the supply chain, building trust with customers and business partners globally.

2. Development of low-carbon rubber products to reduce environmental impact

We prioritize reducing greenhouse gas emissions by researching and developing low-carbon rubber products (Low Carbon STR), optimizing resource use, and minimizing environmental impact in the production process, while maintaining product quality and standards. Implementing environmentally friendly innovations and technologies is a key strategy to drive the company toward sustainability.

3. Expansion of niche markets to enhance product value

The company focuses on niche market strategies to increase the value of natural rubber products by developing and producing compound rubber and specialty rubber tailored to customer requirements. This approach enhances our competitiveness in global markets and meets diverse industrial demands efficiently and sustainably.

4. Enhancing customer experience through quality standards and operational excellence

We are committed to maintaining high standards across all processes, from raw material sourcing and production to product delivery, supported by precise logistics and enabling technologies. Ensuring timely and consistent product delivery enhances the customer experience and fosters long-term satisfaction.

5. Strengthening TBH brand credibility and recognition

We uphold customer trust by consistently delivering high-quality products for over 70 years under the TBH brand, which represents reliability, professionalism, and sustainability in the natural rubber industry. Moving forward, we aim to enhance brand image through investments in technology, product development, and maintaining strong customer and partner relationships, positioning TBH as a globally recognized brand.

6. Promoting sustainability awareness and knowledge among stakeholders

The company recognizes the importance of building sustainability awareness among all stakeholders, including smallholder farmers, suppliers, employees, and business partners. We focus on responsible practices, such as transparent sourcing, environmental risk management, and efficient resource use. Additionally, we support employee training and development to actively contribute to achieving the company's sustainability goals.

Customer Relationship Management Policy

In 2024, our company developed a comprehensive and effective Customer Relationship Management (CRM) policy,

focusing on enhancing customer satisfaction and trust through eight key areas

1. Delivery of high-quality products and services

The company is committed to consistently delivering high-quality products and services by implementing strict quality control at every stage of production and service. This ensures that our products and services meet established standards and fully satisfy customer expectations.

2. Prompt and effective handling of complaints and feedback

We take customer feedback and complaints seriously, conducting prompt investigation, analysis, and response to prevent potential issues and enhance customer satisfaction throughout all processes.

3. Timely delivery with accurate and complete documentation

The company ensures on-time product delivery in accordance with customer agreements, carefully verifying the accuracy and completeness of all delivery documents and information to guarantee that products meet customer requirements.

4. Continuous development and improvement

We prioritize ongoing development and improvement of products and services, introducing new approaches to enhance operational efficiency and better meet customer needs. Processes are regularly evaluated and reviewed to ensure continuous improvement.

5. Fair and transparent conflict management

The company resolves conflicts based on fairness, transparency, and consideration of the interests of all parties involved. Disputes are carefully reviewed and addressed with appropriate solutions.

6. Incorporating customer feedback and evaluations to improve services

The company values customer feedback and evaluations, collecting information from multiple channels to continuously improve products and service processes, thereby maximizing customer satisfaction.

7. Operating with transparency and building trust

The company emphasizes transparency in all operations by clearly and openly disclosing information related to products and services. This approach is verifiable, fosters customer confidence, and promotes sustainable long-term relationships.

8. Supporting environmentally friendly products

The company is committed to promoting the production and distribution of environmentally friendly products. Business operations are guided by sustainable development principles to minimize environmental impact and provide customers with choices that are beneficial both for themselves and the environment.

Customer Responsibility and Assessment of Health and Safety Impacts of Products and Services

The company places great importance on customer satisfaction, committing to conduct business ethically, deliver products and services of high quality, on time, and at reasonable prices. The company has established communication channels for customers to provide suggestions, feedback, or complaints regarding products and services in an open and transparent manner.

At the same time, the company strictly adheres to personal data protection policies, using information only for necessary service purposes and fully complying with the Personal Data Protection Act B.E. 2562 (2019) to prevent any misuse of data.

In 2024, the company did not receive any complaints regarding personal data violations from government agencies, customers, or external parties. Additionally, there were no complaints related to health and safety impacts from the use of the company's products and services.

Assessment of Health and Safety Impacts of Products and Services

Complaints
regarding violations of customer privacy

No. of Complaint — Target 0 Subject

2024	0	Case
2023	0	Case
2022	0	Case

Complaints
regarding risks and impacts on the health and safety of customers and consumers

No. of Complaint — Target 0 Subject

2024	0	Case
2023	0	Case
2022	0	Case

Customer Satisfaction Survey

In 2024, the company conducted a customer satisfaction survey to evaluate and improve its operations. This survey aimed to gain insights into customers' experiences and feedback across various areas, providing valuable information to enhance the company's processes for greater efficiency and sustainability.

The survey was carried out through online questionnaires and interviews, carefully planned and designed to collect opinions across multiple aspects. The survey focused on four main categories:

The survey focused on four main categories:

01 Document service

02 Timeliness of product delivery

03 Overall company service

04 Product quality

Customer Satisfaction Survey Results

Satisfaction Criteria	Determine by	Scores Results			
		2021	2022	2023	2024
Customer Satisfaction (Target 80%)		93%	96%	96%	95%
Export Document Service	The document accuracy and work speed of customer service and solving issues	93%	96%	96%	95%
On-time Delivery	The ability to deliver products on time	94%	97%	95%	93%
Overall Company Satisfaction	The promptness of Sales Service, Contract issuance and after-sales service	91%	93%	93%	96%
Product Quality	Product Quality Satisfaction	92%	91%	92%	90%

Number of customers who participated in the satisfaction survey 30 respondents

Customer Satisfaction Survey Results

The company has established a systematic product recall management process to effectively respond to incidents that may impact customer safety and to maintain confidence in product quality. The key steps include

1. Preparedness

The company has appointed a dedicated Product Safety Team responsible for managing product recalls. The team conducts at least one annual simulation exercise to evaluate the readiness and effectiveness of the recall process.

2. Detection and Assessment

Information is continuously monitored from various sources, such as customer complaints, warranty data, and internal audits, to identify issues that may affect safety or regulatory compliance. The severity, scope, and risk of the defect are assessed.

3. Recall Decision

The company coordinates with customers, regulatory authorities, and internal teams to determine the scope of the recall, including affected product items, batch numbers, and relevant customer groups.

4. Recall Execution

Once a recall decision is made, customers are promptly informed with clear instructions. The affected products are collected and returned safely and efficiently. All communications and actions are systematically documented throughout the process.

5. Root Cause Analysis and Corrective Action

The company analyzes the root cause of the issue using tools such as the 5 Whys technique or Ishikawa (fishbone) diagrams. A Corrective and Preventive Action (CAPA) plan is developed to prevent recurrence in the future.

6. Review and Closure

The effectiveness of the recall is evaluated, relevant procedures are improved, and lessons learned are documented to guide future process enhancements.



Creating Shared Value with Society and Growing Together Sustainably



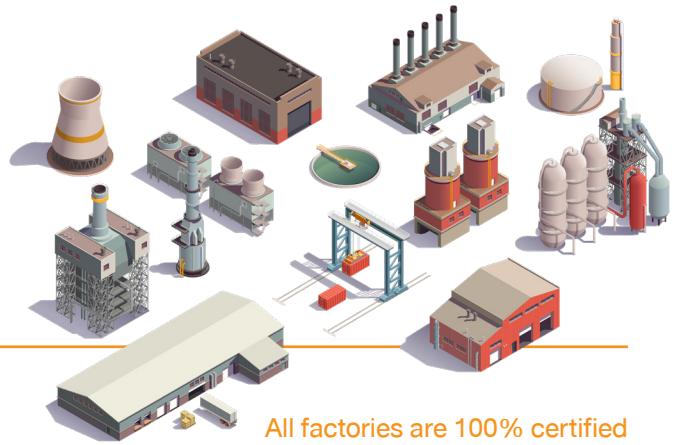


Social

The Company recognizes that achieving sustainable business operations requires collaboration from all stakeholders across the entire natural rubber value chain. Therefore, the Company places great importance on promoting human rights in every process, focusing on aligning its operations with international standards. To this end, the Company has implemented a comprehensive Human Rights Due Diligence (HRDD) process to prevent and mitigate potential human rights risks that may affect employees, communities, and related stakeholders.

In addition, the Company adheres to the principles of social responsibility in accordance with ISO 26000 and the CSR-DIW framework of the Department of Industrial Works, alongside the implementation of ISO 45001:2018 to ensure a safe, healthy, and efficient working environment. The Company also fosters volunteerism and encourages employees at all levels to actively participate in social and community development activities on an ongoing basis.

All these efforts reflect the Company's strong commitment to respecting human rights while building harmonious relationships with communities and society, driving sustainable growth together.



All factories are 100% certified with ISO 45001:2015

- Thungsong Branch
- Yala Branch
- Narathiwat Branch
- Pattani Branch
- Suratthani Branch

100% The performance results account for 100% of all factories

141	Respect for Stakeholder Rights
150	Employee Welfare and Development
169	Occupational Health and Safety to work
180	Community Involvement



9 การเคารพสิทธิมนุษยชนของผู้มีส่วนได้ส่วนเสีย

SDGs



Human Rights Policy

Human Rights Due Diligence Report (HRDD Report)

Long-term Targets

Zero
case of human rights violation across the value chain

Zero
Case of unresolved Human Rights Complaints

100%
of smallholder farmers have undergone human rights risk assessments

100%
of Tier 1 key raw material suppliers have undergone human rights risk assessments

100%
of Tier 1 key raw material suppliers have been informed of the company's Human Rights Policy and operational framework

100%
of the company's operations have undergone comprehensive human rights due diligence (HRDD), with mitigation, corrective, and remedial measures established

100%
of employees at all levels have received training and communication on respecting human rights

Received the Human Rights Model Organization Award – Gold Level

2024 Target

Zero
case of human rights violation across the value chain

Zero
Case of unresolved Human Rights Complaints

20%
of smallholder farmers have undergone human rights risk assessments

80%
of Tier 1 key raw material suppliers have undergone human rights risk assessments

80%
of Tier 1 key raw material suppliers have been informed of the company's Human Rights Policy and operational framework

100%
of the company's operations have undergone comprehensive human rights due diligence (HRDD), with mitigation, corrective, and remedial measures established

100%
of employees at all levels have received training and communication on respecting human rights

Received the Human Rights Model Organization Award – Gold Level

2024 Achievements

Zero
case of human rights violation across the value chain

Zero
Case of unresolved Human Rights Complaints

53%
of smallholder farmers have undergone human rights risk assessments

87%
of Tier 1 key raw material suppliers have undergone human rights risk assessments

79%
of Tier 1 key raw material suppliers have been informed of the company's Human Rights Policy and operational framework

100%
of the company's operations have undergone comprehensive human rights due diligence (HRDD), with mitigation, corrective, and remedial measures established

100%
of employees at all levels have received training and communication on respecting human rights

Received the Human Rights Model Organization Award – Gold Level

Human Rights Award “Good Level” 2024

“In conducting its business in alignment with the principles of respect for human rights, the company not only embraces differences, individuality, and diversity, but also ensures that its operations reflect a comprehensive sense of social responsibility. This includes promoting sustainable development, safeguarding public health and welfare, considering the expectations of stakeholders, complying with legal requirements, and adhering to international standards. These principles are integrated throughout the organization and extended to affiliated entities.”



Mr. Lee Keng Seng

CEO



Teck Bee Hang Co., Ltd. is deeply honored to have been selected as a Human Rights Model Organization – Outstanding Level in the Large Business category for 2024, presented by Ms. Paetongtarn Shinawatra, Prime Minister of Thailand, in an event organized by the Department of Rights and Liberties Protection, Ministry of Justice.

This prestigious recognition reaffirms the company’s strong commitment to conducting business in accordance with international human rights principles and good corporate governance practices. The company places great importance on respecting human rights in all dimensions ensuring employee welfare, maintaining transparency throughout the supply chain, and promoting diversity, equality, and stakeholder engagement at every level.

Guided by the belief that “Human Rights are the Foundation of Sustainability,” the company is dedicated to fostering positive and sustainable relationships with surrounding communities while operating with social responsibility. Through these efforts, Thai Rubber Southern aims to achieve business growth alongside the genuine development of society and the enhancement of quality of life for all.

Message from Teck Bee Hang Co., Ltd.



Mr. Ekgarat Ruksachum

Project Coordination Officer,
Volunteer for Happiness Association

“Hello, my name is Ekgarat Ruksachum. Today, I would like to take this opportunity to share my journey with Teck Bee Hang Co., Ltd. in my second year with the company.

Last year, I was given a life-changing opportunity to become part of the CSR team, serving as a coordinator for the “Volunteer for Happiness Association.” It is a role that I am truly proud of. This year, I am deeply grateful to have been entrusted once again to continue this meaningful mission.

Throughout the past year, I have clearly felt that the company has given me not just a “job” but a “space” a space where I can grow and fully realize my potential. I feel that my voice is heard, and my value is recognized. All my colleagues treat me with respect and dignity as a fellow human being. There is no discrimination or bias only genuine inclusion and teamwork. I truly feel like an integral part of the team and have been continuously supported in my personal and professional development.

I would like to express my sincere gratitude to Thai Rubber Southern Co., Ltd. for fostering an open and inclusive corporate culture that provides equal opportunities for everyone. I hope that my story will inspire other organizations to recognize the importance of building a fair and non-discriminatory society.”

Impact on Business

Failure to respect human rights in the block rubber industry can cause serious short- and long-term business impacts, including loss of customer trust, market sanctions, and legal restrictions. Labor rights violations, such as child labor or unfair wages, may lead to lawsuits or operational suspension, while damaged community relations can harm the company’s reputation and sustainability.

The company therefore mitigates human rights risks across its value chain through Human Rights Due Diligence (HRDD) and governance aligned with international standards to ensure long-term business stability and stakeholder trust.

Challenges and Opportunities

The block rubber industry faces numerous challenges in upholding human rights due to its long and complex supply chain from rubber cultivation in rural areas to processing and production. Ensuring human rights standards at every stage remains difficult, particularly regarding the employment of vulnerable groups such as migrant workers or laborers in remote areas who may not always receive adequate protection of their rights.

However, respecting human rights in the block rubber industry also presents opportunities for businesses to gain a competitive advantage. Companies that maintain strong human rights standards throughout their supply chains can build trust with customers and business partners while expanding into markets with strict human rights requirements, such as those in Europe and the United States.

In recent years, the industry has faced additional challenges with the upcoming enforcement of the EU Deforestation Regulation (EUDR), which will take effect at the end of 2025. Nevertheless, this regulation also provides opportunities for companies capable of adapting and complying effectively. Businesses that can ensure transparent and traceable sourcing of natural rubber with production processes that do not harm the environment or violate human rights will gain a competitive edge in European and other sustainability-focused markets.

Commitment

Teck Bee Hang Co., Ltd. recognizes the importance of human rights in all aspects of its business operations and is firmly committed to treating all stakeholders with equality, dignity, and respect. The company has adopted international principles and standards as the foundation of its Human Rights Policy and has integrated them into all organizational processes. These include the UN Guiding Principles on Business and Human Rights (UNGPs), the Universal Declaration of Human Rights (UDHR), the ILO Declaration on Fundamental Principles and Rights at Work, and Thailand's National Action Plan on Business and Human Rights Phase II (NAP Implementation II).

The company is dedicated to upholding human rights at every stage of its operations from sourcing natural rubber from smallholder farmers in rural areas to production and export of block rubber. In practice, the company emphasizes non-discrimination and equal treatment, regardless of race, gender, age, religion, or status. It fosters a culture of mutual respect, prevents all forms of harassment, protects employee personal data, supports freedom of expression within the boundaries of the law, and maintains political neutrality in its business conduct.

This commitment not only helps prevent human rights violations but also strengthens trust among customers, suppliers, and local communities. Moreover, it aligns with international human rights regulations such as the EU Deforestation Regulation (EUDR), enhancing the company's competitiveness and driving sustainable global growth. The company's long-term goal is to achieve "Zero Human Rights Violations."

Operational Approach

On the occasion of its 70th anniversary, Teck Bee Hang Co., Ltd. reaffirms its strong commitment to conducting business responsibly, with full respect for human rights, and without causing harm to individuals, groups, or society as a whole. The company upholds the United Nations Guiding Principles on Business and Human Rights (UNGPs) and is dedicated to embedding these principles into its corporate culture at all levels from the Board of Directors and management to every employee.

The company conducts comprehensive Human Rights Due Diligence (HRDD) covering both internal operations and the broader value chain, in order to identify, prevent, and mitigate potential human rights impacts. Furthermore, the company has extended its responsibility to its suppliers by implementing a Supplier Code of Conduct as a framework for evaluating and improving labor and human rights practices, occupational health and safety, and environmental performance.

These initiatives align with Thailand's National Action Plan on Business and Human Rights Phase II (NAP II), which promotes business respect for human rights in accordance with international standards and encourages systematic stakeholder engagement. Accordingly, the company places great importance on listening to the voices of employees, local communities, and other stakeholders to inform decision-making and continuously improve its human rights policies.

Throughout its 70 years of operation Teck Bee Hang Co., Ltd. has firmly believed that respecting human rights is the foundation of sustainable growth. The company remains committed to creating economic, social, and environmental value while continuously protecting the rights of all individuals across its value chain.

Human Rights Management Process

The company is committed to conducting business that respects and considers the human rights of all stakeholders across the value chain. It applies the three-pillar framework of the United Nations Guiding Principles on Business and Human Rights (UNGPs) Protect, Respect, and Remedy as the foundation for its human rights management.

Protect

The company safeguards human rights by establishing clear and comprehensive internal policies and communicating its Human Rights Policy to all employees, suppliers, business partners, and joint ventures. This ensures a shared understanding and provides guidance for responsible business conduct.

Respect

The company conducts comprehensive human rights risk assessments at both organizational and value chain levels, focusing on identifying potential impacts on individuals or vulnerable groups. These risks are managed through appropriate measures, including developing collaborative approaches with suppliers to uphold human rights according to international standards.

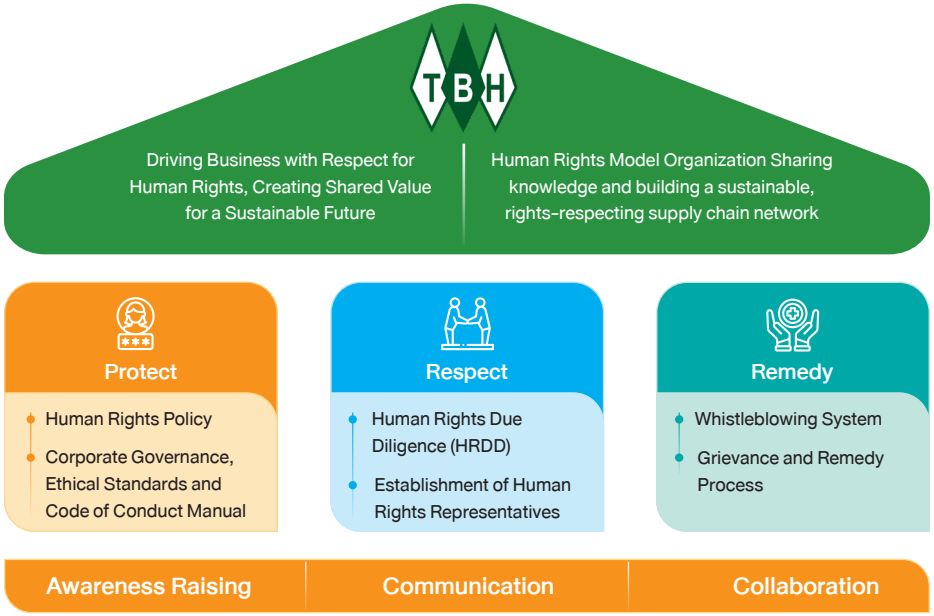
The company also promotes awareness, understanding, and responsibility among employees through continuous training, fostering a corporate culture that respects the rights of all.

Remedy

In the event of human rights violations, the company provides an accessible, impartial, and secure grievance mechanism, with established procedures to investigate, address, and remediate impacts fairly and transparently. Measures are also in place to protect complainants and witnesses.

Additionally, the company monitors the effectiveness of remedial actions to ensure appropriate resolution and prevent recurrence of violations.

Human Rights Strategy and Operational Objectives



Protect

Human Rights and Corporate Governance Policies

Teck Bee Hang Co., Ltd. officially adopted its first Human Rights and Labor Practices Policy in 2022. This policy supports all branch factories and the headquarters in conducting business in strict accordance with human rights and labor standards, based on international principles and relevant frameworks such as the United Nations Universal Declaration of Human Rights (UDHR), the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, as well as applicable laws and regulations. Furthermore, the company aligns its operations with Thailand's National Action Plan on Business and Human Rights Phase II (NAP II) to strengthen corporate responsibility in respecting and protecting human rights across all organizational sectors sustainably.

Policies related to human rights

Number of employees who have received training on human rights policy

2023	100%	2024	100%

Respect

Human Rights Due Diligence (HRDD)

The company places high importance on respecting human rights across all business processes. It conducts regular human rights risk assessments throughout the supply chain and carries out a comprehensive Human Rights Due Diligence (HRDD) process every two years to identify and manage human rights risks in all dimensions.

The assessment covers all operations, including branch factories, headquarters, and business partners such as contractors, suppliers, and smallholder rubber farmers. Key human rights issues are addressed, including forced labor, child labor, working conditions, freedom of association and collective bargaining, freedom of expression, human trafficking, equal pay, non-discrimination, environmental and community rights, access to remedy, personal data protection, and prevention of human rights violations in the supply chain.

Stakeholder groups covered include employees, communities, suppliers, contractors, customers, consumers, sourced labor, as well as migrant and third-party workers. The company adheres to non-discrimination principles and promotes equality, particularly for vulnerable groups such as women, children, indigenous peoples, migrant workers, persons with disabilities, and LGBTQI+ individuals. These measures are tracked according to the findings of the HRDD reports.

Human Rights Due Diligence Report (HRDD Report)

Remedy

Whistleblowing System

The company emphasizes transparency, accountability, and respect for human rights in line with the UN Guiding Principles on Business and Human Rights (UNGPs) and Thailand's NAP II. An accessible, safe, and fair whistleblowing and grievance system is provided for employees, suppliers, contractors, and all stakeholder groups. This system allows reporting of incidents or concerns related to human rights.

- Human Rights Violations
- Discrimination
- Workplace Harassment
- Corruption
- Violation of Company Policies or Business Ethics

Grievance Mechanism

The company has established an accessible, effective, and fair Grievance Mechanism, enabling employees, communities, and all stakeholders to report or raise concerns regarding human rights issues, discrimination, harassment, legal violations, or breaches of business ethics. This mechanism is designed in accordance with the eight principles of the UNGPs.

1. Accessibility

The company develops a communication plan for stakeholders at all levels, particularly those directly affected or likely to be impacted.

Whistleblowing Channels

Complainants can report grievances or concerns through the channels designated by the company.

Website
Complaints can be submitted through the company's website under the "Whistleblower" section https://teckbeehang.com/whistleblower.php

Postal Mail
Complaints can be sent by postal mail directly to the following address:
Teck bee Hang Co.,Ltd. - Hede office
157 Nipat Uthit 2 Rod, Hat Yai Subdistrict, Hatyai District, Songkhla Province 90110, Thailand

Telephone
Complaints can be made via telephone at:
+66 74 235200-5 ext. 2061

Email
Complaints can be sent via email to:
whistleblower@teckbeehang.com

Responsible Unit
Complainants may report their concerns directly to the responsible unit.

2. Transparency

The company ensures transparency in every step of the grievance process, from receipt, investigation, and analysis to feedback and follow-up. Complainants can track the progress of their complaints anonymously, and the company reports overall results to the Board of Directors while publishing annual statistical summaries without disclosing personal information.

3. Equitable & Non-discriminatory

All complaints are handled fairly and equally, regardless of the complainant's status whether an employee, supplier, or external party. No discrimination or interference is allowed, ensuring credible and fair outcomes.

4. Safe & Confidential

The company guarantees the safety of complainants, strictly protecting their identity and information. Anonymous reporting is encouraged to prevent retaliation or harassment. The company has a clear "Non-Retaliation Policy" that must be strictly followed.

5. Predictable & Timely

The grievance process follows a clear and predictable timeline, e.g., receipt within 3 days, investigation within 15 days, and feedback within 30 days. If completion is delayed, the company transparently communicates the reasons and provides a revised timeline.

6. Remedy & Continuous Improvement

When violations occur, the company ensures appropriate remedies, such as apologies, compensation, reputation restoration, or disciplinary actions. Root cause analyses are conducted to improve policies and processes, preventing recurrence.

7. Stakeholder Engagement

The company actively involves stakeholders in designing, developing, and evaluating the grievance mechanism. Regular formal and informal consultations are held with employees and local communities to ensure the system meets users' needs.

8. Rights-Compatible

The grievance mechanism operates in accordance with international human rights standards and Thai law, as well as Thailand's international obligations, including ILO conventions and human rights agreements. All complaints are handled with respect for individual rights and dignity.

Remedy Process

In cases of human rights violations or inappropriate behavior, the company ensures fair, transparent, and appropriate remedies to restore justice, mitigate physical, psychological, or professional impacts, and prevent recurrence.

- Official Apology
- Compensation for physical, psychological, or property-related damages.
- Warnings, reassignment, or termination of the responsible party.
- Amendments to policies or work procedures.
- Assistance in accessing additional forms of remedy.

Communication of Performance

Transparency and disclosure are key elements of the Human Rights Due Diligence (HRDD) process. Since 2022, the company has published its human rights performance in the annual sustainability report and continues to do so each year. The company uses multiple channels to disseminate human rights activities to maximize societal benefit and demonstrate its commitment to human rights.

Stakeholder Communication

The company develops a communication plan for stakeholders at all levels, particularly those directly affected or likely to be impacted.

Quality Assurance of Reports

Reports are reviewed by senior management to ensure accuracy and quality.

Publication of Human Rights Performance

The company publishes human rights performance in the annual sustainability report and shares activities through its official social media channels.

Key Targets and Performance Results from the 2024 Labor and Human Rights Risk Assessment

Policies and Practices	Target	Achievements
Communicated policies on labor practices and human rights	100%	100%
No child labor is employed, nor is there support for employing children under 18 years old	100%	100%
No forced labor or slavery is used	100%	100%
Female employees are not assigned work hazardous to health in accordance with the law	100%	100%
Equal pay for equal work is provided to both male and female employees	100%	100%
Health and safety benefits are provided to employees in compliance with legal requirements	100%	100%
Practices are fair and non-discriminatory	100%	100%
No acts of violence, intimidation, harassment, or abuse occur in any form	100%	100%
Wages, compensation, overtime, and other benefits are provided fairly and in accordance with the law	100%	100%
Working hours comply with labor law requirements	100%	100%
Freedom of association and collective bargaining are respected	100%	100%
Terminations and severance payments are conducted in accordance with labor law	100%	100%
Upstream supply chain operations (raw material sources) comply fully with applicable laws and regulations	100%	100%
Personal data of employees and suppliers is protected	100%	100%

Project Highlights in 2024

Human Rights Risk Assessment of Smallholder Farmers



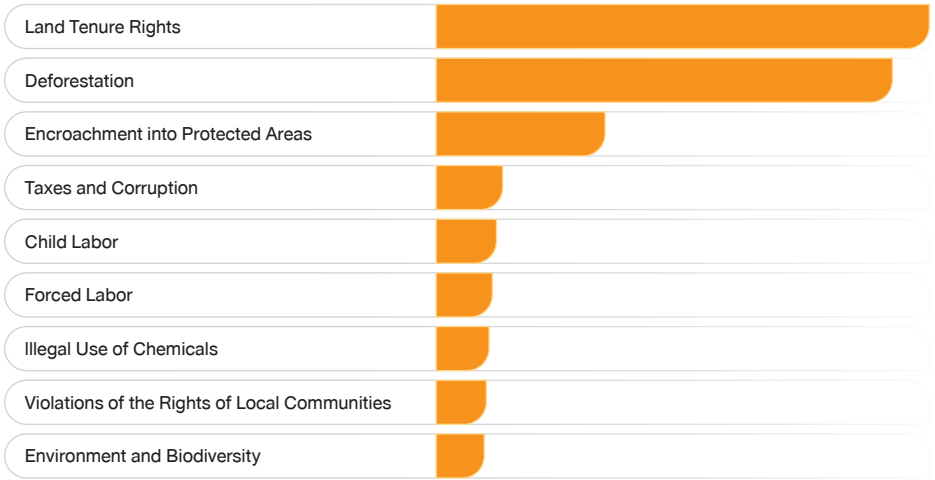


In 2024, Teck Bee Hang Co., Ltd. implemented the Traceable Natural Rubber (TNR) project to assess human rights and environmental risks at the upstream level of the supply chain, covering more than 24,000 rubber smallholder farmers. The main objective was to comply with the European Union Deforestation Regulation (EUDR) and enhance transparency and traceability throughout the supply chain.

The assessment was conducted in line with the UN Guiding Principles on Business and Human Rights (UNGPs), particularly through Human Rights Due Diligence (HRDD), to prevent and mitigate potential adverse impacts. The assessment also adhered to International Labour Organization (ILO) labor standards, evaluating labor rights such as the prohibition of child and forced labor, fair wages, and non-discrimination, in accordance with international human rights laws and related standards.

Target	2024 Achievements
20%	47%
of smallholder farmers have undergone a human rights risk assessment	of smallholder farmers have undergone a human rights risk assessment

Outcomes



Through the TNR project in 2024, covering over 24,000 smallholder farmers, the company conducted a comprehensive HRDD-based risk assessment to identify and prioritize potential human rights issues in the upstream value chain. The key high-risk issues identified include:

- Land Tenure Rights: Some farmers lacked clear land titles or were cultivating forest areas without proper documentation of legal land use.
- Deforestation: Risks were identified from the expansion of rubber plantations into forested areas, including community forests with unclear boundaries.
- Encroachment into Protected Areas: In certain cases, rubber cultivation was found in areas potentially restricted or in violation of forestry regulations.



Employee Welfare and Development

Long-term Targets	2024 Target	2024 Achievements
>60 Courses Internal training courses	>60 Courses Internal training courses	87 Courses Internal training courses
>90 Courses External training courses	>90 Courses External training courses	158 Courses External training courses
>30 hrs. Training hours per person	>30 hrs. Training hours per person	38.40 hrs. Training hours per person
1,500 Baht Average investment in employee training per person	1,500 Baht Average investment in employee training per person	1,523.58 Baht Average investment in employee training per person
>90% Average Employee Satisfaction	>80% Average Employee Satisfaction	81.36% Average Employee Satisfaction
100% Participation rate of employee in the organizational engagement survey	100% Participation rate of employee in the organizational engagement survey	100% Participation rate of employee in the organizational engagement survey
100% Of our factories have passed the assessment for implementing good labour practices (GLP)	100% Of our factories have passed the assessment for implementing good labour practices (GLP)	100% Of our factories have passed the assessment for implementing good labour practices (GLP)
100% Factories have successfully undergone evaluation for implementing Good Labor Practices	50% Factories have successfully undergone evaluation for implementing Good Labor Practices	50% Factories have successfully undergone evaluation for implementing Good Labor Practices
100% Employees have undergone competency assessments		

SDGs



Human Resource Management Policy

Labor Practices Policy

Implementation of Good Labour Practices in the Workplace (GLP)

Teck Bee Hang Co., Ltd., covering all branch factories and the headquarters, is committed to adopting the “Good Labour Practices (GLP)” policy and guidelines as a core framework for workforce management. This approach aims to create a fair, safe, and ethical working environment while promoting the well-being and quality of life of employees at all levels. The implementation of GLP within the company’s operations is based on five key principles: fair treatment of workers, safe and hygienic working conditions, voluntary employment without any use of illegal labor, enhancement of employee well-being, and open communication and engagement between employers and employees.

