



Sustainability Report 2023

Thai Rubber Latex Group PCL



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Message from the CEO



Mr. Pattarapol Wongsasuthikul
Chief Executive Officer

The company is aware of various issues that impact the current business environment, including international disputes and conflicts in different regions. These challenges have repercussions on the overall economy, including fluctuations in the Thai Baht currency. Although the challenges related to the COVID-19 pandemic have somewhat diminished, there are still lingering effects. Despite these circumstances, the company remains steadfast in pursuing its business objectives set since the year 2023.

The company is committed to adapting to the changing landscape by formulating new strategies and policies that align with the current economic, societal, and environmental conditions. Emphasis is placed on research and development to create sustainable products that contribute to the well-being of society and the environment. This focus on sustainable business practices is geared towards benefiting all stakeholders, including shareholders, customers, partners, employees, and other relevant entities.

On behalf of the company's board and management team, we express our gratitude to shareholders, customers, partners, employees, and all stakeholders for their understanding and continuous support. We assure everyone that THAITEX Group is dedicated to transparent and ethical business management, adhering to the company's guiding principles to ensure the continuation of sustainable operations.

About This Report

Thai Rubber Latex Group Public Co. Ltd (TRUBB) has prepared the Sustainability Report for the year 2023 (second report) to communicate TRUBB's commitment to organizational development towards sustainability and to disclose progress in sustainability efforts covering all three dimensions: environmental, social, and governance and economic aspects.

The results in the 2023 report were disclosed in March 2024.



Reporting Framework

TRUBB has prepared to disclose performance data in accordance with the GRI Standards framework, referencing both the GRI Standards and UN Sustainable Development Goals (SDGs).

Note: This report has not yet been certified by external agencies. TRUBB has utilized the aforementioned criteria and verified the accuracy of the information from responsible units within the organization

Scope of Report



- Timeframe : 1 January, 2023 - 31 December 2023
- Disclosure scope : Thai Rubber Latex Group Public Co. Ltd (TRUBB) and Thai Rubber Land And Plantation Co. Ltd (TRLP)
- Content Scope : Report on sustainable management outcomes aligned with the strategy and expectations of stakeholders throughout the value chain.





Business Philosophy

Thai Rubber Latex Group PCL. operates its business under a firm commitment to use resources efficiently in order to produce save world the good and quality products which are more superior than the international standards that are accepted internationally, including bringing new innovations to be used in the production to meet the need of consumers and in accordance with the sustainable development of the global market.



possible vision success

VISION

Our products are green products. We provide the best quality products to our customers. We create sustainability for our shareholders



MISSION



- ① To produce the green products that are superior to international standards to meet the needs and satisfaction of customers;
- ② To create the quality products that are friendly to the society and environment;
- ③ To develop new innovations in order to create sustainable development value for all stakeholders;
- ④ To develop the people with maximum efficiency and environment, social and governance mindset

VALUE

- T** Trustworthy
- H** High Quality
- A** Accountability
- I** Innovation
- T** Teamwork
- E** ESG
- X** Excellence



Our business

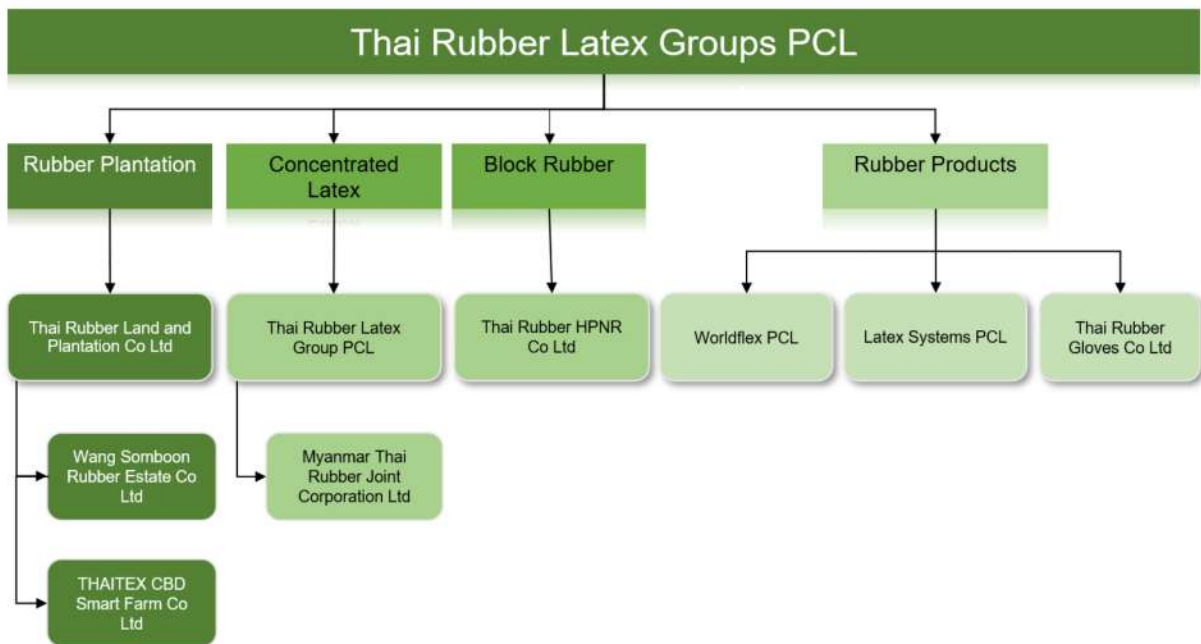
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Business Structure

Thai Rubber Latex Group PCL operates in the integrated natural rubber production and distribution business. This includes the cultivation of rubber trees, processing raw latex into concentrated latex and skim rubber, then manufacturing or processing into various rubber products. The business structure is divided into four groups: rubber plantation, concentrated latex, block rubber, and rubber products which includes: rubber thread, latex gloves, and rubber pillows and bedding.

TRUBB has over 37 years of extensive experience in the natural rubber business. As an organization, it is dedicated to enhancing the potential of products made from Thai rubber, which is a leading agricultural commodity. TRUBB aims to penetrate global markets with its renowned name and reputation, gaining recognition and acceptance from customers both domestically and internationally. The company is known for delivering products of superior quality that exceed industry standards.

TRUBB Business Structure



Rubber Plantation



Operated by: Thai Rubber Land and Plantation Co., Ltd.
Initial : TRLP
Date of establishment: 11 June 2003

Thai Rubber Land and Plantation Company Limited, a "subsidiary", operates a rubber plantation business in Chiang Rai, Phayao, and Nan provinces since 2005, with a total area of 11,068 rai, consisting of

1. Chiang Rai Province, an area of 7,293 rai, planted from 2007 to 2015, starting to cut from 2015 onwards
2. Nan Province, an area of 2,556 rai, planted from 2005 to 2015, starting to open from 2015 onwards
3. Phayao Province, an area of 1,219 rai, was planted from 2008 to 2015, starting to cut from 2015 onward



Concentrated Latex



Operated by : Thai Rubber Latex Group Public Co. Ltd
Stock Name : TRUBB Brand name : THAITEX
Established date : 6 December, 1985
Stock market registration date : 8 March, 2013

TRUBB manufactures and distributes concentrated latex, an industrial product used as a primary raw material in the production of various rubber products. These products include medical gloves, household cleaning gloves, rubber threads, elastic bands, pillows and mattresses, medical gloves, adhesive products, balloons, rubber nipples for baby bottles, rubber balls, and more. These items are distributed both domestically and internationally.

1. Concentrated Latex : High Ammonia Latex, Medium Ammonia Latex, Low Ammonia Latex
2. Premium Concentrated Latex : Double Centrifuged, Homogenized, Ultra Low Ammonia, Ultra Low Protein, Low NRC Latex
3. Prevulcanized Latex
4. Compound Latex (OEM according to customer requirements)

Currently, TRUBB has obtained industry certifications covering environmental, safety, and consumer aspects, such as ISO 9001 and ISO 14001. Additionally, the company has received IEC 17025 certification for its standard laboratory, which ensures testing standards for latex. TRUBB is the first company in the latex industry to achieve this IEC 17025 certification.

In addition to that, TRUBB also has a subsidiary company in China named Thai Rubber Latex Group Co. Ltd. (Shanghai), registered in Shanghai, China. This company engages in trading various types of rubber products within China. Primarily, the company deals with the trading of Standard Thai Rubber (TSR#20) and Concentrated Latex to penetrate the Chinese market.



Rubber Product - Rubber Threads



Operated by : World Flex Public Company Limited.
 Stock Name : WFX
 Brand name : WORLD FLEX, THAITEX, QUALIFILEX, LT RUBBER, CHANGTHAI, PEGASUS (Blue), PEGASUS (China)
 Date of establishment : 2 May 1992
 Stock market registration date : 23 December 2021

World flex PCL. (hereinafter referred to as "the company" or "WFX") engages in the manufacturing and distribution of rubber threads. The products are classified into two types

1. Talcum Rubber Thread
2. Silicone Rubber Thread



Rubber Product - Pillows Latex mattress



Operated by : Latex Systems Public Co Ltd (LS)
 Brand name : Latex System, non-branded OEM
 Date of establishment : 11 June 2003

LS operates a business producing mattresses, pillows, and other bedding products from natural rubber. Such as neck pillows, back cushions, seat cushions, bolsters, and children's bedding products, etc.

There are two business groups:

1. Business producing mattresses, pillows and other products Non-branded business (Non-Brand business)
2. Business producing mattresses, pillows and other products under the sign Company trade (Brand business)



Rubber Product - Rubber gloves



Operated by : Thai Rubber Gloves Co., Ltd (TBG)
 Brand name : PROXAM
 Date of establishment : 8 January 2021

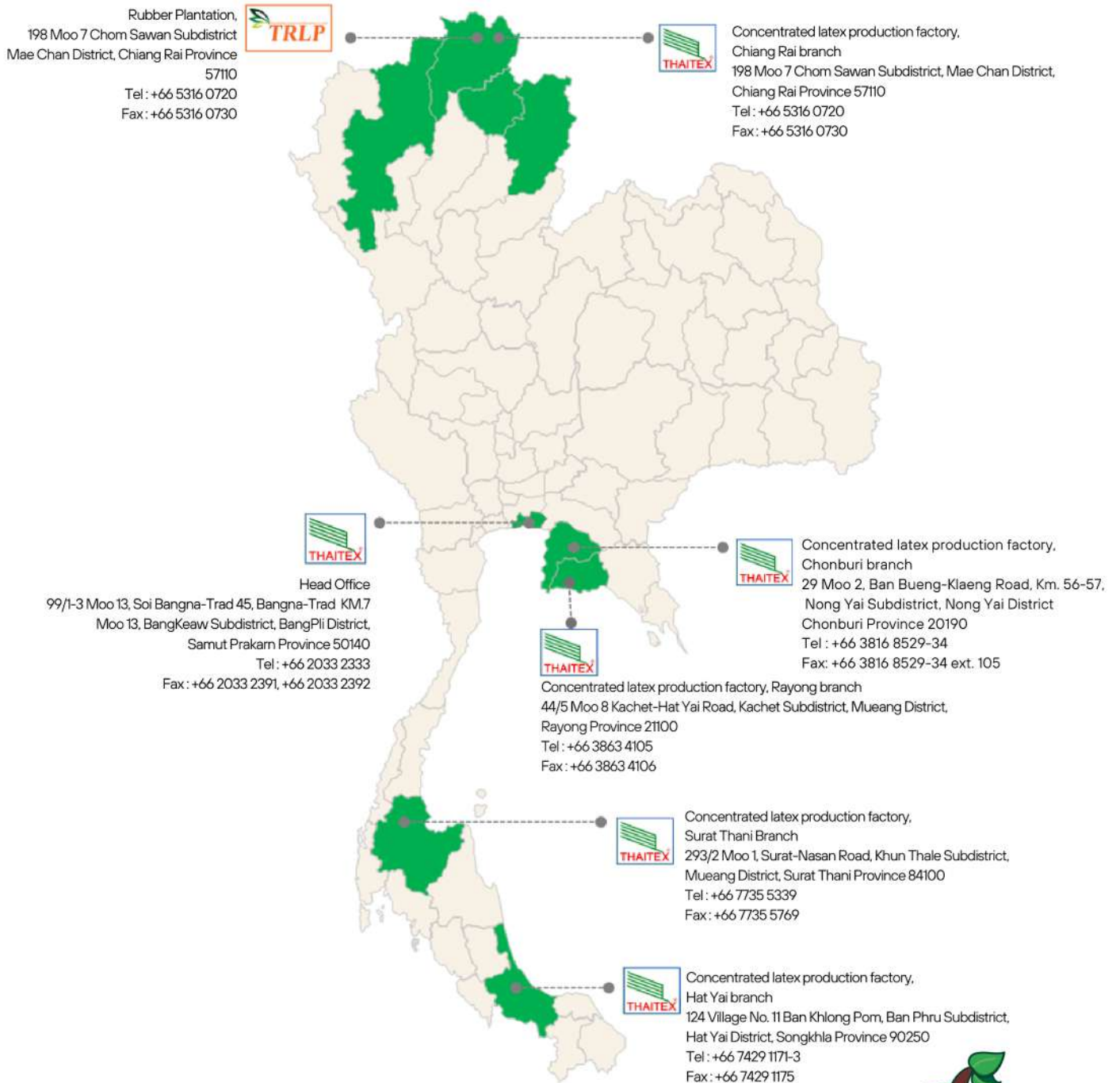
Thai Rubber Gloves Company Limited operates the business of producing gloves and distributing medical rubber gloves. and multipurpose rubber gloves Using raw materials from natural latex. or nitrile latex (synthetic rubber)

The company's main products can be categorized into three groups:

1. Medical gloves (Examination Gloves)
2. Multi-purpose gloves (Disposable Gloves)
3. Gloves for the food industry (Food) and electronics (Electronics Gloves) can be divided into the following types:
 - Latex Powdered Gloves
 - Latex Powder-Free Gloves
 - Nitrile Powder-Free Gloves

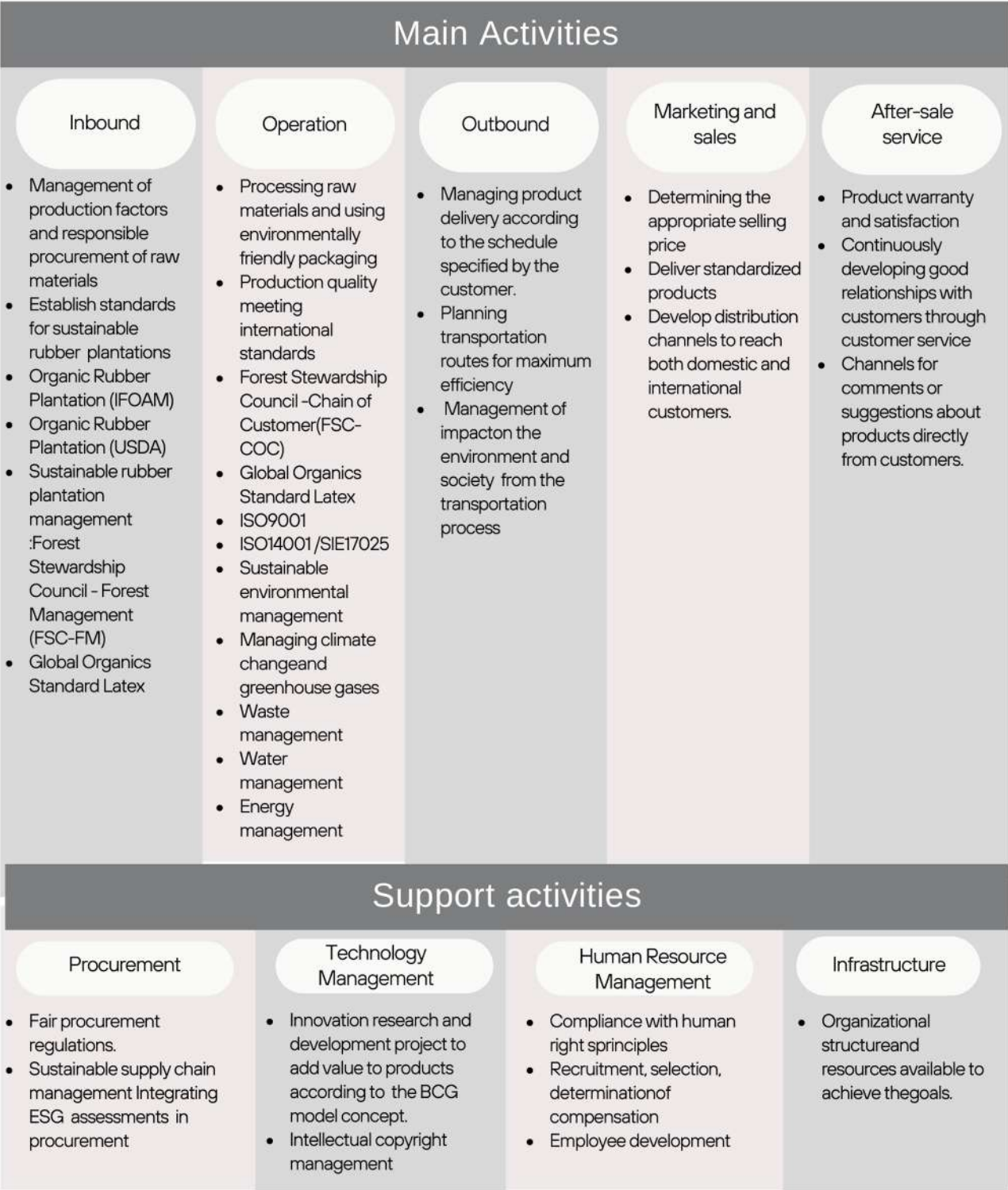


Office & Factory Locations



Business Value Chain

TRUBB is committed to conducting business sustainably, in tandem with creating value for all stakeholders while minimizing environmental and social impacts. The company's activities throughout the value chain are geared towards sustainability, from sourcing sustainable production factors to ensuring internationally standardized manufacturing processes, utilizing eco-friendly packaging, implementing transportation practices that minimize social and environmental impacts, delivering products that meet standards, and providing responsible after-sales services. The company operates with care to meet the expectations of all stakeholders and supports sustainable development goals as outlined in UN SDG Goal 17, emphasizing collaboration among all sectors.



