

Sustainability Report 2024

THAI RUBBER LATEX GROUP PUBLIC Co., Ltd.



Highlights:

- EUDR
- Renewable Energy
- Carbon Footprint



Thai Rubber Latex Group Public Co., Ltd.



More Information at
www.thaitex.com

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Mr. Pattarapol Wongsasuthikul
Chief Executive Officer

Message from CEO

In 2024, TRUBB remains committed to adapting and developing the organization toward sustainable growth amidst the ongoing changes in global economic, social, technological, and environmental landscapes. Various challenges—such as economic volatility, regional conflicts, and shifts in consumer behavior—have driven us to strengthen our resilience and adaptability in business operations.

The Company places great emphasis on research and development of innovations that meet both market demands and sustainability goals. Our focus is on creating products that minimize environmental impact while enhancing the capabilities of our employees, enabling them to effectively adopt and utilize modern technologies.

This year, the Company also recognizes the vital role of digital technology and artificial intelligence (AI) in driving business success. We have begun integrating AI systems within the organization to improve operational accuracy, reduce errors, and support faster, more efficient decision-making processes.

On behalf of the Board of Directors and the management team, I would like to express my sincere gratitude to our shareholders, customers, partners, employees, and all stakeholders for being part of our continued success. Please be assured that TRUBB remains steadfast in our commitment to transparency, integrity, and good governance, as we move forward toward a stronger, more sustainable future—ready to embrace every change that lies ahead.

Business Commitment



Philosophy

Thai Rubber Latex Group Public Company Limited. Operates under the firm determination to make efficient use of resources. To produce quality products, which supersede the standards that are internationally accepted including bringing new innovations used in production to meet the needs of consumers and in accordance with the sustainable development of the global market.



Vision

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

Core Value



T

Trustworthy

H

High Quality

A

Accountability

I

Innovation

T

Teamwork

E

ESG

X

Excellence

Quality and Operational Standards



THAITEX has achieved an Excellent rating in corporate governance in 2024 by the Thai Institute of Directors Association (IOD).



THAITEX received an Excellent rating in the 2024 Annual General Meeting (AGM) Quality Assessment conducted by the Thai Investors Association.



THAITEX received an AA rating in the 2024 SET ESG Rating assessment conducted by the Stock Exchange of Thailand (SET).



The rubber plantation in Mae Chan District, Chiang Rai Province (110 rai) has been certified under IFOAM (International Federation of Organic Agriculture Movements) organic standards. The certificate was issued on November 1, 2023.



Certified under the USDA-NOP (United States Department of Agriculture - National Organic Program) standards to ensure organic agricultural products. The certification covers the production, handling, and processing of agricultural products labeled as 'organic'.



THAITEX is certified under the Global Organic Latex Standard (GOLS), which is an international standard for products made from organic natural latex. Certificate No. 892043GOLS-01.2024, valid until August 8, 2025.



Certified under the FSC Forest Management (FSC-FM) standard, Certificate Code: BV-FM/COC-163531, valid from November 17, 2021 to November 16, 2026.



Certified under the FSC Chain of Custody (FSC-COC) standard, Certificate Code: BV-COC 172680, valid from December 17, 2021 to December 16, 2026.



Certified under the international standard for Environmental Management System (EMS), valid from February 24, 2024 to February 23, 2027.



Certified under the international standard for Quality Management System (QMS), valid from February 24, 2024 to February 23, 2027.



Certified under the international standard for laboratory competence (ISO/IEC 17025), demonstrating technical capability and reliability in testing and calibration activities.



THAITEX received Level GI3 certification at factories in Surat Thani, Rayong, and Hat Yai, and Level GI1 certification at factories in Chonburi and Chiang Rai, with a validity period from June 2023 to 2026.

Our Business

TRUBB operates a fully integrated business across the entire value chain—from upstream activities such as rubber plantation; midstream processes including the production of concentrated latex and skim block rubber; to downstream manufacturing of products such as rubber thread, natural rubber gloves, and latex bedding. This vertical integration enables the company to enhance operational efficiency throughout the value chain.



Rubber plantation business

Company Name: Thai Rubber Land and Plantation Co., Ltd.
Abbreviation: TRLP
Date of Establishment: June 11, 2003

Concentrated latex business



Company Name: Thai Rubber Latex Group Plc.
Stock Name: TRUBB
Brand Name: THAITEK
Date of Establishment: December 6, 1985
Date Listed on SET: March 8, 1993



Skim block rubber business

Company Name: Thai Rubber Latex Group Plc.
Stock Name: TRUBB
Brand Name: THAITEK
Date of Establishment: December 6, 1985
Date Listed on SET: March 8, 1993

Pillow and mattress business



Company Name: Latex Systems Plc.
Stock Name: LS
Brand Name: Latex System
Date Establishment: June 11, 2003



Gloves business

Company Name: Thai Rubber Gloves Co., Ltd.
Company Abbreviation: TBG
Brand Names: PROXAM, TBG
Date Establishment: January 8, 2021

Elastic rubber thread business



Company Name: World Flex Plc.
Stock Name: WFX
Brand Names: WORLD FLEX, QUALIFILEX, LT Rubber , CHANGTHAI, PEGASUS (Blue), PEGASUS (China)
Date of Establishment: May 2, 1992
Date Listed on SET: December 23, 2021



ABOUT THAITEX

SCAN HERE



Scope of Organizational Sustainability Development

TRUBB has prepared its 3rd Sustainability Report for the year 2024 to communicate the company's commitment to sustainable development across three key dimensions: environmental, social, and governance & economic (ESG). The sustainability performance results were disclosed in the 2024 Sustainability Report, published in March 2025.

- **Scope of Report:** TRUBB has disclosed its performance in accordance with
 - 1.SET ESG Rating framework
 - 2.GRI Standards (in reference with the GRI Standards)
 - 3.The United Nations Sustainable Development Goals (SDGs)
 - 4.CDP
 - 5.SmetaSedex
 - 6.Ecovadis
 - 7.SASB

Note: This report has not been externally assured. TRUBB has applied the aforementioned frameworks as the basis for performance disclosure.

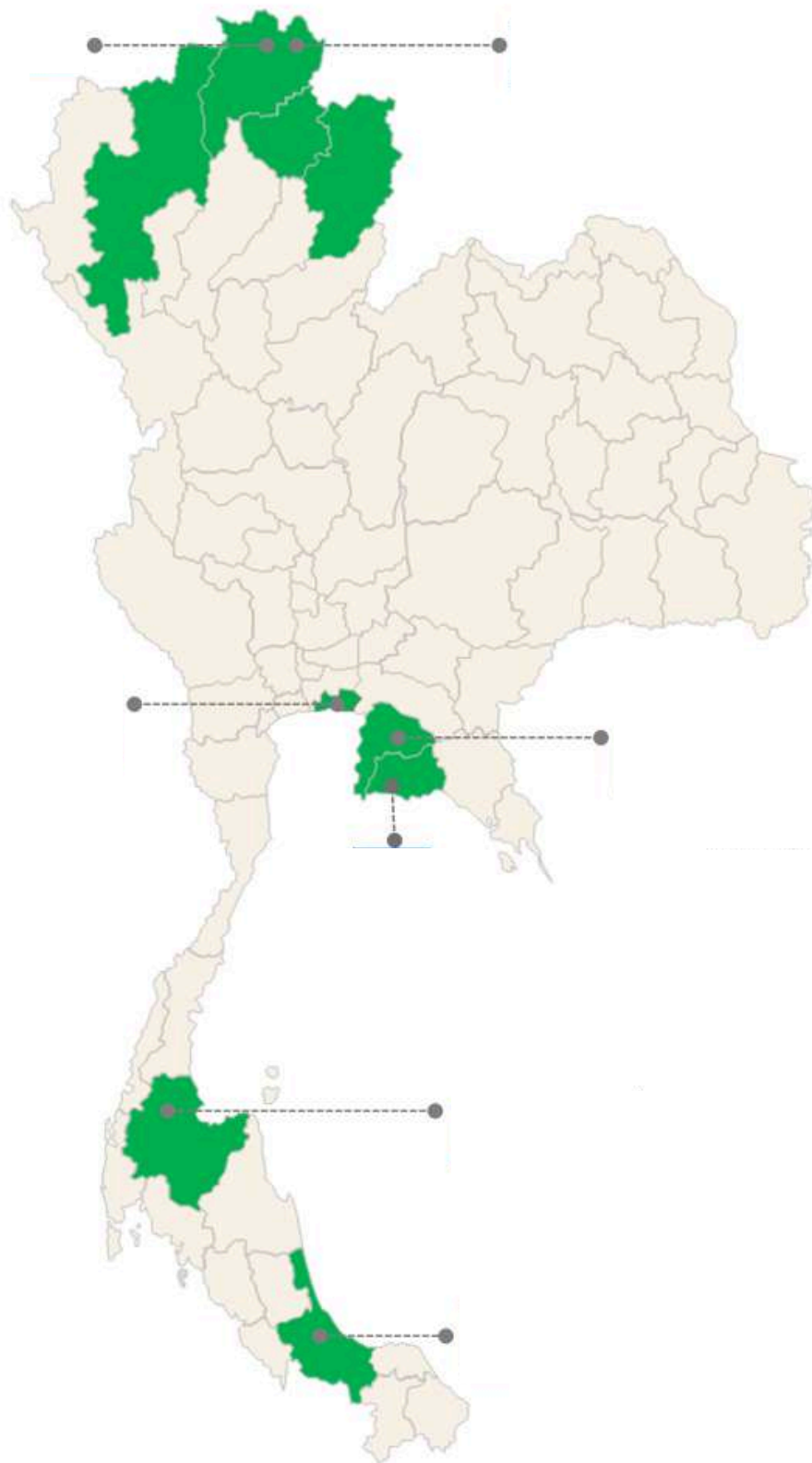
- **Scope of Business:**
 - 1.Concentrated Latex Business - Thai Rubber Latex Group Plc. (THAITEX)
 - 2.Rubber Plantation Business - Thai Rubber Land and Plantation Co., Ltd. (TRLP) (Focusing solely on input management)

- **Reporting Period:** January 1, 2024 – December 31, 2024

- **Scope of Content:** This report presents the management of material sustainability issues in alignment with corporate strategy and stakeholder expectations across the entire value chain.

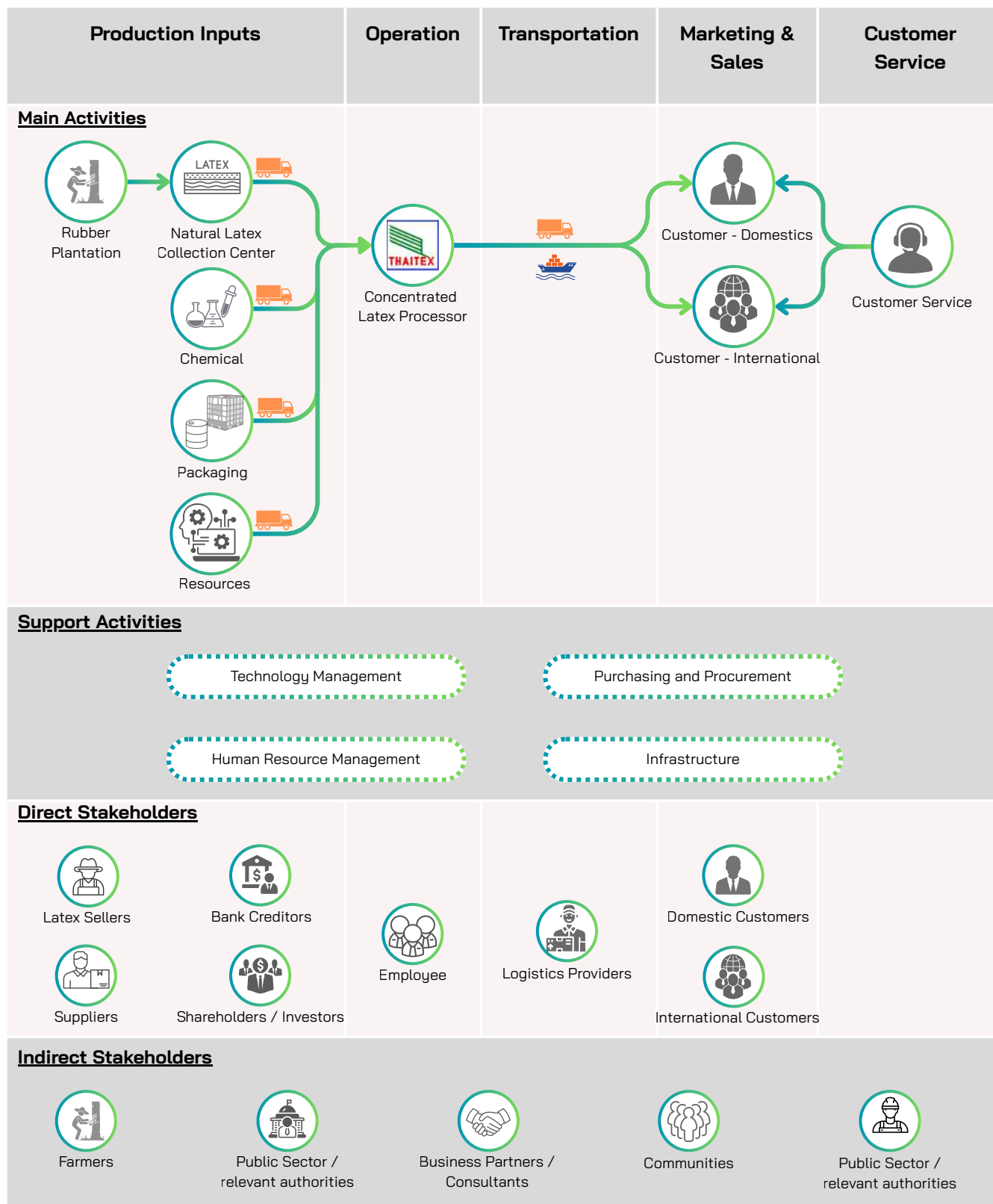


Business Location



Business Value Chain

TRUBB operates in the natural latex processing industry, with a value chain that enhances the added value of its products—beginning from rubber plantation to the distribution of high-quality concentrated latex to customers for further manufacturing into finished goods for end consumers. Throughout every stage of the value chain, the company strives to minimize negative environmental and social impacts, address stakeholder expectations, and contribute to both the company's and the United Nations Sustainable Development Goals (SDGs).



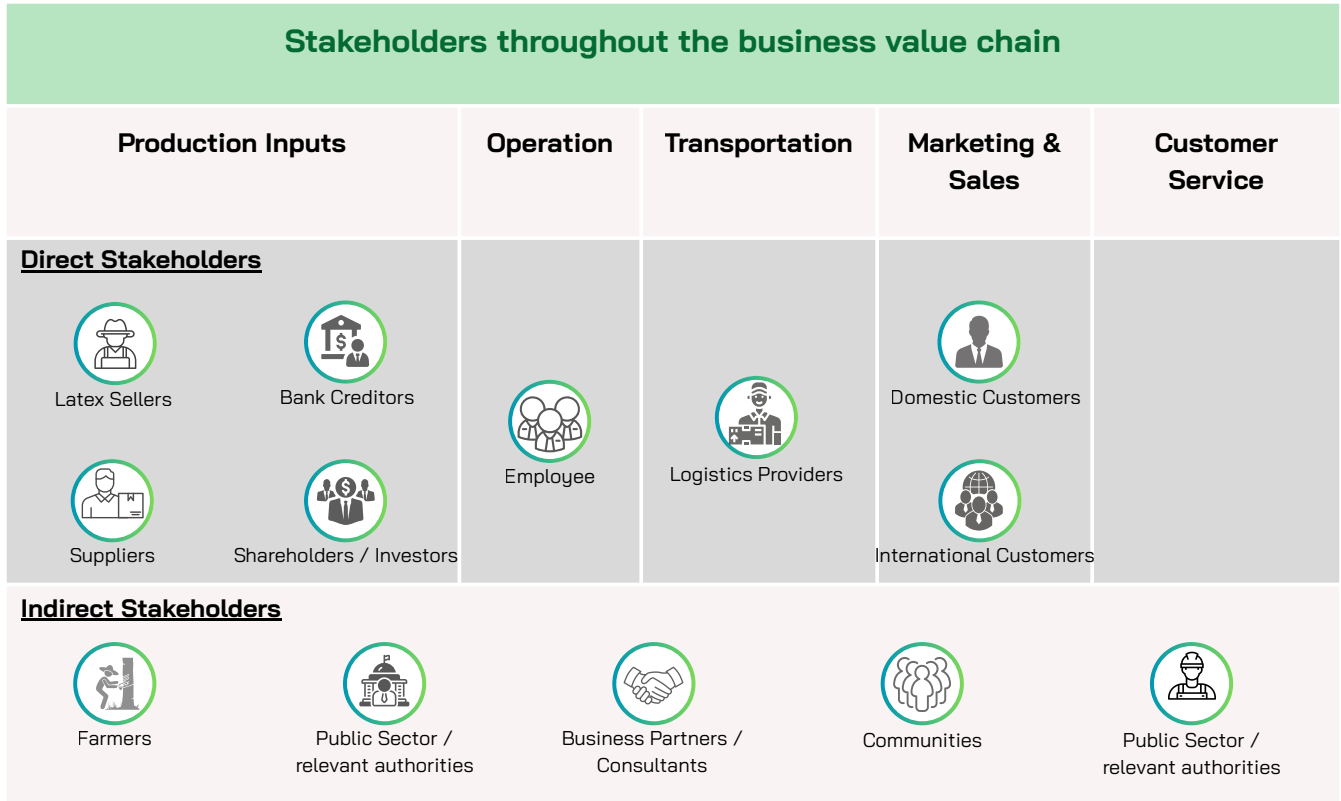
Business Value Chain Activities

Main Activities				
Production Inputs	Operation	Transportation	Marketing & Sales	Customer Service
<ul style="list-style-type: none"> Responsible sourcing and procurement of raw materials Implementation of sustainable rubber plantation standards IFOAM-certified organic rubber plantations USDA-certified organic rubber plantations FSC Forest Management certification Global Organic Latex Standard (GOLS) certification Fresh latex procurement without deforestation 	<ul style="list-style-type: none"> Raw material processing and the use of environmentally friendly packaging Quality management with international standards FSC Chain of Custody (FSC-COC) Global Organic Latex Standard (GOLS) ISO 9001 ISO 14001 ISO/IEC 17025 Sustainable environmental management Climate change and greenhouse gas management Waste, water, and energy management 	<ul style="list-style-type: none"> Managing on-time delivery according to customer requirements Planning transportation routes for maximum efficiency Managing environmental and social impacts from transportation processes 	<ul style="list-style-type: none"> Setting appropriate selling prices Delivering orders accurately and completely Developing distribution channels to reach both domestic and international customers 	<ul style="list-style-type: none"> Product warranty and customer satisfaction assurance Continuous development of strong customer relationships, supported by dedicated departments and staff Direct channels for customers to provide feedback and suggestions regarding products

Support Activities			
Purchasing and Procurement	Technology Management	Human Resource Management	Infrastructure
<ul style="list-style-type: none"> Fair procurement regulations Business ethics declaration for suppliers Sustainable supply chain management, incorporating ESG assessments in procurement processes 	<ul style="list-style-type: none"> Research and innovation development projects to add value to products based on the BCG Model Intellectual property management Implementation of AI in management processes 	<ul style="list-style-type: none"> Fair treatment of labor in accordance with human rights principles Employee capacity development Recruitment, selection, and compensation management Workplace health and safety care Employee welfare management Comprehensive human rights assessment 	<ul style="list-style-type: none"> The organization has a structure and resources ready to achieve its goals The company has a Board of Directors, an Executive Committee, and various subcommittees comprising members with diverse experience and capabilities in organizational management

Stakeholder Engagement

TRUBB places great importance on stakeholders throughout its business value chain. Understanding and managing the expectations of all stakeholder groups is central to building strong relationships that drive our sustainable business operations. The company classifies its direct and indirect stakeholders across the value chain as follows:



Stakeholder Expectations and Response

TRUBB has established processes to appropriately engage with all stakeholder groups through various means such as opinion surveys, satisfaction assessments, and joint meetings. These efforts aim to understand stakeholder expectations and to continuously improve communication channels in response to their needs.

