

SUSTAINABILITY

REPORT 2023

INVESTING FOR A SUSTAINABLE

TPC⁺S

Vision Mission and Core Values 3

About the Report 4

Message From Chairman 5

Sustainable Development Policy 6

General Information of TPCS

Business of TPCS 8

Business Location 11

Annual Performance 12

Good Corporate Governance 13

Sustainability Management 16

Stakeholder Engagement 17

Materiality 19

Economy

Creating Economic Value for Stakeholders 23

Company Tax Operation 24

Business Ethics 25

Risk Management 29

Supply Chain Management 38

Customer and Product Responsibility 41

Information Technology Security 44

Human Rights, Society and Employees

Employee Care 46

Human Resources Development 48

Occupational Health and Safety 49

Non-violation of Human Rights 51

Compliance with Social Laws 54

Engagement in Community Development and Social Activities 56

Environment

Carbon footprint Management 59

Energy Management 61

Water Management 62

Scrap and Waste Management 64

Compliance to Environmental Laws 66

Additional information

Awards and Achievements 69

Performance 71

GRI Content Index 79

Vision

TPCS is aiming to be the leader in curating innovation to meet the demands of a new generation of consumer, with a promise to contribute towards sustainable growth.

Mission

TPCS will never stop creating and curating new consumer-centric innovation.

TPCS will withstand future revolutions by expanding into various business sectors, establishing a deep understanding to ensure future success.

TPCS promises to run a people centric business and will always put the needs of stakeholders first.

Core Values

Technology

Innovation cannot be achieved without striving for technological advancement to meet the needs of people.

People

We recognise the importance of people. Therefore we put skills, well being and fairness for our people first in our decision making.

Creativity

We encourage creativity so that innovation can be developed. TPCS is open to new ideas to produce successful consumer solutions and future innovation.

Sustainability

TPCS values a strong organisational base and better society for the future. We can achieve this by considering business sustainability and social responsibility.

About the Report

TPCS (Public) Company Limited has created this report to communicate the company's corporate social and environmental responsibility policies for continuous sustainable development. The Sustainability Report 2023 is the 9th report. The company has developed work processes, collected performance information and developed the report format in line with the Global Reporting Initiative Standards (GRI Standards) on the level of core indicators and has renamed the report into from the CSR Report to Sustainability Report.

Scope of the Report

This report covers activities from 1 January to 31 December 2023 and reports the economic, social, and environmental performance of companies in the TPCS Group in line with the corporate social responsibility policy in order to realize the organization's vision and mission for good corporate governance and sustainable development.

For additional questions or suggestions, contact the CSR coordinator by

Email: csr@tpcsplc.com Tel: 0-2294-0071

This report can be downloaded from the company's website, www.tpcsplc.com

Otherwise, scan the QR code to access the website



Message From Chairman

Overall, Thailand's economy in 2023, at the beginning of the year, the world including Thailand faced high inflation caused by the conflict between Russia and Ukraine, causing oil prices to rise, resulting in hyperinflation, central banks of various countries take measures to increase the policy interest rate and although the Covid-19 situation has subsided, it has not yet disappeared from the country, which is considered a challenge to TPCS's business operations over the past 47 years. These factors have an impact both directly and indirectly with the company, but with TPCS laying a foundation that is ready to deal with various risks and crises with flexible management and adaptability to keep up with changes. We have developed and brought in innovations from the process of developing new products under the Welcare brand, creating additional product brands under the name VE:LA, including planning to improve the production process, delivery and after-sales service throughout the supply chain in order to be ready to deliver to customers on the basis of sustainability in every process.



TPCS remains committed to conducting business with sustainability and adhering to business operations that create a balance between the economy, the environment, and society, with the concept of sustainable organizational development without seeking profit alone. According to ESG—environmental, social and governance together

Eventually, the company's philosophy: **“TPCS is committed to being a leader in creating and selecting innovations to meet the needs of consumers in every era by operating business in a variety of categories. that will be able to continue growing on a strong foundation.”** The executives and employees would like to thank shareholders, customers, partners, business partners, all involved parties, and all groups of stakeholders. The company hereby pledges that it will conduct business with commitment in management under good corporate governance with principles of good governance and business ethics that will result in sustainable development.

Mr. Surachai Narongkananukul

Chairman

Sustainable Development Policy

TPCS Public Company Limited was committed to sustainable business development by managing to create connections throughout the business chain. Using resources, developing products, manufacturing, managing warehouses, transporting, dealing and after-sales product managing. We integrated technology and innovation for maximum efficiency for the requirement of stakeholders. Along with the principles of well corporate governance, social responsibility policy and environmental policy. To create a balance of values in 3 dimensions, the economic dimension, the social dimension and the environmental dimension.

Sustainability strategy

With our firm commitment to developing the organization toward sustainability, TPCS gives priority to operating with corporate social responsibility in every area in order to build good relations and benefits for all company stakeholders. The Company adheres to the principles of good governance, business ethics, board ethics, executive ethics and employee ethics in economic, social and environmental activities in order to drive the organization toward sustainability

Economy

The Company strives to develop high-quality products that satisfy clients through continuous development and improvements, while conducting business with the interests of all stakeholders in the business value chain in mind.

Society

The Company promotes, supports and participates in community development in order to promote good relations and sustainable development. The company gives importance to taking care of employees in improving their knowledge and capabilities, quality of life, and work safety with consideration given to human rights.

Environment

The Company operates with consideration to environmental impact potentially caused by the company's business activities. In doing so, the company raises awareness and has set in place measures for controlling the utilization of resources to appreciate their value and maximize benefits for the organization and society as a whole

General Information of TPCS

- **Business of TPCS**
- **Business Location**
- **Annual Performance**
- **Good Corporate Governance**
- **Sustainability Management**
- **Stakeholder Engagement**
- **Materiality**

Business of TPCS

TPCS (Public) Company Limited and other companies in the TPCS Group are engaged in the manufacturing and distribution of non-woven fabric in the category of industrial products and materials capable of production expansion to related industries through use of modern machinery and technologies.

Products for Industry

(Products for Industry)

Apparel, air conditioning for air filters, materials used in automotive industry, etc.

Revenue Share 55.84%

Products for Health Care

(Products for Health Care)

Face masks, back and ankle supports, etc.

Products for Home Textile

(Products for Home Textile)

Mattress, Toppers, head pillows, body pillows, blankets, mattress pads; children's products such as playpen, bedding products for children, etc.

Revenue Share 44.16%

Company Revenue Structure and

Subsidiary for 2023

Sales and Services

Product Category	Amount (million baht)	Percentage
Industry	802.46	55.84
Health Care and Home Textile	634.66	44.16
Total	1,437.12	100

Sales by Geography

Geography	Amount (million baht)	Percentage
Domestic	1,133.94	80
International	283.41	20

Registered Capital: 108 million baht

Paid-up Capital: 108 million baht

The company had 774 employees
as of 31 December 2023

In 2023, the company's sales and service
revenue totaled at **1,437.12** million baht.

Brand TPCS

Wellap

TOPEC®

Welcare


BABY CASTLE

VE:LA
DESIGNED BY DERMATOLOGIST

Supply Chain of TPCS

Trade Partners

Raw Material Supplier



TPCS



Customers



- Automotive parts manufacturers
- Manufacturers of air conditioner parts in industries and households
- Manufacturers of male and female attires Jackets/Sweaters, Shoes
- Manufacturers and distributors of products for Health Care
- Manufacturers and distributors of Beddings and child products

Consumers



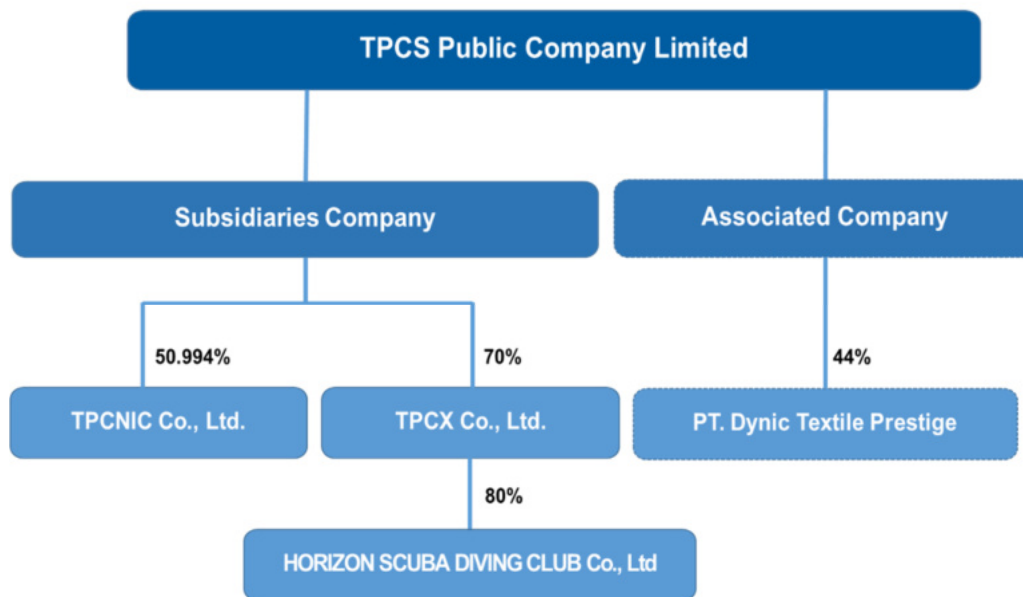
- Consumers**
- Automobiles , Air conditioners
 - Apparel, Jackets, Sweaters, Shoes

- Consumers**
- Products for Health care products such as Face masks, back supports etc.
 - Bedding and Child products



Shareholding Structure of the Company Group.

Subsidiary and Associated Company



TPCNIC Company Limited

The subsidiary manufactures and distributes engine room air filters and stationery products.



TPCX Company Limited

Business of digital assets and marketing, advertising, all types of advertising agencies.



Horizon Scuba Diving Club Company Limited

Operating the business of Diving and tourism full-service business.



PT. Dync Textile Prestige

This company operates business in the manufacturing of non-woven fabrics for industrial factories and regular clients; its office and factory is located in Indonesia

Business Location

TPCS (Public) Company Limited
(Head Office)

**489 Rama 3 Rd., Bang Khlo,
Bang Kho Laem, Bangkok 10120**
Tel: 0-2294-0071

TPCS (Public) Company Limited
(Sriracha Industrial Park of Sahapat Co.,Ltd.)

**600, 624/5-8, 600/49 Moo 11, Sukhapibarn 8,
Nongkham, Sriracha, Chonburi 20230**
Tel: 038-480-004

TPCNIC Company Limited
(Head Office)

**489 Rama 3 Rd., Bang Khlo,
Bang Kho Laem, Bangkok 10120**
Tel: 0-2294-0071

TPCNIC Company Limited
(Sriracha Factory and Office
Sriracha Industrial Park of Sahapat Co.,Ltd.)

**624/5-8 Moo 11, Sukhapibarn 8, Nongkham,
Sriracha, Chonburi 20230**
Tel: 038-480-004

TPCX Company Limited
(Head Office)

**489 Rama 3 Rd., Bang Khlo,
Bang Kho Laem, Bangkok 10120**
Tel: 0-2291-3212

**Horizon Scuba Diving Club Company
Limited**
(Head Office)

**489 Rama 3 Rd., Bang Khlo,
Bang Kho Laem, Bangkok 10120**
Tel: 065-231-1212

PT. Dynic Textile Prestige
(Factory and Office
Kawasan Greenland International Industrial)

**Center(GIIC), Blok CD No.01 Kota Deltamas,
Desa Pasir Ranji, Cikarang Pusat, Bekasi, Jawa
Barat, Indonesia**

Performance For 2023

Economy		
Business Ethics	Number of Corporate Governance Complaints	0 Times
Customer and Product Responsibility	Number of Customer Privacy Complaints	0 Times
	Number of Safety and Environmental Impact Complaints for Use of Products	0 Times
	Customer Satisfaction Survey Results for Products and Services	82.45%
Employees		
Human Resources Development	Mean Number of Training Hours (hours/person/year)	5
Occupational Safety and Health	Injury Rate (IR)(times/200,000 work hours)	0.64
	Rate of Work-Related Diseases (ORD) (persons/200,000 work hours)	0
	Rate of Accidents Requiring Suspension of Work Activities (LDR)(days/200,000 work hours)	14.75
	Rate of Leaves Due to Work-Related Illnesses (AR) (persons/200,000 work hours)	0
	Number of Work-Related Deaths (persons)	0
Society		
Human Rights	Number of Significant Human Rights Complaints	0 ครั้ง
Compliance to Social Laws	Number of Significant Violations of Social Laws and Regulations	0 ครั้ง
Engagement in Community Development and Social Activities	Number of Significant Complaints	0 ครั้ง
	Percent of Locally-Sourced Employees (in provinces where factories are located)	73.28 %
Environment		
Compliance with Environmental Laws	Number of Complaints about Nuisance or Disturbance	0 ครั้ง
	Number of Times of Significant Fines	0 ครั้ง

Good Corporate Governance

The board of directors gives importance to adhering to good corporate governance principles, which form the key foundation for developing and creating sustainable business value, and ensures investor confidence to promote business competitiveness and good business returns and considers long-term impacts while respecting rights of and being held responsible by shareholders and stakeholders for the benefit of society and improvement or minimization of negative environmental impacts in addition to adapting successfully in line with changing circumstances.

The board of directors has evaluated the manual "Good Corporate Governance (Revision No. 3)" in line with good corporate governance principles of 2017 for a registered company (CG Code for listed companies 2017) such that the board of directors, executives and every company employee can learn about and adhere to them as work practice guidelines. The manual became effective on 21 December 2024 and is published on the company's website, www.tpcsplc.com

Corporate Governance Structure

Board of Directors

There are five sub-committees as follows : (As of 31 December 2023)

Audit Committee	4 members
Remuneration Committee	4 members
Nominating Committee	4 members
Corporate Governance and Sustainability and Risk Management Committee	5 members
Executive Board	7 members

The Board of Directors consists of

Total of 11 directors (with 2 female directors was 27.27%)

Executive Directors	5 members (45.45%)
Non-Executive directors (consists of)	6 members (54.55%)
- Directors who do not	4 members (36.36%)
- Participate in management	2 members (18.18%)

- The number of independent directors totals at least 1 in 3 of the entire board and is not fewer than 3, which is fully in compliance with the regulations of the Capital Market Supervisory Board.
- The chairman of the board is not the same person as the managing director.
- The company has 3 non-executive directors who possess work experience related to the company's business.
- The company's directors and high-ranking executives have never been employees or shareholders of external auditing companies
- from which the company employed services over the past two years.

- The rate of the board of directors' attendances to meetings of the board of directors and various sub-committees is at least 75 percent of all meetings held in the entire year.

Recruitment of Members to the Board of Directors

The Nominating Committee is responsible for considering criteria and methods for the recruitment of company directors. Considerations are based from knowledge, capabilities, experience and expertise in a variety of fields in order to obtain qualified and suitable people in line with the recruitment criteria, company regulations and relevant laws. In addition, considerations are made to recruit qualified and suitable people to become company directors through proposals to meetings of the board of directors for further consideration or nomination to shareholder meetings in cases where the term of a company director expires.

The board of directors has a policy to assign the Nominating Committee to recruit senior and qualified persons by using director selection methods based on board structural diversity, basic qualifications and expertise spanning a variety of professional fields, along with leadership, vision, virtue, ethics, transparent work history, non-discrimination based on sex and absence of prohibiting characteristics in accordance with the law and company regulations, such that the aforementioned persons can become company directors. In addition, the committee recruits independent directors who possess the qualifications announced by the Capital Market Supervisory Board by nominating them to meetings of the board of directors for consideration of approval, followed by nominations at ordinary shareholder meetings for individual appointments by a majority of votes of eligible shareholders in attendance.

In cases where a director is not leaving office according to term, and at least 2 months remain in the director's term, a meeting of the board of directors will appoint a person nominated by the Nominating Committee to become a new director and the person who would assume the position of the departing director for a term equal to the remaining duration of the departing director's term.