Organizational structure and resource available to achieve the goals.

TRLP manages a rubber plantation located in Jomswan sub-district, Mae Chan district, Chiang Rai province, and has converted it into an organic rubber plantation since July 2022 until the year 2023. It has been certified by two systems: IFOM and USDA-NOP. These certifications enhance the company's ability to provide raw materials that meet international standards and deliver products to customers who require organic concentrated latex

1. Organic Farming System Standard IFOAM (International Federation of Organic Agriculture Movements):110 rai

- Certified organic products: Rubber trees
- Confirm organic operation: Crop production
- Standards: Certified in accordance with the ACT Organic Standards (ACT: Agriculture Certification Thailand) Certified rubber plantation: Mae Chan District Rubber Plantation Chiang Rai Province, area 110 rai Receive a reduced adjustment period starting on October 31, 2020 and ending on October 31, 2023. Produce collected after October 31, 2023, can be sold as organic according to OM standards. Certificate issuance date: 1 November 2023



The IFOAM (International Federation of Organic Agriculture Movements) organic certification system was developed by the international organic agriculture federation since 1992. The Organic Standards Certification Office (OSCO) has been accredited by the IOAS (International Organic Accreditation Service) since 2001, enabling OSCO to provide certification services within the scope of crop cultivation, aquaculture, wild harvest, processing, and input production for trade.

2. Organic Farming System Standard USDA-NOP (United States Department of Agriculture - National Organic Program): 714 rai.

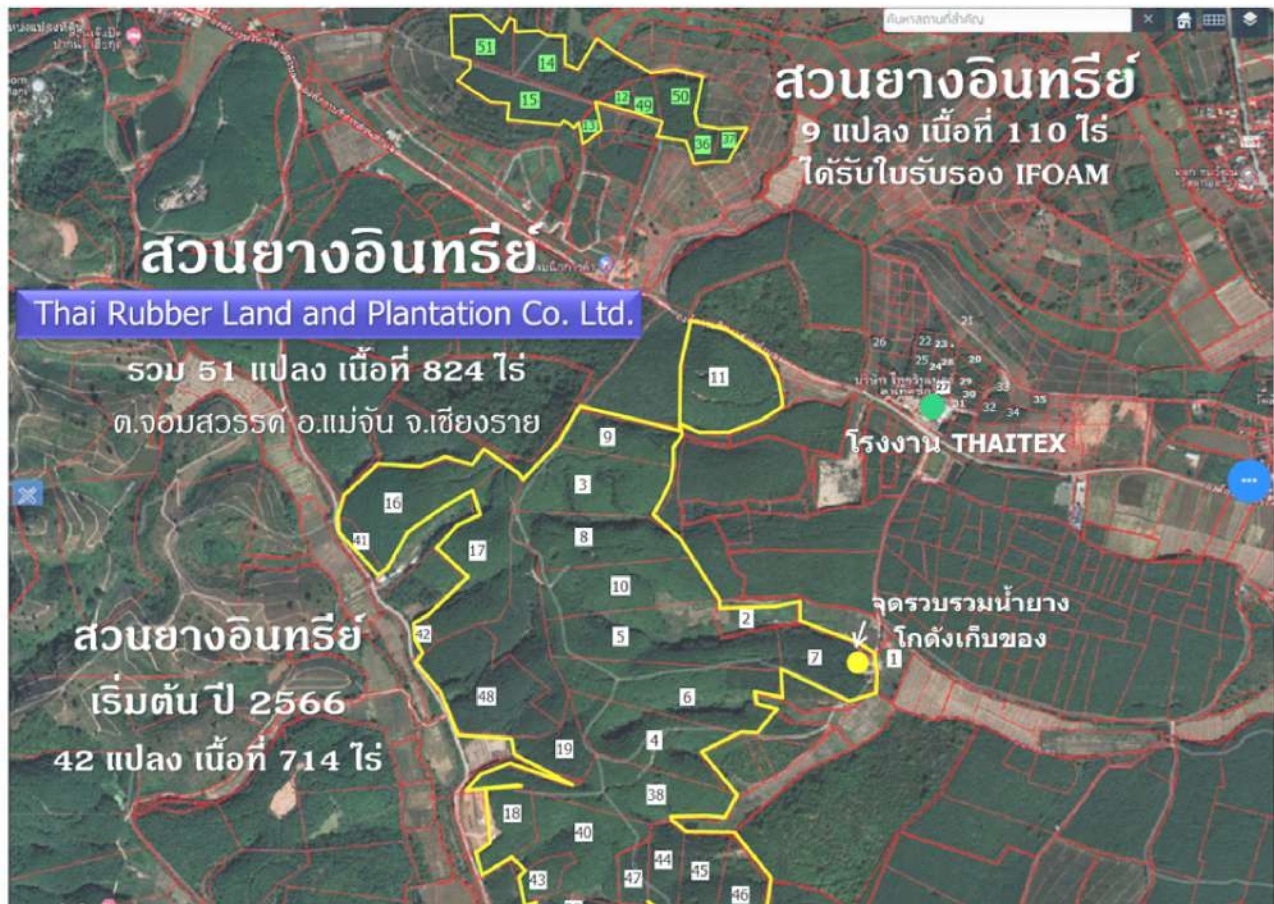
- Certified: Organic Rubber Plantation
- Certification issuer: Control Union Certification
- It is a system under the management and control of the NOP agency, which is under the supervision of the United States Department of Agriculture.
- Organic products on the US market are administered and controlled by Agency N.
- Rubber plantations applying for certification in 2023: Rubber plantations in Mae Chan District. Chiang Rai Province, area 110 Rai
- Auditor: Come to inspect on 27-28 September 2023. Auditor: As a result of the inspection, there was a minor inconsistency that required correction in 1 matter, which has already been resolved. (Expected to receive certification in mid-December 2023)



The USDA-NOP (United States Department of Agriculture - National Organic Program) is a system that operates under the management and control of the NOP agency, which is under the supervision of the United States Department of Agriculture. This organic certification system has been in use since 2002.

In order to receive organic rubber plantation certification, the company must comply with the rubber planting requirements as follows:

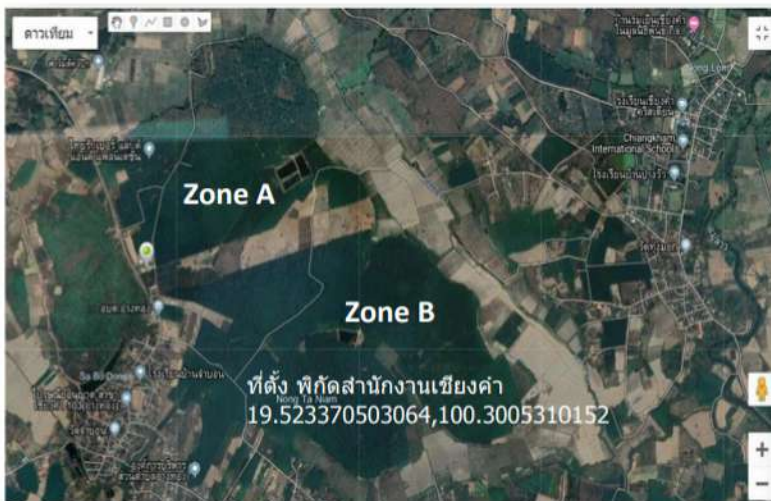
- Chemical usage/plant production in hydroponic (soilless) systems is prohibited.
- Organic farming areas must not come from the opening of primary forests and original ecosystems.
- Integrated agriculture with a variety of plants and animals
- The use of plants, animals, and microorganisms that come from genetic engineering (GMO) prohibits the organic production and processing process.
- In organic conversion, there must be a buffer zone with a width of no less than 1 meter. This buffer zone should be planted with windbreak crops to prevent contamination from airborne chemical spraying. Alternatively, soil ridges or drainage ditches can be implemented to prevent contamination from water sources.
- The production system is self-sufficient in organic matter and nutrients on the farm
- Recycling resources on the farm for maximum benefit
- Balance and sustainability of farm ecosystems
- Prevent and avoid polluting the environment.
- Humanitarian principles Practices and post-harvest management are conducted in accordance with natural methods to conserve energy and environmental impact



3. FSC-FM standard at rubber plantations, Chiang Kham District, Phayao Province

TRLP received sustainable rubber plantation management standards according to FSCTM standards at the rubber plantation, Chiang Kham District, Phayao Province, and later received sustainable forestry management certification in the category of Forest Management Certification (FSC FM) from the Forest Stewardship Council (FSC.) License code FSC-C163531 on 17 November 2021

This standard shows that the company has the potential to manage raw materials in the production of concentrated latex that is environmentally friendly, creating the potential to deliver organic products for further processing.



Management of Production Process to Meet International Standards

1. FSC-COC Standard

TRUBB has received FSC-COC: Chain of Custody standards, which is a certification that TRUBB has passed strict inspections to use raw materials from forests. It is reliably used throughout the product's journey from forest to processing.

The FSC-COC certification shows that TRUBB's products use raw materials responsibly and meets requirements at every step in the supply chain, from procurement to distribution.



2. Global Organics Latex Standard

TRUBB is currently undergoing the process of obtaining certification for the Global Organic Latex Standard for the production of concentrated latex. This certification will enable TRUBB to manufacture products such as pillows, mattresses, and natural rubber for Latex Systems PLC. Obtaining this standard certification demonstrates TRUBB's capability to produce environmentally friendly products, providing customers with confidence in the quality of our goods.



Mae Chan District Agricultural Officer and staff of the production promotion and development group provide advice on rubber plantation management according to the metering system organic farming base at the TRLP

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วันที่ 28 มีนาคม 2566 นางสาวกุลธิดา ประพฤติชอบ นักวิชาการส่งเสริมเกษตร ชำนาญการ รักษาราชการแทนเกษตรอำเภอแม่จัน พร้อมด้วยเจ้าหน้าที่กลุ่มส่งเสริมและพัฒนาการผลิต สำนักงานเกษตรอำเภอแม่จัน ลงพื้นที่บริษัทไทยรับเบอร์ แลนด์ แอนด์ แพลนเตชัน จำกัด ให้คำปรึกษาแนะนำเรื่องการจัดการสวนยางพาราตามระบบมาตรฐานเกษตรอินทรีย์ ณ บริษัทไทยรับเบอร์ แลนด์ แอนด์ แพลนเตชัน จำกัด หมู่ 7 ตำบลจอมสวรรค์ อำเภอแม่จัน จังหวัดเชียงราย



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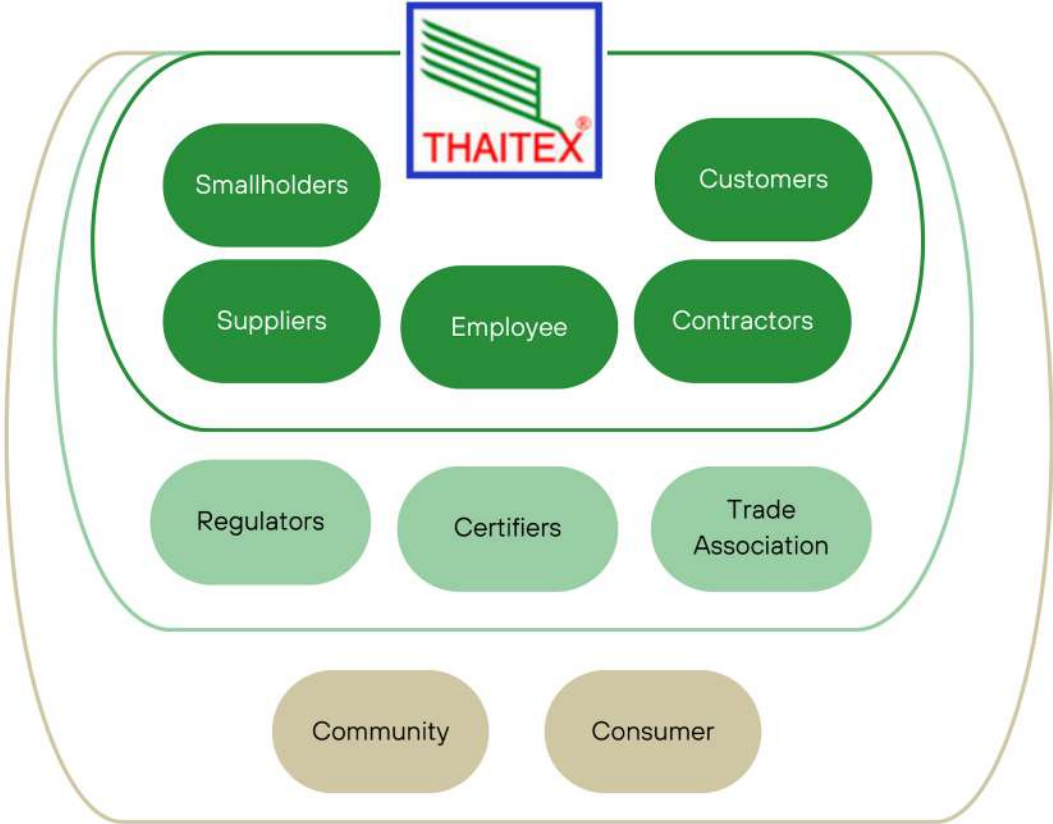
Inspectors from the Organic Agriculture Standards Office came to inspect TRLP organic rubber plantation plots on April 29, 2023.



Stakeholders

TRUBB has identified stakeholders throughout the value chain, including those with direct and indirect business relationships, and has established communication channels to ensure everyone's participation in providing suggestions for sustainable strategy development. Leveraging over 10 years of operational expertise, knowledge, and business relationships, TRUBB manages stakeholders' expectations effectively. This approach fosters sustainable relationships among all parties involved.

Stakeholder groups throughout the value chain



Expectations and Responses of All Groups Involved

TRUBB has identified key groups that are relevant to its business throughout the value chain. It establishes channels of communication to understand the expectations and needs of each involved group. This is achieved through processes such as feedback collection, satisfaction surveys, meetings, or other avenues for providing suggestions. The company uses this information to develop appropriate responses to meet the expectations effectively. This approach helps foster sustainable business relationships between TRUBB and all involved groups, ensuring collaborative and enduring business practices.

Involved Entities	Expectations/ Needs	Response to Expectation	Communication Channels	Operating results for 2023
Business partners	<ul style="list-style-type: none"> • Transparency in the selection process of business partners adhering strictly to the 'Business Partner Conduct' policy. 	<ul style="list-style-type: none"> • Establish clear procedures and methods for selecting business partners and communication to ensure clear and accurate understanding • Clear contract terms and agreements 	<ul style="list-style-type: none"> • Supplier Audit Checklist • Email/Line/ • Telephone 	<ul style="list-style-type: none"> • Partners are satisfied and confident in the selection process • No complaints from business partners
Employees	<ul style="list-style-type: none"> • Fair benefits and compensation • Receive skills development according to the job requirements or necessity • Opportunities for career growth • Job security- Safe workplace environment 	<ul style="list-style-type: none"> • Equal standards for wages and benefits compared to similar business groups. • Training opportunities are provided for skill development according to job requirements or needs • Provide opportunities for individuals with abilities and readiness to assume vacant positions • Provide personal protective equipment (PPE) for workplace safety, and ensure occupational health and environmental care. • Develop workplace safety manual 	<ul style="list-style-type: none"> • Annual employee engagement surveys • Solicit feedback and suggestions through various channels such as group meetings, feedback boxes, and direct meetings with supervisors • Email/Line/ Facebook 	<ul style="list-style-type: none"> • No complaints or legal disputes • Trainees acquire improved skills compared to before (6 hrs/person) • Announced the appointment of assistant managers, maintaining the position of manager with a total of 4 individuals, to fill vacant positions • No accidents or illnesses resulting in fatalities from work-related activities

Involved Entities	Expectations/ Needs	Response to Expectation	Communication Channels	Operating results for 2023
Customers	<ul style="list-style-type: none"> • Fair pricing • Delivering quality products accurately and on time • Responding to and resolving complaints promptly 	<ul style="list-style-type: none"> • Establishing standard systems for production, inspection, and delivery in accordance with customer requirements or international standards • Participating in collaborative problem analysis with customers in response to complaints 	<ul style="list-style-type: none"> • Participation in the analysis of issues arising from products or goods • Having a designated person responsible for handling complaints. • Conducting an annual customer satisfaction survey 	<ul style="list-style-type: none"> • No customer complaints • Survey results: Customer satisfaction rate is 88% for international customers and 90% for domestic customers.
Community	<ul style="list-style-type: none"> • Conducting business in accordance with ethical principles, without creating any adverse impact on the community and the environment. • Promoting and developing the local economy for the well-being of the community, creating jobs and stability, and providing assistance to community, schools, temples, and religious institutions as needed. 	<ul style="list-style-type: none"> • Conducting assessments to evaluate the various impacts of business operations. • Import of modern machinery for production to minimize environmental impact, • Employment of local residents from surrounding communities, implementation of Thai Rubber Revival project to generate income, • Providing training in rubber tapping and plantation • Maintenance for local schools. 	<ul style="list-style-type: none"> • designated individuals responsible for actively listening to and addressing issues and complaints from the community, including participation in various community activities. • Established online channels for reporting issues and complaints, providing a convenient and accessible platform for community members to voice their concerns. 	<ul style="list-style-type: none"> • No complaints from nearby communities • Employment of individuals from the local area or surrounding communities without imposing barriers to create job opportunities and foster community involvement. • Three schools collectively generate a total income of ... baht, which is utilized to cover expenses such as midday meals, transportation costs for student pick-up and drop-off, and other related expenditures.