Stakeholders	Expectations	Response	Engagement / Communication Channels	Materiality Topics
Latex Sellers	<ul style="list-style-type: none"> Fair and consistent purchasing prices for latex Support through technology and knowledge transfer 	<ul style="list-style-type: none"> Purchase prices are referenced to the daily market price Knowledge-sharing activities are regularly organized 	<ul style="list-style-type: none"> Group discussions at latex purchasing points E-mail / Line / Telephone 	<ul style="list-style-type: none"> Responsible sourcing of raw materials Sustainable supply chain management
Suppliers	<ul style="list-style-type: none"> Transparency in partner selection with a focus on mutual benefits Strict compliance with the "Treatment of Business Partners" policy Collaborative development of suppliers in accordance with international standards Timely payments based on agreed contractual terms 	<ul style="list-style-type: none"> Clearly define and communicate the procedures and criteria for partner selection to ensure mutual understanding Establish clear contractual terms and agreements Conduct supplier assessments to promote sustainable development throughout the supply chain 	<ul style="list-style-type: none"> Site visits Joint activities and collaboration Online channels for feedback and complaints 	<ul style="list-style-type: none"> Responsible procurement of raw materials Sustainable supply chain management Environmental management Human rights management Greenhouse gas management
Bank Creditors	<ul style="list-style-type: none"> Strict compliance with contractual terms Ability to meet debt obligations in full and on time Fair and equitable treatment of all creditors 	<ul style="list-style-type: none"> Strict compliance with contractual terms and conditions Transparent disclosure of financial information 	<ul style="list-style-type: none"> Executive Committee Meetings Direct contact with the Finance and Accounting Department Manager 	<ul style="list-style-type: none"> Corporate Governance Sustainability Risk Management

Stakeholders	Expectations	Response to Expectations	Communication Channels	Materiality Topics
Shareholders / Investors	<ul style="list-style-type: none"> Conduct business transparently in accordance with good corporate governance principles and business ethics Ensure compliance with relevant laws, including the European Union Deforestation Regulation (EUDR) Achieve appropriate and fair returns on investment Communicate and publicize the company's operations openly to keep the public informed 	<ul style="list-style-type: none"> There are committees and working groups according to Public Company Limited (PLC) requirements Provide clear explanations on inquiries or issues Profit and loss statements are verified and certified by a third party Strictly adhere to business ethics. Invest in new technologies to improve management efficiency 	<ul style="list-style-type: none"> Annual general meeting of shareholders Various communication channels, including the company website, email newsletters, complaint channels, and others Investor relations officers 	<ul style="list-style-type: none"> Corporate governance Sustainability risk management Innovation development Responsible sourcing of raw materials in compliance with the EUDR
Employee	<ul style="list-style-type: none"> Receive fair benefits and compensation Receive skill development according to job roles or needs Opportunities for career growth Succession planning and job security Workplace safety 	<ul style="list-style-type: none"> Wage and benefits standards are on par with those of the same business sector Provide training to develop skills according to job roles or needs Offer opportunities for capable and prepared individuals to succeed vacant positions Provide personal protective equipment and ensure occupational health and environmental safety at work Prepare workplace safety manuals 	<ul style="list-style-type: none"> Conduct annual employee engagement surveys Participate in team-building activities through various programs Provide feedback and suggestions via multiple channels such as group meetings, suggestion boxes, direct meetings with supervisors, email, Line, and Facebook 	<ul style="list-style-type: none"> Employee development Fair treatment of labor Safety, occupational health, and work environment Human rights management

Stakeholders	Expectations	Response to Expectations	Communication Channels	Materiality Topics
Customers	<ul style="list-style-type: none"> • Deliver quality, accurate, complete, and timely products. • Promptly resolve complaints. • Comply with international environmental and human rights standards. • Meet international trade requirements like EUDR 	<ul style="list-style-type: none"> • Implement standardized production, inspection, and delivery systems per customer or international standards • Collaborate with customers on complaint-based problem analysis • Develop traceability and risk management systems complying with EUDR 	<ul style="list-style-type: none"> • Meet, visit, and participate in analyzing issues arising from products • Conduct annual customer satisfaction surveys • Invest in new technologies to enhance competitiveness in international markets 	<ul style="list-style-type: none"> • Responsibility to customers • Human rights management • Responsibility to community and society • Compliance with standards and environmental management
Farmers	<ul style="list-style-type: none"> • Fair purchase price for fresh latex • Consistent buying practices • Support in knowledge and technology to improve rubber production quality in line with market demands • Active participation in community development 	<ul style="list-style-type: none"> • Reference prices based on daily market rates • Provide knowledge activities • Establish joint committees or hold meetings to gather feedback and suggestions • Conduct training on rubber planting techniques, maintenance, and yield improvement • Support community projects 	<ul style="list-style-type: none"> • Farmer representatives • Latex collection points • Channels for feedback and complaints 	<ul style="list-style-type: none"> • Biodiversity conservation and ending deforestation • Compliance with standards and environmental management • Human rights management
Public Sector / relevant authorities	<ul style="list-style-type: none"> • Strictly comply with laws and regulations enforced by government authorities, the United Nations, or the community. • Participate in environmental stewardship and community development. 	<ul style="list-style-type: none"> • Study laws and regulations thoroughly and comply strictly • Adhere to organizational ethics requirements 	<ul style="list-style-type: none"> • Attend meetings with public sector for discussion and exchange of opinions • Provide feedback and complaints through channels such as the website, Facebook, and email 	<ul style="list-style-type: none"> • Corporate Governance • Sustainability Risk Management

Stakeholders	Expectations	Response to Expectations	Communication Channels	Materiality Topics
Communities	<ul style="list-style-type: none"> Conduct business ethically without causing negative impacts on the community and environment Promote and develop the local economy to improve well-being, create jobs, and ensure stability Provide care and support to communities, schools, temples, and religious sites as needed 	<ul style="list-style-type: none"> Conduct impact assessments on various aspects of business operations Import modern machinery for production to reduce environmental impact Employ local community members as staff Implement the "Thai Rubber Against Poverty" project to generate income for schools in the community Provide training on rubber tapping and plantation maintenance 	<ul style="list-style-type: none"> Responsible person to listen to issues and complaints from the community, including participation in various activities Provide channels for reporting problems and complaints through online systems 	<ul style="list-style-type: none"> Responsibility to community and society Compliance with standards and environmental management
Business Partners / Consultants	<ul style="list-style-type: none"> Have funding for research and development of new products. Reputation and achievements are recognized in related business and academic fields, enabling mutual benefits 	<ul style="list-style-type: none"> Allocate budget for new innovation research projects. Present projects and achievements through the annual sustainability report and the company's website. 	<ul style="list-style-type: none"> Research and development project on concentrated latex products in collaboration with King Mongkut's University of Technology Thonburi 	<ul style="list-style-type: none"> Innovation Development
Contractors / Service Providers	<ul style="list-style-type: none"> Clarity of work scope Safety in the work area Payment according to contract 	<ul style="list-style-type: none"> Define a clear scope of work in the TOR (Terms of Reference) Conduct safety training before starting work Continuously monitor and inspect work quality 	<ul style="list-style-type: none"> Periodic performance review meetings 	<ul style="list-style-type: none"> Corporate Governance Sustainability Risk Management

SUSTAINABILITY POLICIES AND STRATEGIES

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Organizational Sustainability Structure and Management

TRUBB has established a sustainability management structure consisting of the Executive Committee, advisors, and working groups focused on organizational development towards sustainability. These representatives come from all departments, ranging from management to operational levels, as follows:



Sustainability Committee

- Oversee organizational development towards sustainability in alignment with the United Nations Sustainable Development Goals (SDGs).
- Establish policies and targets for sustainability management to reduce impacts on stakeholders.
- Set policies on environmental quality, occupational health, and safety.
- Define policies for energy management operations.
- Commit to policies aligned with FSC principles.
- Establish policies to promote quality and labor protection.
- Define policies for organizational innovation development and promotion.
- Oversee organizational sustainability development and manage risks or opportunities arising from climate change.



Working Group

- Implement policies to achieve effective sustainable development outcomes.
- Plan and define sustainability implementation guidelines in alignment with the organization's policies and strategies.
- Coordinate and support sustainability initiatives across all departments within the organization.
- Collect data and prepare sustainability performance reports.
- Monitor and evaluate sustainability performance to enable continuous improvement and development.
- Execute policies set by the committee and define appropriate performance indicators.



Department

- Carry out operations according to the defined sustainability plans and guidelines.
- Perform duties efficiently in accordance with the established approach to achieve set goals.
- Cooperate with and support the sustainability efforts of other departments within the organization.
- Collect relevant data on the sustainability impacts of the responsible unit.
- Report progress, challenges, and obstacles in implementation to the working group.

Sustainability Policy and Goals

TRUBB is committed to advancing and developing its business toward sustainability by emphasizing responsible business practices in three key areas: Environmental, Social, and Governance (ESG), in accordance with international principles. The company aims to adapt and grow in a stable and sustainable manner amid the increasing challenges and complexities of today's business environment. To create long-term value for the business and generate benefits for all stakeholders, the Executive Committee has established sustainability policies and goals. These serve as the framework and direction for the company's sustainable business operations, as follows:

- 1** The company will conduct its business sustainably under a good corporate governance system, based on integrity, fairness, transparency, accountability, and responsibility to stakeholders. It will be supported by key operational systems, which include risk management, internal control, information disclosure, and auditing and review.
- 2** Adheres to the guidelines and practices outlined in the company's charter and sustainability-related policies.
- 3** Applies sustainable business principles to managing the value chain and stakeholder relationships throughout the entire business value chain.
- 4** Establishes environmental policies and practices that reflect a commitment to minimizing environmental impacts on stakeholders across the business value chain.
- 5** Establishes social policies and practices that demonstrate a commitment to conducting business with respect for human rights and responsibility toward stakeholders, communities, and society throughout the business value chain.
- 6** Continuously fosters environmental stewardship and social responsibility mindsets and culture among employees and stakeholders.
- 7** Develops and promotes innovation and new technologies as business strategies to enhance value creation and support long-term organizational growth.
- 8** Develops and promotes innovation and new technologies as business strategies to enhance value creation and support long-term organizational growth.

Guidelines for the Policy Implementation

TRUBB has a Board of Directors dedicated to supporting and driving the company's journey toward sustainable business development. The Executive Committee establishes comprehensive sustainability policies covering environmental, social, and corporate governance dimensions, which are then implemented by management. The company is committed to effectively managing its business value chain, fostering strong stakeholder relationships, and addressing any negative impacts on stakeholders. Environmental management focuses on energy and water use, waste and pollution control, greenhouse gas reduction, and the protection and restoration of ecosystems and biodiversity. Social management includes creating social policies, respecting international human rights, and upholding responsibility to customers as well as accountability to communities and society.

Furthermore, TRUBB actively promotes innovation and value creation while conducting business sustainably under principles of good governance and anti-corruption. To reinforce its commitment to sustainability, the company has established a dedicated task force responsible for proposing initiatives, disseminating knowledge, and collecting data and performance outcomes. The ultimate goal is to lead global innovation in the concentrated latex industry by creating quality products that are socially and environmentally responsible, while continuously developing new innovations to ensure the long-term sustainability and stability of the business.

Sustainability Development Framework



Thai Rubber Latex Group Public Company Limited

Business Philosophy

Thai Rubber Latex Group Public Company Limited. Operates under the firm determination to make efficient use of resources. To produce quality products, which supersede the standards that are internationally accepted including bringing new innovations used in production to meet the needs of consumers and in accordance with the sustainable development of the global market.

Vision	Mission	Core Value
Our products are green products. We provide the best quality products to our customers. We create the sustainability for our shareholders.	<ol style="list-style-type: none"> 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. 	THAITEX <hr/> Trustworthy High Quality Accountability Innovation Teamwork ESG Excellence

แนวทางการพัฒนาความยั่งยืน SDG 17 Goals, UNGC 10, BCG Model

E	S	G
Environment Protection Committed to minimizing environmental impacts from operations, while protecting, preserving, and utilizing resources with a sense of responsibility and appreciation.	Social Concern Respecting human rights and embracing responsibility for society and stakeholders across the entire business value chain, with a commitment to inclusive care and ethical conduct.	Green Economy Developing products through innovation and delivering meaningful value, while conducting business with integrity and good governance to create sustainable value for stakeholders.
<ul style="list-style-type: none"> • Climate Change Risks Management • Greenhouse Gas Management • Energy Management • Waste Management • Water Management • Biodiversity Conservation • Compliance with environmental management standards 	<ul style="list-style-type: none"> • Human Rights Management • Fair Labor Practices • Occupational Health, Safety, and Working Environment • Customer Responsibility • Community and Social Responsibility • Employee Development 	<ul style="list-style-type: none"> • Sustainability Risk Management • Responsible Sourcing • Sustainable Supply Chain Management • Innovation Development • Corporate Governance

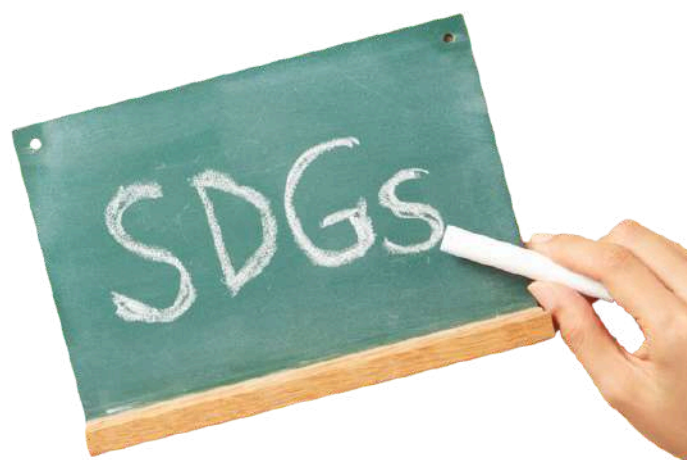
Disclosure : GRI, SET ESG Rating, CDP, SmetaSedex, Ecovadis, SASB

Materiality Topics





TRUBB conducts an annual review of material sustainability issues by assessing both previously identified topics and newly emerging issues throughout the year. This process involves analyzing the company's business impacts across the entire value chain on the environment, society, and the economy. The aim is to support effective sustainability planning by minimizing negative impacts and maximizing positive outcomes, ultimately delivering value to all stakeholder groups. This approach enables the company to manage expectations and respond effectively to the needs and concerns of its stakeholders.







Process for Identifying Material Topics




1. The identification of sustainability topics is conducted through a screening process that includes:
 - a. Analyzing the company's value chain—from raw material sourcing, production, product delivery, to customer service—to assess the relevance of activities and engage stakeholders in identifying which sustainability issues are of interest to different stakeholder groups.
 - b. Evaluating the company's business strategy to align sustainability priorities accordingly.
 - c. Collecting issues, feedback, and inquiries received from customers.
 - d. Considering material topics outlined by international sustainability standards, including the SET ESG Rating, GRI, CDP, SmetaSedex, Ecovadis, and SASB, which continuously update key issues based on industry groups and emerging trends in sustainability management.
2. Assessment of Topic Significance: Each topic is evaluated based on its impact on the environment, society, and economy, as well as its effect on stakeholders. The significance is rated on a five-level scale: 1 = Low, 2 = Slightly Low, 3 = Moderate, 4 = High, and 5 = Very High.
3. Prioritization of Topics: Using the Materiality Matrix tool, topics are prioritized by analyzing their impact on the environment, society, and economy alongside their impact on the business, to identify the most critical issues.
4. Determination of Material Topics: Key topics identified from the Materiality Matrix are selected to guide the organization's sustainability development planning, including setting objectives, strategies, indicators, and performance measurement.
5. Review and Improvement: This process is conducted annually to keep pace with changes in the business environment, meet stakeholder expectations, and define the direction for the organization's sustainability development.
6. Annual Approval: The organization's sustainability topics are reviewed each year and approved by the Sustainability Committee.



Materiality Topics Report 2024

Materiality Topics	Factors Influencing Business Operations	Factors Influencing Stakeholders	SDGs
Climate Change Risks Management	<ul style="list-style-type: none"> Comprehensive assessment of climate-related risks, including physical risks (e.g., floods, and droughts) and transition risks (e.g., environmental regulations). Development of emergency response plans and long-term business strategies that take these risks into account. 	<ul style="list-style-type: none"> Shareholders are confident that the company has a systematic risk management framework and is well-prepared to address the impacts of climate change. Reduces damage to assets and minimizes operational disruptions, resulting in positive outcomes for both employees and customers. 	
Greenhouse Gas Management	<ul style="list-style-type: none"> Verification of the organization's greenhouse gas (GHG) emissions across all three scopes by the Thailand Greenhouse Gas Management Organization (TGO). Set targets to achieve Net Zero and Carbon Neutrality, and develop action plans to meet these goals. 	<ul style="list-style-type: none"> Reduction of air pollution improves the quality of life in communities. Mitigates global warming and maintains ecological balance, promoting the development of environmentally friendly cities and industries in the area. Increases consumer confidence, especially in markets demanding environmentally sustainable products. Supports government efforts to reduce greenhouse gas emissions in line with the country's sustainable development goals. 	 
Energy Management	<ul style="list-style-type: none"> Establish policies and practices for energy conservation within the organization. Assess and monitor energy consumption at every stage; implement tracking systems and analyze data to identify waste points, setting targets and improving efficiency. Increase the use of clean energy from solar power to replace fossil fuels, thereby reducing greenhouse gas emissions. Adopt high-efficiency technologies, improve production processes, and promote the mindful use of energy. Enhance the ability to reduce costs and create new business opportunities. 	<ul style="list-style-type: none"> Helps reduce air pollution and impacts from natural disasters, positively affecting community health and quality of life. Builds customer confidence as the market demands environmentally conscious products. Supports the government in achieving national clean energy targets by reducing fossil fuel imports, stimulating investment in renewable energy and related infrastructure, and enhancing the country's capacity to drive long-term sustainable development. 	



Materiality Topics	Factors Influencing Business Operations	Factors Influencing Stakeholders	SDGs
Waste Management	<ul style="list-style-type: none"> Develop waste and disposal management plans based on the 3Rs principle (Reduce, Reuse, and Recycle). Participate in the “Thing to Trash” program, implementing systematic waste segregation. Strictly comply with hazardous waste management regulations to ensure safe handling and disposal. Promote a positive image of the factory, fostering good relationships with the surrounding community. 	<ul style="list-style-type: none"> Reduces the impact of water and soil pollution caused by waste, preserves a healthy environment, and promotes the well-being of surrounding communities. Builds customer confidence as the market demands environmentally responsible products. Helps the government reduce industrial waste management burdens and lower greenhouse gas emissions from waste disposal. Enhances the factory’s positive image, fostering good community relations and building trust among environmentally conscious consumers. 	   
Water Management	<ul style="list-style-type: none"> Implement the 3R measures (Reduce, Reuse, Recycle) to minimize water usage and promote water reclamation. Adopt Zero Discharge policies to prevent wastewater from production processes being released into natural water bodies. Treat, monitor, and control wastewater to meet legally required quality standards. Assess water resource risks in operational areas and develop plans to respond to droughts and floods. The business can reduce production costs, minimize environmental impact, and enhance market credibility. 	<ul style="list-style-type: none"> Customers receive environmentally friendly raw materials, building trust in purchasing from the company and enabling the production of downstream products in markets demanding sustainably sourced natural rubber. Communities have access to quality local water sources, with sufficient clean water and balanced local ecosystems, improving residents’ quality of life. Farmers in the area have water security for agricultural use. The government can address national issues of water scarcity and water pollution effectively. 	 

Materiality Topics	Factors Influencing Business Operations	Factors Influencing Stakeholders	SDGs
Biodiversity Conservation	<ul style="list-style-type: none"> Assess the business impacts on biodiversity and forest areas. Identify risks and opportunities related to biodiversity loss and deforestation. Establish clear policies to protect biodiversity and halt deforestation, with regular monitoring and implementation plans. Source raw materials from certified suppliers that do not contribute to deforestation and promote biodiversity. Support biodiversity conservation projects within operational areas. Raise awareness among employees and stakeholders about the importance of conservation. 	<ul style="list-style-type: none"> Surrounding communities enjoy improved environmental conditions and abundant natural resources, benefiting from biodiversity and fostering positive community relations. Supports income generation and stability for rubber farmers who have transitioned to sustainable agricultural practices. Stimulates the local economy while encouraging community participation in environmentally conscious industrial development. 	  
Compliance with environmental management standards	<ul style="list-style-type: none"> Establish environmental management policies and practices that comply with laws and international standards related to energy management, waste and disposal management, water management, greenhouse gas management, etc. Obtain international environmental management certifications such as ISO 14001, GI4, FSC-FM, FSC-COC, and etc. Regularly assess environmental impacts from business operations, identifying related risks and opportunities. Continuously monitor and improve compliance with environmental regulations. Strict adherence to environmental management standards helps reduce long-term operational costs, increases opportunities to access global markets, and enhances organizational credibility. 	<ul style="list-style-type: none"> Surrounding communities benefit from clean air and water, enjoy improved quality of life, and maintain balanced local ecosystems, fostering positive relationships with the company. Customers and partners have confidence in the quality and safety of products, especially ESG-conscious clients who tend to prefer companies operating according to international standards. The government finds regulation and oversight easier, reducing the burden of inspections and enforcement, while enabling knowledge and technology exchange that enhances environmental management effectiveness. 	  

Materiality Topics	Factors Influencing Business Operations	Factors Influencing Stakeholders	SDGs
Human Rights Management	<ul style="list-style-type: none"> Establish human rights policies aligned with international standards, covering the supply chain to prevent violations. Enhance procurement to follow human rights principles. Conduct Human Rights Due Diligence in sourcing and supplier management. Perform annual risk assessments and apply preventive measures across the supply chain. Implement grievance and remediation mechanisms for affected parties. 	<ul style="list-style-type: none"> Employees are treated fairly and with respect for their human dignity, working in a safe and hygienic environment. Foster positive relationships between the factory and surrounding communities, leading to peace and cooperation for sustainable local development. 	
Occupational Health, Safety, and Working Environment	<ul style="list-style-type: none"> Establish policies on occupational safety, health, and environmental management in compliance with laws and international standards. Assess risks at every stage of work and implement appropriate preventive and control measures. Develop emergency response plans to address unexpected situations. Provide annual health check-ups for employees, categorized by job type. 	<ul style="list-style-type: none"> Employees receive basic occupational health care rights, positively impacting the quality of life for both employees and their families. Customers have confidence that the products they purchase do not involve human rights violations. 	
Customer Responsibility	<ul style="list-style-type: none"> Gather customer feedback and suggestions through multiple channels, using the information to continuously and promptly improve products and services. Protect customers' personal data with strict security measures, ensuring full compliance with data protection laws. Implement mechanisms for rapid issue resolution. Build strong customer relationships by enabling the business to receive valuable information and feedback for product and service development. 	<ul style="list-style-type: none"> Prioritizing customer satisfaction demonstrates respect for consumers. Builds trust and strong relationships between the company and customers, which are key factors for successful business collaboration. 	

