

SUSTAINABILITY REPORT

2025

AGC VINYTHAI PUBLIC COMPANY LIMITED



AGC VINYTHAI



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MESSAGE FROM THE LEADERSHIP

A Commitment to Sustainable Value

The world is evolving rapidly, and the traditional way of doing business is no longer sufficient. At AGC Vinythai Public Company Limited, we view the global transition toward cleaner energy and digital advancement not merely as challenges, but as opportunities to innovate. We are committed to building a resilient future, ensuring that we remain agile and forward-thinking to create lasting value. We believe that our ability to operate depends on the trust of our stakeholders, and that true success is found in balancing profitability with the well-being of our people and the protection of our environment. To formalize this, we launched our Sustainability Management Policy in 2025, embedding

Sincerely,

(Mr. Yoshihisa Horibe)
Chairman of the Board of Directors
AGC Vinythai Public Company Limited

responsible decision-making into the core of our daily operations to drive long-term sustainability. We also support Carbon Neutral and Net Zero Goals by aligning with AGC Group policies.

Over the past years, we have achieved significant milestones in this journey. We have taken concrete steps to reduce our footprint, such as transitioning to electric employee vehicles, installing solar rooftops, utilizing hydrogen as a cleaner energy source, and upgrading our infrastructure with eco-friendly cooling systems. Alongside these physical upgrades, we introduced our new “PLUS” shared values and accelerated our zero-waste-to-landfill program. These efforts have earned us notable recognition, including certifications for our carbon footprint, sustainable product standards, and accolades from the Thailand Greenhouse Gas Management Organization (TGO), the Industrial Estate Authority of Thailand (IEAT) and Federation of Thai Industries (FTI). While these honors validate our progress, they serve primarily as a reminder that our growth must continue to generate a positive impact for society.

None of these achievements would be possible without the dedication of our people and the continued support of our partners and customers. We are deeply grateful for the trust you place in us. As we look ahead, we remain committed to challenging the status quo, refining our practices, and building an organization that not only thrives in a changing world but actively contributes to a more sustainable future.

ABOUT THIS REPORT

[GRI 2-1, 2-2, 2-3, 2-14]



Corporate Profile

AGC Vinythai Public Company Limited (AGC Vinythai or AVT) is a public limited company registered in Thailand with AGC Inc. and PTT Global Chemical Public Company Limited as major shareholders. As a key subsidiary of the AGC Inc, Japan (a global leader in glass, chemicals, and high-tech materials) and with a strong support from

PTT Global Chemical Public Company Limited (key ethylene supplier), we operate as a major manufacturer of chlor-alkali products and PVC resins. Our operations are strategically located across Southeast Asia, with primary production facilities and business activities conducted in Vietnam and Thailand where our headquarter is in Rayong, Thailand.



Purpose of the Report

This Sustainability Report is to communicate our commitment to sustainable development to our stakeholders. The purpose is to transparently disclose our ESG (Environmental, Social, and Governance) strategy, management approaches, and performance outcomes, thereby fostering trust and accountability with our investors, customers, employees, and the broader community.



Reporting Scope and Period

This report covers our sustainability performance for the fiscal year beginning January 1, 2025, and ending December 31, 2025. The scope aligns with the company's financial reporting period and encompasses all major operations in Thailand. All three sites where production lines are currently operating are included in this report.



Reporting Frequency and Channels

AGC Vinythai publishes our sustainability report on an annual basis. The report is made available to the public via our official company website at [www.agcvinythai.com]. This report was officially published and released on Jun 30, 2026.



Reporting Content and Frameworks

The content of this report is structured to reflect the company's management of material topics across three key dimensions:



ECONOMIC / GOVERNANCE:

Ensuring long-term business resilience and ethical conduct.



ENVIRONMENTAL:

Addressing climate change, energy management, and circular economy practices.



SOCIAL:

Focusing on occupational health and safety, human capital development, and community engagement.



Commitment to Continuous Improvement

AGC Vinythai is committed to the continuous improvement of our sustainability reporting quality. We strive to enhance the completeness of our disclosures, expand the scope of our reporting to ensure comprehensive organizational coverage, and provide an accurate reflection of our impacts on the economy, environment, and society.



Reporting Boundaries

Company/ Locations	Country	Business	% of Shareholding	2025 Report Coverage
MTP 1	Thailand	Chemical and PVC resin manufacturer	100	✓
MTP 2	Thailand	Chemical manufacturer	100	✓
MTP 3	Thailand	Chemical warehouse and storage	100	✓
MTP 4	Thailand	Office	100	✓
PPD 1	Thailand	Chemical manufacturer	100	✓
PPD 2	Thailand	Chemical warehouse and storage	100	✓
BKK	Thailand	Office	100	✓



Governance and Review

The preparation of this report is overseen by the Corporate Planning Function, which works in conjunction with the management team responsible for ESG strategy. The content of this report, including the materiality assessment process and final findings, is reviewed and approved by the Board of Directors to ensure accuracy, transparency, and alignment with our corporate sustainability objectives.



This report has been prepared in accordance with
the Global Reporting Initiative (GRI) Standards.

INTRODUCTION

The boundary for this report is determined based on the principle of **“operational control.”** We consolidate performance data from all entities where AGC Vinythai holds management and operational authority. **Specifically :**



CONSOLIDATION PRINCIPLE:

We collect sustainability data from all entities that are included in the AGC Vinythai consolidated financial statements.



CONTROL THRESHOLD:

Data inclusion is focused on operation in Thailand where AGC Vinythai owns and maintains effective operational control.



MERGERS AND ACQUISITIONS (M&A):

For any assets or businesses acquired or divested during the 2025 fiscal year, data is reported on a proportional basis - reflecting performance only for the duration of the period during which the entity was under the operational control of AGC Vinythai.



Alignment with Financial Reporting

To ensure consistency and transparency, the scope of this sustainability report is aligned with the organizational boundary used in our 2025 Financial Statements (as detailed in the “General Information and Corporate Structure” section of our Annual Report).



CONSISTENCY:

The list of entities included in this report mirrors those disclosed in the consolidated financial statements, ensuring that stakeholders can easily reconcile our ESG performance with our financial results.



EXCLUSIONS:

Any joint ventures or minority-interest investments where AGC Vinythai does not exercise management control are excluded from the quantitative data disclosures unless explicitly stated otherwise.

By aligning our sustainability reporting boundaries with our financial reporting, we aim to provide stakeholders with a comprehensive and accurate overview of our corporate impact, consistent with the group’s global reporting practices.



Contact

For more information:

**Corporate Affairs and Sustainability Division,
AGC Vinythai Public Company Limited**

Head office, 2, I-3 Road, Map Ta Phut Industrial Estate,
Map Ta Phut Subdistrict, Muang Rayong District,
Rayong Province, 21150 Thailand



SUSTAINABILITY DEVELOPMENT

Policy and Strategy



SUSTAINABILITY DEVELOPMENT POLICY AND STRATEGY [GRI 2-13]



AGC Vinythai is committed to sustainable development, guided by good corporate governance, operational excellence, and continuous innovation. Our corporate vision affirms that we build trust with all stakeholders and are responsible for our impact on society and the environment. Our Board of Directors and management team ensure that our Sustainability Management Policy forms the basis for all operations, aligning with international standards and best practices. We emphasize strong ethical governance, respect for human rights, and dedication to fair labor practices and safe working environments. Our team leaders oversee AGC Vinythai’s approach to sustainability, ensuring that all activities are in line with our vision for long-term, responsible business success. (<https://agcvinythai.com/sustainability/sustainability-policy/>)

External Initiatives and Certifications

AGC Vinythai formally adheres to and has been recognized by the following external frameworks and organizations.

By integrating these external principles into its core policy, we ensure that our business operations contribute positively to the environment and society while maintaining the highest standards of corporate integrity.

Awards	Association / Initiatives	Related topics (environment, labor and human rights, ethics, sustainable procurement)	Virtual / On site audit
Badge from the Ethics Club under the Big Quick Win through Ethics theme	Thai Chamber of Commerce	Ethics	Virtual
ISCC PLUS for bio-based ECH	LRQA (Thailand) Limited. Lloyd’s Register Quality Assurance	Environment, labor and human rights, ethics, sustainable procurement	On site
Carbon Footprint for Organization (CFO) certificate	Thailand Greenhouse Gas Management Organization (TGO)	Environment	On site
Carbon Footprint of Products (CFP) certificate	Thailand Greenhouse Gas Management Organization (TGO)	Environment	On site
Eco Factory	The Federation of Thai Industries	Environment	On site
EcoVadis Bronze medal	EcoVadis	Environment, labor and human rights, ethics, sustainable procurement	Virtual
Environmental Good Governance (White Flag – Green Star)	Industrial Estate Authority of Thailand (IEAT)	Environment, labor and human right	On site

Awards	Association / Initiatives	Related topics (environment, labor and human rights, ethics, sustainable procurement)	Virtual / On site audit
Green Industry (Level 3 - Green Network) (Level 4 - Green Culture)	Ministry of Industry	Environment, sustainable procurement	On site
HALAL Certificate MTP1, MTP2, MTP3, PPD	The Central Islamic Committee of Thailand	Labour and human right	On site
ISCC PLUS (International Sustainability and Carbon Certification)	SGS	Environment	On site
ISCC PLUS for bio-based ECH	ISCC	Sustainable procurement	On site
ISO/IEC 17025 Certificate PPD, MTP1, MTP2	Thai Industrial Standard Institute		On site
ISO9001 Certificate	Bureau Veritas Certification (Thailand) Ltd.	Environment, labour and human rights	On site
ISO14001 Certificate	Bureau Veritas Certification (Thailand) Ltd.	Environment, labour and human rights	On site
ISO45001 Certificate	Bureau Veritas Certification (Thailand) Ltd.	Environment, labour and human rights	On site
Kosher Certificate PPD1, MTP1, MTP2	Kashrut Division of the London Beth Din	Environment, labour and human rights	On site
MiT Certificate for Sodium Hypochlorite, PVC Resin, Liquid Chlorine, Hydrochloric Acid,	The Federation of Thai Industries	Environment, labor and human rights, ethics, sustainable procurement	On site
Responsible Care Global Charter	The Federation of Thai Industries	Environment	On site
RSPO Supply Chain Certification	TUV NORD intergra	Environment, labor and human rights, ethics, sustainable procurement	On site
Tripartite Committee meeting (Mass Relations and Environment Committee)	This body includes representatives from government agencies, local communities, fishing groups, and media	Environment, labor and human rights	On site

GOVERNANCE STRUCTURE

AGC Vinythai integrates sustainability into our core organizational structure to ensure accountability, strategic alignment, and the effective execution of our ESG objectives. Oversight of these initiatives is driven by the executive leadership and specialized functional divisions.