Involved Entities	Expectations/ Needs	Response to Expectation	Communication Channels	Operating results for 2023
Business Partner	<ul style="list-style-type: none"> Funds allocated for research and development of new products or innovations. A reputable and acknowledged name in the relevant business or academic sector, recognized for outstanding achievements 	<ul style="list-style-type: none"> Allocated budget for innovative research projects Showcase achievements and projects through annual sustainability reports and the company's official website 	<ul style="list-style-type: none"> Collaboration on research and development projects for latex products with King Mongkut's University of Technology Thonburi 	<ul style="list-style-type: none"> Continued research projects from the year 2022.
Debtor	<ul style="list-style-type: none"> Received debt repayment according to the agreed terms. 	<ul style="list-style-type: none"> Complying strictly with the terms and conditions of the contract 	<ul style="list-style-type: none"> Boards of Directors meeting Directly contacting the manager of the finance and accounting department. 	<ul style="list-style-type: none"> No legal action or debt collection proceedings have been initiated
Shareholders	<ul style="list-style-type: none"> Received returns from investments that are appropriate and equitable Conduct business transparently, adhering to sound corporate governance, and upholding ethical business principles. 	<ul style="list-style-type: none"> Fair compensation Capable of addressing issues and concerns directly and openly Conduct audits and obtain third-party certification for the accuracy of financial statements. Capable of adhering to business ethics. 	<ul style="list-style-type: none"> Annual extraordinary and general meetings 	<ul style="list-style-type: none"> Shareholders are satisfied with the allocated returns from the company. No complaints regarding non compliance with Corporate Governance (CG) or Business Code of Conduct.
Government agencies	<ul style="list-style-type: none"> Complying rigorously with the laws and regulations enforced by the government, international bodies, or the community 	<ul style="list-style-type: none"> Studying laws and regulations to understand and strictly adhere to them. Adhering to the principles of organizational ethics 	<ul style="list-style-type: none"> Official notification from the government Line Email Website 	<ul style="list-style-type: none"> No legal disputes or litigation cases No complaints regarding debt collection issues

Sustainability Policies and Strategies

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Sustainability Management Structure

TRUBB has established a sustainable management structure, which includes a Board of Directors, advisory board, and working committees focused on organizational development processes towards sustainability. This structure spans from executive management to operational levels within every department of the organization.



Board of Directors

- Supervise the organization's development towards sustainability in line with the United Nations' SDG Goals.
- Set policies and goals for corporate environmental sustainability to reduce the impact on stakeholders.
- Set quality, environment, occupational health and safety policies.
- Set policies for energy management operations.
- Establish a policy showing commitment to comply with FSC principles.
- Establish policies to promote quality and protect labour.
- Establish policies for developing and promoting organizational innovation.
- Provide advice and make decisions related to organizational development towards sustainability



Working Committees

- Put policies into practice to achieve the effectiveness of sustainable development.
- Plan operations to develop the organization towards sustainability.
- Present sustainability plans and projects to the Executive Committee for consideration.
- Track and collect sustainability operations at the department level and report to the Executive Board.
- Prepare a sustainability report.
- Disclose sustainability performance results through various media and the company website.



- Perform work according to the assigned plan.
- Store data in the agency

Sustainability policies and goals

TRUBB has the intention and determination to develop and drive the business towards sustainability. It will give importance to business operations that take into account responsibilities in three main areas: environment, society, and corporate governance. (Environmental, Social, Governance : ESG) that complies with international principles and for the company Business has been adapted and developed to be able to survive and grow steadily and sustainably. Under the circumstances in which business operations face many problems and challenges. Including in order to create long-term value for the business and create value or benefits for stakeholders. Executive Committee Therefore, a policy has been established. and sustainable business operations goals To use as a framework and guidelines for operations as follows:



- 1** The company will conduct business sustainably under a good corporate governance system. that is based on honesty, fairness, transparency, accountability, and responsibility to stakeholders There is an important support system consisting of risk management. internal control data communication Inspection and review
- 2** Adhere to and follow the guidelines and procedures specified in the company charter and code of conduct. including policies related to sustainable development
- 3** Apply concepts and principles for sustainable business operations. to be applied in managing the value chain and relationships with stakeholders throughout the business value chain
- 4** Set environmental policies and guidelines. which reflects the determination to reduce Environmental impacts on stakeholders throughout the business value chain
- 5** Determine social policies and guidelines. which reflects our commitment to doing business Taking into account respect for human rights and responsibility to stakeholders Responsibility to community and society throughout the business value chain
- 6** Cultivate awareness and culture of environmental protection and social responsibility, employees, and stakeholders on a continuous basis.
- 7** Develop and promote organizational innovation and new technology as business strategies. To create added value for the business and long-term organizational growth.
- 8** Promote and support stakeholders throughout the business chain. Conduct business according to sustainable development guidelines
- 9** Reveal information on corporate governance and information on driving business towards sustainability. to investors and other stakeholders

Policy guidelines

TRUBB has a Board of Directors. Its duties are to support and push for business development towards sustainability and has an executive committee. Responsible for setting sustainable development policies that cover environmental, social, and corporate governance. for the management to take action With the aim of managing the value chain of the business. Building relationships with stakeholders, managing negative impacts on stakeholders There is sustainability management in the environmental dimension. Both in terms of energy use, water use, garbage management, waste and pollution. Management to reduce greenhouse gas problems Preparation of social policy and human rights Responsibility to customers Responsibility to community and society protection and recovery

Ecosystems and biodiversity promote innovation. and creating value Sustainable business operations under the good governance system and anti-corruption Respecting and following international human rights principles, therefore, to demonstrate and strive to develop the organization towards sustainability. The company has therefore established a working group. To act as project recommendations Promote knowledge Gather information and results of various operations. With the goal of "Being a leader in innovation in the world's concentrated latex production industry by creating quality products that are friendly to society and the environment. and develop new innovations for the sustainability and stability of the business" forever

Sustainability Development Framework



Business Philosophy

Thai Rubber Latex Corporation Group Public Co. Ltd revolves around a steadfast commitment to the efficient utilization of resources in order to produce high-quality products that surpass international standards. This commitment is internationally recognized. Moreover, the company embraces the integration of new innovations in production to meet the evolving needs of consumers and align with the sustainable development of the global market.

<p>Vision</p> <p>Our products are environmentally friendly. We deliver the highest quality products to our customers, contributing to sustainable prosperity for our shareholders</p>	<p>Mission</p> <ol style="list-style-type: none"> 1. Manufacturing environmentally friendly products that exceed international standards to meet the needs and satisfaction of our customers. 2. Creating high-quality products that are socially and environmentally friendly. 3. Continuously developing new innovations to create sustainable development value for all stakeholders. 4. Developing our personnel to achieve maximum efficiency and fostering an ESG mindset 	<p>Values THAITEX</p> <p>Trustworthy, High Quality, Accountability, Innovation, Teamwork, ESG, Excellence</p>
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SDG 17 Goals, UNGC 10, BCG Model

<p>E</p> <p>Environment Protection</p> <p>Committed to reducing environmental impact from business operations by protecting, caring for, conserving, and valuing resources</p>	<p>S</p> <p>Social Concern</p> <p>Respect for human rights, caring for and taking responsibility for society, and accountability to all stakeholders throughout the value chain of the business.</p>	<p>G</p> <p>Green Economy</p> <p>Developing products through innovation and delivering valuable products while conducting business with ethics to create sustainable value for all stakeholders</p>
<ul style="list-style-type: none"> • Adapt to changing climate conditions • Greenhouse gas management • Energy management • Waste management. • Water resources 	<ul style="list-style-type: none"> • Human rights acknowledgement • Labor standards • Customer responsibility • Responsibility to the community 	<ul style="list-style-type: none"> • Corporate governance • ESG risk management • Sustainable supply chain management • Innovation development

Disclosure : GRI, SET ESG Rating, CDP, SmetaSedex, Ecovadis

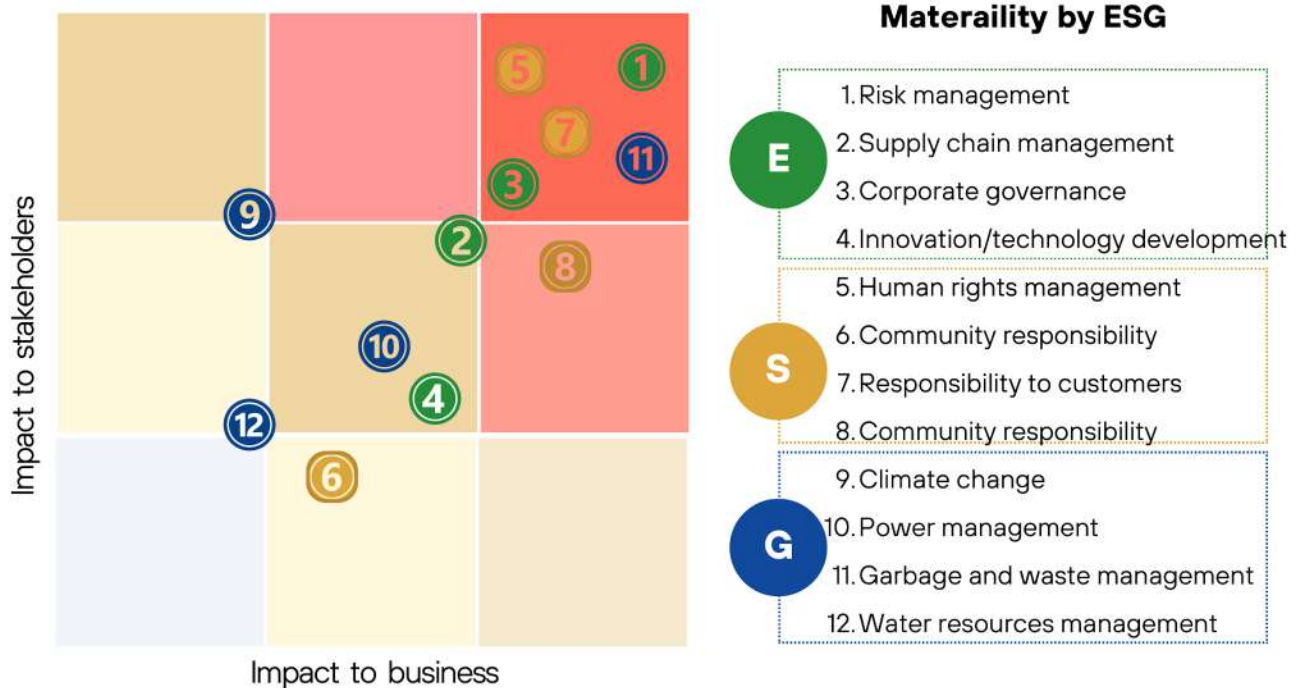
Materiality

THAITEX has reviewed key materiality for our business annually. This analysis involves assessing the impact of TRUBB's business operations throughout the value chain, aiming to manage and minimize impacts or eliminate them altogether. Managing expectations and the ability to respond to the expectations of stakeholders in all groups is also a key focus. Additionally, managing risks from natural disasters beyond prediction due to changing weather conditions, as well as the enforcement of regulations and trade conditions between countries, which are becoming stricter, require strategic plan adjustments to align with the current situation.

Materiality Identification

In 2023, the review of key sustainability issues was conducted through qualitative inquiries sent to TRUBB representatives responsible for each stakeholder group, both internally and externally. The analysis of key sustainability issues can be summarized and prioritized as follows:

Materiality Prioritisation



Sustainability development goals and indicators: 2022-2026

Sustainable Development Goals	Goal 2026	Performance Results 2022	Performance Results 2023
<p>Economic</p> <p>Good Corporate Management</p> <ul style="list-style-type: none"> Results of corporate governance assessment by the Thai Institute of Directors Number of claims or disputes related to unfair competition. Number of claims or disputes related to infringement of others' property 	<p>4 ★ None None</p>	<p>3 ★ None None</p>	<p>4 ★ None None</p>
<p>Social</p> <p>Humans Rights Management</p> <ul style="list-style-type: none"> Complaints regarding violations of human rights from employees, labor, and business partners <p>Customer Satisfaction Level</p> <ul style="list-style-type: none"> Domestic customers International customers <p>Responsibility Towards Employees</p> <ul style="list-style-type: none"> Training hours for employees Fatal workplace accidents <p>Activities for the Community</p> <ul style="list-style-type: none"> Activities that benefit the community 	<p>None</p> <p>More than 80% More than 90%</p> <p>12 Hours/Person None</p> <p>10 Activities</p>	<p>None</p> <p>88% 90%</p> <p>6 Hours/Person None</p> <p>9 Activities</p>	<p>None</p> <p>91% 90%</p> <p>9 Hours/Person None</p> <p>10 Activities</p>
<p>Environmental</p> <p>Climate Change</p> <ul style="list-style-type: none"> The organization's carbon footprints <p>Energy Management</p> <ul style="list-style-type: none"> The use of electricity in the manufacturing process <p>Water Management</p> <ul style="list-style-type: none"> The use of water in the manufacturing process <p>Waste Management</p> <ul style="list-style-type: none"> Amount of waste to be landfilled 	<p>Reduced by 8% compared to the baseline data in the year 2023</p> <p>Reduce by 5%; from 100 kWh per 1 ton of concentrated latex to 95 kWh per 1 ton of concentrated latex</p> <p>Reduce by 8%; 1.65 cubic per 1 ton of concentrated latex to 1.52 cubic per 1 ton of concentrated latex</p> <p>Reduce by 10%; 9 kilograms per a person per month to 8 kilograms per a person per month</p>	<p>7,449 tCO₂eq <small>*An adjustment to the calculation base due to a change in the EF value **Scope 1 and 2 only</small></p> <p>101 kWh per 1 ton of concentrated latex</p> <p>1.55 cubic per 1 ton of concentrated latex</p> <p>11.58 kilograms per a person per month (changing numbers involves reviewing new data)</p>	<p>20,354 tCO₂eq <small>*Undergoing external review while waiting for certification by the Department of Industrial Works. **Scope 1, 2, and 3 (specifically for the purchase of raw materials for manufacturing purposes only). ***2023 data as a baseline reference.</small></p> <p>110 kWh per 1 ton concentrated latex</p> <p>1.50 cubic per 1 ton of concentrated latex</p> <p>9.83 kilograms per a person per month</p>

Environmental Performance



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Environmental Policy and Practices

TRUBB is aware of the current environmental situation. This is considered a serious problem that has reached a critical stage that affects the quality of life of people in society and the limited natural resources. The Company has therefore formulated an environmental management policy to serve as a guideline for dealing with environmental impacts arising from the Company's business operations and to comply with the Sustainable Development Policy as follows:

1. Be committed to complying with the requirements of environmental laws and other relevant laws
2. Energy is utilized efficiently and managed to maximize efficiency, including choosing clean or renewable energy to replace fossil fuels.
3. Reduce the use of energy and chemicals that cause greenhouse gas emissions.
4. There is a valuable water use management to achieve maximum efficiency. In the case of sharing Water sources with communities, water management must be carried out with good governance and consideration for community rights.
5. Waste and industrial wastewater are disposed of properly, efficiently and without affecting the community and the environment.
6. Solid waste and plastic waste are managed properly and effectively without affecting stakeholders and the environment.
7. Air pollution, water pollution, noise pollution, vibration and hazardous waste pollution are managed appropriately and without affecting stakeholders and the environment.
8. Promote an organizational culture that raises awareness of energy use. Use water wisely. Protect And restore ecosystems and biodiversity.

Environmental Standards

To ensure that environmental operations meet international standards, TRUBB has sought certification for its Environmental Management System according to ISO 14001:2015. This certification verifies compliance with standards related to resource utilization and pollution control. It serves as a tool to assure stakeholders that TRUBB is committed to conducting its business operations without adverse effects on the environment.



All TRUBB factories received ISO 14001:2015 certification in 2023.

Climate Change Management

Natural climate changes have historically occurred, but their frequency and unpredictability have intensified due to human activities such as resource overuse and industrial emissions. This rapid change poses significant threats to both human existence and global biodiversity. To mitigate this, the United Nations has set targets to limit the increase in global temperatures to 1.5 degrees Celsius by 2030 and achieve net-zero emissions by 2050. TRUBB, with rubber as its main production factor, is significantly impacted by climate change. Therefore,

TRUBB has planned strategies to cope with and enhance resilience to changing weather conditions, especially if the company is affected by these impacts:

- 1) TRUBB implements risk management for climate change by identifying potential risks and implementing mitigation measures to alleviate their impact.
- 2) TRUBB manages greenhouse gas emissions by optimizing energy use throughout its business activities, from selecting environmentally friendly raw materials to production processes, and even to delivering products to customers. Additionally, TRUBB manages food waste, a source of greenhouse gases.