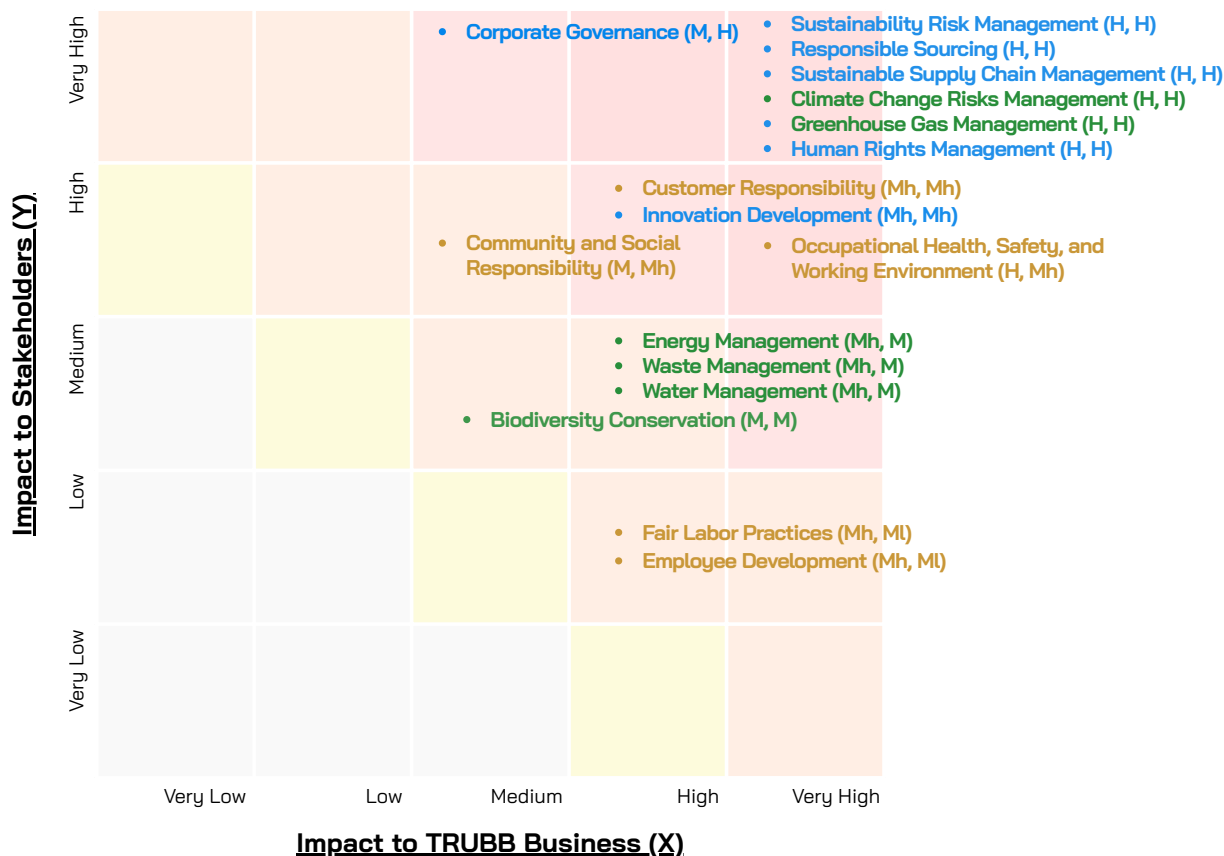
Materiality Topics	Factors Influencing Business Operations	Factors Influencing Stakeholders	SDGs
Fair Labor Practices	<ul style="list-style-type: none"> Establish fair labor policies in compliance with labor laws and international standards. Create a safe and hygienic working environment. Respect employees' rights to association and collective bargaining, enabling their participation in determining working conditions. Promote diversity and equality in the workplace without discrimination. Provide accessible and fair grievance mechanisms. 	<ul style="list-style-type: none"> Employees are treated with respect, dignity, fairness, and equality; child labor and forced labor are not used. Employees work in a safe and hygienic environment. 	
Employee Development	<ul style="list-style-type: none"> Develop a systematic personnel development plan aligned with organizational needs and individual potential. Invest in training and skill development to meet current and future job demands. Encourage knowledge and experience sharing across different employee generations to build long-term organizational strength. Regularly assess employee development outcomes and use findings to continuously enhance the effectiveness and efficiency of the development plan. 	<ul style="list-style-type: none"> Employees have opportunities for growth and self-development, positively impacting their income and career stability. This enhances job satisfaction and organizational commitment, leading to improved work performance and better quality of life. 	
Community and Social Responsibility	<ul style="list-style-type: none"> Open and transparent communication with local communities. Sincerely consider community feedback for operational improvements. Control and treat pollution from production to protect environment and community. Support local economy by sourcing agricultural materials locally. Promote social and cultural activities like sports, education, and religious events. 	<ul style="list-style-type: none"> Communities enjoy a peaceful quality of life with improved environments and development in various aspects. This fosters positive relationships between the factory and communities, leading to peace and cooperation for sustainable local development. 	  

Materiality Topics	Factors Influencing Business Operations	Factors Influencing Stakeholders	SDGs
Sustainability Risk Management	<ul style="list-style-type: none"> Identify and assess business risks, including ESG-related risks, and prioritize risk management efforts. Develop risk management strategies. Establish clear indicators to monitor operational progress. Integrate sustainability risks into decision-making processes. 	<ul style="list-style-type: none"> Stakeholders trust and have confidence in the company's management, supporting sustainable development. 	
Responsible Sourcing	<ul style="list-style-type: none"> Establish a traceability system for raw natural rubber to ensure sustainable sourcing. Promote fairness within the supply chain. Set fair pricing mechanisms. Conduct environmental, social, and governance (ESG) risk assessments in the supply chain. Implement appropriate risk management measures and regularly monitor and evaluate their effectiveness. Foster collaboration with stakeholders to promote responsible sourcing. 	<ul style="list-style-type: none"> Ensures that products are made from raw materials sourced sustainably and managed responsibly, benefiting the environment and society as a whole. Additionally, supports farmers and communities adhering to sustainable production principles, leading to sustainable development for both business and society. 	   
Sustainable Supply Chain Management	<ul style="list-style-type: none"> Develop a Supplier Code of Conduct. Establish transparent and sustainable procurement criteria. Support the procurement of environmentally and socially friendly products and services. Promote the use of sustainable packaging and reduce plastic usage. Pursue certifications to enhance company operations, such as FSC-FM, FSC-COC, ISO 14001, ISO 9001, GI4, etc. Regularly assess ESG risks in the supply chain and implement appropriate risk prevention and mitigation measures. 	<ul style="list-style-type: none"> Ensures products are made from raw materials sourced sustainably and managed responsibly, benefiting the environment and society overall. A transparent and traceable supply chain builds trust with environmentally and socially conscious customers, a key factor in their purchasing decisions. 	 

Materiality Topics	Factors Influencing Business Operations	Factors Influencing Stakeholders	SDGs
Innovation Development	<ul style="list-style-type: none"> • Support research and development of new environmentally friendly rubber-based products. • Foster collaboration and innovation networks with research institutes, universities, and organizations to exchange technology. • Cultivate an organizational culture that encourages creativity and innovation among employees. • Implement advanced technologies in work processes to enhance efficiency, such as AI and traceability systems. • 	<ul style="list-style-type: none"> • Innovation can create new jobs and enhance employee skill development, leading to improved quality of life. • Environmentally friendly products help reduce impacts on the environment and the health of surrounding communities. 	
Corporate Governance	<ul style="list-style-type: none"> • Establish a strong governance structure including the Executive Committee, Sustainability Development Committee, and Risk Management Committee. • Define a clear Business Code of Conduct for employees to follow as a guideline in their work. • Regularly manage, monitor, and evaluate risk management and internal controls. • Strictly comply with laws and regulations, and maintain transparent operational disclosures. • Provide diverse communication channels to ensure stakeholders have easy access to information. • Transparent corporate governance reduces business risks, enhances credibility, and supports sustainable growth in the global rubber industry. 	<ul style="list-style-type: none"> • Good corporate governance promotes stakeholder participation in business decisions, leading to strong relationships and trust—key factors for sustainable development of both business and society. 	

Assessment and Prioritization of Materiality Topics

TRUBB evaluates key sustainability issues by analyzing their impacts on the environment, society, and economy across five levels, ranging from low to high. Using a Materiality Matrix tool, the company prioritizes issues based on their significance to the business and stakeholders. The summary is as follows:



Summary of Materiality Topics

Environmental	Social	Corporate Governance
<ul style="list-style-type: none"> Climate Change Risks Management Greenhouse Gas Management Energy Management Waste Management Water Management Biodiversity Conservation Compliance with environmental management standards 	<ul style="list-style-type: none"> Human Rights Management Fair Labor Practices Occupational Health, Safety, and Working Environment Customer Responsibility Community and Social Responsibility Employee Development 	<ul style="list-style-type: none"> Sustainability Risk Management Responsible Sourcing Sustainable Supply Chain Management Innovation Development Corporate Governance

Approval of Materiality Topics

The company's board of directors has approved the company's Materiality Topics for 2024 and oversees the relevant departments to develop and implement sustainability plans accordingly.

ENVIRONMENTAL OPERATIONS

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Environment Protection

Committed to minimizing environmental impacts from operations, while protecting, preserving, and utilizing resources with a sense of responsibility and appreciation.



Environmental Policies and Practices

TRUBB recognizes the current environmental situation as a critical issue that has escalated into a crisis, affecting both the quality of life in society and the limited natural resources. The Company has therefore established an Environmental Management Policy as a framework to manage the environmental impacts arising from its business operations and to align with the Company's commitment to sustainable development, as follows:

1. Committed to complying with environmental laws and other relevant regulations.
2. Utilize energy efficiently and responsibly, while striving for maximum effectiveness, including the adoption of clean or renewable energy to replace fossil fuels.
3. Reduce the use of energy and chemicals that contribute to greenhouse gas emissions.
4. Use water responsibly and manage it efficiently, especially in cases where the company shares water sources with local communities, which must be governed with transparency and respect for community rights.
5. Properly and effectively manage industrial waste and wastewater, ensuring no adverse impact on the community or the environment.
6. Effectively manage solid waste and plastic waste using appropriate methods, with no negative impact on stakeholders or the environment.
7. Properly manage air pollution, water pollution, noise and vibration, and hazardous waste, ensuring minimal impact on stakeholders and the environment.
8. Promote an organizational culture that fosters environmental awareness, encouraging responsible use of energy and water, environmental protection, and restoration of ecosystems and biodiversity.



Environmental Management Standards

Environmental Management Standard



TRUBB has been certified under the ISO 14001:2015 Environmental Management System, which covers the review of resource utilization and pollution control. This certification serves as a tool to assure stakeholders of the Company's commitment to conducting business operations without causing adverse environmental impacts.

Green Industry Standard



TRUBB has been awarded Green Industry Level 3 for its factories in Rayong, Surat Thani, and Hat Yai. The Company is committed to the continuous improvement of its environmental management practices and adheres to responsible business operations—both internally and externally—throughout the supply chain, in alignment with sustainable development principles.

Climate Change Risks Management

Thailand is facing increasingly severe climate change. Data from the Meteorological Department indicates that the country's average temperature has risen over the past several decades and is projected to continue increasing in the future. This aligns with findings from the Office of Natural Resources and Environmental Policy and Planning, which identifies Thailand as one of the countries most affected by climate change, particularly in the agricultural sector. In addition, the increasingly frequent and intense El Niño phenomenon has led to drought conditions in many parts of the country. These factors have inevitably impacted industries that rely heavily on agricultural production—such as the rubber industry.



Flood

Causing damage to rubber plantations, resulting in disruptions to processing factories and making raw material transportation more difficult.



Drought

It has impacted the natural rubber latex production volume, causing rubber trees to produce less latex. Additionally, the rising temperatures have led to a decline in latex quality and may even result in the death of rubber trees.



Abnormal Seasonal Changes

It has made it more difficult to predict the timing of rubber tapping, which in turn affects the volume of raw materials supplied to processing factories.



Strict changes in domestic and international laws and trade conditions

Operators must adapt to changes to ensure business continuity and compliance with evolving regulations. Increased investment in new technologies and modifications to existing operational processes are urgently required.

Operational Guideline

- Conduct climate change risk assessments and monitor climate conditions using reliable data sources.
- Identify climate-related threats such as droughts and floods, and evaluate their potential impacts on the Company's supply chain.
- Establish goals, plans, and mitigation measures to minimize the impact of climate change risks on business operations, ensuring the ability to deliver products to customers as expected.
- Raise organizational awareness by promoting knowledge and communication about climate change to employees within the Company.

Operational Result

In 2024, TRUBB reviewed its risk issues and mitigation measures according to the plan, maintaining the same focus areas in ongoing management. To ensure more rigorous operations throughout the organization, the Company conducted refresher training for all employees to raise awareness and emphasize the importance of serious and continuous risk management. This effort aims to enhance the Company's capacity to effectively and sustainably respond to climate change.

TRUBB recognizes that climate change poses a serious threat. In 2024, the Company conducted a comprehensive assessment of climate-related risks and opportunities. TRUBB also established clear targets, action plans, and mitigation measures to address potential impacts. These efforts aim to assure stakeholders that the Company is well-prepared to respond to climate volatility. A summary of the key details is presented below.

Identify Risk	Risk Mitigation Strategies
1. Physical Risk: Drought and Flood	
1.1 Drought leading to water resource scarcity	
Water is a critical production factor in the natural rubber latex industry. Therefore, water shortages in the production process may lead to operational disruptions at the factory, resulting in insufficient output to fulfill customer commitments. This could undermine the company's business credibility. In addition, coping with drought may lead to increased production costs. To ensure the continuity of operations and support future projects, it is essential to secure an adequate water supply for ongoing and planned production activities	<ul style="list-style-type: none"> Continuously monitor and assess water resource risks in the area, and establish response plans in case of drought conditions. Enhance water use efficiency in the production process, including implementing water recycling (renewable water), upgrading water treatment technologies to ensure water readiness, and identifying alternative water sources that can be accessed immediately when needed. (<i>Note: Water management</i>) Engage with local communities in managing water resources in surrounding areas to ensure sufficient water supply for both production and community use.
1.2 Drought or excessive rainfall affects the quantity of natural rubber latex	
Drought conditions lead to a reduction in the amount of natural rubber latex harvested by farmers. Conversely, excessive rainfall also hinders rubber tapping, resulting in a lower yield. These factors directly affect the supply of raw latex, which is the primary input for concentrated latex production. As a result, the company may fall short of its sales targets.	<ul style="list-style-type: none"> The company has a concentrated latex production base distributed across regions, totaling 5 factories, to support natural rubber latex production from farmers in all regions. The company has concentrated latex production factories located in the North, South, and East regions, which can immediately substitute for each other. Additionally, there are OEM partners ready to supply natural rubber latex and produce products immediately. According to statistics, drought conditions occur regionally and have never happened across the entire country. Therefore, if there is a decrease in production in any one region, the company still has factories that can immediately accommodate production. This is considered the company's risk diversification plan. The company has set an innovation strategy focusing on improving the quality of concentrated latex, using less latex in product manufacturing but with more durable properties, as well as being socially and environmentally friendly.

Identify Risk	Risk Mitigation Strategies
2. Transition Risk: Changes in product specification requirements	
2.1 Increasing demand for eco-friendly products	
The market demands products that are more environmentally and socially friendly, increasingly organic, and do not promote deforestation. As a result, the company's management faces higher production costs to ensure compliance with stricter laws and regulations, while also meeting the growing demands of customers.	<ul style="list-style-type: none"> • Certified sustainable rubber plantations: FSC-FM and FSC-COC • Certified organic rubber plantations by USDA • Concentrated latex certified by GOLS • Certified with ISO 14001 and ISO 9001 standards • All factories have achieved Green Industry Level 4 certification
2.2 Demand for low-carbon products or carbon management in raw material production	
In sustainable supply chain management, customers increasingly demand raw materials that have effective carbon emission management practices in place. This reflects a growing emphasis on reducing the carbon footprint throughout the supply chain to meet environmental standards and corporate social responsibility goals.	<ul style="list-style-type: none"> • Plan to participate in the voluntary carbon credit program (Premium T-VER) to prepare for transitioning into a low-carbon organization. • Certified carbon footprint for 15 products to transparently report greenhouse gas emissions from product manufacturing.



Greenhouse Gas Management

TRUBB is committed to managing greenhouse gas emissions resulting from its operations to reduce environmental impacts and promote business sustainability. In the natural rubber latex processing, greenhouse gas emissions arise from various sources, including energy consumption in production processes, chemical usage, and waste management. Effective greenhouse gas management helps mitigate climate change impacts, meets the increasing market demand for environmentally conscious products, and ensures compliance with relevant regulations and laws. Additionally, it creates opportunities to enhance product value and gain a competitive advantage in the global market.

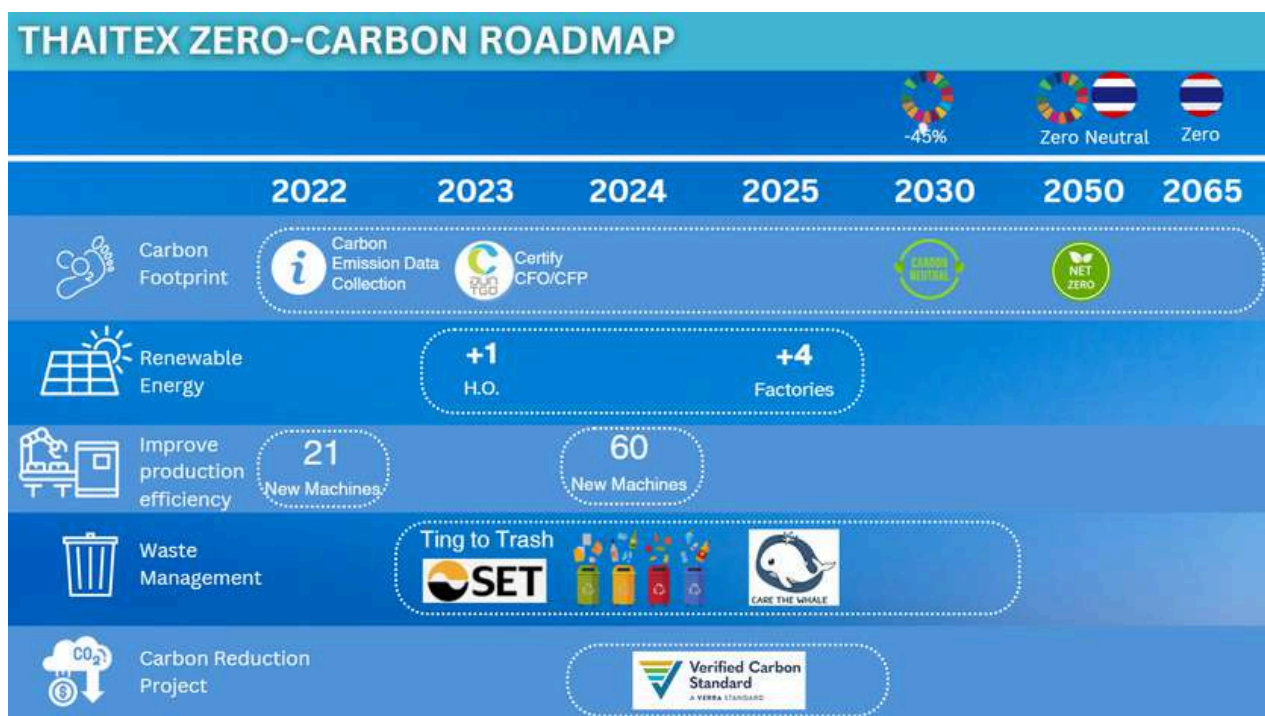
Targets

- Aim to achieve carbon neutrality by 2030 (B.E. 2573).
- Aim to achieve net zero greenhouse gas emissions by 2050 (B.E. 2593).
- Reduce greenhouse gas emissions per unit of product by 8% by 2029 (B.E. 2572).
- Reduce greenhouse gas emissions per unit of product by 20% by 2035 (B.E. 2578).

Operational Guideline

- Prepare organizational and product carbon footprints and obtain certification from the Thailand Greenhouse Gas Management Organization (Public Organization), or TGO.
- Implement greenhouse gas reduction projects across Scope 1, 2, and 3 emissions.
- Enhance energy efficiency by improving production processes and technologies to reduce energy consumption, and conduct regular inspection and maintenance of machinery and equipment.
- Carry out carbon offset projects aimed at achieving the net zero greenhouse gas emissions target.
- Raise awareness and understanding of greenhouse gases and greenhouse gas reduction planning, and promote employee and stakeholder engagement programs.

Greenhouse Gas Management Action Plan



Operational Result

Scope 1	Scope 2	Scope 3
1. Stationary Combustion: Fuel consumption in machinery and various equipment. 2. Mobile Combustion: Fuel consumption in cars, trucks, dumpers and forklifts. 3. Fugitive Emissions: Refrigerants, septic tanks, fire extinguishers, and industrial waste disposal.	1. Purchased Energy: Electricity purchased for production use.	1. Purchased Goods and Services: Primary and secondary raw materials. 2. Fuel and Energy Related Activities: Indirect acquisition of fuel and energy. 3. Upstream Transportation & Distribution: Transportation of primary and secondary raw materials. 4. Downstream Transportation & Distribution: Transportation and distribution of products. <i>Note: The company has conducted a materiality assessment of Scope 3 emissions with a 5% threshold, resulting in four categories included in Scope 3 for GHG emission accounting.</i>

Organizational Carbon Footprint from 2022 to 2024 (Unit: tCO₂e)

	2565 (Rebase)	2566	2567
Scope 1	786	1,069	1,164
Scope 2	6,663	6,324	5,389
Scope 3	-	13,074	12,515
Total	7,449	20,467	19,068

Product Carbon Footprint from 2023 to 2026

TRUBB's products have received carbon footprint certification for 15 items, covering the period from November 28, 2023 to November 28, 2026.



- 4 items Concentrated latex 60% DRC, high ammonia type, medium ammonia, low ammonia, and very low ammonia
- 3 items Concentrated latex 60% DRC, high ammonia, medium ammonia, and low ammonia, packaged in 205-liter drums
- 1 items Concentrated latex 60% DRC double centrifuge
- 2 items Concentrated latex 60% DRC homogenized, high ammonia and low ammonia
- 3 items Blended latex, high modulus, medium modulus, and low modulus types
- 2 items Skim rubber and crepe rubber

Energy Management

Energy is a critical factor in production. The main objective of energy management is to reduce energy consumption in energy-intensive processes such as latex centrifugation, drying, and rolling. Efficient energy management helps lower production costs, reduce greenhouse gas emissions, and promote environmental and social sustainability. In addition, TRUBB emphasizes the use of solar energy to replace fossil fuels and aims to enhance long-term energy security.