Role of the Executive Vice President (EVP) of Corporate Planning

The **Executive Vice President of Corporate Planning** holds primary responsibility for integrating sustainability strategies into the company's long-term business roadmap. He takes care of three important functions which are Legal & Compliance Division, Corporate Communication Division and Corporate Affairs and Sustainability Division. This role ensures that:

- **Strategic Alignment:** Sustainability goals are not isolated but are core components of corporate planning and business development efforts.
- **Compliance Monitoring:** The EVP oversees the monitoring of regulatory, environmental, and governance performance indicators, ensuring that targets are met.
- **Risk Management:** Strategic oversight includes identifying sustainability-related risks and ensuring compliance with both legal requirements and voluntary, high-level governance principles.



Role of the Corporate Affairs and Sustainability Division

The **Corporate Affairs and Sustainability Division** serves as the operational engine for our ESG commitments. This division is tasked with the execution and reporting of sustainability initiatives, including:

- **Strategic Execution:** Translates our long-term business goals into AGC Vinythai's sustainability strategy, policies, and roadmaps, ensuring full alignment with the AGC Chemicals group.
- **Operational Monitoring & Standards:** Coordinates specialized committees (GHG, Energy, CSR) and manages rigorous assessments to secure high-level standards like EcoVadis.
- **Stakeholder Risk & Engagement:** Proactively manages regulatory risks by building strong relationships and facilitating dialogue with government agencies, industry associations, and internal stakeholders.

By centralizing sustainability responsibilities within these executive and functional roles, we ensure a disciplined approach to sustainable development, enabling the company to maintain its record of zero environmental complaints while continuously advancing its ESG performance.

Performance progress for e-permit compliance and sustainability assessment is reported regularly in monthly Code of Conduct Committee meeting and monthly KPI meeting by Executive Vice President of Corporate Planning.

Responsibility and Implementation:

All AGC Vinythai managements and employees are accountable for implementing, supporting, and continuously improving the Sustainability Management Policy. Cross-functional teams monitor policy execution, and periodic reviews are conducted to ensure alignment with emerging best practices and stakeholder expectations.



MATERIALITY ASSESSMENT [GRI 3-1, 3-2]

Our Materiality Assessment Process consists of 4 steps:

STEP 1 : Identify Material Topics

We begin by developing a comprehensive list of potential material topics based on a thorough understanding of our business context, operations, and value chain. This includes identifying actual and potential, positive and negative impacts on the economy, environment, and society across our value chain, including upstream suppliers, contractors, and downstream customers.

To ensure completeness and relevance, we leverage multiple sources, including:

In addition, we incorporate perspectives from experts and key stakeholders through our relevant functions. This approach allows us to capture a broad range of ESG issues relevant to our operations and stakeholders.

- International standards and sector-specific guidelines (e.g., GRI Standards and industry assessments)
- Sustainability ratings and frameworks
- Peer benchmarking against leading companies in the chemicals and materials sector
- Insights from thought leaders and industry trend reports

STEP 2 : Prioritize Material Topics

We assess and prioritize the identified topics based on the significance of their impacts and their importance to stakeholders. Each topic is evaluated against defined criteria, such as:

- Severity and likelihood of ESG impacts
- Relevance to business strategy and long-term value creation
- Level of stakeholder interest and concern

Based on this assessment, we categorize topics into:

- **High material topics**, which represent the most significant ESG impacts and strategic priorities
- **Other material topics**, which remain relevant but have relatively lower impact or priority

This prioritization enables us to focus resources and management attention effectively.

STEP 3 : Validate Material Topics

We validate the prioritized list of material topics through a structured internal review and governance process to ensure accuracy, completeness, and alignment with corporate direction.

- **Management Review:** The Sustainability Working Group, together with the Corporate Planning Function, reviews and verifies the robustness of the materiality assessment process, including methodology, assumptions, and outcomes.
- **Board Approval:** The results of the sustainability assessment and the list of material topics presented to the Board of Directors for validation and approval. This ensures that the identified topics reflect the most significant impacts on our organization and stakeholders, and serve as the foundation for our sustainability disclosures, including the 2025 GRI Report.

This validation process ensures that:

- The selected topics accurately reflect AVT's most significant impacts, risks, and opportunities
- There is strong internal alignment across management and governance levels
- The outcomes are credible, transparent, and aligned with AGC Group sustainability direction

STEP 4 : Integrate Material Topics

We will integrate the validated material topics into our sustainability strategy and disclosures. For each high material topic, we define and disclose:

- Management approaches and policies
- Key risks and opportunities
- Performance indicators and targets

We also report on our actual and potential impacts on the economy, environment, and society, including human rights considerations.

This integration ensures that our materiality assessment directly informs decision-making, risk management, and transparent communication with stakeholders through our sustainability reporting.

2025 MATERIALITY ISSUES

Based on the 2025 assessment, the following topics have been determined as material to AGC Vinythai:

No.	Dimension	Materiality Topics & Sub-Topics	Description	Materiality Level
1	Environment	Climate Strategy and Energy Management - Climate Strategy - Energy Management	Climate strategy and energy management describe how the organization addresses climate change as a strategic and operational priority, balancing risk management, regulatory readiness, and long-term decarbonization. The approach focuses on governing and tracking greenhouse gas emissions across the value chain, setting targets, monitoring performance, and responding to evolving policy and market signals such as carbon pricing. Energy management plays a central role by improving efficiency and cost performance through optimized energy use, cleaner and renewable energy sources, technology upgrades, and low-carbon solutions, strengthening climate resilience while supporting sustainable and competitive operations.	High Material Topics
2	Social	Occupational Health and Safety - Occupational Health and Safety Management - Health and Well-being Promotion	Protecting the safety, health, and well-being of employees and contractors is a fundamental part of how the organization manages its operations. Occupational health and safety are supported through policies and management systems designed to reduce and control operational risks, prevent work-related injuries and ill health, and promote safe work behaviors. Emergency preparedness, business continuity planning, and the provision of appropriate equipment and training further enable safe, efficient, and reliable operations.	
3	Environment	Environmental Management - Air Quality Management - Waste Management - Water Management - Biodiversity / Deforestation	Environmental impact management is a core part of how the organization operates responsibly and in compliance with legal and regulatory requirements. Environmental management guides the prevention, control, and reduction of impacts arising from operations, with particular attention to air quality, waste, water, and land use. The approach emphasizes systematic control of emissions and other environmental nuisances, responsible handling of waste and hazardous materials through reduction, recovery, and safe disposal, and efficient management of water resources through conservation, recycling, treatment, and pollution prevention. Beyond operational controls, environmental management also addresses the organization’s relationship with nature and ecosystems. This includes identifying and managing nature-related risks, protecting biodiversity-sensitive areas, and reducing environmental damage associated with production activities. By integrating these practices into operational decision-making, the organization supports nature-positive outcomes, minimizes its environmental footprint, and contributes to long-term sustainable operations.	

No.	Dimension	Materiality Topics & Sub-Topics	Description	Materiality Level
4	Environment	Product Stewardship • Product Stewardship • Circular Economy / Sustainable Packaging • Product Safety and Quality	Managing the environmental, health, and safety impacts of products across their lifecycle is a core responsibility of the organization, from design and manufacturing through customer use and final disposal. Product stewardship guides how chemicals and hazardous substances are handled responsibly, how product safety and quality are ensured, and how regulatory requirements are met, supported by clear and accurate product information and labeling. It also promotes a shift toward circularity by integrating sustainable product and packaging design, reducing material intensity and hazardous substances, increasing the use of recovered or recycled inputs, and enabling appropriate end-of-life solutions, helping protect customer well-being while reducing environmental impacts.	High Material Topics
5	Governance/ Economic	Corporate Governance and Business Ethics • Good Corporate Governance • Business Ethics • Anti-corruption • Compliance • Transparency • Cybersecurity/ Data Privacy	Corporate Governance and Business Ethics refer to the organization’s system of governance, policies, and ethical standards that ensure transparent, accountable, and lawful business conduct. This includes good corporate governance practices, a strong ethical culture, codes of conduct, anti-corruption and compliance measures, whistleblowing mechanisms, and oversight processes to prevent corruption, fraud, conflicts of interest, anti-competitive practices, and other forms of misconduct. Responsible governance also extends to the protection of information assets and data. Information security, cybersecurity, and data privacy are embedded within the governance framework to safeguard confidential, personal, and third-party data, manage cyber risks, and ensure effective response to data breaches and emerging threats linked to digitalization and artificial intelligence. Together, these elements strengthen regulatory compliance, reinforce stakeholder confidence, and uphold a culture of ethical and accountable business practices.	
6	Social	Human Capital Management and Human Rights • Human Rights • Diversity / Inclusion • Talent Attraction and Retention • Human Capital Development • Labour Practices	Building a resilient and high-performing workforce is achieved through equitable employment practices, diversity and inclusion initiatives, talent attraction and retention, skills development, career progression, and employee well-being. Fair wages, benefits, safe working conditions, and transparent labor relations contribute to workforce stability, alignment with international labor and human rights standards, and the cultivation of a respectful, inclusive, and sustainable working environment. Respect for human dignity and the development of a capable workforce underpin the organization’s approach to human capital management and human rights. The focus is on creating fair and inclusive workplaces while safeguarding fundamental human rights across operations, including the prevention of discrimination, child labor, forced or compulsory labor, and other forms of abuse. Freedom of association, collective bargaining, and responsible security practices are upheld, supported by processes to identify, prevent, and remediate human rights impacts through training, stakeholder engagement, and effective grievance mechanisms.	