Criteria and Procedures Voting for the Appointment of Directors

(as shown in Section 3, Clause 20, of the company's regulations.)

Directors will be appointed by shareholder meetings according to the following criteria and procedures:

1. Each shareholder will have equal votes to the number of shares held by that shareholder.
2. Each shareholder is required to use all votes that the shareholder possesses in (1) to elect either one or several directors, but the shareholder may not give votes to any person by any amount.
3. Persons who receive the highest numbers of votes in descending order will be appointed as directors according to the number of directors the shareholder meeting has to appoint on that occasion. In cases where persons receive equal votes and there are more candidates for directors than the shareholder meeting is due to appoint, the chairman shall cast a deciding vote.

Evaluating the Performance of the Board of Directors and Sub-committees

The board of directors will evaluate the board's performance every year with reference to the board of directors sample self-assessment form of the Stock Exchange of Thailand. The company's secretary will hand out the assessment form around December every year, later collect the form and perform and evaluation before announcing the assessment results to the board of directors in February every year

Assessment scores are interpreted as percentages of the total score as follows:

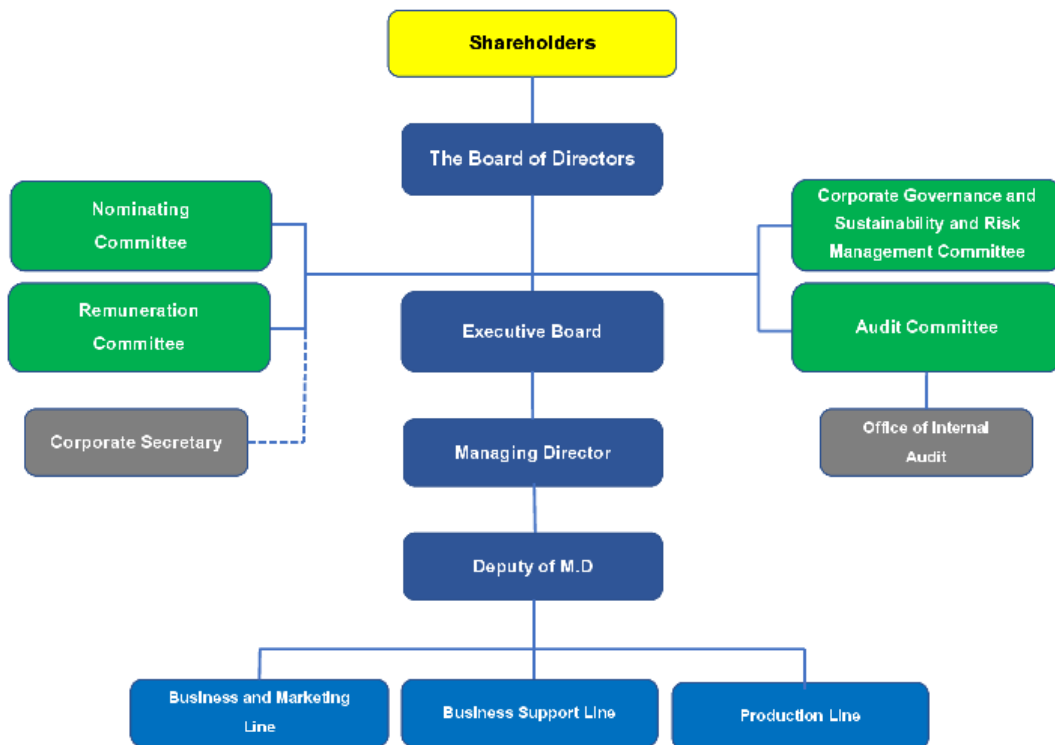
More than 90%	= Very good
More than 70%	= Good
More than 50%	= Moderate
Less than or equal to 50%	= Low

Summary of the Assessment in 2023

1. By-committee self-assessment of the board of directors: The mean score is 87.89%, which is good.
2. By-committee self-assessment of subcommittees:

Committee	Mean %	Level
Audit Committee	100%	ดีมาก
Nomination Committee	73.33%	ดี
Remuneration Committee	85.33%	ดี
Corporate Governance and Sustainability and Risk Management Committee	98.00%	ดีมาก
Executive Board	91.23%	ดี

Management Structure



Sustainability Management

The board of directors sets forth good corporate governance policy for adherence by the company directors, executives and all employees as work practice guidelines with the belief that the presence of a good management system that is transparent and verifiable with checks and balances and the presence of an adequate and appropriate internal control system along with respect for human rights and equal treatment of shareholders and responsibility to stakeholders are important factors that will help immunize the organization while promoting balanced and sustainable long-term growth. However, the company also sets forth corporate social and environmental responsibility policies for use alongside the good corporate governance policy as practice guidelines for economic, social and environmental business process management.

Sustainable Development Guidelines

The company's corporate social and environmental responsibility work aimed at driving the organization toward sustainability is supervised by the Corporate Governance and Sustainability and Risk Management Committee with the Subcommittee on Corporate Governance and Sustainability responsible for monitoring economic, social and environmental activities that take place

Stakeholder Engagement

In the company's sustainability activities, whether in terms of economy, society, or environment, the company primarily concerns itself with the interest of stakeholders and adheres to the principles of good corporate governance and business ethics and develops the organization's capabilities in meeting the wants and expectations of stakeholders in every sector. Thus, the company communicates, analyzes and sets guidelines to meet stakeholders' wants and expectations in sustainable business activities.

Stakeholders	Communication and Engagement Channel	Wants and Expectations	Topics in This Report
1.Shareholders	<ul style="list-style-type: none"> • Annual shareholder meetings • Annual reports • Email, company website, telephone 	<ul style="list-style-type: none"> • Good and consistent remunerations • Business sustainability • Good corporate governance • Equitable and fair treatment • Transparency and information disclosures 	<ul style="list-style-type: none"> • Creating economic value • Good corporate governance • Business ethics • Risk management • Annual performance
2. Employees	<ul style="list-style-type: none"> • Meetings with employee/agency representatives • Seminars and trainings (in line with work plans) • Email, intranet, company website, announcements • Suggestions box 	<ul style="list-style-type: none"> • Appropriate payments of remunerations and benefits • Professional advancement and job and life security • Development of work skills and knowledge • Good and safe work environment • Expression of opinions and equitable and fair treatment 	<ul style="list-style-type: none"> • Business ethics • Employee care • Human resource development • Occupational health and safety
3.Communities	<ul style="list-style-type: none"> • Discussions • Telephone • Public announcement boards • Annual meetings 	<ul style="list-style-type: none"> • Respect to fundamental community rights • Potential social and environmental impacts from the company's activities 	<ul style="list-style-type: none"> • Human rights • Compliance with social laws • Engagement in community development and social activities • Environmental management

Stakeholders	Communication and Engagement Channel	Wants and Expectations	Topics in This Report
5. Suppliers	<ul style="list-style-type: none"> Email, company website, telephone 	<ul style="list-style-type: none"> Engagement, assistance, promotion and support for community development Fair and transparent procurement Fulfillment of contract and agreement obligations Equal opportunities for offering products and services 	<ul style="list-style-type: none"> Compliance with environmental laws Business ethics Compliance with social laws Trade partner management
6. Sub-Contractors	<ul style="list-style-type: none"> Email, company website, telephone 	<ul style="list-style-type: none"> Transparent employment system Work evaluation measures 	<ul style="list-style-type: none"> Business ethics Compliance with social laws Human rights Trade partner management
7. Government Sector	<ul style="list-style-type: none"> Email, company website, telephone Reports in line with legal requirements Participation in activities and projects organized by government agencies 	<ul style="list-style-type: none"> Accurate reporting of information and legal compliance 	<ul style="list-style-type: none"> Business ethics Compliance with social laws Compliance with environmental laws
8. Nearby Factories	<ul style="list-style-type: none"> Meetings, telephone Participation in public relations activities on various occasions 	<ul style="list-style-type: none"> The company's business/activities do not cause environmental impacts Legal compliance 	<ul style="list-style-type: none"> Environmental management Compliance with environmental laws Business ethics Compliance with social laws

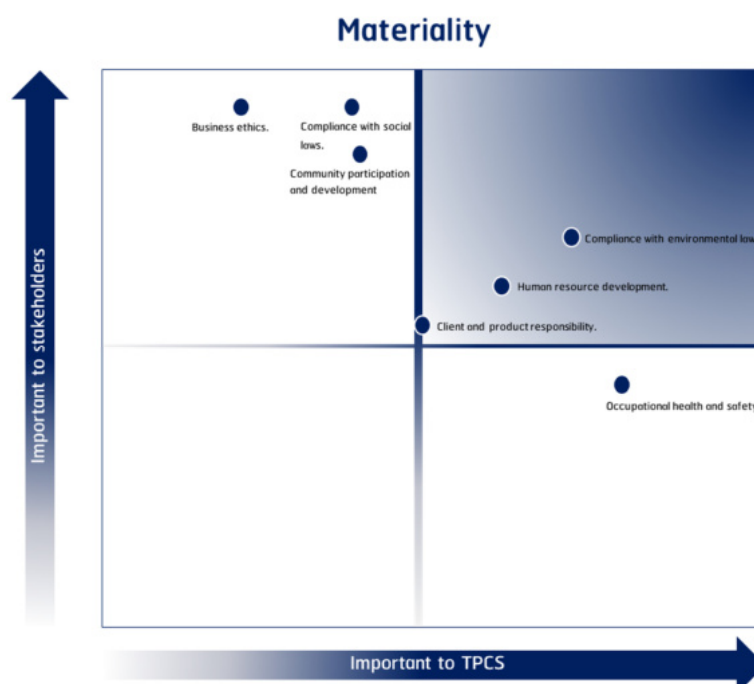
MATERIALITY

Process for Identifying the Key Issues of Business (Materiality)

The company analyzes the needs and expectations of stakeholders as learned through participatory communication to identify and prioritize key issues in order to set guidelines for meeting stakeholder needs and expectations.

Key Steps in the Identification of Key Business Issues (Materiality)













1. Analysis (identification) of sustainability issues covering stakeholders across the entire supply chain and based on issues the industry is interested in through various activities as follows:
 - Client satisfaction surveys.
 - Trade partner opinions.
 - Employee satisfaction surveys.
 - Community satisfaction surveys.
 - Recommendations through various channels.
2. Evaluation of key issues (prioritization):
 - From the perspective of outside stakeholders (Y-axis: importance to outside stakeholders).
 - From the perspectives of inside stakeholders (X-axis: importance to the organization).
 - Creation of a table of 7 key business issues (materiality).
3. Analysis and verification of consistency (validation) to meet the sustainable development goals (SDGs) of the United Nations.
4. Presentation of the evaluation results of key issues (reporting) for sustainable development by arranging reviews and information disclosures.



MATERIALITY

<p>Economy:</p> <ol style="list-style-type: none"> 1. Business ethics. 2. Corporate governance. 3. Risk management. 4. Development and promotion of innovations. 5. Trade partner management. 	<p>Very high: Issues to which key stakeholders give maximum attention and that might create a high level of risk across the entire organization if not managed effectively, in addition to being issues with urgent goals and performance management.</p>
<p>Society:</p> <ol style="list-style-type: none"> 6. Compliance with social laws. 7. Community participation and development. 8. Product quality management. 9. Human rights. 10. Human resource development. 11. Client and product responsibility. 12. Occupational health and safety. 13. Discussions with stakeholders. 14. Employee care. 15. Consumer-responsible marketing 	<p>High: Issues to which stakeholders give great interest and that might create a high level of risk across the entire organization if not managed effectively, in addition to being issues with closely-monitored goals and performance management.</p>
<p>Environment:</p> <ol style="list-style-type: none"> 16. Compliance with environmental laws. 17. Energy management. 18. Waste management. 19. Air quality management. 20. Water management. 	<p>Medium: Issues to which some stakeholders give interest and that might create risk for the organization if not managed effectively, in addition to having required performance indicators and information disclosures.</p> <p>Low: Issues to which few stakeholders give interest and that might not create any risk to the organization, in addition to having required performance indicators and information disclosures.</p>

Materiality

Key Issues	Scope of Stakeholder Impact								Organizational Indicator	Connection to SDGs	Connection to GRI Standards	Page
	Shareholders	Employees	Communities	Clients	Suppliers	Sub-Contractors	Government Sector	Nearby Factories				
1. Business Ethics	•	•		•	•	•	•	•	Number of Corporate Governance Complaints		-	12
2. Client and Product Responsibility				•					Number of Customer Privacy Complaints		418-1	12
									Number of Safety or Impact Complaints for Use of Products	 	416-2	12
3. Human Resource Development		•							Mean Number of Training Hours (hours/person/year)		404-3	12
4. Occupational Health and Safety		•							Injury Rate (IR)		403-9	12
									Rate of Work-Related Diseases (ORD)			
									Rate of Accidents Requiring Suspension of Work Activities (LDR)			
									Rate of Leaves Due to Work-Related Illnesses (AR)			
									Number of Work-Related Deaths			
5. Engagement in Community Development and Social Activities			•						Number of Significant Complaints		413-1	12
6. Compliance to social laws							•		Number of Significant Violations of Social Laws and Regulations		419-1	12
									Number of Times of Significant Fines			
7. Compliance with Environmental Laws							•		Number of Significant Environmental Incidents		307-1	12
									Number of Times of Significant Fines			

Economic

- **Creating Economic Value for Stakeholders**
- **Company Tax Operations**
- **Business Ethics**
- **Risk Management**
- **Supply Chain Management**
- **Customer and Product Responsibility**
- **Information Technology Security**

Economic Activities

In addition to generating profits for the benefit of the company and stakeholders, the company gives importance to corporate social and environmental responsibility activities aimed at sustainably creating economic value for stakeholders.

The economic management and performance information in this report covers every part of the business of TPCS (Public) Company Limited.

Creating Economic Value for Stakeholders

The company operates by adhering to the principles of business ethics and building cooperation between the company and stakeholders in order to promote the company's performance and meet the basic needs of all stakeholders in addition to creating economic value for the same stakeholders as follows:

Stakeholders	Economic Benefits
Shareholders	<ul style="list-style-type: none"> • Dividends
Employees	<ul style="list-style-type: none"> • Salaries, wages, and benefits • Payments into provident fund • Employee development spending
Communities	<ul style="list-style-type: none"> • Amount of Support for Community Activities • Percent of Locally-Sourced Employees (in provinces where factories are located)
Supplier Sup-contractor	<ul style="list-style-type: none"> • Operating expenses
Government Sector	<ul style="list-style-type: none"> • Corporate income tax and local maintenance tax • Property tax, special business tax and other taxes

Performance

Rate of Dividend Payment per Net Profit : 83.40%

Company Tax Operations

Tax Policy of TPCS Public Company Limited

TPCS Public Company Limited (PCL) realized the importance of taxation practices in order for the Company Group to do an appropriate and sustainable tax preparation and management including promoting the creation of maximum benefits for stakeholders by complying with the relevant laws and regulations of the country, having a transparent and reliable taxation policy. Therefore, the taxation policies were set as follows:

1. Tax Planning and Guidelines

- Arranged for proper tax planning in order to complete the tax payment according to the rules methods and conditions prescribed by law and save the most taxes by using tax privileges efficiently
- Arranged for recording and acknowledgment of income and expenditure items according to accounting principles and accounting standards and make adjustments for tax payment as required by law
- Supervised transactions and related transactions within the Group, for fair business practices with proper taxation and compliance with business operations and business strategies
- Encouraged related workers to have knowledge understanding and following up on changes in tax laws that continuously affect the business of the company
- Arranged for the responsible persons or personnel related to work and tax planning so that to set who could be the center for coordinating the taxation of the company and communicating with external parties including various government agencies
- Arranged for follow-up of tax compliance and used for evaluation in improving tax planning and complying with the guidelines prescribed by law correctly

2. Tax Advisor

Consider hiring consultants or tax specialists to provide advice when necessary for the best interest of the Company and its stakeholders

Business Ethics

The company adheres to the principles of good corporate governance as business practice guidelines in order to build and maintain confidence among stakeholders in the company's activities. The company also manages activities effectively and transparently in a verifiable manner and discloses information on the company's website, www.tpcsplc.com

Accordingly, the company has announced additional policies to support and raise awareness in business ethics activities such as the following:

- Corporate social responsibility policy
- Environmental policy
- Sustainable Development Policy
- Quality policy
- Anti-corruption policy
- Purchase and sale of company stocks policy
- Subsidiary and associated company oversight policy
- Tax policy
- Information technology security policy

The company promotes business ethics as part of the organization's culture and schedules training to raise awareness and require that employees adhere to business ethics as part of their practice guidelines. The training provided during orientation for new employees and annual training sessions includes the following:

- Good corporate governance and corporate social and environmental responsibility course

Anti-corruption course

Anti-Corruption Activities

The company has become a signatory to the announcement of Thailand's Private Sector Collective Action Coalition against Corruption (CAC), for which the company has been certified by the Thailand's Collective Action Coalition against Corruption Board to be a member of the coalition on 14 October 2016 and company was certified as a member renewal (Re Certification No. 2) on September 30, 2022.