Operational Guideline

- Energy conservation is integrated into the company's operations and is the responsibility of all management levels and employees.
- Improve the efficiency of energy resource utilization to align with the nature of the business.
- Establish an annual energy conservation plan, with regular review and improvement.
- Commit to complying with all laws and regulations related to energy conservation and energy management.
- Increase the proportion of renewable energy use, particularly solar energy.
- Raise awareness through educational activities on energy management and promote employee participation.

Project



Solar Panel Installation Project

TRUBB has a plan to install solar panels on the rooftop of the headquarters by 2024. Additionally, rooftop and floating solar panel systems will be installed at Thai Rubber Latex Group Public Company Limited's factories in Hat Yai, Surat Thani, Chiang Rai, Rayong, and Chonburi, with completion targeted by 2025.

Targets

The company aims to achieve a 60:40 ratio of electricity consumption from fossil fuels to renewable energy by 2030.

Action Plan

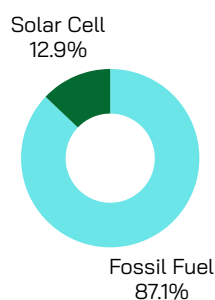
Complete the installation of solar panels at all factories by 2025.

Project Progress

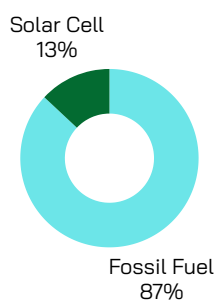
- Solar cell installation plan to be completed at all factories by Q2/2025.
- Installation of solar panels completed at headquarters (Q4/2023), Chonburi factory, and Rayong factory since Q1/2025.

Fossil Fuel to Renewable Energy Electricity Consumption Ratio

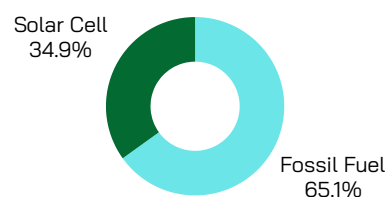
Chiang Rai Factory



Rayong Factory



Headquarter



Operational Result

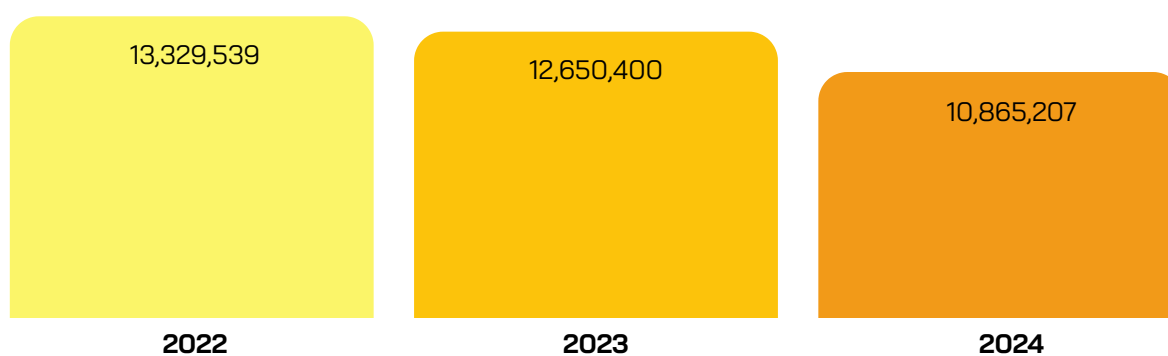
Electricity Consumption from 2022 to 2024

Indicators	2022	2023	2024
Cost of electricity consumption (Thai Bath)	13,329,539	12,650,400	10,865,207
Electricity purchased for use (kilowatt-hours)	89,600	82,172	107,945
Electricity purchased or generated from renewable energy sources (kilowatt-hours)	-*	-*	87,010
Ratio of total electricity consumption per total number of employees (kilowatt-hours / person / year)	20,319	18,658	17,191
Total electricity consumption per unit of production (kilowatt-hours / ton of product)	72.93	126.36	146.13

Fuel and Oil Consumption from 2022 to 2024

Indicators	2565	2566	2567
Cost of fuel consumption (Thai Bath)	13,329,539	12,650,400	10,865,207
Gasoline consumption (liter)	234,592	204,696	167,696
Diesel consumption (liter)	16,845	18,539	18,419
Liquefied petroleum gas (LPG) consumption (kilograms)	66,308	126,620	118,185

Cost of Fuel and Oil Consumption from 2022 to 2024 Graph (Thai Bath)



Waste Management

Effective waste and garbage management is essential for concentrated latex factories in order to minimize environmental impacts, protect the health of employees and surrounding communities, and promote business sustainability. TRUBB is committed to sustainable and legally compliant waste management practices, with the following action plan:

Targets

- 2030: Achieve zero landfill waste
- 2030: Increase the proportion of recycled waste to 30%
- 2026: Reduce the ratio of landfill waste per employee per month by 8%

Operational Guideline

- Reduce waste and promote reuse and waste minimization at the source.
- Recover value from waste through proper segregation, recycling, and reuse.
- Manage non-recyclable and non-reusable waste safely in accordance with legal requirements.
- Raise employee awareness about waste and garbage management and encourage participation.

Classification of Operational Waste into Three Types



Operational Result

Ting to Trash Project

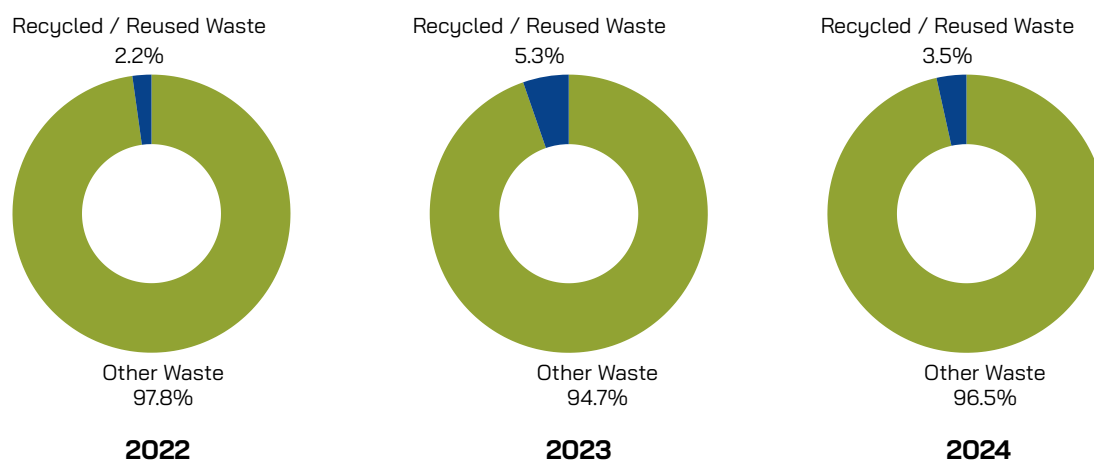
TRUBB has continued the “Tee-Two-Trash” program for a second consecutive year, aligning with the company’s environmental policy. The initiative, conducted in collaboration with the Association of Listed Companies and KidKid Co., Ltd., encourages employees to separate waste at the source and adopt the 3Rs principle—Reduce, Reuse, and Recycle. Categorized waste is reused or recycled wherever possible, and monthly data collection helps the company monitor progress and develop effective waste reduction strategies. The ultimate goal of the program is to move toward Zero Waste to Landfill.



Waste Volume form 2022 to 2024

Indicators	2022	2023	2024
Total waste (kilograms)	91,620	87,081	112,596
Total non-hazardous waste (kilograms)	89,600	82,172	107,945
Non-hazardous waste disposed by landfill (kilograms)	89,600	79,946	106,495
Non-hazardous waste treated via pollution-free incineration (kilograms)	-*	2,226	1,449
Total hazardous waste (kilograms)	-*	291	780
Total waste reused and recycled (kilograms)	2,020	4,618	3,871
Non-hazardous waste reused and recycled (kilograms)	2,020	4,618	3,871
Hazardous waste reused and recycled (kilograms)	-*	-*	-*
Percentage of total waste reused and recycled compared to total waste and residue landfilled (%)	2.2	5.3	3.5

Proportion of total waste reused and recycled relative to total waste landfilled (%)



Water Management

In the production of concentrated latex, water is a crucial production factor. As the world faces climate change causing drought and water scarcity, TRUBB has established sustainable water management guidelines based on the 3Rs principle. The company treats wastewater for reuse, monitors water resource efficiency, strictly controls water quality, and implements effective measures to prevent and mitigate impacts.

Targets

- Reduce water consumption by 8% by 2026.
- Reduce water consumption per unit of product by 8% by 2027.
- No risk of water resource scarcity.
- Achieve 100% water recycling within operations.
- No discharge of wastewater into public water bodies.

Sustainable Water Management Approach Based on the 3Rs Principles: Reduce, Reuse, and Recycle

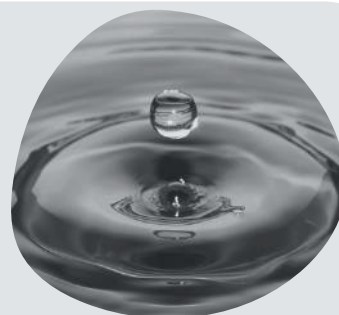


Good Water Management Practices

- Create raw water reserves for crisis preparedness
- Monitor water conditions and assess scarcity risks
- Reuse treated water to reduce raw water intake
- Use technology and innovation to improve water efficiency
- Track and control water usage in production

Waste Water Management Practices

- Ensure wastewater treatment meets legal and environmental standards
- Treat wastewater with a focus on internal reuse within the factory
- Achieve 100% zero discharge into community water sources
- Utilize technology to enhance water treatment efficiency



Community Engagement

- Collaborate with external organizations to protect and conserve water sources surrounding the factory
- Coordinate with local communities to support the development and improvement of community water sources

Operational Guideline for Waste Water Management

- Regularly monitor and control the wastewater treatment system to ensure that the effluent quality consistently meets regulatory standards.
- Continuously improve the wastewater treatment system to maximize efficiency and enable the highest possible reuse of treated water.
- Reuse treated water for irrigation in the company's rubber plantation.

Operational Result for Waste Water Management

- Wastewater from the factory is treated to meet the discharge quality standards set by the Department of Industrial Works and is inspected by the Provincial Industry Office.
- The treated water is reused for beneficial purposes such as cleaning the premises and watering plants.

Assessment of Water Security Risks

TRUBB has developed water storage facilities to capture rainwater and surface water, ensuring a stable water supply to support year-round production. In 2024, TRUBB conducted a water resource scarcity risk assessment using the WWF Water Risk Filter tool in 6 sites. The assessment results indicated that:



Southern Region – No risk identified (2 sites)

- Hatyai Branch
- Surat Thani Branch

Northern Region – Medium risk identified (1 site)

- Chiang Rai Branch

Eastern Region – Medium risk identified (2 site)

- Chonburi Branch
- Rayong Branch

Despite the medium risk levels identified in the Northern and Eastern regions, TRUBB has proactively secured adequate water sources in these areas to ensure uninterrupted operations at full production capacity.

Therefore, it can be concluded that TRUBB is not currently exposed to any significant water resource scarcity risks.



Operational Result

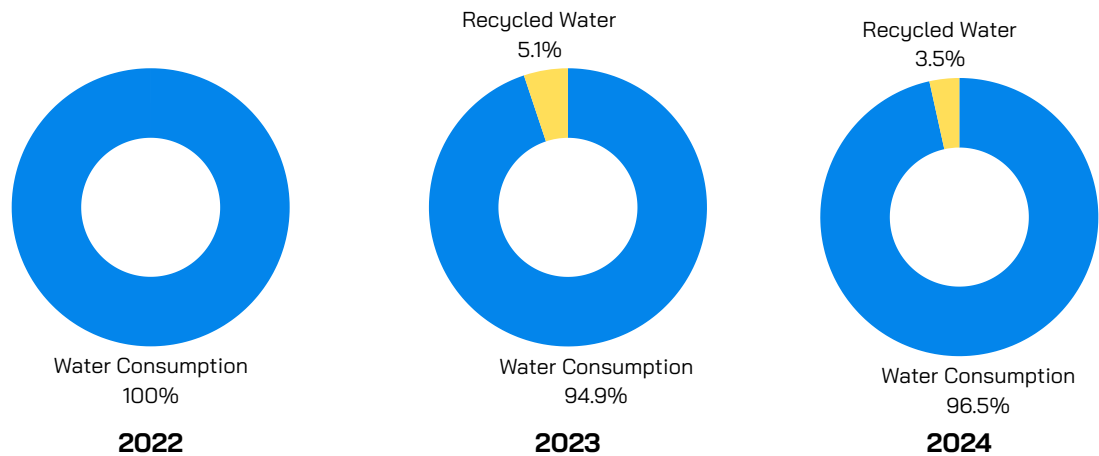
Water Consumption from 2022 to 2024

Indicators	2022	2023	2024
Total water consumption (cubic meters)	372,208	348,865	316,728
Municipal water consumption (cubic meters)	31,521	35,914	2,043
Surface water consumption (cubic meters)	200,795	197,080	169,499
Groundwater consumption (cubic meters)	139,893	115,875	145,187
Ratio of total water consumption to total number of employees (cubic meters / person / year)	576.39	514.56	501.15
Ratio of total water consumption to total revenue (cubic meters / thousand THB revenue)	0.04	0.05	0.04

Wastewater Discharge from 2022 to 2024

Indicators	2022	2023	2024
Total recycled water	0	18,864	8,078
Percentage of treated wastewater (%)	100	100	100
Total wastewater discharge	200,795	197,080	169,499
Wastewater discharged to external organizations	139,893	115,875	145,187
Wastewater discharged to surface water sources	0	0	0
Wastewater discharged to groundwater sources	0	0	0
Wastewater discharged to the sea	0	0	0

Percentage of Recycled Water Volume Relative to Total Water Consumption (%)



Biodiversity and Cessation of Deforestation

Biodiversity conservation are critically important to the sustainability of the natural rubber industry. Deforestation and biodiversity loss have significant impacts on ecosystems, the environment, and society as a whole. In this regard, TRUBB is committed to contributing to the sustainable conservation of natural resources.

Operational Guideline for Biodiversity

- Reducing biodiversity impacts from operations: Minimize emissions and waste that could affect ecosystems, and restore areas impacted by business activities.
- Forest conservation: Support forest conservation and ecosystem restoration projects, in collaboration with local communities and relevant organizations; promote reforestation and the rehabilitation of degraded forest areas.
- Ending deforestation: Monitor and trace the sources of raw materials; establish procurement policies and practices that ensure materials are not linked to deforestation; collaborate with suppliers to eliminate deforestation from the supply chain.
- Sustainable land use: Promote efficient and sustainable land use practices; support sustainable agriculture and collaborate with communities on the sustainable management of natural resources.
- Raising awareness: Organize educational activities on biodiversity conservation and deforestation prevention; encourage employee and stakeholder participation; communicate progress on biodiversity and deforestation-related initiatives.



European Union Deforestation Regulation (EUDR)

The EUDR aims to prevent the import of products associated with deforestation into the EU, which has a direct impact on Thailand's natural rubber industry. In response, TRUBB is committed to complying with the EUDR to maintain its competitiveness and ensure continued access to the European market. The company has enhanced its supply chain operations—from raw material sourcing to processing—to ensure that its rubber products are deforestation-free. This includes improving traceability, monitoring plantation origins, and collaborating with suppliers to promote sustainable and responsible sourcing practices.

Targets

- The company's EUDR-compliant rubber products will be equipped with a traceability system that meets EUDR standards by 2025.

Operational Guideline for EUDR

- Develop sustainable raw material sourcing policies and practices in alignment with EUDR requirements.
- Collaborate with industry groups and experts to support the implementation of EUDR-compliant measures.
- Invest in reliable technologies to establish systems for data collection, traceability, and risk assessment in accordance with EUDR standards.
- Strengthen relationships with farmers and raw material suppliers by promoting awareness and cooperation in gathering essential data such as geolocation and other relevant information.
- Conduct risk management and source verification activities at least once a year.

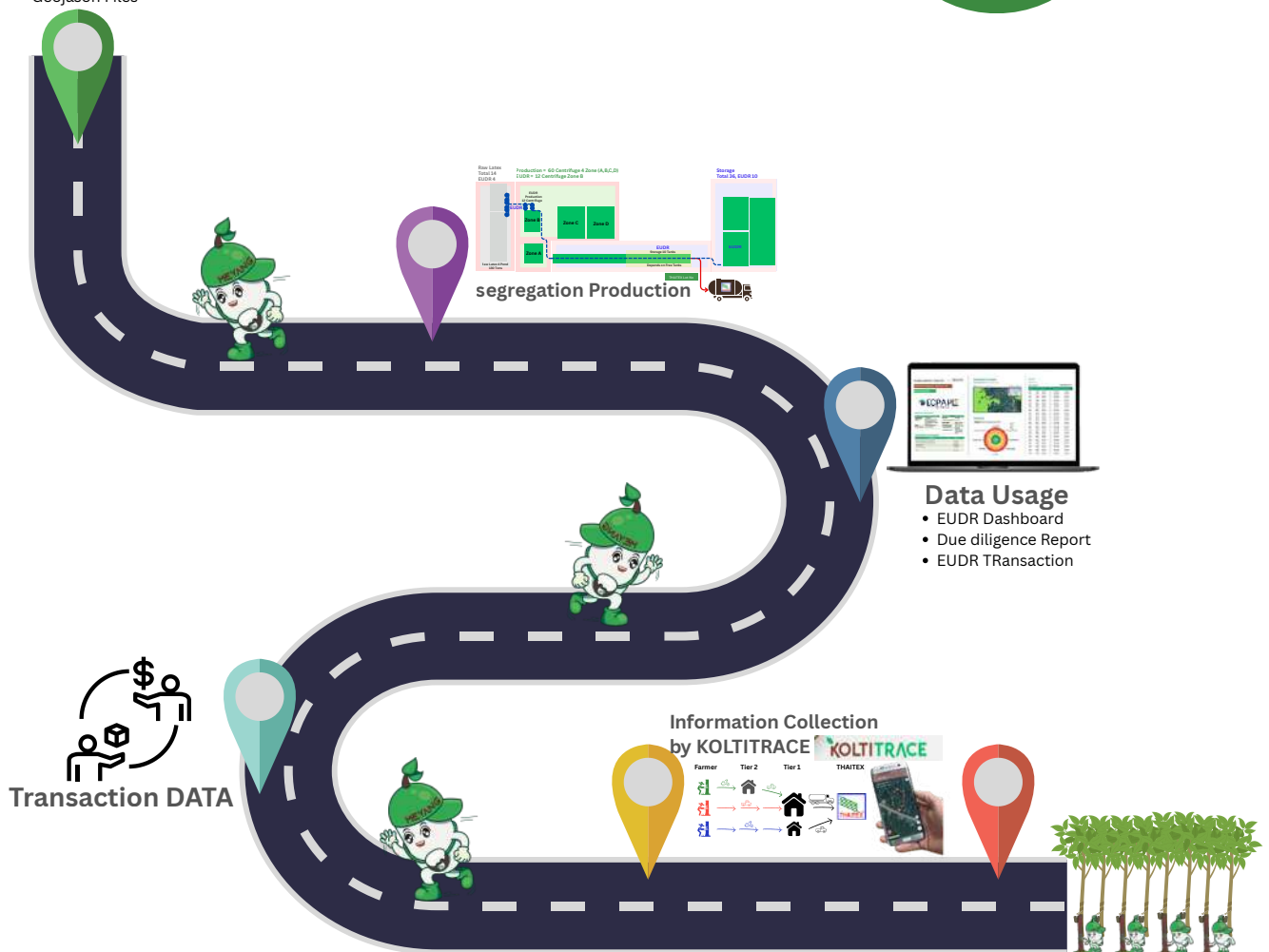
Natural Rubber Traceability System

The Natural Rubber Traceability System is a key tool in promoting transparency and credibility throughout the supply chain, particularly for TRUBB, which places great importance on sustainability and environmentally responsible production. The company collaborates with the Rubber Authority of Thailand (RAOT), which maintains a comprehensive database of farmers, plantation areas, collection points, and registration details—resources that significantly enhance supply chain transparency and sustainability. At the same time, TRUBB is committed to developing a sustainable, transparent, and verifiable natural rubber sourcing approach. To support this, the company has adopted KOLTIVA, a robust digital traceability system, for tracking the procurement of fresh latex from farmers who do not trade through RAOT's central market. This enables end-to-end traceability across the supply chain—from upstream to downstream—ensuring effective compliance with the EU Deforestation-Free Regulation (EUDR).



Delivered EUDR Document to Customer

- Due diligence Report
- EUDR Transaction
- Geojson Files



Communication and Engagement with Rubber Farmers



Signing of the MOU with the Rubber Authority of Thailand for EUDR Compliant Natural Rubber Sourcing



Collaboration with Experts and Industry Groups to Ensure EUDR Compliance



SOCIAL OPERATIONS

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Social Concerns

Respecting human rights and embracing responsibility for society and stakeholders across the entire business value chain, with a commitment to inclusive care and ethical conduct.



Human Right Management

TRUBB recognizes the importance of respecting and promoting human rights in all aspects of our operations. We are committed to fostering an environment that upholds equality, fairness, and human dignity for our employees, partners, customers, and the communities in which we operate. This report summarizes our human rights performance in 2024 and demonstrates our commitment to being a socially responsible organization.