THE GLOBAL GOALS



- Collaborate to implement national policies.
- Build resilience capabilities
- Develop water management to solve drought problem

“
Managing risk is crucial and requires systematic management to mitigate potential impacts resulting from unforeseen changes in climate across all aspects.
”

Management of Risks from a Changing Climate

In 2022, TRUBB identified significant risks and opportunities associated with climate change and established measures to mitigate potential impacts. This ensures stakeholders' confidence in TRUBB's ability to address changing climate conditions. The identified risks and preventive measures can be summarized as follows:

Identify risks	Protection measures
<p>Drought Impact on Water Resources Shortages</p> <p>Water is a critical factor in production processes. Water scarcity during production can lead to production halts, insufficient output for customer deliveries, and reduced business reliability. Addressing these risks may result in increased production costs to ensure an adequate water supply to support manufacturing operations and future projects.</p>	<ul style="list-style-type: none"> Continuously monitor and assess water resource risks in the area, develop contingency plans, and implement business continuity plans in the event of drought conditions. Improve water efficiency in production processes by recycling and reusing water (Renewable Water), upgrade water treatment technologies for immediate usability, and identify backup water sources for production. Collaborate with local communities to manage water resources around factory areas, ensuring sufficient water for both production and community use.
<p>Drought or Excessive Rain Affects the Amount of Raw Latex</p> <p>Droughts can reduce the latex output from rubber trees due to decreased availability of water for tapping, similar to how excessive rainfall can hinder tapping. This impacts the quantity of latex production, which is a key raw material for manufacturing concentrated latex. Consequently, TRUBB may not achieve its sales targets due to these challenges.</p>	<ul style="list-style-type: none"> Thailand's rubber plantations are widespread across the country, including the southern, northeastern, eastern, and northern regions. TRUBB operates five latex processing plants strategically located in these regions to accommodate raw rubber production from farmers nationwide. Additionally, TRUBB has OEM partners ready to supply raw materials and manufacture products promptly. TRUBB's latex processing plants are situated in the northern, southern, and northeastern regions, capable of mutually supporting production needs. Moreover, OEM partners can promptly source rubber latex and produce goods as required. Statistical data indicate that drought conditions occur regionally rather than nationwide. Hence, if there's a decline in production in any particular region due to such conditions, TRUBB has facilities in other regions ready to mitigate the impact, demonstrating the company's risk diversification strategy. TRUBB Emphasis innovation to enhance the quality of rubber production while reducing water consumption, ensuring product durability. This includes improving production efficiency, enhancing product value, and developing new environmentally friendly products, all while utilizing clean energy sources.
<p>Demand for environmentally-friendly products is increasing.</p> <p>The market demands environmentally friendly products more than ever. There is a growing need for organic products that are environmentally and socially friendly, without promoting deforestation. This necessitates that companies manage their operations to comply with increasingly stringent laws and regulations, which in turn affects their production costs.</p> <p>The market wants low carbon products or no carbon emissions at all.</p>	<ul style="list-style-type: none"> Certified sustainable rubber plantation FSC FM, FSC COC Certified Organics rubber plantation GOLS concentrated latex Received ISO14001, 9001 standards <ul style="list-style-type: none"> Plan to join the Carbon Credit Project Management Planning Project Voluntary Sector (Premium T-VER) to prepare to step into being a low carbon organization

Greenhouse Gas Management

Objective

To collectively reduce continuous greenhouse gas emissions and mitigate the impacts of climate change on business activities, we commit to participating in efforts to reduce greenhouse gas emissions by 2030, following the United Nations guidelines.

Target

2030 : Carbon Neutral
2050 : Net Zero



THE GLOBAL GOALS

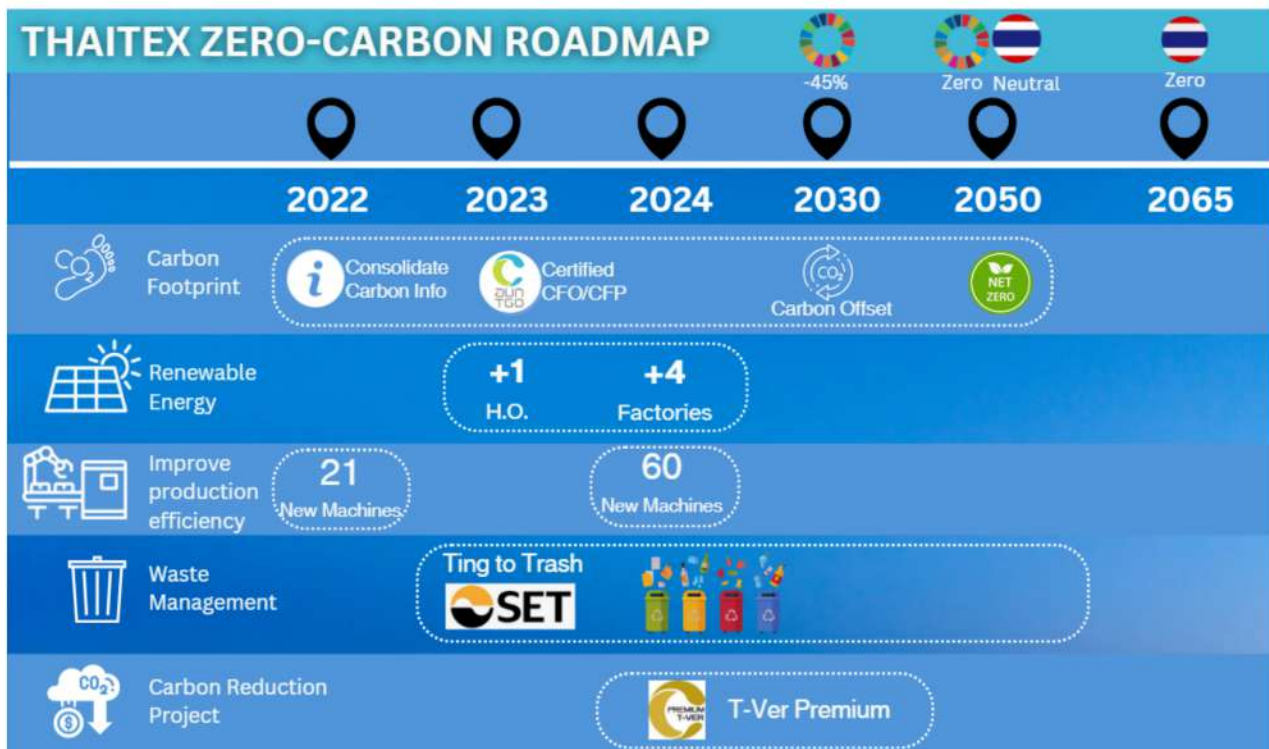


- Plan to manage greenhouse gases generated by the company. Achieve the Net Zero goal



- Reveal work guidelines
- Reduce the use of fossil energy
- Reduce waste from the production process to a minimum.
- Reduce food waste

In managing greenhouse gases towards achieving Net Zero by 2030, as per the United Nations collaboration, it is crucial to identify emission sources from business operations as a basis for planning emission reduction strategies to mitigate the impacts of climate change. Therefore, TRUBB has identified key projects that must be addressed to help achieve this future goal.



The results of the organization's carbon footprint certification application in 2023

Scope 1	Scope 2	Scope 3 **
1. Fuel usage in electricity generation, steam production, and heating includes coal and industrial waste gas emissions, as well as residual char from industrial factories. 2. Diesel fuel is used to ignite combustion processes in steam boilers, large machinery, backup power generators, and internal transportation vehicles. 3. Petrol is used in vehicles (to a lesser extent). 4. Calcium carbonate (CaCO ₃) is utilized in air quality control systems. 5. SF ₆ gas usage	1. Buying electricity from external sources	1. Purchasing goods and services: main raw materials, secondary raw materials, packaging **Other items are not yet included in 2023 certification.

2023 Carbon Footprint Organisation Report

By complying to Thailand Greenhouse Gas Management Organisation (TGO), TRUBB has done carbon footprint report since 2022 and completed official verification by TGO in 2023.

Carbon Footprint Organisation Report (Unit : tCO₂e)

	2022 (Rebase)	2023 (Verified)
Scope 1	786	1,016
Scope 2	6,663	6,324
Scope 3	-	13,074**
Total	7,449*	20,414**

Note:

- Year 2022: Rebase no. of tCO₂e due to rescope of CFO. It is considered only concentrated latex business, exclude TRLP.
- Year 2023: CFO verification is completed and it is on the process of TGO announcement.

Certification Progress Report: Carbon Footprint of Product Production, Year 2023

TRUBB products have received carbon footprint certification for 15 products for the period between 28 November 2023 and 28 November 2026



- 4 items: 60% DRC concentrated latex, high ammonia, medium ammonia, low ammonia and very low ammonia types.
- 3 items: 60% DRC concentrated latex, high ammonia, medium ammonia, and low ammonia, packed in a 205-liter tank.
- 1 item Concentrated latex 60% DRC double centrifuge
- 2 items: concentrated latex 60% DRC, homogenized, high and low ammonia types
- 3 items: mixed latex, high modulus, medium modulus, and low modulus
- 2 items: skim rubber and crepe rubber

Energy Management

In managing energy management, TRUBB has set guidelines for all employees to participate in energy conservation within the organization as follows:

1. Establishing energy conservation as part of the organization's operations.
2. Improving the efficiency of the organization's energy resource usage to align with business needs.
3. Establishing energy conservation plans along with reviewing and updating the manual.
4. Energy conservation is the responsibility of management and employees at all levels of the company.
5. Supporting human resources, budgeting, and training development in energy-related fields.
6. Complying with relevant regulations regarding energy conservation and management. Collaborate to use alternative energy to support Sustainable energy development

Important energy management activities carried out in the year 2023:

1. A project utilizing solar energy from solar cells to replace electricity from fossil fuels.
2. Project to modify and upgrade machinery to increase production efficiency and reduce energy consumption.
3. Other activities within the organization aimed at raising awareness among employees to encourage their participation in reducing electricity consumption in the business.



THE GLOBAL GOALS

7
AFFORDABLE AND
 CLEAN ENERGY


- Collaborate to use alternative energy to support Sustainable energy development

Energy management performance

Power consumption	Operating results for 2022	Operating results for 2023
Electricity consumption (kWh)	13,329,539	12,650,312
Electricity consumption per unit (kWh/unit)	101	110
Fuel consumption (Kg)	66,309	126,336
Fuel consumption per unit (Kg/unit)	2.00	2.34
Fuel consumption (Litr)	251,437	223,235
Fuel consumption per unit (Kg/unit)	2.23	2.23

Solar Cell Project: Harnessing Solar Energy to Replace Electricity Consumption

Objective

Reducing the proportion of electricity consumption generated from fossil fuels, which is the cause of green house gas emissions from burning, by increasing the proportion of energy usage from solar power, contributes to environmental preservation.



2030: Ratio of electricity used from fossil fuels to solar energy = 60:40

Plan Operation

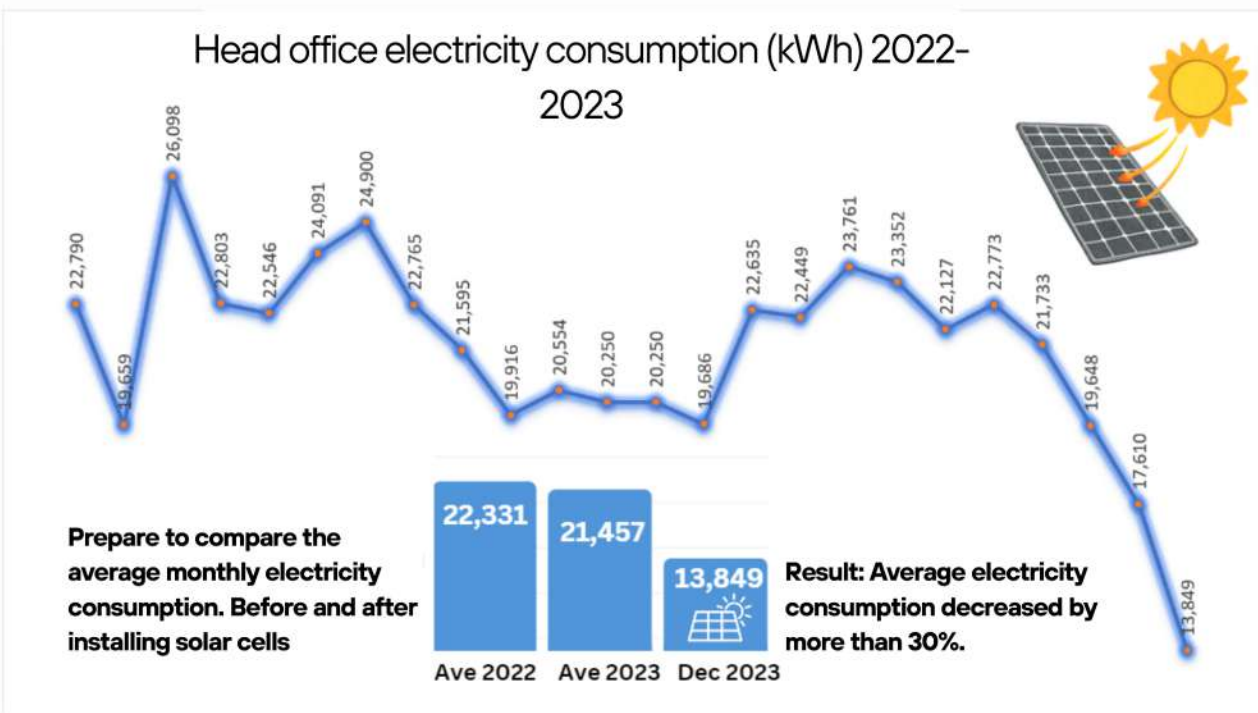
Install Solar Cells in 5 locations by 2024.

- Head office building
- HatYai Factory
- Surat Thani Factory
- Rayong Factory
- ChiangRaiFactory

Operational progress in 2023

- Installation and testing of the system at the head office will be completed in December 2023. Plans to install another 4 factories in 2024

After installing solar cells at the office building in December 2023, it was found that the electricity consumption rate decreased by more than 30% compared to the average electricity usage from January to November 2023, before the installation of the solar cells.



Waste Management

Waste and by-products generated from business operations are responsibilities that TRUBB must manage in accordance with legal regulations. These waste and by-products can be categorized into three types that require proper management before disposal outside the facility, as follows:

1. Hazardous waste: Waste generated from the production of latex and skim rubber, such as rubber wood pulp and various chemical packaging materials.
2. Non-hazardous waste: Household waste generated within the premises.
3. Wastewater from production: Wastewater and sludge from wastewater treatment ponds.



THE GLOBAL GOALS



- Transparency/accountability in work practices.
- Minimize food waste.
- Maintain the quality of water, air, and soil.
- Reduce, Reuse, Recycle.



- Reduce greenhouse gas emissions from food waste and improper waste management.



- Prevent and reduce marine pollution and protection of the underwater ecosystem



- Protecting and preserving the ecosystem
- Protecting biodiversity

Waste Management

Objective

Reduce waste and by-product volume from business operations by reclaiming existing resources for reuse, thereby minimising negative impacts from standby-products that may cause stress to communities and society.



Target

2030: Zero waste to landfill.

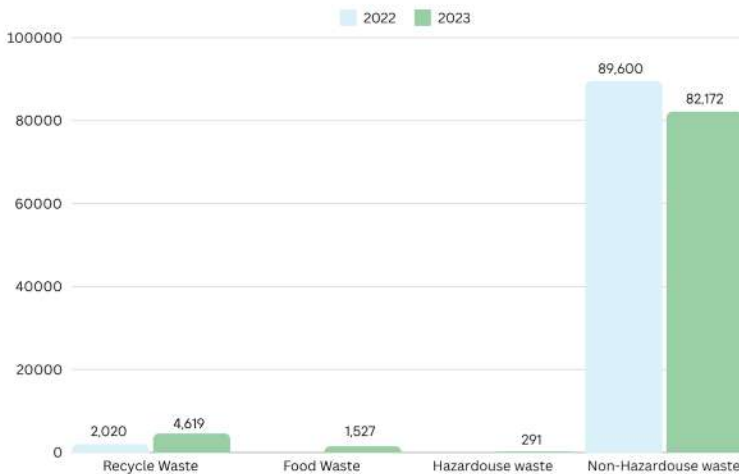
Operational Guidelines

- Raise awareness among employees of waste and pollutant impacts
- Implement 3R (Reuse, Reduce, Recycle) waste management principles.
- Optimize production to minimize waste.
- Ensure proper hazardous waste handling per legal regulations.
- Maintain a monitored wastewater management system to prevent discharge into public areas.
- Report on waste separation and utilization.

Summary Table of Waste Disposal by Type

Waste Items	Waste Management
Hazardous waste to be disposed of in accordance with legal regulations	
Hazardous waste generated from product manufacturing includes rubber wood pulp waste and wastewater treatment sludge.	<ul style="list-style-type: none"> • Collected and sent for disposal at hazardous waste disposal points. that has been properly certified by law
Hazardous waste, packaging types, various chemicals	<ul style="list-style-type: none"> • Collected and sent for disposal at hazardous waste disposal points. that has been properly certified by law
Non-hazardous waste	
Non-recyclable waste	<ul style="list-style-type: none"> • Disposed to the municipality for waste management, either through burial or incineration, depending on the readiness of waste management in each area.
Recyclable waste	<ul style="list-style-type: none"> • Donate for community projects like making recycled forest fabric or sell for further recycling. Reuse with in the factory, such as beverage bottles reused as equipment for checking latex density or as cleaning equipment for factory tools.
Food waste,organic waste, wet waste	<ul style="list-style-type: none"> • Animal feed or composting for green manure fertilizer. Collect and deliver to the municipal waste disposal.

Operation Results in 2023



Graph comparing the amount of garbage compared between 2022 and 2023

TRUBB has implemented data collection for waste quantification by type, with staff regularly recording this information every month. These records are kept for statistical analysis and used for planning activities to reduce waste, aiming towards zero waste that requires landfill in the future.



Ting To Trash Project

In 2023, TRUBB joined the "Ting To Trash" project by Registered Companies Association and Think Big Co., Ltd. to promote waste management awareness. The project focused on 3Rs principles to minimize waste generation and maximize its beneficial use.



Engage migrant workers in their language

ขยะอันตราย
Hazardous waste
အန္တရာယ်ရှိသောအမှိုက်
ကាកလံုးမလံုးစူးစူး

ขยะรีไซเคิล
Recycle Waste
ပြန်လည်အသုံးပြုထားသော အမှိုက်
ကိုဇွဲကကလံုးမလံုး

ขยะรีไซเคิลไม่ได้
General Waste
အထွေထွေအမှိုက်
ကကလံုးမလံုးစူးစူး

TING TO TRASH
Scan QR CODE ผ่าน ECOLIFE app
ทุกคนที่คุ้น รักมีสิ่งแวดล้อม

- Download ECOLIFE app
- แยกขยะ หรือ ทำกิจกรรมด้านสิ่งแวดล้อม
Waste separation or Engage in environmental activities
- สแกน QR Code ผ่าน ECOLIFE app
Scan QR CODE in ECOLIFE app
- รับ ECOPOINTS เพื่อแลกสิทธิ์ประโยชน์
Get ECOPOINTS to redeem rewards

ECOLIFE

ALL ACTIVITIES

5 4 8 8 acts

USERS: 4 5 9

CO₂ REDUCED: 1 8 8 8

ข้อมูลขยะในแต่ละสถานที่

TRUBB received the highest score. In participating in waste separation of employees

Water Management

In the production of latex, water is a crucial factor. With changing climate conditions leading to drought and water scarcity, the company has implemented sustainable water management practices. Adhering to the 3Rs principle, they ensure efficient water resource utilization. Additionally, effective measures are in place to prevent and mitigate impacts effectively.