Communication and Raising Awareness inside the Organization

The company encourages company executives and employees to recognize the importance of anti-corruption in every form and comply with the law and regulations without demanding or accepting bribes for personal or company gains. The company communicates this through training.

Additionally, the company communicates with employees involved on every level, so they will acknowledge and follow the company's "Anti-Corruption" practice manual. All persons involved can use this manual as practice guidelines. Doing so minimizes risk for corruption inside and outside the organization. Furthermore, the company continuously schedules the review of activities by various agencies inside the organization to ensure full compliance with anti-corruption policy.

The anti-corruption policy and practice guidelines can be viewed on the company's website www.tpcsplc.com under Investor Relations.

Communication and Raising Awareness outside the Organization

By a letter announcing the anti-corruption policy of TPCS (Public) Company Limited, the company has made an announcement and invited business trade partners to participate in Thailand's Private Sector Collective Action Coalition against Corruption project (CAC).

In the past operations, the company has sent letters acknowledgment of anti-corruption policy to partners, customers and business partners. On a regular basis, in 2023, 100% of letters were sent to acknowledge the policy and 53.06% of responses were received.

Report of Violations and Complaints

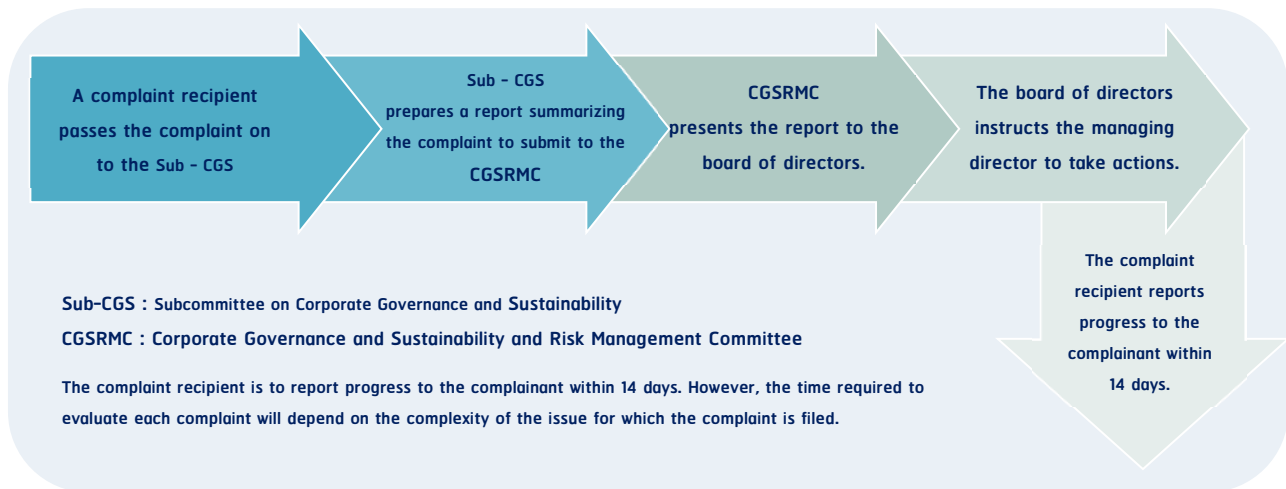
The Company provides channels for reporting violations and complaints, including the receipt of complaints, fact investigation, result summary, and protection for informant and related persons, in order to receive complaints relating to offences or ethics, including suspicious behaviors of corruption from the Company's business operations or from performing duties of directors, executives, and employees of the Company.

Channels for complaints and clues

1. Via verbal or written complaint to related complaint persons:

Internal Audit Manager	Tel. 0-2294-0071 Ext 210
Human Resource manager	Tel. 0-2294-0071 Ext 110
Company Secretary	Tel. 0-2294-0071 Ext 220
Accounting Manager	Tel. 0-2294-0071 Ext 130

2. Website : www.tpcsplc.com ; or E-mail address : cac@tpcsplc.com
3. Box for receiving clues or Complaints (For employees within the organization)
4. Mail to: TPCS (Public) Company Limited, 489 Rama 3 Rd., Bang Khlo, Bang Kho Laem, Bangkok 10120



Protection for Informant of Corruption and Measures on Protection of Persons Denying Corruption

- Data received from complaints will be confidential. Name of complainant or informant will be not disclosed without consent.
- Employees denying corruptions relating to business operation of the Company shall not be considered to an offence according to work practices. The Company will not demote their position or consider any punishment to employees denying corruptions although the Company may lose business opportunity from such denial. Employees will be praised and protected in case of reporting violations or complaints relating to corruption.

Stakeholder engagement contact

The Board of Directors provided opportunities for employees and stakeholders to report clues or complaints when finding a matter that may be an illegal act Corruption or misconduct of employees in the company as well as behaviors that may cause problems and cause damage to the Company which including accepting complaints in the event that employees and stakeholders have their rights violated or not being fair by contacting Board of Directors Via the Subcommittee on Corporate Governance and Sustainability E-mail : cg@tpcsplc.com or by telephone 0-2294-0071 ext. 311, 110

The company will listen and deal with all complaints equally, transparent and fair under the systematic and fair measures to protect complainants. The information of the complainant will be kept as a secret of the company.

Complainant Protection Measures

1. The complainant could choose to remain anonymous If it is seen that disclosure will cause insecurity or damage
2. The company will keep relevant information confidential and take into account the safety of the complainant by prescribing measures to protect complainants who are employees including those who cooperate in fact-checking will be protected from unfair treatment due to the cause of complaints, such as disturbing the operation, Job changing, termination of employment, etc.

Diagnosis of suspicion

The supervisor was responsible for giving advice to his subordinates. In order to acknowledge, to be understood and complied with the code of conduct specified. If the code of conduct is not covered in any case or if there are still questions couldn't practice or decide, should consult with the supervisors in hierarchical order sequentially. In the event of a conflict, the decision of the Managing Director, Board of Management department and Board of Directors Board of Directors were the end of any conflicts respectively.

In 2023	: The Company had no complaints against corruption. (number of complaints = 0)
	: The Company had no significant complaints regarding corporate governance. (number of complaints = 0)

RISK MANAGEMENT

TPCS Public Company Limited realizes that risk management is very crucial for business operations because it is an important tool for managing business, supporting the Company to achieve desired business targets effectively and efficiently and enhancing its competitive advantage. The Company has therefore specified the risk management policy that employees at all levels must take part in in order to drive for success and also created risk management guidelines which conform to international principle of the Committee of Sponsoring Organizations of the Treadway Commission (COSO). In addition, the Company has established the Corporate Governance and Sustainability and Risk Management Committee (at the Company's directors' level) and the Risk Management Sub-committee (at the management level) to oversee, supervise, and ensure that overall risk management mechanism can suitably and efficiently support the business operations.

Risk Management Strategy

The Company has integrated the enterprise risk management system with the good corporate governance principles by taking into consideration expectation, interest, and roles and responsibilities of each group of the stakeholders within the organization and has classified risk management hierarchy into 3 levels as follows:

1) Risk Management at Corporate Strategy Level: This level gives priority to the review of a change in long-term business landscape, corporate strategy, direction of each business and long-term risk management for sustainability of businesses. The Company has appointed the Corporate Strategy Risk Management Working Group to supervise and ensure that risks will be effectively managed. Besides, proper communication and operation channels are specified so that the Board of Directors, the Managing Director, and top management can take part in.

2) Risk Management at Business Process Level: This level is about managing risks of supply chain which is the process to create and deliver value to the Company's customers and important business processes which support such value creation and delivery. Risks at business process level will be managed via annual enterprise risk management channel which is held continually, where the Board of Directors, the Managing Director, top management and middle management will consider and determine risk management guidelines together.

3) Risk Management at Functional Process Level: This is the fundamental operational risk management that all functional units have to take responsibility in order to enhance the Company's operational excellence. Risk management at this level shall be mainly managed by functional unit heads under supervision and control of the Company's top management via the annual enterprise risk management channel.

Classifying risk management hierarchy enables the Company to consider risks extensively, as it covers short-term and long-term risks, significance and urgency of each risk, related personnel and resources and relevancy of the management in each level and etc., it therefore helps the Company to manage risks effectively.

Operation Risk

Risk of losing personnel in key positions

Risk Factors	Likelihoods and Impacts	Risk Management
<ul style="list-style-type: none"> The loss of personnel in positions that require specialized knowledge will affect the quality of goods or services or may disrupt business if the activity requires specialized licensed professions such as doctors, engineers, architects. The loss of personnel in senior management positions will affect the direction of business operations and the efficiency of internal management. 	<ul style="list-style-type: none"> Currently, domestic employment levels are likely to rise due to the recovery of businesses that were sluggish during the COVID-19 pandemic, such as tourism, retail, and services. However, the demand for personnel in specialized occupations will increase only in certain industries, such as real estate, automotive. Industrial products are a group that relies not so much on specialized professions. Therefore, the loss of personnel in key positions does not significantly affect business operations. 	<ul style="list-style-type: none"> Successor Development Plan and Career Path Development Plan Knowledge Management through job training and personnel training

Risk of shortage of talent

Risk Factors	Likelihoods and Impacts	Risk Management
<ul style="list-style-type: none"> <i>The shortage of potential personnel will affect the competitiveness of the business in the long run, both from productivity and business development that is inferior to competitors in the industry.</i> <i>The shortage of potential personnel will result in the loss of personnel in key positions exacerbated by the lack of suitable successors.</i> 	<ul style="list-style-type: none"> <i>Thailand's transition to a fully ageing society in 2022 resulted in a steady decline in the proportion of working-age people, which, combined with fewer frontiers in the workplace due to advances in communication technology, made recruitment of potential more competitive and costly.</i> <i>The way of the new generation who do not prefer to work in the same organization for a long time and prefer to change jobs to</i> 	<ul style="list-style-type: none"> <i>Proactive Recruitment through various channels</i> <i>Adopt more technology and automation systems in operations to replace the lack of labor.</i> <i>Encourage employees to do more value-added work based on new technologies.</i>

Risk Factors	Likelihoods and Impacts	Risk Management
	<p><i>increase income or find a job that suits them increases the burden of human resource management in the organization.</i></p> <ul style="list-style-type: none"> • <i>The country's educational disparity and the tendency to have children in each income class will cause the average skill to fall and the burden on businesses to train more people.</i> 	

Risks from data and information system security and cyber threats

Risk Factors	Likelihoods and Impacts	Risk Management
<ul style="list-style-type: none"> • The leak of business sensitive information has many serious consequences, such as loss of business secrets, litigation over personal information, loss of confidence from partners, partners, and loss of image in the perspective of customers. • Cyber-attacks can result in disruption to business operations, loss of knowledge within the organization, and costs to recover data or information systems. 	<ul style="list-style-type: none"> • The exponential growth of online transactions has attracted cyber threat fraudsters to increase at an exponential rate as well. • The current speed of data dissemination has resulted in higher damage in data breaches and difficult to control. • The promulgation of the Personal Data Protection Law, in addition to having a legal impact on the organization, also raises public awareness, which affects the image of the organization if personal information is leaked. 	<ul style="list-style-type: none"> • Establish policies, rules, and guidelines for information technology security. • Install and update the Company's Intrusion Prevention System (IPS), Firewall system, and antivirus and cyber-attack prevention software. • There is an alternate site that backs up important data and has a recovery plan in case of a cyberattack.

Risk of shortage of raw materials or inputs

Risk Factors	Likelihoods and Impacts	Risk Management
<ul style="list-style-type: none"> • The shortage of raw materials will result in disruption to business operations or higher costs of goods and services, 	<ul style="list-style-type: none"> • In 2024, drought caused by El Niño phenomenon both domestically and internationally and geopolitical conflicts may 	<ul style="list-style-type: none"> • Continuously forecast and review product demand trends to plan production in line with raw material

Risk Factors	Likelihoods and Impacts	Risk Management
<p>resulting in loss of competitiveness.</p> <ul style="list-style-type: none"> The shortage of raw materials or inputs will affect the quality of goods and services, which will affect the image or reputation of the brand or business both in the short and long term. 	<p>result in shortages of raw materials and inputs, especially those imported from abroad.</p> <ul style="list-style-type: none"> Electric vehicle importers applying for tax subsidies in 2022-2023 will have to produce the same amount of domestic vehicles as they received subsidies in 2024, which may affect the market for raw materials or parts for car production, leading to shortages in certain raw materials or inputs. 	<p>procurement and manpower planning.</p> <ul style="list-style-type: none"> Regularly review business plans across the supply chain and marketing side to plan for significant changes. Manage suppliers in terms of raw material reserves and key input reserves, and manage production and human resource continuity.

Environmental, Social and Corporate Governance Risks

Climate change risks

Risk Factors	Likelihoods and Impacts	Risk Management
<ul style="list-style-type: none"> <i>Changes in temperature and seasonality affect the number of agricultural products and result in a shortage of raw materials produced from agricultural products.</i> <i>The intensifying drought has affected the production and transportation capacity of raw material producers in supply chains both domestically and internationally.</i> <i>The global community's efforts to stop or slow climate change have resulted in government regulations or policies that contribute to the use of</i> 	<ul style="list-style-type: none"> <i>Thailand is expected to continue to be affected by the El Niño phenomenon from 2023 to mid-2024, which will cause severe drought and shortage of agricultural products.</i> <i>The El Niño phenomenon is likely to result in severe drought in China as well as 2023, which will affect the shortage of imported raw materials due to reduced production capacity and logistical problems.</i> <i>The government's support for electric vehicles in 2024 will be reduced from 2023, which will result in a slowdown in the growth rate of EV sales, as well</i> 	<ul style="list-style-type: none"> <i>Manage supplier relations and plan raw material procurement and reserve in advance to reduce the risk of raw material shortages and rising prices.</i> <i>Continuously forecast and review product demand trends to plan production in line with raw material procurement and manpower planning.</i>

<i>Risk Factors</i>	<i>Likelihoods and Impacts</i>	<i>Risk Management</i>
<i>renewable energy and carbon neutrality.</i>	<i>as a shortage of spare parts from China due to capacity problems, which may affect consumers' purchasing decisions.</i>	

Environment Impact Risks

Risk Factors	Likelihoods and Impacts	Risk Management
<ul style="list-style-type: none"> • The environmental impact caused by the operation will result in business interruption either due to litigation, control or suspension of the business by government agencies, being rally against it from nearby community workers or people in society. • Environmental issues that affect the health of workers as well as people in nearby communities and degrade the natural environment in the area will result in the organization having to pay a lot of compensation to those affected as well as restore the environment. • Environmental impacts on both the organization and its supply chain partners will affect the image and brand of the organization and will affect sales and marketing on the consumer side and recruitment in the labor market. 	<ul style="list-style-type: none"> • Factories located in industrial estates are strictly controlled to comply with environmental standards of both the government and industrial estates, so there is a relatively low chance of environmental problems from the organization's operations. • Organizations that implement relevant environmental standards such as ISO and are regularly audited effectively reduce the opportunities and impacts it will have on both workers and neighboring communities. • The impact on corporate image on sustainability issues is exacerbated today and extends throughout the supply chain, making organizations more vulnerable if proper supply chain management is not in place. 	<ul style="list-style-type: none"> • Establish environmental policies as guidelines within the organization. • Create a corporate culture and create awareness for employees at all levels to cooperate and take responsibility for environmental management, efficient and sustainable use of resources. • Promote environmental management systems ranging from economical use of resources, treatment and restoration, replacement, monitoring, care and prevention of impacts on natural resources and the environment sustainably. • Promote the development and dissemination of environmentally friendly technologies. • Establish criteria for selecting and registering suppliers (Approved Vendor List) and regularly

Risk Factors	Likelihoods and Impacts	Risk Management
		review and audit suppliers on environmental issues.