Human Rights Policy and Practices

TRUBB is committed to conducting business with sustainable growth while upholding social responsibility and accountability to all stakeholders in accordance with principles of good corporate governance. The company recognizes the importance of respecting human rights and strictly adheres to both legal requirements and international standards. TRUBB is determined to prevent any actions that may lead to human rights violations or adverse impacts throughout the business value chain. In line with this commitment, the Executive Committee has deemed it appropriate to establish the following Human Rights Policy:

- The Board of Directors, executives, and employees of the Company respect and comply with applicable laws, international declarations, and global labor standards relevant to human rights, both in Thailand and internationally.
- The Company applies the principles of the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPR), and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work in its business operations concerning human rights.
- All employees and stakeholders throughout the business value chain are treated equally and fairly in accordance with human rights principles, with no discrimination.
- The Company promotes communication and the dissemination of knowledge and understanding of human rights and the human rights policy to stakeholders through its communication channels.
- A designated unit is assigned to regularly monitor, review, and assess human rights risks and impacts. Appropriate risk management measures and remediation processes will be implemented in case of any human rights violations.
- Employees and stakeholders are encouraged to express opinions, report concerns, issues, or complaints regarding potential human rights violations. The Company will ensure fairness and protect the identity and rights of whistleblowers.
- A fact-finding committee shall be established to investigate and determine disciplinary actions against individuals who violate human rights. If found guilty, they will be subject to penalties under company regulations. In cases involving legal violations, the matter will be prosecuted according to applicable laws.
- The Company upholds standards of occupational health and safety, ensuring a safe and healthy working environment to prevent accidents, injuries, and illnesses related to work.
- Human rights performance will be disclosed through the Sustainability Progress Report, Sustainability Report, and the Company's sustainability website.
- The Company respects and protects the personal data of stakeholders throughout the business value chain, ensuring it is not violated or misused.

Human Rights Due Diligence

TRUBB has clearly defined the scope of its human rights risk management. The company identifies and updates potential human rights issues to align with current trends and expectations, and assesses potential impacts arising from business activities on employees, partners/contractors, surrounding communities, and customers across the entire value chain.

Operational Guideline

- Identifying relevant risks aligned with the nature of the business and evolving societal contexts.
- Implementing mitigation and control measures as part of risk management.
- Continuously evaluating and monitoring the effectiveness of these measures.
- Paying particular attention to all stakeholders, including vulnerable groups.

Targets

- Zero tolerance for all forms of human rights violations
- 100% coverage of human rights risk assessments for core business activities and Tier 1 suppliers by 2027

Human Rights Performance

- There were no complaints related to human rights violations by the Company and its suppliers.
- The grievance and complaint handling mechanisms have been improved to be more centralized, including the whistleblower email at whistleblower@thaitex.com and the feedback box on the Company's website.
- The process for auditing and assessing raw material suppliers according to human rights standards has been enhanced.
- Employees have acquired knowledge and understanding of occupational health and safety management systems, including proper initial response and first aid procedures in case of incidents.
- There were no fatal accidents resulting from work-related activities.

The results of these assessments enable the company to respond, remedy, and mitigate any adverse impacts on stakeholders appropriately and in a timely manner. In 2024, the assessment met the required standards, with no complaints or disputes raised by stakeholders. This human rights risk assessment was conducted collaboratively by the management team and all relevant departments to ensure a comprehensive, transparent, and effective process—ultimately minimizing the risk of human rights violations arising from the company's operations.



Fair Labor Practices

Fair labor practices is a fundamental cornerstone of the company's sustainability. Key measures begin with establishing a fair and comprehensive labor policy aligned with labor laws and international standards, such as the principles of the International Labour Organization (ILO). The company prioritizes fair and appropriate compensation based on the nature of the work, ensures employees have access to necessary benefits, and creates a safe and hygienic working environment. Respecting employees' rights to freedom of association and collective bargaining is essential to enable their participation in determining their working conditions. Promoting diversity and equality in the workplace—without discrimination based on gender, race, religion, or disability—helps foster an organizational culture of mutual respect. The company provides accessible and fair grievance channels, allowing employees to raise concerns or complaints without fear of retaliation. Finally, continuous training and skills development enhance the workforce's capabilities and strengthen employee engagement with the organization.

Fair Labor Practices Policy

TRUBB places great importance on fair, transparent employment conditions that align with human rights standards for both employees and workers within the supply chain. This commitment aims to create a suitable working environment, promote employee satisfaction, and build sustainable relationships across all dimensions of the value chain.

- Promote freedom of association and awareness of the right to collective bargaining, providing employees the opportunity to express opinions or file complaints regarding unfair treatment or wrongful actions within the company, including protection for whistleblowers.
- Prohibit and eliminate all forms of forced labor, respect employees' rights according to human rights principles, and comply with labor laws and other relevant regulations. Provide employee welfare as mandated by law, such as social security, as well as additional benefits beyond legal requirements, including provident funds, accident insurance, and various types of financial assistance such as funeral aid and medical visit allowances.
- Prohibit the employment of child labor under the age of 15 or below the minimum age stipulated by local laws.
- Avoid any form of discrimination in employment by establishing fair recruitment processes and employment conditions, including fair compensation and merit-based performance evaluations under an equitable assessment system. Promote personnel development by organizing training sessions and seminars, as well as supporting employee participation in academic and professional development activities to enhance knowledge and skills, while fostering good attitudes, ethics, and teamwork.
- Operate under strict principles of occupational safety, health, and workplace environment by implementing accident prevention measures and promoting employee safety awareness. Provide training and promote good hygiene among employees, maintain a safe and hygienic work environment, and conduct annual health check-ups tailored to individual risk factors such as age, gender, and work environment.

Targets

- All workers within the organization must receive wages not less than the living wage by 2027.
- 100% of workers in the Tier 1 supply chain (industry level) must undergo labor and human rights assessments by 2027.

Operational Guideline

Recruitment	<ul style="list-style-type: none"> Recruit personnel through a fair, transparent, and non-discriminatory selection process. Provide equal employment opportunities for individuals from diverse backgrounds. Strictly comply with labor laws related to employment. Establish fair employment contracts and provide clear information to employees.
Wage payment	<ul style="list-style-type: none"> Maintain a fair and competitive compensation structure based on employees' skills, competencies, and experience. Ensure full compliance with labor laws related to compensation, including accurate and timely payment of wages, overtime, and employee benefits. Promote pay equity between male and female employees performing the same roles.
Employee Development	<ul style="list-style-type: none"> Continuously plan and implement capacity-building initiatives by providing a variety of training and skill development programs. Encourage employee learning and self-development through various initiatives and training opportunities.
Occupational Safety, Health, and Working Environment	<ul style="list-style-type: none"> SAFETY FIRST – Employee safety and occupational health are our top priorities. We implement preventive and control measures to eliminate hazards in the workplace. Strictly comply with laws and standards related to occupational safety, health, and the working environment. Promote a strong safety culture by providing safety knowledge and training to all employees.
Promoting Relationships and Engagement	<ul style="list-style-type: none"> Promote communication and employee engagement in various organizational activities. Provide opportunities for employees to express their opinions and suggestions regarding working conditions and organizational policies. Build positive relationships with employees through activities such as recreational events, social, and environmental initiatives.



Employment Information

Indicators	Units	2022	2023	2024
Total employment	Persons	665	689	646
Percentage of employees to total employment	%	98.65	98.40	97.83
Percentage of non-employee workers to total employment	%	1.35	1.60	2.17
Total employees	Persons	656	678	632
Male employees	Persons	364	383	360
Percentage of male employees	%	55.49	56.49	56.96
Female employees	Persons	292	295	272
Percentage of female employees	%	44.51	43.51	43.04
Total non-employee workers	Persons	9	11	14
Male non-employee workers	Persons	3	4	5
Percentage of male non-employee workers	%	33.33	36.36	35.71
Female non-employee workers	Persons	6	7	9
Percentage of female non-employee workers	%	66.67	63.64	64.29

Employee Count by Age Group

Indicators	Units	2022		2023		2024	
		Male	Female	Male	Female	Male	Female
Number of employees under 30 years old	Persons	200		203		187	
		115	85	130	73	119	68
Percentage of employees under 30 years old	%	30.49		29.94		29.59	
		31.59	29.11	33.94	24.75	33.06	25.00
Number of employees aged 30-50 years	Persons	354		381		358	
		199	155	212	169	207	151
Percentage of employees aged 30-50 years	%	53.96		56.19		56.65	
		54.67	53.08	55.35	57.29	57.50	55.51
Number of employees over 50 years old	Persons	102		94		87	
		50	52	41	53	34	53
Percentage of employees over 50 years old	%	15.55		13.86		13.77	
		13.74	17.81	10.70	17.97	9.44	19.49

Employee Count by Position Level

Indicators	Units	2022		2023		2024	
		Male	Female	Male	Female	Male	Female
Number of operational-level employees	Persons	624		643		601	
		347	277	366	277	346	255
Percentage of operational-level employees	%	95.12		94.84		95.09	
		95.33	94.86	95.56	93.60	96.11	93.75
Number of managerial-level employees	Persons	25		28		25	
		11	14	11	17	9	16
Percentage of managerial-level employees	%	3.81		4.13		3.96	
		3.02	4.79	2.87	5.76	2.50	5.88
Number of senior executives	Person	7		7		7	
		6	1	6	1	6	1
Percentage of senior executives	%	1.07		1.03		0.95	
		1.65	0.34	1.57	0.34	1.39	0.37

Employee Count by Geographic Area

Indicators	Units	2022		2023		2024	
		Male	Female	Male	Female	Male	Female
Bangkok and Metropolitan Area	Persons	70		70		78	
		31	39	36	34	40	38
Northern Region	%	66		59		65	
		41	25	20	39	29	36
Central Region	Persons	6		5		6	
		2	4	3	2	4	2
Northeastern Region (Isan)	%	52		44		37	
		23	29	25	19	14	23
Southern Region	Persons	330		342		309	
		205	125	217	125	189	120
Eastern Region	%	132		158		137	
		62	70	82	76	84	53

Employment of Persons with Disabilities

Indicators	Units	2022	2023	2024
Total employment of persons with disabilities	Persons	6	6	6
Proportion of persons with disabilities in total employment	%	0.90	0.80	0.93
Total employees with disabilities	Persons	4	4	4
Male employees with disabilities	Persons	3	3	3
Female employee with disabilities	Person	1	1	1
Ratio of non-employee workers with disabilities to total non-employee workers	%	0.61	0.59	0.63
Total non-employee workers with disabilities	Persons	2	2	2
Percentage of disabled non-employee workers to total non-employees	%	22.22	18.18	14.29
Contributions to the Fund for the Promotion and Development of Quality of Life of Persons with Disabilities	-	No	No	Yes

Wage Payment by Gender

Indicators	Units	2022	2023	2024
Total employee wage payment	Million Baht	222	233	177
Male employee wage payment	Million Baht	145	147	101
Percentage of male employee wage payment	%	64.77	63.19	57.09
Female employee wage payment	Million Baht	79	85	75
Percentage of female employee wage payment	%	35.22	36.81	42.91
Average employee wage payment	Million Baht / Person	0.34	0.34	0.28
Average male employee wage payment	Million Baht / Person	0.39	0.38	0.28
Average female employee wage payment	Million Baht / Person	0.27	0.29	0.27
Ratio of average female to male employee wage payment	-	0.68	0.76	0.99

Provident Fund (PVD) for Employees

Indicators	Units	2022	2023	2024
Number of employees participating in the Provident Fund (PVD)	Persons	201	203	189
Proportion of employees enrolled in the Provident Fund (PVD)	%	30.64	29.94	29.91
Amount of company contributions to the employee Provident Fund (PVD)	Million Baht	3.5	3.8	3.7
Ratio of company Provident Fund (PVD) contributions to total employee wage payment	%	1.60	1.67	2.13

Occupational Health, Safety, and Working Environment

Policy on Occupational Health, Safety, and Working Environment

TRUBB places great importance on creating a safe and hygienic working environment for all employees. We are committed to preventing workplace accidents and occupational diseases, as well as promoting employee health and well-being. This report summarizes our performance in occupational health, safety, and working environment. The management has established the following guidelines to drive initiatives in these areas:

- Operate the business in compliance with laws, regulations, and policies related to occupational health, safety, and the working environment, with due consideration for the safety of life and property, and the health of employees, business partners, and stakeholders. Regular monitoring and evaluation are conducted to ensure ongoing compliance and improvement.
- Promote workplace safety by establishing rules, procedures, and safe working standards, along with continuously improving working conditions and the work environment to maintain a consistently safe workplace.
- Require employees to comply with occupational health, safety, and environmental laws and regulations, as well as other relevant requirements. These must be applied to each department's operations to ensure hazards are controlled and minimize the impact on employees and personnel working within the company.
- Establish preventive measures and operational manuals to avoid injuries and illnesses arising from company activities, with a strong focus on continuously improving the management system.
- Implement an emergency management system, including the preparation of contingency plans and regular drills, to build confidence among employees and personnel, as well as to ensure safety for nearby communities and society.
- Support the development of employee knowledge and promote activities related to occupational health, safety, and the working environment to raise awareness and encourage safe and proper work practices at all levels.
- Encourage and support employee and personnel participation in all activities related to occupational health, safety, and the working environment within the company.

Targets

- Achieve zero workplace accidents (Zero Accident)
- Ensure that 100% of new employees receive safety training within the first 7 days of employment
- Maintain a Lost Time Injury Frequency Rate (LTIFR) per 1,000,000 working hours at zero

Operation Guideline

- Conduct SHE (Safety, Occupational Health, and Working Environment) training to promote a strong safety culture and raise employee awareness for cautious and responsible work practices.
- Organize annual health check-ups for employees and record statistics on accidents/health impacts (including causes, types, and severity) to improve preventive and remedial measures.
- Create a safe working environment by providing personal protective equipment (PPE) to employees to reduce accidents and injuries that may affect their health.
- Continuously develop and improve safety measures to reduce workplace accidents and injuries while enhancing employees' quality of life.
- Strictly comply with all laws and standards related to occupational health, safety, and the working environment.

Number of Working Hours

Indicators	Units	2022	2023	2024
Working hours	Hours	1,525,054	1,524,542	1,512,182
Total working hours of all employees	Hours	1,524,800	1,524,240	1,511,744
Total working hours of non-employee workers	Hours	254	302	438

Employee Work-Related Injury and Accident Statistics

Indicators	Units	2022	2023	2024
Number of work-related injury or accident incidents resulting in lost time	Times	15	23	13
Number of employees injured in work-related incidents resulting in at least one day of lost work	Persons	15	17	13
Percentage of employees injured in work-related incidents resulting in at least one day of lost work	%	2.29	2.51	2.06
Number of employees who died from work-related incidents	Persons	0	0	0
Percentage of employees who died from work-related incident	%	0	0	0
Lost time injury rate (LTIR)	Person / 1 million working hours	0	0	0
Lost time injury frequency rate (LTIFR)	Person / 200,000 working hours	0	0	0



Employee Development

TRUBB focuses on enhancing key skills to drive the organization toward success in the digital era and sustainability. This year, we have prioritized the development of skills in AI, risk management, and fostering sustainability awareness for 2024.

AI Skill Development:

- Organized hands-on training workshops through the THAITEX Connected-AI program for employees across all departments to enhance the effective use of technology in improving work processes.

Risk Management:

- Conducted annual training sessions and seminars on risk assessment and management to collaboratively develop a modern risk management system and establish procedures to minimize potential losses from various risks.

Sustainability Awareness:

- Implemented activities and programs that promote sustainability and emphasize sustainability communication.
- Launched initiatives to reduce production waste and encouraged effective waste management practices.

Employee Training

In 2024, TRUBB provided skill enhancement training to 58% of its total employees, exceeding the target of 50%. The following are the statistics for training hours per employee and training expenses:

Indicators	Units	2022	2023	2024
Employee development is part of the annual performance review	Person	No	No	No
Average training hours per employee	Hours / person / year	6.00	8.95	11.92
Employee development expenses	Million Bath	0.19	0.19	0.42



Employee Satisfaction

TRUBB conducts an annual employee engagement survey to gather data that will be used to develop improvement plans for the following years. The survey covers various aspects of employee satisfaction, including the following topics:



Summary of Employee Satisfaction

Branches	Excellent	Good	Moderate	Low	Very Low	Average
Headquarter	28.83	41.34	24.71	24.71	0.63	3.93
Factories	20.46	50.46	24.03	4.09	0.96	3.85
Average	23.25	47.43	24.26	4.22	0.85	3.88

Employee Engagement

Indicators	Units	2022	2023	2024
Total voluntary employee resignations	Persons	150	130	51
Male voluntary employee resignations	Persons	105	89	33
Female voluntary employee resignations	Persons	45	41	18
Proportion of voluntary employee resignations	%	22.87	19.17	8.07
Percentage of male voluntary resignations	%	16.01	13.13	5.22
Percentage of female voluntary resignations	%	6.86	6.05	2.85

Promoting Employee Relations and Engagement through Company Activities

Annual Merit-Making Activity



Chinese New Year Activities



Valentine's Day Celebration: Spreading Love for Sustainability



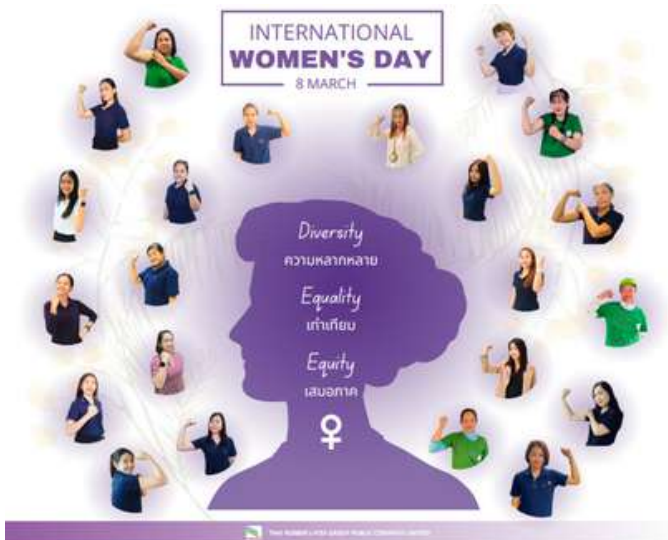
Songkran Day



Annual Arbor Day Activity



International Women's Day Celebration for Gender Equality





Customer Responsibility

TRUBB prioritizes meeting customer expectations by maintaining strong relationships and clear communication. The company adapts to market demands through innovation and quality products, actively managing customer satisfaction to ensure a positive experience.

Operation Guideline

- Committed to delivering products with integrity and transparency, and treating all customers equally and fairly.
- Manufacture, deliver, and provide products and services with quality and standards that meet or exceed customer expectations at a fair price.
- Communicate accurate and truthful information about products and services, avoiding any false or misleading content that may cause confusion regarding the quality, quantity, or conditions of the offerings.
- Establish dedicated departments, systems, or processes to receive feedback, suggestions, or complaints related to products or services, and ensure timely and appropriate action is taken for improvement.
- Maintain customer confidentiality by not disclosing or misusing information for the benefit of the company or third parties without proper authorization.
- Build strong customer relationships and continuously seek ways to deliver greater value to customers.

Customer Complaint Channels

- Complaints can be made through sales representatives.
- Complaints can also be submitted via email at whistleblower@thaitex.com.

Customer Satisfaction

- Domestic customers reported a satisfaction rate of 90%.
- International customers reported a satisfaction rate of 90%.
- There were 2 customer complaints received.

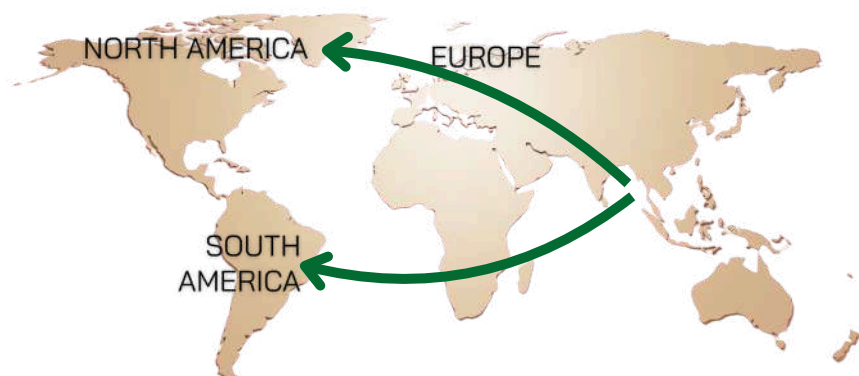
Customer Satisfaction Assessment Results from 2022 to 2024



Sales Ratio



Our Customers



Community and Social Responsibility

TRUBB conducts its business with an awareness of social responsibility alongside the goal of strengthening the company's stability. The company is committed to contributing to sustainable development activities for the community and society, and has established policies and operational scopes for community engagement and development as follows:

1. Conduct business responsibly, ensuring no negative impact on the sustainability of communities and society in economic, social, and environmental aspects.
2. Support the implementation of projects or activities that benefit communities and society, particularly those related to the company's operations, with the main objectives of creating long-term value, promoting learning, and preserving local traditions and community identity.
3. Ensure that any initiated activities or projects clearly identify the benefits to the targeted communities or society, with defined objectives, implementation plans, monitoring and evaluation processes, and performance reporting according to each project's timeline.
4. Promote the development of strong and positive relationships with local communities.
5. Raise awareness among executives and employees regarding the importance of community development projects, and encourage employee volunteerism to support and contribute to projects that benefit communities and society.

Strategic Plan for Community Empowerment and Engagement

- Greenhouse Gas Reduction and Voluntary Carbon Credit Trading Project
- Thai Rubber for Poverty Alleviation: Prosperous Society and Sustainable Environment Project
- Ban Huai Huea Water Source Improvement Project
- Computers for Children Project



Greenhouse Gas Reduction and Voluntary Carbon Credit Trading Project

TRUBB launched the “Greenhouse Gas Reduction and Voluntary Carbon Credit Trading Project” to help farmers earn income through carbon sequestration by rubber trees. The project promotes access to technology and standardized carbon credit certification, supporting sustainable resource use aligned with the Bioeconomy concept, especially in agriculture.