No.	Dimension	Materiality Topics & Sub-Topics	Description	Materiality Level
7	Governance/ Economic	Supply Chain Management • Supplier Environmental Practices • Supplier Social Practices • Green Procurement • Responsible Sourcing	Responsible sourcing and resilient value chains are built through the way the organization manages its procurement and supplier relationships. Supply chain management focuses on embedding environmental and social considerations into sourcing decisions, particularly for raw materials and feedstock, and applying green procurement practices aligned with ESG expectations. By setting clear supplier standards and engaging business partners through assessment, dialogue, and capability development, the organization aims to meet regulatory requirements, reduce pollution and carbon impacts, and foster a more sustainable and inclusive supply chain.	High Material Topics
8	Governance/ Economic	Technology and Innovation • Innovation Investment and Management • Process and Product Innovation	Innovation plays a central role in strengthening the organization’s competitiveness, operational performance, and long-term growth. Through disciplined management of innovation activities, the organization advances process and product development, explores new business opportunities, and makes targeted investments to scale emerging technologies. The application of innovative solutions supports efficiency gains, cost reduction, emissions reduction, and more sustainable and circular production models, enabling responsible growth and resilience amid evolving market and regulatory conditions.	
9	Social	Contribution to Society and Stakeholder Engagement • Community Relations • Corporate Citizenship • Community Development • Stakeholder Engagement	Creating positive social value and maintaining constructive relationships with those affected by its operations are central to how the organization contributes to society. Efforts focus on building strong community relations through initiatives such as local job creation, infrastructure investment, education support, philanthropy, and volunteerism, alongside ongoing dialogue to understand community needs and address concerns. Through responsible corporate citizenship and meaningful engagement with internal and external stakeholders, the organization strengthens trust, supports social well-being, and contributes to sustainable development in the areas where it operates.	Other Material Topics
10	Governance/ Economic	Risk and Crisis Management • Critical incident risk management • Business continuity • Policy Influence	Business resilience depends on the organization’s ability to anticipate, manage, and respond to risks and disruptive events that could affect operations, financial performance, or strategic direction. Risk and crisis management therefore focuses on understanding internal and external risk exposures, preparing for critical incidents, and maintaining business continuity through structured assessment, training, and response planning. This approach also recognizes the influence of the legal and regulatory environment by engaging responsibly with government and policy processes, monitoring regulatory developments, and managing risks arising from policy change, legislation, and advocacy activities to support stability and long-term value creation.	

No.	Dimension	Materiality Topics & Sub-Topics	Description	Materiality Level
11	Governance/ Economic	Customer Relationship Management • Customer Satisfaction • Customer Attraction and Communication	Customer relationship management describes how the organization builds and sustains long-term customer relationships by delivering reliable services, clear communication, and meaningful engagement. The focus is on attracting and retaining customers through transparent interactions, responsible marketing, and consistent service quality that strengthen customer satisfaction, trust, and loyalty, supporting sustainable business growth.	Other Material Topics
12	Governance/ Economic	Materiality • Materiality Assessment	Materiality refers to the process of identifying and prioritizing sustainability topics that are most significant to the organization and its stakeholders, based on their impacts, risks, opportunities, and relevance to stakeholder decision-making. It includes assessment methodology, stakeholder engagement, management and Board oversight, and transparent reporting of material topics to ensure alignment with business strategy, regulatory expectations, and sustainability reporting standards.	
13	Governance/ Economic	Tax Strategy • Tax Governance and Strategy	Responsible tax practices are integral to the organization’s approach to transparency and long-term value creation. Tax strategy outlines how governance, controls, and risk management support compliance with tax laws across operating jurisdictions and respond to stakeholder expectations, supported by clear and consistent disclosure aligned with recognized reporting standards.	



HIGH MATERIALITY TOPICS SUMMARY

The following summary provides a structured overview of the high m ateriality topics that defined AGC Vinythai’s strategy in 2025, mapping their impacts, stakeholders, and alignment with the Sustainable Development Goals (SDGs).

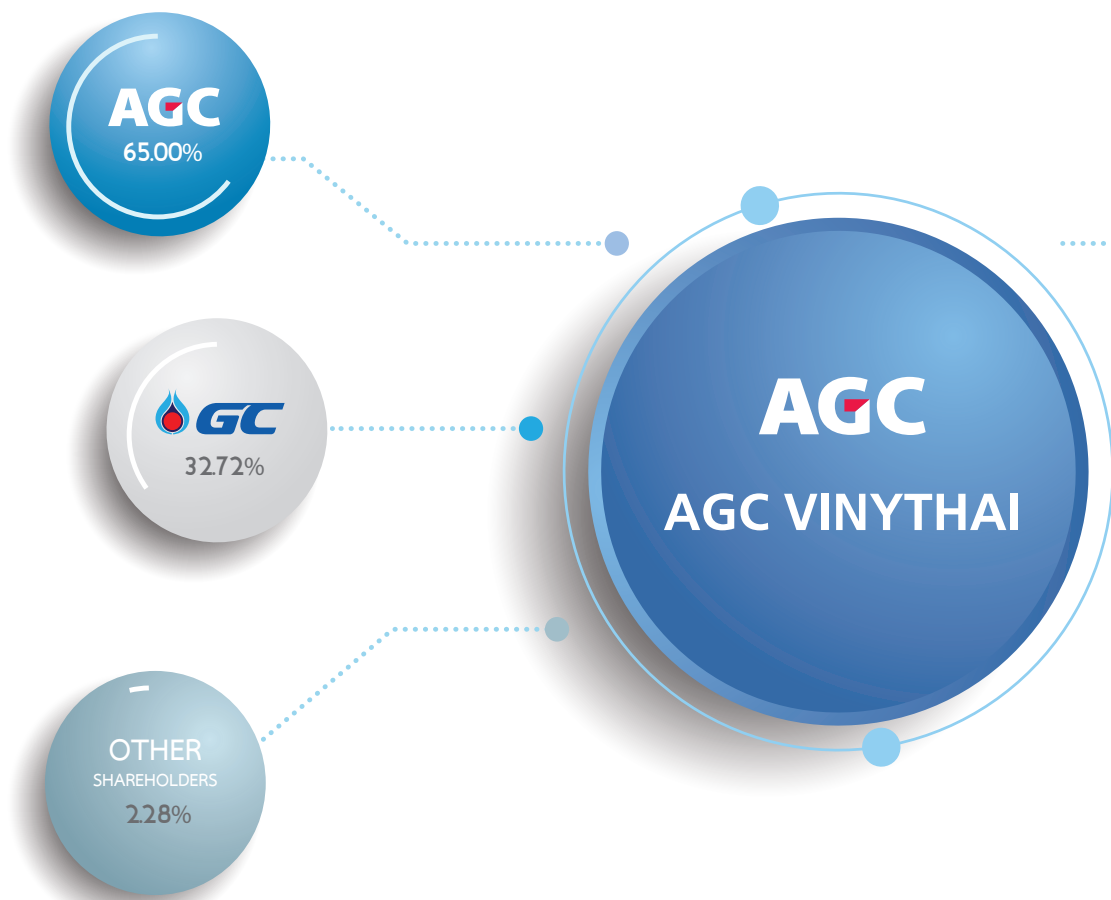
Dimension	High Materiality Topics	Impact Description	Key Stakeholders	Human Rights Impacts	2025 Key Actions/ Strategy	SDGs
Governance/ Economic	Environment	Unethical conduct or lack of transparency can lead to legal disputes and loss of stakeholder trust.	Shareholders, Government offices, Employees	Right to transparency, fair treatment, and non-discrimination.	Received Thai Chamber of Ethics Award; 100% COC training; 26 whistleblower reports managed.	SDG 16
Governance/ Economic	Supply Chain Management	Risks related to ethical sourcing, local economic impact, and logistics safety.	Suppliers, Local Communities, Customers	Labor rights in value chain; safety rights for local communities near transit routes.	89% local procurement; “Green Drum” solar initiative; Fatigue detection in 303 trucks.	SDG 8, 12, 17
Environment	Environmental Management	Potential for air/water pollution and industrial waste to impact local ecosystems and health.	Local Communities, Fishermen, IEAT, NGOs	Right to clean water and a healthy environment for residents near plants.	ISO 14001:2015; Green Industry Level 4; Zero Waste to Landfill maintained; RO system installation.	SDG 6, 12, 14
Environment	Climate Strategy and Energy Management	High energy intensity of electrolysis leads to significant Scope 2 GHG emissions.	Investors, government offices, Global Customers	Rights of future generations to a stable climate; right to health.	2.2 MW Solar Rooftop; use of \$H_2\$ as fuel; CFO certification by TGO; "GHG 360" training for managers.	SDG 7, 13
Environment	Product Stewardship	Hazard of chemical misuse or improper end-of-life disposal affecting health and safety.	Customers, Downstream Users, Regulators	Right to safety and health; right to information (via SDS).	Growth of bio-based "epinity"; REACH/ GHS compliance; EcoVadis Bronze medal.	SDG 9, 12
Social	Human Capital Management and Human Rights	Talent retention and the potential for labor rights violations in an industrial context.	Employees, Labor Unions, Academic Institutes	Right to fair wages, diversity, equity, and inclusion; right to collective bargaining.	100% Living Wage compliance; "Speed of Trust" workshops; SMETA audit at MTP2 site.	SDG 4, 5, 8, 10
Social	Occupational Health and Safety	High-risk industrial activities can lead to injuries or occupational diseases.	Employees, Contractors, HSE Committees	Right to safe and healthy working conditions for all workers.	ISO 45001:2018; "Fit to Work" program; Hazard Hunting (12,469 reports); Zero occupational disease.	SDG 3, 8

VALUE CHAIN AND STAKEHOLDER [GRI 2-6, 2-29]

VALUE CHAIN

AGC Vinythai Public Company Limited (AGC Vinythai or AVT) was established on July 1, 2022, resulting from the strategic integration of AGC Chemicals (Thailand) Company Limited and Vinythai Public Company Limited. Backed by major shareholders, AGC Inc. and PTT Global Chemical Public Company Limited, we leverage collective expertise to advance its leadership in chlor-alkali products and services across Southeast Asia.