Moreover, the company emphasizes raising awareness and understanding of GLP principles among all employees through training programs and internal communications, ensuring that these principles are practically applied. Continuous evaluation of the company’s performance in good labor practices is conducted in accordance with guidelines from the Ministry of Labour. These efforts aim to foster sustainable organizational growth while respecting the human rights of all workers throughout the value chain.

Thai Labour Standards

Teck Bee Hang Co., Ltd., is proud to have received the Basic Thai Labour Standard certification (TLS 8001) from the Ministry of Labour. This certification serves as a formal recognition of the company’s commitment to managing its workforce with integrity, ethical conduct, and respect for human rights.

Obtaining the Thai Labour Standard certification not only affirms that the company operates ethically but also reflects its dedication to enhancing the quality of life for employees while ensuring sustainable business stability. The company believes that a happy and well-cared-for workforce is the cornerstone of producing high-quality products that can compete at the international level.

This achievement is not solely the company’s success but a shared accomplishment of all employees who contribute to cultivating an organizational culture that values people, making “workers” not just a source of labor but the “heart” of sustainable development.

Message from Teck Bee Hang Co., Ltd.



Mr. Narongrit Songpan — Human Resources and Administration Manager

"Our company implements human resource management practices to enable the organization to adapt quickly to changing circumstances, with a particular focus on promoting employee well-being. This ensures that work and services are delivered with both quality and efficiency, while simultaneously driving the development of employee potential, implementing effective processes, and applying modern technology to work operations. As the Human Resources Manager, I am committed to steering the organization toward success and motivating employees to achieve their fullest potential through fostering a culture of learning, collaboration, and sustainable growth."

Impact on Business

In the natural rubber industry, which relies on both skilled and general labor to carry out continuous and complex production processes, the welfare and development of employees play a critical role in the efficiency and stability of the business. Having a workforce that is competent, healthy, and committed to the organization helps reduce employee turnover, minimize workplace accidents, and sustainably increase productivity. Moreover, it enhances the company's reputation among suppliers and customers across the supply chain, particularly in international markets that place a strong emphasis on human rights and fair labor practices.

Challenges and Opportunities

One of the key challenges facing the natural rubber industry is retaining skilled labor over the long term, amidst an aging workforce and regional labor mobility. There is also the challenge of upskilling employees to keep pace with technological advancements and increasingly stringent production standards. Nevertheless, these challenges present an opportunity to elevate labor standards across the industry through the implementation of clear personnel development systems, provision of comprehensive employee benefits, and promotion of a high quality of life for employees and their families.



Commitment

The Company is committed to being an organization that fully supports the well-being and potential of its employees, guided by the principle that "**People are the Heart of Sustainable Growth.**" Equal attention is given to all employees, whether Thai or foreign, while promoting engagement and career growth opportunities to ensure that employees feel proud to be part of the organization and grow alongside the Company in the long term.

Retaining high-potential talent is a critical factor for organizational competitiveness, particularly in the manufacturing sector, which requires specialized expertise and new-generation leadership. Continuous investment in employee development through training programs, coaching/mentoring, and clearly defined career advancement paths is a key strategy to attract and retain top talent over the long term.

Furthermore, creating a learning-supportive workplace environment including promoting a culture of lifelong learning, knowledge sharing within departments, and supporting employees to develop new skills independently through online platforms or e-learning systems is essential to prepare employees to adapt to technological changes and market demands.

All of these efforts align with the Company's goal of developing "Smart People," referring to personnel who possess a balanced combination of skills, knowledge, and mindset, and who serve as a driving force for sustainable organizational growth.

Operational Approach

In line with the Company's strategic direction to become a global leader in sustainable natural rubber production and export, the Company has established guidelines for developing employee knowledge, capabilities, and expertise across all aspects of production, export, and administration.

The Company prioritizes appropriate employee care and the long-term retention of high-potential personnel by providing fair career advancement opportunities, beneficial welfare programs, and continuous development support, enabling employees to grow in parallel with the organization.

In human resource management, the Company implements an effective personnel development plan based on a performance evaluation system covering all levels. This system serves as a basis for individual development planning, career progression, and structured succession planning.





The Company focuses on five key areas of human resource management

01 Operational Competency Development

02 Environment and Safety

03 Employee Welfare

04 Opportunities for Career Advancement

05 Employee Engagement

Employee Development and Welfare

The Company is committed to continuously developing employee competencies through diverse training programs that promote learning and career growth, while creating a work environment that encourages learning and motivates performance. A performance evaluation system aligned with international standards is applied to provide data for individual development planning, offer opportunities for career advancement, and implement structured succession planning. Furthermore, the Company emphasizes employee welfare in accordance with relevant standards and legal requirements, while fostering a safe and health-supportive working environment for all employees.

Equal Employment and Respect for Human Rights

The Company upholds principles of fair and equitable employment, guided by universal human rights, and strictly complies with national and international labor laws, as well as International Labour Organization (ILO) conventions on non-discrimination.

The Company has a clear policy prohibiting discrimination in employment and treatment of employees under any circumstances, including gender, age, race, religion, nationality, disability, sexual orientation, or social status. This promotes a truly diverse and inclusive organizational culture.

During recruitment, the Company ensures transparency and fairness by evaluating candidates comprehensively based on qualifications, skills, experience, and cultural fit. Equal access to positions is provided through multiple channels, including the Company website, job portals, universities, and partner networks.

Promoting Opportunities for Disadvantaged Groups

The Company recognizes the importance of promoting employment opportunities for disadvantaged groups, particularly persons with disabilities, in accordance with the Act on the Promotion and Development of the Quality of Life of Persons with Disabilities B.E. 2550. The Company collaborates with government and private agencies to identify suitable positions and provides training to develop the capabilities of employees with disabilities, enabling them to work effectively and enhance their quality of life.

Total number of employees of the Company

Men	Women
49.60%	50.40%
558 People	567 People

as of 31 December 2024 **1,125 People**



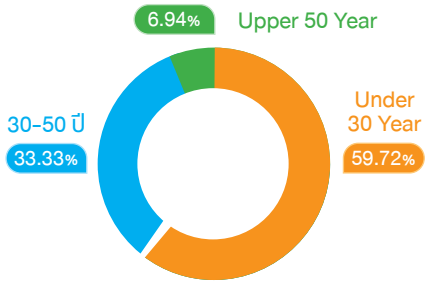
Employee Recruitment Performance

New Employee by gender

Men 47.22%

Women 52.78%

New Employee by age



Employee termination by gender

Men 54.11%

Women 45.89%

Turnover rate

Men 9.96%

Women 8.44%

Employees who return to work after maternity leave

75%

Hiring new employee	2021	2022	2023	2024
Total number of new employee hires (Persons)	18	18	17	35
Open positions filled by internal candidates (%)	0	0	35.29	0
Average hiring new employee cost (Baht/Person)	1,483	1,483	2,014	1,079

Disable employees	2021	2022	2023	2024
Total disable employees (Persons)	13	14	13	13
Inside (1) (Persons)	13	14	12	12
Outside (2) (Persons)	0	0	1	1
Wages Payable (Baht)	1,795	2,024	2,068	1,594

1) Employment of people with disabilities to work within Teck Bee Hang Co., Ltd.

(2) Employment of people with disabilities to work in the community for public benefits such as government agencies, hospitals, municipalities, etc.

Employee Development

Message from Teck Bee Hang Co., Ltd.



Ms. Kampeerapan Choothong Human Resources Supervisor

"The organization consistently provides opportunities for learning and self-development, whether through internal or external training. This demonstrates that the organization values employee growth and involves them in planning their own development. Moreover, the organization respects employees' opinions and needs. Regular training and skill development help employees feel more confident in their abilities to perform their work effectively."

The Company places great importance on systematically and continuously developing employee potential by implementing an Annual Skills and Competency Development Plan, which covers both internal and external training programs. This plan aligns with the Company's strategic direction and goal of becoming a leading producer and exporter of natural rubber blocks sustainably. The training is designed to enhance the skills necessary for employment and long-term career development, creating opportunities for advancement, reducing disparities in access to knowledge, and promoting the principles of fair labor and equitable development in accordance with international human rights standards.

Training Need

The Company conducts a thorough analysis to identify the skills, knowledge, and competencies required for employees at each level. Employees are encouraged to participate in assessing their own training needs based on their job responsibilities, past performance, and relevant industry standards, such as ISO and FSC. Additionally, the assessment considers the Company's organizational development direction in environmental, social, and governance (ESG) areas. The results are integrated into the organization's annual training plan to ensure that employees can work efficiently and safely, adapt to technological changes, and actively contribute to achieving the Company's sustainability goals in a tangible manner.

Training Programs

01 New Joiner
Courses for new employees

02 Soft Skill
Skill and potential enhancement courses for employees

03 Functional Training
Courses for employees with specialization

04 Leadership Program
Team management capacity enhancement courses for managers and supervisor

Internal Training Programs

The Company places great importance on the continuous development of employee potential, recognizing employees as the organization's most valuable resource. The focus is on equipping employees with knowledge, skills, and competencies that align with industry changes and the Company's sustainable business direction. In 2024, the Company conducted a total of 87 internal training programs, achieving the set targets.

The training content was comprehensively designed and covered eight main areas: management, production processes, general knowledge enhancement, service, specialized skills development, environment, occupational health and safety, and quality. The programs aim to develop both technical and cross-functional skills for employees at all levels, enhancing work efficiency and fostering professionalism.

This employee development not only strengthens the organization's competitiveness but also motivates employees and fosters stronger engagement with the Company. The Company recognizes the importance of retaining knowledgeable and skilled personnel over the long term and has established clear guidelines to provide employees with opportunities for fair and appropriate career growth.

Occupational Disease Awareness Program



Rubber Plantation Survey Procedures for Field Officers



Requirement for ISO14064



Kaizen Master



Waste Segregation Training



Effective Communication and Coordination Skills



Leadership and Professionalism Development



Basic First Aid Training



External Training Programs

In addition to developing employee potential through internal training programs, the Company places strong emphasis on promoting learning and enhancing specialized expertise through external training. In 2024, the Company sent employees to participate in a total of 158 external training courses, covering knowledge relevant to various functional groups appropriately.

These external training programs focus on developing individual skills and specialized expertise, enabling employees to effectively apply their knowledge in daily operations. The Company provides opportunities for employees to attend training based on their interests, aptitudes, and individual potential, supporting career growth and preparing them to adapt to changes in the modern working environment.

Mindfulness training to promote ethics and prevent misconduct



Caltex Business Solutions Day



Training on group development and linking economic crops to the BCG Model



Training for operators of the wastewater treatment system



Tax knowledge training for public engagement



Effective communication and coordination training



Global Reporting Initiative (GRI) Certified Training Course on GRI Standards

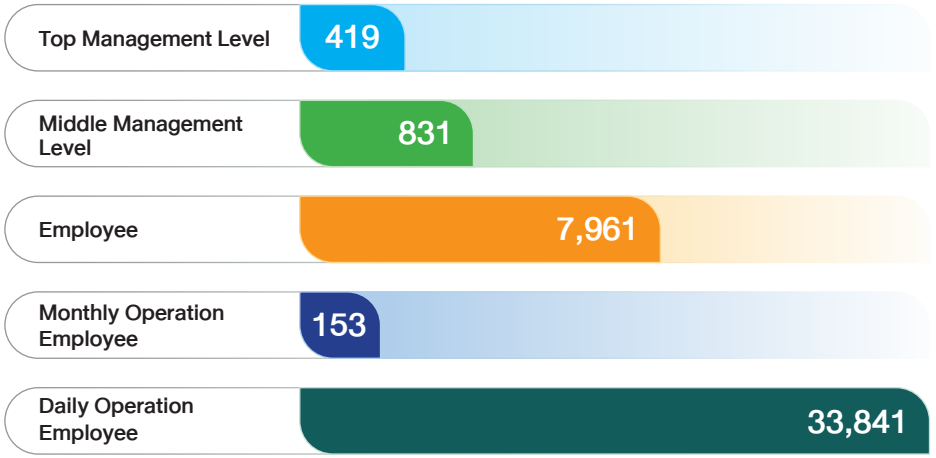


Power BI Desktop for Business Analytics

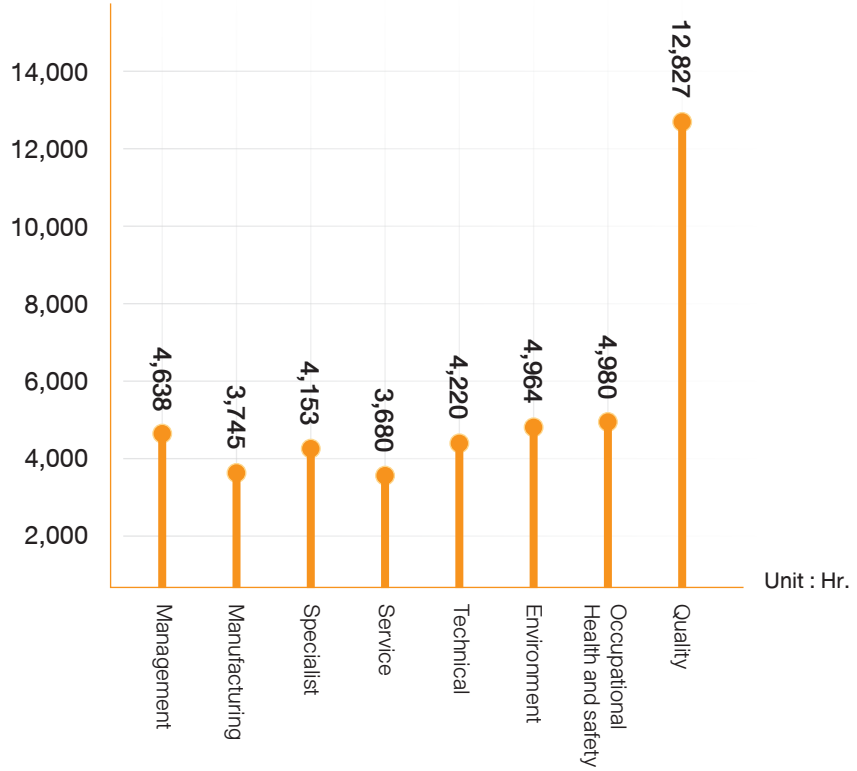


Total Training Hours by Level

Unit : Hrs.

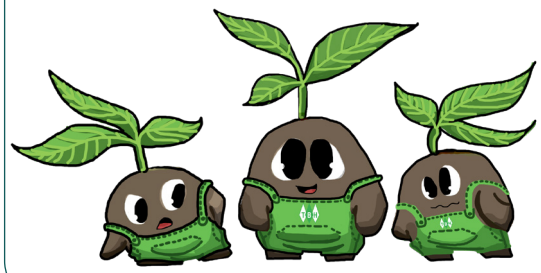


Total Training Hours by Skill



Training Expenses

Total **1,672,640.24** Baht



Average per person

1,523.58

Baht/Person/Year

Employee Training	Unit	2023	2024
Total Training Hours	Hrs.	26,792	43,207
Average Training Hours			
Targen	Hrs./Person/Year	20	30
Achievements	Hrs./Person/Year	26	39

Opportunities for Career Advancement

Employee Development and Performance Management

The company places great importance on the continuous development of employee potential and performance management to enhance organizational competitiveness and adaptability amid changes in the natural rubber industry. A KPI Committee has been established to oversee the framework for performance management operations and implement the Employee Performance Evaluation System (EPES), which aligns with the company's business goals and growth direction.

Performance evaluations cover employees at all levels and are conducted annually, with clearly defined work objectives linked to the organization's strategic plan.

The company's performance evaluation system is based on two main criteria

01 Core Competency Evaluation to assess the knowledge, skills, and abilities essential for job performance.

02 Core Value Evaluation to assess behaviors that reflect and promote the company's culture and core values.

Proportion of Employee Who Received Performance Evaluations

Top Management (Tier 1)	100%
Middle Management (Tier 2)	100%
Employee (Tier 3)	97% *
Monthly Operation Employee (Tier 4)	100%

* Employees who were not evaluated are those who retired in 2024.

Succession Planning for Organizational Continuity and Sustainability

The company places great importance on human resources as a key driving force for stable and sustainable business operations. To ensure preparedness in replacing personnel in critical positions particularly in core functions that may face shortages due to retirement, resignation, or other circumstances affecting operations the company has established a Succession Plan.

This plan focuses on identifying and developing high-potential internal employees with readiness in terms of skills, knowledge, and capabilities. The company provides structured development programs to prepare these individuals to assume key positions efficiently and seamlessly. This approach aims to ensure management continuity and mitigate workforce-related risks, which are essential factors contributing to the long-term sustainability of the business.

Succession Planning Practices

To strengthen business continuity and minimize risks associated with critical position shortages, the company has implemented a systematic and organization-wide succession planning framework that covers

- Senior management positions
- Middle management positions
- Key positions in core functions

Standardized Practices

- Assessing position risks that may impact the organization and identifying target positions for succession planning.
- Defining selection criteria for successors based on potential, capability, and experience.
- Developing individual development plans (IDPs) for selected successors to prepare them for future roles.
- Implementing continuous development and monitoring processes to ensure that successors are ready to assume their designated responsibilities effectively.

Employee Welfare

Successor Development

The company systematically and continuously develops potential successors to ensure a smooth and efficient transition for key organizational positions. The approach includes the following measures:

- Establishing a registry of employees participating in the succession development program, including their work history, achievements, evaluation scores, and current job descriptions.
- Creating a database of target positions with clearly defined responsibilities and core competencies required for each role.
- Conducting a competency gap analysis between the successors' current capabilities and the expectations of the target positions.
- Designing appropriate training curricula and development programs in collaboration with trainers, specifying learning plans, training methods, duration, and evaluation criteria.
- Developing Individual Development Plans (IDPs) tail red to specific skill enhancement needs.
- Implementing a clear readiness assessment system to valuate he preparedness of successors before assuming their designated roles.

The company also regularly updates its training programs and development approaches to align with current situations, corporate strategies, and organizational directions. Emphasis is placed on personalized development to ensure that successors are adequately prepared and possess the necessary capabilities to perform effectively in the long term.

Message from Teck Bee Hang Co., Ltd.



Ms. Kaewalin Srichan — Human Resources Officer, Narathiwat Branch

"Regarding the welfare benefits provided—such as uniforms, birthday gifts, annual New Year parties, and employee housing I have been working here for almost four years and am highly satisfied with all the benefits received. Every year, employees come together to celebrate and enjoy the New Year party, which strengthens our sense of unity.

For employee housing, the company provides sufficient accommodation for those who live far from the factory or work night shifts. Housing zones are clearly designated for different groups executives, monthly employees, daily workers, maintenance staff, and Myanmar employees to ensure a peaceful environment that accommodates different working hours.

This reflects the company's great care and consideration for the well-being of its employees."

The company places great importance on the continuous care and improvement of employees' quality of life, ensuring that all employees receive appropriate support in terms of welfare, working conditions, and personal development. This commitment fosters employee engagement and strengthens the foundation for the company's long-term business sustainability.

01 Employee Welfare

02 Workplace Welfare Committee

03 Equal Employee Opportunity

04 Personnel Support

Employee welfare

The Company places great importance on the continuous care and development of employees' quality of life to ensure that every employee receives appropriate welfare, working conditions, and development opportunities. This commitment helps strengthen employee engagement and serves as a vital foundation for the long-term sustainability of the business.

The Company provides comprehensive welfare and benefits to employees at all levels, including both permanent employees and contract workers at all Significant Locations of Operation. Details of welfare programs, related policies, internal regulations, and fair termination procedures in compliance with labor laws are clearly documented to ensure that all employees can access and understand their entitlements.

The Company's welfare system covers 100% of employees, encompassing essential benefits that support quality of life and job security.

Health and Life Benefits

- Pre-employment health check-up
- Annual health check-up
- Occupational health check-up based on workplace risk levels
- Health insurance
- Accident insurance

Family and Social Benefits

- Maternity leave: Female employees are entitled to 90 days of maternity leave (45 days with pay).
- Leave for religious ceremonies: Employees may take leave to participate in religious activities.

Retirement Plan

- Provident Fund

Personal Leave

The Company allows employees to take up to 10 days of paid personal leave per year for essential personal matters, including:

- Male employees may take personal leave to support their spouses during childbirth.
- All employees may take personal leave for important family matters or to care for family members such as children, spouses, parents, or grandparents.

Welfare Committee in the Workplace

The Company has established a Welfare Committee in the Workplace (WCW) at every factory branch and the head office to oversee and manage employee welfare in compliance with Thai labor laws (TIS 8001-2553) and international human rights principles. The objectives of the Welfare Committee are as follows:

- Monitor and ensure continuous improvement in the provision of employee welfare.
- Encourage employee participation by providing channels for feedback and suggestions on welfare-related matters.
- Promote alignment with labor law requirements and best practices in human rights.

The Committee comprises five members representing employees from all levels. Meetings are held every three months to review, improve, and adapt welfare policies to current conditions and employee needs effectively.

Promoting Diversity and Equal Employment Opportunities

The Company upholds a non-discriminatory employment policy, ensuring equal opportunities for all individuals regardless of race, gender, religion, age, socioeconomic status, origin, education level, or physical and mental condition.

Message from Teck Bee Hang Co., Ltd.



Ms. Sineenat Phetsiri — Factory Manager, Thung Song Branch

"Being given the opportunity to serve as a female branch factory manager is a source of great pride for me. It clearly reflects the Company's commitment to valuing ability over gender. I am truly grateful and inspired to dedicate myself fully to my responsibilities and hope to encourage other women to confidently demonstrate their potential and pursue the career paths they aspire to."

The Company places special emphasis on the employment of persons with disabilities and underprivileged groups to promote social inclusion and enhance quality of life in a sustainable manner. The Company's operational approach in this regard includes the following:

- Assigning job responsibilities that are suitable for each individual's abilities and potential.
- Providing equal benefits and welfare comparable to those received by other employees.
- Supporting continuous skill development and capacity building to foster career advancement.
- In 2024, although the Company had not yet directly employed individuals from underprivileged groups, it implemented initiatives aimed at supporting and improving the quality of life of persons with disabilities under the project "Old Calendars: The Light of Learning." Through this project, the Company collected and donated unused old desk calendars to the Thammasat International School for the Blind in Hat Yai District, Songkhla Province, for use in producing Braille learning materials. The Company has continued this initiative for three consecutive years.

These practices reflect the Company's strong commitment to being an organization that respects human rights and upholds equality as a core principle in human resource management.



Compensation Management

The Company has established a competitive remuneration structure by considering industry compensation benchmarks alongside employees' knowledge, competencies, experience, and levels of responsibility for each position. This approach aims to attract, retain, and continuously motivate qualified personnel, forming a key foundation for the Company's sustainable growth.

Competitive Compensation Structure

The Company adopts a competitive compensation policy aligned with labor market standards, considering:

- Industry salary benchmarks; and
- Educational qualifications, experience, and levels of responsibility for each position. This approach ensures the attraction and retention of qualified personnel to drive the organization's sustainable growth.

Performance-Based Salary Adjustment and Promotion

The Company evaluates employee performance through the Employee Performance Evaluation System (EPES), which comprises two key assessment dimensions:

- Core Competency – assessing knowledge, skills, and abilities required for each role; and
- Core Value – evaluating behaviors that reflect the Company's culture and values.

A KPI Committee has been established to oversee the performance management framework, ensuring fairness, transparency, and alignment with corporate objectives.

Compensation and Benefits Benchmarking

To maintain a fair and competitive compensation structure, the Company regularly conducts compensation and benefits benchmarking with other organizations in the same industry. This ensures that the Company's remuneration system remains competitive and capable of retaining talented employees for long-term organizational success.

Policy and frame Work	2023	2024
Annual Total Compensation	1.12%	1.09%
Change in Annual Total Compensation	0%	0%

The highest-compensated individual is the CEO. All employees covered under this disclosure are included. This information is derived from the company's payroll data and represents the total overall cost.

Human Resource Management in Accordance with Ethical Principle

The Company manages its human resources under a framework of ethics and fair practices, with full compliance covering 100% of employees. This includes adherence to the Company's Business Code of Conduct, human resource policies, and principles of good governance. The Company discloses relevant information regarding policies, regulations, and employment and termination processes in a transparent manner, ensuring that all employees can clearly access and understand their rights.



Environment and Safety

The Company places the utmost importance on employee safety and occupational health, recognizing these as key factors for sustainable business operations. The Company emphasizes prevention and mitigation of work-related risks, ensuring full compliance with relevant legal requirements. Safety management is conducted systematically through processes of inspection, monitoring, evaluation, and continuous review, enabling timely identification, prevention, and correction of potential hazards arising from work activities.

Moreover, the Company promotes active participation of employees at all levels in improving safe work practices and raising occupational health standards across all production processes. The objective is to foster a safe working environment that supports the long-term health and well-being of employees.



Employee Engagement

The Company is committed to building a strong organizational culture by emphasizing the promotion of shared Core Values as a guiding framework for employees at all levels. The Company encourages employee participation through various activities and continuous internal communication, fostering a sense of shared ownership and alignment toward common organizational goals.

Core Value













The Company places significant emphasis on employee engagement and welfare by regularly collecting feedback and evaluating performance through the Employee Performance Evaluation System (EPES). This online system ensures that the evaluation process is efficient, transparent, and timely, covering assessments based on Key Performance Indicators (KPI), Core Values, and employee satisfaction.

Employee Satisfaction Assessment

The Company prioritizes the well-being and satisfaction of employees at all levels. Accordingly, an annual employee satisfaction survey is conducted to capture employees' opinions, feelings, and needs. The results are analyzed to develop appropriate strategies and measures to improve the workplace environment. The assessment covers six main areas:

The assessment covers six main areas:

01 Salary and benefits

02 Job characteristics and responsibilities

03 Career advancement and job security

04 Supervisors

05 Colleagues

06 Work environment and quality of life

This approach reflects the Company's commitment to creating a work environment that promotes sustainable development, both in terms of its personnel and the organization as a whole.

Results of the Employee Engagement Surver

Target	80%	Achievements	81.36%

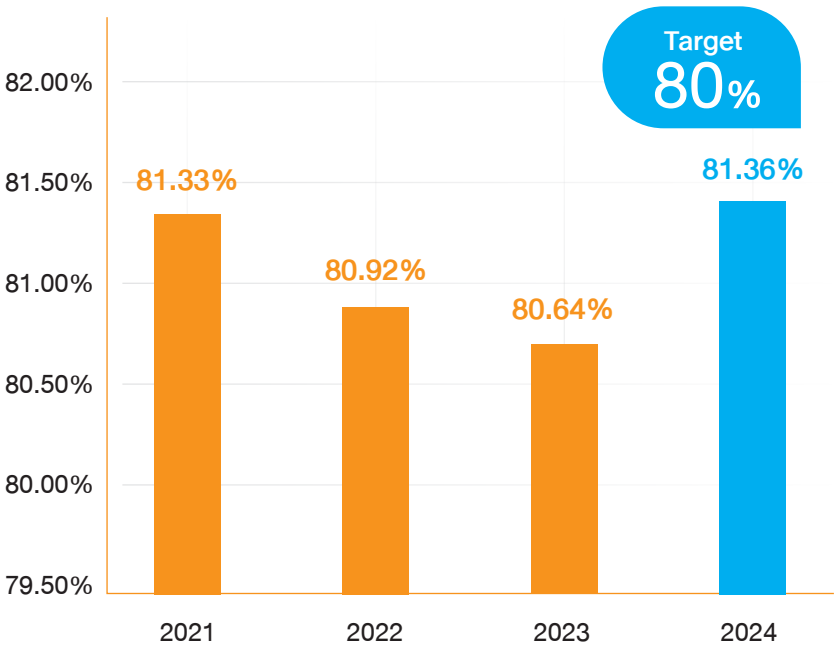


Results of the Employee Engagement Survey

The annual employee Engagement Survey indicates that employees are most satisfied with supervisors, with a satisfaction rate of 84.65%. This reflects employees' confidence in the organization's leadership, particularly in management, communication, and fairness in the workplace. Supervisors play a crucial role in consistently communicating the Company's vision, mission, goals, and policies to subordinates, fostering shared understanding of the organization's direction. They also demonstrate strong leadership, accountability, and effective team management skills.

These results highlight the strength of the Company's internal management culture, which emphasizes positive relationships between leaders and employees. This culture is a key factor in fostering employee engagement, satisfaction, and long-term sustainability within the organization.

Employee Engagement Survey



Employee Engagement Activities

The Company continuously organizes employee engagement activities on an annual basis to provide opportunities for employees to exchange experiences, build positive relationships, and enhance collaboration within the organization. These activities take various forms, such as:

- Recreational activities to boost morale and motivation
- Personnel development programs and collaborative learning initiatives

Promoting such activities is an essential part of fostering a strong organizational culture. The Company aims for employees to feel valued and develop a lasting sense of attachment to the organization, which in turn leads to more effective teamwork and supports the long-term goals of the Company.



Project Highlights in 2024

ESG-DNA Project: Knowledge for Sustainability



The Company participated in a project organized by the Stock Exchange of Thailand to enhance the knowledge and understanding of sustainable business practices among employees at Tier 3 level and above. The program primarily focused on raising awareness of the key components of sustainable business operations across various dimensions, including environmental, social, governance, and economic aspects. The objective was to enable employees to effectively connect their current roles and responsibilities with the Company's sustainability goals, while promoting alignment of activities at all levels with the Company's vision of responsible and long-term sustainable growth.

Program Outcomes

Targeted employees gained enhanced knowledge and understanding of sustainable business development through online courses provided by the Stock Exchange of Thailand, including ESG 101: Sustainable Business Development and P01: Fundamentals of Business Sustainability. Participants who completed the courses received certificates of completion as recognition of their achievement.

Target	2024 Achievements
50%	87%
of the employees who participated in the program successfully completed the ESG 101 and P01 courses.	of the employees who participated in the program successfully completed the ESG 101 and P01 courses.

Kaizen Master Project





The company has implemented the Kaizen Master Skill Development Program to cultivate leaders who drive Kaizen activities across all branch factories as well as the headquarters. Kaizen Masters serve as key facilitators in promoting the concept of continuous improvement within each department, aiming to enhance the efficiency and quality of work processes.

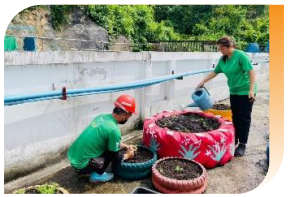
Program Outcomes

The appointment and training of Kaizen Masters have established an internal organizational development mechanism, equipping personnel with the knowledge, understanding, and skills necessary to systematically drive process improvement activities. This has fostered an organizational culture focused on efficiency, creativity, and active participation of employees at all levels.

Target	2024 Achievements
100%	100%
Of Kaizen Masters participated in the activities.	Of Kaizen Masters participated in the activities.

"Edible Garden Fence" Project





The Thung Song branch has promoted the concept of self-reliance and sustainable land use by distributing vegetable seeds to employees and allocating space within the factory for growing pesticide-free vegetables. This initiative encourages employees to participate in environmental stewardship, reduce dependence on external resources, and enhance food security at both individual and organizational levels. Additionally, the project helps strengthen relationships among employees and has the potential to extend the concept to surrounding communities in the future.