Safety, Occupational Health and Work Environment Risks

Risk Factors	Likelihoods and Impacts	Risk Management
<ul style="list-style-type: none"> ● Accidents in the work process to the point of injury or death will result in disruption of operations, litigation, and payment of compensation or medical expenses to the person who suffered the accident. ● Occupational health and work environment will affect the health of workers, which is a key factor in the productivity of the organization, both lower productivity and higher cost of worker medical treatment than industry competitors, thereby losing both short- and long-term competitiveness. ● Responsibility for occupational safety, health and working environment of workers both within the organization and partners in the supply chain will affect the image and brand of the organization and will affect both sales and marketing on the consumer side and recruitment in the labor market. 	<ul style="list-style-type: none"> ● Working processes in the manufacturing industry that rely on machinery today are less likely to cause accidents from machinery due to the relatively strict safety control measures of the government and industrial estate operators and higher knowledge or technology about safety, but there is still a chance of human error depending on the management of each organization. ● Occupational safety, health and working environment for organizations that implement relevant standards such as ISO, TIS and are regularly audited will effectively reduce the opportunities and impacts on workers. ● The impact on corporate image on sustainability issues is exacerbated today and extends throughout the supply chain, making organizations more vulnerable if proper supply chain management is not in place. 	<ul style="list-style-type: none"> ● Establish occupational safety, health and work environment policies as guidelines within the organization. ● Appoint an occupational health and safety working group consisting of professional safety officers to promote and supervise the implementation of appropriate operations in accordance with laws and regulations on an ongoing basis. ● Establish criteria for selecting and registering suppliers (Approved Vendor List) and regularly review and inspect suppliers on occupational safety, health and working environment issues.

Risks from human rights impacts

Risk Factors	Likelihoods and Impacts	Risk Management
<ul style="list-style-type: none"> ● Human rights violations of the organization will result in business interruption due to litigation, control or suspension by government agencies, and protests from practitioners, nearby communities or people in society. ● Human rights violations will result in the organization having to pay compensation to the victims and other relevant stakeholders. ● Human rights impact on both the organization and supply chain partners will affect the image and brand of the organization and will affect sales and marketing on the consumer side and recruitment in the labor market. 	<ul style="list-style-type: none"> ● The business sector is now very aware of human rights, especially those with clear legal provisions, but there are also implicit issues of human rights violations that are focused on business suitability, which are not yet clearly enforced, such as recruitment and discrimination based on gender, age, nationality or physical integrity. ● Today's social trends have shifted the importance of human rights from prominent issues such as child labor, forced labor and discrimination to more individualistic and mentally relevant issues such as harassment, violence or verbal abuse. ● The leap in social media communication has exacerbated the impact of human rights violations from legal and regulatory damage to severe and rapidly spreading image damage, covering both direct corporate abuse cases and cases where violations are committed by partners throughout the supply chain. 	<ul style="list-style-type: none"> ● Establish human rights policies and practices within the organization. ● Establish criteria for selecting and registering suppliers (Approved Vendor List) and regularly review and audit suppliers on human rights issues.

Risk of Fraud and Corruption

Risk Factors	Likelihoods and Impacts	Risk Management
<ul style="list-style-type: none"> ● Corruption, both within and between organizations, will affect the productivity and efficiency of business operations as well as its financial position. ● Corruption between a juristic person and a government entity will result in the person executing and that entity being prosecuted under the Organic Act on the Prevention and Suppression of Corruption. ● Corruption will affect the image and brand of the organization from the perspective of customers and consumers and affect the confidence of business partners in the supply chain. 	<ul style="list-style-type: none"> ● At present, the business sector is alert and strict to control corruption from personnel and departments within the organization and between juristic persons. However, there is still some corruption from senior executives of the business sector due to interference with internal audit agencies. ● The potential for corruption today is still mostly found in transactions between government agencies and the private sector, especially in the case of convenience purchases. ● The impact of corruption today is not limited to corporate financial damage, but also extends to sanctions from government regulators at both individual and corporate levels and loss of reputation and confidence from all stakeholders. 	<ul style="list-style-type: none"> ● Establish anti-corruption policies and practices within the organization. ● Develop critical work processes to reduce the chance of errors leading to corruption with external agencies. ● Participated in the Private Sector Collective Action Coalition Against Corruption (CAC) to measure and develop anti-corruption actions. ● Training to provide knowledge and awareness on anti-corruption every year to create an anti-corruption culture within the organization.

Emerging risks

Risks from geoeconomic confrontation and international conflicts

Risk Factors	Likelihoods and Impacts	Risk Management
<ul style="list-style-type: none"> ● Wars between countries that own key inputs affect inflation and shortages of inputs, as well as affect the export sector in the event that belligerent 	<ul style="list-style-type: none"> ● It is expected that the geopolitical situation will continue to be tense in 2024, including wars that have already occurred in 2023 between Russia - Ukraine or Israel - Palestine, as well as conflicts on 	<ul style="list-style-type: none"> ● Regularly review business plans across the supply chain and marketing side to plan for significant changes.

Risk Factors	Likelihoods and Impacts	Risk Management
<p>countries are major export markets for goods.</p> <ul style="list-style-type: none"> • Trade barriers between major powers will affect shortages of certain goods, especially those in the technological sector. 	<p>the Korean Peninsula and China - Taiwan.</p> <ul style="list-style-type: none"> • The war will not directly affect domestic purchasing power, but if the overall economic situation deteriorates, consumers will reduce their spending on goods that are not essential to their daily lives. • The trade war between the United States and China is likely to intensify as China's domestic chipset technology development efforts will result in the United States stepping up its barriers to exports of technology products to China. • The conflict between China and the United States / Taiwan will affect technology products and may affect car production capacity due to the shortage of chipsets, reducing the demand for automotive components. 	<ul style="list-style-type: none"> • Develop new businesses or products to reduce dependence on products that are the company's core business.

Supply chain management

The company recognizes the importance of managing the supply chain sustainably and in accordance with the principles of good corporate governance, social responsibility policy and environmental policy. To create value in a balance between 3 dimensions, namely the economic dimension, the social dimension, and the environmental dimension, which is considered an important foundation for developing and creating sustainable business value.

“Supply chain management” is one of the important roles that supports business operations and sustainable development by building confidence among stakeholders through transparent procurement operations. Under the framework of ethical management in conducting business, we have prepared management practices regarding trading partners that cover and align with the Company's policies in various areas, including social/ environmental aspects, social responsibility, governance principles. Take good care of business including the code of ethics for business partners, etc. The company supports and encourages business partners or stakeholders to participate in applying the said principles as part of their practice and expanding the results to society at large and make the business sustainable further.

Management guidelines

The Company has created and published a Supplier Code of Conduct manual as a guideline for sustainable practices for TPCS's suppliers, considering the content and scope to be within the relevant requirements, regulations, and laws, which form the framework for sustainability practices for trading partners by focusing on making trading partners aware of the terms and regulations for business operations that are transparent and will help push TPCS's trading partners to operate ethically and be socially responsible to their partners who have a vested interest by taking care of the occupational health and safety of employees, including giving importance to the sustainable management of various related environments. The approach to supply chain management brings sustainability factors (Environmental, Social and Governance: ESG) into the procurement process that covers the process of selecting partners, registration, and quality control of raw materials including evaluating the annual performance of key trading partners regularly.

Business Partner Code of Ethics/Guidelines for Sustainable Conduct of TPCS Partners

1. Ethics in business operations	Conduct business fairly throughout the supply chain, comply with relevant laws and regulations, oppose corruption, maintain secrets, respect rights and do not infringe on intellectual property
2. Labor and human rights	Follow labor laws and human rights principles fairly, without discrimination including labor protection abstaining from all forms of forced labor
3. Safety and occupational health	Follow occupational safety and health laws, prepare the environment and personal protective equipment appropriately, and prepare for situations
4. Environment	Comply with laws, environmental regulations and manage the cost-effective use of resources
5. Participation in community development and social activities	The company takes into account the development of communities to have a good quality of life and create a better living situation or reduce potential impacts on society

** Business Partner Ethics/Practice Guidelines, for the full version is disclosed at www.tpcsplc.com/sus/8 (Sustainability topic, economic category Subject: Supply chain management)

Partner management

1. The company has a system for selecting trading partners in the supply chain that conduct business according to the law, comply with safety and occupational health standards, are environmentally friendly, and treat trading partners on the basis of fair and equal competition. and respect each other
2. The company maintains the secrets or information of its trading partners without using it for the benefit of itself or those involved illegally.
3. The company builds good relationships and understanding with each other, exchanges knowledge, and jointly develops and adds value to products and services for mutual growth.
4. The company complies with trade agreements and provides accurate information. But in the event that it is not possible to act in a timely manner, the company has to negotiate with trading partners in advance to jointly find solutions and prevent damage.
5. The Company does not request, receive, or agree to receive property or any other benefits outside of commercial agreements.

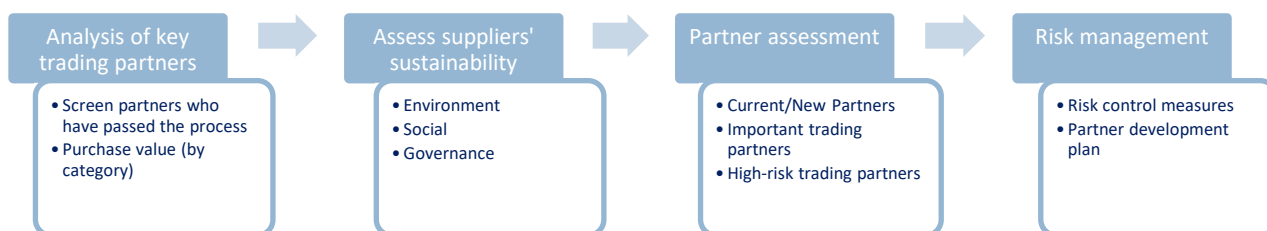
This is in accordance with policies and guidelines about the company's business ethics which is published and disclosed at <https://www.tpcsplc.com/goodcorporate> (Topic 1. Responsibility to stakeholders Category: 3) Partners, 4) Competitors, and 5) Creditors)

ESG supplier risk assessment (Risk Assessment)

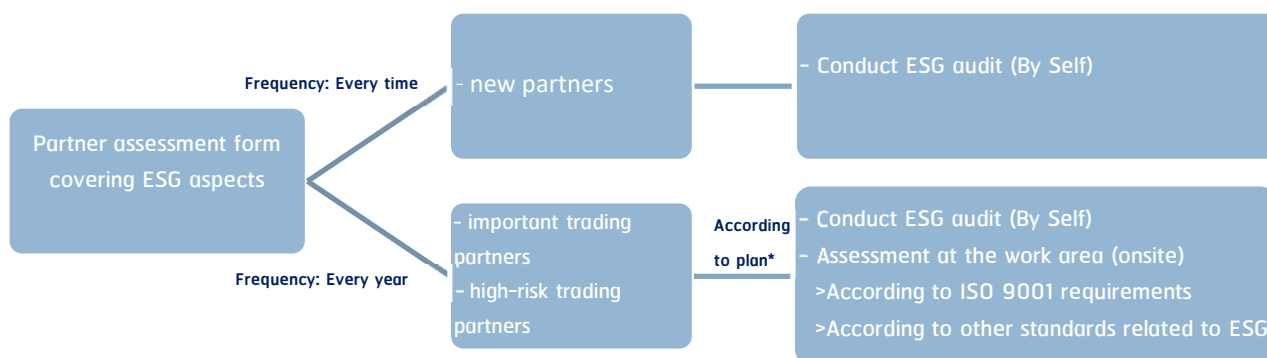
The Company selects and evaluates suppliers for the likelihood of risk exposure and the severity of the risk in environmental, social and corporate governance matters. Each issue has details as follows:

Environmental risk issues (Environment)	Greenhouse gas emissions, noise pollution control, air, energy use, water management, wastewater emissions, waste management and toxic chemical management
Social risk issues (Social)	Human rights, labor management, child labor, labor protection, health and safety, receiving complaints or not complying with the law
Risk issues regarding good corporate governance (Governance)	corruption, tax evasion, commercial competition, Infringement of intellectual property and Corporate image

Risk management of trading partners in the supply chain



Conducting a Supplier Audit



*According to ISO 9001 requirements, criteria for consideration and verification plans for products purchased at the seller.

Customer and Product Responsibility

Customer Relationship Management

Customer relationship management is an important part of business sustainability. In addition to allowing the organization to enhance stability in terms of revenue, having good clients also ensures support and growth with the company. Thus, a strong foundation is often composed of strong ties with clients.

The company currently gives great importance to its relationships with clients, as clearly evidenced by the fact that the company's current clients have conducted business with the company for a long time, some of which have been overcoming obstacles and growing with the company for nearly half a century. Thus, the company's structured policy in relationship management is clearly apparent and can be described as follows:

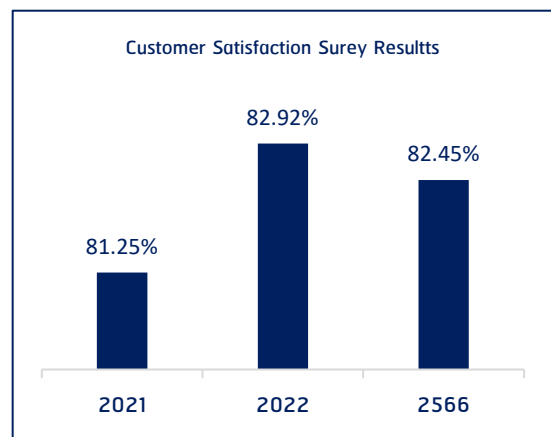
- The company has a clear anti-corruption policy and is against corruption in all forms, so clients can be assured that the company operates business transparently and properly in the right way and that the company's anti-corruption activities occur continuously.
- The company has a policy to meet with clients and trade partners on a regular basis in order to exchange business view points and hear information that could be used to improve the company and lead to the development of new products in meeting client needs.
- The company performs client satisfaction surveys by sending survey forms to clients as another way for clients to express their opinions and evaluate the company in a structured manner. These surveys are regularly performed to ensure that the company maintains its standards and operational excellence.

With all of these practice guidelines, the company is confident that it will be able to maintain good relations with its clients and maintain sustainable mutual growth.

In 2023, the company's client satisfaction for products and services was 82.45% is considered to be in the "very good"

The Company has set a goal of a survey to assess customer satisfaction about the company's products and services. of each year It must have an evaluation result of "not less than 80%" (Criteria : very good) to reflect the

company's performance. in the customer's point of view and for the benefit of the company's main customers to receive good products and services meet the needs of customers accurately and quickly and The company is committed to maintaining the standard of production of good products and services every year. and does not stop to continue to develop by introducing new and modern production technology to be used in the production process to get a good product Consistent quality Meet the needs of customers in the digital age.



The company focuses on developing new products and improving the production quality of existing products to meet production standards in accordance with Industrial Product Standards (TIS) and international standards. Especially health products including bedding, medical equipment or health care products and others. The company aims to promote and expand the medical production base by increasing production locations for face mask products to support the increasing market demand and the company places importance on the quality and standards of production of medical face masks in every level of protection is in accordance with the TIS 2424-2565 industry standard, which the company is one of the first to receive this standard, able to guarantee quality and safety in order to deliver good quality products to consumers.

This is from the research and development of a new product, the Welcare 3 D Blue Line Anti-Fog Mask, which is a novel face mask model from the general market, designed for people who wear glasses. To reduce the problem of fogging up on glasses from wearing general face masks that have received excellent feedback from users of this type of face mask, the company is in the process of applying for a petty patent (Department of Intellectual Property).