Project Concept

- Rubber trees have a high capacity for carbon sequestration, which can be converted into carbon credits if managed in accordance with appropriate certification standards. However, the certification process is often complex and costly, posing a major barrier for smallholder farmers.
- TRUBB positions itself as an intermediary, facilitating and empowering farmers to access the carbon credit system without bearing the financial burden or the complexity of technical procedures.
- TRUBB has the capability to secure access to carbon credit markets in China, a large and high-demand market. This creates an opportunity for Thai farmers to generate sustainable income through carbon credit trading.

Stakeholders

The project involves five main stakeholder groups, each playing a critical role in the implementation process:

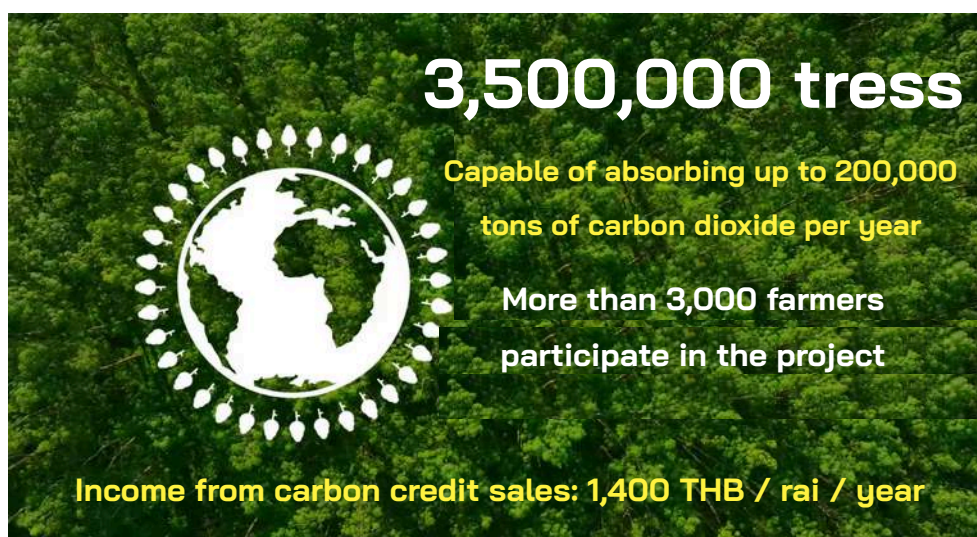
- Rubber Farmers: Join the project voluntarily, receive free carbon credit certification, and have their credits purchased immediately by the company’s partner in China.
- Carbon Credit Verifiers: Accredited third parties certify credits based on internationally recognized standards with high market value.
- Government Agencies: Coordinate with farmers in the raw latex trading system and support accurate information sharing.

Project Target

- The project covers estimate 50,000 rai of rubber plantations certified for carbon credits based on feasibility studies.
- Participating farmers gain access to the technology and systems required for carbon credit certification.
- The project enables farmers to generate income by selling certified carbon credits.

Project Scope

- Study approaches for greenhouse gas reduction projects
- Analyze relevant laws and regulations
- Select project development standards, including:
 - Standard T-VER
 - Premium T-VER
 - VCS (Verified Carbon Standard)



Project Result

TRUBB has conducted environmental, social, and legal risk assessments, along with investment feasibility analyses using IRR, NPV, and DPB criteria. The company has also developed a sustainable land management plan, such as reducing fertilizer use and refraining from rubber tree cutting during the 7-year project period. These efforts aim to evaluate the project's feasibility and compare differences among the STANDARD T-VER, PREMIUM T-VER, and VCS standards, in order to select the most appropriate standard for project implementation. The feasibility assessment details are as follows:

Comparison of Standards: STANDARD T-VER, PREMIUM T-VER, and VCS

STANDARD T-VER	PREMIUM T-VER	VCS
<ul style="list-style-type: none"> Promote the development of projects in Thailand and encourage the voluntary use of carbon credits. 	<ul style="list-style-type: none"> Promote the development of advanced-standard projects and encourage the voluntary use of credits or their application toward NDC commitments. 	<ul style="list-style-type: none"> Promote the development of projects in various countries and encourage the voluntary use of carbon credits.
<ul style="list-style-type: none"> For project implementation within the country Operates as a voluntary project No requirement for stakeholder consultation meetings 	<ul style="list-style-type: none"> Suitable for projects with standards higher than STANDARD T-VER Requires stakeholder consultation meetings 	<ul style="list-style-type: none"> International standard Applicable to projects at the international level Requires risk reporting and independent verification



Training

1. Training Workshop on Wildfire Control (Mae Chan Rubber Plantation)

The company organized a hands-on training workshop on wildfire control at the Mae Chan rubber plantation in Chiang Rai Province on February 20, 2024. The objective was to equip 30 participants—including employees, plantation supervisors, and rubber tapping contractors—with knowledge and practical skills in wildfire control techniques. The training was conducted with the support of expert instructors from the Office of Conservation Area Administration 15 (Chiang Rai).

As a result, participants gained a solid understanding of wildfire prevention and suppression methods, enabling them to effectively contain and extinguish fires in the event of a wildfire outbreak in nearby community forests. They are also now capable of applying these skills to manage and respond to fire incidents within the company's own rubber plantations.



2. Training Workshop on Wildfire Control (Chiang Kham Rubber Plantation)

Mr. Niwet Yiamyongsin (Forest Manager), Ms. Supansa Chayanan (Assistant Forest Manager), and the Community Forest Committee of Ban Noen Saiklang, Chiang Kham District, Phayao Province, participated in a hands-on training workshop on wildfire control organized by the Wiang Lor Wildlife Sanctuary Office, located at 321 Ban Jia, Moo 4, Chun Sub-district, Chun District, Phayao Province, on February 21, 2024.

The training provided participants with both knowledge and practical experience in wildfire control. As a result, they are now capable of applying these skills to prevent and extinguish fires that may occur within the company's rubber plantations or the Ban Noen Saiklang community forest.



3. Training Workshop for New Rubber Tapping Contractors

In 2024, the Chiang Kham and Mae Chan rubber plantations organized training sessions for newly hired rubber tapping contractors. Four training modules were provided: Rubber Plantation Maintenance, Occupational Health and Safety, Use of Personal Protective Equipment (PPE), and Skill Development and Enhancement in Rubber Tapping Techniques. The training sessions were led by the plantation supervisors, who served as instructors.

- **Rubber Plantation Maintenance:** New rubber tapping contractors gained essential knowledge and a solid understanding of scientific principles related to rubber plantation maintenance. The training emphasized best practices aimed at optimizing work efficiency, safeguarding the environment, and conserving biodiversity. Participants were also introduced to non-chemical weed control methods—such as manual weeding—and trained to mix fertilizers based on soil analysis for proper tree nutrition. Contractors now conduct weed control twice a year using tools such as knives, hoes, mattocks, or shoulder-mounted grass cutters with steel blades. Weed removal is performed around the base of the trees and between planting rows. Fertilizer is applied twice annually at 500 grams per tree—once at the beginning of the rainy season (April–May) and again at the end of the rainy season (August–September).
- **Occupational Health and Safety:** The training also equipped new contractors with a thorough understanding of safe work practices within rubber plantations. They are now able to carry out their responsibilities in accordance with safety manuals and occupational health and environmental standards. This includes procedures for safe weed control, fertilizer application, latex harvesting, produce handling, and waste management.
- **By adhering to these protocols, contractors can reduce workplace accidents and minimize health risks associated with their working environment.**
- **Use of Personal Protective Equipment (PPE):** Contractors acquired knowledge on the proper use of Personal Protective Equipment (PPE) suitable for each task. They are now able to correctly and appropriately use PPE during operations, ensuring their safety and minimizing the risk of accidents while working.



Care and Support for Employees, Workers, and Contractors

1. Assistance for Employees Affected by Floods

In September 2024, several provinces in Thailand experienced severe flooding, with Chiang Rai being one of the hardest-hit areas. The disaster affected numerous districts, including Mueang Chiang Rai and surrounding regions. Notably, the Sai Lom Joy Market area in Mae Sai District suffered unprecedented flooding, causing extensive damage to homes, vehicles, goods, and household items. Other affected communities included Mae Sai, Hua Fai, Mueang Daeng, Mai Lung Khon, and Ko Sai.

In Mueang Chiang Rai District, widespread flooding also caused significant disruption, with many TRUBB employees directly impacted. Their homes and belongings sustained serious damage. Throughout the crisis, the company's management maintained close contact with affected employees to assess the situation and understand their needs. The information on employees affected by the floods was reported to senior executives at the parent company, Thai Rubber Latex Group Public Company Limited, along with a request for support and assistance.



TRUBB พิจารณาให้ความเห็นชอบสนับสนุนช่วยเหลือพนักงานที่ประสบเหตุ อุทกภัย 14 ราย จำนวนเงิน 62,050 บาท เพื่อนำไปใช้ในการ ฟื้นฟูซ่อมแซมบ้านที่อยู่อาศัยและของใช้ในครัวเรือน

บริษัทเลเท็กซ์ ซิสเต็มส์ จำกัด (มหาชน) ซึ่งเป็นบริษัทที่อยู่ในเครือได้มอบที่ดินอย่างพารา 26 ฝืน และหมอนอย่างพารา 26 ใบ ให้กับพนักงานที่ประสบเหตุอุทกภัย



2. Construction of Sanitary Facilities at Latex Collection Points

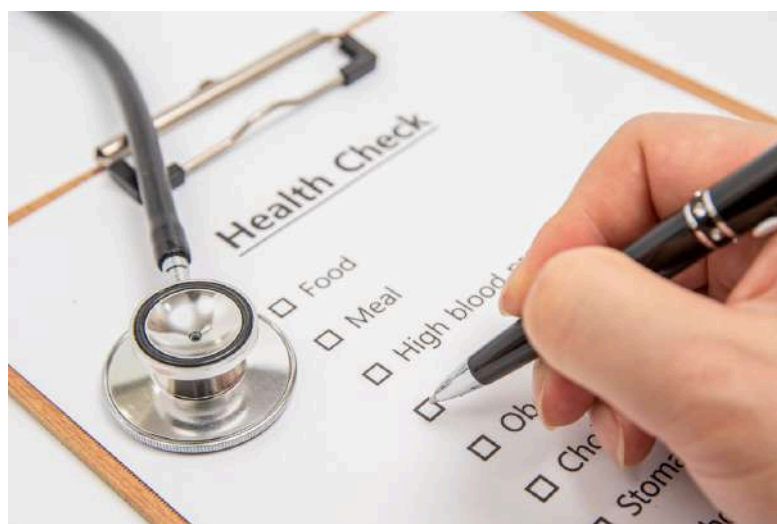
During the rubber tapping off-season in March 2024, TRUBB approved the construction of two additional toilet facilities at the latex collection point in the Mae Chan rubber plantation. The toilets were built near the plantation supervisor's residence, storage warehouse, and the accommodation area for rubber tapping contractors. This initiative was intended to improve hygiene and convenience for employees, workers, and contractors by providing shared access to proper sanitary facilities in the area.



3. Annual Health Check-ups

TRUBB organized annual health check-ups for a total of 52 employees and laborers. This initiative aimed to systematically and continuously monitor occupational health risks that may arise from their work environment. The program provided insights into the overall health status and potential illness trends among the workforce. In cases where early signs of illness were detected, timely medical attention or preventive measures could be taken.

- Employees and laborers under the Chiang Rai Office underwent health check-ups at Mae Fah Luang University Medical Center Hospital.
- Those under the Chiang Kham Office received their check-ups at Chiang Kham Hospital.
- Employees and laborers under the Nan Office had their health examinations at Nan Hospital.



CSR Activities

1. Care the Whale: Invisible Waste



2. THAITEEX Together: Sending Strength and Support to Flood Victims



3. THAITEEX Sharing Together to Build a Sustainable Society



3. Children's Day Activities



4. Donation of Computers for Education



5. Recyclable Waste Proceeds Donated to Ban Rai



6. Volunteer Activities on Father's Day



7. New Year Accident Prevention Campaign



8. Public area cleanup: Factory & Khun Thale Lake.



9. Participated in Khun Thale Subdistrict Municipality Sports Event



CORPORATE GOVERNANCE AND ECONOMIC OPERATION

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Green Economy

Developing products through innovation and delivering meaningful value, while conducting business with integrity and good governance to create sustainable value for stakeholders.



Sustainability Risk Management

TRUBB recognizes the importance of risk management in response to a rapidly changing world. Risks may arise from external factors such as environmental conditions and increasing stakeholder expectations, as well as from internal changes within the organization. To effectively prepare for and respond to these risks, the Company has emphasized establishing risk management that aligns with international standards and the company's context. This is to enhance business resilience and support sustainable growth. The Company has implemented the following sustainability risk management framework:

Risk Management Policies

1. The Company has established a risk management framework aligned with international standards. Risk management is integrated into business operations, decision-making, strategy, and performance assessments at all levels, overseen by the Risk Management Committee and executives.
2. Sustainability risk management is part of the corporate risk framework, emphasizing the identification, assessment, and mitigation of ESG-related risks (Environmental, Social, and Governance) that may significantly impact the Company's operations.
3. The Company encourages all departments to engage in proactive risk management through early risk identification and control measures to prevent or reduce potential damage.
4. The Company assigns clear responsibilities to executives and employees in risk management roles and provides regular risk management training to foster a culture of risk awareness organization-wide.
5. The Company continuously reviews and improves its risk management processes to ensure effectiveness and alignment with changes in the business environment and regulatory frameworks.

Sustainability Risk Management Guidelines

The Company has established a risk management system and process under the principles of Enterprise Risk Management (ERM), integrating both top-down and bottom-up approaches. All business units are required to identify key risks, assess their likelihood and potential impact, and propose mitigation measures in line with strategic directions and operational goals.

The Risk Management Committee and the Sustainability Committee collaborate to review significant sustainability-related risks-particularly those concerning climate change, human rights, and supply chain risks-ensuring that such issues are addressed and incorporated into the Company's overall risk profile. This approach enables TRUBB to develop effective risk response plans, prevent negative impacts, and strengthen long-term sustainability performance.



Operation Result

The Risk Management Committee has implemented enterprise-wide risk management practices by incorporating risk factors into business strategy formulation and organizational operations. In 2024, the Company assessed organisational risks and defined risk management measures as follows:

Environmental Risks (E)

Risk Source	Risk Consequences	Risk Management Measures
Climate Change Risk	<ul style="list-style-type: none"> Affects productivity and quality of agricultural raw materials. Leads to increased greenhouse gas emissions, which may damage the company's image and reputation. Affects the supply chain and transportation systems. 	<ul style="list-style-type: none"> Conducted organisational carbon footprint assessment and developed a Net Zero Roadmap. Installed solar rooftop systems. Prepared reports on greenhouse gas emissions in accordance with TGO guidelines. Assessed the organisation's carbon footprint for 2024. Launched campaigns to reduce greenhouse gas emissions. Registered greenhouse gas reduction projects with TGO for certification. Improved operational energy efficiency.
Waste Management Risk (solid waste, liquid waste)	<ul style="list-style-type: none"> Poor image and credibility if waste management does not meet required standards. Potential environmental and community impacts from improper waste handling or treatment. 	<ul style="list-style-type: none"> Implemented waste separation programs. Installed wastewater treatment systems at all production sites. Conducted regular inspections of wastewater quality. Carried out environmental quality monitoring as required by law. Maintained waste tracking records for proper hazardous and non-hazardous waste disposal.
Hazardous Chemicals and Raw Material Risk	<ul style="list-style-type: none"> Risks to employee, community, and environmental health from exposure. Non-compliance with legal requirements if handling/storage is inadequate. 	<ul style="list-style-type: none"> Controlled hazardous chemical use in accordance with legal and safety standards. Provided safety training and emergency response drills. Used Material Safety Data Sheets (MSDS) for all hazardous substances. Ensured disposal through licensed hazardous waste management service providers. Installed emergency equipment in relevant work areas. Promoted the use of alternative and environmentally friendly materials.

Social Risks (S)

Risk Category	Risk Consequences	Risk Management Measures
Risk of Non-Compliance with Personal Data Protection Laws	<ul style="list-style-type: none"> Potential leakage or unauthorized disclosure of personal data. 	<ul style="list-style-type: none"> Implemented privacy notice communication to stakeholders. Established personal data protection policy. Appointed a Data Protection Officer (DPO). Prepared a Record of Processing Activity (ROPA). Conducted internal training and awareness programs on personal data protection.

Governance and Economic Risks (G)

Risk Source	Risk Consequences	Risk Management Measures
Geopolitical Confrontation (e.g., war or conflict)	<ul style="list-style-type: none"> Global economic uncertainty and volatility Rising costs and raw material sourcing challenges Production and export disruptions due to trade and logistics issues 	<ul style="list-style-type: none"> Monitored global situations and geopolitical trends to assess potential business impacts. Planned and adjusted raw material sourcing to minimise reliance on high-risk countries.
Electricity or Fuel Price Volatility	<ul style="list-style-type: none"> Higher production costs and utility expenses. Disruption to production schedules and product delivery. Potential reputational damage if supply to customers is interrupted. 	<ul style="list-style-type: none"> Developed energy security plan per 2024 carbon roadmap Installed solar rooftops and backup systems Improved efficiency and conducted energy audits Promoted conservation and shifted to renewables
Raw Material Price Volatility Risk	<ul style="list-style-type: none"> Global demand-supply imbalance leading to increased costs and limited availability of key raw materials. Possible delays or shortages in production. 	<ul style="list-style-type: none"> Managed sourcing with alternative suppliers. Maintained appropriate inventory levels to reduce disruption. Developed supplier relationship management strategies. Held regular supplier performance evaluations.
Foreign Exchange Volatility	<ul style="list-style-type: none"> Currency fluctuations affecting export revenue or import costs. Impact on profit margins and cash flow. Increased financial risk. 	<ul style="list-style-type: none"> Used financial instruments such as forward contracts and currency options to hedge risks. Conducted regular monitoring and forecasting of exchange rates. Held monthly meetings by the Management Committee (MC) to evaluate exchange rate risks. Reported risk management outcomes to the Risk Management Committee.

Governance and Economic Risks (G)

Risk Source	Risk Consequences	Risk Management Measures
Risk of Data Loss or Inaccessibility Due to IT System Failures	<ul style="list-style-type: none"> • Data loss or data being inaccessible. • Increased costs in data recovery or the need for complete re-implementation. • Disruption of business operations and reputational damage. 	<ul style="list-style-type: none"> • Implemented policies and procedures for data security and information system safety. • Managed and monitored regular data backups (Backup) at both local and off-site locations. • Established a DR-side backup site for additional data security. • Regularly tested system restore capabilities (Restore). • Developed a Disaster Recovery Plan (DRP). • Installed UPS systems and standby power backup. • Deployed an Automated Backup System.
Risk from Changes in Rules, Regulations, or Government Policy	<ul style="list-style-type: none"> • Uncertainty in business operations and increased costs due to compliance with new laws and regulations, including international sustainability frameworks. • May cause delays in implementation or result in unpreparedness. 	<ul style="list-style-type: none"> • Monitored changes in laws, regulations, and government policies that may impact operations. • Assigned a responsible unit to coordinate and analyze potential impacts. • Held meetings with executives and relevant units to prepare responsive strategies. • Communicated and trained relevant departments for understanding and compliance.



Responsible Sourcing

The Company recognizes the importance of sourcing raw materials responsibly, with consideration for economic, social, and environmental impacts throughout the supply chain. This is in line with its goal of conducting business under good governance and sustainability principles. The Company therefore emphasizes traceability, transparency, and supplier responsibility. In 2024, the Company implemented a responsible sourcing framework as follows:

Operational Guidelines

1. Established a responsible sourcing policy that considers environmental and social impacts and communicates it to all relevant suppliers.
2. Selected suppliers based on sustainability performance and compliance with international standards and ethics.
3. Developed traceable sourcing processes to ensure that raw materials do not contribute to deforestation or violate human rights.
4. Conducted regular audits and assessments of suppliers' operations to ensure compliance with responsible sourcing criteria.
5. Promoted supplier development and cooperation to encourage continuous improvement in sustainable practices.

Traceability and Sustainable Supply Chain Management Policy

The Company, in collaboration with government and private sector partners (e.g., the Rubber Authority of Thailand), has continuously implemented projects that promote traceability and environmental sustainability. For example, it encourages the use of certified raw materials such as FSC (Forest Stewardship Council) and PEFC. These initiatives help reduce environmental and deforestation risks, promote fair trade practices, and align with international standards such as the EUDR (EU Deforestation Regulation).

1. Procurement of raw materials from traceable sources, verified by certification such as FSC, PEFC, and legal origin verification.
2. Prioritising suppliers who meet environmental and social standards, especially those who comply with human rights and anti-deforestation principles under the EUDR.
3. Developing supplier databases to record and verify sources and sustainability certifications.
4. Encouraging suppliers to improve environmental and social standards in alignment with ESG principles and the Company's sustainability policy.
5. Promoting collaboration and training among suppliers to improve awareness and capability in responsible and sustainable sourcing.



Supplier Selection and Evaluation Criteria

The Company considers procurement to be a critical part of supply chain management. It evaluates and selects suppliers based on sustainability criteria, using environmental, social, and governance (ESG) principles, and aligns with responsible sourcing guidelines. The aim is to ensure that products and services procured from suppliers meet the quality standards and expectations of the Company while minimising sustainability-related risks.

1. Supplier Risk Assessment by Group

1.1 Criteria for Identifying and Selecting Critical Suppliers

- The Company defines critical suppliers as those that provide essential raw materials or components that significantly impact production. These include suppliers of natural rubber, chemicals, packaging, and logistics. The Company categorizes suppliers into two groups based on importance and risk level: Critical Tier 1 and Critical Non-Tier 1 suppliers.