Program Outcomes

A total of 22 employees participated in the vegetable gardening project at the Thung Song branch. Participants were provided with vegetable seeds and designated planting areas within the factory. Beyond fostering self-reliance, the initiative has also contributed to a tangible reduction in household expenses for employees.

Target	2024 Achievements
20 Person	22 Person
Employee's Participation	Employee's Participation

HPV Self-Sampling Cervical Cancer Screening Training





Teck Bee Hang Co., Ltd., Headquarters, organized a training program on “HPV Self-Sampling for Cervical Cancer Screening” for female employees, in collaboration with local public health agencies. The initiative aimed to raise awareness of personal health management and reduce long-term risks of serious diseases. The training covered topics such as disease risk factors, proper self-screening techniques, sexual health care, and access to necessary medical services.

Project Outcomes

Female employees gained increased knowledge and understanding of cervical cancer prevention and developed greater confidence in performing self-screening. This initiative contributes to the overall well-being and sustainable health of the organization’s personnel.

Target	2024 Achievements
80%	88%
Female employees’ participation	Female employees’ participation

Diabetes Screening Project





The Narathiwat branch places great importance on promoting preventive health among employees. The branch organized a basic diabetes screening project for all employees to raise awareness about diabetes, a common chronic health issue that can affect long-term quality of life.

The project provided employees with free initial blood sugar testing and basic guidance on health management, including dietary adjustments and exercise, delivered by healthcare professionals. This initiative aimed to prevent the onset of the disease or effectively manage risk factors.

Project Outcomes

Employees participated in diabetes screening and gained increased understanding of the risks associated with diabetes. They also recognized the importance of preventive health care, which positively contributes to their overall quality of life and long-term work efficiency.

Target	2024 Achievements
80%	100%
Employee’s Participation	Employee’s Participation



Occupational Health and Safety Policy

Long-term Targets	2024 Target	2024 Achievements
0 Case Number of serious accidents	**0 Case** Number of serious accidents	**0 Case** Number of serious accidents
0 Case Lost-time injuries (LTI)	**0 Case** Lost-time injuries (LTI)	**0 Case** Lost-time injuries (LTI)
0 Case / 1,000,000 hrs. Lost-time injuries frequency rate (LTIFR)	**0 Case / 1,000,000 hrs.** Lost-time injuries frequency rate (LTIFR)	**0 Case / 1,000,000 hrs.** Lost-time injuries frequency rate (LTIFR)
0 Case Number of travel accidents	**0 Case** Number of travel accidents	**0 Case** Number of travel accidents
100% Number of training hours per person per year	**100%** Number of training hours per person per year	**100%** Number of training hours per person per year
1 Safety and occupational health promotion activities are conducted regularly every year		

SDGs



Occupational Health and Safety Policy

Message from Teck Bee Hang Co., Ltd.



Mr. Suppadech Khwanchuay

EHS Specialist

"Teck Bee Hang Co., Ltd. is strongly committed to managing occupational health, safety, and environmental issues as core elements of its operations. In the rubber industry, which involves various potential risks, it is essential to prevent workplace accidents, protect employee health, and manage environmental impacts effectively. Implementing these standards not only ensures that employees work in a safe and healthy environment but also reflects the company's responsibility toward society and the environment both of which are vital to sustaining long-term organizational success.

The company begins by raising awareness and emphasizing safety and environmental responsibility at every organizational level. Regular training and active participation from all employees are key components in achieving this goal. Moreover, the application of advanced technologies for monitoring and risk analysis enhances efficiency in accident prevention and environmental protection. Setting clear objectives and continuously monitoring progress further enable the company to strengthen and sustain its occupational health and safety management in the long run."

Impact on Business

The company places great importance on occupational health and safety management in the workplace, recognizing it as a key component that influences operational efficiency, business stability, and sustainable development. Effective management not only helps reduce risks of accidents and occupational diseases but also fosters a safe working environment, enhances employees' quality of life, and cultivates a strong safety culture within the organization.

Investment in occupational health and safety is regarded as an investment for the future, as it helps minimize indirect costs arising from production disruptions, medical expenses, and property damage. It also strengthens positive relationships with key stakeholders including employees, communities, customers, investors, and government agencies.

In an era where consumers and investors increasingly value ethical and socially responsible business operations, maintaining an occupational health and safety management system in accordance with international standards such as ISO 45001, and disclosing performance in alignment with the GRI framework, are crucial factors that reinforce the company's image as a responsible organization toward its people, society, and the environment. This, in turn, directly contributes to the company's competitiveness and long-term sustainable growth.

Challenges and Opportunities

The company places continuous emphasis on the management of occupational health and safety to prevent accidents and minimize health risks in the workplace, which are essential components of sustainable business operations. Technological advancements, such as automation and the Internet of Things (IoT), have introduced new forms of risks. Therefore, the company is committed to developing risk control measures and enhancing employee capabilities through safety training programs tailored to specific job characteristics.

Such management efforts not only help prevent workplace accidents but also foster a safe working environment, improve operational efficiency, and support the company's long-term sustainability.

Commitment

Teck Bee Hang Co., Ltd. is committed to conducting its business with a strong focus on sustainability in occupational health, safety, and the environment, guided by systematic management principles and the active participation of all organizational levels in promoting safe and sustainable operations.

The company places great importance on comprehensive risk assessment and control, both within the workplace and throughout the supply chain. To enhance the effectiveness of its safety management system, the company has adopted the ISO 45001:2018 standard as a framework for continual improvement. In addition, a Safety Committee has been established to oversee related activities, including regular training, drills, and initiatives that strengthen a safety-oriented culture across the organization.

The company strives toward the goal of achieving Zero Accidents by encouraging employee engagement in incident reporting, enhancing safety awareness, and continuously improving work processes all aimed at creating a safe and sustainable workplace for everyone.

Occupational Health and Safety Management System

01
Quality of Life and Safety of Employees

02
Compliance with Environment Laws and Requirements

03
Hazard Prevention Measures and Safety Policies

04
Improvement of Working Conditions and Environment

05
Environmental and Safety Activities

06
Health Examinations for Existing Employees and New Hires

Occupational Health and Safety Governance

To strengthen a sustainable and tangible occupational health and safety (OHS) management system, and to promote the safety and well-being of employees, contractors, customers, and other individuals potentially affected by its operations, Teck Bee Hang Co., Ltd. has established a systematic OHS governance mechanism. This begins with the appointment of the Occupational Health and Safety Working Committee, which is primarily responsible for developing, improving, and monitoring workplace safety conditions in accordance with international standards.

The committee conducts risk assessments, safety inspections, and solicits employee feedback through various participation channels such as consultations, monthly meetings, and Safety Observation activities. It also collaborates closely with the Safety Committee and all factory branches to ensure effective response to suggestions and concerns from all relevant stakeholders.

In addition, the company sets quantitative safety targets for each factory as a framework for implementing appropriate measures including maintaining safety performance records, obtaining certifications related to employee health and wellness, and conducting regular performance review meetings. These efforts are aimed at driving the organization toward achieving its occupational health and safety objectives effectively and sustainably.



Occupational Health and Safety Risk Assessment Process

The company places great importance on the management of occupational health and safety (OHS), adhering to the principles and requirements of the ISO 45001 international standard. This management system enables the organization to systematically and effectively control occupational health and safety risks in the workplace, with the aim of preventing accidents, injuries, and work-related illnesses, as well as promoting the long-term health and safety of all employees.

Accordingly, the company requires the Occupational Health and Safety Working Committee to conduct systematic OHS risk assessments prior to the commencement of any operation. This process helps prevent and minimize the likelihood of accidents and health impacts on employees. The assessment process consists of the following key steps

01 Reviewing all activities and tasks within the designated area

02 Identifying specific steps in tasks that pose occupational health and safety risks.

03 npointing hazards and evaluating their potential impacts.

04 Assessing the severity and likelihood of these risks.

05 Creating an occupa-tional health and safety risk register, prioritizing risks, and setting targeted goals for risk management.

06 Formulating guidelines and establishing action plans for future risk prevention and mitigation.

07 Consistently monitoring and reporting to the committee on a monthly basis.



Teck Bee Hang Co., Ltd. conducts regular Occupational Health and Safety (OHS) Risk and Hazard Assessments, with the Occupational Health and Safety Working Committee serving as the primary body responsible for the implementation. The objective is to effectively identify, control, and mitigate potential risks arising from workplace operations.

The results of these assessments are analyzed to develop and enhance the company's OHS management framework, ensuring that risk control measures remain appropriate, effective, and up to date. Furthermore, the company has established Key Performance Indicators (KPIs) to monitor the effectiveness of its risk assessment and management processes, ensuring alignment with the ISO 45001 standard and supporting continuous improvement.

The outcomes of the 2024 Occupational Health and Safety Risk Assessment are summarized as follows.

The occupational health and safety risk assessment results for 2024

The occupational health and safety risk	Risk Level	Mitigation Measures	Residual Risks
Exposure to loud noise	High	Conduct annual noise level measurements, provide hearing protection equipment (earmuffs/earplugs), and limit working hours in high-noise areas.	Medium
Falling rollers/equipment	Medium	Use secure clamping devices, provide proper equipment usage training, and conduct regular inspections.	Low
Chemical splashes into the eyes	Medium	Provide safety goggles and emergency eye-wash stations, and conduct training on safe chemical handling.	Low
Low oxygen levels in confined spaces	Medium	Install ventilation systems, measure oxygen levels, and provide training for workers entering confined spaces.	Low
Finger/hand injuries from work or machinery	Low	Promote the use of protective gloves and provide training on safe machine operation.	Low
Hand trapped by plate	Low	Install automatic safety guard systems and conduct training on safe machine operation.	Low

Workplace Safety Management

Incident and Unsafe Condition Reporting

The company encourages all employees and external personnel working within or entering the company premises to report any accidents, unsafe conditions, or activities that may pose safety risks. Multiple communication channels are provided, such as incident report forms, designated reporting points within work areas, and an online reporting system.

The company has also established clear procedures for responding to accidents, which include the processes of reporting, investigation, root cause analysis, risk assessment, and implementing corrective and preventive actions to avoid recurrence. These procedures apply to both employees and external parties, ensuring that safety measures remain effective and continuously improved.

Furthermore, Teck Bee Hang Co., Ltd. emphasizes the right to refuse unsafe work, allowing employees and external personnel involved in operations to stop work or report concerns if they identify tasks that may pose risks to life, health, or safety.

“Employees and relevant personnel have the right to stop work immediately if unsafe conditions are identified. Work shall only resume once the risks or unsafe conditions have been corrected.”

- Safety officers or the Occupational Safety, Health, and Environment Committee
  via telephone or e-mail
- Factory managers
  via telephone or email
- Top management
  via telephone or email
- Online channels through the company’s website or social media platforms

Procedure for Investigating Work-Related Injuries and Illnesses

The company has established clear guidelines and procedures for investigating cases of work-related injuries, occupational illnesses, and near-miss incidents. The objective is to identify the root causes of such events and implement corrective and preventive actions to ensure they do not recur in the future.

In the event of an incident, the company assigns Safety Officers to prepare Near Miss and Incident Reports, which include a root cause analysis, proposed corrective actions, and preventive measures. These reports are then submitted to the respective branch factory manager for review and approval.

Additionally, the company encourages employees and external parties to report unsafe conditions, hazardous environments, or risky activities through the company's designated communication channels. The information collected is systematically analyzed and used to support continuous improvement and prevention of similar incidents in the future.

Step 1	The Occupational Safety, Health, and Environment Committee makes a record of the reported incident.
Step 2	Conduct a meeting within 24 hours for the investigation of injuries or illnesses resulting from work as reported.
Step 3	Establish measures to prevent the recurrence of accidents and/or mitigate the severity of incidents
Step 4	Respond to inquiries within 24 hours from the date of the incident, informing them of the management approach and recording the Results in the system
Step 5	Provide appropriate care and compensation for employees injured at work
Step 6	Monitor, review, and verify the effectiveness of measures and report the results of operations to the committee every month

Work-Related Injuries

Teck Bee Hang Co., Ltd. places great importance on the safety and occupational health of employees, contractors, and business partners alike. The company is committed to achieving its goal of becoming a "Zero Accident and Injury-Free Organization", ensuring a safe working environment for all stakeholders across the value chain.

The company has established safety targets, aiming to reduce the Loss Time Injury Frequency Rate (LTIFR) to zero, measured per one million working hours. This indicator serves as a key metric to evaluate the effectiveness of the company's occupational health and safety management system. In addition, the company systematically collects and monitors other relevant safety statistics.

- Total Recordable Injury: TRI
- Total Recordable Injury Rate: TRIR
- Near Miss
- Near Miss Frequency Rate: NMFR

Analysis of accident statistics from the past year indicates that most injuries involved fingers and hands, primarily caused by pinching or sharp objects. In response, the company has improved work procedures and continuously communicated preventive measures to relevant departments to raise safety awareness and strengthen proactive safety standards among all employees.

Furthermore, Teck Bee Hang Co., Ltd. prioritizes product safety by monitoring and collecting data on potential accidents arising from customer use of its products. This information is analyzed to support continuous improvement in product design, manufacturing processes, and safety communication reflecting the company's commitment to promoting sustainable safety throughout its supply chain.

During the past year, no serious accidents were reported, demonstrating significant progress in occupational health and safety management in alignment with the ISO 45001 standards that guide the company's operations.

Occupational Health and Safety Training

The company places great importance on fostering a strong safety culture in the workplace, as employee health and safety are key factors influencing overall organizational performance. To enhance safety awareness, the company regularly conducts safety training sessions and promotionalactivities,aimingtoensurethatallemployeesunderstandtheimportanceofsafetyandactively participate in creating a safe and sustainable work environment.

The training statistics for employee safety in 2024

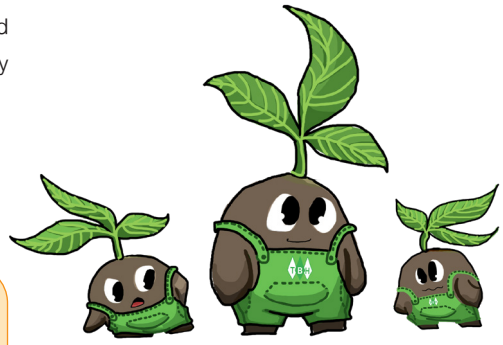
Training Topic	Training Participants 2022 (persons)	Training Participants 2023 (persons)	Training Participants 2024 (persons)
Firefighting and Evacuation Drills	796	1,049	1,047
Emergency Response Plan	915	931	639
EHS Training for New Employees and Annual Refresher Course	1,197	1,269	1,615





Occupational Health and Safety Performance

Occupational Health and Safety Targets



Zero Case
Number of serious aooidents

Zero Case
Number of occupational diseaserelated injuries among operation

Performance Results

Work-related fatalities

Achievements	2022	2023	2024
Employee	1 person	0 person	0 person
Contractor	0 person	0 person	0 person

Occupational disease-related injuries

Achievements	2022	2023	2024
Employee	0 person	1 person	0 person
Contractor	0 person	0 person	0 person

Safety Communication and Promotion

The company places great importance on continuously promoting a strong safety culture within the organization, recognizing that effective safety communication is a key mechanism for raising awareness and encouraging positive behavior among employees at all levels. This enables employees to perform their duties safely and in accordance with international standards under the framework of the ISO 45001 Occupational Health and Safety Management System.

To ensure comprehensive and inclusive communication, the company disseminates safety-related information through multilingual communication channels in Thai, Myanmar, and Khmer. This approach ensures that both Thai and foreign employees receive clear and consistent messages regarding accident prevention measures, safety regulations, and appropriate practices for each work area. Such efforts form the foundation for building a sustainable safety culture throughout the organization.

Safety Promotion in the Workplace in Three Languages







Employee health checks

In addition, the company emphasizes the health and well-being of all employees, recognizing that good health is essential to work efficiency, production safety, and long-term organizational sustainability particularly in the rubber manufacturing industry, which involves exposure to risks such as chemicals, noise, dust, and confined work environments.

To prevent and mitigate health-related risks, the company provides annual health checkups for all employees, along with specialized examinations tailored to specific occupational risk factors such as lung function, hearing, vision, and chemical exposure tests. These health assessments enable ongoing monitoring and early detection of abnormalities, allowing for timely preventive or corrective measures. This proactive approach not only enhances employees' quality of life but also reflects the company's strong commitment to maintaining a safe and health-conscious workplace for everyone.

General Health Check-up

Blood Pressure Measurement

To identify the risk of hypertension, which can lead to heart disease and cardiovascular problems.

Blood Sugar Test

To detect the risk of diabetes.

Liver and Kidney Function Tests

To monitor the health condition of internal organs.

Vision and Hearing Tests

To detect abnormalities that may result from working in noisy environments or using tools that pose risks to eyesight and hearing.

Health Check-up Based on Occupational Risk Factors

Teck Bee Hang Co., Ltd. conducts annual health check-ups based on occupational health and safety risk assessments, focusing on managing individual employee health risks. The assessment considers the working environment, job characteristics, and personal factors that may affect employees' health. Examples include.

Health Check-up for Employees Working with Chemicals

The company identifies employees who work in areas involving chemicals as being at risk of exposure to hazardous substances, which may affect the respiratory system and other internal organs. Therefore, specialized health examinations are conducted, such as lung function tests, blood tests for chemical residues, and physical examinations by occupational physicians. These measures help monitor potential impacts and prevent occupational diseases.

Health Check-up for Employees Working in High-Noise Areas

For employees working in environments where noise levels exceed safety standards, the company requires annual hearing tests (Audiometry Tests) to assess the risk of hearing loss. The results are used to plan noise control measures and ensure the proper provision and use of personal protective equipment (PPE), such as hearing protection devices.







Project Highlights in 2024

Quality Fun Day





Teck Bee Hang Co., Ltd. places great importance on promoting a strong safety culture in the workplace, emphasizing active participation from employees at all levels in creating a safe, efficient, and sustainable working environment.

The company organized the “Quality Day” event across all five factory sites to enhance employees’ awareness of safety and quality in a comprehensive manner. The event received enthusiastic participation from employees and featured interactive game-based learning booths on topics related to continuous organizational improvement including Kaizen, 5S, QCC, FORCE!, and Sustainability. These activities provided employees with hands-on learning experiences in an engaging and friendly atmosphere, while also serving as a platform to showcase creativity, collaboration, and a shared commitment to developing the organization toward long-term quality and safety excellence.

Project Outcomes

The interactive format of the event featuring educational game booths such as Kaizen, 5S, QCC, FORCE!, and Sustainability effectively encouraged positive learning, enjoyment, and teamwork among employees while enhancing their skills and creativity. Moreover, the initiative supported the company’s efforts to align occupational health and safety practices with ISO 45001 standards, emphasizing employee participation in safety management and fostering a continuous safety culture throughout the organization.

Target	2024 Achievements
85%	87%
of employees, both monthly and daily wage staff, participated in the activity.	of employees, both monthly and daily wage staff, participated in the activity.

Near Miss




The promotion of Near Miss reporting is one of the key strategies in preventing accidents and reducing potential risks that may impact life and property. Teck Bee Hang Co., Ltd. encourages employees to actively observe and report Near Miss incidents occurring within their work areas, enabling prompt corrective and preventive actions before undesired events occur. This initiative represents a proactive safety culture and reflects the company’s strong commitment to ensuring the long-term health and safety of all employees.

Project Outcomes

As a result of continuous promotion and awareness campaigns, employees have become more conscious and attentive to their working environments. They are now more capable of identifying and reporting unsafe conditions or risky behaviors at an early stage, allowing the company to take timely corrective measures and prevent actual accidents from occurring.

Target	2024 Achievements
10%	10%
increase in the number of Near Miss reports per month	increase in the number of Near Miss reports per month

KYT




The company places great importance on fostering a proactive safety culture through the implementation of Kiken Yochi Training (KYT), or Hazard Prediction and Prevention Activities, conducted regularly with employees across all departments before commencing actual operations. The objective of KYT is to identify and analyze potential hazards in each step of the work process. This activity serves as an effective tool to encourage employee participation in hazard monitoring and prevention by promoting open discussions and experience sharing from real working situations. As a result, employees become more aware of workplace safety and contribute to the continuous improvement of appropriate risk control measures.

Project Outcomes

Through the consistent implementation of KYT activities, the company has significantly reduced the number of accidents and unsafe incidents in the workplace. Moreover, these a ctivities have strengthened communication and collaboration among teams, further enhancing employee safety, health, and overall well-being in a sustainable manner.

Target	2024 Achievements
100%	100%
Employee Participation Rate in KYT Activities	Employee Participation Rate in KYT Activities

Emergency Preparedness Training




Teck Bee Hang Co., Ltd. conducts comprehensive training on the safe management of hazardous chemicals, covering all processes from storage and transportation to proper handling. The training aims to minimize operational risks and ensure workplace safety. In addition, the company regularly organizes emergency drills and training sessions on chemical spill response to enhance knowledge, understanding, and engagement among employees. These initiatives help ensure that personnel can respond ppropriately and effectively in emergency situations, thereby strengthening the organization's safety and sustainability culture.

Project Outcomes

The program has enhanced employees' knowledge and understanding of safe chemical management, increased risk awareness, and improved emergency response readiness. As a result, the company has reduced potential impacts on people, the environment, and property while reinforcing a sustainable safety culture throughout the organization.

Target	2024 Achievements
100%	100%
Number of employees participating	Number of employees participating

Basic Firefighting and Fire Evacuation Drill




Teck Bee Hang Co., Ltd. places the highest priority on the safety of its employees and all stakeholders. The company regularly conducts annual Basic Firefighting and Fire Evacuation Drills at all factory branches and the head office.

The activities include providing basic training on the classification of fires, the use of different types of fire extinguishers, practical demonstrations of firefighting techniques, and simulated fire evacuation exercises conducted in a systematic manner. These drills are supervised by expert trainers and relevant external agencies to ensure compliance with safety standards.

Project Outcomes

The program has enhanced employees' knowledge and skills in responding to emergency situations, increased safety awareness, and improved their ability to follow proper emergency procedures effectively. Moreover, it has strengthened the company's safety culture, reduced fire-related risks, and elevated overall safety management standards across the organization.

Target	2024 Achievements
100%	100%
Number of employees participating	Number of employees participating



Community Involvement

Long-term Targets

Zero
Unresolved complaints

>90%
The satisfaction rate among communities regarding the CSR activities

Outstanding Level
CSR-DIW Continuous

2024 Target

Zero
Unresolved complaints

>90%
The satisfaction rate among communities regarding the CSR activities

5 Factories
Passed the CSR-DIW Award assessment

2024 Achievements

Zero
Unresolved complaints

>90%
The satisfaction rate among communities regarding the CSR activities

4 Factories
Passed the CSR-DIW Award assessment

SDGs



Community Involvement Policy



2024 CSR DIW Award

Teck Bee Hang Co., Ltd. received a total of four CSR-DIW Awards 2024 under the project “Promoting Socially Responsible Industrial Factories for Sustainable Urban Environmental Management and Community Economic Development,” organized by the Department of Industrial Works, Ministry of Industry.

This prestigious recognition reflects the company’s strong commitment to conducting business responsibly by integrating economic, social, and environmental dimensions in its operations, fostering long-term stability and sustainable growth.

The company extends its sincere appreciation to all government agencies, local communities, employees, and stakeholders for their continuous support and collaboration in driving forward its CSR initiatives. Teck Bee Hang Co., Ltd. remains steadfast in its commitment to advancing CSR efforts, enhancing the quality of life of surrounding communities, promoting a healthy environment, and maintaining a balanced approach to business operations.

Going forward, Teck Bee Hang Co., Ltd. will continue to promote sustainability across all dimensions contributing to a stronger society, a sustainable environment, and a resilient economy that grow together in harmony.

Message from Teck Bee Hang Co., Ltd.



Pattaranon Hattayanon

Human Resources Officer, Thungsong Branch Factory

"In today's world, conducting business with social responsibility is both essential and indispensable. It goes beyond economic profit to encompass the balance between economic, social, and environmental dimensions. Consumers and society today place greater emphasis on ethics, transparency, and the impact of business operations on surrounding communities. Therefore, responsible business practices serve as a crucial mechanism to build trust, enhance credibility, and support sustainable business growth in the long term.

The business sector can play a vital role in driving social development in various dimensions by creating local employment opportunities, improving community quality of life, utilizing resources efficiently and responsibly, as well as sharing knowledge, technology, and fostering collaborative networks with relevant organizations. These efforts contribute to advancing education, environmental protection, and public health through CSR activities or joint initiatives with partners. Altogether, these endeavors not only benefit society but also positively enhance the organization's image and promote its long-term sustainability."

Impact on Business

Community engagement is one of the key factors that contribute to the stability and sustainability of a business, particularly for industries operating within or near residential areas. Actively listening to community voices and participating in initiatives that enhance local quality of life help build trust, reduce conflicts, and foster long-term positive relationships between the organization and surrounding communities.

Moreover, conducting operations responsibly towards communities reflects sound business ethics and strengthens the organization's global image. This approach aligns with ISO 26000 guidelines on social responsibility, as well as Principles 1 and 2 of the UN Global Compact, which emphasize respect for human rights and the protection of fundamental community rights throughout the supply chain. Organizations that can sustainably manage community relationships are more likely to gain recognition both locally and internationally, while also generating tangible shared value.

Challenges and Opportunities

Although the company has continuously carried out social initiatives, it still faces challenges in fostering inclusive and sustained community participation especially in areas where communities lack readiness or primarily expect donations. These challenges have prompted the company to adjust its communication strategies and focus on developing activities based on "co-creation" rather than one-way giving.

Conversely, the company sees opportunities in leveraging its strong networks across the public, private, and community sectors to promote sustainable community development. This includes supporting livelihood development for smallholder rubber farmers, improving public health standards, promoting education, and protecting the local environment all of which align with the United Nations Sustainable Development Goals (SDGs) No. 11: Sustainable Cities and Communities, and No. 17: Partnerships for the Goals.

Commitment

In celebration of the company's 70th anniversary, we recognize that business success is not achieved by internal efforts alone, but through the continued collaboration and support of surrounding communities. The company is therefore committed to operating with integrity, transparency, and responsibility toward the communities in every area where we conduct business.

The company has established a long-term framework for community responsibility in alignment with ISO 26000 and CSR-DIW guidelines. This framework emphasizes listening to stakeholder voices, conducting comprehensive community impact assessments, strengthening community capacity, and creating systematic participation mechanisms. These efforts aim to empower communities to achieve sustainable self-reliance and to grow alongside the company for decades to come.

In 2024, the company implemented a total of 82 social and community development activities, covering all factory branches and the headquarters. These initiatives were diverse in both form and purpose and can be categorized into seven main types, as follows

1	Arts, Culture, and Local Traditions	26%
2	Environment and Energy	10%
3	Youth and Education	11%
4	Health and Hygiene Promotion	12%
5	Agricultural Development Promotion	10%
6	Community Support and Development	20%
7	Charity	11%



Key Achievements in Community and Social Development

Arts, Culture, and Local Traditions

In celebration of its 70th anniversary, Thai Rubber South Co., Ltd. remains steadfast in its commitment to growing alongside the community by placing great importance on the preservation and promotion of local culture and traditions the essential foundations of Thai society. The company continuously supports cultural activities organized in communities surrounding its factories, particularly key Buddhist traditions such as the Kathin ceremony, in order to help preserve and uphold the rich cultural heritage unique to each locality. Furthermore, the company promotes these traditions through various factory-level activities, providing opportunities for local communities and residents to learn about, experience, and participate in cultural events together.

Promoting Local Culture through Songkran Festival Activities





Teck Bee Hang Co., Ltd., Surat Thani Branch, organized activities to promote and preserve Thai cultural heritage in celebration of the Songkran Festival. The event provided an opportunity for employees and members of the surrounding community to participate and celebrate together in a warm and joyful atmosphere. Activities included the traditional Rod Nam Dam Hua ceremony, where participants pour water over the hands of elders as a gesture of respect and to receive blessings, as well as the distribution of commemorative towels marking the company's 70th anniversary.

Project Outcome

The event created an atmosphere of warmth and solidarity within both the organization and the community, fostering mutual trust and ongoing cooperation. It also helped instill a sense of pride in local cultural heritage among employees and residents alike laying an important foundation for sustainable coexistence in the long term.

Promoting Buddhism and Volunteer Spirit on Makha Bucha Day





On the occasion of Makha Bucha Day 2024, Thai Rubber South Co., Ltd., Surat Thani Branch, organized a religious activity to honor and commemorate the benevolence of the Buddha, while fostering goodness, unity, and social harmony among employees. The event included merit-making activities such as offering food, drinking water, and sangkhatan sets to monks, as well as cleaning the temple hall and surrounding areas.

Project Outcome

The activity instilled a sense of pride and belonging among participants, contributing to the preservation of Buddhism within the local community. It also strengthened relationships among employees, fostering teamwork, unity, and social responsibility. This reflects the company's development approach that goes beyond business profitability emphasizing spiritual growth, ethical conduct, and the well-being of society as a whole.

Fostering Understanding and Unity through Date Fruit Distribution during Ramadan





Teck Bee Hang Co., Ltd. places great importance on mutual respect and understanding in a culturally and religiously diverse society. During the holy month of Ramadan 2024, the company organized a community outreach activity to distribute dates to local communities and mosques surrounding its factories in the three southern border provinces of Yala, Pattani, and Narathiwat.

The initiative aimed to express respect and support for Muslim employees and local residents observing fasting during this sacred period. It also strengthened the company's relationship with surrounding communities, reflecting its commitment to operating responsibly and inclusively within a multicultural context.

Project Outcome

By sharing dates, a fruit of deep religious and cultural significance during Ramadan the company demonstrated its understanding and respect for the traditions and beliefs of the Muslim community. This gesture helped foster an atmosphere of unity, trust, and social harmony between the organization and local communities in a multicultural society.

Moreover, the activity enhanced the company's reputation as a socially responsible enterprise that values peaceful coexistence and inclusivity. It underscored the company's holistic approach to sustainability not only in economic terms but also through cultural and spiritual dimensions that serve as essential foundations for long-term, community-based sustainable development.

Buddhist Lent Merit-Making Activity





Teck Bee Hang Co., Ltd. actively promotes and supports religious and cultural activities. On the occasion of Buddhist Lent, employees from the company's factories organized a merit-making ceremony by offering food and essential items to monks at nearby temples, in continuation of Thailand's long-standing religious and cultural traditions.

This activity not only served as an expression of respect and gratitude toward Buddhism and spiritual values but also fostered unity and goodwill among employees. Moreover, it strengthened the bond between the company and surrounding communities, contributing to long-term, harmonious relationships.

The company remains committed to encouraging employee participation in activities that promote moral and ethical values, aiming to enhance quality of life and nurture a positive organizational culture. These efforts also reflect the company's dedication to advancing sustainable development in both social and cultural dimensions.

Project Outcome

The Buddhist Lent merit-making activity helped cultivate moral and ethical awareness among employees while fostering an atmosphere of unity and cooperation within the organization. It also reinforced the company's relationship with nearby communities through the preservation and promotion of local traditions an essential foundation for sustainable social development.

Environment and Energy

The company places great importance on environmental conservation and efficient energy use, recognizing these as core missions that play a vital role in driving sustainable and responsible business operations in harmony with nature and society. The company is committed to minimizing environmental impacts from its production processes and overall operations through the efficient and sustainable use of resources, while also promoting the adoption of alternative energy and environmentally friendly technologies.

Through this commitment, the company not only ensures long-term business stability but also creates shared value for both the community and the environment, contributing to balanced and sustainable development at the local and global levels.