Channels for Contact and Complaints about Products and Services

To ensure that clients are cared for, the company has created channels for handling complaints about products and services. Accordingly, product and service complaints can be sent to the following:
Email: sales@tpcsplc.com Tel. 0-2294-1528

Business and social innovation

Business innovation is creating new things to advance the business, whether it be new methods that reduce costs or even inventing, inventing, or investing in new things to meet customer needs. This will lead to better working conditions for employees and easier management of the management team as well as the profits of the business to grow in order to distribute dividends back to shareholders. The company has guidelines for promoting business innovation as follows:

- Developing new products all the time under the operation of the product research and development department, which will develop products under the original foundation of the business in order to achieve integration and use resources for maximum benefit
- The company still believes that business opportunities always arise and is open to seeking new investment opportunities in new businesses, but within the limits that can limit risks (Risk Management)

In 2023, the company has expanded the bedding product line under the Welcare brand to have a wider variety of products, also taking into account the production process and environmentally friendly raw materials to meet customer needs, including toppers, blankets, sets. Bedding and mattresses.

- **Bed Sheets Welcare Premium Tencel**

The company selects raw materials to produce quality bedding products. From the innovation of Tencel fabric, which is produced from cellulose fibers of tree bark, a 100% natural fiber with an environmentally friendly production process, reducing the use of formaldehyde and with the quality of the fabric having a smooth fiber structure and it also has a soft and gentle touch to the skin. The company has therefore selected and selected Tencel fabric as the main raw material in order to develop bedding products to be of higher quality in order to deliver quality and environmentally friendly products to consumers.



- **Welcare Mattress Model X**

Company's new products that has been researched and developed to serve the market even more In terms of materials, design, and materials of the Welcare Mattress Model Makes the mattress an excellent answer to your sleep needs. With a design that was created to be modern. and respond to the lifestyles of the new generation. In addition, existing products are improved to have better quality at prices that are easily accessible to customers.

Last year, the company was successful in expanding its business and increasing its product distribution channels through various online platforms, which received very good feedback.

And In 2023, the company has added B2C product sales channels through Modern Trade channels, which will help strengthen the brand's good image, look trustworthy, have good product quality, be accepted and be popular from customers. Customers also have the opportunity to actually test the products before deciding to purchase the company's products.



Information Technology Security

TPCS PCL. has policy to maintain information technology safety in order to ensure that the company's information technology systems can operate appropriately and effectively, with security in line with international standards and with the ability to operate continuously while preventing threats and providing rapid system recovery in addition to complying with relevant information technology laws and announcements and preventing problems that might arise as a result of inappropriate information technology system usage and various threats.

The company's board of directors has assigned the Management Department to specify the appropriate and effective criteria and practice guidelines for users and the business operations of the company.

The criteria and practice guidelines cover 10 categories as follows:

1. Accountability, Identification and Authentication
2. Asset Management
3. Corporate Management
4. Backup Policy
5. Software Licensing and Intellectual Property
6. Malware Prevention
7. Network and Server Computer Security
8. Internet Security Policy
9. E-mail Policy
10. Computer-related Crime Act.

The company communicates, raises awareness, and promotes knowledge and understanding in employees within the organization about the information technology security policies, criteria, and practice guidelines through internal communications channels within the organization and orientation for new employees in order to prevent risk related to damage to the company's data, and data belonging to stakeholders connected to the company's business operation.

The company gives high priority to protecting information technology security in parts that impact current business operations and strictly supervises and controls systems for preventing malware. In doing so, users' computers are required to be installed with antivirus software in addition to running virus scans on data, files, software, and other entities which they receive from other users before they use or save them every time. Furthermore, system administrators update antivirus and operating system software on a regular basis (update patches) in order to prevent potential damage.

In 2023, the number of computer virus attacks was 14 times, most of which were attacks by Trojan programs tricked into being installed through the form of email attachments, which did not cause any data damage or embeddedness for the Trojan program (Trojan) in the network

Human Rights Society and Employee

- **Employee Care**
- **Human Resources Development**
- **Occupational Health and Safety**
- **Non-violation of Human Rights**
- **Compliance with Social Laws**
- **Engagement in Community
Development and Social Activities**

Employee Activities

Because employees are highly valuable resources in the company's business activities, employees have tremendous influence on the company's overall business success, the ways the company treats and retains employees in work such as company welfare and benefits, employee knowledge and skill development and promotion with a safe working environment for employees are very important as well in order to ensure business continuity and sustainability.

The employee management and activity information in this report covers every business group of TPCS (Public) Company Limited.

Employee Care

TPCS resources contributing to TPCS success. Therefore, the company strives to support and promote employees with knowledge in the work they do along with unity, teamwork, positive thinking, positive actions, and optimism, so every employee can successfully and professionally combine their different knowledge, experiences and work skills to strengthen the organization and raise awareness about corporate social and environmental responsibility to ensure sustainable growth and development of the organization in line with TPCS values.

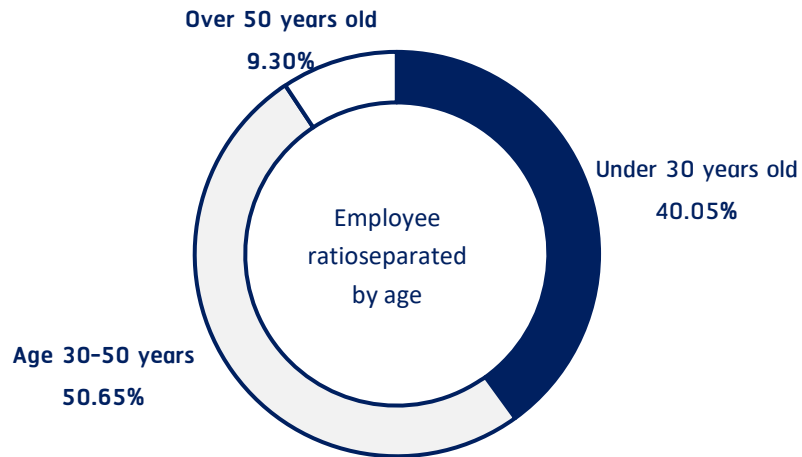
Operational guidelines

The company encouraged importance on creating quality and good experiences for employees. To retain the organization's talented people by enhancing employees' ability to respond to business needs while adopting a hybrid way of working. Support in bringing in technology to help make management more automated to meet work needs even more. There is a process for selecting and evaluating potential employees in order to develop, promote, closely monitor and evaluate their performance in order to determine career paths (Career Part) and focus on strengthening employee engagement with the organization.

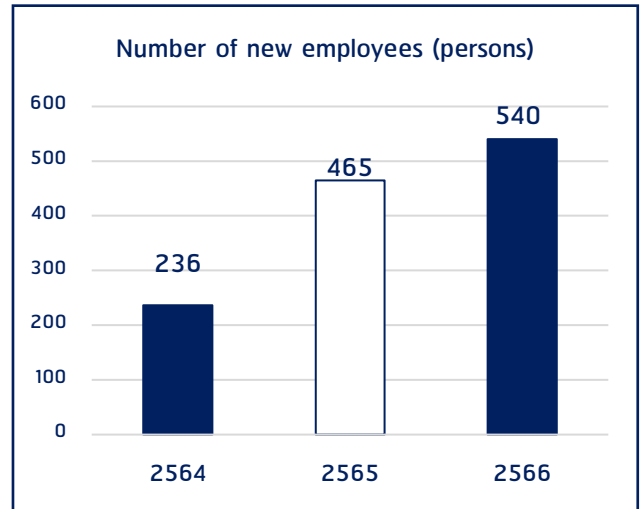
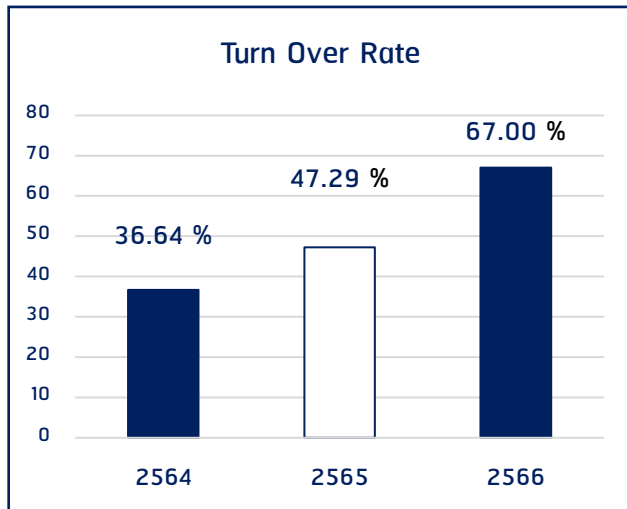
Recruiting

The Company recognizes the importance of personnel as a key force in driving the organization to sustainable growth. The Company has a process of recruiting and hiring, systematically based on knowledge and competence appropriate to the position. Fairness in recruiting and selection, equality, non-discrimination in terms of gender, race, religion, disability, origin and respect for diversity. In the recruiting process, there will be an interview committee to select the right person for the position. Including testing knowledge, abilities, attitudes and personality traits that are consistent with the job.

Personnel



	Number of employees on maternity leave	2 (people)
	Number of employees with disabilities	8 (people)



Welfare and benefits

The company has taken into account the quality of life of employees at every level in order to provide employees with appropriate and fair welfare and benefits, strengthening morale at work. In addition to the welfare provided by law, there are other welfare and benefits for employees such as a provident fund, financial assistance in various cases, savings cooperatives in the Sahapat Group, allowances and travel expenses, including Accommodation arrangements and accommodation allowances are provided in cases of working in other provinces and a welfare committee has been established in the workplace by the Welfare Committee. Every committee participates in making recommendations and carrying out various activities of the company, including presenting various benefits for additional consideration to employees.

For Improving the quality of life of employees has been presented about improving the working environment. In addition, the company also places importance on employees who are about to retire in providing knowledge and preparation in various areas, including learn about financial management after retirement, social security benefits, how to live after retirement so that retired employees can use it as information and knowledge to adjust their lives appropriately.

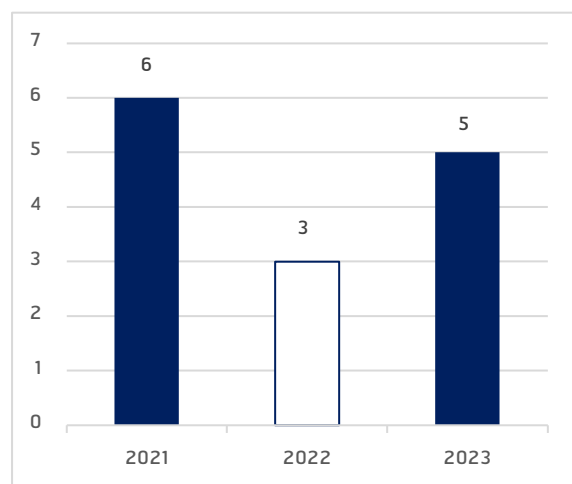
Human Resources Development

Personnel Development Policy

The company has guidelines in place aimed for developing employees with essential knowledge and skills in preparation for future business growth in addition to connecting them with international businesses and reinforcing increased business diversity in a broad manner covering generally important knowledge as directly related to work responsibilities.

Various development methods are used as appropriate for different areas of knowledge and skills not limited to seminars and training sessions. The company also employs other methods such as mentorships by having supervisors guide/teach work and exchanges of new knowledge and skills among colleagues through the use of external and internal courses.

Average Training Hours from 2021 to 2023
(hours/person/year)



Occupational Health and Safety

Practice Guidelines for Activities and Management in

Occupational Health and Safety in Line with the Company's Business Ethics

1. Business undertakings shall comply with laws, regulations and policies on safety, occupational hygiene and working environment with due regard to the safety of life and properties as well as to the impact on the health of employees, trading partners and stakeholders. Regular monitors and safety assessments must be conducted.
2. Occupational safety shall be promoted. Work regulations, procedures and standards are prescribed to ensure working safety consistent with risks. Working environment and safe work procedures are improved. Tools and equipment for safety protection are also provided to employees.
3. Preparations are made for emergency events. An emergency plan has been devised and regular drills and improvements are carried out. This is to prevent and minimize any loss to life or properties of the Company, employees, trading partners and related persons.
4. A safe working culture has been built for the entire organization to ensure sustainably safe work operations.

The company is determined to create a safe work environment and provide employees with good work life quality through continuous development of the occupational health and safety system with priority to promoting work safety culture and behaviors and adoption of safety innovations and technologies in production processes through the following activities:

1. Emergency Preparations

The company organizes drills in preparation for emergencies such as annual firefighting and evacuation with increasingly realistic simulations every year to raise awareness among employees about safety and to ensure that they can properly deal with situations as they occur.

2. Employee Safety Training

The company greatly emphasizes and gives importance to providing safety training to employees with focus on work safety courses to ensure that employees adopt work safety practices and minimize work-related accidents for employees.

3. Work Environment Analysis

The company performs analysis and inspection of work environment to identify the sources and quantities of pollution within the company in addition to regulating environmental quality for work safety and monitor environmental quality according to the standard values set by the law in order to monitor pollution and risk factors that might impact the health of employees and surrounding communities and take timely corrective actions.

Safety Training and Development



Social Activities

The company's social and community guidelines are based on the principles of business ethics without conflicting with human rights principles and without violating human rights and social laws and extend to participation in community development and social activities based on the organization's capabilities and budgets. The company recognizes the needs of communities for community support and participation. Furthermore, the company supports employees in devoting time to activities that benefit the public to encourage employees to be volunteer-minded and exhibit qualities indicative of a good organizational culture for society.

The social management and activities information shown in this report cover every business group of TPCS (Public) Company Limited.

The Company's social operations in the past, it has adhered to ethical business practices. non-violation of human rights Social Law Compliance and participation community development and social activities The Company attaches great importance to the non-violation of human rights and has adopted the United Nations Guiding Principles on Business and Human Rights based on the three pillars of

Protection of human rights, respect for human rights and healing come as a guideline for operations and set guidelines

The Company has established an employment policy and human rights by The Company realizes the importance of respecting human rights and employment. By taking into account compliance with the law and relevant rules on respect for human rights This includes providing opportunities without discrimination to employees, the use of female and child labor, as well as the disabled and other disadvantaged people. Therefore, the employment and human rights policy has been established. In order for the relevant agencies to accept the following practices

Non-violation of Human Rights

The company is committed to treat personnel equally and equally without discrimination which recognized the importance of respecting human rights and labor practices to meet international standards and comply with the Labor Protection Act and Thai Labor Standards including the law Other regulations related human rights and labor practices. Because It was a code of conduct in doing business and there were policies and guidelines for treatment of employees as follows:

- Employees' human dignity and fundamental rights shall be respected at work. Employee data or confidential information shall not be disclosed or transmitted to third parties or unrelated persons.
- Employees shall be treated in accordance with the provisions of law, regulations, and articles governing the Company's operations
- Employment equality shall be promoted. There shall be no discrimination on the basis of gender, skin color, race, religion, age, disability, or any other status that is not directly related to work.
- Training and knowledge exchange shall be sponsored and promoted to encourage learning and skill development throughout employment; The Company shall seek to strengthen employees' career security and offer opportunities for advancement pursuant to each person's potential.
- Employees' participation in the determination of the Company's direction and development shall be promoted.
- Fair compensation shall be offered, subject to employees' knowledge, skills, duties, responsibilities, and performance.
- Appropriate welfare and benefits shall be given to employees, e. g. medical expenses, provident fund contribution, and a savings cooperative.
- Channels shall be provided for employees to communicate suggestions and complaints pertaining to work. All suggestions shall be considered, and remedies shall be determined in the best interest of all parties and with regard to good professional relations.

- Facilities necessary for operations shall be provided. Working conditions shall be maintained with due regard to health, safety, and occupational hygiene as a means to promote and raise employees' quality of life.
- Employees of all levels shall be encouraged to participate in corporate social responsibility activities.