Raw Material Group	Critical Tier 1 Suppliers	Critical Non-Tier 1 Suppliers
<ul style="list-style-type: none">Suppliers of natural rubber or latex	<ul style="list-style-type: none">Raw material suppliers that are key to production continuity (e.g., chemicals, packaging, or other inputs critical to product quality)	<ul style="list-style-type: none">General suppliers, subcontractors, service providers, labor agencies
<ul style="list-style-type: none">Suppliers of packaging, ingredients, and components used in production or finished goods	<ul style="list-style-type: none">Transport and logistics providers (especially those involved in export logistics)	<ul style="list-style-type: none">Other general suppliers

Supplier Evaluation Process:

- Product quality:** Products must meet the required standards and specifications defined by the Company. Suppliers must maintain consistent quality and meet mutually agreed-upon standards.
- Supplier credibility:** This is a key criterion in supplier selection, as supplier reliability directly affects the Company's production stability and reputation. The Company will give priority to working with reliable partners and those with good performance records.
- Evaluation and performance scoring:** The Company has a supplier evaluation system and conducts performance assessments continuously to ensure suppliers meet expectations and comply with regulations and standards.
- Risk-based prioritization:** Suppliers are evaluated based on risk level, giving priority to those with high ESG risks or high importance to operations.
- Site visits and audits:** The Company may conduct on-site inspections and performance audits to assess the supplier's actual working conditions and sustainability practices.
- Database and records:** Supplier information, assessment results, and certifications are recorded in a supplier database to monitor and improve supplier development continuously.

1.2 Supplier Risk Management

- **Supplier Risk Assessment:** The Company assesses supplier risks that may arise from their operations across the supply chain in environmental, social, and governance (ESG) aspects, as follows:

Environmental Risks	Social Risks	Governance and Economic Risks
<ul style="list-style-type: none">• Negative environmental impacts such as air or water pollution due to non-compliance with regulations	<ul style="list-style-type: none">• Human rights violations, poor working conditions, or unsafe work environments	<ul style="list-style-type: none">• Risk of corruption or lack of transparency in operations and failure to comply with good governance principles
<ul style="list-style-type: none">• Deforestation or loss of biodiversity	<ul style="list-style-type: none">• Community opposition or conflict	<ul style="list-style-type: none">• Governance and economic risks

2. Sustainable Supply Chain Management

2.1 Supplier Code of Conduct

- The Company has established a Supplier Code of Conduct, covering environmental, social, and governance (ESG) aspects, and requires suppliers to acknowledge and comply with it.

2.2 Supplier Evaluation and Auditing

- The Company has implemented an annual supplier evaluation process, in line with TRUBB's Sustainable Procurement Policy, to assess suppliers' performance and ESG compliance.
- Audits are conducted on-site (On-Site Visit) to assess suppliers' practices and risks in key areas. In 2024, TRUBB conducted evaluations of critical suppliers and monitored risk factors from production, labour, and environmental management perspectives. The results were used for improvement planning and risk mitigation in the supply chain.
- TRUBB has monitored supplier performance, compliance, and sustainability risk management to ensure alignment with company policies and annual targets.

Indicators	Target	2024 Achievement
Business operations-related suppliers	100%	100%
Environmentally and socially sensitive suppliers	100%	98%
Suppliers with standardized operations	100%	100%

2.3 ESG Performance Audits of Suppliers

- In accordance with the Company's Sustainable Supply Chain Management guidelines, ESG audits of suppliers are conducted under the following criteria:

Indicators	Critical Non-Tier 1	Critical Non-Tier 1
Suppliers audited by Site Visit	Every 2 years	n/a
Suppliers with self-assessment	Every year	Every year

2.4 TRUBB's Annual ESG Audit Follow-Up

- TRUBB conducts annual follow-up audits via site visits and self-assessments of suppliers' environmental, social, and governance (ESG) performance.
- The 2024 audit results showed that 100% of suppliers did not exhibit any ESG non-compliance issues. Additionally, suppliers were evaluated based on performance criteria, and corrective actions were implemented as needed.

Indicators	Target	Critical Tier 1	Critical Non-Tier 1
Site audits conducted by the Company	100%	100%	N/A
Self-assessments by suppliers	100%	100%	100%

3. Supplier Development and Capacity Building

3.1 Providing Feedback for Improvement

TRUBB provided feedback from audit findings and evaluations to suppliers in 2024 to support continuous improvement in ESG practices and business operations. Recommendations and areas for improvement were clearly identified in post-audit summaries.

3.1.1 Development Plans Based on Audit Results

- TRUBB held post-audit meetings with each supplier to review assessment results and create individual development plans.
- Suppliers with ESG performance issues were required to submit corrective action plans, which were reviewed by TRUBB's audit team. Progress was tracked to ensure implementation.

3.1.2 Reporting to the Sustainability Committee

- The results of supplier ESG performance audits were summarized and presented to the Sustainability Committee, along with recommendations and key risks, to guide sustainable supply chain strategy.

Sustainable Supply Chain Management



"We believe sustainable supply chain management is vital to long-term business success and to building trusted relationships with our stakeholders."

TRUBB recognizes the importance of managing its supply chain in alignment with sustainability principles as a key component of responsible business operations. The Company emphasizes that supply chain partners are critical stakeholders who contribute to the overall value chain and sustainable growth. Therefore, TRUBB promotes collaboration with suppliers, service providers, and contractors across environmental, social, and governance (ESG) dimensions. The Company ensures that all parties are aware of and committed to ethical and sustainable conduct.

To promote alignment with international standards and stakeholder expectations, TRUBB has established policies and procedures for sustainable supply chain management, including mechanisms for monitoring, evaluation, and continuous improvement across the supply chain.

Policy and Operational Guidelines for Sustainable Supply Chain Management

1. Supplier Selection

- Give priority to suppliers with strong ESG performance, ethical conduct, and traceable raw materials.
- Avoid engaging suppliers involved in deforestation, human rights violations, or child/forced labour.

2. Supplier Evaluation and Monitoring

- Conduct supplier risk assessments and classify suppliers according to criticality and ESG impact.
- Perform site audits and self-assessments on ESG performance annually.
- Promote compliance with the Supplier Code of Conduct.
- Encourage suppliers to obtain sustainability certifications.
- Assess and follow up on corrective actions for non-compliant suppliers.
- Build supplier databases for traceability and improvement tracking.

3. Supplier Development

- Promote knowledge-sharing and ESG training.
- Strengthen long-term partnerships to improve sustainable performance.
- Collaborate in innovation and responsible sourcing initiatives.
- Support local suppliers and communities.

For more information



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Policy and Guidelines on
Sustainable Supply Chain
Management

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Supplier Code of Conduct

TRUBB has established this Supplier Code of Conduct to serve as a guideline for sustainable and responsible business practices. The Code consists of 5 key areas:

1) Business Ethics
1.1 Business Transparency
1.2 Ethical Business Conduct
1.3 Avoidance of Conflicts of Interest
1.4 Protection of Confidential and Personal Data
1.5 Responsible Use and Protection of Intellectual Property
1.6 Anti-Corruption Practices
2) Human Rights and Labor Practices
2.1 Prohibition of Forced Labor
2.2 Prohibition of Child Labor
2.3 Protection of Labor Rights
2.4 Fair Wages, Benefits, and Working Hours
2.5 Non-Discrimination
3) Occupational Health and Safety
3.1 Safe and Hygienic Working Conditions
3.2 Use of Personal Protective Equipment (PPE)
3.3 Emergency Preparedness and Response
4) Environmental Responsibility
4.1 Compliance with Environmental Laws, Regulations, and Standards
4.2 Efficient Resource Use and Waste Management
5) Social Responsibility
5.1 Contribution to Community and Social Development

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Operational Result

- TRUBB emphasised the implementation of the Supplier Code of Conduct, requiring suppliers to acknowledge and comply with business ethics as well as environmental and social responsibilities.
- TRUBB developed a standardised supplier assessment form aligned with international sustainability standards.
- Supplier evaluations included business ethics, economic integrity, environmental, and social aspects through on-site visits and online meetings.

Indicators	Target	2024 Performance
Suppliers who signed the Business Ethics Commitment	100%	100%
Suppliers who signed the Supplier Code of Conduct	100%	98%
Suppliers who completed self-assessments	100%	100%
Percentage of suppliers audited via Site Audit:		
- Critical Tier-1 Suppliers	100%	100%
- Critical Non Tier-1 Suppliers	N/A	N/A
Percentage of suppliers who submitted self-assessments:		
- Critical Tier-1 Suppliers	100%	100%
- Critical Non Tier-1 Suppliers	100%	100%

- The evaluation results indicated that some suppliers still need to improve their environmental and social management practices. The Company has provided recommendations and guidance to support implementation and will continue monitoring performance as follows:

Indicators	Target	2024 Performance
Environmental Management	100%	63.07
Social / Labor Practices / Occupational Safety	100%	86.76
Product and Service Quality	100%	98.40
Business Ethics	100%	97.61

Supplier-Related ESG Risk Management

The Company has identified ESG risks that may arise from suppliers across the supply chain, summarized as follows:

Environmental Risks	Social Risks	Governance and Economic Risks
<ul style="list-style-type: none"> • Deforestation or destruction of ecosystems • Pollution and improper waste management • Non-compliance with environmental regulations 	<ul style="list-style-type: none"> • Human rights violations and unsafe working conditions • Labor and community disputes 	<ul style="list-style-type: none"> • Corruption or unethical business practices • Lack of transparency and accountability in supplier operations

Supplier Risk Assessment Results



- In 2024, the Company conducted supplier self-assessments and risk evaluations in environmental, social, and governance (ESG) aspects. The results showed that suppliers who had proper ESG practices in place were able to mitigate and reduce risk exposure.

Supplier Collaboration Efforts

- Organized meetings with suppliers to communicate risk assessment results in ESG areas
- Developed joint sustainability improvement projects with suppliers
- Monitored and tracked progress against set project milestones

Innovation Development

TRUBB places importance on continuous innovation development to enhance product quality, production efficiency, and new business opportunities. Innovation is viewed as a key driver for creating added value and strengthening competitiveness in both domestic and international markets. The Company promotes innovation by integrating environmental, social, and governance (ESG) considerations into business strategies and engaging all departments in creative thinking. The Company's innovation development policy includes the following principles:

Policy

1. Promote innovation that adds value to the business and aligns with environmental and social responsibility.
2. Support research and development to create innovation in products, services, and internal work processes.
3. Promote a corporate culture that values innovation and encourages employee participation in creative thinking.
4. Encourage collaboration with external organisations such as research institutions, universities, and startups to co-create innovation.
5. Apply new technology to increase efficiency, reduce resource use, and minimise environmental impacts.
6. Continuously monitor and evaluate innovation performance to ensure its effectiveness and contribution to business goals.

Certified Research and Development Laboratory (ISO/IEC 17025)

TRUBB's research and development laboratory has been certified under the ISO/IEC 17025 standard, affirming its capability to conduct reliable and standardized testing and analysis. The laboratory supports research on rubber properties, quality testing, and new product development, with a focus on sustainability, innovation, and technological advancement in the rubber industry.



Innovation Project Collaboration



TRUBB has received funding support from government agencies for innovation projects under the Industrial Innovation Development Program to enhance knowledge and develop advanced technologies for industrial applications.

Key Innovation Projects in 2024

1. THAITECH Connected-AI Project
2. Premium Modified Natural Rubber (PMNR) Development Project
3. Near Infrared Spectroscopy (NIR) Technology Enhancement Project

Fostering an Innovation Culture through the THAITEX AI-connected Project



TRUBB has emphasized the importance of applying Agentic AI technology in its operations to enhance efficiency, accuracy in decision-making, and speed of communication. This includes integrating AI into data management and analysis to support sustainable business development. The Company has invested in developing systems that allow for real-time data processing and responsive analysis using modern platforms. Additionally, TRUBB has provided training to employees to improve AI-related skills, ensuring that personnel are well-prepared to work collaboratively with AI systems in the future.

Development Approach for the THAITEX AI-connected Project



Process Analysis

- Analysed the Company's internal operations to identify processes that can benefit from the use of AI technology.
- Selected relevant departments and determined appropriate data sets for AI integration.
- Prepared and structured data for AI implementation with IT support.



AI Technology Learning

- Studied and developed knowledge on AI technology applicable to the organization.
- Provided training and workshops on AI for employees to ensure understanding and practical use.



Team Planning

- Formed working groups for AI implementation.
- Assigned team roles and responsibilities to support smooth project execution.

2024 Implementation Highlights

TRUBB successfully implemented the THAITEX AI-connected project and established a strong foundation for building an innovation-driven organisation. By focusing on both people and process development, the Company aims to enhance its data-driven decision-making and AI capability, ensuring long-term competitiveness and operational efficiency.

Premium Modified Natural Rubber (PMNR)

TRUBB recognizes the importance of PMNR and has continued developing this product to meet the needs of the automotive and industrial sectors. Since 2022, the Company has collaborated with university research teams to enhance the properties of natural rubber, resulting in a product that is soft, flexible, low-odor, and customizable to meet various application requirements. PMNR offers great potential to replace certain synthetic rubbers in multiple industries.



Key Properties of PMNR

- Compatible with various thermoplastics such as PVC and PLA
- Enhances softness and flexibility in the final product
- Offers reduced odour and improved environmental friendliness
- Can be modified to meet specific performance needs
- Suitable as an eco-friendly alternative to synthetic rubber

Industrial Applications of PMNR

- Anti-vibration parts
- Footwear components
- Acoustic devices
- Tyres and automotive parts
- General rubber product replacements

NIR Technology (Near Infrared Spectroscopy)

Currently, monitoring and controlling the quality of concentrated latex typically relies on conventional testing methods, which can be time-consuming, require chemical reagents, and may pose environmental risks. To address this, TRUBB has adopted Near Infrared Spectroscopy (NIR) technology, a modern, rapid, and non-destructive analytical method that enhances accuracy and reduces testing time, aligning with sustainable industrial practices.



Key Features and Benefits of NIR Technology

1. High accuracy and speed – NIR enables real-time analysis of latex composition and properties with high precision and rapid results. It reduces errors from manual sampling and improves decision-making in production.
2. Non-destructive testing – NIR allows for continuous quality analysis of natural rubber without damaging samples, improving process control efficiency.
3. Multi-parameter detection – NIR can simultaneously measure multiple quality indicators such as: Dry Rubber Content (DRC), Total Solid Content (TSC), Alkalinity, KOH Volatile Fatty Acids (VFA), Crosslink density. This helps reduce testing time, labour costs, and chemical usage.
4. Environmental and cost advantages – Using NIR significantly reduces chemical waste, and with minimal sample preparation, it can cut analytical costs by up to 90%.



Patent Achievements

2

#22943 Process for transforming natural rubber latex into a concentrated latex with long-term preservability and standardized properties.

#17672 Formulation and process for producing concentrated latex with long-term preservability and optimized properties.

2

Patents Pending

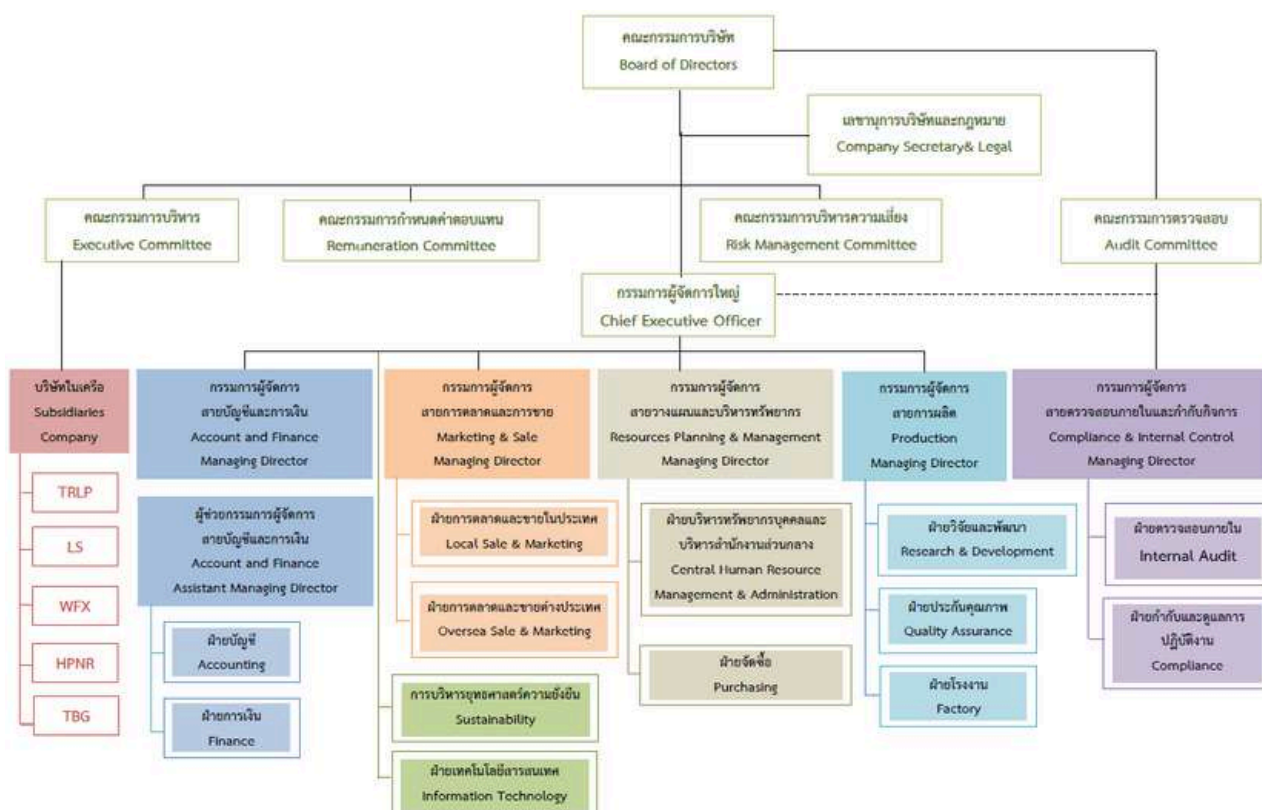
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Patents Under Review

Corporate Governance

TRUBB places great importance on corporate governance as a foundation for transparency, accountability, and ethical business conduct. We are committed to implementing good governance practices to build trust with shareholders, stakeholders, and society at large. Good corporate governance is a core element of TRUBB's long-term sustainability and plays a critical role in fostering trust and achieving sustainable growth.

Corporate Governance Framework



Key Components of the Corporate Governance Policy

1. Corporate Governance Policy and Operational Guidelines
2. Board of Directors' Code of Conduct and Guidelines
3. Policy and Guidelines on the Rights of Shareholders and Stakeholders

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Corporate Governance
Policy



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Board and Executive Committee Information



Board of Directors: 11 members (9 male, 2 female)



Executive Committee: 4 members (3 male, 1 female)



Audit Committee: 5 members (4 male, 1 female)



Authorized Signatories Registered with the Department of Business Development: 6 members (5 male, 1 female)

List of Directors and Their Positions

No.	Name-Surname	Position
1	Mr. Worathep Wongsasuthikul	Chairman of the Board
2	Mr. Paiboon Woraprateep	Vice Chairman of the Board
3	Mr. Pattarapol Wongsasuthikul	Director and Executive Director
4	Mr. Prawit Woraprateep	Member
5	Ms. Chalongkwan Wongsasuthikul	Director and Company Secretary
6	Mr. Yanyong Thawarorot	Independent Director and Chairman of the Nomination and Remuneration Committee
7	Ms. Suchada Sottipapkul	Independent Director and Chairwoman of the Risk Management Committee
8	Mr. Surapol Khwanjaithanya	Independent Director and Member of the Nomination and Remuneration Committee
9	Assoc. Prof. Dr. Sompop Rangabthuk	Independent Director
10	Dr. Pasitphon Temritthikulchai	Member
11	Mr. Wongsakul Kittipromwong	Member

Scope of Authority and Responsibilities of the Board of Directors

- Define policies and operational directions to ensure that the Company complies with relevant laws, objectives, Articles of Association, resolutions of shareholders' meetings, and the rights of stakeholders.
- Supervise and monitor management to ensure operations align with policies and are carried out efficiently and effectively for the benefit of the Company, shareholders, and other stakeholders.
- Ensure the separation of responsibilities between the Board and management to avoid conflicts of interest and ensure alignment with the best interests of the Company.
- Oversee procurement, asset management, and the use or disposal of significant Company assets to prevent conflicts of interest.
- Protect the rights and equitable treatment of all shareholders, including voting rights and access to information.
- Appoint and evaluate key executives, especially those in charge of financial reporting and disclosure, as well as those responsible for internal controls and risk management.
- Ensure proper selection and nomination of new directors and the appointment of external auditors in accordance with legal requirements.
- Disclose information accurately, completely, and transparently to stakeholders and regulators.

TRUBB has established sub-committees, each with designated responsibilities and authority, to enhance the effectiveness and accountability of corporate governance. There are a total of 5 sub-committees, as follows:

1. Executive Committee
2. Risk Management Committee
3. Nomination and Remuneration Committee
4. Audit Committee
5. Organisational Sustainability Development Committee

Executive Committee Members (4 persons)		
	Name	Position
1	Mr. Worathep Wongsasuthikul	Chairman of the Board
2	Mr. Pattarapol Wongsasuthikul	Director and Executive Director
3	Ms. Chalangkwan Wongsasuthikul	Director and Executive Committee Member
4	Mr. Prawit Woraprateep	Director and Executive Committee Member

Duties and Responsibilities of the Executive Committee <ul style="list-style-type: none"> • Propose objectives, policies, plans, and annual budgets for submission to the Board of Directors for consideration and approval, including budget amendments or adjustments as necessary. • Provide guidance to management in executing approved operational plans and report results to the Board of Directors on a monthly basis. • Authorize spending within limits defined by the Company's financial policies. • Approve expenditures or investments within its authority as specified by the Board of Directors or delegate further as appropriate. • Approve hiring, promotions, transfers, and terminations of employees as delegated. • Authorize all transactions related to general operations, investments, and joint ventures with third parties, and submit significant matters to the Board as needed. • Ensure the Company complies with relevant laws, regulations, and standards. • Monitor and ensure that departments operate in accordance with Company policies regarding production, marketing, finance, and human resources. • Approve internal rules, regulations, and work procedures. • Perform other duties as assigned by the Board of Directors. 		
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Risk Management Committee Members (6 persons)

No.	Name	Position
1	Ms. Suchada Sottipapkul	Chairman of the Risk Management Committee
2	Mr. Worathep Wongsasuthikul	Member
3	Mr. Paiboon Woraprateep	Member
4	Mr. Pattarapol Wongsasuthikul	Member
5	Mr. Theeraphong Hirunprasertwut	Member
6	Mr. Prawit Woraprateep	Member and Secretary of the Risk Management Committee

Duties and Responsibilities of the Risk Management Committee

- The Risk Management Committee plays a key role in establishing a framework for risk control across the organisation. It ensures the Company can manage significant risks that may impact operations and achieve strategic goals. The committee also reports to the Management Committee and recommends improvements and risk mitigation actions.
- Define risk management policies and frameworks aligned with the Company's risk appetite, including establishing a risk governance structure and risk monitoring and evaluation processes.
- Assess and categorize risks faced by the Company, including but not limited to:
 - Market Risk (e.g. foreign exchange or position risk)
 - Credit Risk
 - Operational Risk
 - Liquidity Risk
 - Regulatory or Legal Risk
 - Strategic Risk
- Evaluate the effectiveness of the risk management system and internal controls; ensure they are efficient, comply with laws, and align with the Company's Code of Conduct.
- Monitor the implementation of risk management strategies, report risk exposure, and oversee compliance with risk limits and the effectiveness of corrective actions as needed.