SHAREHOLDERS AND ASSOCIATED



SUBSIDIARIES AND ASSOCIATED



AGC Chemicals Vietnam Company Limited is a subsidiary company in which AGC Vinythai Public Company Limited has 78.11% shareholding. It produces and supplies PVC resins to meet the growing demand in the Southeast Asian markets. Its production plant is in Cai Mep Industrial Zone in Vietnam.

Pimai Salt is a producer and supplies pure refined salt. AGC Vinythai holds 2,051,329 ordinary shares in Pimai Salt, equivalent to 49% of its total issued shares, amounting to 4,186,400 ordinary shares at par value of THB 100 each.

PRODUCTS AND MARKET

Our plants in Thailand operate as a key manufacturer and distributor, contributing to a diverse industrial value chain. Its core product portfolio includes:

- Polyvinyl Chloride (PVC)
- Vinyl Chloride Monomer (VCM)
- Sodium Hydroxide (caustic soda)
- Hydrochloric Acid (HCl)
- Potassium Carbonate (K₂CO₃)
- Bio-based Epichlorohydrin (ECH)

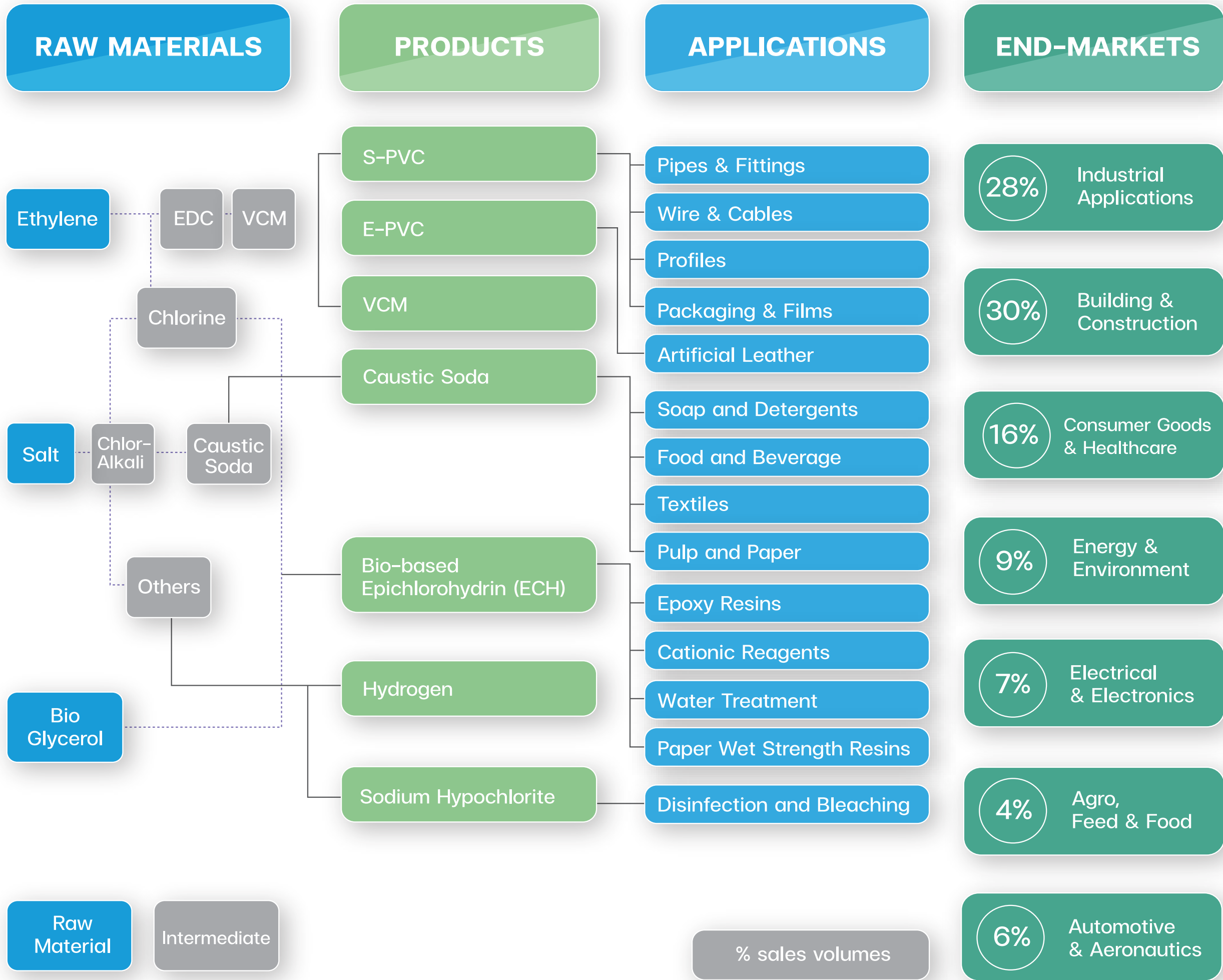
OPERATIONAL SITES

AGC Vinythai's operations are supported by a network of three production facilities strategically located in Rayong and Samut Prakarn province where its headquarters is located at MTP1 plant in Rayong.

- **Map Ta Phut Plant 1(Head quarter)**
Map Ta Phut Industrial Estate, Rayong Province
- **Map Ta Phut Plant 2**
WHA Eastern Industrial Estate (Map Ta Phut), Rayong Province
- **Phrapradaeng Plant 1**
Samut Prakarn Province

Through these manufacturing sites, we maintain a robust supply chain, providing products that support various downstream industries while upholding national and international standards for operational excellence.

BUSINESS VALUE CHAIN



STAKEHOLDER MANAGEMENT

AGC Vinythai recognizes that the support of all stakeholder groups is vital to our long-term competitiveness and corporate profitability. Our approach to stakeholder management is grounded in our Code of Conduct, which sets a consistent standard for management and employees to ensure that the interests of all parties are respected and safeguarded.

i. Stakeholder Categorization and Identification

We identify our stakeholders based on their influence on our operations and the degree to which our business activities impact them. Our key stakeholders include:

Stakeholder Group	Identification Basis
Shareholder	Providers of capital and owners of the company
Employees	The core drivers of business excellence and operational safety
Customers	Recipients of products/services; central to our market growth
Competitors	Organizations offer similar products or services and compete with us for customers, market share, resources, or influence
Suppliers	Suppliers/contractors who provide raw material, products and services
Communities	Residents and social groups who are impacted by our physical presence
Governmental agencies	Regulatory bodies and government agencies enforce legal frameworks
Non-government organizations	Organization that has an interest in, influences, or is affected by an organization's activities, while working mainly to achieve a social, charitable, educational, or environmental mission rather than making profit

STRUCTURED COMMITMENTS BY GROUP



• **Human Rights & Empowerment:** We provide equal employment opportunities, two-way communication channels, and comprehensive training to align employee development with organizational capacity.



• **Collaborative Innovation:** We actively consult with customers to mitigate potential harmful impacts of product utilization and engage in joint development to optimize environmental outcomes.



• **Integrity in Procurement:** We strictly adhere to fair leasing and purchasing practices, prohibiting the acceptance of inappropriate gifts to ensure objective business relations.



• **Community Co-existence:** We prioritize listening to the problems of surrounding communities and implementing solutions based on the principle of mutual benefit without conflict.



COMMUNICATION & GRIEVANCE MECHANISMS

We ensure meaningful dialogue through accessible and secure communication channels:



• **Voice of Stakeholder:** Dedicated channels on our website and independent third-party platforms for stakeholders to submit recommendations or enquiries.



• **Whistleblowing Protection:** Alternative channels for employees to report suspected violations of laws or internal policies. In accordance with our Code of Conduct, the rights and identities of whistleblowers are strictly protected.



• **Monitoring Satisfaction:** We conduct regular Customer Relationship Management (CRM) activities and satisfaction surveys to quantitatively and qualitatively measure the effectiveness of our engagement.

Note on Compliance: We remains committed to full conformity with all relevant laws and regulations, ensuring that our stakeholder engagement practices meet the highest standards of corporate citizenship in Thailand and all host countries.

Stakeholder Group

We identified our key stakeholders into seven groups namely shareholders, employees, customers, competitors, suppliers, communities, government agency and non-government organization. The main objective is to support business growth while providing solutions to stakeholders, not least by acting with social responsibility and minimizing environmental impacts. Relevant action plans are established, monitored and reported by the owner(s) of each area.

Stakeholder Engagement Result

Stakeholder Group	 Expectations and Concerns	 Response to Expectations and Concerns	 Communication Channels and Frequencies
Shareholder	• Good corporate governance • Transparency and accountability • Legal compliance • Regular, satisfactory dividend payments • Sustainable growth • Business ethics and responsible business practices • Shareholder rights and fair treatment in accordance with regulations • Early notice of convocations • Active response to shareholder votes (resolutions and results) • Satisfactory financial performance • etc.	• Drive the sustainable growth of the Company and create continuous profits by conducting business with care and transparency, so as to generate competitive, long-term value for shareholders. • Notices of convocation are sent as early as possible and posted on the Company’s website. • Notices regarding exercise of voting rights, resolutions and results of the exercise of voting rights are posted to the homepage for easy access	Shareholders’ General Meetings are opportunities for the company to interact directly with its shareholders, appropriately disclose resolutions, and more. The Company’s Annual Report is compiled and distributed to all shareholders so they can review our performance. Shareholders are also welcome to explore our performance any time online. • Annual Report = 1/1 time • Annual General Meeting (AGM) = 1/1 time • Disclosure via Website of the company (www.agcvinythai.com) 24 hours
Employees	• Physical working conditions improvement • Clear idea of work expectations • Compensation and Benefits • Performance Management System • Human capital development • Feel free to speak one’s mind • Career stability and growth • Pride and satisfaction in working for the Company • Creating a common culture • Reasonable work volume • Treated with respect • Good use of personnel’s skills and abilities	• Continue to uphold equal employment opportunities, respecting human rights and employees’ rights as well as fair employment conditions. • Recognize hygiene, safety and environment in the workplace as an utmost important priority to prevent any losses, injuries and sickness from work accidents. We provide Employee Well-being Program to ensure that the employees could lead healthy and productive lives. • We have the policy to reward employees according to Company’s performance both Short-term and Long-term; and hold on to rewarding fairly to all employees in terms of basic salary, benefits and other forms of rewards. Compensation and benefits are benchmarked with the industry to ensure that employees are secure. • Providing recognition awards for exceptional achievement. Encourages employees to “take ownership” to make job improvements - employees are provided the opportunities to show their potential and competence that Company promotes both as an individual and as a team - “Courage for Challenge”, “Innovation and Change”, and “Leading towards Success”	We use a range of internal channels to communicate with employees, including e-announcements, CSR events, posters, banners, intranet, internal TV, brochures, and small group discussions. • Bridging day = 3/3 times • HSE Committee meeting = 12/12 times • Welfare Committee meeting = 4/4 times • Employee Engagement Survey = 1 time per year • Culture Survey = 1 time per year