Target

- Reduce water resource use by 8 percent by 2030.
- No risk of shortage of water resources.
- 100% internal water recirculation.
- No released water into public water sources.



THE GLOBAL GOALS

6
CLEAN WATER AND SANITATION


- Wastewater treatment to reuse water
- Water quality is strictly monitored.
- Responsible water usage

12
RESPONSIBLE CONSUMPTION AND PRODUCTION


- Transparency and accountability in work practices.
- Maintain water quality.

Guidelines for Sustainable Water Management Using 3Rs Principle



Good Water Management

- Developing raw water reserves for crisis management.
- Monitoring water conditions and assessing scarcity risks.
- Reducing raw water extraction and treating recycled water.
- Implementing innovative technologies for water efficiency.
- Controlling and monitoring raw water usage for production.



Waste Water Management

- Ensure wastewater management complies with environmental laws and regulations.
- Emphasize wastewater treatment for internal reuse within the facility.
- Prevent 100% discharge into community water sources.
- Utilize technology to enhance water resource treatment efficiency



Community Relations

- Collaborate with external agencies to maintain and protect surrounding water sources.
- Coordinate with local communities to support the development and improvement of community water sources

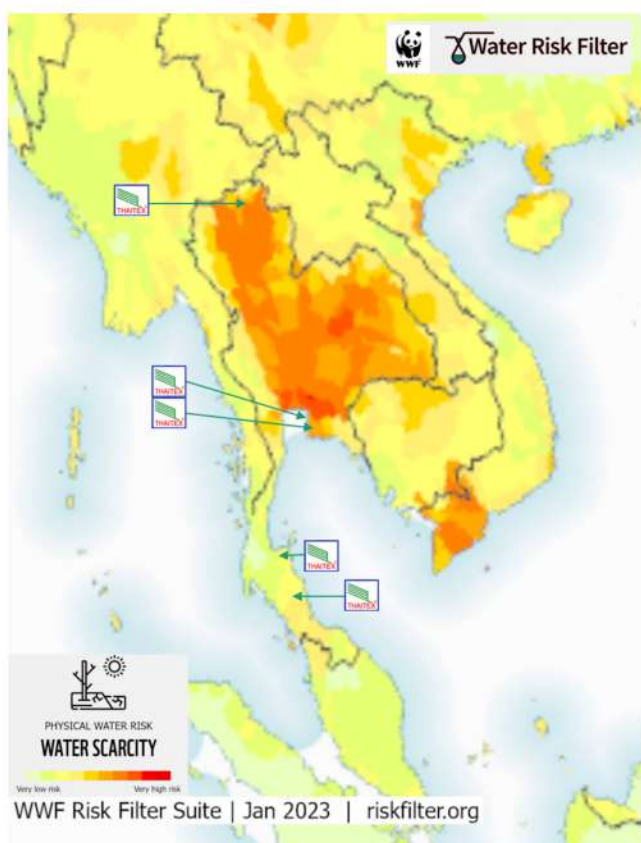
Results of water management operations

Water Consumption	Operating results for 2022	Operating results for 2023
Water consumption (cubic)	372,206	348,869
Water consumption per unit (cubic/unit)	1.55	1.50

Waste water management

Operational Guidelines	<ul style="list-style-type: none"> • Monitor and control the wastewater treatment system to maintain efficiency, ensuring that the treated water quality meets the specified standards. • Develop the wastewater treatment system to maximize efficiency, allowing for the highest possible water reuse. • Utilize treated water for irrigation in the company's rubber plantation.
Performance	<ul style="list-style-type: none"> • The wastewater from the factory has been treated to meet the standards set by the Department of Industrial Works and has passed inspection by the Provincial Industrial Office. • The treated water is then reused for various purposes such as sanitation, watering plants, and other beneficial uses.

Water Resources Risk Assessment of 2023



TRUBB has developed water storage facilities to accommodate rainfall or surface water that can support production throughout the year. The company has assessed water-related risks using the Water Risk Filter tool from WWF. The assessment results indicate that:

Southern region - no risk

- Hat Yai Branch
- Surat Thani Branch

Northern region - medium risk

- Chiang Rai Branch

Eastern region - a medium risk.

- Chonburi Branch
- Rayong Branch

Nevertheless, from the water sources that TRUBB has prepared for the northern and eastern regions, there is sufficient water available to fully support production according to the production capacity.

In conclusion, TRUBB has no risk of shortage of water resources.

Air Pollution Management

In the process of producing latex and skim rubber, the use of heat and chemical mixing are crucial steps. TRUBB places importance on the quality released to the public and controls the odour of chemicals to prevent any adverse effects on the surrounding communities. The focus is on managing air quality both within and outside the factory, along with regular monitoring and measurement to ensure that TRUBB's product manufacturing does not pollute the environment in accordance with legal requirements.

Guidelines For Managing Air Pollution

- Ammonia Pack Tower is utilized to trap ammonia odours, preventing them from being emitted. In the skim rubber section, a wet scrubber system is used to reduce odours from the skim rubber baking process.
- A wet scrubber system is employed to capture small-sized dust particles, both PM10 and PM2.5, from boilers before being released into the atmosphere.
- The production buildings for latex and skim rubber are enclosed to prevent unpleasant odours from escaping outside the factory.
- Wind direction monitoring devices are installed, and regular monitoring and measurements are conducted annually.
- Risk assessments for air pollutants and odours are carried out to mitigate any potential risks and impacts on the surrounding communities.

Target

- The air quality emitted from the outlets complies with the standards for air quality as specified by the law.
- There have been no complaints regarding unpleasant odors from the surrounding communities



THE GLOBAL GOALS



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

- Transparency and accountability for work practices
- Air quality mindfulness



14 LIFE BELOW WATER

- Prevent and reduce marine pollution, and protecting of the underwater ecosystem



15 LIFE ON LAND

- Protecting and preserving the ecosystem
- Protecting of biodiversity

2023 Results

- Get the quality as specified by law.
- No complaints from the community.

Social Performance

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Human Rights

Human Right Policy

Thai Rubber Latex Group Public Company Limited is committed to sustainable business growth by adhering to social responsibility and all stakeholder groups in accordance with the principles of corporate governance and the Company's Code of Conduct. The Company is also aware of and pays attention to respect for human rights in accordance with international laws and principles strictly. In order not to cause any acts that will cause violations or affect human rights throughout the business chain, the Executive Committee considers it appropriate to set human rights policies as follows



THE GLOBAL GOALS



- safe work Receive a fair wage Have a stable and fulfilling life freely
- No one is excluded from job opportunities.
- Reduce unemployment by providing training and skills development (employment).
- Eliminate and prevent child labor Forced labor and modern slavery

- The board of directors, executives and employees respect and comply with all relevant laws, rules, regulations, codes of practice, international declarations, treaties and international labor standards and protect human rights in Thailand and internationally.
- Apply the principles in the Universal Declaration of Human Rights (UDHR), United Nations Guiding Principles on Business and Human Rights (UNGPs), and The International Labor Organization Declaration on Fundamental Principles and Rights at Work to business practices in human rights.
- Treat stakeholders throughout the business chain in an equitable and equitable manner without discrimination.
- Encourage communication and dissemination of knowledge on human rights and human rights policy to stakeholders through the Company's communication channels.
- The agency is responsible for overseeing, monitoring, and regularly assessing risks and impacts of human rights, as well as establishing guidelines or measures for risk management, and providing appropriate mitigation or mitigation processes in the event of human rights violations.
- Provide opportunities for employees and stakeholders to express their opinions, and report clues, problems, or complaints if there is an act or incident that violates human rights.
- The Committee shall investigate the facts and consider the offences against persons who have committed human rights violations and shall be punished in accordance with the Company's rules and regulations. If fully investigated as the offender, and in the event that such action is illegal, it shall be prosecuted in accordance with the law.
- Ensure safety, occupational health and working environment standards are maintained to prevent accidents, injuries and illnesses caused by operations.
- The Company requires that human rights performance be reported through the Sustainability Report and the Company's Sustainability Development Website.

Human Rights Risk Assessment

- In 2023, THAITEX implemented measures to manage and address human rights risks. They identified and updated human rights issues to align with current trends and evaluated the impacts that operations may have on employees, partners/contractors, local communities, and customers throughout the value chain.
- Operational guidelines began with identifying risks that align with the business era and managing risks by establishing measures to reduce and control potential risks, including assessing and monitoring the effectiveness of such measures for stakeholders, including vulnerable groups.
- The assessment results enabled the company to adequately address and provide appropriate edits to affected stakeholders promptly. In 2023, assessment results met standards, and there were no claims or disputes from affected stakeholders.
- This human rights risk assessment was a collaborative effort involving all relevant departments to ensure comprehensive coverage, transparency, and efficiency in evaluating human rights risks resulting from company operations.

Human Rights Risk Assessment Process

- Define the scope and issues of human rights risks throughout the value chain
- Set measures to reduce/control risks that affect various groups of human rights.
- Specify indicators and evaluate performance in 2023

Scope of human rights risk assessment throughout the value chain from operations, sourcing of raw materials, transportation, customer management, to community impact, as follows

	Human Right Issues	Employee Rights	Partners and Contractor Rights	Community Rights	Customer Rights
1	Discrimination	✓	✓		
2	Health and Safety	✓	✓	✓	✓
3	Standard of living and quality of life of the community			✓	
4	Access to water and sanitation			✓	
5	Acquisition of land			✓	
6	Data privacy	✓	✓		✓
7	Employment Conditions	✓	✓		
8	Freedom of association and negotiation	✓			
9	Child labor, Forced labor, Migrant workers)	✓	✓		

Risk Mitigation for Employee's Right

ประเด็นด้านสิทธิมนุษยชน	มาตรการควบคุม และ ป้องกันผลกระทบ	ตัวชี้วัด	เป้าหมาย
(1.1) Discrimination	+ THAITEX Business Code of Conduct	+ No. of employee signs for COC compliance.	100%
(1.2) Health & Safety	+ PDPA Policy	+ No. of employee signs for PDPA consent	100%
(1.6) Data Privacy	+ PDPA Communication / Culture	+ No. of PDPA cancellation within 1 day lead time.	100%
(1.7) Working Condition	+ PDPA Consent & Cancellation	+ No. of SHE committee meeting and report to Executive Committee.	รายไตรมาส
(1.8) Freedom to associate with group and negotiation	+ Set up Safety, Health and Environment Committee to take care of employee and comply to law.	+ Employees are employed and protected by law.	100%
(1.9) Employment of Vulnerable Group - Child Labour, Forced Labour, Migrant Workers, etc.	+ Recruitment Policy + Annual Health Check	+ No. of Human Right complaint + No. of employee entitles for Annual Health Check	0 100%

Risk Minigation for Community's Right

Risk Identification	Risk Control / Prevention	Risk Indicator	Target
(3.2) Health & Safety	+ THAITEX Business Code of Conduct	+ No. of social complaints.	0
(3.3) Standard of living and quality of the community	+ Environmental Policy + Policy is in line with Environmental Law of the Thailand	+ No. of land use right versus no. of land owned by the company.	100%
(3.4) Access to clean water	+ Land Use Right		
(3.5) Land acquisition			

Risk Mitigation for Customer's Right

Risk Identification	Risk Control / Prevention	Risk Indicator	Target
(4.2) Health & Safety	+ THAITEX Business Code of Conduct	+ No. of Customer Complaint	0
(4.6) Data Privacy	+ Quality Assurance / Quality Control + PDPA Policy + PDPA Consent + PDPA Consent Cancellation	+ No. of PDPA acknowledgement and consent + PDPA cancellation within 1 day lead time.	100% 100%

Human Rights Management Results

- Employees have knowledge and understanding of the occupational health and safety management standard system. Including basic management when experiencing an accident or proper first aid.
- There were no fatal accidents from performing duties.

Fair Labour Treatment

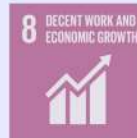
Policy on Fair Labor Treatment

The company recognizes the importance of human resource development and treats workers fairly, which is a factor that will increase the value of the business and strengthen its capabilities in the competition and sustainable growth of the company in the future, the company has established policies and guidelines as follows:

- Respect the rights of employees according to human rights principles, and comply with labor laws
- Provide a hiring process and fair employment conditions including determining compensation and considering merit performance under a fair performance evaluation process
- Promote personnel development By organizing training, seminars, and training, including sending personnel to attend seminars, and academic training in various related areas to develop knowledge of Personnel's abilities and potential Including cultivating a good attitude, morality, ethics and teamwork in personnel.
- Provide various welfare benefits for employees as required by law, such as social security, etc., and other than those required by law, such as health insurance and accident insurance, etc., including providing various types of financial assistance to employees.
- Provide annual health check-up services to personnel at all levels of the company. By considering risk factors according to each person's level, age, gender, and working environment.
- Proceed to enable employees to work safely, and have good hygiene in the workplace By providing measures to prevent accidents, and strengthen employees' awareness of safety Including organizing training and encouraging employees to have good hygiene and maintain a hygienic workplace Always safe
- Provide opportunities for employees to express their opinions, or complain about unfair treatment or wrongdoing in the company Including providing protection to employees who report such matters.



THE GLOBAL GOALS



- safe work Receive a fair wage Have a stable and fulfilling life freely
- No one is excluded from job opportunities.
- Reduce unemployment by providing training and skills development (employment).
- Eliminate and prevent child labor Forced labor and modern slavery

Employment by gender

	2020	2021	2022	2023
Male	382	346	364	383
Female	259	268	614	295
Total	641	614	656	678

Employee compensation

	2020	2021	2022	2023
Male				148 mb
Female				86 mb
Total	155 mb	184 mb.	225 mb.	233 mb.

Employment of people with disabilities

According to the Act on Promotion and Development of Quality of Life for Persons with Disabilities, 2007, employers with 100 or more employees are required to employ disabled persons in the proportion of 1 per cent of the total number of employees. In 2023, TRUBB has an average number of employees of 663 people per year, and has hired 4 people with disabilities according to the criteria set by law.

- Number of disabled employees according to Section 33 = 4 people
- Number of disabled employees according to Section 35 = 2 people

Employee training and development

In 2023, the company organized training to increase the skills of 58% of the total number of employees from the target of 50%. There are statistics on the number of training hours per person and training expenses as follows:

	2020	2021	2022	2023
Average number of training hours per person per year	12	8	6	9
Training expenses (Baht)	104,952	109,600	197,206	195,875



Safety, occupational health and working environment

- Organize training to provide knowledge about safety, occupational health and the working environment. The health and safety of employees and workers is one of the issues that TRUBB places great importance on because it is considered to have an impact and influence on people. There are conflicts of interest including the loss of labor and may affect the amount of output. TRUBB therefore sets strict standards and monitors all operations to ensure health and safety at work to meet international standards.
- Arrange an annual health check. to employees to inform them of their health or the Impact of employees' work in order to know Annual accident statistics or health effects From working on many issues, such as the place where it happened, the nature of it happening (vehicles, confined spaces, heights, chemicals, electricity, odours/vapours, slippery or uneven areas, etc.), the types that happened (personal mistakes/negligence, imperfections in space or equipment, failure to wear protective equipment) and level of severity
- Procurement of personal protective equipment
- TRUBB continually develops and improves the efficiency of its safety operations to reduce the risk of illness, injury or death. and take care of the quality of life of employees or employees appropriately In 2023, there will be zero fatal accidents from performing duties 2023. In addition, the company has purchased PPE equipment such as glasses, face shields, rubber gloves, and safety shoes for employees to wear to replace damaged equipment. Add in the parts that are seen to help prevent accidents.

Employee Engagement

The company has conducted a survey of employee engagement with the company. annually To use the information to prepare plans. To improve and develop in the coming years, the topics used in surveying employee satisfaction in each area are as follows:

1. Work performed
2. Work system
3. Morale
4. Incentive system
5. Commander
6. Subordinate
7. Work environment
8. Information and communication
9. Feeling proud of the company
10. Cooperation and coordination within the company
11. Company rules and regulations
12. Overall satisfaction with working with the company
13. Product production management / product quality

“ Employee engagement summary for the year 2023 is as follows:

1. Employee affiliated with the headquarters showed an average engagement rate of 3.89%, an increase of 0.14% from the previous year.
2. Factory-affiliated employees had an average engagement rate of 4.04%, showing an increase of 0.32% compared to the previous year

”



Table summarizing the results of the 2023 employee satisfaction survey.

	Very Satisfied	Somewhat Satisfied	Satisfied	Somewhat dissatisfied	Dissatisfied	Average Score
Head Office	25.74	38.71	29.68	4.48	1.39	3.83
Factory	33.44	43.36	18.50	3.63	1.07	4.04
TOTAL THAITEX	31.26	52.05	21.66	3.87	1.16	3.98

Customer Responsibilities

TRUBB prioritizes customer responsiveness by fostering strong relationships, engaging in close communication, and understanding the diverse needs of customers. The company adapts to produce contemporary products according to market demands, innovates new ideas, and offers them for sale to enhance the company's product capabilities. Additionally, TRUBB manages customer satisfaction in purchasing products and services from the company.