Guidelines on human rights and labor practices

1. Respect for laws and human rights principles

1.1 Civil and Political Rights

- 1.1.1 Promoted acceptance of differences and the ability to live together on the basis of differences equally
- 1.1.2 Do not take any action that may create an intimidating working atmosphere, persecuting or unfriendly including physical, verbal, mental and written harassment
- 1.1.3 Do not take any action that interferes with the work of other personnel causing trouble, annoyance
- 1.1.4 Do not take any action that is immoral or is sexually harassing other personnel; which may cause Annoyance, embarrassment, loss of face or discouragement
- 1.1.5 Do not take any action which limits the freedom to express opinions or participate in activities Political rights are personal rights and opinions. However, it must not refer to the name of the company. and not use the company's assets for the benefit of any political action

1.2 Economic, social and cultural rights

- 1.2.1. Providing personnel with social security and welfare according to the law
- 1.2.2. Providing a rest time for employee during working days and working hours which were including holidays annually with full wages according to labor law
- 1.2.3. Do not take any action which limits the right to practice according to culture and religious beliefs

2. Fair and equitable labor practices

Forced Labor : Do not commit or support the use of forced labor in any form. All kinds of works or services which are coerced from any person through the use of penalties and that person is not willing to do it himself, such as not forced labor that is not involuntary, do not force labor by intimidation, do not use physical violence or sexual violence, do not to be detained or used as debt bondage, non-payment or arrears of wages restrictions on freedom of movement being lonely

and also including do not collecting money or collecting any identity documents of employees unless the action is not against the law

2.1 Non-Discrimination and Equal Opportunity

- 2.1.1 Paid wages, compensation and benefits in various forms that complies with labor law on time and will not deduct employee wages unless it is an operation according to the regulations in the work of the company that did not continue against the law
- 2.1.2 Paid equal for men and women for work of equal value
- 2.1.3 Do not discriminate against personnel in any environment including causing inequality due to bias in other causes unrelated to work
- 2.1.4 Do not discriminate in the recruitment and selection of personnel to work on the basis of age, gender, race, nationality, disability, religion, considering the required qualifications according to the job position applied for it
- 2.1.5 Developed personnel thoroughly, equally, without discrimination, taking into account the suitability of employees in that position and career advancement
- 2.1.6 Determined and disclosed the criteria for performance appraisal to be known
- 2.1.7 Disclosed of performance appraisal results to employees in a transparent and fair manner so that employees could improve their performance
- 2.1.8 The transfer process must be based on equality of career advancement opportunities and do not discriminate
- 2.1.9 The dismissal must be due to performance that does not meet quality according to the criteria used to evaluate or there is a disciplinary action in the work that is punishable by dismissal from work or for health reasons were diagnosed by a physician or for reasons other than discrimination

2.2 Right to peaceful assembly

- 2.2.1 The gathering must be peaceful and unarmed
- 2.2.2 The integration must be done without affecting the performance and continuity of customer service.
- 2.2.3 Do not take any action that limits the right to join together unless such restriction is done for the protection of public interest maintain order or prevent illegal acts or business ethics
- 2.2.4 Respected for the right and freedom of association or any form of aggregation including joining a group to negotiate which was not against the law, and a

fundamental right that will lead to the protection of other rights for advancement Society and Sustainable Development

2.3 Don't recruit the child labor

2.3.1 The employment of child labor under the legal age of each country is prohibited

2.3.2 Prohibited the employment of child labor in the work in kind of unsafe work characteristics and environment according to the law of each country that is harmful to health, security and development including affecting compulsory education

2.3.3 Child labor was prohibited to work overtime or work on holidays

3. Whistleblowing: According to the guideline for whistleblowing and procedures for consideration of complaints
4. Related policies: Well Corporate Governance Policy business ethics
5. Related laws and agreements: Labor Protection Act and Thai Labor Standards Act including the law Other regulations Related

In 2023 : The Company had no Significant Human Rights Complaints (number of complaints = 0)

Compliance with Social Laws

The company adheres to and complies with social laws and regulations which form the foundation for business activities and permission for activities and are another important component in demonstrating the company's responsibility and acceptance by communities and society in the company's business activities. Relevant social laws and regulations include the following:

Business Governance

- Securities and Exchange Act
- Code of Best Practices of Directors of Listed Companies
- Corporate Governance Code for Listed Companies

Employees

- Labor laws
- Occupational health and safety laws

Taxes

- Withholding tax and value-added tax (VAT)
- Signboard tax, property tax and local maintenance tax

Consumer responsibility

through responsible marketing communication practices to consumers

1. Marketing communication on the basis of respecting the law under the relevant regulations and taking into account the rights of consumers

The Company's marketing communications policies are based on respect for the law. and is subject to relevant regulations by taking into account the rights of consumers as important, such as not posting exaggerated propaganda messages, not posting images or pornographic images or texts that are copyrighted by their respective owners Always get the consent of the copyright owner first. Including no communication channels related to gambling in all public relations channels Communicating with the highest interests of consumers

2. Digital Marketing Communications

Principles of marketing communication in digital channels Through various channels such as websites, social media, SMS and marketing through E-mail channels, the company takes into account the correct and appropriate presentation format. The text or picture is within the framework of the law. No exaggerated advertising, no deceiving consumers. to post images or pornographic images or texts that have the copyright of the owner Always have the consent of the copyright owner. and will not promote gambling of any kind Sharing the world or message must be trusted content. and has only received permission from the owner of the story first

3. Product and product labeling

Product and product labeling to demonstrate the necessary details responsibly According to the Notification of the Consumer Protection Board Re: Labels, Re: Characteristics of Labels for Products that Control Labels, B.E. 2541 (1998) are as follows:

Product and product labeling will be attached or closed on the product or packaging containers let consumers see and read clearly Shows all the detailed information of the product.

Product and product labeling Adhere to the principles of accuracy and in accordance with the rules or guidelines. of the Product Label Regulations of the Consumer Protection Board, taking into account the Product and product labeling, product and product labeling with adherence and compliance with the rules and regulations of the Consumer Protection Office on labels under the Consumer Protection Act B.E. 2522 as amended by the Consumer Protection Act (No. 2) B.E. 2541

4. Proper marketing communication to children or youth under 12 years old

To promote health Content and images used in communication are appropriate for children and youth, no profanity, no pornographic images, including gambling and drug media, based on content and information, illustrations that are easy to understand and suitable for learning. know Marketing communications are appropriate for children or youth under the age of 12.

Engagement in Community Development and Social Activities

The company gives importance to community and social development with emphasis on developing communities with good quality of life in terms of economy, society and environment. Thus, the company supports public properties and engages in community development in cooperation with local organizations as appropriate consistent with community needs and requirements in order to strengthen and promote positive relations between the company and schools and communities. And in doing so, the company follows the company's corporate ethics practice guidelines.

Guidelines for Community and Social Activities

- A business which could lead to a deterioration of society shall not be undertaken and the rights of others in the community and society shall not be violated.
- Consciousness of responsibilities towards the community and society as a whole shall be instilled continuously for the benefit of the Company and all levels of employees.
- Measures shall be provided for the prevention and remedy of impact on the community and society as a consequence of the Company's operations.
- The preservation of local culture and traditions shall be promoted.
- Cooperation shall be entered into with various agencies for the development of communities.
- Public benefit activities shall be sponsored.
- Incomes shall be generated and the community economy shall be promoted through employment of community members and use of community products.
- Good relations shall be fostered between the Company and the community and society on the basis of propriety, transparency and fairness.

For the community and social activities in 2023, the company continuously participated in and supported community projects in the areas where the company operates business.

Activities with the community and society in 2023

- | | |
|---|--|
| 1 | Community project: TPCS builds bonds and connects relationships in the community.
(Make a cloth bag from Non Woven Fabric material) |
| 2 | Community projects: TPCS teaches young children to grow vegetables in the kitchen garden. |
| 3 | Community projects: TPCS teaches how to make flowers from filter cloth. |
| 4 | Participate in community activities: 8th Life Graduation Ceremony at Ban Rai Nueng Community Elderly School |
| 5 | activities to create a dialogue with Ban Rai Nueng Community |
| 6 | activities to create a dialogue with Sahapattana Company Inter Holding Public Company Limited |
| 7 | Donate money to the Dr. Thiam Foundation for public benefit purposes. |
| | - Publicize the Sahapat Commonwealth Pracharath project. |
| | - Relieve distress of earthquake victims in Turkey |
| | - Support the creation of an elephant museum. Elephant World Project Surin Province |
| | - Support the construction of the Bodhisattva Guan Yin Y Tong Tian Tai temple, Saha Group Industrial Park, Kabinburi. |
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ENVIRONMENT

- **Carbon footprint Management**
- **Energy Management**
- **Water Management**
- **Production Scrap and Waste Management**
- **Compliance to Environmental Laws**

Environmental Activities

The company recognizes the importance of caring for and managing the environment and takes actions in line with the company's environmental policy set by board of directors as environmental practice guidelines (reviewed and approved by resolution from Board of Directors' Meeting No. 6/2023 on 20 December 2023, which became effective on 21 December 2023) as follows:

Environmental Policy

The Board of Directors were aware about the importance of environmental management so we set an environmental policy to be a guideline as follows:

- The company manages the environment in line with the specifications of the law and all other related regulations.
- The company instills a sense of responsibility and environmental conservation continuously in personnel inside the organization.
- The company improves resource utilization for better effectiveness and efficiency.
- The company develops production processes and products to produce minimal environmental impacts while retaining product quality.
- The company strives to minimize waste, wastewater and air pollution potentially caused by production processes and aims to continuously prevent other environmental impacts.
- The company reviews and improves environmental management plans on a regular basis.
- The company supports and disseminates environmental management information to the public whenever possible.

The information on environmental management and activities in this report covers every business group of the company.

Greenhouse gas management

The company is aware that changes in global temperatures are increasing. We cannot be complacent about climate change. Including being responsible for conducting business by not causing any impact on the environment in order to transfer the world's resources sustainably. The company is committed to reducing greenhouse gas emissions, learning to use energy efficiently, developing environmentally friendly products and packaging, and creating participation with stakeholders to help reduce global warming by conducting business sustainably.

The company has collected data on greenhouse gas emissions from business operations for analysis and setting goals to reduce the amount of greenhouse gas emissions. It has been calculated

according to the greenhouse gas emissions coefficient of the Greenhouse Gas Management Organization (TGO).

GHG emissions	Overall operation			
	UNIT	2023	2022	2021
Direct greenhouse gas emissions Scope1	Ton CO ₂ e	97.07	96.26	69.04
Indirect greenhouse gas emissions through the use of electricity Scope2	Ton CO ₂ e	3,993.33	3,127.64	3,218.95
Other indirect greenhouse gas emissions Scope3	Ton CO ₂ e	1,093.82	1,248.46	910.46

Release information Greenhouse gases have not been reviewed. The company is determined to continue to receive the verification from the auditors who have been registered by the TGO.

Net ZERO EMISSION 2065 : According to the commitments made at the COP26 conference in Glasgow to jointly solve the problem of climate change according to the Net Zero Emission goal in the year 2608 (2065), the company has determination to develop business towards a low-carbon society (Net Zero) in order to use resources efficiently and protect nature and the environment with minimal impact. By being part of solving the problem of climate change according to the Net Zero Emission goal in the year 2608 (2065) by initiating activities and projects such as:

“Tree planting activity” to absorb greenhouse gases or increasing carbon credits

“Activities to reduce energy use” and “Use of alternative energy or SOLAR CELL”

List	Unit	Factory (2)	Factory (5)	Sum
Installation power	Ton CO ₂	993	842	1,835
Start date of the power purchase agreement (COD)		(1 March 2022)	(15 December 2022)	
Amount of solar energy consumption from the start of trading until now (COD - 31 Dec. 2023)	MWhr	1,004	41	1,045
Environmental returns				
Reduce Carbon Dioxide (CO2) emissions	Ton CO ₂	602	25	627
or equivalent				
- Burning coal (Anthracite)	Ton	194	8	202
- Using diesel fuel	Litre	222,452	9,084	231,536
- Burning natural gas (Natural gas)	Ton	277.55	11.33	288.88

Energy Management

The company gives importance to and supports energy conservation activities on a continuous basis and has an energy conservation committee working to set the company's energy direction and track the progress of various projects, while reporting project outcomes and analyzing improvement guidelines in line with set objectives and campaigning for employees to be conscious about effective energy utilization

Energy Conservation Measures and Projects

- The company campaigns for electrical switches and all electrical appliances to be turned off whenever they are not in use.
- The company turns lights off at night in areas where lighting is not in use.
- The company sets the temperatures of its air conditioners at 25 degrees Celsius.
- The company regulates the number of lightbulbs used in places where excessive lighting is in use.
- The company uses energy-conserving devices.
- Use renewable energy with sunlight or SOLAR CELL.

Energy Management Performance in 2023

Electric Energy per Production Capacity	Targets 2023	Performance 2022	Performance 2023	Achieved performance (compared to targets set for the year 2023)	Activities in 2023
Factory (1) Household Products	(reduction) 358,136 kwh/year	358,136 kwh/y	294,046 kwh/y	17.8% decreased	Campaign to reduce unnecessary electricity use
Factory (2) Garment, air filter and automotive industrial products	3% decrease (per production capacity)	0.52 kwh/sq.m.	0.41 kwh/sq.m.	21.1% decreased	Campaign for promoting conscience for energy conservation and replacement of fluorescent lightbulbs with LED lightbulbs.
Factory (5) Automotive industry products/materials	3% decrease (per production capacity)	0.69 kwh/sq.m.	0.83 kwh/sq.m.	20.2% increased	Campaign for conscience for energy conservation.

From setting operational goals for 2023 and from activities that the company carries out to reduce the amount of electricity used. In summary, the results of operations are that Factory Division (1) and Factory Division (2) had total electricity consumption reduced by 17.8% and 21.1%, respectively. As for Factory Division (5), they were unable to achieve the set goals. The amount of electricity used increased by 20.2% as a result of the electricity use of the construction project of the contractor who started work, which is one variable that results in increased energy use. There has also been an increase in production capacity in some units and installation of additional new machinery.

The goals for 2024 and long-term goals have been set as follows:

Goal	Year 2024	Year 2027
Factory (1)	Electricity consumption does not exceed 250,000 kwh	Electricity consumption including all 3 factory departments—1,2 and 5 decreased by 10%
Factory (2)	Electricity consumption continues to decline at 3% per year	
Factory (5)	The amount of electricity used must not exceed the amount of electricity used in 2023 (not more than 0.83 kwh/sq.m.)	

Water Management

Water is an essential resource for all life. It directly affects living and is crucial to business activities. Thus, the company recognizes and gives importance to worthwhile water utilization and has set measures to promote every company employee in recognizing the significance of water resources and appreciative use of water resources for maximum benefits in daily life and in the company's business activities.

Measures and Projects for Worthwhile Water Resource Utilization

- Wastewater reduction project and campaign for water conservation by employees
- Monthly water leak inspections at various sites
- Monthly sanitary ware leak inspections
- Utilization of water-conserving equipment such as by installing squeeze-type nozzles on hoses and installing water-conserving faucets
- Recirculating and reusing the water used to cool various equipment to be used in cleaning other parts of the equipment

The company has set a goal to reduce the use of water resources by employees by establishing the main measure "Wastewater reduction project and campaign for economical water use for employees". This is because the total amount of water used throughout the year by all employees in both the Bangkok and Sriracha offices combined is more than the amount of water used in the production processes of all factories combined. This is a measure that all employees must take together and in conjunction with studies to find ways to improve the production process, reduce the amount of water, or find the right amount of water to use.

Water Management Performance in 2023

Water Resource Consumption	The Amount of Water Resource Consumption			Water resource use target 2023	Performance in 2023	Activity/Operation in 2023
	Year 2021	Year 2022	Year 2023			
Amount of all the Water Resource Consumption	28,414.00 CU.M	36,378.00 CU.M	42,043.00 CU.M	Not over 2022 (36,378.00 CU.M)	Amount of all the Water Resource Consumption still over the set target	- Continuously reducing unnecessary water source consumption
Amount of wastewater from using restroom of employees	9,183.05 CU.M	9,401.05 CU.M	10,501.00 CU.M	2% decreased	11.7% increased	- Communicated in public relations to raise awareness among employees

In 2023, the amount of water resource use has not yet reached the set target. The causes come from various parts, such as the construction of an extension building which requires the use of water from the contractor. There was also an increase in machinery and production capacity, which from the additional activities that occurred during the year showed an increase in the number of employees and resulted in an increase in the amount of wastewater from the employees' water use activities.