Stakeholder Group	 Expectations and Concerns	 Response to Expectations and Concerns	 Communication Channels and Frequencies
		• Continue to provide seminars and training sessions for all employee levels (both technical and non-technical) to develop leadership, enhance employee performance, productivity & engagement and gain appropriate knowledge and understanding in respect of the environment, including nurturing awareness of the need to protect natural resources and the environment within the community and as concerns the public. • The PLUS Values: Our Foundation for the Future. The Company has cultivated shared values under the “PLUS” culture to foster organizational unity, drive operational efficiency, and elevate employee quality of life, ensuring our workforce is ready for future transformations. To translate these values into everyday practice, we established a cross-functional Culture Driving Task Force. This team is dedicated to embedding the PLUS culture into our work-life DNA. Furthermore, we conduct continuous cultural assessments and surveys to gather insights into the sustainable development of both our organization and our people. • Employee engagement and the “AVT WAY” -Before launching our culture initiatives, the Company prioritized inclusive participation across all levels through Roundtable Discussions with the Managing Director (MD). These sessions provided a vital space for listening to feedback, exchanging diverse perspectives, and synergizing energy from various departments. This collaborative journey served as a crucial starting point in defining our unique organizational identity - the “AVT WAY”. This identity now acts as our collective roadmap, steering AVT toward growth that is efficient, transparent, and sustainable	
Customers	Quality product and service • Understanding of customer needs • Technical service • Delivery and logistics • Product development as per customer requirement • Stable supply • Global standard • Green product • Sustainable products, with low environmental footprint, bio-based content, proof of ethical raw material purchasing. • Reasonable price	• Resolved to deal promptly with customer complaints; strives to achieve high customer satisfaction; promotes sound relations based on respect for customer interests. • Committed to continually developing products and services that add value to the customer. • Takes full responsibility for consistently providing good-quality products and services at reasonable prices. • Provides comprehensive and accurate information concerning its products and services in conjunction with professional advice on product selection and utilization. • Actively consults with customers to find the best ways to mitigate any potentially harmful impacts from utilization of its products; jointly develops products with customers that optimize their business growth while safeguarding public health and the environment. • Regularly organizes Customer Relationship Management (CRM) activities and conduct customer satisfaction surveys. • Timely / Regular sharing the market information, related standards, regulatory concerned issue to customers	• Customers are visited by sales and plant audit teams. Visiting customers directly is the best way to gauge their expectations and needs. Other customer contacts take place periodically through CRM activities and customer satisfaction surveys. • epinity’s LinkedIn page and website serve as online channel for business communications with both existing and prospective customers, and parties along the epichlorohydrin value chain.

Stakeholder Group	 Expectations and Concerns	 Response to Expectations and Concerns	 Communication Channels and Frequencies
Competitors	• Business conducted in a fair and transparent manner. • Dishonest accusation and defamation • The engagement with competitors may be individually, in coalitions and through trade associations on issues of mutual interest. This includes working together to implement sustainable business strategies and drive policy agendas which contribute to systems change.	• Strictly comply to our Code of Conducts. • All interactions with competitors must be conducted in a transparent manner with honesty, integrity and openness while complying with local and international laws. • Asking for permission and reporting after getting back from the meeting where competitors also join.	• Strictly comply to our Code of Conduct, which give the guideline on how to deal with competitors transparently. (https://agcvinythai.com/wp-content/uploads/2025/06/AGC-Vinythai_Code-Of-Conduct-2025.pdf)
Suppliers	• Fair business practices • Transparent management • Responsible management • Reasonable wages • Accurate payment periods • Job opportunities • No bribery, lobbying or corruption • Commitment to supplier confidentiality and respecting trade secrets • Value-added and sustainable operations • etc.	• Obliges directors, executives and employees involved in leasing, hiring, purchasing or selling property or goods or services of all kinds to act strictly in the Company's best interests based on accurate, actual information that does not mislead lessors, leaseholders, buyers or sellers of assets, products or services with information that is incomplete or insufficiently accurate. • Involved executives and employees involved do not accept gifts or any other remuneration unless it is a traditional practice, in which cases such gifts or remuneration should not be of such high value as to invite censure or prompt special consideration in the future. Business Alliances Committed to compliance with agreements made with its business partners in a manner that is mutually beneficial to the overall business.	through various means, including annual meetings with contractors, supplier assessments, satisfaction surveys, kick-off meetings, small group discussions, posters, banners, internal TV, and brochures. • Annual meeting = 1/1 time • Supplier assessment = 1/1 time • Satisfaction survey = 1/1 time
Communities	• Participation in community activities • Sponsorship of community activities • Scholarship for local students • Supporting community enterprises • Hiring local people • Care in elderly people, bedridden patients and disable people • Protection and care in respect of environment air, water, and waste), health and safety • Transportation safety • Traffic congestion solution caused by trucks. • Green area expansion.	• Having CSR plan and implemented by responsible team. • Providing scholarships for local students and youths are annually given at least in 2 occasions, annual robe presentation ceremony and Songkran festival. • Supporting skills development, and marketing channels for community enterprise members under "Thammasat Model" in collaboration with Community Partnership Association • Sharing information about job opportunities through different channels i.e. Group Line, web site. • Supporting elderly and miserable people through MTP elderly and miserable people fund • Considering how to utilize natural resources with minimum impact on society, the environment and quality of life. • Creating business practices and implementing activities that are responsible and beneficial to society, both in the short and long term, regarding social and environmental responsibility. • Encouraging employees to be aware of their safety and stable operation. • Having organized or participated in environmental protection activities in different occasions such as tree planting, coral cultivation, clean up activity, etc.	• Sharing information about business activities and social activities in local newspapers, on-line newspapers, company website or company facebook • Sharing information about safety and environmental management and social activities to IEAT, local governmental agencies and communities at least 2 times a year. • Visiting or participating in activities of 67 communities, 13 fishermen groups, 24 schools and 31 media outlets located near the plants in Rayong and Samut Prakan at least 2 times per month. • Regularly promoting the new project and social activities through website and facebook

Stakeholder Group	 Expectations and Concerns	 Response to Expectations and Concerns	 Communication Channels and Frequencies
Governmental agencies, and non- government organizations	• Responsible business and operation with social and environmental responsibility with relevant legal compliance and government policy for Sustainable Business • Contribution to economic growth, job creation, and trade within the country. Sharing knowledge, experiences, and best practices to enhance standard for sustainability. • Strong network with related government offices and NGOs • Collaboration in workgroups or association organized by the network • Information, opinions sharing regarding the company's business and products to support and assistance for matters impact to the business overview from our network • Cooperation for their activities by being an active member	• Regularly update, inspect and review of compliance with legal, regulations and relevant standards. • Never stop putting our utmost effort and contribution in using the best solutions for becoming a low-carbon and sustainable business. • Present the Company's sustainable development activities in meetings or network seminars • Regularly monitor and maintain effective communication channels with government agencies and various organizations to ensure efficient coordination. • Apply and be an active member of associations • Share experience and information via different tools and occasions • Participate in activities related to the company's products and businesses • Invite network to join our activities • Provide information and create understanding about products and businesses • Collaborate on related projects initiated by the organizations • Regularly exchange information with the network	• Regular communication via e-mail, periodically meetings and social network platform • Scheduled visits on special occasions e.g. new year greeting, introduction of key managements and staff to newly appointed executives, commemorating the Anniversary of the Organization's Establishment • Scheduled visits to consult about development of relevant regulations related to our projects e.g. BOI, • Participation in the activities initiated by the network e.g. IEAT seminars titled Air Pollution Control and Management in Industrial Estates, Rayong office of natural resources and environment's Thailand Environment Day, IEAT's low carbon city • Submission of reports as scheduled • Signing a commitment to conduct a business with low carbon footprint and sustainability, in collaboration with both government and private sector organizations • Regular meeting with related committee either monthly meeting, bimonthly meeting and annual meeting



Chapter 1:

CORPORATE GOVERNANCE *AND* BUSINESS ETHICS

CHAPTER 1: CORPORATE GOVERNANCE AND BUSINESS ETHICS



[GRI 2-15, 2-25, 2-26, 2-27, 3-3, 205]



Importance

Good corporate governance and business ethics are fundamental to the sustainable business operations of AGC Vinythai Public Company Limited. We mandate that the Board of Directors and management operate with honesty, transparency, accountability, and responsibility to all stakeholders. Furthermore, they adhere to business ethics and an anti-corruption policy as a framework for decision-making and operations at all levels.

Impacts of Corporate Governance and Business Ethics Issues



Economic Impact

Risks of fraud, legal violations, or conflicts of interest could result in legal penalties, loss of revenue, business opportunities, and investor confidence, directly impacting financial performance. We prioritize internal control systems, risk management, and transparent disclosure to prevent economic damage and maintain financial stability.



Social Impact

Violations of business ethics or unfair treatment of workers can lead to distrust from employees, the community, and business partners. Therefore, we mandate business ethics training for all levels of employees, whistleblower protection, and the creation of a corporate culture committed to integrity, which promotes quality of work life, employee engagement, and positive relationships with the surrounding community.