Operational Guidelines

- Adherence to conducting operations with honesty, transparency, and equality towards every customer.
- Manufacturing, delivering, and providing services with products of quality that meet or exceed customer expectations at fair prices. Disseminating accurate information to inform customers about products and services, avoiding misinformation or confusion regarding their quality, quantity, or terms.
- Establishing departments, systems, or procedures to listen to suggestions, feedback, or complaints about products or services. The company promptly considers and implements necessary improvements and corrections.
- Maintaining customer confidentiality, refraining from disclosing or using it for the company's or other's benefit without consent.
- Cultivating continuous improvement and fostering good relationships to continually benefit customers.

Customer Complaints Channel

- Complaints can be made to the sales representative
- Notified via electronic email ac@thaitex.com



THE GLOBAL GOALS



- Reveal and take responsibility for work practices
- Follow international agreements

Customer satisfaction assessment

- TRUBB continuously develops products and services. To meet to customer satisfaction with responsibility, integrity, and ethics. In 2023, the company received satisfaction from customers as follows:

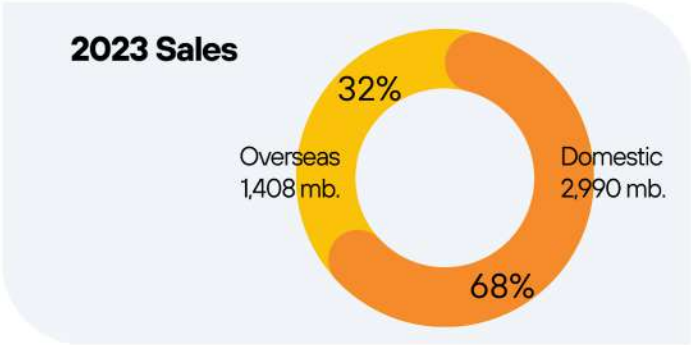
Results of customer satisfaction assessment in 2023

- Domestic customers : 88% satisfaction rate.
- International customers : 90% satisfaction rate.
- No complaints from customers.



Our Customers

THAITEX have distributed products to customers in 22 countries and 4 continents.



America	Europe	Africa	Asia
<ol style="list-style-type: none"> 1. Brazil 2. Mexico 3. Ecuador 	<ol style="list-style-type: none"> 1. German 2. Netherlands 3. Austria 4. Spain 5. Turkey 	<ol style="list-style-type: none"> 1. Egypt 2. Sudan 	<ol style="list-style-type: none"> 1. Malaysia 2. China 3. Korea 4. India 5. Pakistan 6. Sri Lanka 7. Indonesia 8. Philippines 9. Vietnam 10. Japan 11. Uzbekistan 12. Russia

Community and Social Responsibilities

TRUBB conducts its business with a strong sense of social responsibility, alongside the development of the company to ensure sustainability. The company is dedicated to actively participating in activities that contribute to the sustainable development of communities and society. TRUBB has established policies and scopes of work regarding community involvement and development as follows:

1. Conducting business responsibly without negative impacts on the sustainability of communities and society, including economic, social, and environmental aspects.
2. Providing support for community-related projects or activities aligned with the company's operations, with the main objective of creating long-term value, promoting learning, and preserving local customs and community identities.
3. Initiating activities or projects must be able to specify the benefits to the community or society, with defined objectives, action plans, monitoring and evaluation mechanisms, and reporting according to each project's requirements.
4. Promoting good relationships with the community.
5. Raising awareness among company executives and employees about the importance of community development projects and supporting employees to volunteer in projects that benefit the community and society

 **THE GLOBAL GOALS**

-  **8 DECENT WORK AND ECONOMIC GROWTH**
 - Society benefit from a growing economy with a future
-  **10 REDUCED INEQUALITIES**
 - Farmers have access to economic growth
-  **17 PARTNERSHIPS FOR THE GOALS**
 - Collaboration with international organizations that are technologically equipped.

Projects to Promote Development and Participation in the Community

- Greenhouse gas emissions reduction project and voluntary carbon credit trading
- Thai Rubber Project: Solve Poverty, Happy Society, Bright Environment
- Project to improve the surface of community water sources Ban Huai Hua
- Computers for children project



Reduce Greenhouse Gas Emissions and Engage in Voluntary Carbon Credit Trading Project



TRUBB was founded "Greenhouse gas emissions reduction project and voluntary trading of carbon credits" with the objective of creating benefits for farmers. By generating income and having access to carbon credit certification technology. It is also beneficial in using existing resources to create value according to the Bioeconomy principle. The project initiative has the following concepts and operational guidelines:

Project Idea

- Carbon credits It is a tool that will play a very important role in the future to help manage various organizations to achieve their greenhouse gas reduction goals to be Carbon Neutral or Net Zero in developing sustainability.
- The company has studied and found that rubber trees can store carbon well. and saw an opportunity to help coordinate farmers who is the owner of a paracetamol plantation Gain access to carbon credit certification from rubber trees. without obstacles in terms of capital and Multi-step operating process
- The company has the ability to find a market to support the purchase of carbon cretins in China. and is committed to showing responsibility to the community/society through this project Create income opportunities for farmers and access to new technology.

Stakeholders in the project consist of 5 main groups, operational guidelines areas follows:

- **The Rubber Authority of Thailand** coordinates with farmers in the rubber trading system and provides accurate information to farmers.
- **TRUBB** contacts potential buyers from China is interested in investing in purchasing carbon credits from rubber plantations in Thailand.
- **The China Environmental and Carbon Net Zero Investment unit**, contacted by the company, expresses interest in investing approximately 40-50 million baht to conduct area surveys, support registration methods for carbon credits certification from VCS, and act as an intermediary to sell carbon credits in China, with a target of certifying over 100,000 acres.
- **Rubber farmers** apply to participate in the carbon credit certification project without any costs or conditions. Once certified, the company's representatives from China will purchase the credits immediately.
- **Carbon credit auditors and certifiers** adhere to the Verified Carbon Standard (VCS), which has the highest trading rates in the international market.

Project goals

- Rubber plantations covering 100,000 acres have been certified for carbon credits according to the VCS standards.
- Farmers have access to carbon credit certification technology and generate income from sales.

2023 project progress

- Recruiting and preparing information on farmers participating in the project



Project "Thai Rubber Solves Poverty, Create Happy Society and Green Environment"

This project has started for two years with the idea of creating sustainable benefits for the community where located nearby our sites at Chom Sawan Subdistrict, Mae Chan District, Chiang Rai Province.

We support rubber plantations and maintenance techniques, and also giving tapping knowledge to teachers and students.

The school can generate income from this project by selling fresh latex and keep money to use as a budget for necessary spending. Therefore, the company will monitor and evaluate on its progress on annual basis.

There are 3 schools participating in the project:

1. Ban Mae Phaeng School, Moo 5, Tha Khao Plueak Sub-district, 20 Rai.
2. Ban Mae Lak Noen Thong School, Moo 6, Tha Khao Plueak Sub-district, 6 Rai.
3. Ban Thap Kumarn Thong School, Village No. 8, Tha Khao Plueak Sub district, 20 Rai.

2023 Progress

- 2023 reported that the quantity of raw latex has reduced due to climate change - hotter weather and lesser rainfall.
- Revenue of raw latex selling is less than expectation which resulting in insufficient budget to purchase soil fertilizer and other needed materials.
- THAITEX has approved a budget for needed items i.e. soil fertilizer, latex collection cups and tapping knives.



Benefits from extra income to support other's payment

The schools earn extra income from selling raw latex. This amount of money will use to support overhead expenses i.e. fuel for school transportation, student's lunch or hiring childcare officer, etc.



Support Huay Pa Huer community in adjusting the land and pond to increase water storage capacity.

Our company is in cooperation with the community's leader at Ban Khong San Ngam. There is an opportunity to adjust its land and pond called Huay Pa Huer. This area serves water to the surrounding community and it is located 1 km away from our site. This activities took place on October 12, 2023.



"Computers for Kids" Project

TRUBB has implemented the "Computers for Kids" project by donating set of used computers that has good quality for students to use for academic support. Out IT team contributed in resolving the internet system issues and installing essential programs in all computers. Additionally, both management and employees contributed funds, goods, sports equipment, reading books, and toys to pass on tools of learning for sustainable development to children. On December 20, 2023, there was an entertaining activity where knowledge in information technology was shared, and learning tools were distributed to students at Wat Sanam Chang (Pradit Rat Rangsana) School, Chachoengsao Province.



Activities with communities and government agencies surrounding the factory

Reforestation activities to increase green space, prevent and solve air pollution problems.

TRUBB Hat Yai Branch Factory The team is led by an assistant factory manager. Monthly and daily employees participate in tree planting activities with the community and Ban Rai Subdistrict Municipality, Hat Yai District, Songkhla Province on September 27, 2023 to increase forest area for the community. Create balance in nature Prevent and solve air pollution problems such as smog or small dust PM2.5, which is another main problem in Thailand.



Recycled garbage donation activity



TRUBB Hat Yai Branch Factory Join in donating recycled waste to contribute to the Merit Waste Fund with Ban Rai Subdistrict Municipality on April 29, 2023. The factory will have a campaign for monthly and daily employees to separate waste from the source and collect it. Before bringing the separated recycled waste to join the merit-making garbage pile every year.

Study tour activities from RAOT, Chachoengsao Province

Rubber Authority of Thailand Chachoengsao Province Lead a team of community representatives Came to study inside TRUBB Chonburi branch factory under the project to promote and support rubber farmer institutions according to Section 49 (6) on August 28, 2023. Assistant factory manager and team brought representatives of RAOT, Chachoengsao Province and the study community. Procedures for purchasing, producing, and inspecting the quality of concentrated latex. all the way to sending it into the warehouse before sending it to the customer. Including a system to treat and control environmental pollution so as not to affect the surrounding area.



Social activities with communities and government agencies

Road accident prevention and reduction project during Songkran Festival



TRUBB Surat Thani Branch Factory Provide support for projects to prevent and reduce road accidents during the Songkran festival. Together with Khun Thale Subdistrict Municipality on April 11, 2023 by Khun Thale Subdistrict Municipality, Mueang District, Surat Thani Province. Public service points have been established. To watch out for accidents, the Surat Thani branch factory joins the campaign to encourage everyone to watch out and emphasize to employees who return home on holidays to be careful when travelling. And I don't drive.

Restore Forest, Restore Mine Project with government sector

TRUBB Chiang Rai Branch Factory Send representatives to participate in National Tree Day activities Organized by the Chiang Rai Provincial Industry Office on June 2, 2023.



CSR activities for local communities in Chiang Rai province



TRUBB Chiang Rai Branch Factory Support drinking water for the academic open house activity project. of the Tha Khao Phuek Educational Development Network Group for the year 2023 on June 28, 2023, with 6 schools in the Tha Khao Phuek Group, community leaders from 14 villages and the community participating in the activity of approximately 500-600 people at Mae Lak Noen Thong School, Tha Khao Phuek Subdistrict, Mae Chan District, Chiang Rai Province

Corporate Governance and Economic Performance

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Corporate Governance

The Board of Directors operates in accordance with the principles of good corporate governance for listed companies Corporate Governance Code (CG Code) and encourages the adoption of the CG Code at all levels of the organization. The Board of Directors is committed and confident that good corporate governance, transparency and effectiveness will contribute to the Company's performance and the best interests of shareholders.

The Board of Directors is involved in formulating the vision, strategy, and core policies of the Company. The Board of Directors also monitors the implementation of the strategy by reporting the results of operations at every meeting in order to follow up on achieving goals. The Board of Directors has divided the duties and responsibilities into sub-committees comprising the Audit Committee, the Risk Management Committee, the Remuneration Committee and the Executive Committee.

The Board of Directors assigns the Executive Committee to monitor and ensure that the management allocates sufficient resources to operate the business and manage the work to achieve the goals according to the plan. In addition, the sub-committees, the Audit Committee, is responsible for the adequacy of the internal control system, and the Risk Management Committee is responsible for overseeing the risk control system in various operations of the Company. The Board of Directors reviewed the management structure to ensure that it was clear and that there were sufficient resources to carry out the tasks and the performance in various fields was monitored at every Board meeting

Important topics in the corporate governance policy include:

1. Corporate governance policies and practices
2. Policies and guidelines related to the committee
3. Policies and practices regarding shareholders and stakeholders



THE GLOBAL GOALS



- Strengthen the strength of the company

Read details of the Corporate Governance Code. Please scan the QR Code or click to go to the company's website.



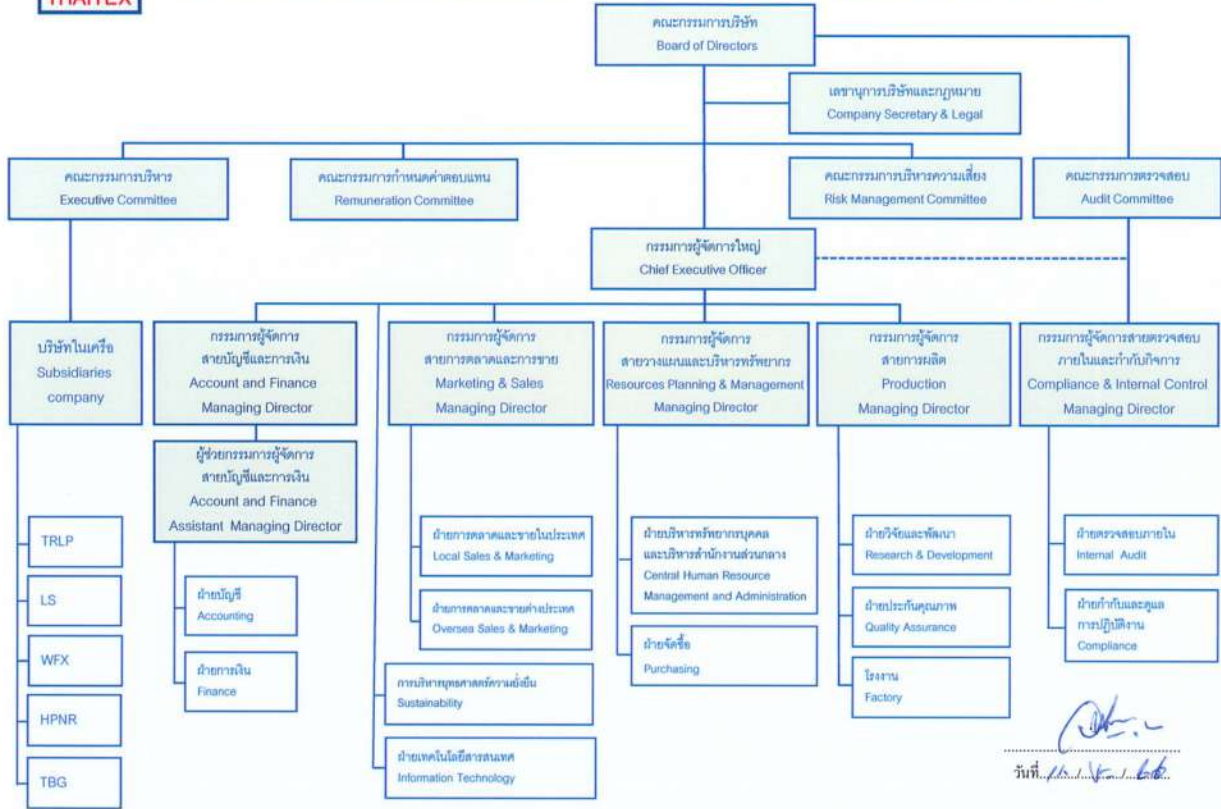
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THAITEX's Organisational Structure



แผนผังองค์กร บริษัท ไทยรับเบอร์ลาเท็กซ์กรุ๊ป จำกัด (มหาชน) ณ วันที่ 12 พฤษภาคม 2566
 Organization Chart Of Thai Rubber Latex Group Public Company Limited. As at 12-05-2023



The Company's Board of Directors has a total of 11 members, as follows;

	List of Executive Committe	Position
1	Mr. Vorathep Wongsasuthikul	Chairman
2	Mr. Paiboon Waraprateep	Vice Chairman
3	Mr. Pattarapol Wongsasuthikul	Director and Chief Executive Officer
4	Mrs. Suchada Sodthibhapkul	Independent Director and Chairman of the Risk Management Committee
5	Mr. Yanyong Tawarorit	Independent Director and Chairman of the Remuneration Committee
6	Mr. Surabhon Kwunchaithunya	Independent Director and Chairman of the Remuneration Committee
7	Asst.Prof.Dr.Sompop Rangubtook	Independent Director
8	Mr. Wongsakul Kittipromwong	Director
9	Dr. Pasithphol Temritikulchai	Director
10	Mr. Prawit Waraprateep	Director
11	Ms. Chalongkwan Wongsasuthikul	Director and Company Secretary

Board of Directors Roles & Responsibilities

- Set policies and directions for the company's operations in accordance with the law, objectives, company regulations and shareholders' meeting resolutions.
- Control and supervise the management to carry out the specified policies efficiently and effectively in order to protect the interests of the company, shareholders and other stakeholders.
- Coordinate between shareholders and management to ensure that there is no conflict of interest between the company and executives.
- Supervise investments Expansion of business, acquisition, sale or transfer of assets that have a significant impact on the company.
- Attend the meeting of the committee appointing and removing senior executives. Including selecting and nominating
- Persons considered for election as company directors by shareholders
- Propose an auditor for shareholders to consider appointing. and disclose information that is correct and in accordance with legal requirements
- Have the power to do anything As specified in the memorandum of association and provisions of the law

The members of the Executive Committee in 2023 are in total 5 members as follows;

	List of Executive Committe	Position
1	Mr. Vorathep Wongsasuthikul	Chairman
2	Mr. Paiboon Waraprateep	Vice Chairman
3	Mr.Pattarapol Wongsasuthikul	Director and Chief Executive Officer
4	Ms.Chalongkwan Wongsasuthikul	Director and Managing Director of Planning and Resource Management
5	Mr. Prawit Waraprateep	Director and Managing Director of Internal Audit and Corporate Governance Division

Executive Committee Roles & Responsibilities

The Company has set up work regulations and powers to act as a management framework according to powers and duties as follows:

1. Consider the goals, policies, work plans and annual budget allocations proposed by the management before submitting them to the Board of Directors for approval. This shall include considering and approving changes and additions to the annual expenditure budget during the absence of the Board of Directors' meeting and presenting it to the Board of Directors for acknowledgement in the next meeting.
2. The executives of various departments responsible for the operations of various businesses report their results to the Executive Committee every month.
3. Approve the expenditure according to the specified company regulations.
4. Approve investment expenditures that have been specified in the annual budget or that have been approved by the Board of Directors in the annual budget or that have been approved by the Board of Directors in principle.
5. Approve in principle investment in business expansion as well as joint venture with other operators and submit it to the Board of Directors for approval at the next meeting.
6. Approve the appointment of authorized signatory on the company's checks or money order documents.
7. Serves as a management advisory group in matters of policy on production, marketing, finance, human resource management and other operations.
8. Approve appointment, transfer and dismissal of employees. 9. Perform any act as assigned by the Board of Directors.