Mangrove Planting and Crab Releasing Activities





Teck Bee Hang Co., Ltd. (Head Office) organized an environmental conservation project that included mangrove planting, crab releasing, and beach cleaning activities at Chan Sawang Beach, Singhanakhon District, Songkhla Province. As part of this initiative, a total of 1,200 mangrove saplings were planted at the Mangrove Conservation Club in Hua Khao Subdistrict, Singhanakhon District.

The project aimed to increase coastal habitats for marine and terrestrial species while preserving biodiversity in the area sustainably. In addition, participants gained valuable knowledge on crab farming from the president of the Hua Khao Mangrove Conservation Club, fostering understanding and genuine community engagement in natural resource conservation.

Project Outcome

These activities had a tangible impact on restoring coastal ecosystems and expanding habitats for local wildlife. They also helped raise awareness of environmental conservation among employees and community members, while promoting biodiversity and sustainable participation through shared learning with local experts.

Mangrove Planting and Coastal Clean-Up Activity at To Sam Mangrove Forest





Teck Bee Hang Co., Ltd. Pattani Branch, organized a mangrove planting and waste collection activity at To Sam Mangrove Forest, Pattani Province. The objective of this initiative was to sustainably expand mangrove forest areas through reforestation efforts that restore ecological richness and promote biodiversity in the coastal ecosystem. This activity is part of the company's ongoing commitment to conserving natural resources and protecting coastal ecosystems, while also supporting To Sam Mangrove Forest as a learning center for mangrove restoration and conservation in Pattani Province.

During the activity, the company planted 1,111 large-leaf mangrove saplings and donated drinking water and snacks to participants to encourage active involvement from all stakeholders.

Project Outcome

This initiative has played a vital role in restoring and enhancing the productivity of the coastal ecosystem, promoting biodiversity, and expanding mangrove habitats that serve as nurseries for aquatic life and other living organisms. Overall, the activity not only supports the conservation and restoration of natural resources but also strengthens collaboration between the company, local communities, and related organizations to drive sustainable development in the area effectively.

TBH Forest Restoration for Carbon Reduction





Teck Bee hang Co., Ltd. ThungSong branch collaborated with Chamai Municipality to foster a sustainable future through the “TBH Forest Restoration for Carbon Reduction” initiative. This project marks an important step in the company’s commitment to social and environmental responsibility, aiming to reforest degraded areas and conserve existing forests. By doing so, the activity helps expand green spaces, restore ecological balance, and mitigate the impacts of climate change. Trees also play a crucial role in absorbing carbon dioxide, one of the primary causes of global warming.

The activity encouraged employees, communities, and stakeholders to recognize the importance of environmental conservation and actively participate in caring for nature.

The “TBH Forest Restoration for Carbon Reduction” project exemplifies how the private sector can effectively collaborate with local communities to build a sustainable future. Teck Bee hang Co., Ltd. remains committed to continuing social and environmental initiatives that contribute to a better world for future generations.

Project Outcome

This initiative has helped increase green areas, restore ecosystems, enhance carbon absorption capacity, and reduce the effects of global warming. It has also raised environmental awareness and fostered community engagement, reflecting the company’s dedication to multi-sectoral collaboration for sustainability and environmental stewardship for generations to come.

Crab Release Activity to Restore Nature and Sustainability to the Thai Sea





Teck Bee hang Co., Ltd. Pattani Branch, recognizing the importance of marine resource and environmental conservation, collaborated with provincial government officials, the Pattani Provincial Labor Committee, the Department of Fisheries, and other relevant agencies to organize an activity releasing over 72 million baby crabs into natural water sources across Pattani Province.

The objective of this initiative was to restore aquatic resources, maintain the balance of marine ecosystems, and promote sustainable fishing practices for local communities. The company remains committed to continuously contributing to environmental protection and supporting Thailand’s Sustainable Development Goals (SDGs).

Project Outcome

This activity demonstrates the company’s strong dedication to sustainable marine resource conservation. It has led to a significant increase in the natural crab population in coastal waters, contributing to marine ecosystem restoration and the balance of the natural food chain. Moreover, the initiative helps enhance the livelihoods and income stability of local fishermen, while fostering environmental awareness and conservation values among participants and surrounding communities.

Youth and Education

Teck Bee Hang Co., Ltd. recognizes the vital role of children and youth as the driving force of the nation's future. The company places great importance on continuously supporting activities that foster youth development through a variety of programs and initiatives, such as life skills enhancement activities, sports and recreational programs, the development of learning

Children's Day Activities







Teck Bee Hang Co., Ltd. recognizes the importance of developing children and youth in the communities surrounding its factories, as they form a crucial foundation for sustainable social development. The company actively supports a variety of educational and learning activities across all factory branches and its headquarters. Collaborating with local schools and agencies, the company organizes initiatives to promote learning, including Children's Day events, 5S activities in schools, and the provision of scholarships to students with outstanding academic performance or exemplary behavior. In addition, the company provides learning materials, food, and beverages to enhance students' well-being and ensure equal learning opportunities.

Project Outcome

Through these continuous educational initiatives, local youth gain ongoing opportunities for learning. The support, including scholarships, Children's Day activities, 5S programs in schools, and provision of learning materials and refreshments, helps alleviate the financial burden on low-income families and ensures equitable access to education. Simultaneously, local schools benefit from improved and safer learning environments, fostering a high-quality educational atmosphere that increases satisfaction and motivation among teachers, students, and parents, while encouraging ongoing educational development.

Donation of Computers to Wat Khao Klai School






Teck Bee Hang Co., Ltd., Thung Song Branch has implemented initiatives to support education in the local community by donating computers to Wat Khao Klai School, located near the factory. This initiative aims to enhance the efficiency of teaching and learning at the school and provide students with access to essential information technology, which is crucial for 21st-century learning. It contributes to the sustainable development of educational opportunities for youth in the area.

Project Outcome

By providing IT resources, the school gains modern tools for teaching and learning, which are vital for developing students' digital literacy and learning skills. Students can access a broader range of knowledge, engage with up-to-date educational media, and prepare themselves to become future contributors to society. Additionally, this support helps reduce the financial burden on low-income families who may not be able to provide IT equipment for their children directly.

Promoting Learning Through Playgrounds Made from Used Tires under the Circular Economy Concept





eck Bee Hang Co., Ltd., Yala Branch has implemented a social initiative by creatively applying the principles of the circular economy. The company maximizes the use of existing resources, particularly by managing production waste in a valuable way. Used tires, which would otherwise have been discarded or incinerated and could harm the environment, were carefully sorted, cleaned, and repurposed into playground equipment for students, such as swings, merry-go-rounds, and climbing structures.

This initiative was conducted in collaboration with teachers and the local community at Wat Tha Sap School, near the factory. The playground equipment was designed and installed to ensure safety, age-appropriate learning, and to promote the physical, emotional, and social development of students. Additionally, the project raised community awareness about the value of resources, the benefits of reuse, and collective responsibility for environmental stewardship.

Project Outcome

The activity not only fosters youth learning through creative and enjoyable experiences but also reduces waste from the production process by giving materials a second life. It provides an opportunity for employees to actively participate in sustainable community development, reflecting the company's commitment to socially and environmentally responsible business practices. This initiative exemplifies the practical application of the circular economy policy in alignment with the organization's sustainable development goals.

5S Program for Schools





Teck Bee Hang Co., Ltd., Thung Song Branch has implemented a project to promote quality management and systematic work practices through the 5S methodology. The initiative provided teachers and students from Wat Khao Klai School an opportunity to visit and study the company's operations to learn how to effectively apply 5S principles in managing workplaces.

In addition, the company provided guidance on how to implement the 5S concept within the school and in students' daily lives to promote discipline, organization, and a clean, safe, and orderly environment. These practices form a crucial foundation for improving both the quality of life and learning experiences of local youth sustainably.

Project Outcome

The 5S program for schools plays a key role in the holistic development of students, particularly in instilling discipline and responsibility—essential skills for daily life and learning. Students learn how to organize spaces, maintain cleanliness, and manage resources efficiently, skills that can be applied both at school and at home. This contributes to a positive mindset toward environmental care and active participation in sustaining the community.

Moreover, the initiative strengthens relationships and collaboration between the factory and the community, creating a robust network for jointly maintaining and improving the local environment. This fosters a safer, more conducive learning environment for youth and lays a solid foundation for sustainable community development in the long term.

Health and Hygiene Promotion

Teck Bee Hang Co., Ltd. places great importance on promoting the health and hygiene of children, youth, and the surrounding community. Believing that good health is a fundamental foundation for long-term quality of life, the company implements a variety of activities and projects. These include campaigns on environmental hygiene, health education, programs to promote mental health and overall well-being, initiatives to encourage good nutrition in schools, and the provision of medical and hygiene equipment to community organizations.

Ergonomics Training Program





Teck Bee Hang Co., Ltd. Headquarters organized a practical training workshop on “Ergonomics” for executives and employees at all levels. The program aimed to enhance knowledge, understanding, and awareness of the importance of adapting the work environment to suit individual physiology. This initiative is part of the company’s efforts to promote occupational health, prevent musculoskeletal disorders (MSDs) caused by repetitive tasks, and reduce long-term occupational health risks.

The training covered fundamental principles of ergonomics, techniques for proper posture and workspace adjustment, safe lifting practices, correct arrangement of desks and equipment according to job requirements, as well as stretching exercises to relieve fatigue during work.

Project Outcome

The program enabled employees to apply ergonomic principles to their work environment, adjust work postures effectively, and perform appropriate physical exercises during tasks. This helps reduce the risk of work-related injuries, enhance long-term occupational safety, and improve overall work efficiency.

Support Project for Local Rescue Operations





Teck Bee Hang Co., Ltd., Yala Branch, recognizes the crucial role of rescue units in remote areas in providing emergency assistance and enhancing community safety. Effective operations in such areas rely heavily on well-maintained equipment and vehicles that can reach those in need quickly and safely.

In this regard, the company donated a set of new vehicle tires to the Pron Subdistrict Rescue Unit, Mueang Yala District, Yala Province. The donated tires were intended to replace worn-out ones on rescue vehicles, ensuring that ambulances remain operational and highly efficient during emergency responses.

Project Outcome

The provision of new tires has enabled the rescue unit to maintain and extend the service life of its emergency vehicles, which play a vital role in assisting accident victims and responding to emergencies in remote and hard-to-reach areas of Yala Province. This initiative also helps reduce the financial burden of equipment procurement for volunteer organizations, promotes the efficient use of resources, minimizes industrial waste, and encourages private sector participation in improving the quality of life within local communities.

Blood Donation Activity for Social Good






Teck Bee Hang Co., Ltd., Thung Song and Surat Thani Branches, recognize the importance of contributing to the well-being of the community, particularly in promoting health and sustaining the lives of local residents. The company collaborated with the Thai Red Cross Society to organize an on-site blood donation activity at both factories, supporting the blood supply that is critical for patients and accident victims.

The activity received enthusiastic participation from employees at both branches, reflecting a strong sense of social responsibility and willingness to help save lives. The event was well-publicized internally, and the facilities were prepared to meet cleanliness, safety, and public health standards.

Project Outcome

The blood donation initiative was met with overwhelming support from employees, demonstrating genuine awareness of their social responsibility. The donated blood was delivered to the Thai Red Cross Society to aid and treat patients across hospitals nationwide. Beyond saving lives, this activity fostered a sense of pride and giving among employees, while strengthening the company's relationships with local government agencies and community organizations.

HPV Self-Sampling Cervical Cancer Screening Training





Teck Bee Hang Co., Ltd., Headquarters, organized a practical training workshop on basic self-sampling for cervical cancer screening for female employees. The objective of this activity was to enhance knowledge and raise awareness of women's health, while empowering employees to take effective care of themselves. This initiative is part of the company's commitment to promoting employee health and quality of life through comprehensive health education, which helps reduce the risk of disease and increases the likelihood of early detection, enabling employees to maintain good health and work sustainably.

Project Outcome

The activity contributed to increased awareness among employees regarding disease prevention, strengthened their confidence in self-care, and reduced the risk of cervical cancer in the future. Furthermore, it reflects the company's responsibility in sustainably safeguarding the health and well-being of its workforce.

Agricultural Development Promotion

Teck Bee Hang Co., Ltd. supports sustainable agriculture among smallholder farmers supplying raw materials to the company. Initiatives include training on efficient rubber plantation management, resource use, soil and water conservation, pest management, and cost reduction. The company also promotes compliance with FSC responsible sourcing standards and the EU Deforestation Regulation (EUDR), helping farmers cultivate sustainably without harming forests, the environment, or human rights.

Promotion of Agricultural Knowledge and Environmental Compliance





Teck Bee Hang Co., Ltd. Yala Branch regularly conducts field visits to smallholder farmers and key raw material suppliers to enhance their knowledge and awareness of raw material quality and sustainable supply chain practices. Activities focus on controlling contaminants in natural rubber, a critical factor in maintaining product quality, as well as communicating responsible sourcing standards under the European Union Deforestation Regulation (EUDR) and the Forest Stewardship Council™ (FSC™).

Project Outcome

These initiatives strengthen relationships with the farming community, build capacity among supply chain stakeholders, and serve as a practical mechanism to implement the company's sustainable sourcing policies.

Raising Knowledge to International Standards: Educating Natural Rubber Suppliers





Teck Bee Hang Co., Ltd. Narathiwat Branch is committed to advancing sustainable natural rubber business practices, with a strong focus on enhancing the knowledge and understanding of its raw material suppliers. Recently, the company organized a training session on the European Union Deforestation Regulation (EUDR) and provided a refresher on Forest Stewardship Council™ (FSC™) standards for natural rubber suppliers. The initiative aims to elevate production standards to the international level and foster a sustainable supply chain. This activity is part of the company's strategy to enhance production standards, promote supply chain transparency, and meet global market requirements.

Project Outcome

The program benefited over 20 suppliers, increasing their understanding of international legal requirements and raising awareness of the importance of conducting business responsibly, with regard to environmental protection and human rights. The training included a platform for suppliers to share real-world experiences from their own operations, allowing discussions on challenges, obstacles, and practical ways to implement regulations in line with local contexts. Moreover, it encouraged suppliers to actively participate in developing a sustainable supply chain from raw material production to export markets.

Community Support and Development

Teck Bee Hang Co., Ltd. is committed to contributing to sustainable community development by recognizing its role in continuously enhancing the quality of life of children, youth, and residents in the areas surrounding its factories. The company implements activities that promote physical health, mental well-being, and overall community wellness, guided by social responsibility principles in accordance with ISO 26000 and the CSR-DIW Continuous framework. These initiatives reflect the company's dedication to fostering "sustainably healthy communities," not only addressing current community needs but also laying a solid foundation for long-term quality-of-life improvements.

Teck Bee United: Implementing 5S and Green Spaces for Students






Teck Bee Hang Co., Ltd. – Patani Branch, in collaboration with the Head Office, organized an educational and environmental development activity under the project titled "Teck Bee United: Implementing 5S and Green Spaces for Students" at Wat Mujalinthavapi School, Pattani Province.

The activity aimed to enhance the school environment to support learning and life skills development for students. It promoted knowledge of the 5S principles (Sort, Set in order, Shine, Standardize, Sustain) through lectures and recreational activities to foster understanding and instill discipline in maintaining order and cleanliness among students. Additionally, the project included demonstrations and activities for planting kitchen gardens in vacant school areas, serving as practical learning spaces and encouraging environmentally conscious behaviors among youth. Volunteer employees contributed by improving the school landscape, cleaning surrounding areas, removing weeds, preparing garden plots, planting trees, and installing equipment to support the green space.

Project Outcome

This initiative generated tangible positive impacts for students, the school, and company employees. Over 100 students gained practical knowledge of the 5S methodology, a fundamental approach to organizing spaces, maintaining cleanliness, and cultivating good habits in daily life. The students were able to apply this knowledge to care for classrooms, school buildings, and the surrounding environment, resulting in a more orderly, sustainable, and enjoyable learning environment

Community Cleanup and Landscape Improvement Activities Around the Factory





Teck Bee Hang Co., Ltd. Surat Thani Branch carried out a volunteer activity under the Royal Initiative of His Majesty King Maha Vajiralongkorn (Rama X), aimed at conserving and restoring the environment within the local community, while strengthening the relationship between the company and the surrounding community.

The activity included cleaning along the roadside at Soi Chong La, dredging drainage canals, and clearing grass in areas surrounding the factory. These efforts not only improved the landscape's cleanliness and orderliness but also enhanced water drainage efficiency and reduced the risk of flooding during the rainy season.

Project Outcome

This initiative fostered strong collaboration between the company and the local community in environmental improvement and relationship building. Cleaning roads, dredging canals, and clearing vegetation around the factory contributed to better environmental quality, reduced waterlogging, and minimized waste accumulation, which can be a source of diseases and pest infestations.

Donation of Segregated Waste Bins to Wat Mujalinthavapiwiharn School







Teck Bee Hang Co., Ltd., Pattani Branch, has carried out an initiative to promote sustainable community development by donating sets of segregated waste bins to Wat Mujalinthavapiwiharn School in Pattani. This activity aims to support systematic waste management within the school and enhance environmental learning for students, youth, and community members. The initiative seeks to instill awareness of cleanliness and encourage proper waste separation habits, which are fundamental to improving both the quality of life and the local environment, aligning with the company's ongoing commitment to social responsibility and community development.

Project Outcome

The donation has enabled the school to implement a more efficient waste management system. Students and staff have shown increased awareness of waste segregation and environmental responsibility. Following the donation, the school organized campaigns and educational activities to promote proper waste separation in daily life, fostering positive environmental behaviors both at school and in students' households. This initiative supports lifelong learning through hands-on experience and cultivates civic responsibility in environmental conservation, forming a strong foundation for sustainable community development.

TBH Shares Kindness with the Elderly







Teck Bee Hang Co., Ltd. recognizes the important role of the private sector in enhancing the quality of life within local communities, particularly for the elderly, who have long been vital contributors to families, communities, and society. Although some elderly individuals may face health or income limitations, the company believes they continue to hold value and deserve care, attention, and support to live with dignity.

In 2025, the company conducted a CSR activity under the initiative "TBH Shares Kindness with the Elderly", aimed at supporting and improving the quality of life of senior citizens living in communities surrounding its five branches: Surat Thani, Nakhon Si Thammarat, Yala, Pattani, and Narathiwat.

Project Outcome

The initiative demonstrates tangible community impact by helping reduce the living expenses of elderly residents through the direct provision of essential items, while also fostering warmth and care through personal engagement. Simultaneously, the activity provided company employees with opportunities to better understand the lives of senior citizens, enhance communication and community collaboration skills, and cultivate a spirit of giving. This strengthens sustainable relationships between the company and local communities while reinforcing Teck Bee Hang Co., Ltd.'s image as a socially responsible organization committed to improving people's quality of life in all dimensions.



Sustainable Natural Rubber Driving a Sustainable Future



Environment

Teck Bee Hang Co., Ltd. reaffirms its commitment to sustainable growth with social and environmental responsibility, recognizing that the environment is vital to long-term business stability. The company emphasizes reducing environmental impacts across all operations through policies and practices aligned with the ISO 14001:2015 standard, which has been fully certified across all five factories.

Teck Bee Hang promotes environmental awareness among employees through continuous training, conservation activities, and participation in the ESG-DNA Program organized by the Stock Exchange of Thailand, enhancing sustainability knowledge and engagement.

The company also collaborates with communities, suppliers, and customers through the CSR-DIW Program by the Department of Industrial Works, sharing best practices for sustainable and environmentally friendly industry development.

By efficiently managing resources, water, and waste, protecting biodiversity, and preventing deforestation, Teck Bee Hang continues to reduce environmental impacts. An Environmental Working Committee oversees and reports progress to management, ensuring alignment with corporate strategy and continuous improvement toward long-term sustainability.

197 Climate Change Management

198 Resource Efficiency

210 Water Management

213 Pollution Prevention

222 Land Stewardship



All factories are certified with
ISO 14001:2015

- Thungsong Branch
- Yala Branch
- Narathiwat Branch
- Pattani Branch
- Suratthani Branch

100% The performance results account for 100% of all factories





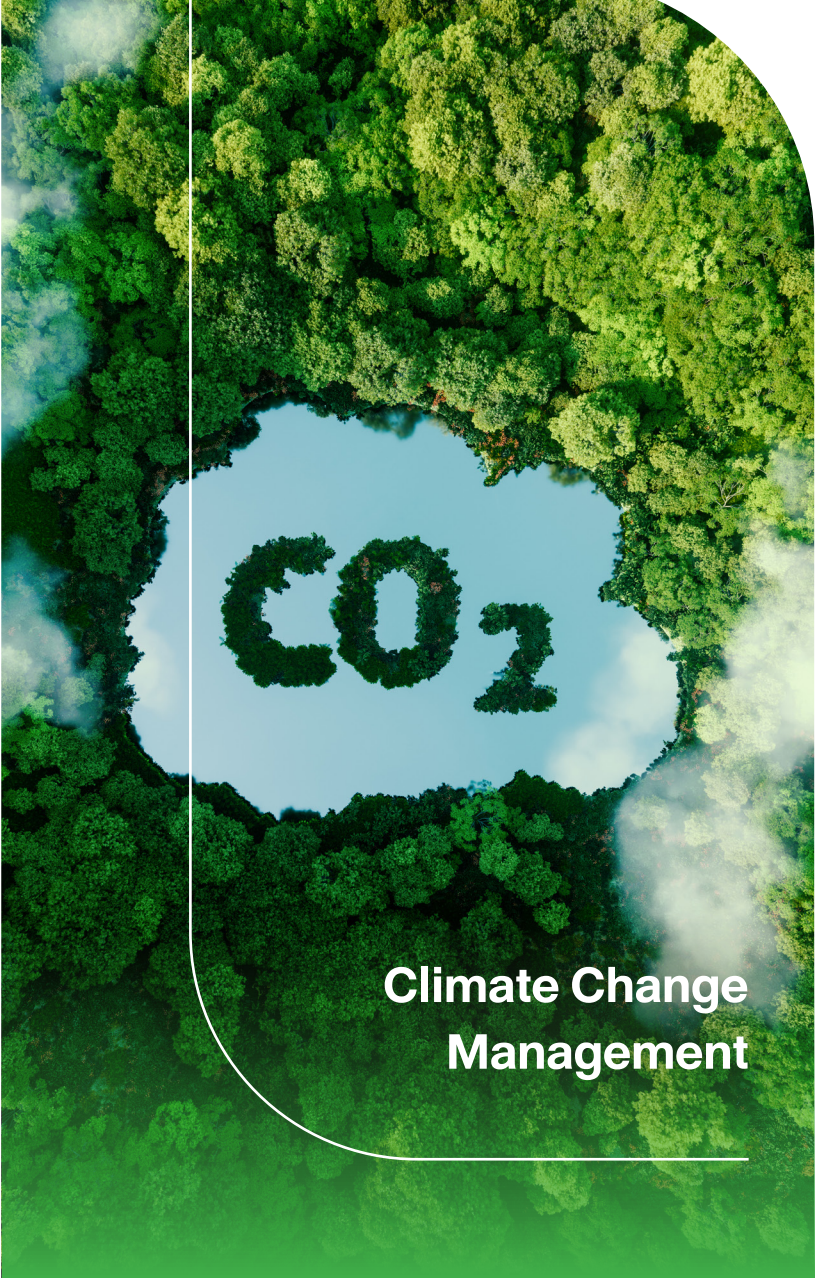
ISO 14064-1 Certification: Greenhouse Gas Management and Reporting at the Organizational Level Certified by Thailand Green House Gass Management Organization (Public Organization)

In 2024, Teck Bee Hang Co., Ltd. achieved certification for ISO 14064-1, an international standard that provides guidelines for quantifying, assessing, and reporting greenhouse gas (GHG) emissions at the organizational level in a systematic and transparent manner. The certification was granted by the British Standards Institution (BSI), a globally recognized certification body.

The ISO 14064-1 standard is a key framework for environmental management, enabling organizations to identify, quantify, and record GHG emissions from various operational activities. It ensures accurate, verifiable reporting, sets reduction targets, and supports the development of effective GHG mitigation plans while enhancing credibility and transparency with stakeholders.

Achieving ISO 14064-1 certification reflects Teck Bee Hang's strong commitment to environmental responsibility. The company has developed and refined its GHG data management system in alignment with the GHG Protocol, supporting its strategic goals to reduce emissions, achieve Carbon Neutrality, and progress toward Net Zero Emissions in the long term.

Teck Bee Hang firmly believes that sustainable development cannot be achieved without environmental stewardship and remains dedicated to continuously improving its environmental performance creating shared value for society, the economy, and the environment in a balanced and sustainable way.



Climate Change Management

Long-term Targets	2024 Target	2024 Achievements
60% Carbon reduction in 2035	**<32,115 tonCO$_2$** GHG Scope 1 emissions	**18,879 tonCO$_2$** GHG Scope 1 emissions
Carbon Neutral Striving for Carbon Neutrality by 2050	**<15,141 tonCO$_2$** GHG Scope 2 emissions	**14,490 tonCO$_2$** GHG Scope 2 emissions
Net Zero GHG emission by 2065	**<47,256 tonCO$_2$** GHG Scope 1 & 2 emissions	**33,369 tonCO$_2$** GHG Scope 1 & 2 emissions
ISO14064:2018 Certified in Carbon Footprint of product	**<0.64** GHG emissions intensity	**0.63** GHG emissions intensity
ISO14067:2018 Certified in Carbon Footprint of Organizational	**ISO14064:018** Certified in Carbon Footprint of product	**ISO14064:2018** Certified in Carbon Footprint of product
Low Carbon Product Expand sustainable product		
Commitment to SBTi for a Transition to a Low-Carbon Future		

SDGs



Carbon Footprint Policy



Resource Efficiency

Long-term Targets	2024 Target	2024 Achievements
188 kWh/ton of production Electricity consumption	**184** kWh/ton of production Electricity consumption	**195** kWh/ton of production Electricity consumption
0.05 GJ/ton of production Reduce LPG consumption	**1.10** GJ/ton of production Reduce LPG consumption	**1.09** GJ/ton of production Reduce LPG consumption
76% Renewable energy capacity	**7%** Renewable energy capacity	**6.4%** Renewable energy capacity
31,509,207 MWh/MWh Energy reduction from energy conservation projects	**30,800** MWh/MWh Energy reduction from energy conservation projects	**30,432** MWh/MWh Energy reduction from energy conservation projects
ZERO Case Violations of environmental laws or regulations	**ZERO Case** Violations of environmental laws or regulations	**ZERO Case** Violations of environmental laws or regulations
ZERO Baht Fines related to Violations of environmental laws or regulations	**ZERO Baht** Fines related to Violations of environmental laws or regulations	**ZERO Baht** Fines related to Violations of environmental laws or regulations
ZERO Case Unsolved on environment complaints	**ZERO Case** Unsolved on environment complaints	**ZERO Case** Unsolved on environment complaints
ISO50001:2018 Certified in Carbon Energy Management		

SDGs



Environment Policy

Message from Teck Bee Hang Co., Ltd.



Mr. Somchai Manosathaporn Chief Operating Officer

"Teck Bee Hang Co., Ltd. places great importance on conducting its business in parallel with the sustainable preservation of the environment and natural resources. We believe that the long-term stability and growth of our business must be founded on environmental responsibility, along with taking tangible actions to address climate change through the reduction of greenhouse gas emissions and the enhancement of energy efficiency throughout all production processes.

As an organization certified under ISO 14001 Environmental Management System, we are committed to continuously developing effective operational approaches that align with international standards. We also conduct regular measurement and monitoring of our greenhouse gas emissions in order to establish clear targets for reducing carbon dioxide emissions and to support the company's long-term sustainability goals—particularly the reduction of our carbon footprint and the transition toward setting science-based emission reduction targets (Science Based Targets Initiative – SBTi) in the future.

Throughout the past year, the company has implemented key initiatives to minimize environmental impact and support the transition toward a low-carbon economy. These include projects such as adopting biomass and palm shell fuels to replace fossil fuels for greenhouse gas reduction and renewable energy promotion; installing solar panels to harness solar energy; improving raw material storage systems to reduce odor emissions; implementing tree planting activities for carbon absorption; upgrading to energy-efficient machinery; and using electric forklifts instead of fuel-powered ones to reduce air pollution.

These actions reflect not only Teck Bee Hang Co., Ltd.'s commitment to environmental stewardship but also its responsibility toward society and surrounding communities in a sustainable manner. The company will continue to enhance its production processes and environmental management practices to achieve a balance between economic growth and the preservation of our planet for future generations.

Impact on Business

Climate change and the unsustainable use of natural resources have wide-ranging impacts on the environment, economy, and society. Global warming has led to more frequent and severe natural disasters, while also affecting the stability of supply chains and increasing business operation costs. Inefficient resource utilization further heightens cost-related risks and reduces the competitiveness of organizations.

Challenges and Opportunities

Businesses today face significant challenges in adapting to legal, environmental, and international standards, while effectively responding to stakeholder expectations. These challenges also present opportunities to advance sustainability such as reducing costs through efficient energy and resource use, enhancing competitiveness, and expanding access to markets that prioritize environmental and social responsibility. Furthermore, investing in clean technologies and environmental innovations helps strengthen the corporate image and build long-term competitive advantages.



Commitment

Teck Bee Hang Co., Ltd. is firmly committed to driving a sustainable future through decisive action to reduce greenhouse gas (GHG) emissions. The company has set a target to reduce electricity consumption by 2% by 2025 through the adoption of renewable energy sources such as rooftop solar systems, biomass fuel, and energy-saving initiatives under Kaizen activities. In addition, the company has joined the Science Based Targets initiative (SBTi) to establish emission reduction goals aligned with scientific principles.

A key objective of the company is to achieve Carbon Neutrality by 2050 through investments in renewable energy, improvements in energy efficiency, and carbon offset measures across its operations.

Moreover, Teck Bee Hang Co., Ltd. promotes collaboration across its entire supply chain to collectively minimize environmental impacts and build a sustainable future for all. The company aims to reduce GHG emissions by 63% by 2035, increase the share of renewable energy such as solar power generation and support innovation and technological development to improve production efficiency and reduce energy use.

Recognizing the importance of fostering organization-wide awareness and engagement in emission reduction, the company integrates practical tools and programs such as Kaizen, QCC, and 5S to drive lasting behavioral change toward sustainability.

Furthermore, Teck Bee Hang Co., Ltd. aligns its business operations with the United Nations Sustainable Development Goals (SDGs), particularly those related to clean energy and climate action. The company's efforts are also in line with global commitments, including the outcomes of the COP28 Conference, which aims to limit global temperature rise to within 1.5℃ through continuous and intensive GHG reduction measures.

Strategies and Strategic Plan

Teck Bee Hang Co., Ltd. has conducted a comprehensive assessment of climate-related risks and opportunities to develop effective strategies and action plans aimed at achieving Net Zero Greenhouse Gas Emissions. The company's approach focuses on five key strategic areas designed to enhance sustainability and reduce environmental impacts in a tangible and measurable manner.