Environmental Impact

The chemical industry faces high environmental risks. Lack of proper governance could lead to pollution or serious accidents. Therefore, we integrate good governance principles into environmental management, such as compliance with ISO 14001 standards, reducing greenhouse gas emissions, and investing in environmentally friendly technologies. This helps reduce negative impacts on the surrounding ecosystem and communities.



Human Rights Impacts

Disrespect for human rights, such as discrimination, unfair labor practices, or disrespect for human dignity, can lead to conflict and damage to our reputation. The annual report states that we have a policy of respecting labor rights, equality, and non-discrimination, along with a complaints protection system, which helps reduce human rights risks throughout the value chain.

Company’s Relationship with the Impacts



Contribution to Impacts :

As a major chemical manufacturer, we are inherentlyexposed to risks related to corruption, environmental issues, and labor practices. Weak corporate governance may lead to management or board decisions that create negative impacts on stakeholders.



Exposure to Impacts :

We may face financial losses, declining market confidence, and reputational damage if there are violations of ethics or legal requirements.



Business Relationships :

We operate with subsidiaries and business partners both domestically and internationally. Strong corporate governance is therefore essential to ensure ethical standards across the value chain and to mitigate risks arising from partners and suppliers.

Corporate governance and ethical business practices play a crucial role in mitigating negative economic, social, environmental, and human rights risks, while also helping to maintain financial performance, build trust, and support the sustainable long-term growth of companies.

Targets and Performance

 KPI	 Target for 2025	 Performance in 2025
Percentage of employees trained on Code of Conduct and Anti-Corruption	100% of employees attend COC / Anti-Corruption training and obtain certification	Training was conducted in line with the plan, covering all employee groups with testing and certification
Percentage of Engineer - level employees uptrained on “Good Corporate Governance”	≥80% of Engineer -level employees up	18 training classes
Number of unresolved corruption or Code of Con-duct violation cases	0 cases	0 cases
Corruption Risk Assessment	Self-assessment conducted and reported to AGC	Assessment conducted as planned and reported in accordance with AGC requirements
Number of Ethics/Compliance Committee meetings	Meetings held at least bi-monthly	Meetings were conducted fully in accordance with the plan



Quantitative Performance Monitoring Approach

1 | Performance Monitoring Process

We have established a systematic approach to monitor performance related to corporate governance and the Code of Conduct by:

- Setting annual plans and KPIs under the Compliance Action Plan
- Collecting quantitative data, such as number of trained employees, training participation rates, number of meetings, and number of reported or violated cases
- Monitoring performance quarterly and annually through Ethics and Compliance Committee meetings and management reviews
- Reporting results to AGC, with outcomes used to improve action plans for subsequent years

2 | Targets and Performance Indicators (Quantitative KPIs)

Key quantitative performance indicators include:

- Training coverage rate (%): measured by the number of employees trained compared with the total target population
- Number of training sessions and participants (persons): used to assess training coverage and awareness-raising effectiveness
- Number of Code of Conduct or corruption violation cases (cases): used to assess governance risks and control effectiveness
- Percentage of cases resolved (%): measured by the number of cases fully investigated and disciplined versus total cases identified
- Frequency of corruption risk assessments (times/year): to ensure consistent risk identification and mitigation

3 | Performance Effectiveness and Progress in 2025-2026

In 2025, we demonstrated positive and measurable progress by:

- Achieving training coverage in line with targets for Code of Conduct and anti-corruption programs
- providing “Good Corporate Governance” training to engineer-level employees up at or above the 80% target
- Ensuring that all identified violations were investigated and addressed through disciplinary procedures, with no outstanding cases
- Conducting corruption risk assessments and reporting results to relevant governance mechanisms as planned

These results reflect a robust quantitative monitoring system that enables effective tracking, risk reduction, and continuous improvement in corporate governance, supporting our long-term sustainability and ESG objectives.



Management Approach

We recognize that strong corporate governance and ethical conduct are essential for sustainable operations and long-term value creation. Governance-related risks-such as unethical behavior, regulatory non-compliance, and corruption-may arise from both internal operations and external business relationships. If not effectively managed, these risks could lead to legal, financial, and reputational impacts, as well as reduced stakeholder trust. Conversely, effective governance enhances transparency, operational efficiency, and overall ESG performance.





Corporate Governance

Corporate Governance Policy

AGC Vinythai Public Company Limited are committed to conducting business with strong corporate governance, transparency, and ethical standards. This Corporate Governance Policy serves as a key framework aligned with applicable laws, company regulations, and international standards to support sustainable growth and long-term value creation. <https://agcvinythai.com/wp-content/uploads/2023/05/AVT-CorporateGovernancePolicy-EN.pdf>

CODE OF CONDUCT

ACTING WITH INTEGRITY



CARE



SAFE



FAIR

AGC-Vinythai_จรรยาบรรณธุรกิจ-revised-no.2-page-70-71-guideline-for-report-system-English.pdf

Scope of Governance and Ethical Standards

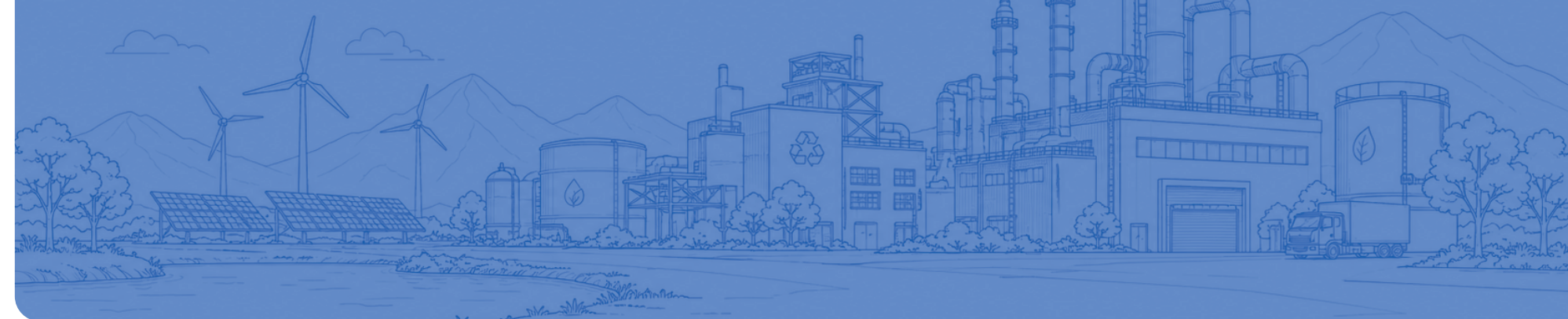
AGC's policies comprehensively address key governance and ethical risks, including corruption, bribery, fraud, conflicts of interest, money laundering, data security, and fair competition. We prohibit all forms of corruption and unethical conduct, require directors and employees to avoid conflicts of interest, and ensure compliance with applicable laws related to competition, personal data protection, and financial integrity. These principles also extend to external business relationships, such as suppliers, contractors, and partners, to promote responsible business practices throughout the value chain.

AGC reaffirms its commitment through participation in collective initiatives, including its alignment with the Thai Private Sector Collective Action Against Corruption (Thai CAC), demonstrating zero tolerance for corruption and unethical behavior.

Commitment to Risk Prevention, Mitigation, and Remedy

We have established a systematic internal control and compliance framework to prevent, identify, and mitigate actual and potential governance-related risks. Key measures include mandatory ethics and compliance training, clear reporting and approval processes, periodic risk and corruption assessments, and a confidential whistleblowing mechanism accessible to both internal and external stakeholders.

Where we cause or contribute to adverse impacts, we are committed to providing appropriate remediation. This includes prompt investigation, disciplinary actions in accordance with Company regulations, corrective process improvements, and fair remedies to affected stakeholders. We emphasize timely resolution of all cases and continuous strengthening of controls to prevent recurrence.





Management of Positive Impacts and Performance Targets

We establish both qualitative and quantitative targets to continuously enhance corporate governance and business ethics performance.

Qualitative targets include:

- **Strengthening a culture of integrity and transparency**
- **Ensuring compliance with laws and international standards**
- **Building stakeholder trust**

Quantitative targets include:

- **Training coverage on Code of Conduct and anti-corruption (%)**
- **Number of reported violation cases (cases)**
- **Case resolution rate (%)**
- **Frequency of corruption risk assessments (times/year)**

Performance against these targets is regularly monitored, reviewed by management and the Board of Directors, and used to drive continuous improvement in governance practices. Through alignment with international standards and ongoing engagement with stakeholders, AGC aims to continuously enhance its corporate governance framework and contribute positively to sustainable business practices.



Governance Structure

Functions	Roles and Responsibilities
Board of Directors	Bears ultimate accountability for corporate governance and business ethics; approves key governance and integrity policies; oversees management of governance-related impacts, risks, and opportunities.
Business Advisory Committee	Supports the Board in overseeing corporate governance practices, ethical conduct, and enterprise risk management, including compliance and integrity risks.
Compliance Committee	Provides leadership and strategic direction on compliance and ethical matters; reviews and decides on compliance agendas; oversees implementation and monitoring of compliance actions; ensures timely escalation of significant issues.
Managing Director and Management	Implements governance and compliance policies in daily operations; integrates ethical standards into business decisions; monitors governance-related performance at the operational level.
Legal Function	Ensures compliance with applicable laws and regulations; reviews legal aspects of transactions and contracts; manages legal and regulatory matters to mitigate governance risks.
Compliance Function	Designs and operates compliance and integrity programs covering ethics, anti-corruption, fair competition, data protection, and whistleblowing; coordinates investigations and reports material issues to Compliance Committee.
Risk Management Function	Identifies and assesses governance and integrity risks, including corruption and conflicts of interest; integrates such risks into the enterprise risk management process.
Internal Audit Function	Provides independent assurance on governance, internal controls, and compliance effectiveness; reviews remediation measures and recommends improvements.
Human Resources Function	Embeds ethical standards into training, performance management, and disciplinary processes; supports ethics awareness and enforcement.
Company Secretary	Advises the Board on corporate governance requirements; ensures compliance with governance-related legal and regulatory obligations; supports governance disclosures and policy reviews.