The members of the Risk Management Committee in 2023 are in total 6 members as follows;

	List of Executive Committee	Position
1	List of Executive Committee Position	Chairman of the Risk Management Committee
2	Mr. Vorathep Wongsasuthikul	Member of the Risk Management Committee
3	Mr. Paiboon Waraprateep	Member of the Risk Management Committee
4	Mr. Pattarapol Wongsasuthikul	Member of the Risk Management Committee
5	Mr. Dhirapong Hirunprasurtwutti	Member of the Risk Management Committee
6	Mr. Prawit Waraprateep	Member and secretary of the Risk Management Committee

Risk Management Committee Roles & Responsibilities

The Risk Management Committee's primary mission is to establish a scope of work to control critical risks that will affect the Company's performance and to prepare an appropriate hedging strategy. To be presented to the Executive Committee, including improvements and promotion of tools necessary for use in better risk control operations.

1. Determine policies and strategies based on the company's risk management framework, including the risk governance structure, acceptable risk level, and risk management methods, etc.
2. The overall risks of the company cover various risks as follows;
 - o Market Risk in terms of position and currency exchange rate (FX)
 - o Credit Risk
 - o Operation Risk
 - o Liquidity Risk
 - o Regulatory Risk or risks affecting reputation, including investor relations, or corruption risks, etc.
3. Coordinate with the Audit Committee on key risks and have an internal audit unit as reviewers to ensure that the Company has an internal control system suitable for risk management, including the implementation of a risk management system. The risks are appropriately applied and followed throughout the organization.
4. Consider and review risk management approaches and tools to be effective and appropriate for the nature and size of each type of risk in the transactions the company undertakes.
5. Consider and review the setting of risk limits and measures to take action in case of non-compliance with corrective measures

The members of the Remuneration Committee in 2023 are in total 4 members as follows;

	List of Audit Committee	Position
1	Mr. Surabhon Kwunchaithunya	Chairman of the Remuneration Committee
2	Mr. Vorathep Wongsasuthikul	Member of the Remuneration Committee
3	Mr. Paiboon Waraprateep	Member of the Remuneration Committee
4	Mr. Wongsakul Kittipromwong	Member of the Remuneration Committee

Remuneration Committee Roles & Responsibilities

1. Determine policies, criteria, and methods for selecting directors and senior management to propose to the Board of Directors for approval.
2. Determine the policy for the payment of remuneration and other benefits, including the amount of remuneration and other benefits to senior executive directors, with clear and transparent criteria for submission to the Board for consideration and submission of such policies to the relevant supervisory authority upon request.
3. Determine guidelines for evaluating the performance of directors and high-level executives to consider annual compensation adjustments, taking into account their duties, responsibility, and related risks, as well as giving importance to the long-term increase in the value of the shareholders' equity in consideration of the evaluation.
4. Perform any other acts as assigned by the Board of Directors of the Company.

The members of the Audit Committee in 2023 are in total 3 members as follows;

	List of Audit Committee	Position
1	Mr. Yanyong Tawarorit	Chairman of the Audit Committee
2	Mr. Surabhon Kwunchaithunya	Member of the Audit Committee
3	Dr. Sompop Rangubtook	Member of the Audit Committee

Audit Committee Roles & Responsibility

1. Review to ensure that the Company has accurate, complete, reliable financial reporting and adequate disclosure of information.
2. Review the company's internal control system, suitable and effective risk management, and internal audit systems.
3. Review to ensure proper and effective compliance with good corporate governance policies and business ethics.
4. Review the Company's compliance with the Securities and Exchange Act. Regulations of the stock exchange or laws related to the company's business.
5. Consider proposing the appointment and termination of the Company's auditors and propose the auditor's remuneration of the Company.
6. Consider related party transactions to be in accordance with the laws and regulations of the Stock Exchange of Thailand to ensure that they are reasonable and beneficial to the Company.
7. Supervise the operations of the internal audit department at the internal audit policy and performance level by considering the approval of the charter, independence, including the scope and audit plan of the Internal Audit Department.
8. Consider appointing, relocating, and dismissing the Head of Internal Audit, including jointly assessing the performance of the Head of Internal Audit and approving the remuneration of the Internal Audit Department employees, which are considered by the Company's CEO
9. Consider and review the audit results and recommendations of both the auditors. and the Internal Audit Department as well as follow up to ensure that the management has taken action on such recommendations sufficiently, efficiently and within a timely manner.
10. The Audit Committee can invite executives or employees of the Company concerned to report or present information to the meeting or submit documents as deemed relevant and necessary.
11. If necessary, the Audit Committee can seek advice from external consultants or professional experts regarding the performance of the audit. The Company is responsible for expenses according to company regulations.
12. Review and amend the Audit Committee Charter at least once a year or as necessary to make it up-to-date and appropriate to the corporate environment and present it to the Board for approval.
13. Prepare an Audit Committee report containing information and opinions of the Audit Committee in various fields and disclose it in the Company's annual report, which must be signed by the chairman of the Audit Committee.
14. Perform any other acts as assigned by the Board of Directors with the approval of the Audit Committee. The management has a duty to report or present information, and related documents to the Audit Committee to support the Audit Committee's performance to achieve its assigned duties

Business Ethics

TRUBB has reviewed its business ethics to encompass policies and action plans on key issues, outlining guidelines and responsibilities for all stakeholders, including employees, management, and the board of directors, to honesty, integrity, and fairness equally. The company has communicated and announced to all employees and executives to acknowledge and strictly adhere to these guidelines. The latest version of the company's business ethics has highlighted the following key topics:

1. Practices and responsibilities towards shareholders
2. Practices and responsibilities towards the government
3. Practices and responsibilities towards business partners
4. Practices and responsibilities towards customers
5. Practices and responsibilities towards competitors
6. Practices and responsibilities towards creditors
7. Practices and responsibilities towards employees
8. Practices and responsibilities towards society and the environment
9. Giving and receiving gifts, money, entertainment, or any business benefits from business partners
10. Anti-corruption and anti-collusion measures
11. Disclosure of information
12. Non-selective practices
13. Maintenance of organizational and customer data confidentiality
14. Prevention of unfair competition
15. Prevention of insider information misuse
16. Consideration of safety, occupational health, and environmental aspects in work
17. Maintenance of information and information system security

Read details of the Business Ethics Code. Please scan the QR Code or click to go to the company's website.



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Business Ethics Performance in 2023

- Provide 100% training for employees on new business ethics and obtain their signed consent to comply.
- Conduct post-training tests for all employees, ensuring 100% participation.
- Introduce a step for new employees to be briefed on the company's business ethics details and obtain their consent before starting work.
- No cases of business ethics violations.
- No complaints regarding breaches or non-compliance with business ethics.

Risk Management

TRUBB recognizes the importance of risk management under change, both from internal factors and external factors and the business operating environment is increasingly complex and rapidly changing. This may affect your ability to achieve your goals. To drive the organization towards sustainable success Risk management is an important component of business operations which is interconnected at every level. The ultimate goal in risk management is to conduct business sustainably.



Risk Management Policy

1. The Company establishes risk management frameworks and processes that comply with international standards to achieve effective risk management at the organizational level and per the Company's vision, mission, objectives and strategies.
2. The Company determines that risk management is the responsibility of all agencies to be aware of the risks inherent in the operation of the unit in which they are responsible, with emphasis on risk management. Various aspects are managed under internal control in a systematic manner to a sufficient and appropriate level.
3. The Company encourages the allocation of resources and promotes the implementation of various aspects so that risk management can be controlled or reduced to an acceptable level.
4. Promote risk management operations to become an important culture of the organization. And consider risk management as part of the normal operating process. Including encouraging training and dissemination of knowledge about risks and risk management to personnel at all levels.
5. Executives and all departments shall comply with the risk management system and process to be effective. Risk events shall be monitored and reviewed in accordance with the internal and external environment that is changed regularly.

Operational Guidelines for Risk Management

The Board of Directors has assigned the Risk Management Committee to systematically manage corporate risks in accordance with the risk management framework according to the ERM (Enterprise Risk Management) standard as well as other various standards related to business operations. Set policy, control, supervise and support risk management operations that are in line with business strategies and goals by having connections at all levels, including the integration of corporate governance systems, risk management and compliance, and organization rules. Determine risk management policies and communicate them to all employees to follow. Promote and motivate all employees at all levels to realize their responsibility for joint risk management in order to create a corporate culture. Corporate Governance Committee has been established to supervise risk management for maximum effectiveness,

The risk management committee has approved the implementation of comprehensive risk management for the organization, identifying potential risks that may impact business operations and the sustainability of the company. In 2023, the organization reviewed its risks and developed a risk management plan as follows:

Environmental Risk (E)

Identify risks	Impact of risk	Risk management
Risk from chemical leaks	<ul style="list-style-type: none"> • Activities in the company's production process may impact the health and safety of employees, such as exposure to chemicals from leaks, resulting in physical harm to employees. • Impact on local communities and the environment. 	<ol style="list-style-type: none"> 1. Work practice manual for preventing chemical leaks and promoting safety training related to chemical handling to educate employees. 2. Safety, occupational health, and environmental plans for the year 2023. 3. Planning/ reporting of occupational health and safety activities for the year 2023. 4. Planning/ reporting of inspection and maintenance of electrical machinery and equipment for the year 2023. 5. Planning and reporting of chemical leak prevention training for the year 2023. 6. Compilation of complaint data records for the year 2023. 7. Organization of basic fire fighting and emergency evacuation plan training activities for the year 2023. 8. Post-incident contamination monitoring and inspection (if applicable).
Risk from shock load in wastewater treatment ponds	<ul style="list-style-type: none"> • Impact on the environment leading to water pollution, affecting aquatic ecosystems, and chemical contamination of water sources, which harms living organisms. • Impacts on agriculture and residents living near the factory. 	<ol style="list-style-type: none"> 1. Operating manual for wastewater treatment unit. 2. External quality analysis is sent for wastewater quality analysis according to environmental monitoring and safety plans annually. 3. Inspection of machinery and equipment used in the system. 4. Recording water usage quantities for each unit and analyzing wastewater quality, along with preparing reports on the results of toxic substance analysis sent to the Department of Industrial Works. Additionally, the rear measures to rectify and prevent instances where wastewater quality standards are not met or emergencies occur in the wastewater treatment system.

Environmental Risk (E)

Identify risks	Impact of risk	Risk management
Risk from water shortage for production	<ul style="list-style-type: none"> Water scarcity in the production process leads to production stop pages, affect in grevenue and the company's operational reliability due to the critical importance of water resources. Impact on the habitats of aquatic animals. 	<ol style="list-style-type: none"> Rain water harvesting through excavation of wells for storage during dry seasons. Implementing a water usage plant or egulate consumption for employees and community members, managing community water sources, and improving natural water reservoirs. Preventing water pollution by avoiding discharge of untreated wastewater into natural water sources, recycling used water for purposes like watering plants. Collaborating with the community to monitor water sources and volumes to prevent and mitigate water-related issues. Establishing environmental management policies, water management plans, and usage controls.

Social Risk (S)

Identify risks	Impact of risk	Risk management
Risk from non-compliance with personal data protection laws	<ul style="list-style-type: none"> Data leaks will affect the organization's reputation. 	<ul style="list-style-type: none"> There is a personal information protection policy and privacy notice (Privacy Notice). A personal data processing agreement has been created. There are measures to maintain the security of personal information. A record of transactions (Record of Processing Activity-ROPA) is prepared. There is training on personal data protection.

Governance and Economic Risk (G)

Identify risks	Risk management	Impact of risk
Emerging risks via geopolitical confrontation from war conflict	<ul style="list-style-type: none"> Plans and preparations have been made with adjustments invarious strategies, suchas investment, fundraising, and operational alignment, inrespon set other situation. Development of continuous business management plans. 	<ul style="list-style-type: none">

Corporate governance and economic risks (G)

Identify risks	Risk management	Impact of risk
Risk from power outages	<ul style="list-style-type: none"> • Implemented safety, health, and environmental plans for 2023. • Prepared occupational health and safety plans and reports for the year. • Executed machinery and electrical equipment inspection and maintenance plans for 2023. • Coordinated with regional electricity authorities to resolve power outages promptly. • Implemented energy-saving measures and communicated with employees for efficient electricity use. 	<ul style="list-style-type: none"> • Machined own time resulting in production halts may accelerate machinery deterioration and reduce their life span. • Impact on product delivery and sales to customers.
Risks related to the quantity and price of rubber materials	<ul style="list-style-type: none"> • Monitoring of factors affecting rubber yield. • Procurement of raw materials for sufficient storage, reported to the Marketing Committee (MC) meeting. • Adequate funding secured for product purchases. • Planned customer visits and acquisition of new clients. 	<ul style="list-style-type: none"> • The impact on business operations and continuity has led to a decrease in natural rubber supply, resulting in reduced raw materials for production and sales falling short of targets.
Exchange rate risk	<ul style="list-style-type: none"> • Using risk prevention tools like forward contracts and options, with regular data analysis. • Weekly reports to executives at MC meetings, monthly presentations on exchange rate risk management at Management meetings, and quarterly reports to the Risk Management Committee. 	<ul style="list-style-type: none"> • During periods of volatility in the Thai currency, managing exchange rates becomes challenging and unpredictable, potentially impacting the profitability of the company and its overall flexibility.
The risk from data backup related to information systems	<ul style="list-style-type: none"> • Data loss and incomplete data. • Expenses incurred in data recovery or re-creation. • Impact on business operations due to interruptions. 	<ul style="list-style-type: none"> • Policy and practices for information security maintenance. • Regular management of data backup on a daily basis. Off-site data backup data DR-side to prevent data loss. • Testing data rest or action procedures.
Climate change risks	<ul style="list-style-type: none"> • Increased frequency and severity of natural disasters may lead to business interruptions and disruptions of critical activities for the company. This can also impact property and employee safety. Without adequate preparedness and adaptation measures, the company may face significant challenges. 	<ul style="list-style-type: none"> • Weekly meetings on production and sales outcomes for continuous management. • Reviewing strategies to reduce greenhouse gas emissions. • Enhancing efficiency and optimizing resource management processes.

Sustainable Supply Chain Management

TRUBB understands the vital role of collaboration with its suppliers, contractors, distributors, and service providers to sustain the business. It has set guidelines covering ethics, laws, human rights, labor, environment, health, and safety for partner selection and evaluation. This commitment to risk prevention and mitigation ensures sustainable growth for both TRUBB and its partners.

To manage the supply chain in a sustainable way, the company has established relevant operational guidelines as follows:

1. Criteria for selecting new business partners.
2. Business ethics communication of suppliers.

Criteria to Select New Business Partners

1. **Quality Criteria:** The product must meet the standard specifications set by the company, promoting products with high quality standards aligned with those of the company.
2. **Price Criteria:** Price is a primary indicator in selecting partners since the product's price is a cost factor in the company's manufacturing process. If the company obtains a reasonable or lower price compared to other suppliers, it enhances the company's competitiveness in the market.
3. **Delivery Time Criteria:** The speed of order placement and product delivery, as well as the accuracy of the delivery quantity according to the order, are crucial. If the lead time for ordering and delivering products is lengthy, it results in higher storage costs for the company.
4. **Service Criteria:** In the case of products that require after-sales service, the seller should have the capability to provide prompt and targeted service. This helps enhance the efficiency of the company's operations.
5. **Sustainable Business Operation Criteria:** Emphasizing social and environmental considerations, the seller is willing to adhere to the business ethics of the company. The seller is also willing to sign a written commitment and is open to disclosure if the company needs transparency in its operations.



THE GLOBAL GOALS

8 DECENT WORK AND ECONOMIC GROWTH

- Everyone can choose safe jobs, receive fair wages, and lead stable and fulfilling lives freely.
- No one is deprived of work opportunities.
- Eliminate and prevent child labor, forced labor, and modern slavery.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

- Transparency and accountability for their own work practices.
- Adherence to international agreements.
- Minimize food waste.
- Care for the quality of water, air, and soil.
- Reduce, Reuse, Recycle.

Supplier Code of Conduct

The Thai Rubber Latex Group of Companies ("the Group") is committed to conducting its business sustainably, with transparency, integrity, and adherence to the law. It places importance on good corporate governance principles and social responsibility. Therefore, the Group has established a Supplier Code of Conduct to guide its business partners in conducting their operations in accordance with legal requirements, the company's ethics, and international standards. This initiative aims to encourage the Group's suppliers to conduct business ethically, considering human rights, social responsibility, and environmental conservation. Additionally, it emphasises compliance with safety, health, and environmental standards. Furthermore, the Group aims to ensure that its business partners adhere to the principles outlined in this policy. It also supports suppliers in developing sustainable procurement policies to conduct business sustainably throughout the supply chain, enhance competitiveness, and foster long-term growth together.