Reduce	Reduce fossil fuel consumption and greenhouse gas emissions
Improve	Improve energy efficiency in production processes
Improve	Improve the proportion of reneable energy within the organization
Improve	Improve product value through Carbon-Low, FSC, and EUDR compliance
Improve	Improve engagement and awareness across the organization

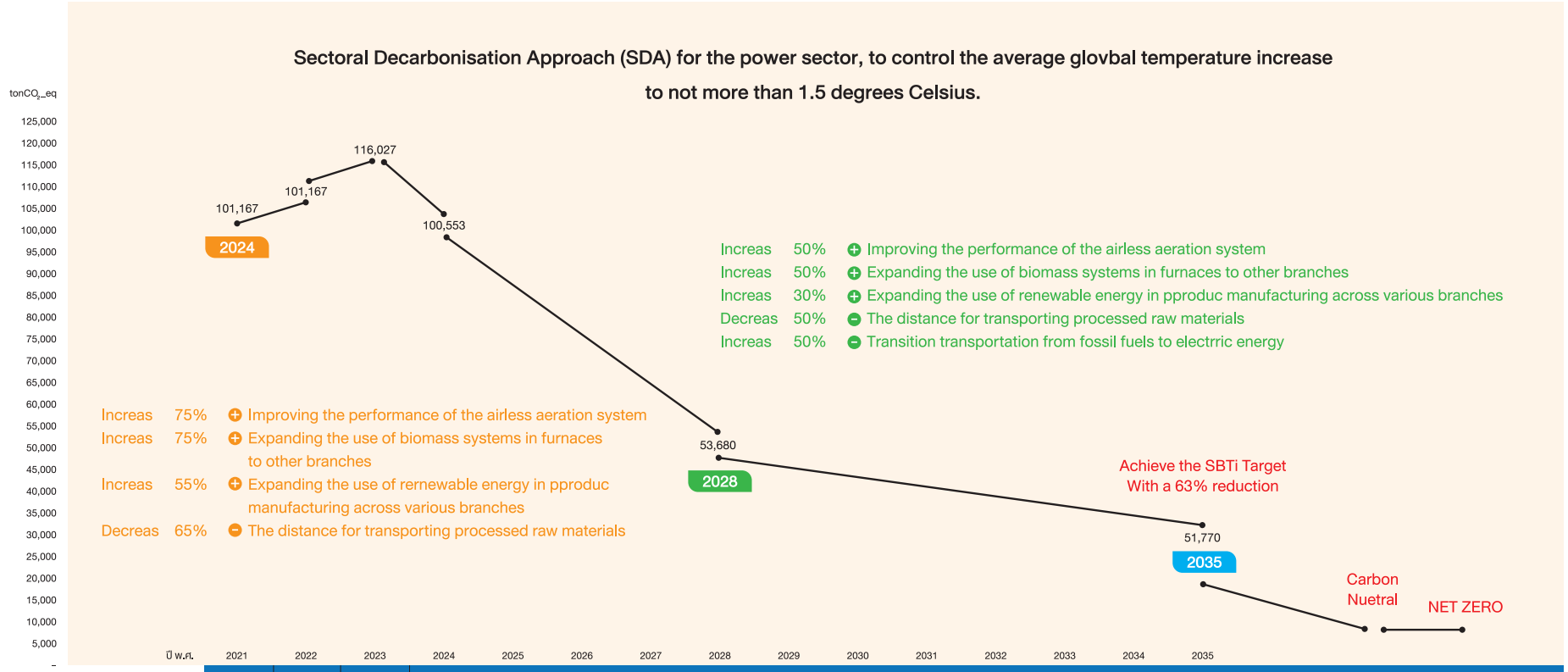
These strategies are structured to cover short-, medium-, and long-term operations, ensuring a systematic pathway toward net zero emissions. The company has established a robust governance mechanism to oversee implementation and continuously monitor progress, ensuring that all initiatives are aligned with corporate direction, support sustainable development, and enable the organization to effectively adapt to evolving environmental challenges.



Energy Management and Climate Change Strategy

Strategies	Short-Term Plans 2022-2024			Mid-Term Plans 2025-2027			Long-Term Plans 2028-2065	
Reduce Reduce energy consumption	Establish a database on energy use and greenhouse gas (GHG) emissions	Assess climate change risks and opportunities	Develop a climate change management strategy	Reduce electricity consumption per ton of production by 2% from the 2021 baseline	Reduce Scope 1 and 2 GHG emissions by at least 10% from the 2022 baseline	Set science-based GHG reduction targets through the Science Based Targets initiative (SBTi)	Reduce GHG emissions by 63% by 2035	Achieve Carbon Neutrality by 2050 and Net Zero emissions by 2065
Improve Improve energy efficiency in production processes	Implement Kaizen projects to reduce energy consumption across all production lines			Obtain ISO 50001:2018 Energy Management System certification			Conduct ongoing energy conservation and cost reduction programs through Kaizen, 5S, and QCC activities	
Improve Improve the proportion of renewableenergy	Install solar rooftop systems at Yala and Narathiwat plants		Install biomass furnace at Narathiwat plant	Expand investment in solar rooftop and biomass furnace projects			Achieve over 70% renewable energy usage across the organization	
Improve Improve product value	Obtain FSC certification for Narathiwat plant	Plan and certify products under EUDR requirements for the EU market	Conduct organizational carbon footprint assessment and certify ISO 14064:2018	Increase proportion of FSC and EUDR-compliant products	Conduct product carbon footprint assessment and certify ISO 14067:2018	Certify Low Carbon Products	Develop new sustainable products (Carbon -neutral, Traceable rubber)	Expand international sustainable markets and enhance competitiveness
Improve Improve engagement and awareness	Conduct employee training on Climate Change, GHG, and energy conservation			Expand collaboration with suppliers and communities on carbon reduction projects			Foster a green organizational culture at all levels	

TBH-Pathway to Net Zero



ปี พ.ศ.	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
	Actual	Actual	Actual	Actual	Forecast			Forecast							SBTI
Scope 1	29,211	30,323	35,546	18,879	17,409			10,229							11,220
Scope 2	16,203	15,417	15,141	14,489	13,742			9,200							5,704
Scope 3	55,753	61,017	65,340	67,185	65,546			34,251							34,846
รวม	101,167	106757	116,027	100,553	96,698			53,680							51,770

2593 Carbon Neutral
2608 Net Zero

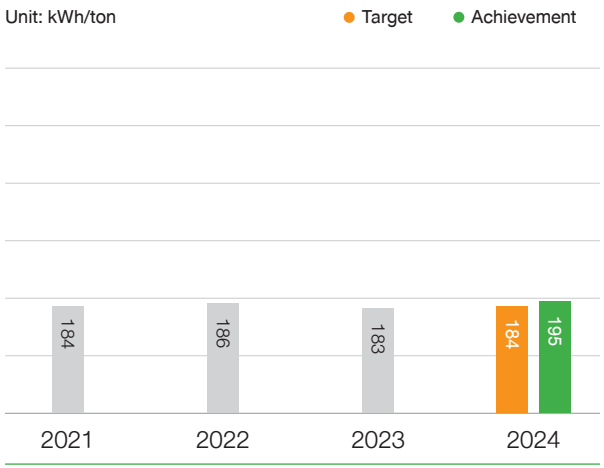
Greenhouse Gas Emissions Assessment of the Organization

Teck Bee Hang Co., Ltd. has conducted a comprehensive accounting and assessment of its organizational greenhouse gas (GHG) emissions, known as the Carbon Footprint for Organization (CFO), in accordance with the guidelines and standards established by the Thailand Greenhouse Gas Management Organization (Public Organization). The assessment covers data on GHG emissions from all five factory branches and the company's headquarters.

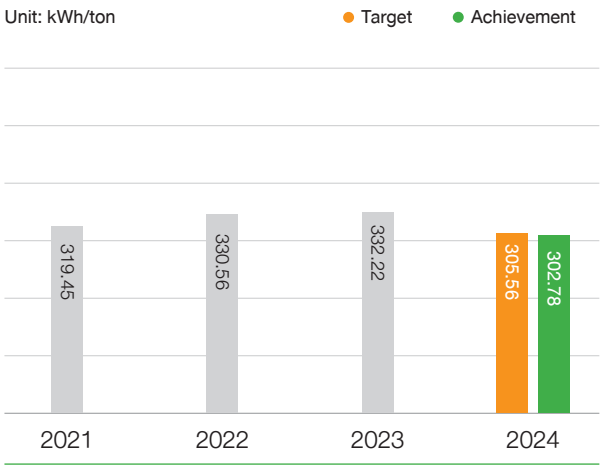
To further align its environmental goals with international principles, the company has initiated a feasibility study on setting science-based greenhouse gas reduction targets under the Science Based Targets Initiative (SBTi). The outcomes of this study will serve as a foundation for establishing long-term targets and developing a systematic action plan to ensure that the company's GHG emission reduction efforts are effective, measurable, and sustainable.

Climate Change and Energy Management Performance

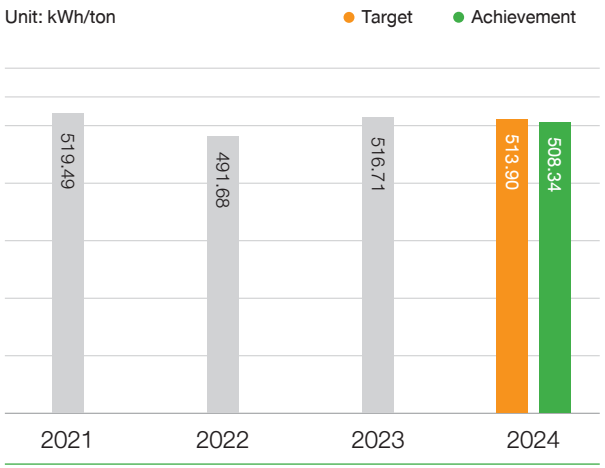
Electricity consumption per ton of production



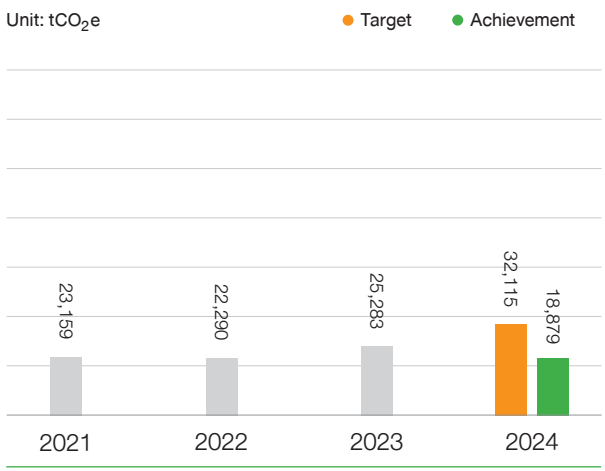
LPG consumption per ton of production



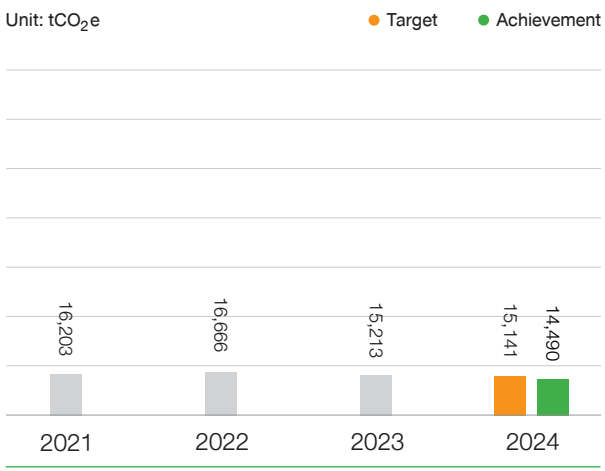
Energy consumption per ton of production



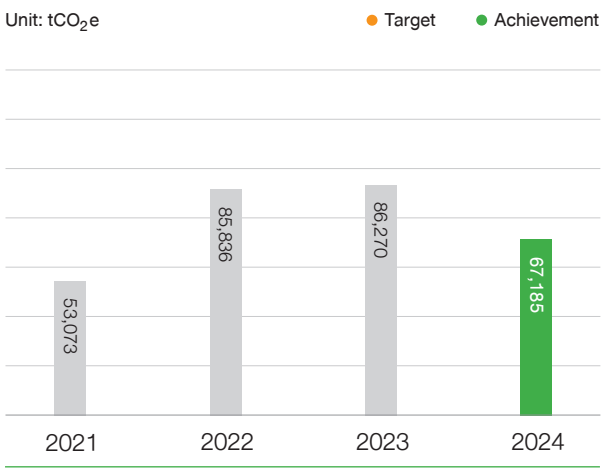
GHG scope 1 emissions



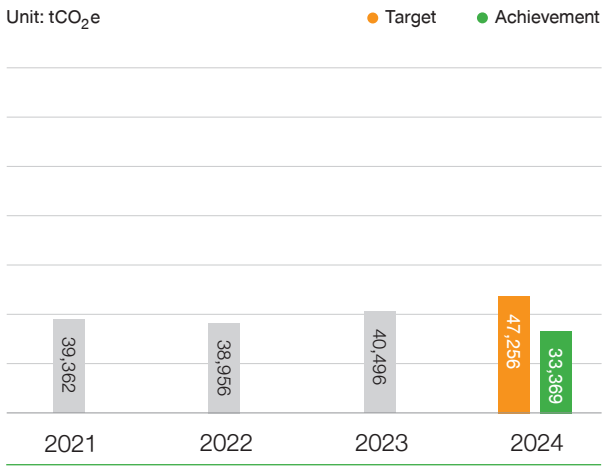
GHG scope 2 emissions



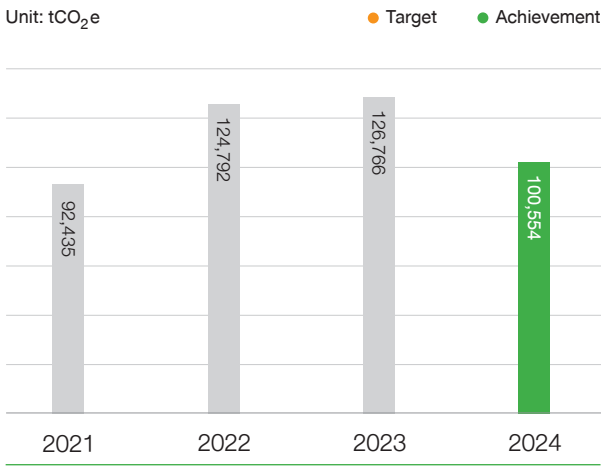
GHG scope 3 emissions



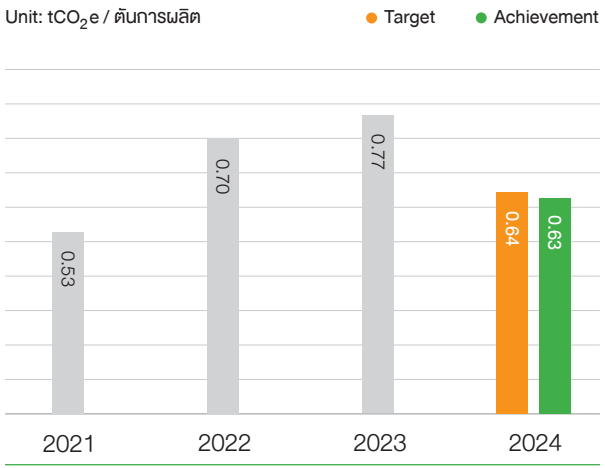
GHG emissions scope 1 and 2



GHG emissions scope 1 + 2 and 3



GHG Emissions Intensity



Carbon Sequestration from Deforestation-Free Sourcing Analysis

In 2024, The company conducted a comprehensive risk assessment and mapping of its raw material sourcing areas to comply with the EU Deforestation Regulation (EUDR). The assessment results indicated that the majority of the company's natural rubber sourcing areas are classified as deforestation-free and present very low risk. These areas currently serve as the primary sources of natural rubber for the company.

This sustainable sourcing approach not only ensures compliance with international regulations but also supports climate change mitigation efforts by promoting ongoing carbon sequestration within natural ecosystems, contributing to the preservation of biodiversity and long-term environmental sustainability.





Deforestation Risk Assessment Results

Rubber Plantation with no indication of deforestation	87%
Rubber Plantation with indication of deforestation	13%

Promoting the use of Recycled Materials

Teck Bee Hang Co., Ltd. is committed to minimizing environmental impacts from its storage and transportation processes by promoting the use of more sustainable packaging solutions. The company encourages customers to shift from single-use packaging to returnable and recyclable alternatives, such as metal boxes, metal pallets, and returnable plastic pallets made from recycled materials, instead of traditional wooden pallets.

This approach enhances resource efficiency, reduces single-use waste, and minimizes the volume of packaging requiring disposal. It also contributes to lowering greenhouse gas emissions associated with transportation and waste management, while ensuring product quality throughout the supply chain.

The company continues to engage proactively with customers and business partners to expand the adoption of returnable packaging, reflecting a shared commitment to environmental and social responsibility.



Project Highlights in 2024

Solar Energy Project to Support Sustainable Production





Teck Bee Hang Co., Ltd. recognizes the importance of using renewable energy, particularly solar power, as a clean and sustainable energy source that does not generate pollution during the production process. Solar energy also reduces reliance on electricity from fossil fuels, a major contributor to greenhouse gas emissions.

In 2024, the company implemented fully operational solar rooftop systems at its Yala and Narathiwat factories, with a combined capacity of over 2 megawatts. These systems are designed to efficiently supply electricity for the production of natural rubber blocks, the company's core manufacturing process.

This investment in solar energy not only reduces long-term energy costs but also aligns with the company's environmental policy to lower greenhouse gas (GHG) emissions in support of its Carbon Neutrality and Net Zero Emissions targets.

Project Results

Yala Factory Solar Power Production

of clean energy

936,041 kWh

Narathiwat Factory Solar Power Production

of clean energy

1,019,416 kWh

Investment in Renewable Energy to Reduce Greenhouse Gas Emissions





In 2024, Teck Bee Hang Co., Ltd. initiated the construction of an MBZ300 biomass furnace at its Narathiwat factory. This high-capacity furnace can produce up to 3,000,000 kcal/hour of heat and is designed to utilize biomass fuel as a replacement for LPG in the production process.

The project is currently under construction and is scheduled to become operational on February 13, 2025. It represents a key initiative to reduce reliance on fossil fuels and s ignificantly lower greenhouse gas emissions from the production process.

Investing in this biomass furnace technology not only helps reduce long-term energy costs but also demonstrates the company's commitment to transitioning to clean energy and promoting the use of renewable resources.

Expected Reduction in Greenhouse Gas Emissions

72.0096 kCO_2eq
per ton of production

TBH Forest Restoration to Reduce Carbon Emissions





Teck Bee Hang Co., Ltd., Thung Song Factory, in collaboration with Chamai Subdistrict Municipality, has implemented the “TBH Forest Restoration to Reduce Carbon Emissions” project. This initiative reflects the company’s commitment to addressing climate change and minimizing the impacts of greenhouse gas emissions. The project focuses on increasing green areas through reforestation and the preservation of existing forests, thereby enhancing carbon dioxide (CO_2) absorption and contributing to the long-term balance of ecosystems.

The project also serves as a platform to raise awareness among employees, communities, and stakeholders about the role of each sector in environmental stewardship and carbon reduction, emphasizing sustainable participation at all levels.

Project Outcomes

The “TBH Forest Restoration to Reduce Carbon Emissions” activity demonstrates a business approach that prioritizes not only financial performance but also the global climate. Teck Bee Hang Co., Ltd. continues to advance environmental initiatives to help build a safe and sustainable future for generations to come.

Mangrove Planting and Crab Release Activities





Teck Bee Hang Co., Ltd., Headquarters, has actively promoted climate change initiatives through coastal environmental conservation activities. The company implemented a coastal ecosystem restoration project at Chan Sawang Beach, Singhanakhon District, Songkhla Province. The activities included planting 1,200 mangrove trees, releasing crabs back into their natural habitat, and conducting beach clean-up efforts.

Mangrove planting plays a crucial role in natural carbon sequestration (blue carbon), absorbing carbon dioxide (CO_2) from the atmosphere and serving as a key mechanism to mitigate climate change impacts. Additionally, mangroves act as natural barriers that reduce the severity of storms and coastal waves, while providing habitats for diverse species, thus supporting biodiversity in the area.

Project Outcomes

The mangrove planting, crab release, and beach clean-up activities at Chan Sawang Beach represent Teck Bee Hang Co., Ltd.’s proactive approach to climate change mitigation. These activities contribute significantly to coastal ecosystem restoration, increase green areas that absorb greenhouse gases, and help protect against natural hazards such as storm surges and intensified storms driven by global warming.

Mangrove Planting Activity





Teck Bee Hang Co., Ltd., Pattani Branch, has carried out coastal ecosystem restoration through mangrove planting and beach clean-up at Toh Som Mangrove Forest, Pattani Province. The project aims to expand green areas that serve as natural carbon sinks (blue carbon) to help reduce atmospheric greenhouse gases, which is a key approach to addressing climate change.

In this activity, 1,111 large-leafed mangrove seedlings were planted to restore the fertility of the mangrove forest, enhance carbon sequestration capacity, and promote biodiversity in the coastal ecosystem. This contributes to balancing nature conservation with the reduction of natural hazard risks, such as storm surges and coastal erosion.

Project Outcomes

The activity has significantly contributed to restoring and enriching the coastal ecosystem, promoting biodiversity, and increasing mangrove forest areas that serve as habitats for aquatic animals and other wildlife in nature.

ISO 14064 Training on Organizational Greenhouse Gas Emissions





Teck Bee Hang Co., Ltd. places great importance on building the capacity of its personnel to respond effectively to climate change and manage greenhouse gas (GHG) emissions systematically. The company organized a training program titled “Requirements of ISO 14064 for Organizational Greenhouse Gas Assessment and Reporting” for employees across all relevant departments at the headquarters and all factory branches.

The training aimed to develop a clear understanding of data collection, calculation, and reporting of GHG emissions in accordance with international standards. This supports the company’s environmental initiatives to ensure accuracy, transparency, and traceability.

Moreover, the knowledge gained strengthens the company’s readiness to comply with legal requirements and international climate commitments, forming a critical foundation for driving the organization toward sustainable carbon reduction goals.

Project Outcomes

The training enhanced participants’ understanding of the principles, calculation methods, and reporting processes for accurate GHG data in line with international standards. It improved employees’ knowledge, awareness, and skills in environmental data management, and fostered systematic and sustainable participation in the company’s GHG reduction planning. This initiative forms a key foundation for advancing the company’s climate change objectives and achieving long-term Carbon Neutrality.



Water Management

Long-term Targets

The water quality discharged meets the standards set by the law

100%

Recycle Water

27 cubic meters per ton of production

Water consumption in production

0 million cubic meters

Total water withdrawal

100%

of employees have been informed, engaged, and trained to raise awareness on water management

2024 Target

The water quality discharged meets the standards set by the law

90%

Recycle Water

30 cubic meters per ton of production

Water consumption in production

0 million cubic meters

Total water withdrawal

100%

of employees have been informed, engaged, and trained to raise awareness on water management

2024 Achievements

The water quality discharged meets the standards set by the law

86.2%

Recycle Water

27.06 cubic meters per ton of production

Water consumption in production

0.6 million cubic meters

Total water withdrawal

100%

of employees have been informed, engaged, and trained to raise awareness on water management

To reflect its commitment to environmental responsibility and climate change mitigation, Teck Bee Hang Co., Ltd., as one of the country's leading natural rubber producers, recognizes the critical importance of water resources and the link between the water cycle and climate change impacts. The company has therefore implemented effective and sustainable water management measures throughout its production processes, particularly in stages requiring substantial water use, such as cleaning natural rubber raw materials.

The company regularly assesses water-related risks at its factory locations to inform long-term water management planning. Although its factories are situated in areas without significant water stress, the latest assessments indicate a moderate level of risk. Teck Bee Hang Co., Ltd. has used this information to enhance and tighten its water resource management practices.

Furthermore, the company has adopted advanced technologies to improve water efficiency, including wastewater treatment systems, water recycling, and sensor installations to detect leaks, effectively reducing water consumption and preventing resource loss.

From a social perspective, the company also encourages its network of rubber farmers to use water efficiently in cultivation and collaborates with local communities to conserve forests and water sources. These initiatives reinforce the company's commitment to conducting business while simultaneously caring for the environment and surrounding communities in a sustainable manner.



Water Management Operations

- Monitor and track water consumption across all operational activities
- Promote water-saving initiatives within the factory, including production processes and office operations
- Monitor and ensure treated water quality complies with legal requirements
- Optimize the performance of the wastewater treatment system

Water Use and Withdrawal

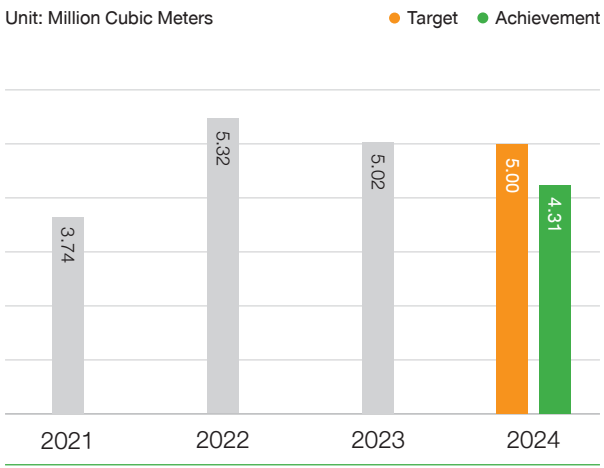
Over 70 years of operations, Teck Bee Hang Co., Ltd. has been committed to the efficient use of resources while upholding environmental responsibility. A core aspect of its sustainable operations is effective water management. The company utilizes both natural water sources and recycled water in the production of natural rubber, maximizing resource efficiency and minimizing impacts on local ecosystems.

Although the company's factories are located in areas with moderate water risk, Teck Bee Hang Co., Ltd. continuously conducts risk assessments to prepare for future challenges, including climate change and potential water scarcity. Long-term water management plans focus on reducing water consumption, improving wastewater treatment efficiency, and conserving nearby water resources.

Water Management Performance

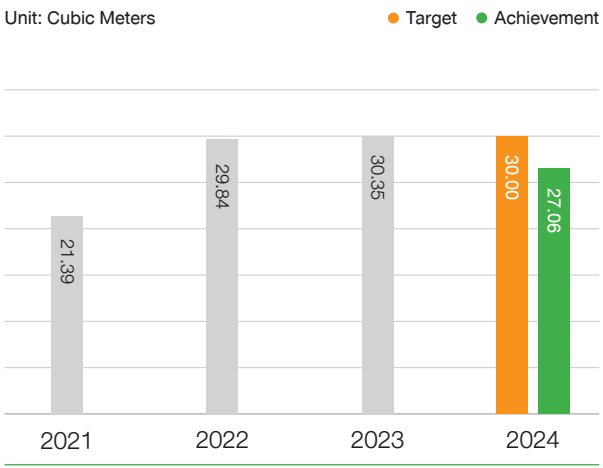
Water Consumption

Unit: Million Cubic Meters



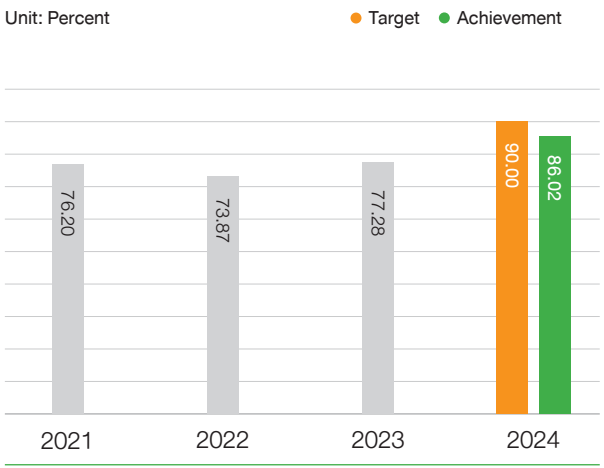
Water consumption per ton of production

Unit: Cubic Meters



Recycled water usage

Unit: Percent



In 2024, Teck Bee Hang Co., Ltd. successfully achieved a significant reduction in water consumption, lowering usage by 14% compared to 2023 and by 19% compared to 2022. This achievement resulted from the company's comprehensive water conservation initiatives across all operations, focusing on raising awareness among all employees about efficient water use through internal communication campaigns and training programs.

Operational improvements also contributed to this reduction, including the development of belt sweeping and tray equipment to minimize water usage during cleaning, as well as the replacement of the previous system with a bio-filter system, which effectively reduced water consumption in the scrubbing process. Teck Bee Hang Co., Ltd. remains committed to continuously enhancing sustainable water management practices throughout all operational processes.



Wastewater Management

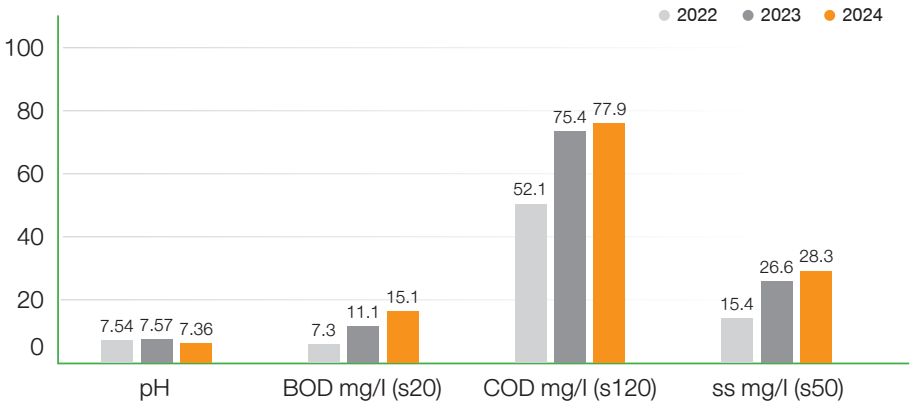
Teck Bee Hang Co., Ltd. places great importance on maintaining environmental quality, particularly the quality of water discharged from production processes into the surrounding environment. The company implements strict and continuous control and monitoring of wastewater quality, covering surveillance, maintenance, and optimization of treatment systems to ensure that all discharged water meets legal standards and does not negatively impact the environment or local communities.

Currently, the company operates aerated lagoon wastewater treatment systems, an environmentally friendly technology that uses aeration to stimulate the biological decomposition of organic matter. This process ensures that wastewater is treated to a safe level before being discharged into natural water sources or safely reused.

A key achievement is that the company has successfully reused 100% of treated water in four of its factories. Additionally, an online 24-hour Biological Oxygen Demand (BOD) monitoring system has been installed at another factory, providing real-time data to relevant government agencies for transparent monitoring and control of water quality.

Furthermore, Teck Bee Hang Co., Ltd. conducts monthly random water quality inspections and strictly maintains treatment equipment and systems according to planned schedules. These measures support the company's long-term sustainability goals, encompassing environmental protection, employee health and safety, and the efficient and responsible use of water resources.