Risk Management

Risk Prevention, Mitigation, and Remediation Measures

We have established a comprehensive governance and compliance framework, including a Code of Conduct, anti-corruption policies, and a structured Compliance Action Plan with defined targets and KPIs. Regular training programs are conducted to ensure employee awareness and compliance, with progress monitored through participation rates and misconduct reporting.

A confidential whistleblowing mechanism is in place, and all reported cases are thoroughly investigated and resolved with appropriate actions. Periodic corruption risk assessments are conducted to identify and mitigate emerging risks, with findings reported to management. Where issues arise, corrective measures are implemented to prevent recurrence.

Management of Positive Impacts and Continuous Improvement

We promote a culture of integrity through ongoing training and awareness initiatives. Performance is monitored using quantitative indicators, enabling continuous improvement. Results are reviewed by management to refine policies and strengthen governance practices, ensuring alignment with international standards and supporting sustainable business growth.



Ethics and Compliance

Business Ethics and Compliance

We are committed to conducting business with integrity, transparency, and fairness, guided by its Code of Conduct and Anti-Corruption Policy, covering fraud prevention, anti-money laundering, conflict of interest, and fair competition.

Compliance is promoted through employee training, policy communication, internal audits, and regular corruption risk assessments.

Oversight is performed by the Board of Directors and the Compliance Committee through internal audits, whistleblowing mechanisms, and formal investigation processes.

Significant non-compliance is determined based on quantitative criteria (e.g., financial penalties or business impact) and qualitative criteria (e.g., reputational damage or legal actions). Such cases are subject to strict investigation and appropriate action.

Disciplinary measures are applied based on the severity of violations, alongside corrective actions to strengthen internal controls and prevent recurrence.



Anti-Corruption

Anti-Corruption Policy agcvinythai.com/wp-content/uploads/2025/01/Anti-Corruption-Policy-.pdf

1

Employee Training on Anti-Corruption

We place strong emphasis on raising awareness, knowledge, and ethical awareness on anti-corruption among employees at all levels. Regular training programs are provided and cover employees across the organization, including management, as well as employees in high-risk functions such as procurement, sales, marketing, and roles involving interaction with government authorities.

Key training contents include:

- AGC Vinythai’s Anti-Corruption Policy and Code of Conduct
- Definitions, forms, and practical examples of corruption and bribery
- Guidelines on gifts, hospitality, donations, and sponsorships
- Conflict of interest management
- Whistleblowing channels and whistleblower protection measures

Training is delivered through classroom sessions, online learning (e-Learning), and internal communication channels. Training is conducted at least annually, or when there are significant updates to relevant policies. Training effectiveness is evaluated through participation rates, post-training knowledge assessments, and monitoring the application of ethical principles in daily operations.

2

Anti-Corruption Due Diligence for External Parties

We recognize that corruption risks may arise from business relationships with external parties. Accordingly, we implement controls and monitoring mechanisms covering suppliers, contractors, business partners, distributors, service providers and subsidiaries involved in its business operations.

Key measures include:

- Screening and corruption risk assessment of external parties, particularly those identified as high-risk
- Inclusion of anti-corruption and anti-bribery clauses in contracts, business agreements, or supplier codes of conduct
- Clear communication of our Anti-Corruption Policy to external parties
- Regular monitoring, review, and assessment of compliance

In cases of non-compliance, we apply appropriate corrective measures depending on severity, such as formal warnings, corrective action plans, suspension of business relationships, or contract termination.

3

Corruption Risk Assessment

We conduct corruption risk assessments on a regular basis, at least annually, and additionally when significant changes occur, such as business expansion, changes in business models, or changes in key business partners. The process is led by Management in collaboration with the Legal and Compliance function and the Risk Management function.

The assessment covers key corruption risks, including:

- Bribery of public officials
- Risks in procurement, sales, and marketing activities
- Risks arising from the use of agents or third parties
- Risks related to accounting practices and non-transparent expenses

Where risks or incidents of corruption are identified, we implement a Corrective Action Plan, which may include internal investigations, disciplinary actions, process improvements, enhancement of internal controls, and preventive measures to avoid recurrence.

4

Audit of Anti-Corruption Control Systems

We conduct systematic audits of internal controls related to anti-corruption and anti-bribery. The audit scope covers high-risk processes such as procurement, sales, marketing, finance and accounting, and interactions with government authorities.

Audits are performed by the Internal Audit function, with results reported to Management and relevant governance bodies. Follow-up reviews are conducted to ensure that corrective actions are effectively implemented and that the control systems in place remain adequate and effective in preventing corruption and bribery.



5

Approval Process for High-Risk and Sensitive Transactions

We have established clear approval and control processes for sensitive transactions that may involve ethical or corruption risks, under its **No-Gift Policy and guidelines on gifts, hospitality, donations, and sponsorships**.

Key principles include:

- Clearly defined monetary thresholds for giving and receiving benefits, differentiated between public and private sector counterparts
- Prohibition of cash gifts or equivalents
- Transactions must be made in our name and disclosed transparently
- Prior approval is required from authorized approvers according to defined authority levels
- Prohibition of such transactions during tendering or decision-making processes that may create conflicts of interest

These measures help reduce corruption risks and reinforce ethical, transparent, and responsible business practices.



Conflict of Interest

We are committed to conducting business with integrity, transparency, and in full compliance with applicable laws and regulations. This commitment extends across all business activities and relationships, including suppliers, contractors, and other business partners, as outlined in our Code of Conduct and Supplier Code of Conduct.

Governance and Prevention of Conflict of Interest

We have established governance mechanisms to prevent and mitigate conflicts of interest across all levels of the organization.

- **Policy Framework:**

We require directors, management, employees, and business partners to avoid any situation that may create, or appear to create, a conflict of interest. This includes avoiding the use of authority for personal or indirect benefit and ensuring that all business decisions are made in the best interest of the Company.

- **Oversight Mechanism:**

The Board of Directors is responsible for overseeing the effectiveness of governance practices, including internal control, risk management, and ethical conduct. The Internal Audit function regularly reviews business operations to ensure compliance with policies, including conflict of interest controls.

- **Preventive Measures:**

We enforce segregation of duties, transparent procurement processes, and fair-trade practices to reduce the risk of conflicts of interest, particularly in high-risk areas such as procurement, sales, and vendor selection.

Disclosure of Conflict of Interest

We promote transparency by requiring disclosure of potential conflicts of interest and relevant relationships.

- **Disclosure Practices:**

Directors and management are required to disclose any potential or actual conflicts of interest, including relationships with external organizations, business partners, or related parties

- **Scope of Disclosure:**

We disclose relevant information in accordance with regulatory requirements and corporate governance practices, including:

- Cross-directorships or positions held in other organizations
- Shareholding structures, including major shareholders with controlling power
- Related party relationships, transactions, and outstanding balances
- Any potential conflicts involving business partners or stakeholders

- **Public Availability:**

Such disclosures are typically included in our annual report, financial statements, and corporate governance report to ensure transparency for stakeholders.

Ethical Business Practices

We enforce strict compliance with ethical standards across all business operations and supply chain.

- **Anti-Fraud and Anti-Money Laundering:**

We maintain internal controls and accurate financial records to prevent fraud, misrepresentation, and unauthorized transactions. All transactions must be properly recorded, with no off-the-books accounts permitted.

- **Anti-Corruption and Bribery:**

We strictly prohibit all forms of bribery and corruption, including kickbacks or any form of undue advantage intended to influence business decisions.

- **Competition laws:**

We conduct business in compliance with applicable competition and antitrust laws, ensuring fair and transparent competition in procurement and commercial activities.

- **Supplier Expectations:**

Suppliers are required to comply with the Supplier Code of Conduct, which includes avoiding conflicts of interest, maintaining transparency, and adhering to fair competition and anti-corruption principles.

Monitoring and Enforcement

We have established mechanisms to monitor compliance and address potential violations.

• **Internal Audit and Compliance:**

The Internal Audit Division conducts regular reviews of business processes to ensure compliance with policies related to conflict of interest, fraud prevention, and ethical conduct.

• **Whistleblowing Mechanism:**

We provide multiple reporting channels, including hotline, email, and external reporting mechanisms, allowing employees and external parties to report concerns confidentially or anonymously. Whistleblowers are protected from retaliation. Suppliers are most welcome to provide your identity when you make a report or submit your report anonymously, as you choose.

- Legal and Compliance Division : +66 2 030 6464 or +66 2 030 6465
- AVT Hotline - Phone : +66 2 092 6474
- AVT Hotline - E-mail : avt.cochotline@agc.com
- AVT Website : <https://agcvinythai.com/contact-us/> (Legal and Compliance)
- Suthaphichit (External Law Firm) : avt_speakup@outlook.com
 - Tel +66 61 428 9428
 - No. 1, Park Silom, 30th Floor, Unit No. 30.02 Convent Road, Silom Subdistrict, Bangrak Subdistrict, Bangkok 10500

• **Corrective Actions:**

In cases of non-compliance, we implement appropriate corrective actions, including investigation, disciplinary measures, and termination of contracts with non-compliant business partners where applicable.

Supply Chain Integrity

We integrate ethical business practices into its supply chain management.



Our approach to managing conflict of interest and business ethics is based on strong governance, transparent disclosure, robust internal controls, and active monitoring. These measures ensure that all business activities are conducted ethically, mitigate risks related to conflicts of interest, and maintain stakeholder trust.

Information Management

Approach to Information Management and Information Security

We have established a structured approach to information management and information security to protect the data of employees, customers, business partners, and other stakeholders. Operations are conducted under the Group’s information security policies and aligned with internationally recognized standards on information security management and business continuity, ensuring responsible, transparent, and effective data governance.



Third-Party Information Security Management

We manage security risks related to external parties, including suppliers, business partners, contractors, and IT service providers. As part of third-party, AGC Group has the common information security policy that provide to IS training program to all employees, Communication IS awareness such as phishing mail, evaluation processes, information security risk assessments are conducted based on the level of data access, system connectivity, and the sensitivity of the information involved.

Appropriate controls are determined according to risk level, including confidentiality requirements in contracts, access restrictions, activity logging system, and compliance monitoring. Where non-compliance is identified, corrective actions are taken promptly, including restriction or termination of data access.