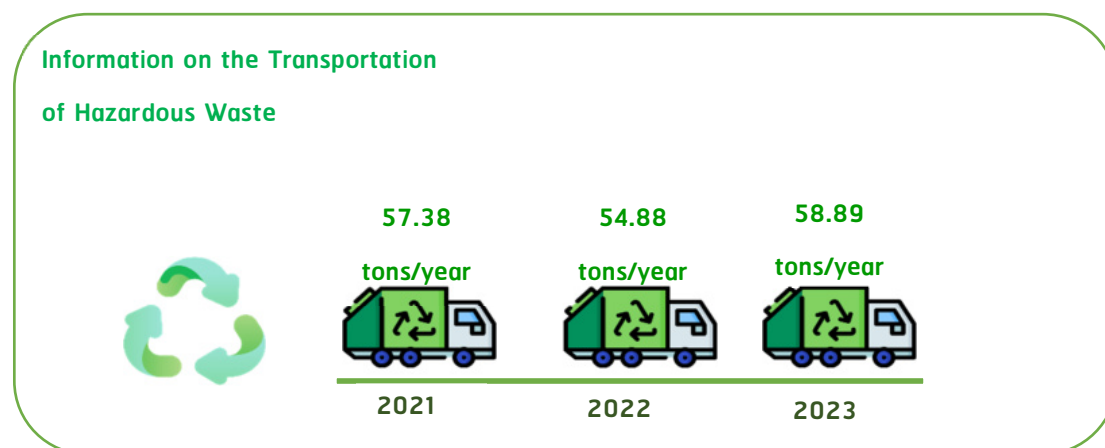
The goals for 2024 and long-term goals have been set as follows:

Target	Year 2024	Year 2027
Total Water Use	Amount the Water Resource Consumption will not exceed 2023 (not exceeding 42,043.00 CU.M)	down 5 percent from 2021
Wastewater from Employee Restrooms	Amount the Water Resource Consumption will not exceed 2023 (not exceeding 10,501.00 CU.M)	down 5 percent from 2021

Scrap and Waste Management

The company recognizes potential environmental impacts due to scraps created during production and general waste from business activities. Therefore, the company gives priority to the environment inside and around the factory to be attractive, clean and free from germs and hazards potentially caused by hazardous wastes and trash. Moreover, the company provides containers for holding and sorting waste and discarded materials by type along with a facility for storing scrap materials and hazardous wastes. In addition, the company has created a list of hazardous wastes, records inspections of the storage areas of these hazardous wastes and properly disposes of wastes and scrap materials in compliance with the waste management guidelines issued by factory laws. The company takes actions concerning waste with continual waste management as follows:

- The company seeks permission before removing waste from factory areas and assigns disposers licensed by the Department of Industrial Works to dispose/treat/recycle waste as prescribed by law.
- The company releases annual reports on the amount of waste produced.



The company continues to campaign for increased employee awareness in order to jointly apply the 3Rs principle in continuous waste management as follows:

Waste Type	Waste Produced from Business Activities	Management
Solid Waste	Paper scraps, food scraps, food containers, plastic cups	Reuse (paper), sort, dispose.
Non-Hazardous Factory Waste	Paper scraps, fabric scraps (fibers), plastic, paper cores	Reuse, reduce, recycle, sort, dispose
Hazardous Factory Waste	Lightbulbs, contaminated materials, old chemicals, glue residues	Dispose in line with legal stipulations

The company collects data on the amount of waste generated from business operations in both the Bangkok and Sriracha areas for analysis and setting goals to reduce the amount of waste by comparing data on the amount of waste in 2021-2023, the overall amount of waste in 2023 that is an increase from 2022, equivalent to 0.015%.

Waste Type Glue Residue from Treatment Reservoirs	Amount (kg.)			Percentage (%)			Cumulative Percentage (%)		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
Hazardous Waste	51,350.00	46,940.00	33,810.00	31.23	24.00	17.28	31.23	24.00	17.28
Solid Waste	57,380.00	54,480.00	58,890.00	34.89	28.06	30.11	66.12	52.06	47.39
Scrap Fabrics and Fibers	21,748.00	42,723.00	63,128.00	13.23	21.84	32.27	79.35	73.90	79.66
Plastic Bags	21,346.00	30,572.00	25,370.00	12.98	15.63	12.97	92.33	89.54	92.63
Scrap Paper	4,865.00	8,395.00	5,651.00	2.96	4.29	2.89	95.29	93.83	95.52
Waste Type	7,752.00	12,071.00	8,763.00	4.71	6.17	4.48	100	100	100
	164,441.00	195,581.10	195,612.00	100	100	100	Total Waste Increased 0.015%		

Performance in Trash and Waste Management from Business Activities in 2023

Garbage type	Waste reduction target for 2022	Amount of garbage in 2022	Operating results for 2022	Waste reduction target for 2023	Amount of garbage in 2023	Operating results for 2023
General solid waste	5% decreased	42,723 kg	96.44% Increased	The amount of general solid waste does not exceed the amount in 2022	63,128 kg	The quantity exceeded the target
Rags and fibers	3% decreased	30,572 kg	43.22% Increased	The amount of general solid waste does not exceed the amount in 2022	25,370 kg	The volume did not exceed the target and decreased by 17.01%

From the waste reduction target in 2023, which set a target for reducing the amount of waste in the types of general solid waste and fabric scraps and fibers, the company was unable to achieve the target as set. Due to the increase in production processes in many departments, general waste increases as the number of employees increases. As for fabric scraps and fibers, the amount decreased by 17.01%, some of which came from activities to control the production process and reuse processes.

Activities/Operations in 2023:

Determined ongoing campaign measures to reduce waste, such as controlling the production process to minimize waste.

Reduce: reduce the waste inside the factory, for example, aroused campaigning for employees to use cloth bags, and food containers that can be reused

Reuse: reuse used items and used it again such as paper cores, plastic bags, paper

Recycle: Sorting waste every time such as normal waste, wet waste, and recyclable waste

The goals for 2024 and long-term goals have been set as follows:

Waste reduction goal	Year 2024	Year 2027
General solid waste	The amount of solid waste will not exceed 2023 (not exceeding 63,128.00 kg)	The amount of general solid waste does not exceed 20 tons
Rags and fibers	Amount of fabric scraps and fibers continuously decreasing	The amount of fabric and fiber waste does not exceed 20 tons

Compliance to Environmental Laws

The company recognizes the importance of the environmental aspects of its business activities in terms of compliance with environmental laws, which is a basic requirement of every company in order to prevent potential business impacts in which the company might suffer from harm to its reputation or incur expenses due to failure to comply with the law, or the company's business might be suspended altogether for failure to comply with related laws.

Thus, the company gives importance to compliance with environmental laws related to business activities in order to support and promote sustainable environmental management for the benefit of every stakeholder covering the following:


Environmental Management in Line with Legal Requirements	Performance
Annual chimney stack air quality testing as prescribed by law.	Values are 100% within legal specifications
Annual work environment quality testing for lighting, noise, heat and air quality in the workplace in line with legal specifications	values are 100% within legal specifications
Monthly wastewater quality testing meeting the specifications of Sahapat Group Industrial Park	Values are 100% within the specifications of Sahapat Group Industrial Park
Energy conservation activities as prescribed by energy conservation laws under the Energy Conservation Promotion Act, B.E. 2535 (A.D. 1992) (and the revision in B.E. 2550 (A.D. 2007))	Activities and reports are delivered according to schedule




ADDITIONAL INFORMATION

- **Awards and Achievements**
- **Performance**
- **GRI Content Index**

Awards and Achievements

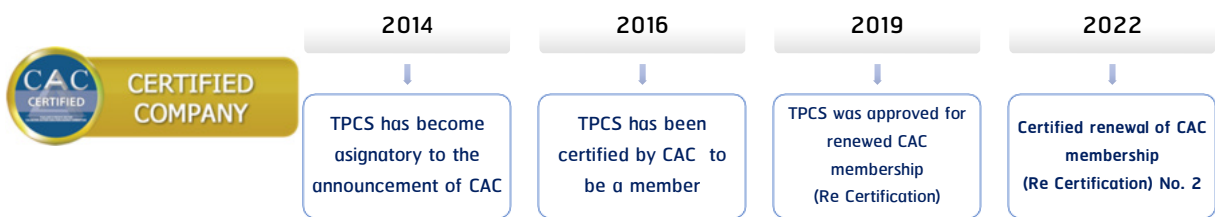
Corporate Governance Report of Thai Listed Companies

<p>Very Good Assessment Result 2023</p>	 CG Level (Full Mark 5 Medals)	<p>92% Average Score of TPCS</p>	<p>81% Average Score of All Listed Companies</p>
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Year	Assessment Result	CG Level (Full Mark 5 Medals)	Average Score of TPCS	Average Score of All Listed Companies
2022	Very Good		87%	85%
2021	Very Good		86%	84%
2020	Very Good		89%	83%

- TPCS has been certified by CAC to be a member

Private Sector Collective Action Against Corruption (CAC)



Thailand Sustainability Investment (SET ESG Ratings)



12.11.2020
Has been selected on the list of Thailand Sustainability Investment (THSI) 2020

15.11.2021
Passed the assessment of the list of Thailand Sustainability Investment (THSI) 2021

06.11.2023
Passed the Thailand Sustainability Investment (SET ESG Ratings) 2023

10.10.2022
Passed the Thailand Sustainability Investment (THSI) 2022

CSR-DIW Continuous award 2023



Factory Division 1, 2 and 5 received the honorary CSR-DIW Continuous award 2023
Consecutively for the 8th year from the Department of Industrial Works on September 13, 2023

Green Industry



Factory Division 1, 2 and 5 have been certified Green Industry from the Ministry of Industry. By certifying that it is a green industry level 3

Other

Welcare health product brand with the number 1 sales of 2023 on Shopee and Lazada

*Mask and bedding topper products

Announcement of honor from Ministry of Higher Education, Science, Research and Innovation (Ministry of Higher Education, Science, Research and Innovation) due to its benefits to the people during the COVID-19 outbreak situation for sacrificed and dedicated together to help the nation

Welcare received the "Best Selling Hygienic Mask" award from the Watsons HWB Awards 2022, selected for the highest sales of hygienic masks in 2022

Welcare, the number one selling health product brand Guaranteed with the Best Selling Brands Birthday Sale 2022 award from LazMall

ผลการดำเนินงาน

Economy

GRI	Performance Information	Unit	Year		
			2021	2022	2023
GRI 201-3	Economic value creation (financial statement as at 31st December)				
	Ordinary share information				
	Book Par value per share	baht	1	1	1
	Value per share	baht	23.87	25.22	24.55
	Earnings per share	baht	0.99	2.64	0.77
	Results of operation				
	Total revenues from operation	thousand baht	932,706	1,793,234	1,437,117
	Total income	thousand baht	1,007,930	1,851,460	1,494,237
	Net profit owners of the parent company	thousand baht	106,727	285,208	83,039
	Compensation of employees	thousand baht	247,168	312,352	274,732
	Financial statement information				
	Current Assets	thousand baht	1,304,198	1,557,125	1,309,484
	Total Assets	thousand baht	2,879,091	3,070,429	2,947,137
	Current Liabilities	thousand baht	134,767	203,020	161,446
	Total Liabilities	thousand baht	270,401	320,122	267,234
	Issued and Paid-up Capital	thousand baht	108,000	108,000	108,000
	Equity attributable to parent company	thousand baht	2,578,124	2,723,301	2,651,648

Financial Ratios					
	Return on equity Ratio	%	4.34	10.76	3.09
	Return on fixed Assets	%	25.11	50.37	18.92
	Return on Assets	%	4.48	9.10	3.27
	Gross profit	%	26.21	31.34	26.18
	Ratio of current assets to current liabilities	%	9.68	7.67	8.11
	Ratio of liabilities	times	8.00	6.18	6.14
	The ratio of liabilities to equity	times	0.10	0.12	0.10
GRI 201-4	Taxes and Tax Incentives				
	Taxes Paid to Government	thousand baht	-	-	21,227
	Corporate tax rate	%	20	20	20
	Corporate tax-exempted business(BOI) tax rate	%	20	20	20
	Tax benefits and more. Received by the government And local authorities from the promotion and development.	thousand baht	13,526	55,229	9,935
GRI 205-3	Business Ethics				
	Number of Complaints for Business Ethics Violations Filed in the Company's Complaint System	times	0	0	0
	Actual Business Ethics Violations Found Subsequent to Investigation	times	0	0	0
GRI 102-43	Client Satisfaction Survey Results	%	81.25	82.92	82.45
GRI 102-44	Percentage of local suppliers (Supplier/Service/Outsource) radius 5 kilometers or within the province	%	22.35	19.08	19.08

Society

GRI	Performance Information	Unit	Year		
			2021	2022	2023
GRI 102-8	Total Employees	persons	575	719	774
	- Regular Employees	persons	575	719	774
	- Temporary Employees	persons	0	0	0
	Total Employees by Gender				
	- Males	persons	263	347	362
	- Females	persons	312	372	412
	Total Employees by Workplace				
	- Bangkok	persons	110	121	122
	- Sriracha	persons	465	598	652
	Total Employees by Age Group				
	- Under 30 Years	persons	191	295	310
	- 30-50 Years	persons	323	354	392
	- Over 50 Years	persons	61	70	72
	Total Employees by Level				
	- Operational Level	persons	492	612	680
- Supervisory and Professional Level	persons	40	47	49	
- Management Level	persons	43	59	61	
	Total New Employees	persons	6	6	8
GRI 401-1	Total New Employees	persons	236	465	540
	Total Employee Resignations	persons	206	340	497
	- Under 30 Years	persons	137	238	324
	- 30-50 Years	persons	61	82	157
	- Over 50 Years	persons	8	20	16
	Percent of Retiring Employees				
	- In 5 Years (50-55 Years Old)	%	11.08	10.71	12.66
	- In 10 Years (45-55 Years Old)	%	25.56	22.67	26.49
	Turn Over Rate	%	36.64	47.29	67.00

GRI	Performance Information	Unit	Year		
			2021	2022	2023
GRI 401-3	Maternity Leave Rate				
	- Number of Employees Who Took Maternity Leaves	persons	4	4	2
	- Number of Employees Who Return to Work after Maternity Leaves	persons	3	2	2
	- Rate of Return to Work after Maternity Leaves	%	75.00	50.00	100
	- Rate of Resignations for Child-Rearing	%	25.00	50.00	0
GRI 403-8	Number of Employees in the Safety Committee	persons	24	24	31
GRI 403-4	- Employer Representatives and Safety Officers	persons	14	14	18
	- Employee Representatives	persons	10	10	13
GRI 403-9	Injury Rate (IR)	times/200,000 work hours	0.18	0.28	0.64
	Rate of Work-Related Diseases (ORD)	cases/200,000 work hours	0	0	0
	Rate of Accidents Requiring Suspension of Work Activities (LDR)	days/200,000 work hours	10.81	3.13	14.75
	Rate of Leaves Due to Work-Related Illnesses (AR)	cases/200,000 work hours	0	0	0
	Number of Work Related Deaths	cases	0	0	0
	Work injury rate (IR) of contractors	cases/200,000 work hours	0	0	0
	Number of deaths from work of the contractor	cases	0	0	0
GRI 404-1	Mean Number of Training Hours per Year	hours per person per year	6	3	5
GRI 404-3	Percent of Employees Evaluated for Performance and Career Growth Planning	%	-	-	-
GRI 405-1 GRI 405-2	Female-Male Ratio of Remunerations	*Calculated based on total salaries for female employees/total female employees per total male salaries/total male employees.			