Water Quality Analysis Results



Project Highlights in 2024

Bio-Filter Air Treatment System Project

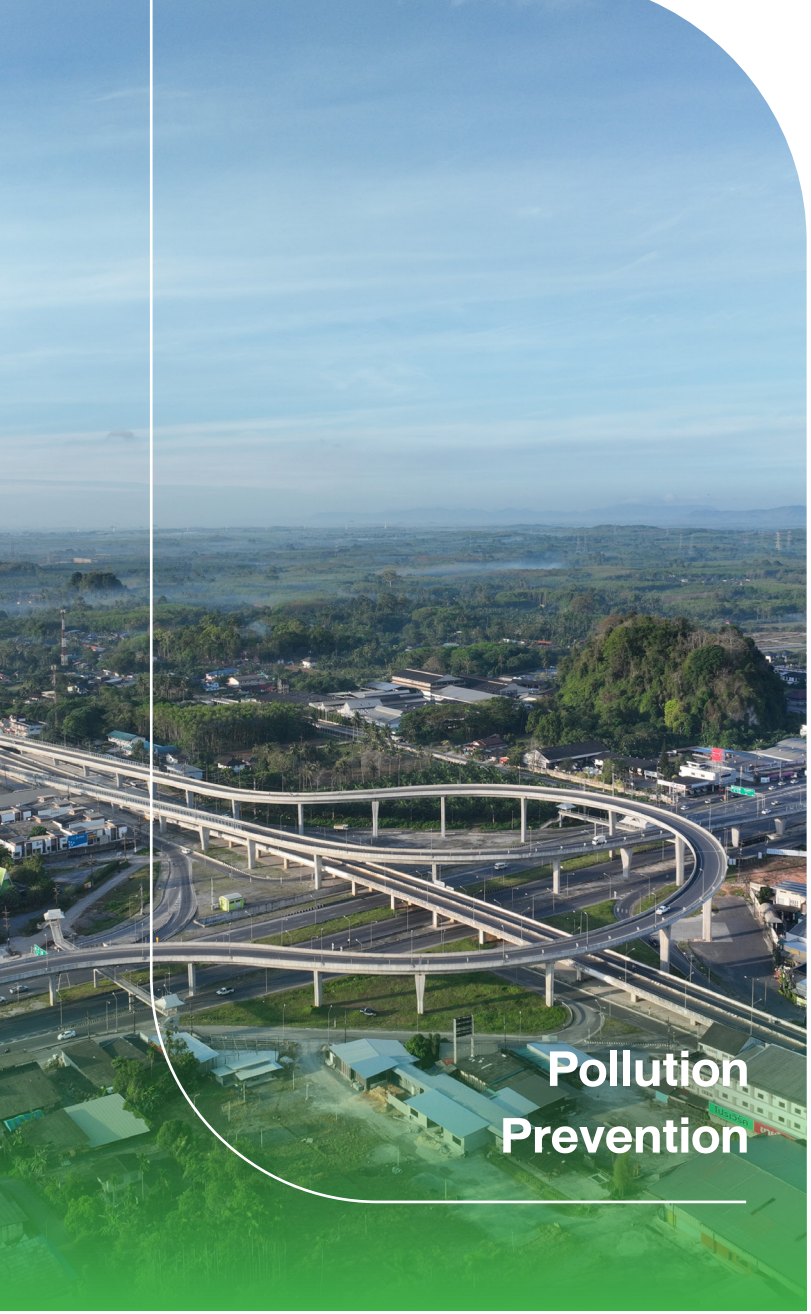




Teck Bee Hang Co., Ltd. places great importance on conducting sustainable business while efficiently managing natural resources, particularly water, which is a valuable and limited resource in the production process. To enhance environmental performance and reduce the impacts of the scrubbing process, the company has developed and implemented Bio-filter technology as a replacement for water-based air treatment systems used in odor exhaust stacks. The technology was initially installed at a pilot plant and, following successful results, was expanded to all branch factories in 2024.

The Bio-filter technology utilizes natural microorganisms to break down airborne pollutants without the need for water, significantly reducing water consumption, wastewater generation, and energy usage associated with water treatment. Additionally, it effectively mitigates odors and air pollution.

This initiative aligns with the principles of a circular economy, emphasizing the efficient use of resources, waste reduction, and reuse wherever possible. Reducing water usage in the production process not only lowers environmental costs but also enhances production system resilience against future water scarcity, creating balanced economic and environmental value.



Pollution Prevention

SDGs

Long-term Targets	2024 Target	2024 Achievements
Management of general and hazardous waste is conducted in compliance with legal requirements	Management of general and hazardous waste is conducted in compliance with legal requirements	In compliance with legal requirements
<30 metric ton Total hazardous waste generated	<30 metric ton Total hazardous waste generated	21 metric ton Total hazardous waste generated
<120 metric ton Total non-hazardous waste generated	<130 metric ton Total non-hazardous waste generated	136 metric ton Total non-hazardous waste generated
<150 metric ton Total waste	<170 metric ton Total waste	157 metric ton Total waste
0 metric ton Waste Sent to Landfill Within the Factory	0 metric ton Waste Sent to Landfill Within the Factory	0 metric ton Waste Sent to Landfill Within the Factory
0 metric ton Waste burned within the Factory	0 metric ton Waste burned within the Factory	0 metric ton Waste burned within the Factory
100% Of emissions meet legal air quality standards	100% Of emissions meet legal air quality standards	100% Of emissions meet legal air quality standards
Zero Complaints regarding unmanaged pollution	Zero Complaints regarding unmanaged pollution	Zero Complaints regarding unmanaged pollution

Waste Management Policy

Impact on Business

The Thai natural rubber industry, a key pillar of the country's economy, is increasingly facing escalating environmental challenges. The natural rubber production process can generate various forms of pollution, including water pollution from the use of chemicals in processing, which impacts the ecosystems of natural water sources; air pollution from fuel combustion and the evaporation of hazardous chemicals, posing health risks to nearby communities; and hazardous waste from production processes, which must be managed properly according to scientific and regulatory standards to prevent contamination of the surrounding environment.

At the same time, businesses must adapt to increasingly stringent environmental laws and standards, both domestically and internationally. This requires investment in production technologies and enhancement of internal environmental management systems. Failure to act promptly and effectively to mitigate environmental impacts may result in loss of stakeholder trust, damage to the reputation of the Thai natural rubber industry, and potential long-term operational risks.

Challenges and Opportunities

Today, environmental management is a critical global concern, as environmental issues such as climate change, various forms of pollution, and biodiversity loss continue to intensify, significantly affecting human well-being and the overall balance of ecosystems.

While these challenges pose difficulties for the business sector, they also present opportunities for adaptation and sustainable development. Implementing new technologies and innovations to reduce environmental impacts, promoting awareness among employees and stakeholders, and fostering collaboration with various partners are key strategies. These approaches enable organizations to overcome obstacles and achieve balanced growth across economic, social, and environmental dimensions over the long term.

Commitment

Teck Bee Hang Co., Ltd. places great importance on conducting its business in an environmentally responsible manner across all stages of the value chain. The company aims to minimize the environmental impacts of its operations while seeking opportunities for sustainable development both through internal management, promoting stakeholder engagement, and fostering collaboration with surrounding communities to deliver long-term benefits for both the environment and society.

1. Social and Environmental Responsibility



The company is committed to reducing environmental impacts arising from its operations, such as controlling greenhouse gas emissions from production processes, properly managing hazardous and non-hazardous waste, and using natural resources efficiently. These efforts help conserve ecosystems and reduce adverse effects on the health of surrounding communities.

2. Application of Environmentally Friendly Technologies



Teck Bee Hang Co., Ltd. invests in the development and implementation of clean technologies in its production processes and utilities systems, including solar power generation, water recycling systems, and energy-saving technologies. These initiatives aim to reduce the use of non-renewable resources and minimize the release of pollutants into the environment.

3. Employee Engagement in Environmental Goals



The company fosters a corporate culture that encourages employees at all levels to participate in environmental stewardship through training, internal communications, and joint activities such as waste segregation, reducing single-use plastics, and tree planting. These initiatives strengthen individual environmental awareness and align with the company's overall environmental objectives.

4. Monitoring, Evaluation, and Reporting



Teck Bee Hang Co., Ltd. maintains a system for regularly monitoring and evaluating its environmental performance, using both quantitative and qualitative data. The company transparently reports performance results to stakeholders, using the information to continuously improve and enhance its environmental management practices.

5. Strengthening Collaboration with Communities and Networks



The company promotes cooperation with local communities, government agencies, and private-sector partners in implementing natural resource conservation and environmental restoration projects. Examples include tree-planting initiatives, water source rehabilitation projects, and campaigns to reduce plastic usage within communities. These efforts build strong relationships and drive sustainable, localized environmental change.

Waste Management

Strategy and Strategic Plan

Teck Bee Hang Co., Ltd. places great importance on tangible environmental conservation by applying the 3R principles Reduce, Reuse, and Recycle comprehensively across its waste and resource management processes. This approach aims to promote efficient resource utilization and minimize environmental impacts in all dimensions.

In practice, the company has implemented robust waste segregation initiatives within its factories and extended these practices to employees' daily lives. Clearly visible and systematically organized waste separation points have been established, accompanied by training programs on waste types, proper segregation methods, and ways to reuse materials. Additionally, engagement activities, such as waste separation competitions, have been conducted to reduce resistance to behavioral changes and motivate active participation.

As a result, the volume of waste sent to landfills has significantly decreased, while recyclable materials such as paper, plastic, and metal are effectively collected for recycling. This reduces the consumption of new resources and continuously minimizes environmental impacts.

These strategies and operational plans not only enhance internal management efficiency but also demonstrate the company's responsibility to all stakeholders. Furthermore, they support the achievement of sustainable development goals, particularly in terms of resource efficiency, waste reduction, and fostering employee and community participation in creating a future-friendly ecosystem.

01 AVOID
Avoid materials that produce waste that resists disposol

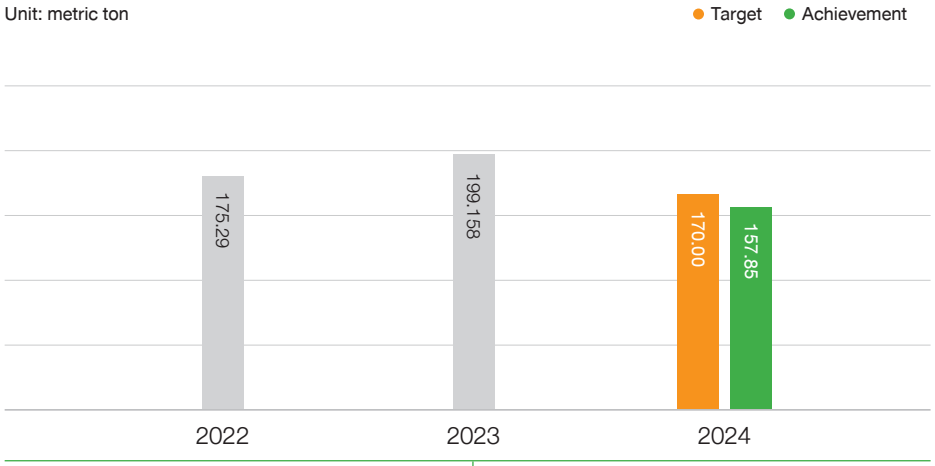
02 REDUCE
Reduce the purchase of materials that generate waste

03 RECYCLE
Recycle leftover materials

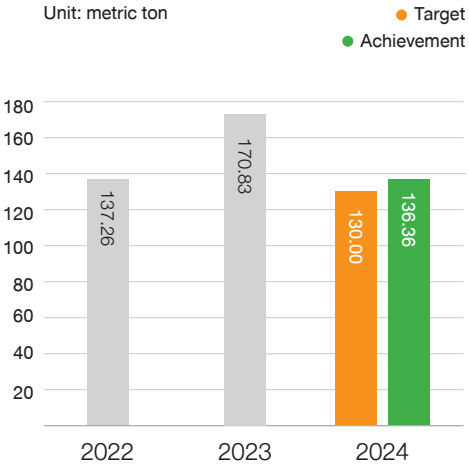
04 REUSE
Recover used materials for reuse

Waste Management Performance

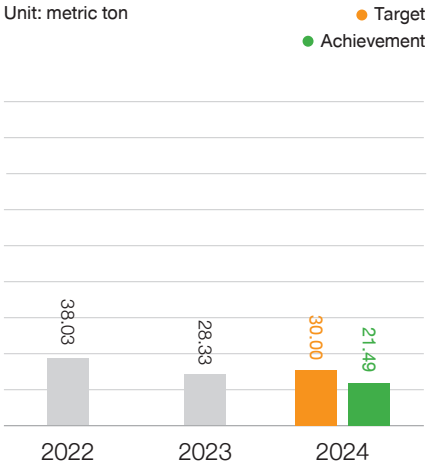
Total waste



Total non-hazardous waste generated



Total hazardous waste generated



Project Highlights in 2024

5S Program for Schools





Teck Bee Hang Co., Ltd., Thung Song Branch, has implemented a knowledge transfer program on systematic workplace management for youth in local communities through activities that promote discipline and organization based on the 5S methodology. The program welcomed teachers and students from Wat Khao Klai School to visit and study operations within the factory, providing them with practical insights on applying the 5S principles in organizing workspaces, categorizing materials, minimizing waste, and maintaining cleanliness fundamental practices for effective waste management.

In addition to practical knowledge, the company provided guidance on applying 5S principles within the school context and daily life. The program aimed to foster discipline in material segregation, proper waste disposal, and responsible use of resources, instilling environmental awareness in local youth. This initiative lays the foundation for quality living while promoting long-term environmental stewardship.

Project Outcomes

Through participation in the program, students acquired skills in organizing spaces, maintaining cleanliness, and managing resources efficiently, which they can apply both at school and in daily life. The activities nurtured positive attitudes toward environmental care and encouraged youth involvement in sustainable community development. Moreover, the program strengthened relationships between the factory and the community, creating a robust collaborative network for environmental protection and improvement. As a result, the community benefits from a cleaner, safer environment conducive to learning and growth, forming an essential foundation for sustainable community development in the future.

Waste Segregation Bin Donation Project for Wat Mujalinthawapiwihan School





Teck Bee Hang Co., Ltd., Pattani Branch, has implemented a project to support effective waste management in educational institutions by donating sets of waste segregation bins to Wat Mujalinthawapiwihan School in Pattani Province. The initiative aims to promote proper waste management knowledge among students, teachers, and community staff, fostering sustainable environmental behaviors through the instillation of waste separation discipline from an early age.

This initiative raises awareness of the importance of reducing waste at the source, encourages the responsible use of resources, and strengthens collaboration between the factory and local educational institutions. As a result, the school now has a more effective waste managementsystem,studentsbetterunderstandwastesegregationpractices,andthesepracticesare beginning to be applied in daily life. Meanwhile, the surrounding community benefits from a cleaner and more orderly environment.

Project Outcomes

Through this project, the company supported waste management at Wat Mujalinthawapiwihan School by providing waste segregation bins, enabling the school to implement a more efficient waste separation system. Students and staff enhanced their environmental knowledge and awareness. The school organized campaigns and knowledge-sharing activities on daily waste segregation, fostering environmentally responsible behaviors both at school and in students' households. This initiative contributes to cultivating environmentally conscious citizens and supports the sustainable development of the local community.

Waste for Happiness Program





Teck Bee Hang Co., Ltd., Thung Song Branch, has implemented the “Waste for Happiness” program to continuously engage employees in waste reduction. Held every Friday, the initiative allows employees to exchange recyclable materials such as plastic bottles, cans, and paper for household consumables.

Now in its second year, the program aims to instill habitual waste segregation and recycling practices in employees’ daily lives, reduce the amount of waste requiring improper disposal, and raise environmental awareness through tangible incentives. This initiative contributes to effective waste management within the workplace and promotes the responsible use of resources.

Project Outcomes

The “Waste for Happiness” program has led to more consistent and systematic waste segregation practices among employees. Over the course of the year, more than 800 kilograms of recyclables were collected and sold to recycling centers, generating revenue that was reinvested in purchasing household consumables for employees.

The program has helped reduce waste sent to landfills or incineration, thereby lowering greenhouse gas emissions, while encouraging employees to learn and practice resource efficiency. Additionally, it has fostered a sense of ownership and active participation among employees in advancing the company’s environmental goals.

Waste Segregation Training





Teck Bee Hang Co., Ltd., Head Office Branch, has continuously conducted waste segregation training for employees to enhance their knowledge, understanding, and skills in effective waste management. The training emphasizes the importance of waste segregation from the source, correct classification of waste types, methods to reduce waste generation, and promotion of recycling practices. This initiative encourages active employee participation in maintaining cleanliness within the workplace, minimizes environmental impacts, and fosters a corporate culture that is socially and environmentally responsible.

Furthermore, the knowledge gained from the training enables employees to apply proper practices in their daily lives and within their surrounding communities, contributing to broader and sustainable positive impacts on society.

Project Outcomes

The waste segregation training at the Head Office Branch has significantly increased employees’ knowledge and understanding of proper waste management. Based on pre- and post-training assessments, over 90% of employees demonstrated improved ability to correctly classify and segregate waste. Employees have applied this knowledge consistently in workplace waste segregation, leading to a substantial reduction in waste requiring disposal.

Beyond waste reduction, the program has fostered environmental awareness and shared responsibility within the organization, creating a cleaner and more organized work environment and reinforcing a sustainable corporate culture.

Waste Transformation Activity





Teck Bee Hang Co., Ltd., Surat Thani Branch, is committed to reducing waste generated from internal operations by actively engaging employees at all levels. The company has implemented the "Waste Transformation" project, an initiative that raises employees' awareness of resource value and encourages them to turn waste into useful materials. Under this project, employees can exchange sorted recyclable waste such as plastic bottles, aluminum cans, milk cartons, and paper for essential household products, including dishwashing liquid, soap, laundry detergent, and instant noodles. This activity not only reduces the amount of waste sent to landfills but also helps employees save on household expenses.

In addition, the company uses this initiative as an opportunity to continuously communicate knowledge on waste segregation, resource reduction, and the 3Rs (Reduce, Reuse, Recycle) to employees. This fosters an environmentally conscious organizational culture and promotes collective responsibility for sustainable waste management.

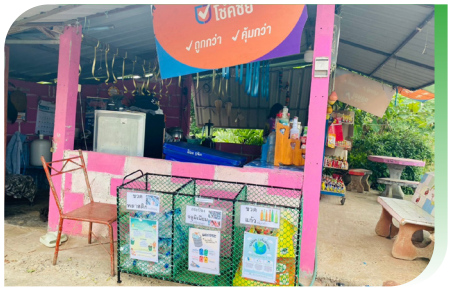
Project Outcomes

The "Waste Transformation" project has successfully promoted continuous employee engagement. Over the year, more than 500 kilograms of recyclable waste were collected, demonstrating the initiative's effectiveness in advancing the company's waste reduction goals.

The activity helps decrease waste requiring landfill disposal or incineration, reduces greenhouse gas emissions, and encourages employees to use resources efficiently. Furthermore, it strengthens employees' sense of ownership and active participation in driving the organization's environmental objectives.

Provision of Segregated Waste Bins to Communities Surrounding the Factory





Teck Bee Hang Co., Ltd., Surat Thani Branch, places great importance on effective waste management, not only within the organization but also extending the concept to surrounding communities. The company has implemented a project to support household waste segregation by placing designated recycling bins at strategic locations within the community around the factory.

This initiative aims to raise awareness of proper waste segregation from the source, promote correct daily waste management practices, and reduce the amount of waste sent to final disposal methods such as incineration or landfilling. In addition, the company coordinates with community leaders and local authorities to provide knowledge on proper waste management, fostering sustainable collaboration between the factory and the community.

The project is part of the company's ongoing commitment to social and environmental responsibility and reflects its dedication to creating an efficient, environmentally friendly waste management ecosystem both inside and outside the organization.

Project Outcomes

In 2025, the company installed recycling bins at a total of 10 locations within the community surrounding the factory, including in front of temples, schools, and community halls. The initiative received strong cooperation from local residents and community leaders in promoting and correctly using the recycling bins. Monitoring results in collaboration with community leaders showed that:

- The amount of recyclable waste properly separated increased by approximately 30% within the first three months of the project.
- The amount of general waste sent to landfill was reduced by about 120 kilograms per month.
- Over 85% of community residents expressed satisfaction with the project and suggested additional training activities on household waste segregation.

Teck Bee Hang Co., Ltd. plans to expand the project to other communities surrounding its factories in the future, while continuing activities to raise awareness and encourage active participation.

Air Pollution Management

Teck Bee Hang Co., Ltd. is committed to being a leader in air pollution management within the natural rubber industry. The company applies advanced technologies and innovative solutions to reduce greenhouse gas emissions and various pollutants, creating a clean and sustainable environment for surrounding communities. This approach reflects the company's environmental responsibility and its ongoing commitment to sustainable development.

The company places great importance on maintaining air quality continuously by improving pollution control systems in the production process through Bio-filter technology. This technology effectively reduces pollutant emissions across all branch factories. The latest air quality measurements indicate that emission levels are within the legal standards. The company continues to monitor and optimize these systems regularly to ensure environmentally friendly operations with minimal impact on neighboring communities.

Air Pollution Management with Bio-filter Technology

The company prioritizes controlling and mitigating air pollution impacts that may result from natural rubber production, particularly odors generated during the processing of natural rubber sheets, which could affect the quality of life of nearby communities and the environment. Teck Bee Hang Co., Ltd. has therefore upgraded its air pollution control systems by installing and operating Bio-filter technology, a biological treatment system that treats odors and exhaust gases through natural microbial mechanisms.



Principles of Bio-filter Operation

1. Filtration of Odors and Air Pollutants through a Biological Filter Layer

Smoke from the rubber drying process is drawn by fans into the Bio-filter system, which consists of filter materials such as rice husks, charcoal, coconut shells, or wood chips. Microorganisms naturally reside on the surface of these materials.

2. Decomposition by Microorganisms

The microorganisms capture and break down pollutants in the air, using them as a source of energy for growth. This process converts harmful substances into harmless products such as carbon dioxide, water, and new microbial cells.

3. Release of Clean Air into the Environment

After treatment, the air released is cleaner, with significantly reduced odors and pollutant levels, before being discharged outside the factory.

Performance Results

In 2024, Teck Bee Hang Co., Ltd. conducted performance evaluations following the installation of Bio-filter systems across all branch factories, and found that:

- Odor concentrations from the rubber drying process were reduced by more than 90% compared to levels before the system installation.
- Complaints from communities regarding odors and air pollution from the rubber drying process have decreased.

The company remains committed to continuously monitoring, inspecting, and maintaining the Bio-filter systems to ensure that our production processes do not adversely affect air quality or stakeholder health, while advancing toward the goal of becoming a truly environmentally friendly industrial operation.

Project Highlights in 2024

Air Pollution Management Using Bio-filter Technology





Teck Bee Hang Co., Ltd. has implemented Bio-filter technology to replace the conventional water-based air scrubbing system for controlling odors and reducing air pollution from factory exhaust stacks. The initiative began with a pilot factory and was expanded to all branch factories by 2024. The Bio-filter technology employs a biological mechanism using naturally occurring microorganisms to decompose airborne pollutants without relying on water in the treatment process. This approach reduces water consumption, minimizes wastewater generation, and lowers energy usage associated with water treatment, while effectively controlling odors and air pollutants.

Based on the successful results from the pilot factory, the company completed the installation of Bio-filter systems across all branch factories by 2024, marking a significant step forward in enhancing the environmental performance of its production processes.

Project Outcomes

Following the full implementation of Bio-filter systems at all branches in 2024, Teck Bee Hang Co., Ltd. observed a significant reduction in odors from the rubber drying process. Measurements of odor concentration showed that emissions from the exhaust stacks decreased by over 90% compared to levels before system installation. In addition, complaints from surrounding communities regarding unpleasant odors and air quality were markedly reduced, demonstrating the effectiveness of the technology in minimizing environmental and community impacts in a tangible way.

Closed Storage Project for Cup Lump Rubber Raw Materials





To enhance environmental management and reduce odor impacts from storing cup lump rubber, particularly in areas close to urban communities, Teck Bee Hang Co., Ltd.'s Surat Thani branch developed a closed storage system designed to effectively control odors and prevent the dispersion of potentially harmful substances into the environment.

The storage facility is fully enclosed and equipped with a ventilation and odor control system, significantly reducing the release of unpleasant odors from raw materials into surrounding communities. This project also elevates the standards of odor management in line with best environmental practices.

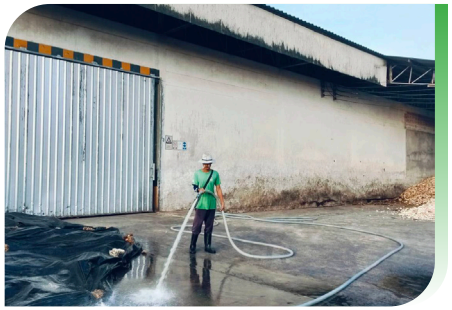
The initiative not only addresses long-term odor issues but also demonstrates the company's commitment to social responsibility, serving as an important measure to strengthen the relationship between the factory and local communities.

Project Outcomes

Storing cup lump rubber in the closed facility has significantly reduced odor emissions from raw material storage and decreased complaints from the community regarding odors and air quality. This has enhanced community confidence and trust in the factory's operations and reinforced the company's image as a responsible organization in terms of both environmental and social stewardship.

Odor Control in Raw Material Transportation





Teck Bee Hang Co., Ltd. recognizes the potential odor impacts arising from the transportation of cup lump rubber, a key activity in the production process. To address this, the company has applied wood vinegar as a natural spray to control unpleasant odors both within the factory and in surrounding areas. Wood vinegar is an environmentally friendly and highly effective solution for odor reduction, as it is derived from wood subjected to a controlled pyrolysis process, minimizing the release of harmful chemicals into the atmosphere.

Effective odor management also helps reduce community complaints, strengthens trust and positive relationships between the factory and local communities, and enhances the company's image as a business committed to environmental and social responsibility.

Project Outcomes

The application of wood vinegar in transporting cup lump rubber has significantly reduced odor levels affecting surrounding communities. As a result, complaints regarding odors and air quality have consistently decreased. This initiative has fostered community confidence and trust in the factory's operations while reinforcing Teck Bee Hang Co., Ltd.'s reputation as a responsible and environmentally conscious organization.

Odor Monitoring in Communities Surrounding the Factories





Teck Bee Hang Co., Ltd. conducts regular odor monitoring at all its factory branches to assess the impact of production processes on air quality in nearby communities. Weekly surveys are carried out to track odor pollution levels, evaluate potential effects on local residents, and provide data for continuously improving odor control measures.

This initiative aligns with government environmental regulations and demonstrates the company's commitment to minimizing impacts on surrounding communities. The monitoring results have shown a downward trend in complaints from residents regarding odor disturbances, which has increased public confidence in the company's operations.

Project Outcomes

Regular weekly surveys indicate that odor levels in most areas remain within safe limits and do not affect community well-being. Moreover, there is a continuous decline in odor levels compared to periods before implementing control measures such as Bio-filter systems and wood vinegar spraying at high-risk points.

Data from these field surveys are used to optimize production processes and raw material storage practices, resulting in a significant reduction in odor-related complaints across all branches. In some areas, no complaints were reported throughout the past year, reflecting the effectiveness of the company's odor management initiatives.



Land Stewardship

Long-term Targets	2024 Target	2024 Achievements
100% Smallholder farmers have been assessed for the risks related to land use rights	**20%** Smallholder farmers have been assessed for the risks related to land use rights	**47%** Smallholder farmers have been assessed for the risks related to land use rights
100% Smallholder farmers have been assessed for the risks related to deforestation	**20%** Smallholder farmers have been assessed for the risks related to deforestation	**47%** Smallholder farmers have been assessed for the risks related to deforestation
100% Smallholder farmers have been assessed for biodiversity loss risks.	**20%** Smallholder farmers have been assessed for biodiversity loss risks.	**47%** Smallholder farmers have been assessed for biodiversity loss risks.
100% The assessment of the plant's location confirms that there is no risk of damaging biodiversity	**100%** The assessment of the plant's location confirms that there is no risk of damaging biodiversity	**100%** The assessment of the plant's location confirms that there is no risk of damaging biodiversity

SDGs



Biodiversity and Deforestation Policy

Message from Teck Bee Hang Co., Ltd.



"The assessment of land rights, deforestation, and biodiversity risks among smallholder farmers is a crucial component in driving a sustainable supply chain.

Teck Bee Hang Co., Ltd. places great importance on stringent verification of raw material sources, particularly through farm-level risk assessments. These include reviewing land ownership documents, verifying land coordinates, assessing potential encroachment on forest areas, and identifying proximity to ecologically sensitive zones all in full compliance with Thai regulations and the EU Deforestation Regulation (EUDR).

We recognize that preventing deforestation and conserving biodiversity go beyond legal compliance they represent our responsibility to the planet and society. By implementing a comprehensive risk assessment system, we can effectively mitigate negative impacts while strengthening the confidence of customers and stakeholders at every level."

Miss Kronggarn Kosago Sustaianability Specialist

Impact on Business

The management of land tenure and use rights, deforestation, and biodiversity loss is critically important to the stability and sustainability of business operations—particularly in industries that rely on raw materials from smallholder farmers, such as natural rubber. If suppliers are exposed to risks related to these issues, Teck Bee Hang Co., Ltd. may face legal implications, restrictions on market access to regions with stringent regulations, and a potential loss of confidence from customers and business partners. Furthermore, such risks could affect the company's reputation and diminish its competitiveness in the global market.

Challenges and Opportunities

Challenges such as limited access to smallholder farmer data and locations, as well as the complexity of verifying land rights and preventing deforestation, present significant obstacles. Effective risk management therefore requires the integration of technology for raw material traceability and active collaboration with farmers to promote responsible land use. At the same time, these challenges create opportunities for the company to strengthen the sustainability of its supply chain, raise awareness of land rights and biodiversity conservation, and enhance engagement with stakeholders thereby reducing risks and improving long-term competitiveness.

Commitment

Teck Bee Hang Co., Ltd. is committed to conducting its business with full respect for smallholder farmers' land tenure and use rights, while taking proactive measures to protect biodiversity and prevent deforestation. The company strictly complies with relevant national and international regulations, including the EU Deforestation Regulation (EUDR).

To ensure transparency and accountability across its supply chain, the company has developed a comprehensive risk assessment and traceability system, while continuously promoting best practices among smallholder farmers. By fostering collaboration and participation among all stakeholders, Teck Bee Hang Co., Ltd. aims to strengthen business sustainability and create shared value for communities and the environment.

Land Use Responsibility

Teck Bee Hang Co., Ltd. recognizes the importance of “land tenure and land use rights”, particularly in the context of smallholder farmers who have been the company’s primary suppliers of raw materials for many years. Respecting farmers’ legal rights to use and manage their land is a core element of sustainability in the supply chain, contributing to the stability of raw material sources, the resilience of local communities, and the transparency of business operations.

To ensure that the company’s natural rubber sourcing does not lead to adverse human rights or environmental impacts, Teck Bee Hang Co., Ltd. closely monitors and assesses risks related to land use rights, especially among smallholder farmers operatingnearforestconservationareasorregionswithpotentialland disputes. The due diligence process includes verifying land ownership documents, cross-checking data with relevant government agencies, and conducting on-site assessments.

This approach aligns with both national and international laws and regulations, particularly the EU Deforestation Regulation (EUDR), which requires raw material suppliers to trace the origin of their products and demonstrate that their production is not associated with deforestation or illegal land encroachment.