Definition: Business partners refer to sellers, contractors, and/or service services, including both legal entities and individuals, to the Group of companies, as well as sub-contractors of sellers, contractors, and/or service providers mentioned above

1) Business Ethics	
1.1 Corporate governance	Business partners of the Group of companies must conduct business based on principles of correctness, integrity, honesty, and transparency. Their operations should be subject to scrutiny considering stakeholder's interests under good corporate governance practices, including compliance with relevant laws and regulations rigorously, and refraining from any form of corruptor unethical behavior.
1.2 Business conduct within tegrity	Partners of the company group must treat stakeholders with honesty, integrity, fairness, and a commitment to fair competition in business conduct, law, and fair trade principles consistently, rejecting any behaviour that obstructs fair competition.
1.3 Conflict of interest	Partners of the company group must refrain from engaging in any actions to seek personal gain or benefitting individuals closet them to their position, duties, and opportunities that may lead to conflicts of interest or harm between partners and company personnel.
1.4 Maintaining confidential information	Partners of the company group must not disclose or utilize confidential and/or internal information of the company group for their own benefit or the benefit of any other individuals, whether directly or indirectly, and must not use such information without consent.
1.5 Usage of intellectual property	Partners of the company group must respect and not in fringe up on the intellectual property rights of others, including trade marks and patents, and must not counterfeit or use the intellectual property of others without permission.
1.6 Anti-corruption	The supplier must not engage in or support any form of corruption, both directly and indirectly. This includes establishing anti-corruption policies to prevent and combat corruption, as well as participating in the Thai Private Sector Collective Action Coalition Against Corruption (CAC) to declare commitment and certify compliance with anti-corruption practices.

2) Human Rights and Labor

2.1 Non-discrimination	Suppliers of the company must respect the dignity of employees, treat each other with respect, and practice equality without discrimination based on physical appearance, mental characteristics, race, religion, gender, language, age, skin colour, education, social status, or any other factor.
2.2 No forced labor	Suppliers of the company must not use forced labor, human trafficking, or child labor, which is prohibited by law, including penalties involving physical or mental abuse of employees, whether through coercion, confinement, withholding of wages, intimidation, harassment, coercion, or any form of violence.
2.3 Labor rights protection	The company's suppliers must not be a labour that violates the law. In cases where child labor aged 15 or older but not exceeding 18 years is reported, appropriate protection must be provided to the labor force as stipulated by law. If the labor force is foreign, hiring must be conducted in full compliance with the law.
2.4 Wages, benefits, and working hours	Suppliers must offer fair compensation based on employee abilities and potential, including legal benefits, without paying below standard. They must comply with regulations on working hours, overtime, and holidays, ensuring employees receive mandated time off.
2.5 Termination	In the case of a company's business partners, termination of employment must follow labor laws and regulations.

3) Occupational Health & Safety

3.1 Safety and working environment	Suppliers must provide a safe, healthy work environment that meets legal standards, minimizing accidents, emergencies, illnesses, and injuries
3.2 Personal protective equipment	Suppliers must provide sufficient hazard information, conduct risk assessments, and supply appropriate personal protective equipment to employees and relevant parties.
3.3 Preparing for emergency situations	Suppliers of the company must have emergency preparedness plans in place, such as installing hazard prevention and control systems, reporting emergencies, and providing regular training to employees. Clear communication ensures employees understand safety measures and can act promptly in abnormal situations.

4) Environmental aspect	
4.1 Comply with laws, rules, regulations, and environmental standards.	The company's suppliers must comply with environmental regulations and cooperate in adhering to international agreements to prevent or minimize environmental impacts
4.2 Use resources efficiently and reduce environmental impacts.	The company's suppliers must prioritize energy conservation and utilize resources efficiently and effectively, such as reducing water, electricity, and fuel consumption. Additionally, they should promote environmentally and socially friendly business practices, which will have positive long-term effects on business operations

5) Social responsibility	
5.1 Social responsibility	Suppliers must conduct beneficial business for the economy and society, adhering to laws and regulations, promoting community well-being, and fostering a culture of social responsibility among employees for sustained organizational excellence.

6) Complaint channels (Whistleblowing Channels)	
6.1 Complaint channels (Whistleblowing Channels)	<p>If there are concerns or suspicions of legal violations, regulations breaches, or ethical misconduct by any suppliers or stakeholders, you can report them through the following channels, along with relevant evidence, please report through the channels:</p> <ul style="list-style-type: none"> • Electronic mail can be sent to Chairman of the Audit Committee • E-Mail :ac@thaitex.com • By mail, specifying the recipient on the envelope, or by submitting directly to: Chairman of the Audit Committee, Address: Thai Rubber Latex Group Public Company Limited, 99/1-3 Village No. 13, Bangna-Trad Road, Km. 7, Bang Kaeo Subdistrict, Amphoe Bang Phli, Samut Prakan Province 10540 <p>The company will address all complaints consistently, transparently, and fairly, with protective measures in place for complaints. Information provided will be kept confidential, and guidelines will protect whistle blowers or complainants, witnesses, and informants from any retaliation or harm.</p>

Results of Business Ethics Communication Operations

- Business partners acknowledge business ethics: 100%
- Business partners signed acknowledging compliance with business ethics: 98%
- Business partners submitted self-assessment forms on ESG: 100%

Innovation Development

Innovation Development Policy

TRUBB emphasizes the importance of innovation to enhance competitiveness and sustainably develop the business, aiming to create long-term value for both the company and its stakeholders. Innovation efforts reflect the company's commitment to enhancing its competitive edge amid economic, social, and environmental changes, meeting the needs of stakeholders while creating value for the business and society.

1. Support the creation of innovation that adds value to the business, in conjunction with operating in a socially and environmentally responsible manner.
2. Establish plans to promote the organization's innovation development.
3. Designate units responsible for managing and promoting innovation within the organization.
4. Foster a positive mindset and support all employees' participation in creativity and innovation.
5. Promote the development of a learning organization to stimulate employees' creativity and eagerness to contribute innovative ideas.
6. Encourage collaborative development of innovative ideas with researchers or contributors outside the business.

Intellectual Copyright Progress

The company has got patented from 2 projects and another 6 projects are on the process of approval.

Patented list :

No.	Description	Patent number/Certificate Number
1	Formula and process for producing latex compound stable vulcanization and long shelf life.	22943
2	Forming of products from latex compounds with stable vulcanization and long shelf life.	17672



THE GLOBAL GOALS



- Promote sustainable industrial development

List of Innovation Projects

1. CNR (Chlorinated Natural Rubber)
2. Nirtosamin Free CL60
3. Ultra Low Ammonia
4. EDPM (Ethylene-Propylene Diene Rubber)
5. ENR (Epoxidised Natural Rubber)



Appendix

Code	GRI Standards	ESG Indicators	Unit	2022	2023
Environmental Dimension					
E1: Environmental Policy and Compliance with Standards					
E1.1C	GRI 103	Policies and practices regarding environmental management	yes/no	yes	yes
E1.2C		Number of law violations or environmental incidents with corrective actions explained.	number of cases	n/a	n/a
E1.3C		Value of damages or fines resulting from legal violations or environmental impacts.	baht	n/a	n/a
E1.4R		Compliance with international principles and standards regarding energy management	yes/no	yes	yes
E1.5R		Compliance with international principles and standards regarding water management	yes/no	yes	yes
E1.6R		Compliance with international principles and standards regarding garbage and waste management.	yes/no	yes	yes
E1.7R		Compliance with international principles and standards regarding the management of greenhouse gases or climate change.	yes/no	yes	yes
E2 Power Management					
E2.1C	GRI 302	Energy management plan	yes/no	yes	yes
E2.2C		Energy consumption (electricity)	kWh	13,330	12,651
E2.3C		Amount of renewable energy	kWh	-	-
E2.5R		Energy intensity per unit	kWh/ Ton	101	110
E3 Water Management					
E3.1 C	GRI 303	Water management plan	yes/no	√	√
E3.2 C		Water consumption	cubic meter	372,206	348,869
E3.4 R		Water consumption per unit (water intensity)	cubic meter/ Ton of concentrated latex	1.55	1.50
E3.5R		Percentage of wastewater from treatment before disposal	%	-	98.53

Code	GRI Standards	ESG Indicators	Unit	2022	2023
Environmental Dimension					
E4 Garbage and waste management					
E4.1C	GRI 306	Garbage and waste management plan	yes/no	yes	yes
E4.2C		Amount of garbage and waste	kg	89,600	79,946
E4.4R		Amount of trash and waste that has gone through the reuse and/or recycling process	kg	2,020	4,619
E2 Greenhouse gas management					
E5.1C	GRI 305	Greenhouse gas management plan	yes/no	yes	yes
E5.2C		Total greenhouse gas emissions of Scope 1 and Scope 2	tCO2e	6,731	7,340
E5.3C		Verification of greenhouse gas emissions data by external agencies	yes/no	No	yes
E5.4R		Greenhouse gas management goals	tCO2e	๕๖๓๖ 2	๕๖๓๖ 2
E5.5R		Total greenhouse gas emissions of Scope 1, Scope 2, and Scope 3	tCO2e	7,524	20,414
E5.6R		Quantity of greenhouse gas emissions per unit (carbon intensity)	tCO2e /unit	0.07	0.20
Social Dimension					
S1 Human Rights					
S1.1C	GRI 401	Human rights policies and practices	yes/no	yes	yes
S1.2R		Comprehensive assessment of risks from human rights violations in business operations (Human Rights Due Diligence: HRDD) along with preventive measures.	yes/no	yes	yes
S1.3R		Number of incidents related to human rights violations along with corrective and remedial measures	number of cases	0	0

Code	GRI Standards	ESG Indicators	Unit	2022		2023		
Social Dimension								
S2 Fair Labor Treatment								
Employment				M	F	M	F	
S2.1C	GRI 401	Total number of employees	person	364	292	383	295	
		Employees classified by age group						
		-Less than 30 years old	person	115	85	130	73	
		-Age 30-50 years	person	199	155	212	169	
		-Over 50 years old	person	50	52	41	53	
		Employees classified by position level						
		-Operational level	person	347	277	366	277	
		-Management level	person	11	14	11	17	
		-Senior executives	person	7	1	6	1	
S2.2C	GRI 405	Number of disabled and/or elderly employees	person	-		-		
Employee compensation								
S2.3C	GRI 405	Total amount of employee compensation	M.baht	145	79	147	85	
S2.4C		Percentage of employees who are members of the provident fund.	%	30.64		29.94		
S2.5R		Gender pay difference (female:male)	M.baht	-		61		
Employee Development								
S2.6C	GRI 404	Plans or activities regarding employee development	yes/no	yes		yes		
S2.7C		Average number of training hours for employees	Hours/person/year	12.17		8.95		
S2.8R		Employee development plans are part of the annual employee performance evaluation.	yes/no	yes		yes		
S2.9R		Employee development goals	yes/no	yes		yes		
S2.10R		Amount of expenses for employee development	Baht	197,206		195,875		
S2.11R		Benefits to employees and/or organizations received from employee development	yes/no	yes		yes		

Code	GRI Standards	ESG Indicators	Unit	2022	2023
Social Dimension					
S2 Fair Labor Treatment					
Safety, occupational health, and working environment					
S2.12C	GRI 403	Plans or activities regarding the development of safety, occupational health, and the working environment.	yes/no	yes	yes
S2.13C		Number of incidents or cases of work injuries resulting in work stoppage	yes/no	yes	yes
S2.14R		Goals for development of safety, occupational health and working environment	yes/no	yes	yes
S2.15R		Lost Time Injury Frequency Rate (LTIFR)	times/ 200,000 hrs.	17	15
Promoting relationships and participation with employees					
S2.16C	GRI 402 GRI 407	Employee engagement and retention development plan	yes/no	yes	yes
S2.17C		Percentage of employees who voluntarily resign	%	22.87	19.17
S2.18C		Number of important labor disputes with resolution measures	# of case	n/a	n/a
S2.19R		Goals for developing engagement and employee retention	yes/no	yes	yes
S2.20R		Evaluation results of employee engagement with the organization	yes/no	yes	yes
S2.21R		A group of employees to negotiate with the company regarding employee benefits and welfare.	yes/no	yes	yes

Code	GRI Standards	ESG Indicators	Unit	2022	2023
Social Dimension					
S3 Responsibility towards customers/consumers					
Consumer rights					
S3.1C	GRI102-3 GRI 418	Policies and guidelines for maintaining customer's personal information	yes/no	yes	yes
S3.2C		Customer data leaks and corrective measures	yes/no	yes	yes
S3.3C		Incidents or complaints regarding consumer rights violations and corrective measures.	yes/no	yes	yes
S3.4R		Channels through which the company receives complaints from customers/ consumer	yes/no	yes	yes
S3.5R		Customer satisfaction development plan	yes/no	yes	yes
S3.6R		Customer satisfaction development goals	yes/no	yes	yes
S3.7R		Customer satisfaction evaluation results	yes/no	yes	yes
S4 Responsibility towards community/society					
S4.1C	GRI 413	Policy on development and participation with communities/society that may be affected by the business	yes/no	yes	yes
S4.2C		Plan to promote development and participation with communities/society that may be affected by the business	yes/no	yes	yes
S4.3C		Number of disputes with community/society along with corrective measures	# Case	n/a	n/a
S4.4R		Goals for development and participation with communities/societies that may be affected by the business	yes/no	yes	yes
S4.5R		Benefits from projects or activities from developing and helping communities/society	yes/no	yes	yes

Code	GRI Standards	ESG Indicators	Unit	2022	2023
Corporate Governance and Economic Dimensions					
G1 Policy structure and corporate governance system					
Board composition					
G1.1C	GRI 102-18	History of individual company directors	yes/no	yes	yes
G1.2C		Total number of committee members	person	11	11
G1.3C		Number of independent directors	person	4	4
G1.4C		Number of non-executive directors	person	2	2
G1.5C		Number of female directors	person	2	2
G1.6C		Chairman of the Board is an independent director.	yes/no	no	no
G1.7C		Chairman and Managing Director are not the same individual	yes/no	no	no
G1.8C		Number of independent directors on each subcommittee.	person	3	3
G1.9C		Chairman of each subcommittee is an independent director.	yes/no	no	yes
Roles and responsibilities of the committee					
G1.11C	GRI 102-26	Number of committee meetings	# of time	5	4
G1.12C		Performance of the Board of Directors	yes/no	no	no
G1.13C		Number of meetings of the Audit Committee	# of time	5	4
G1.14C		Performance of the Audit Committee	yes/no	yes	yes
G1.15C		Number of committee meetings each subcommittee	# of time	4	5
G1.16C		Performance results of each subcommittee	yes/no	yes	yes
G1.17R		Results of compliance with the succession plan	yes/no	no	no
Selection of directors					
G1.18C	GRI 102-24	Director selection policy aligned with organizational strategy	yes/no	yes	yes
G1.19C		Analysis of directors' skills and experience according to the nature of the business (board skill matrix)	yes/no	no	yes
G1.20C		Biography of the newly appointed directors	yes/no	yes	yes

Code	GRI Standards	ESG Indicators	Unit	2022	2023
Corporate Governance & Economic Dimension					
G1 : Policy structure and corporate governance system					
Remuneration for directors and senior executives					
G1.21C	GRI 102-38	Directors' remuneration	yes/no	yes	yes
G1.22C		Amount of compensation for individual directors	Baht	yes	yes
G1.23C		Other non-monetary remuneration of directors	yes/no	no	no
G1.24C		Policy and criteria for remuneration of senior executives	yes/no	no	no
G1.25C		Total compensation amount for senior executives	Baht	no	no
G1.26R		Other compensation and long-term benefits of senior executives	yes/no	no	no
Director development					
G1.27C	GRI 102-27	Policy regarding director development plans	yes/no	yes	yes
G1.28R		Performance results for individual director development	yes/no	yes	yes
Evaluation of the performance of the Board of Directors and senior executives					
G1.29C	GRI 102-28	Criteria for evaluating the performance of the committee's duties	yes/no	yes	yes
G1.30C		Results of evaluating the performance of the committee's duties on a group-by-group basis	yes/no	yes	yes
G1.31C		Results of evaluating the performance of each sub-committee.	yes/no	yes	yes
G1.32R		Results of evaluating the performance of individual directors	yes/no	yes	yes
G1.33R		Criteria for evaluating the performance of duties of the Managing Director	yes/no	no	no
Business ethics					
G1.34C	GRI 102-17	Business ethics (code of conduct)	yes/no	yes	yes
G1.35C		Anti-corruption policy and practice guidelines	yes/no	yes	yes
G1.36C		Number of business ethics violations or corruption cases with policy and management practice correction measures	# Case	0	0
G1.37C		Complaints and whistle blowing	yes/no	yes	yes
G1.38R		Measures to prevent violations of business ethics	yes/no	yes	yes

Code	GRI Standards	ESG Indicators	Unit	2022	2023
Corporate Governance and Economic Dimensions					
G2 Sustainability Policy and Strategy					
G2.1C	GRI 102-55	Corporate sustainability policies and goals	yes/no	yes	yes
G2.2R		Important corporate sustainability topics (material topics)	yes/no	yes	yes
G2.3R		Sustainability report	yes/no	yes	yes
G2.4R		Standards for disclosing information on sustainability performance, such as GRI Standards, etc	yes/no	no	yes
G3 Sustainability Risk Management					
G3.1C	GRI 308 GRI 414	Policies and practices for sustainable supply chain management	yes/no	yes	yes
G3.2C		Sustainable supply chain management plan	yes/no	yes	yes
G3.3C		Percentage of new trading partners of the company that passed screening for sustainability issues	%	100%	100%
G3.4C		Supplier Code of Conduct	yes/no	yes	yes
G3.5R		Percentage of key suppliers who have signed to abide by the Business Supplier Code of Ethics.	%	100%	100%
G5 Innovation Development					
G5.1C	-	Policies and guidelines regarding organizational innovation development	yes/no	yes	yes
G5.2C	-	Development and promotion processes for organizational innovation culture.	yes/no	yes	yes
G5.4R	-	Benefits from innovation development	yes/no	yes	yes



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