Nomination and Remuneration Committee Members (4 persons)

	Name	Position
1	Mr. Surapol Khwanjaithanya	Chairman of the Nomination and Remuneration Committee
2	Mr. Worathep Wongsasuthikul	Member
3	Mr. Paiboon Woraprateep	Member
4	Mr. Wongsakul Kittipromwong	Member

Roles and Responsibilities

- Define policies, principles, and methods for nominating directors and senior executives and determining fair and competitive remuneration for Board approval.
- Determine criteria for director qualifications and ensure proper nomination of qualified individuals aligned with the Company's needs and strategy.
- Evaluate and propose appropriate remuneration for the Board of Directors, sub-committees, and executives based on responsibilities, performance, and market benchmarks.
- Ensure that remuneration practices are fair, transparent, and support the attraction and retention of key personnel.
- Review and propose updates to the nomination and remuneration policies as necessary.
- Oversee the performance evaluation process for directors and senior executives to support continuous development.
- Perform any other duties as assigned by the Board of Directors.

Audit Committee Members (3 persons)

	Name	Position
1	Mr. Yanyong Thawarorot	Chairman of the Audit Committee
2	Mr. Surapol Khwanjaithanya	Member
3	Assoc. Prof. Dr. Sompop Rangabthuk	Member

Scope of Duties and Responsibilities of the Audit Committee

- Review the Company's financial reports to ensure accuracy, timeliness, reliability, and sufficient disclosure of essential information.
- Review the Company's internal control system, risk management system, and internal audit system to ensure appropriateness and effectiveness.
- Review the Company's compliance with corporate governance policies, laws, regulations, and business ethics.
- Ensure compliance with laws related to securities and the stock exchange, and other applicable laws concerning the Company's business.
- Review transactions that may involve conflicts of interest, ensuring compliance with relevant laws and regulations to protect the Company's interests.
- Review the nomination, appointment, rotation, and remuneration of the external auditor and propose for Board and shareholder approval.
- Coordinate with the internal audit unit and external auditor; evaluate their independence and performance.
- Review complaints or whistleblower reports related to accounting, internal controls, or other misconduct to ensure transparency and resolution.
- Approve the internal audit plan and consider performance evaluations of the internal audit unit annually.
- Prepare the Audit Committee's report to be included in the Company's Annual Report, signed by the Chairperson.
- May request information or meet with relevant executives, management, or employees to perform its duties effectively.
- May seek independent opinions from external advisors as necessary at the Company's expense.
- Perform any additional duties assigned by the Board of Directors, within the scope of its authority.

Business Code of Conduct

TRUBB has developed a new Business Code of Conduct to comprehensively cover key policies and operational guidelines. This includes setting clear standards of behavior and accountability applicable to all stakeholders-executives, employees, and board members-ensuring they act with honesty, integrity, ethics, and fairness.

The Company has communicated and disclosed the Code of Conduct to all personnel and relevant stakeholders. The latest version of the Business Code of Conduct includes the following key principles:

1. Ethical conduct and accountability toward shareholders
2. Ethical conduct and accountability toward the government
3. Ethical conduct and accountability toward partners
4. Ethical conduct and accountability toward customers
5. Ethical conduct and accountability toward competitors
6. Ethical conduct and accountability toward creditors
7. Ethical conduct and accountability toward employees
8. Ethical conduct and accountability toward society and the environment
9. Avoiding conflicts of interest, accepting gifts, hospitality, or benefits from stakeholders
10. Anti-corruption practices
11. Fair competition
12. Human rights and labour practices
13. Whistleblower protection
14. Protection and confidentiality of organisational and customer information
15. Prohibition of the misuse of insider information for personal gain
16. Avoiding the use of child labour, forced labour, and ensuring safe and environmentally sound working conditions
17. Ensuring workplace safety, occupational health, and the environment
18. Personal data protection and cybersecurity

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*Business Code of
Conduct Handbook*



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Business Code of Conduct Performance in 2024

- 100% of employees acknowledged and committed to adhering to the updated Business Code of Conduct.
- 100% of employees received training on key principles of the Code.
- All new hires were briefed on the Company's Business Code of Conduct and formally acknowledged compliance during onboarding.
- No violations of the Business Code of Conduct were reported.
- No complaints related to misconduct or non-compliance with the Code were received.

Summary Table: ESG Performance Indicators (2022 – 2024)



ESG Performance Indicators

Code	GRI Standards	ESG Indicators	Unit	2022	2023	2024
Environmental Dimension						
E1 Environmental Policy and Compliance Standards						
E1.1C	Disclosure 103	Environmental management policy and guidelines	Yes/No	Yes	Yes	Yes
E1.2C		Number of cases or incidents of legal violations or negative environmental impacts, with explanations of mitigation measures	Number of cases	0	0	0
E1.3C		Value of damages or fines received from legal violations or negative environmental impacts	Thai Bath	0	0	0
E1.4R		Compliance with international energy management principles and standards	Yes/No	Yes	Yes	Yes
E1.5R		Compliance with international water management principles and standards	Yes/No	Yes	Yes	Yes
E1.6R		Compliance with international waste management principles and standards	Yes/No	Yes	Yes	Yes
E1.7R		Compliance with international greenhouse gas management or climate change principles and standards	Yes/No	Yes	Yes	Yes
E2 Energy Management						
E2.1C	Disclosure 302	Energy management plan	Yes/No	Yes	Yes	Yes
E2.2C		Energy consumption (electricity/fuel)	MWh	13,330	12,651	10,779
E2.3C		Renewable energy consumption	MWh	-	-	87.01
E2.4R		Energy management target	MWh	-	-	10,563
E2.5R		Energy intensity	kWh/unit	72	126	146
E3 Water Management						
E3.1C	Disclosure 303	Water management plan	Yes/No	Yes	Yes	Yes
E3.2C		Volume of water consumption	cubic meters	372,206	348,869	372,137
E3.3R		Water use target	cubic meters	-	-	341,891
E3.4R		Water intensity	cubic meters/unit	2.04	3.48	4.29
E3.5R		Percentage of wastewater treated before discharge	%	0.00	0.00	0.00
E4 Waste Management						
E4.1C	Disclosure 306	Waste management plan	Yes/No	Yes	Yes	Yes

Code	GRI Standards	ESG Indicators	Unit	2022	2023	2024
E4 Waste Management						
E4.2C	Disclosure 306	Volume of waste generated	kilograms	89,600	79,946	106,495
E4.3R		Waste management target	kilograms	-	-	?
E4.4R		Volume of waste that is reused and/or recycled	kilograms	2,020	4,619	3,871
E5 Greenhouse Gas Management						
E5.1C	Disclosure GRI 305	Greenhouse gas management plan	Yes/No	Yes	Yes	Yes
E5.2C		Scope 1 and 2 greenhouse gas emissions	tCO ₂ e	6,731	7,340	6,553
E5.3C		External verification of greenhouse gas emissions data	Yes/No	No	Yes	Yes
E5.4R		Greenhouse gas reduction target	tCO ₂ e	-	-	6,421
E5.5R		Total greenhouse gas emissions (Scopes 1, 2 and 3)	tCO ₂ e	7,524	20,414	19,067
E5.6R		Carbon intensity	tCO ₂ e/unit	0.07	0.20	0.26
AGR-E2 Biodiversity and Cessation of Deforestation						
AGR-E2.1	Disclosure 304-1	Policy and guidelines regarding the conservation of biodiversity and cessation of deforestation, encompassing the company’s business operations and supply chain	Yes/No	No	No	Yes
AGR-E2.2	Disclosure 304-2	Assessment of the risks and impacts on biodiversity resulting from business operations	Yes/No	No	No	Yes
AGR-E2.3	Disclosure 304-1	Number of the company’s business areas with biodiversity conservation efforts	Square meters	No	No	Yes
AGR-E2.4	Disclosure 304-1	Number of forest areas conserved under the company’s care	Square meters	n/a	n/a	n/a
AGR-E2.5	Disclosure 304-3	Diversity conservation plans or projects in business operations	Yes/No	No	No	Yes
AGR-E2.6	Disclosure 304-3	Forest conservation plans or projects in business operations	Yes/No	No	No	Yes
Social Dimension						
S1 Human Rights						
S1.1C	Disclosure 401	Human rights policy and guidelines	Yes/No	Yes	Yes	Yes
S1.2R		Human rights due diligence (HRDD) and protection measures	Yes/No	Yes	Yes	Yes

Code	GRI Standards	ESG Indicators	Unit	2022		2023		2024	
S1 Human Rights									
S1.3R	Disclosure 401	Number of cases of human rights violations, and explanations of remediation and mitigation measures	Number of cases	0		0		0	
S2 Fair Labor Practices									
Employment				M	F	M	F	M	F
S2.1C & AGR-S3.2	Disclosure 401 & 405-1	Total number of employees	People	364	292	383	295	360	272
		Employees by age group							
		• Below 30 years old	People	115	85	130	73	119	68
		• 30-50 years old	People	199	155	212	169	207	151
		• Over 50 years old	People	50	52	41	53	34	53
		Employees by level							
		• Staff level	People	347	277	366	277	346	255
		• Management level	People	11	14	11	17	9	16
		• Senior management level	People	7	1	6	1	5	1
S2.2C	Disclosure 405	Number of employees with disabilities and/or elderly employees	People	0		0		0	
Employee Compensation				M	F	M	F	M	F
S2.3C	Disclosure 405	Total employee compensation	million Thai Bath	145	79	147	85	101	76
S2.4C		Percentage of employees enrolled in provident funds	%	30.64		29.94		29.91	
S2.5R		Gender pay gap (Female : Male)	million Thai Bath	-		61		75	
Employee Development									
S2.6C	Disclosure 404	Employee development plans or activities	Yes/No	Yes		Yes		Yes	
S2.7C		Average hours of employee training	hours/ person/year	22.87		19.17		8.07	
S2.8R		Employee development plans are part of annual employee perf	Yes/No	Yes		Yes		Yes	
S2.9R		Employee development target	Yes/No	Yes		Yes		Yes	
S2.10R		Employee development spending	Thai Baht	197,206		195,875		420,223	
S2.11R		Benefits of employee development to employees and/or the organization	Yes/No	Yes		Yes		Yes	

Code	GRI Standards	ESG Indicators	Unit	2022	2023	2024
Occupational Safety, Health and Environment						
S2.12C	Disclosure 401	Occupational safety, health and environment improvement plans or activities	Yes/No	Yes	Yes	Yes
S2.13C		Number of incidents or injuries leading to lost work time	Number of incidents/ injuries	15	23	13
S2.14R		Occupational safety, health and environment improvement target	Yes/No	Yes	Yes	Yes
S2.15R		Lost Time Injury Frequency Rate (LTIFR)	Cases/ 200,000 hours	15	17	13
Promoting Employee Relations and Employee Engagement						
S2.16C	Disclosure 402 & 407	Employee engagement and retention plan	Yes/No	Yes	Yes	Yes
S2.17C		Percentage of voluntary employee turnover	%	22.87	19.17	8.07
S2.18C		Number of significant labor disputes, and remediation measures	Number of cases	0	0	0
S2.19R		Employee engagement and retention targets	Yes/No	Yes	Yes	Yes
S2.20R		Employee engagement survey results	Yes/No	Yes	Yes	Yes
S2.21R		Employees' collective bargaining with the company on benefits and compensation	Yes/No	Yes	Yes	Yes
S3 Responsibility to Customers/Consumers						
Consumer Rights						
S3.1C	Disclosure 102-3 & 408	Consumer data protection policy and guidelines	Yes/No	No	No	Yes
S3.2C		Number of incidents of consumer data breaches, and remediation measures	Number of incidents	?	?	?
S3.3C		Number of incidents or complaints relating to consumer rights violations, and remediation measures	Number of incidents/ complaints	?	?	?
S3.4R		Number of incidents or complaints relating to consumer rights violations, and remediation measures	Yes/No	Yes	Yes	Yes
S3.5R		Customer satisfaction improvement plan	Yes/No	Yes	Yes	Yes
S3.6R		Customer satisfaction improvement target	Yes/No	Yes	Yes	Yes

Code	GRI Standards	ESG Indicators	Unit	2022	2023	2024			
S3 Responsibility to Customers/Consumers									
Consumer Rights									
S3.7R	Disclosure 102-3 & 408	Customer satisfaction survey results	Yes/No	Yes	Yes	Yes			
S4 Responsibility to Communities/Societies									
S4.1C	Disclosure 413	Policy on developing and engaging with communities/societies affected by the business	Yes/No	No	No	Yes			
S4.2C		Plans to support the development and engagement of communities/societies affected by the business	Yes/No	No	Yes	Yes			
S4.3C		Number of conflicts with communities/societies, and remediation measures	Number of cases	0	0	0			
S4.4R		Target for developing and engaging with communities/societies affected by the business	Yes/No	No	Yes	Yes			
S4.5R		Target for developing and engaging with communities/societies affected by the business	Yes/No	No	Yes	Yes			
AGR-S2 Respecting Diversity and Equality									
AGR-S2.1	Disclosure 405-1	Policy and guidelines regarding respecting diversity and equality within the organization and the supply chain, without discrimination based on gender, age, nationality, disability, religion, or other factors	Yes/No	Yes	Yes	Yes			
AGR-S2.2	Disclosure 405-1	Employee statistics categorized by gender and nationality		M	F	M	F	M	F
		• Thai	People	182	197	178	198	159	182
		• Burmese	People	123	51	136	51	139	45
		• Cambodian	People	35	33	40	27	23	15
		• Laotian	People	14	10	27	18	38	29
		• Others	People	10	1	2	1	1	1
AGR-S2.3	Disclosure 406-1	Number of incidents or complaints related to violations of rights, equality, and unfair treatment of labor, along with remediation and mitigation measures	Number of cases	0	0	0			

Code	GRI Standards	ESG Indicators	Unit	2565	2566	2567
AGR-S4 Combating Child Labor						
AGR-S4.1	Disclosure 408-1	Policy and guidelines regarding combating child labor within the organization	Yes/No	Yes	Yes	Yes
AGR-S4.2	Disclosure 408-1	Policy and guidelines regarding combating child labor within the supply chain	Yes/No	Yes	Yes	Yes
AGR-S4.3	Disclosure 408-1	Number of incidents or complaints or cases of child labor detected within the organization and the supply chain, along with remediation and mitigation measures	Number of cases	0	0	0
Governance and Economic Dimension						
G1 Policy, Structure and Governance System						
Board Composition						
G1.1C	Disclosure 102-18	Profiles of individual directors	Yes/No	Yes	Yes	Yes
G1.2C		Number of board members	People	11	11	11
G1.3C		Number of independent directors	People	4	4	4
G1.4C		Number of non-executive directors	People	2	2	2
G1.5C		Number of female directors	People	2	2	2
G1.6C		Independent chairman of the board	Yes/No	No	No	No
G1.7C		Separation of the roles of chairman and CEO	Yes/No	Yes	Yes	Yes
G1.8C		Number of independent directors in each sub-committee	People	3	3	3
G1.9C		Independent chairman of each sub-committee	Yes/No	No	No	No
Board Roles and Responsibilities						
G1.11C	Disclosure 102-26	Number of board meetings	Number of meetings	5	4	4
G1.12C		Board performance	Yes/No	No	No	No
G1.13C		Number of audit committee meetings	Number of meetings	5	4	5
G1.14C		Audit committee performance	Yes/No	Yes	Yes	Yes
G1.15C		Number of subcommittee meetings	Number of meetings	4	5	5
G1.16C		Performance of each sub-committee	Yes/No	Yes	Yes	Yes
G1.17C		Succession plan implementation	Yes/No	Yes	Yes	Yes

Code	GRI Standards	ESG Indicators	Unit	2565	2566	2567
Director Recruitment						
G1.18C	Disclosure 102-24	Policy and criteria for recruiting directors with qualifications that align with organizational strategy	Yes/No	Yes	Yes	Yes
G1.19C		Analysis of directors’ skills and experience according to business needs (board skill matrix)	Yes/No	No	Yes	Yes
G1.20C		Profiles of newly appointed directors	Yes/No	Yes	Yes	Yes
Director and Senior Executive Remuneration						
G1.21C	Disclosure 102-38	Policy and criteria for director remuneration	Yes/No	Yes	Yes	Yes
G1.22C		Director remuneration by individual	Thai Bath	n/a	n/a	n/a
G1.23C		Other non-financial compensation for directors	Yes/No	No	No	No
G1.24C		Policy and criteria for senior executive remuneration	Yes/No	Yes	Yes	Yes
G1.25C		Total remuneration for senior executives	Thai Bath	n/a	n/a	n/a
G1.26R		Other compensation and long-term benefits for senior executives	Yes/No	Yes	Yes	Yes
Director Development						
G1.27C	Disclosure 102-27	Director development policy	Yes/No	Yes	Yes	Yes
G1.28R		Results of individual director development	Yes/No	Yes	Yes	Yes
Performance Evaluation of the Board of Directors and Senior Executives						
G1.29C	Disclosure 102-28	Criteria for evaluating board performance	Yes/No	Yes	Yes	Yes
G1.30C		Board performance results by committee	Yes/No	Yes	Yes	Yes
G1.31C		Board performance results by each sub-committee	Yes/No	Yes	Yes	Yes
G1.32R		Individual director performance results	Yes/No	Yes	Yes	Yes
G1.33R		Performance evaluation criteria for the managing director	Yes/No	No	No	No
Business Code of Conduct						
G1.34C	Disclosure 102-17	Code of conduct	Yes/No	Yes	Yes	Yes
G1.35C		Anti-corruption policy and guidelines	Yes/No	Yes	Yes	Yes
G1.36C		Number of code of conduct violations or incidents of corruption, and remediation measures	Number of cases	0	0	0
G1.37C		Grievance and whistleblowing policy and guidelines	Yes/No	Yes	Yes	Yes

Code	GRI Standards	ESG Indicators	Unit	2565	2566	2567
Business Code of Conduct						
G1.38R	Disclosure 102-17	Measures to prevent code of conduct violations	Yes/No	Yes	Yes	Yes
G2 Sustainability Policy and Strategy						
G2.1C	Disclosure 102-55	Sustainability policy and targets at the organization level	Yes/No	Yes	Yes	Yes
G2.2R		Material sustainability topics	Yes/No	Yes	Yes	Yes
G2.3R		Sustainability report	Yes/No	Yes	Yes	Yes
G2.4R		Sustainability performance disclosure standards, e.g., GRI Standards	Yes/No	Yes	Yes	Yes
G3 Sustainability Risk Management						
G3.1C	Disclosure 102-15	Sustainability risk management policy and guidelines	Yes/No	Yes	Yes	Yes
G3.2C		ESG risks and opportunities	Yes/No	Yes	Yes	Yes
G3.3C		Emerging risks	Yes/No	Yes	Yes	Yes
G3.4C		Business continuity plans (BCP)	Yes/No	Yes	Yes	Yes
G3.5R		Standards on sustainability risk management	Yes/No	Yes	Yes	Yes
G4 Sustainable Supply Chain Management						
G4.1C	Disclosure 308 & 414	Sustainable supply chain management policy and guidelines	Yes/No	No	Yes	Yes
G4.2C		Sustainable supply chain management plan	Yes/No	Yes	Yes	Yes
G4.3R		Percentage of new suppliers undergoing sustainability screening criteria	%	100	100	100
G4.4R		Supplier Code of Conduct	Yes/No	Yes	Yes	Yes
G4.5R		Percentage of suppliers acknowledging the Supplier Code of Conduct	%	100	100	100
G5 Innovation Development						
G5.1C	-	Innovation development policy and guidelines at the organization level	Yes/No	Yes	Yes	Yes
G5.2C		Process to develop and promote an innovation culture	Yes/No	Yes	Yes	Yes
G5.3C		Spending on innovation research & development	Thai Bath	n/a	n/a	n/a
G5.4R		Benefits received from innovation development	Yes/No	Yes	Yes	Yes

Code	GRI Standards	ESG Indicators	Unit	2565	2566	2567
AGR–G3 Sustainable Sourcing of Raw Materials						
AGR-G3.1	G4-FP2	Policy and guidelines regarding sustainable sourcing of raw materials according to international standards	Yes/No	Yes	Yes	Yes
AGR-G3.2	G4-FP2	Percentage of raw materials and agricultural products sourced from responsible sources	%	n/a	n/a	n/a



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+662 0332333



บริษัท ไทยรับเบอร์ลาเทคซ์กรุ๊ป จำกัด (มหาชน)
สำนักงานใหญ่
99/1-3 หมู่ 13 ซ.บางนา-ตราด 45 ถ.บางนา-ตราด กม.7
ต.บางแก้ว อ.บางพลี จ.สมุทรปราการ 10540



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