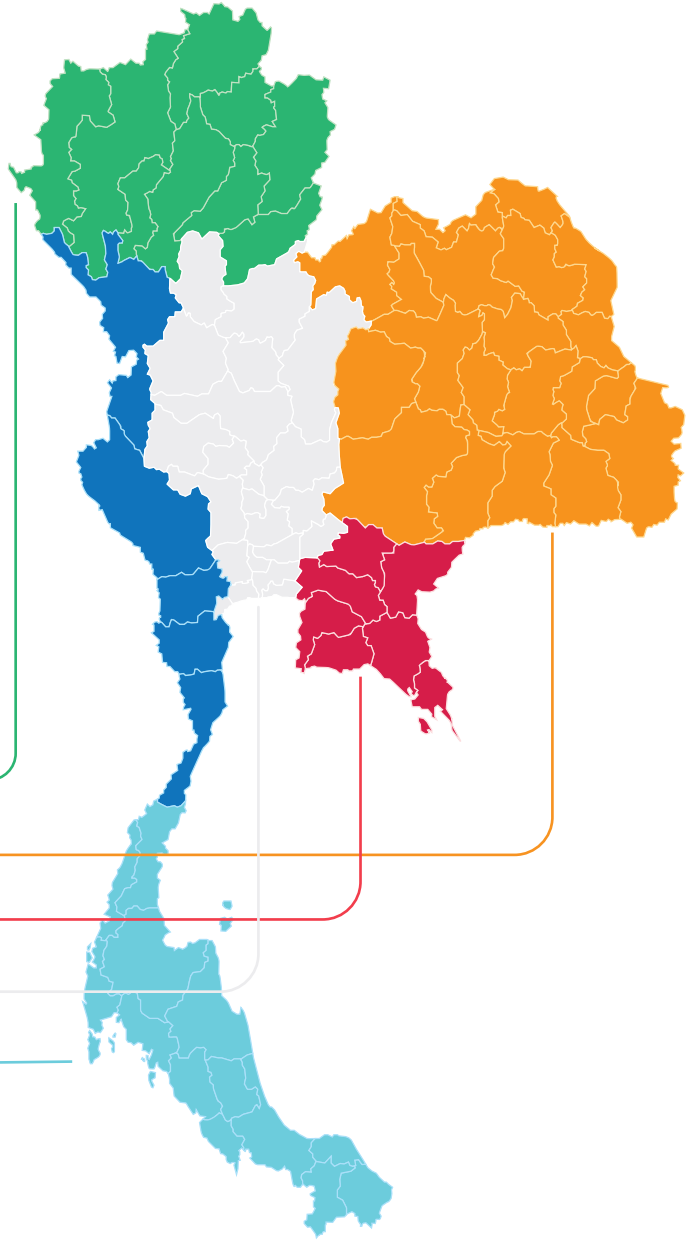
Deforestation and Risk Assessment

The company places great importance on managing environmental risks throughout its supply chain, particularly concerning deforestation and land-use change. In 2024, Teck Bee Hang Co., Ltd. conducted field assessments in collaboration with smallholder rubber farmers the company’s key raw material suppliers to evaluate environmental risks and identify potential impacts from the expansion of rubber plantations. These assessments aim to prevent encroachment into forest areas or ecologically sensitive zones, ensuring compliance with relevant laws and international standards, such as the EU Deforestation Regulation (EUDR).

Teck Bee Hang Co., Ltd. is committed to enhancing its capacity to assess environmental risks at the source level, promoting sustainable land-use practices, minimizing impacts on ecosystems, and supporting long-term biodiversity conservation in a tangible manner.

Percentage of Plantation Plots Surveyed and Assessed for Deforestation Risk by Region

North	33%
North Eastern	16%
Eastern	1%
Central	1%
Southern	49%



Biodiversity Management

The growth of Thailand's natural rubber industry plays a vital role in driving the national economy. However, it also brings significant environmental challenges particularly the risks associated with land-use changes, deforestation, and the loss of wildlife habitats, all of which have a profound impact on biodiversity.

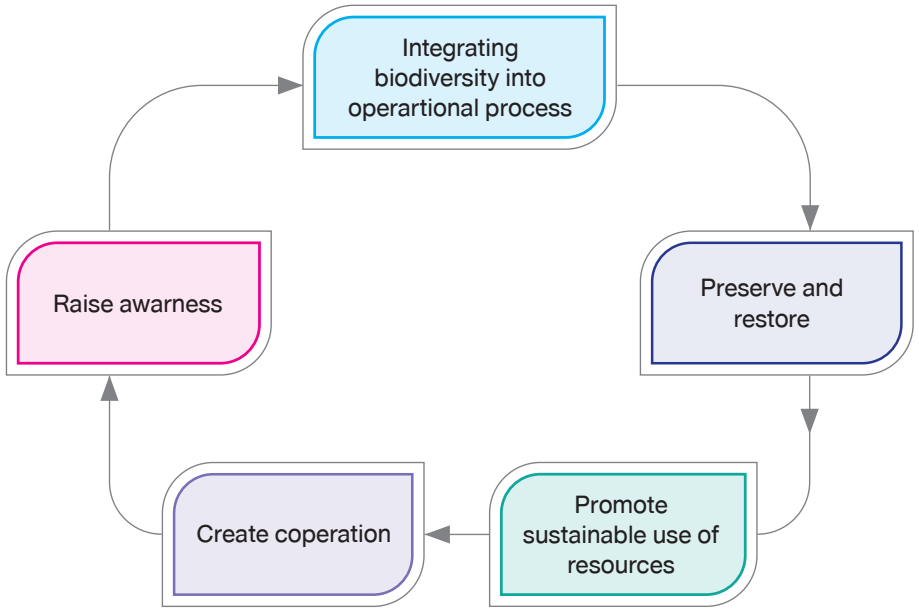
Teck Bee Hang Co., Ltd. recognizes these risks both from environmental and business perspectives. he company has established operational guidelines aligned with the principles of sustainable development and national strategic frameworks to support Thailand's sustainability objectives.

One of the key frameworks the company adheres to is the National Biodiversity Action Plan (2023–2027) of Thailand, which outlines four main objectives

- Expand protected and conserved ecosystems
- Reduce the rate of biodiversity loss
- Enhance participation among all sectors
- Promote the sustainable use of biological resources



Biodiversity Operations



1. Integrating Biodiversity into Business Operations

Teck Bee Hang Co., Ltd. places great importance on biodiversity management across its operations and supply chain through the following measures:

- **Impact Assessment:** Conducting studies on local biodiversity and species composition, including verification of protected areas and species listed by the International Union for Conservation of Nature (IUCN).
- **Management Planning:** Developing clear management plans to prevent and mitigate negative impacts while enhancing positive contributions to biodiversity.
- **Monitoring and Evaluation:** Regularly monitoring progress and evaluating outcomes to review and continuously improve biodiversity management performance.

The company has conducted preliminary risk assessments by examining the proximity of its five production facilities in five provinces to protected areas, high conservation value areas (HCVs), and forest reserves. Findings indicate that all facilities present a low-risk level, as they are located more than five kilometers away from such sensitive zones. (HCVs)

2. Biodiversity Conservation and Restoration

Teck Bee Hang Co., Ltd. implements proactive measures to prevent deforestation and biodiversity degradation by avoiding operations that could negatively affect ecosystems, such as the discharge of untreated wastewater or air pollutants. All activities are carried out under stringent water and air quality control standards.

In addition, the company supports forest and ecosystem restoration through reforestation projects in suitable areas and initiatives to rehabilitate natural habitats. These efforts aim to maintain environmental balance, enhance ecosystem resilience, and expand green areas sustainably.

3. Promoting the Sustainable Use of Natural Resources

Teck Bee Hang Co., Ltd. supports sustainable agriculture principles by encouraging chemical-free farming and promoting soil fertility conservation. Training and knowledge-sharing programs are provided to smallholder farmers to enhance sustainable productivity, reduce soil degradation, and foster biodiversity on cultivated lands.

In water management, the company promotes efficient water use, water-saving practices, and water reuse within production processes to mitigate water scarcity risks and reduce the load on wastewater treatment systems.

In terms of energy, the company advocates for clean and renewable energy adoption, while improving energy efficiency within its operations to reduce greenhouse gas emissions and combat climate change.

Practical approaches include farmer training, promotion of integrated farming techniques, installation of farm-level water management systems, and support for renewable energy projects in production areas. These initiatives aim to optimize resource utilization, strengthen climate resilience, and secure the long-term sustainability of the supply chain.

4. Collaboration and Partnerships

Teck Bee Hang Co., Ltd. prioritizes collaboration with local communities to build mutual understanding and promote cooperation in conserving natural resources and biodiversity. The company strictly complies with relevant environmental laws and regulations and works closely with government agencies to support environmental initiatives.

Within the private sector, the company fosters partnerships with other businesses to exchange knowledge, share best practices, and jointly address environmental and sustainability challenges in a systematic manner.

The company has launched the Sustainable Forest Project, encouraging active participation from all stakeholders including nearby communities, customers, and suppliers to promote shared, long-term sustainability.

5. Awareness and Capacity Building

Teck Bee Hang Co., Ltd. emphasizes internal communication to foster understanding and awareness among all employees about the importance of biodiversity through ongoing training sessions and engagement activities.

Externally, the company promotes and communicates its environmental commitment to customers, suppliers, and the wider public. By doing so, Teck Bee Hang aims to raise awareness and encourage collective action toward sustainable development and environmental stewardship.

Teck Bee Hang Co., Ltd. has integrated the principles outlined in the National Biodiversity Action Plan into its operational framework, particularly in the following aspects:

1. Deforestation and Biodiversity Risk Assessment

In 2024, Teck Bee Hang Co., Ltd. conducted field assessments and engagement activities with smallholder farmers its key raw material suppliers to evaluate and monitor environmental risks related to land-use change. The initiative focused on preventing forest encroachment for rubber plantation expansion and assessing potential impacts on ecosystems and biodiversity.

The assessment process encompassed geospatial data collection (GIS), on-site field verification, and land-use trend analysis to identify high-risk areas and develop appropriate risk mitigation measures. The information gathered also supports the company's responsible sourcing strategy and promotes sustainable land use practices within the supply chain.

Key Performance Indicators for Smallholder Farmers' Deforestation and Biodiversity Risk Assessment table.

Indicators	2024 Target	2024 Achievements	SGDs	National Targets*
Percentage of rubber plantation areas within the supply chain assessed for risks	20%	47%	SDG 15: Life on Land	Strategy 1: Ecosystem Protection and Restoration
Percentage of rubber plantation areas within the supply chain verified as free from deforestation and biodiversity loss	80%	84%	SDG 13: Climate Action, SDG 15: Life on Land	Strategy 4: Management of Threats to Biodiversity
Number of smallholder farmers meeting sustainable land use criteria	80%	71%	SDG 12: Responsible Consumption and Production	Strategy 3: Sustainable Use of Biological Resources

**Referenced from the National Biodiversity Action Plan (2023–2027)*

Assessment of Risks of Negative Impacts on Ecosystems and Biodiversity in Areas Surrounding the Factories.

The company has conducted a preliminary risk assessment by examining the proximity of its five factories across five provinces using satellite imagery. This assessment aims to determine the sensitivity of each factory's location in relation to biodiversity, such as its proximity to public water sources, protected areas, reserved forests, or national parks.

Branch	Location
Thung Song (H1)	64 Moo 3, Chamai, Thungsong, Nakhon Si Thammarat 80110
Yala (H2)	43 Moo 6, Thasab, Muang, Yala 95000
Narathiwat (H6)	101/2 Moo 11, Lumnphu, Muang, Narathiwas 96000
Pattani (H7)	299 Moo 4, Petchkasaem Road, Tuyong, Nongjik, Pattani 94170
Suratthani (H8)	14/4 Moo 2, Surat-Phunphin Road, Wadpradu, Muang, Suratthani 80000



The Thung Song factory

does not discharge wastewater into canals, thereby having no negative impact on biodiversity in the surrounding water bodies. The factory is located in Thung Song District and is not near any reserved forest or protected area.



The Yala factory

is located near communities and canals, but it does not discharge wastewater into the canals. As a result, there is no negative impact on biodiversity in the surrounding aquatic environment. The factory is situated in Mueang District and is not close to any reserved forest or protected area.



The Narathiwat factory

is located near communities and canals. Wastewater is treated through an online BOD monitoring system under strict oversight by the Department of Industrial Works, ensuring water quality is controlled. Therefore, no negative impact on biodiversity in the surrounding water areas occurs. The factory is located in Mueang District and is not near any reserved forest or protected area.



The Pattani factory

is situated near communities and canals but does not discharge wastewater into the canals, resulting in no negative impact on biodiversity in the aquatic environment. The factory is located in Nong Chik District and is not near any reserved forest or protected area.



The Surat Thani factory

does not discharge wastewater into canals, ensuring no negative impact on biodiversity in nearby water bodies. The factory is located in Mueang District and is not near any reserved forest or protected area.

Risk Assessment of Factories on Negative Impacts to Ecosystems and Biodiversity in High Conservation Value (HCV) Areas

Teck Bee Hang Co., Ltd. conducts risk assessments of its factories to evaluate potential negative impacts on ecosystems and biodiversity, with a particular focus on locations in High Conservation Value (HCV) areas. These include reserved forests, protected areas, and national parks, which are environmentally significant and form critical components of broader ecological systems. Such areas are classified as HCVs due to their high natural value, playing a key role in biodiversity conservation and maintaining ecosystem balance.

Detailed spatial analysis and risk assessment help determine whether any factory is located within or near HCV areas. If a factory is found to be situated in proximity to or within such areas, the company implements strict mitigation and management measures to prevent and minimize negative impacts on ecosystems and biodiversity. Continuous monitoring and assessment are conducted to preserve the ecological value of HCV areas while promoting sustainable operations across all aspects of the supply chain.

Distance of the Branchers from a conservative area	Risk Level	Remark
Located farther than 5 kilomerters	Low	Far from conservation areas, areas with biodiveraity, and protected forests
Located between 2-5 kilomerters	Low	Far from conservation areas, areas with biodiveraity, and protected forests
Located within 2 kilomerters	Low	Far from conservation areas, areas with biodiveraity, and protected forests
Located in the sensitive areas	Low	Far from conservation areas, areas with biodiveraity, and protected forests

Supply Chain Impact Assessment from Raw Material Usage in 2024

Teck Bee Hang Co., Ltd. has conducted a comprehensive assessment of the environmental impacts associated with raw material usage in its supply chain. The company is able to trace the origin of raw materials down to the district level, covering 100% of its sourcing areas. Raw materials used are screened based on delivery volumes and segregated by district, with only districts supplying more than 2,500 tons per year being reported, as follows



Raw Material Source	Proportion by Source (%)	Protected Forest / National Park	Risk Level	Mitigation Plan for High-Risk Areas
Chachoengsao				
Tha Takiap	2.02%	Khao Ang Rue Nai Wildlife Sanctuary within the area	High (HCV)	Verify coordinates, assess land use risk, and promote sustainable agriculture
Chiang Rai				
Doi Luang	1.99%	No nearby protected area	Low	
Mukdahan				
Don Tan	2.72%	Phu Pha Theep National Park (Mukdahan) nearby	Medium	
Narathiwat				
Ra-ngae	2.78%	Sirikit Waterfall National Park within the district	High (HCV)	Verify coordinates, assess land use risk, and promote sustainable agriculture
Si Sakhon	1.95%	Near Sirikit Waterfall National Park in the same district	High (HCV)	Verify coordinates, assess land use risk, and promote sustainable agriculture
Roi Et				
Nong Phok	2.34%	No nearby protected area	Low	
Surat Thani				
Phunphin	3.58%	No nearby protected area	Low	
Kanchanadit	2.30%	No nearby protected area	Low	
Chaiya	2.24%	No nearby protected area	Low	

Raw Material Source	Proportion by Source (%)	Protected Forest / National Park	Risk Level	Mitigation Plan for High-Risk Areas
Yala				
Bannang Sata	2.59%	Near Budo–Su-ngai Padi National Park	High (HCV)	Verify coordinates, assess land use risk, and promote sustainable agriculture
Krong Pinang	2.11%	Near Budo–Su-ngai Padi National Park	High (HCV)	Verify coordinates, assess land use risk, and promote sustainable agriculture
Mueang Yala	2.09%	Near conservation forest in the province	Medium	
Kabang	2.02%	Possibly adjacent to dense forest area	Medium	
Yasothon				
Loeng Nok Tha	2.33%	Phu Sa Dok Bua National Park within the area	Medium–High	Verify coordinates, assess land use risk, and promote sustainable agriculture

2. On-the-Ground Operations in the Supply Chain

Teck Bee Hang Co., Ltd. plans to expand the scope of risk assessments related to deforestation and biodiversity to cover upstream suppliers and all sourcing areas throughout the supply chain. This approach ensures comprehensive and effective spatial risk management. Key activities include:

- **Use of Geospatial Data:**
  Utilizing satellite imagery, forest boundary data, and protected area maps to monitor land-use changes within raw material sourcing areas.
- **Collaboration with Suppliers and Smallholder Farmers:**
  Working together to analyze risks and implement measures to prevent the expansion of rubber plantations into protected forests or ecologically sensitive areas.
- **Promoting Proper Land Use:**
  Providing training on sustainable rubber farm management, integrating rubber cultivation with economic crops or agroforestry, and restoring degraded land.
- **Continuous Monitoring and Evaluation:**
  Establishing systems to monitor high-risk areas in real time and preparing annual progress reports.

This approach not only reduces the risk of deforestation and biodiversity loss but also assures customers and stakeholders that the company's supply chain is transparent, deforestation-free, and supports sustainable development at the regional level.

3. Promoting Sustainable Use of Biological Resources

The company emphasizes responsible use and management of biological resources within rubber plantation areas. The company shares knowledge and raises awareness among smallholder farmers to ensure production that delivers high-quality yield while maintaining ecological balance and long-term biodiversity. Key initiatives include:

- **Maintaining Natural Buffer Zones:**
  Encouraging farmers to preserve surrounding forests, shrubs, or wetlands as buffers to prevent soil erosion, retain moisture, and provide habitats for wildlife and pollinators.
- **Intercropping with Native Species:**
  Advising the cultivation of native economic crops or timber species, medicinal plants, or fruit trees alongside rubber to diversify farmer income, reduce dependency on monoculture, and enhance biodiversity.
- **Reducing Chemical Usage:**
  Promoting integrated pest management (IPM), use of biological agents instead of chemical pesticides, and improving soil and water management to reduce reliance on chemical fertilizers and pesticides.
  These measures minimize environmental impact, prevent soil and water contamination, support ecosystem restoration, and increase the resilience of plantations to climate change. They also align with Thailand's National Biodiversity Action Plan 2023–2030 on sustainable biological resource management.



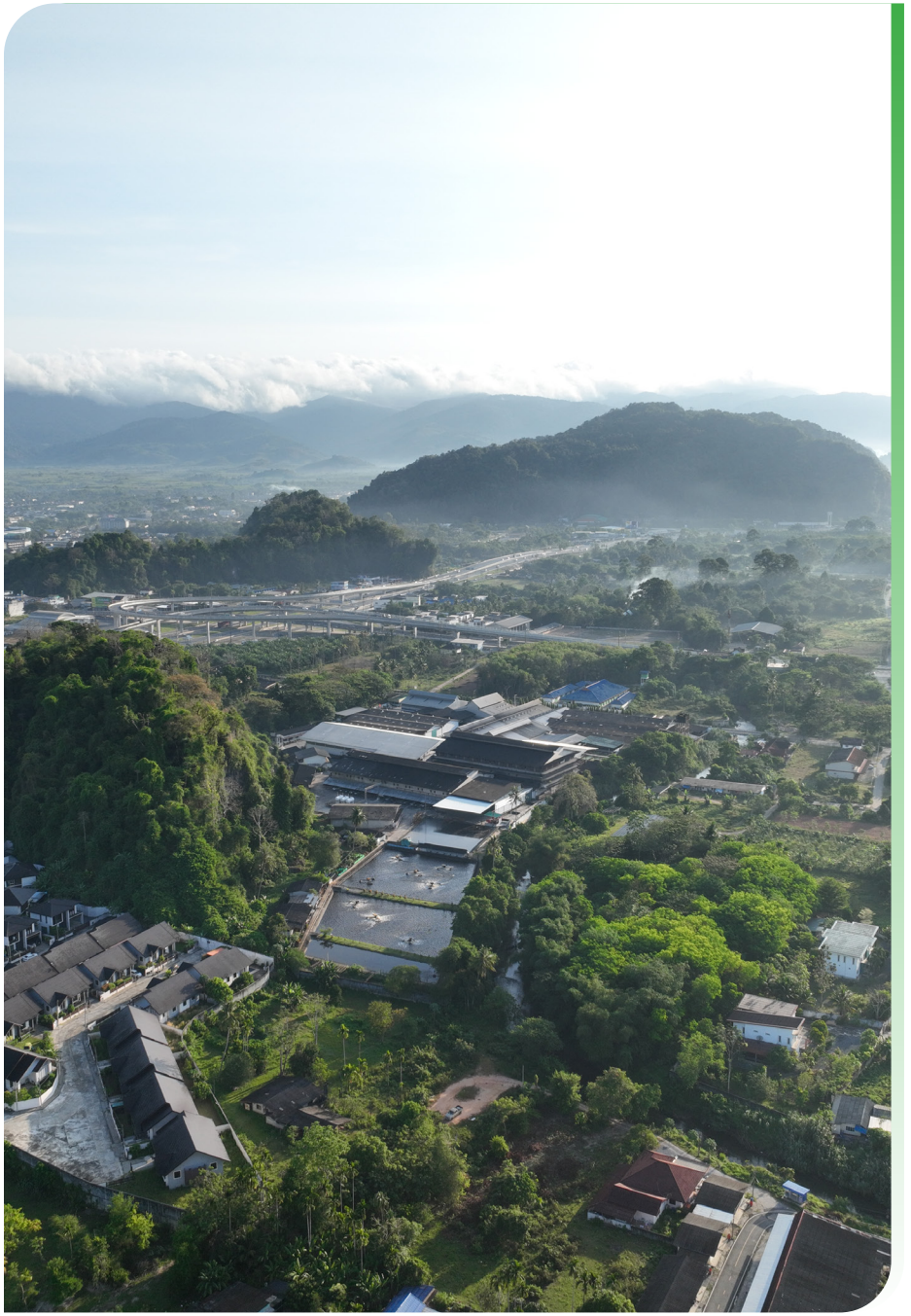
Training activities to educate farmers on sustainable rubber farming and the EU Deforestation Regulation (EUDR)

4. Monitoring and Verification

Teck Bee Hang Co., Ltd. proactively monitors and evaluates land-use conditions in high-risk areas using satellite imagery and geographic information systems (GIS) to detect land-use changes effectively. This ensures strict compliance with legal requirements and international sustainability standards. Internal and external verification processes are developed to systematically assess environmental and biodiversity impacts, with monitoring results reported transparently to stakeholders.

5. Stakeholder Engagement

Teck Bee Hang Co., Ltd. recognizes the importance of cross-sector collaboration. The company fosters broad partnerships with local authorities such as Provincial Industry Offices, the Royal Forest Department, local administrative organizations, and civil society to jointly develop strategies and implement sustainable natural resource conservation activities. Additionally, the company promotes information sharing, knowledge exchange, and experience sharing among the company, communities, and relevant organizations to build mutual understanding and ensure genuine participation of all stakeholders in maintaining ecosystem balance and biodiversity in sourcing and operational areas.



Project Highlights in 2024

Mangrove Reforestation and Crab Release Activities, Muang District Songkhla Province





Teck Bee Hang Co., Ltd. Headquarters has implemented a coastal ecosystem restoration project at Chan Sawang Beach, Singhanakhon District, Songkhla Province. The activities included planting 1,200 mangrove trees, releasing crabs back into their natural habitat, and conducting beach cleanup operations. These initiatives are part of the company's commitment to managing and conserving biodiversity in the area.

Mangrove reforestation plays a crucial role in restoring natural ecosystems and enhancing biodiversity along coastal areas. Mangroves act as natural carbon sinks (blue carbon), which are essential mechanisms for reducing greenhouse gas emissions and mitigating the impacts of climate change. In addition, mangroves serve as natural barriers, reducing the intensity of storms and coastal waves, while providing habitats for diverse aquatic species. These efforts contribute to maintaining ecological balance and promoting the long-term sustainability of coastal ecosystems.

Project Outcomes

These activities have helped restore and preserve critical coastal ecosystems, contributing to the conservation of marine flora and fauna. The increased green areas enhance natural carbon sequestration (blue carbon), reduce greenhouse gas emissions, and strengthen natural coastal defenses against environmental hazards such as tidal surges and increasingly severe storms caused by global warming. As a result, the biodiversity and ecological integrity of the area are maintained sustainably over the long term.

Mangrove Reforestation Activity, Muang District Pattani Province





Teck Bee Hang Co., Ltd., Pattani Branch, has implemented a coastal ecosystem restoration project by planting mangroves and conducting a cleanup activity at To Som Mangrove Forest, Pattani Province. The project aims to increase green areas that serve as natural carbon sinks (blue carbon), helping to reduce greenhouse gas emissions and acting as a key mechanism to address climate change. The activity included the planting of 1,111 large-leafed mangrove saplings, which play a significant role in restoring the productivity of coastal ecosystems and enhancing biodiversity in the area. Additionally, the mangroves help maintain natural balance and reduce risks from natural hazards such as storm surges and coastal erosion, thereby strengthening the resilience and sustainability of coastal ecosystems.

Project Outcomes

This activity has significantly contributed to restoring and enhancing the productivity of coastal ecosystems, promoting biodiversity, and increasing mangrove areas that provide habitats for aquatic species and other wildlife in their natural environment.

ESG DATA Economics Performance

Financial Operations

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
Disclosure 201-1 (2016)	Revenue from Sales and Services	Million Baht	5,547	7,557.00	9,507.00	7,433.00	8,394.04
	Profit for the Year	Million Baht	30	216.00	332.00	0.45	(24.39)
	Dividends Paid to Shareholders	Million Baht	0	0.00	0.00	0.00	0.00
	Wages and Employee Compensation	Million Baht	219	255.21	283.88	251.11	258.34
	Interest and Financial Expenses Paid to Lenders	Million Baht	81	80.96	82.92	72.42	85.60
	axes Paid to the Government and Local Authorities , e.g., corporate income tax, local maintenance tax, school tax, or others (please specify)	Million Baht	1	0.31	54.22	0.00	2.98
	Expenses for Implementing Projects to Develop and Support Society and Communities	Million Baht	0	0.40	0.40	1.06	0.50
Disclosure 201-1 (2016)	Employer Contributions Paid by the Organization to Social Security Fund, Provident Fund, and Retirement Benefits for Employees	Million Baht	7	6.14	6.76	8.70	9.41
	Employer Contributions Paid to Social Security Fund	Million Baht	5	3.94	4.26	1.99	6.62
	Employer Contributions Paid to Provident Fund	Million Baht	2	2.20	2.50	2.75	2.79
	Retirement Benefits Provided to Employees	Million Baht	64	60.80	58.71	49.64	52.47
	Percentage of Managers and Above Who Are Local Hires (within a 5 km radius or within the province), calculated from managers and monthly employees	%		84.00	84.00	84.00	87.00

Compliance

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
Disclosure 307-1 (2016)	Numbers of Cases associated with non-compliance with environmental laws and regulations	Case	0	0	0	2	0
	Monetary value of fines associated with non-compliance with environmental laws and regulations	Baht	0	0	0	0	0
Disclosure 419-1 (2016)	Numbers of Cases associated with non-compliance with Economics and Socilal laws and regulations	Case	0	0	0	0	0
	Monetary value of fines associated with non-compliance with Economics and Socilal laws and regulations	Baht	0	0	1	160	0

Anti-Corruption

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
Disclosure 205-2 (2016)	Communication about anti-corruption policy	%	100	100	100	100	100
	Training about anti-corruption policy	%	100	100	100	100	100
	By Level						
	Top Management (L7-L11)	%	100	100	100	100	100
	• Male	%	100	100	100	100	100
	• Female	%	100	100	100	100	100
	Management (L5-L6)	%	100	100	100	100	100
	• Male	%	100	100	100	100	100
	• Female	%	100	100	100	100	100
	Operation (L1-L4)	%	100	100	100	100	100
	• Male	%	100	100	100	100	100
	• Female	%	100	100	100	100	100
Disclosure 205-3 (2016)	Confirmed incidents of corruption	Case	0	0	0	0	0

Customer Relationship

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
TBH Indicator	Customer satisfaction	%	1	1	1	94.00	94.00
	Percentage of customers responding to the assessment	%	-	-	-	-	100.00
Disclosure 416-2 (2016)	The number of matters or products that affect the health and safety of customer	Case	0	0	0	0	0
Disclosure 418-3 (2016)	Number of non-compliance with the personal data protection act	Case	0	0	0	0	0
Disclosure 2-27 (2016)	Number of legal non-compliance cases	Case	0	0	1	0	0

Supply chain management

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
Disclosure 2-6 (2021)	Tier 1 Suppliers	Numbers	141	138	170	147	234
Disclosure 204-1 (2021)	Expenses for procuring natural rubber from local suppliers as a proportion of total raw material supplier expenses	%	-	-	-	-	38
Disclosure 308-1 (2021)	Proportion of new suppliers experiencing environmental impacts	%	N/A	N/A	N/A	N/A	100
Disclosure 308-2 (2016)	Number of suppliers assessed for environmental impacts	Numbers	62	138	132	122	127
	Number of suppliers identified as having significant actual and potential negative environmental impacts.	Numbers	0	0	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	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	0	0
Disclosure 414-2 (2016)	Number of suppliers assessed for social impacts.	Numbers	62	126	121	122	127
	"Number of suppliers identified as having significant actual and potential negative social impacts."	Numbers	0	0	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	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	0	0

Remark:

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

2. In 2021, data collection began for raw material suppliers and first-tier product transportation companies.

Social Performance

Employee

GRI Standard	Topic	2020		2021		2022		2023		2024	
		Person	%	Person	%	Person	%	Person	%	Person	%
Disclosure 2-7 (2021),	Total employees	1,416	100.00	1,079	100.00	1,152	100.00	1,146	100.00	1,125	100.00
	Total Permanent Employees	1,381	97.53	1,045	96.85	1,112	96.53	1,106	96.51	1,077	95.73
	Total Temporary Employees	35	2.47	34	3.15	40	3.47	40	3.62	48	4.27
	By Sex and Type										
	Male	739	52.19	525	48.66	560	48.61	574	50.09	558	49.60
	Permanent	721	50.92	507	46.99	534	46.35	549	47.91	529	47.02
	Temporary contract	18	1.27	18	1.67	26	2.26	25	2.18	29	2.58
	Female	677	47.81	554	51.34	592	51.39	572	49.91	567	50.40
	Permanent	721	50.92	507	46.99	534	46.35	549	47.91	529	47.02
	Temporary contract	18	1.27	18	1.67	26	2.26	25	2.18	29	2.58
	Total number of confirmed corruption incidents	Case	0	0	กรณี	0	0	0	0	0	0
	By Area and Type										
	Songkhla	72	100.00	73	100.00	68	100.00	161	100.00	74	6.58
	Permanent	62	86.11	65	89.04	59	86.76	148	91.93	65	5.78
	Temporary contract	10	13.89	8	10.96	9	13.24	13	8.78	9	0.80
	Narathiwat	293	100.00	231	100.00	233	100.00	218	100.00	214	19.02
	Permanent	284	96.93	220	95.24	222	95.28	208	95.41	207	18.40
	Temporary contract	9	3.07	11	4.76	11	4.95	10	4.81	7	0.62
	Suratthani	230	100.00	188	100.00	203	100.00	195	100.00	153	13.60
	Permanent	224	97.39	182	96.81%	198	97.54%	192	98.46%	147	13.07
	Temporary contract	6	2.68	6	3.19%	5	2.46%	3	1.54%	6	0.53
	Nakornsrithammarat	184	100.00	156	100.00	157	100.00	156	100.00	156	13.87
	Permanent	180	97.83	154	98.72	151	96.18	148	94.87%	152	13.51
	Temporary contract	4	2.17	2	1.28	6	3.82	8	5.13%	4	0.36
	Yala	453	100.00	271	100.00	320	100.00	283	100.00	323	28.71
	Permanent	450	99.34	267	98.52	315	98.44	281	99.29%	313	27.82
	Temporary contract	3	0.67	4	1.48	5	1.56	2	0.71%	10	0.89
	Others	184	100.00	160	100.00	171	100.00	215	100.00	205	18.22
	Permanent	181	98.37	157	98.13	167	97.66	207	96.28%	193	17.16
	Temporary contract	3	1.63	3	1.88	4	2.34	8	3.72%	12	1.07