GRI	Performance Information	Unit	Year		
			2021	2022	2023
	- Operational Level		1:1	1:1	1:1
	- Supervisory and Professional Level		1:1	1:1	1:1
	- Management Level		1:1	1:1	1:1
GRI 414-1	Percent of Deliverers, Contractors and Significant Business Partners Screened for Human Rights Issues	%	-	-	-
GRI 412-1	Percent of Work Processes Evaluated for Human Rights Impacts	%	-	-	-
GRI 205-2	Percent of Employees Trained on Anti-Corruption Policies and Practice Guidelines in the Organization	%	100.00	100.00	100.00
GRI 103-2	Number of Written Complaints about Social Impacts and Official Corrective Actions	times	0	0	0

Environment

GRI	Performance Information	Unit	Year		
			2021	2022	2023
GRI 301-1	<u>Main Raw Materials (Factory 1)</u>				
	1. Tricot (Fabric)	M	95,446.00	93,900.00	79,138.00
	2. Cotton (Fabric)	M	10,236.00	10,429.00	18,040.00
	3. Polyester	M	70,879.00	87,381.00	126,369.00
	<u>Main Raw Materials (Factory 2)</u>				
	1. Fiber	kg	1,314,849.00	1,408,439.00	1,346,743.00
	2. Binder	kg	550,960.00	540,448.00	875,312.00
	3. PU-Foam	Yd	39,541.00	51,025.00	47,415.00
	4. Spunlace/Spunbond	M	4,903,890.00	4,854,472.00	3,666,899.00
5. Belt	m	649,702.00	518,390.00	704,617.00	

GRI	Performance Information	Unit	Year		
			2021	2022	2023
	<u>Main Raw Materials (Factory 5)</u>				
	1. Fiber		416,394.58	544,059.00	658,608.00
	2. Chemicals	kg	145,516.85	184,162.00	221,844.00
GRI 302-1	Amount of Fossil Fuels Used				
	1. Diesel Fuel (Burning in Place)	Lite	980.00	185.00	664.00
	2. Diesel Fuel (Involving Movements)	Lite	23,966.95	28,536.54	33,298.00
	3. LPG (Burning in Place)	kg	-	-	-
	4. LPG (Involving Movements)	kg	360.00	1,590.00	1,275.00
	5. Natural Gas	scf	-	-	-
	6. Fuel Oil	Lite	-	5,000.00	700.00
GRI 302-1	Electricity Consumption		5,529,880.00	6,256,536.00	6,860,218.00
	1. Use of Electricity Sourced Externally	kwh	5,529,880.00	6,256,536.00	5,672,512.00
	2. Use of Electricity Source from Solar Cells	kwh	-	-	1,187,706.00
GRI 303-3 (2018)	The amount of water used is classified by	m ³	26,752.00	36,378.00	38,844.00
	1. Water source	m ³	12,974.00	16,310.00	14,667.00
	2. Natural surface water	m ³	-	-	-
	3. Groundwater	m ³	13,778.00	20,068.00	24,177.00
GRI 303-4 (2018)	Total amount of wastewater released outside the organization	m ³	15,382.17	21,075.00	25,783.00
	4. Surface water	m ³	-	-	-
	5. Groundwater	m ³	-	-	-
	6. Sea water	m ³	-	-	-
	7. Other organizations	m ³	15,382.17	21,075.00	25,783.00
GRI 303-4 (2018)	Wastewater volume with total dissolved solids < 1,000 mg/l (Fresh water < 1,000 mg/l)	m ³	7,520.40	9,401.20	9,008.00
	Wastewater volume with total dissolved solids >1,000 mg/l (Other water > 1,000 mg/l)	m ³	7,860.77	11,673.00	16,775.00

GRI	Performance Information	Unit	Year		
			2021	2022	2023
GRI 305-1	Direct Greenhouse Gas Emissions: Scope 1 (ton CO ₂ e)*	ton CO ₂ e	69.04	96.26	97.07
	1. Diesel Fuel (Burning in Place) x 2.708/1,000	ton CO ₂ e	2.65	0.50	1.80
	2. Diesel Fuel (Involving Movements) x 2.7446/1,000	ton CO ₂ e	65.78	78.30	91.40
	3. LPG (Burning in Place) x 3.1133 /1,000	ton CO ₂ e	-	-	-
	4. LPG (Involving Movements) x 3.1899 / 1,000	ton CO ₂ e	0.61	5.07	2.14
	5. Natural Gas x 0.0573 / 1,000	ton CO ₂ e	-	-	-
	6. Fuel Oil x 2.4777 /1,000	ton CO ₂ e	-	12.39	1.73
GRI 305-2	Indirect Greenhouse Gas Emissions through Electricity Consumption: Scope 2* <u>Calculated by Use of Electricity Sourced Externally x 0.5821 / 1,000</u>	ton CO ₂ e	3,218.95	3,127.64	3,993.33
GRI 305-3	Other Indirect Greenhouse Gas Emissions (ton CO ₂ e): Scope 3 Such as Raw Material Consumption, Purchase of Water for Employee Travel, etc.	ton CO ₂ e	910.46	1,248.46	1,093.82
GRI 305-6	Ozone-Destroying Emissions (ton CFC-11e)				
	1. Use of HCFC22	ton	0	0	0
	2. Amount of Ozone Destruction	ton CFC-11e	0	0	0
GRI 305-7	1. NO _x Emissions	ton	0.05	0.05	0.05
	2. SO _x Emissions	ton	4.50	0.69	4.08
GRI 306-3 (2020)	Amount of Wastes	ton	140.37	131.76	132.06
	1. Hazardous Waste	ton	57.38	54.88	58.89
	2. Non-Hazardous Waste	ton	82.99	76.88	73.21
GRI 306-4 (2020)	Hazardous waste management				
	1. Recycle	ton	-	-	-
	2. Storage in the work area	ton	-	-	-

GRI	Performance Information	Unit	Year		
			2021	2022	2023
	3. Burn / landfill	ton	21.68	16.09	24.17
	4. Elimination by other methods	ton	18.66	38.79	34.79
	Non-Hazardous waste management				
	1. Recycle	ton	-	-	-
	2. Storage in the work area	ton	-	-	-
	3. Burn / landfill	ton	51.35	46.94	33.81
	4. Elimination by other methods	ton	31.64	29.94	47.06
GRI 306-3	Number of Significant Chemical/Foil/Wastewater/Waste Spills (That Cause Environmental, Community and Natural Resource Impacts)	times	0	0	0
GRI 308-1	Percentage of New Suppliers/Vendors Screened by Environmental Criteria	%	-	-	-
GRI 308-2	Percentage of Suppliers/Vendors That Pass Green Industry Criteria on Level 2 or Equivalent	%	-	-	-

- Economic and social performances are reported at the corporate level.
- Environmental performance includes reports for only Factory 1, 2 and Factory 5
- In the case of specifying (-) it means that the company has taken action but has no information on the results or not in use it
- The number 0 (zero) means that the company's activities and performance produced 0 (zero)

GRI Content Index

Disclosure	Description	Page
GRI 101 : Foundation		
GRI 102 : General Disclosures		
Organizational Profile		
GRI 102-1	Name of the organization	8
GRI 102-2	Activities, brands, products, and services	8
GRI 102-3	Location of headquarters	11
GRI 102-4	Location of operations	11
GRI 102-5	Ownership and legal form	10-11
GRI 102-6	Markets served	8
GRI 102-7	Scale of the organization	8
GRI 102-8	Information on employees and other workers	73
GRI 102-9	Supply chain	9
GRI 102-10	Significant changes to the organization and its supply chain	5
GRI 102-11	Precautionary Principle or approach	-
GRI 102-12	External initiatives	-
GRI 102-13	Membership of associations	69-70
Strategy		
GRI 102-14	Statement from senior decision-maker	5
GRI 102-15	Key impacts, risks, and opportunities	29-37
Ethics and integrity		
GRI 102-16	Values, principles, standards, and norms of behavior	3
GRI 102-17	Mechanisms for advice and concerns about ethics	25-28

Governance		
GRI 102-18	Governance structure	13-16
GRI 102-19	Delegating authority	13-16
GRI 102-20	Executive-level responsibility for economic, environmental, and social topics	16
GRI 102-21	Consulting stakeholders on economic, environmental, and social topics	17-18
GRI 102-22	Composition of the highest governance body and its committees	13
GRI 102-23	Chair of the highest governance body	13
GRI 102-24	Nominating and selecting the highest governance body	13
GRI 102-25	Conflicts of interest	13
GRI 102-26	Role of highest governance body in setting purpose, values, and strategy	13
GRI 102-27	Collective knowledge of highest governance body	14-15
GRI 102-28	Evaluating the highest governance body's performance	14-15
GRI 102-29	Identifying and managing economic, environmental, and social impacts	5-6
GRI 102-30	Effectiveness of risk management processes	-
GRI 102-31	Review of economic, environmental, and social topics	16
GRI 102-32	Highest governance body's role in sustainability reporting	16
GRI 102-33	Communicating critical concerns	17-18,21
GRI 102-34	Nature and total number of critical concerns	17-18,21
GRI 102-35	Remuneration policies	-
GRI 102-36	Process for determining remuneration	-
GRI 102-37	Stakeholders' involvement in remuneration	-
GRI 102-38	Annual total compensation ratio	-
GRI 102-39	Percentage increase in annual total compensation ratio	-

Disclosure	Description	Page
Stakeholder Engagement		
GRI 102-40	List of stakeholder groups	17-18
GRI 102-41	Collective bargaining agreements	17-18
GRI 102-42	Identifying and selecting stakeholders	17-18
GRI 102-43	Approach to stakeholder engagement	17-18
GRI 102-44	Key topics and concerns raised	19-21
Reporting Practice		
GRI 102-45	Entities included in the consolidated financial statements	10-11
GRI 102-46	Defining report content and topic Boundaries	19-21
GRI 102-47	List of material topics	19-21
GRI 102-48	Restatements of information	4
GRI 102-49	Changes in reporting	4
GRI 102-50	Reporting period	4
GRI 102-51	Date of most recent report	4
GRI 102-52	Reporting cycle	4
GRI 102-53	Contact point for questions regarding the report	4
GRI 102-54	Claims of reporting in accordance with the GRI Standards	4
GRI 102-55	GRI content index	79-81
GRI 102-56	External assurance	-
GRI 200 : Economic		
GRI 103-1	Explanation of the material topic and its Boundary	23
GRI 103-2	The management approach and its components	23
GRI 103-3	Evaluation of the management approach	71-72

GRI 201 : Economic Performance

GRI 201-1	Direct economic value generated and distributed	23
GRI 201-2	Financial implications and other risks and opportunities due to climate change	29-37
GRI 201-3	Defined benefit plan obligations and other retirement plans	-
GRI 201-4	Financial assistance received from government	65-66

GRI 202 : Market Presence

GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	-
GRI 202-2	Proportion of senior management hired from the local community	-

GRI 203 : Indirect Economic Impacts

GRI 203-1	Infrastructure investments and services supported	23
GRI 203-2	Significant indirect economic impacts	23

GRI 204 : Procurement Practices

GRI 204-1	Proportion of spending on local suppliers	-
-----------	---	---

GRI 205 : Anti-corruption

GRI 205-1	Operations assessed for risks related to corruption	-
GRI 205-2	Communication and training about anti-corruption policies and procedures	25-26
GRI 205-3	Confirmed incidents of corruption and actions taken	25-28

GRI 206 : Anti-competitive Behavior

GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	26-27
-----------	---	-------

Disclosure	Description	Page
GRI 300 : Environment		
GRI 103-1	Explanation of the material topic and its Boundary	59
GRI 103-2	The management approach and its components	59
GRI 103-3	Evaluation of the management approach	75-78
GRI 302 : Energy		
GRI 302-1	Energy consumption within the organization	61
GRI 302-2	Energy consumption outside of the organization	61
GRI 302-3	Energy intensity	-
GRI 302-4	Reduction of energy consumption	61-62
GRI 302-5	Reductions in energy requirements of products and services	-
GRI 303 : Water		
GRI 303-1	Interactions with water as a shared resource	62-63
GRI 303-2	Management of water discharge-related impacts	62-63
GRI 303-3	Water withdrawal	-
GRI 303-4	Water discharge	-
GRI 303-5	Water consumption	-
GRI 304 : Biodiversity		
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-
GRI 304-2	Significant impacts of activities, products, and services on biodiversity	-
GRI 304-3	Habitats protected or restored	-
GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	-

GRI 305 : Emissions

GRI 305-1	Direct (Scope 1) GHG emissions	60
GRI 305-2	Energy indirect (Scope 2) GHG emissions	60
GRI 305-3	Other indirect (Scope 3) GHG emissions	60
GRI 305-4	GHG emissions intensity	-
GRI 305-5	Reduction of GHG emissions	-
GRI 305-6	Emissions of ozone-depleting substances (ODS)	77
GRI 305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	77

GRI 306 : Effluents and Waste

GRI 306-2	Waste by type and disposal method	64-67
GRI 306-3	Significant spills	64
GRI 306-4	Transport of hazardous waste	64

GRI 307 : Environmental Compliance

GRI 307-1	Non-compliance with environmental laws and regulations	66-67
-----------	--	-------

GRI 308 : Supplier Environmental Assessment

GRI 308-1	New suppliers that were screened using environmental criteria	-
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	-

GRI 400 : Social

GRI 103-1	Explanation of the material topic and its Boundary	46
GRI 103-2	The management approach and its components	46
GRI 103-3	Evaluation of the management approach	73-74

Disclosure	Description	Page
GRI 401: Employment		
GRI 401-1	New employee hires and employee turnover	73
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	48
GRI 401-3	Parental leave	74
GRI 402: Labor/Management Relations		
GRI 402-1	Minimum notice periods regarding operational changes	-
GRI 403: Occupational Health and Safety		
GRI 403-1	Occupational health and safety management system	49
GRI 403-2	Hazard identification, risk assessment, and incident investigation	-
GRI 403-3	Occupational health services	49-51
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	74
GRI 403-5	Worker training on occupational health and safety	49-51
GRI 403-6	Promotion of worker health	49-51
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	-
GRI 403-8	Workers covered by an occupational health and safety management system	49-51
GRI 403-9	Work-related injuries	74
GRI 403-10	Work-related ill health	74
GRI 404: Training and Education		
GRI 404-1	Average hours of training per year per employee	48
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	-
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	-

GRI 405: Diversity and Equal Opportunity

GRI 405-1	Diversity of governance bodies and employees	73-74
-----------	--	-------

GRI 405-2	Ratio of basic salary and remuneration of women to men	73
-----------	--	----

GRI 406: Non-discrimination

GRI 406-1	Incidents of discrimination and corrective actions taken	-
-----------	--	---

GRI 407: Freedom of Association and Collective Bargaining

GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	25-28,38-40
-----------	--	-------------

GRI 408: Child Labor

GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	25-28,38-40
-----------	---	-------------

GRI 409: Forced or Compulsory Labor

GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	25-28,38-40
-----------	--	-------------

GRI 410: Security Practice

GRI 410-1	Security personnel trained in human rights policies or procedures	51-54
-----------	---	-------

GRI 411: Rights of Indigenous Peoples

GRI 411-1	Incidents of violations involving rights of indigenous peoples	-
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GRI 412: Human Rights Assessment

GRI 412-1	Operations that have been subject to human rights reviews or impact assessments	-
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GRI 412-2	Employee training on human rights policies or procedures	-
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Disclosure	Description	Page
GRI 412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	-
GRI 413: Local Communities		
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	54-57
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	-
GRI 414: Supplier Social Assessment		
GRI 414-1	New suppliers that were screened using social criteria	-
GRI 414-2	Negative social impacts in the supply chain and actions taken	-
GRI 415: Public Policy		
GRI 415-1	Political contributions	-
GRI 416: Customer Health and Safety		
GRI 416-1	Assessment of the health and safety impacts of product and service categories	12
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	12
GRI 417: Marketing and Labeling		
GRI 417-1	Requirements for product and service information and labeling	-
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	-
GRI 417-3	Incidents of non-compliance concerning marketing communications	-
GRI 418: Customer Privacy		
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	12
GRI 419: Socioeconomic Compliance		
GRI 419-1	Non-compliance with laws and regulations in the social and economic area	13,25



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