GRI Standard	Topic	2020		2021		2022		2023		2024	
		Person	%	Person	%	Person	%	Person	%	Person	%
Disclosure 405-1 (2016)	By Level and Sex										
	Top Management	11	0.78	11	1.02	11	0.95	11	0.96	13	1.16
	Male	10	0.71	10	0.93	10	0.87	10	0.87	11	0.98
	Female	1	0.07	1	0.09	1	0.09	1	0.09	2	0.18
	Management	16	1.13	16	1.48	16	1.39	16	1.40	12	1.07
	Male	9	0.64	9	0.83	9	0.78	9	0.79	7	0.62
	Female	7	0.49	7	0.65	7	0.61	7	0.61	5	0.44
	Operation	1,389	98.09	1,052	97.5	1,125	97.66	1,119	97.64	1100	97.78
	Male	720	50.85	506	46.9	541	46.96	555	48.43	540	48.00
	Female	669	47.25	546	50.6	584	50.69	564	49.21	560	49.78
	By Level and Age										
	Top Management	11	0.78	11	1.02	11	0.95	11	0.96	13	1.16
	Under 30 years	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	30-50 years	3	27.27	3	27.27	3	27.27	3	27.27	4	0.36
	Upper 50 years	8	72.73	8	72.73	8	72.73	8	72.73	9	0.80
	Management	16	1.13	16	1.48	16	1.39	16	1.40	12	1.07
	Under 30 years	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	30-50 years	8	50.00	8	50.00	8	50.00	7	0.61	5	0.44
	Upper 50 years	8	50.00	8	50.00	8	50.00	9	0.79	7	0.62
	Operation	1,389	98.09	1,052	97.5	1,125	97.66	1,119	97.64	1,100	97.78
	Under 30 years	309	22.25	235	22.34	242	21.51	294	25.65	263	23.38
	30-50 years	784	56.44	608	57.79	633	56.27	565	49.30	619	55.02
	Upper 50 years	296	21.31	209	19.87	250	22.22	260	22.69	218	19.38
	By Religion										
	Bhuddhist	987	69.70	544	50.41	717	62.23	705	61.52	743	66.04
	Muslim	429	30.29	535	49.58	435	37.76	441	38.68	382	33.96
	Christain	0	0.00	0	0	0	0	0	0	0	0.00
	Others	0	0.00	0	0	0	0	0	0	0	0.00

GRI Standard	Topic	2020		2021		2022		2023		2024	
		Person	%	Person	%	Person	%	Person	%	Person	%
Disclosure 401-1 (2016)	New Employee										
	Total New Employee	**133**	**9.39**	**164**	**15.20**	**177**	**15.36**	**148**	**12.91**	**144**	**12.80**
	New Employee by Sex										
	Male	9	0.64	9	0.83	9	0.78	9	0.79	7	0.62
	Female	7	0.49	7	0.65	7	0.61	7	0.61	5	0.44
	New Employee by Age										
	Under 30 years	79	59.40	87	53.05	93	52.54	89	61.38	86	59.72
	30-50 years	54	40.60	75	45.73	82	46.33	53	36.55	48	33.33
	Upper 50 years	0	0.00	2	1.22	2	1.13	3	2.07	10	6.94
	New Employee by Area										
	Songkhla	5	3.76	5	3.05	10	5.65	4	2.76	16	11.11
	Narathiwat	35	26.32	31	18.90	53	29.94	32	22.07	13	9.03
	Pattani	20	15.04	9	5.49	9	5.08	20	13.79	27	18.75
	Suratthani	17	12.78	23	14.02	30	16.95	36	24.83	43	29.86
	Nakornsrithammarat	25	18.80	60	36.59	27	15.25	17	11.72	20	13.89
	Yala	26	19.55	29	17.68	45	25.42	34	23.45	25	17.36
	Others	5	3.76	7	4.27	3	1.69	2	1.38	0	0.00
	Employee Termination										
	Total	**130**	**9.18**	**154**	**14.27**	**161**	**13.98**	**161**	**13.98**	**207**	**18.40**
	Employee Termination by Sex										
	Male	68	52.31	69	44.81	92	57.14	88	54.66	112	54.11
	Female	62	47.69	85	55.19	69	42.86	73	45.34	95	45.89
	Employee Termination by Aex										
	Under 30 years	69	53.08	72	44.17	56	34.78	55	34.16	82	39.61
	30-50 years	52	40.00	82	50.31	77	47.83	72	44.72	96	46.38
	Upper 50 years	9	6.92	9	5.52	28	17.39	34	21.12	29	14.01

GRI Standard	Topic	2020		2021		2022		2023		2024	
		Person	%	Person	%	Person	%	Person	%	Person	%
	Employee Termination by Area										
	Songkhla	0	0	1	0.61	15	9.32	0	0.00	7	3.38
	Narathiwat	25	19.23	33	20.25	42	26.09	43	26.71	16	7.73
	Pattani	5	3.85	3	1.84	10	6.21	16	9.94	25	12.08
	Suratthani	12	9.23	38	23.31	15	9.32	32	19.88	87	42.03
	Nakornsrithammarat	41	31.54	58	35.58	22	13.66	32	19.88	29	14.01
	Yala	34	26.15	12	7.36	30	18.63	32	19.88	43	20.77
	Others	13	10.00	18	11.04	27	16.77	6	3.73	0	0.00
Disclosure 401-3 (2016)	Maternity leave										
	Maternity leave										
	Male	0	0	0	0	0	0	0	0	0	0.00
	Female	11	100.00	13	100.00	12	100.00	14	100.00	8	100.00
	Return after maternity leave										
	Male	0	0	0	0	0	0	0	0	0	0
	Female	11	100.00	13	100.00	12	100.00	14	100.00	6	75.00
Disclosure 401-1 (2016)	Workers who are not employees										
	Contractor' workers	3	0.21	3	0.28	2	0.17	30.00	2.62	138	12.33

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

Remuneration

GRI Standard	Topic	2020	2021	2022	2023	2024
Disclosure 205-2 (2016)	Ratio of the basic salary and remuneration of women to men by Level					
	Base Salary Only					
	Top Management		0.32	0.10	1.35	0.92
	Management		1.54	0.91	0.11	0.14
	Operation (Monthly)		1.36	1.28	1.34	1.32
	Operation (Daily)		1.04	1.04	1.04	0.97
	Base Salary and Bonus					
	Top Management		0.33	0.12	1.03	0.92
	Management		1.59	0.75	0.13	0.14
	Operation (Monthly)		1.37	1.39	1.45	1.32
	Operation (Daily)		1.04	0.74	1.04	0.97

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

Topic	2024	
	Person	%
Total number of female employees	567	50.40
Number of female employees in Top Management positions	1	0.09
Number of female employees in Executive positions	1	0.09
Number of female employees in Manager positions	5	0.44
Number of female employees in General Staff positions	560	49.78

Training

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
Disclosure 205-2 (2016)	Employee training hours target	Hours/Person/year	-	-	-	20	30
	Training target						
	"Total training of employee	Hours	34,770	29,887	36,632	26,792	43,207
	"Average training of employee	Hours/Person/year	24.56	27.70	31.80	23.38	38.40
	By sex						
	Male	Hours	18,146	14,542	17,807	13,419	20,580
	Female	Hours	16,624	15,345	18,825	13,373	22,627
	By Level						
	Top Management	Hours	393	443	508	257	420
	Management	Hours	270	304	350	375	831
	Operator	Hours	34,107	29,140	35,774	26,160	41,956
	Employee training hours classified by skill						
	Management	Hours	-	-	-	2,876	4,638
	Manufacturue	Hours	-	-	-	2,322	3,745
	Specialist	Hours	-	-	-	2,575	4,153
	Service	Hours	-	-	-	2,282	3,680
	Technical	Hours	-	-	-	2,617	4,220
	Environment	Hours	-	-	-	3,078	4,964
	Occupational Health and Safety	Hours	-	-	-	3,093	4,980
	Quality	Hours	-	-	-	7,954	12,827
	Employee training expenses	Baht	-	-	-	1,447,934	1,672,640
	Average employee training expenses	Bath/Person/year	-	-	-	1,378	1,524

Occupational Health and Safety

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
Disclosure 403-9 (2016)	**Total Worked Hours**						
	Total Employee	Hours	2,358,247.00	2,214,413.00	2,314,782.50	2,369,939.00	2,323,328.04
	Fatality as a result of Work-Related Injury						
	Employee	Case	0	0	1	0.00	0.00
		Time/1,000,000 work hours	0	0	0.43	0.00	0.00
	Contractor	Case	0	0	0	0	0
		Time/1,000,000 work hours	0	0	0	0	0
	High-consequence work-related injuries (excluding fatalities);						
	Employee	Case	0	0	0	1	0
		Time/1,000,000 work hours	0	0	0	0	0
	Contractor	Case	-	-	-	-	0
		Time/1,000,000 work hours	-	-	-	-	-
	Recordable work-related injuries;						
	Employee	Case	2	13	6	4	0
		Time/1,000,000 work hours	1	5.87	2.59	1.69	0.00

Human Rights

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
Disclosure 412-1 (2016)	Operations that have been subject to human rights reviews or impact assessments	%	100.00	100.00	100.00	100.00	100.00
Disclosure 412-2 (2016)	Employee training on human rights policies or procedures	%	100.00	100.00	100.00	100.00	100.00

Non-Discrimination

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
Disclosure 406-1 (2016)	Incidents of discrimination	Case	0	0	0	0	0
	corrective actions taken of Incidents of discrimination	Case	0	0	0	0	0
	Remediation plans being implemented	Case	0	0	0	0	0
	Remediation plans that have been implemented, with results reviewed	Case	0	0	0	0	0
	Incident no longer subject to action	Case	0	0	0	0	0

Environmental Performance

Energy Consumption

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
Disclosure 403-9 (2016)	Energy consumption within the organization						
	Total energy consumption	GJ	274,174.76	309,414	315,450.39	307,730.73	292,050.29
	Non-renewable energy consumption	GJ	274,174.76	309,413.77	315,450.39	304,364.61	284,974.07
	Gasoline	GJ	1,167.11	749.36	923.22	12,296.11	11,166.15
	LPG	GJ	168,045.55	192,566.62	195,123.86	185,337.24	169,468.70
	Purchased electricity	GJ	104,962.11	116,097.80	119,403.31	106,731.26	104,339.21
	Renewable energy consumption	GJ	-	-	-	3,366.13	7,076.22
	Solar Rooftop	GJ	-	-	-	3,366.13	7,076.22
Disclosure 403-9 (2016)	Energy intensity ratio	GJ / Ton	1.87	1.77	1.77	1.86	1.83

GHG Emissions

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
Disclosure 305-1 (2016)	Direct Scope 1 GHG emissions	tCO_2-eq	-	-	23,159.00	25,283.00	18,879.00
	- GHG (CO_2, CH_4, N_2O, HCFCs)	tCO_2-eq	-	-	23,159.00	25,283.00	18,879.00
	- Biogenic CO_2	tCO_2-eq	-	-	-	-	-
Disclosure 305-2 (2016)	Energy indirect Scope 2 GHG emissions	tCO_2-eq	-	-	16,203.00	15,213.00	14,490.00
Disclosure 305-3 (2016)	Energy indirect Scope 3 GHG emissions -Others	tCO_2-eq	-	-	53,073.00	86,270.00	67,185.00
	Total scope 1 & 2 GHG emissions	tCO_2-eq	-	-	39,362.00	40,496.00	33,369.00
	Total scope 1 & 2 & 3 GHG emissions	tCO_2-eq	-	-	92,435.00	126,766.00	100,554.00
Disclosure 305-4 (2016)	"GHG emissions intensity scope 1 & 2 & 3"	tCO_2-eq	-	-	0.53	0.77	0.63
Disclosure 305-5 (2016)	Greenhouse gas emissions reduction compared to the 2022 baseline	tCO_2-eq	-	-	-	(0.07)	0.07
		%	-	-	-	-10%	10%

Remark:

1. Scope 3 greenhouse gas emissions come from the transportation of raw materials, chemicals, waste, and products.

2. In 2022, monthly data collection began for direct combustion, indirect, and other indirect activities to calculate greenhouse gas emissions for the five factories.

Water Withdrawal

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
Disclosure 303-3 (2018)	Water withdrawal by sources & by total dissolved solids	million cubic meters	-	0.89	1.39	1.14	0.60
	Water withdrawal from freshwater sources ≤ 1,000 mg/L Total Dissolve Solids	million cubic meters	-	0.89	1.39	1.14	0.60
	- Surface water/river water	million cubic meters	-	0.89	1.39	1.14	0.60
	- Groundwater	million cubic meters	-	-	-	-	-
	- Tap water	million cubic meters	-	-	-	-	-
	Water withdrawal from freshwater sources ≤ 1,000 mg/L Total Dissolve Solids		-	-	-	-	-
	- 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	2023	2024
Disclosure 303-4 (2018)	Water discharge by destination and by total dissolved solid	million cubic meters	-	0.89	1.39	1.14	0.60
	Water discharged to canals	million cubic meters	-	0.89	1.39	1.14	0.60
	- Freshwater ≤ 1,000 mg/L Total Dissolve Solids	million cubic meters	-	0.89	1.39	1.14	0.60
	- 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	2023	2024
Disclosure 303-3 (2018)	Total water recycled & reused	million cubic meters	-	2.85	3.93	3.88	3.71
	Percentage of water recycled and reused to total water withdrawal	%	-	76.20	73.87	77.28	86.02
	Water discharge quality						
	- BOD	mg/L	-	11.62	10.45	11.90	15.10
	- COD	mg/L	-	68.87	73.15	78.23	77.90
	- SS	mg/L	-	13.99	26.53	35.17	28.30
	- pH	-	-	6.49	7.70	7.67	7.36

Remark: Only Narathiwat Factory that discharge water to outside

Water Consumption

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
Disclosure 303-5 (2018)	Total Water consumption	million cubicmeters	-	3.74	5.32	5.02	4.31
	Water consumption without water stress areas	million cubic meters	-	3.74	5.32	5.02	4.31
	Water consumption in water stress areas	million cubic meters	-	-	-	-	-

Remark:

1. Aqueduct Water Risk Atlas of World Resources Institure WRI was used as a credible tool for assessing areas with water stress.
2. 2021, started to collect data using flow meter tool to measure water withdrawal, water consumption and water discharge

Waste Management

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
Disclosure 306-3 (2020)	Total weight of waste generated	Tons	-	-	175.29	199.16	157.85
	● Hazardous waste generated	Tons	-	-	38.03	28.33	21.49
	● Non-hazardous waste generated	Tons	-	-	137.26	170.83	136.36
Disclosure 306-4 (2020)	Total weight of waste diverted from disposal by reuse, recycling or other recovery	Tons	-	-	14.31	19.72	17.06
	"Total hazardous waste diverted from disposal by reuse, recycling or other recovery"	Tons	-	-	0	0	0
	Preparation for reuse	Tons	-	-	0	0	0
	● Onsite preparation for reuse	Tons	-	-	0	0	0
	● Offsite preparation for reuse	Tons	-	-	0	0	0
	Recycling	Tons	-	-	0	0	0
	● Onsite recycling	Tons	-	-	0	0	0
	● Offsite recycling	Tons	-	-	0	0	0
	Other recovery operations	Tons	-	-	0	0	0
	● Other onsite recovery	Tons	-	-	0	0	0
	● Other offsite recovery	Tons	-	-	0	0	0
	Total non-hazardous waste diverted from disposal by reuse, recycling or other recovery	Tons	-	-	14.31	19.72	17.06
	Preparation for reuse	Tons	-	-	0	0	0
	● Onsite preparation for reuse	Tons	-	-	0	0	0
	● Offsite preparation for reuse	Tons	-	-	0	0	0
	Recycling	Tons	-	-	14.31	19.72	17.06
	● Onsite recycling	Tons	-	-	0	0	0
	● Offsite recycling	Tons	-	-	14.31	19.72	17.06
	Other recovery operations	Tons	-	-	0	0	0
	● Other onsite recovery	Tons	-	-	0	0	0
	● Other offsite recovery	Tons	-	-	0	0	0

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
Disclosure 306-5 (2020)	Total weight of waste directed to disposal	Tons	-	-	160.98	179.44	140.79
	Total hazardous waste directed to disposal	Tons	-	-	38.03	28.33	21.49
	Incineration with energy recovery	Tons	-	-	38.03	28.33	21.49
	● Onsite incineration with energy recovery	Tons	-	-	0	0	0
	● Offsite incineration with energy recovery	Tons	-	-	38.03	28.33	21.49
	Incineration without energy recovery	Tons	-	-	0	0	0
	● Onsite incineration without energy recovery	Tons	-	-	0	0	0
	● Offsite incineration without energy recovery	Tons	-	-	0	0	0
	Landfilling	Tons	-	-	0	0	0
	● Onsite landfilling	Tons	-	-	0	0	0
	● Offsite landfilling	Tons	-	-	0	0	0
	Other disposal operations	Tons	-	-	0	0	0
	● Other onsite disposal operations	Tons	-	-	0	0	0
	● Other offsite disposal operations	Tons	-	-	0	0	0
	Total non-hazardous waste directed to disposal	Tons	-	-	122.95	151.10	119.30
	Incineration with energy recovery	Tons	-	-	0	0	0
	● Onsite incineration with energy recovery	Tons	-	-	0	0	0
	● Offsite incineration with energy recovery	Tons	-	-	0	0	0
	Incineration without energy recovery	Tons	-	-	0	0	0
	● Onsite incineration without energy recovery	Tons	-	-	0	0	0
	● Offsite incineration without energy recovery	Tons	-	-	0	0	0
	Landfilling	Tons	-	-	122.95	151.10	119.30
	● Onsite landfilling	Tons	-	-	0	0	0
	● Offsite landfilling	Tons	-	-	122.95	151.10	119.30
	Other disposal operations	Tons	-	-	0	0	0
	● Other onsite disposal operations	Tons	-	-	0	0	0
	● Other offsite disposal operations	Tons	-	-	0	0	0

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

Air Pollutions

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
Disclosure 303-4 (2018)	NOx from combustion	ppm	-	-	43.00	5.13	N/A
	NOx intensity	Ton / Ton	-	-	0.00021	0.00003	N/A
	SO2 from combustion	ppm	-	-	< 1	<1	N/A
	SO2 intensity	Ton / Ton	-	-	0.000005	0.000006	N/A
	"Total Suspended Particulate TSP from combustion"	mg/M^3	-	-	25.56	22.68	N/A
	TSP intensity from combustion	Ton / Ton	-	-	0.00013	0.00014	N/A

Remark:

1. 2024, no data for laboratory and dryer's chimney due to the process has been upgraded with a bio-filter treatement.
2. 2022's data, measured only laboratory's chimney
3. 2020-2021, no data for laboratory and dryer's chimney due to Covid-19

GRI content index

Statement of use	Teck Bee Hang Co.,Ltd. has reported in accordance with the GRI Standards for the period 1st January - 31st December 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	-

General disclosures

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	SDGs
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
General disclosures							
GRI 2: General Disclosures 2021							
1. The Organization in Reporting Practice							
2-1	Organizational details	Sustainability Report : Page 15	-	-	-	-	-
2-2	Entities included in the organization's sustainability reporting	Sustainability Report : Page 15, 7	-	-	-	-	-
2-3	Reporting period, frequency and contact point	Sustainability Report : Page 7	-	-	-	-	-
2-4	Restatements of information	Sustainability Report : Page 7	-	-	-	-	-
2-5	External assurance	Sustainability Report : Page 7	-	-	-	-	-
2. Activities and workers							
2-6	Activities, value chain and other business relationships	Sustainability Report : Page 15-17, 23, 30, 35	-	-	-	-	-
2-7	Employees	Sustainability Report : Page 15, 154-155, 238-241	-	-	-	-	SDG 5, 8, 10
2-8	Workers who are not employees	Sustainability Report : Page 241	-	-	-	-	-
3. Governance							
2-9	Governance structure and composition	Sustainability Report : Page 29, 75		-	-	-	SDG 5, 16
2-10	Nomination and selection of the highest governance body	Omission	-	Not applicable	Not a public company	-	-
2-11	Chair of the highest governance body	Sustainability Report : Page 29	-	-	-	-	-
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Report : Page 29	-	-	-	-	-
2-13	Delegation of responsibility for managing impacts	Sustainability Report : Page 29, 75	-	-	-	-	-

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	SDGs
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
2-14	Role of the highest governance body in sustainability reporting	Sustainability Report : Page 7, 29	-	-	-	-	-
2-15	Conflicts of interest	Sustainability Report : Page 84	-	-	-	-	SDG 16
2-16	Communication of critical concerns	Sustainability Report : Page 91-92, 146-148	-	-	-	-	-
2-17	Collective knowledge of the highest governance body	Sustainability Report : Page 22	-	-	-	-	-
2-18	Evaluation of the performance of the highest governance body	Omission	-	Not applicable	Not a public company	-	-
2-19	Remuneration policies	Omission	-	Confidentiality constraints	Not a public company	-	-
2-20	Process to determine remuneration	Omission	-	Confidentiality constraints	Not a public company	-	-
2-21	Annual total compensation ratio	Sustainability Report : Page 242	-	-	-	-	-
4. Strategy, policies and practices							
2-22	Statement on sustainable development strategy	Sustainability Report : Page 25	-	-	-	-	-
2-23	Policy commitments	Sustainability Report : Page 70, 80, 84, 87, 91, 96, 108, 123, 141, 145, 150, 169, 180, 198, 199, 214, 223	-	-	-	-	-
2-24	Embedding policy commitments	Sustainability Report : Page 73, 80, 84, 87, 91, 98, 110, 126, 144, 153, 177, 183, 201, 211, 215, 225	-	-	-	-	-
2-25	Processes to remediate negative impacts	Sustainability Report : 91, 146	-	-	-	-	SDG 3, 8, 11, 13
2-26	Mechanisms for seeking advice and raising concerns	Sustainability Report : Page 91, 146	-	-	-	-	SDG 16
2-27	Compliance with laws and regulations	Sustainability Report : Page 91, 146	-	-	-	-	SDG 16
2-28	Membership associations	Sustainability Report : Page 23	-	-	-	-	-
5. Stakeholder engagement							
2-29	Approach to stakeholder engagement	Sustainability Report : Page 35-43	-	-	-	-	-
2-30	Collective bargaining agreements	Sustainability Report : Page 162	-	-	-	-	-

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	SDGs
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
GRI 3: Material Topics 2021							
3-1	Process to determine material topics	Sustainability Report : Page 44-46	-	-	-	-	-
3-2	List of material topics	Sustainability Report : Page 47	-	-	-	-	-
Economic performance							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 44	-	-	-	-	-
GRI 201: Economic Performance 2016							
201-1	Direct economic value generated and distributed	Sustainability Report : Page 23, 235	-	-	-	-	SDG 2, 5, 8, 9
201-2	Financial implications and other risks and opportunities due to climate change	Sustainability Report : Page 67-67, 48-55	-	-	-	-	SDG 13
Anti-corruption							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 70-95	-	-	-	-	-
GRI 205: Anti-corruption 2016							
205-1	Operations assessed for risks related to corruption	Sustainability Report : Page 81					SDG 16
205-2	Communication and training about anti-corruption policies and procedures	Sustainability Report : Page 82					SDG 16
205-3	Confirmed incidents of corruption and actions taken	Sustainability Report : Page 92					SDG 16
Anti-competitive behavior							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 70-95	-	-	-	-	-
GRI 206: Anti-competitive Behavior 2016							
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Sustainability Report : Page 85	-	-	-	-	SDG 16
Energy							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 195-208	-	-	-	-	-

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	SDGs
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
GRI 302: Energy 2016							
302-1	Energy consumption within the organization	Sustainability Report : Page 11, 204, 246	-	-	-	-	SDG 7, 8, 12, 13
302-3	Energy intensity	Sustainability Report : Page 204	-	-	-	-	SDG 7, 8, 12, 13
302-4	Reduction of energy consumption	Sustainability Report : Page 204, 246	-	-	-	-	SDG 7, 8, 12, 13
302-5	Reductions in energy requirements of products and services	Sustainability Report : Page 202, 207	-	-	-	-	SDG 7, 8, 12, 13
Water and effluents							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 210-215	-	-	-	-	-
GRI 303: Water and Effluents 2018							
303-1	Interactions with water as a shared resource	Sustainability Report : Page 212-213	-	-	-	-	SDG 6, 12
303-2	Management of water discharge-related impacts	Sustainability Report : Page 213	-	-	-	-	SDG 6
303-3	Water withdrawal	Sustainability Report : Page 212, 247	-	-	-	-	SDG 6
303-4	Water discharge	Sustainability Report : Page 247-248	-	-	-	-	SDG 6
303-5	Water consumption	Sustainability Report : Page 212	-	-	-	-	SDG 6
Biodiversity							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 223-234	-	-	-	-	-
GRI 304: Biodiversity 2016							
304-2	Significant impacts of activities, products and services on biodiversity	Sustainability Report : Page 226-233	-	-	-	-	-
304-3	Habitats protected or restored	Sustainability Report : Page 226-233	-	-	-	-	-
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Omission		Not applicable			
Emissions							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 196-209	-	-	-	-	-

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	SDGs
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
GRI 305: Emissions 2016							
305-1	Direct (Scope 1) GHG emissions	Sustainability Report : Page 205, 246	-	-	-	-	SDG 3, 12, 13, 14, 15
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Report : Page 205, 246	-	-	-	-	SDG 3, 12, 13, 14, 15
305-3	Other indirect (Scope 3) GHG emissions	Sustainability Report : Page 205, 246	-	-	-	-	SDG 3, 12, 13, 14, 15
305-4	GHG emissions intensity	Sustainability Report : Page 205, 246	-	-	-	-	SDG 12, 13, 14, 15
305-5	Reduction of GHG emissions	Sustainability Report : Page 205, 246	-	-	-	-	SDG 3, 12, 13, 14, 15
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Sustainability Report : Page 251	-	-	-	-	SDG 3, 12, 14, 15
Waste							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 214-222	-	-	-	-	-
GRI 306: Waste 2020							
306-1	Waste generation and significant waste-related impacts	Sustainability Report : Page 126	-	-	-	-	SDG 3, 6, 11, 12
306-2	Management of significant waste-related impacts	Sustainability Report : Page 126	-	-	-	-	SDG 3, 6, 11, 12
306-3	Waste generated	Sustainability Report : Page 126, 249-250	-	-	-	-	SDG 3, 11, 12
306-4	Waste diverted from disposal	Sustainability Report : Page 249-250	-	-	-	-	SDG 3, 11, 12
306-5	Waste directed to disposal	Sustainability Report : Page 126, 249-250	-	-	-	-	SDG 3, 11, 12
Supplier environmental assessment							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 108-122	-	-	-	-	-
GRI 308: Supplier Environmental Assessment 2016							
308-1	New suppliers that were screened using environmental criteria	Sustainability Report : Page 112-113, 231	-	-	-	-	-
308-2	Negative environmental impacts in the supply chain and actions taken	Sustainability Report : Page 112-113, 231	-	-	-	-	-

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	SDGs
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
Employment							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 150-168	-	-	-	-	-
GRI 401: Employment 2016							
401-1	New employee hires and employee turnover	Sustainability Report : Page 155, 238-241					SDG 5, 8, 10
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Report : Page 160					SDG 3, 5, 8
401-3	Parental leave	Sustainability Report : Page 155, 241					SDG 5, 8
Occupational health and safety							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 169,179	-	-	-	-	-
GRI 403: Occupational Health and Safety 2018							
403-1	Occupational health and safety management system	Sustainability Report : Page 140, 171-172	-	-	-	-	SDG 8
403-2	Hazard identification, risk assessment, and incident investigation	Sustainability Report : Page 172-173	-	-	-	-	SDG 3, 8
403-3	Occupational health services	Sustainability Report : Page 176-177	-	-	-	-	SDG 3, 8
403-4	Worker participation, consultation, and communication on occupational health and safety	Sustainability Report : Page 178-179	-	-	-	-	SDG 8, 16
403-5	Worker training on occupational health and safety	Sustainability Report : Page 175, 178-179	-	-	-	-	SDG 8
403-6	Promotion of worker health	Sustainability Report : Page 176	-	-	-	-	SDG 3
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report : Page 174	-	-	-	-	SDG 8
403-8	Workers covered by an occupational health and safety management system	Sustainability Report : Page 169-179	-	-	-	-	SDG 8
403-9	Work-related injuries	Sustainability Report : Page 169, 175	-	-	-	-	SDG 3, 8, 16
403-10	Work-related ill health	Sustainability Report : Page 169, 175	-	-	-	-	SDG 3, 8, 16

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	SDGs
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
Training and education							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 150-168	-	-	-	-	-
GRI 404: Training and Education 2016							
404-1	Average hours of training per year per employee	Sustainability Report : Page 150, 159, 243	-	-	-	-	SDG 4, 5, 8, 10
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report : Page 156-158, 160-161	-	-	-	-	SDG 8
404-3	Percentage of employees receiving regular performance and career development reviews	Sustainability Report : Page 165-166	-	-	-	-	SDG 5, 8, 10
Diversity and equal opportunity							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 150-168	-	-	-	-	-
GRI 405: Diversity and Equal Opportunity 2016							
405-1	Diversity of governance bodies and employees	Sustainability Report : Page 154, 242					SDG 5, 8
405-2	405-2 Ratio of basic salary and remuneration of women to men	Sustainability Report : Page 242					SDG 5, 8, 10
Non-discrimination							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 150-168	-	-	-	-	-
GRI 406: Non-discrimination 2016							
406-1	Incidents of discrimination and corrective actions taken	Sustainability Report : Page 154, 162	-	-	-	-	-
Freedom of association and collective bargaining							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 150-168	-	-	-	-	-
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	Sustainability Report : Page 57, 162					

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	SDGs
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
Child labor							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 150-168	-	-	-	-	-
GRI 408: Child Labor 2016							
	408-1 Operations and suppliers at significant risk for incidents of child labor	Sustainability Report : Page 57, 112 Human Rights Due Diligence Report : Page 14					
Forced or compulsory labor							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 150-168	-	-	-	-	-
GRI 409: Forced or Compulsory Labor 2016							
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainability Report : Page 57 Human Rights Due Diligence Report : Page 14	-	-	-	-	-
Security practices							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 150-168, 52	-	-	-	-	-
GRI 410: Security Practices 2016							
	410-1 Security personnel trained in human rights policies or procedures	Sustainability Report : Page 157					
Local communities							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 180-193	-	-	-	-	-
GRI 413: Local Communities 2016							
413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability Report : Page 180-193	-	-	-	-	-
413-2	Operations with significant actual and potential negative impacts on local communities	Sustainability Report : Page 180-193	-	-	-	-	SDG 1,2

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	SDGs
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
Customer health and safety							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 123-138	-	-	-	-	-
GRI 416: Customer Health and Safety 2016							
416-1	Assessment of the health and safety impacts of product and service categories	Sustainability Report : Page 126, 136	-	-	-	-	-
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Sustainability Report : Page 136-138	-	-	-	-	-
Marketing and labeling							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 123-138	-	-	-	-	-
GRI 417: Marketing and Labeling 2016							
417-2	Incidents of non-compliance concerning product and service information and labeling	Sustainability Report : Page 137-138	-	-	-	-	SDG 16
417-3	Incidents of non-compliance concerning marketing communications	Sustainability Report : Page 137-138	-	-	-	-	SDG 16
Customer privacy							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 87-88, 137-138	-	-	-	-	-
GRI 418: Customer Privacy 2016							
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Report : Page 87-88, 136	-	-	-	-	SDG 16



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