Information Security Training and Awareness

We provide information security training and awareness programs for employees at all levels, including temporary staff, contractors, and third parties working on behalf of the Company. The scope of training covers the protection of personal data and critical organizational information.

Training Scope and Key Elements

	Target groups	All employees, with additional focus on high-risk roles with access to sensitive data
	Key topics	° Confidentiality, integrity, and availability of information ° Password policies and access control ° Secure use of IT equipment and storage media ° Information classification and handling ° Reporting of information security incidents
	Training format	Mandatory training upon commencement of employment and periodically refresher communications
	Frequency	At least annually
	Evaluation	Acknowledgement of policies, compliance monitoring, and disciplinary measures in cases of non-compliance

Information Security Risk Assessment

We conduct regular information security risk assessments at least once a year, or whenever material changes occur, such as business expansion or implementation of new information systems. Responsible functions include the IT organization and relevant management.

Risk assessments cover key threats, including data leakage, cyberattacks, unauthorized access, and loss of devices or storage media. Corrective Action Plans are established to address identified risks, including system containment, root-cause analysis, system recovery, and preventive improvements.



Audit of Information Security Controls



We perform regular audits of information security controls covering business processes, organizational units, and information technology systems. Audits are conducted by internal responsible teams and, where appropriate, by external auditors.

Audit results are used to evaluate the effectiveness of existing controls and to implement continuous improvements aimed at preventing data breaches and strengthening information protection.



Incident Response Plan (IRP)



We have established an Incident Response Plan to manage information security incidents such as data breaches or unauthorized access. The plan includes detection, alerting, and structured response procedures, including system isolation, data recovery, and stakeholder communication, to limit impacts and maintain stakeholder confidence.



Data Protection and Personal Data Management



We apply technical and administrative controls to prevent unauthorized access to or disclosure of information, covering both digital and physical data. Access rights are granted based on defined roles and responsibilities, supported by robust password and authentication policies.

A formal Records Retention Schedule defines data categories, retention periods, and secure disposal methods. For personal data and third-party data, we obtain consent in a transparent manner and clearly specifies the purpose of collection, methods of use and transfer, retention periods, and data protection measures, in compliance with applicable laws and Group requirements.



Whistleblowing and Communication Channel

We have established formal and independent whistleblowing and grievance mechanisms to enable both internal and external stakeholders to raise concerns, lodge complaints, or report suspected misconduct in a confidential and secure manner. These mechanisms are designed to promote transparency, ethical conduct, and accountability, while ensuring protection against retaliation for whistleblowers acting in good faith.

The grievance mechanisms are available to:

- Employees at all levels (permanent and probationary)
- External stakeholders, including customers, suppliers, and competitors

Complaints may be submitted with or without disclosure of identity, and all information received is treated with strict confidentiality.



Issues Covered by Grievance Mechanisms

We provide clearly defined reporting subjects, including but not limited to:

- **Corruption and bribery, including suspected or actual corrupt practices**
- **Violations of our Code of Conduct and business ethics**
- **Information security and data protection issues, including breaches of information security policies**
- **Non-compliance with applicable laws, regulations, company rules, and internal policies**

Reporting Channels and Communication of Grievance Mechanisms

Stakeholders are informed of grievance and whistleblowing channels through the following documents and communication tools:

- **Whistleblowing Management Procedure**
- **Company Work Rules and Regulations**
- **Code of Conduct Manual**
- **Internal communication and corporate communication channels**

All channels are designed to be independent, reliable, and accessible to both internal and external stakeholders.

Confidentiality and Protection Against Retaliation

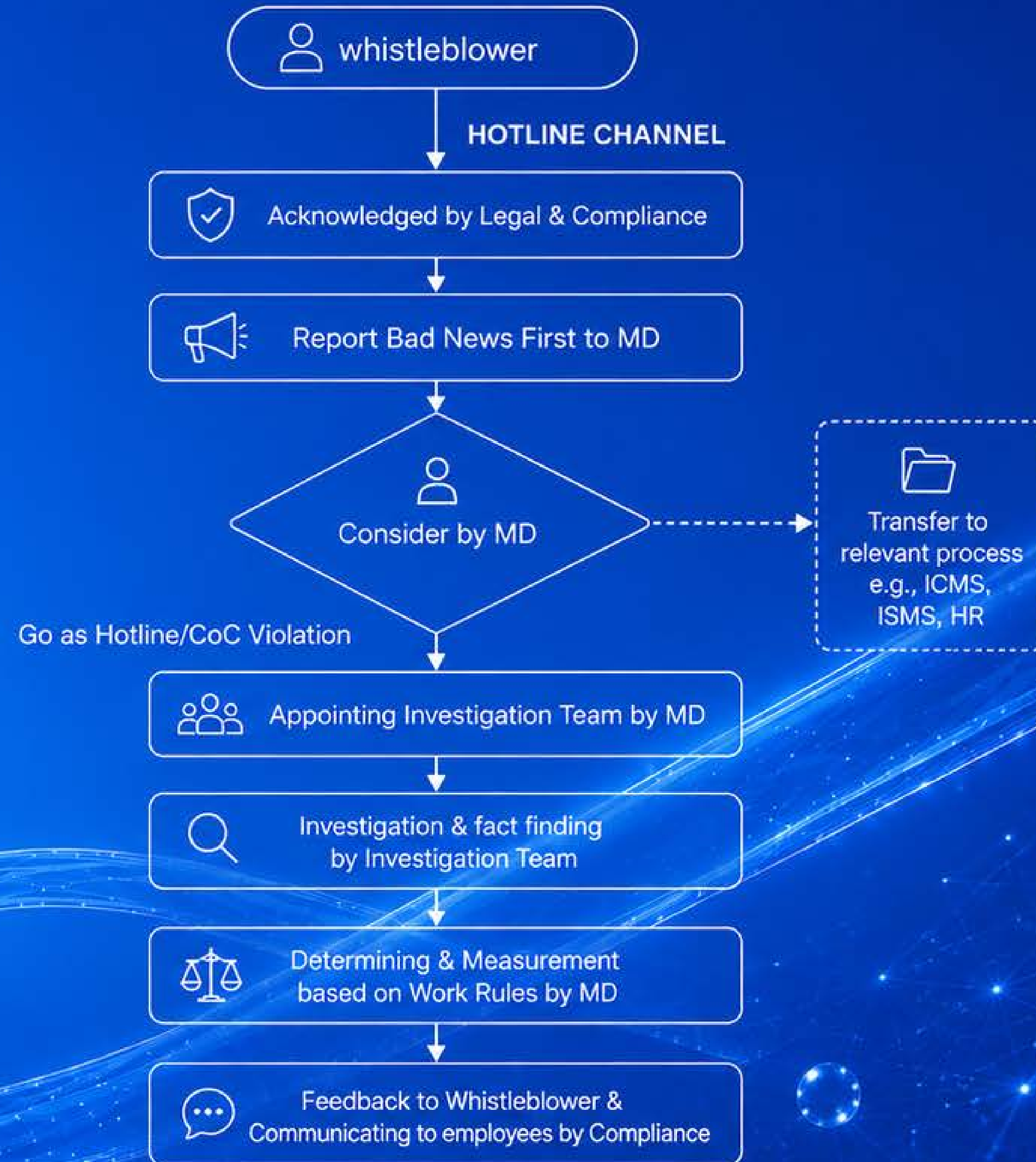
We strictly prohibit retaliation against any person who reports a concern or participates in an investigation in good faith. Whistleblowers are protected against disciplinary action, harassment, discrimination, or any unfavorable treatment arising from their report.

Any act of retaliation is treated as a serious violation of company policy and may result in disciplinary measures in accordance with our Work Rules and Regulations.

Whistleblowers Process

We apply a structured and transparent grievance management process as follows:

In addition to formal grievance mechanisms, we provide channels through which employees and stakeholders may seek guidance or advice on ethical conduct, compliance with the Code of Conduct, and company policies. These advisory channels are managed by the Legal & Compliance Division and Human Resources Division to support ethical decision-making and prevent misconduct.



Key Performance

Corporate Governance and Business Ethics (2025)

Overall Performance and Continuous Improvement

In 2025, we implemented corporate governance and business ethics practices in a structured and systematic manner through compliance committees, risk management processes, grievance mechanisms, and preventive training and communication. Performance results for the year were reviewed and used to strengthen internal controls, enhance risk management measures, and further embed an ethical culture across the organization.



Anti-Corruption and Anti-Bribery Performance

Legal cases related to corruption and bribery (2025)

- In 2025, no lawsuits, legal proceedings, or regulatory actions related to corruption or bribery involving the Company or its employees were reported.
- All complaints or whistleblowing reports received were handled under our Whistleblowing Management process through internal investigation and corrective actions without escalating legal litigation.

Use of performance results for improvement

- Enhanced monitoring of high-risk activities through Legal & Compliance oversight
- Strengthened early detection through confidential whistleblowing channels
- Reinforced our zero-tolerance stance on corruption and bribery through continuous communication

Competition Law, Anti-Monopoly, and Anti-Collusion Performance

- In 2025, we recorded no legal cases, investigations, or judicial proceedings related to unfair competition, market monopoly, bid rigging, or collusion.
- No cases were under investigation or concluded during the reporting year, and no court judgments or penalties were imposed.

Use of performance results for improvement

- Continued governance over ethical procurement and commercial practices
- Ongoing integration of fair-competition considerations into compliance reviews

Legal Compliance Performance

Significant non-compliance with laws and regulations

- In 2025, we identified no significant cases of legal non-compliance resulting in material fines, financial losses, reputational impact, or adverse effects on stakeholders.
- Minor compliance observations, if any, were addressed promptly through internal corrective actions and did not result in external investigations or penalties.

Use of performance results for improvement

- Strengthened coordination between operating units and Legal & Compliance
- Enhanced proactive monitoring and reporting of legal compliance



Corruption and Bribery Risk Assessment Results

Scope and assessment topics

- Procurement and vendor selection processes
- Compliance with the Code of Conduct
- Effectiveness of whistleblowing and protection mechanisms

Assessment period

- Conducted during 2025 as part of our compliance and risk management activities

Key findings

- No high-level corruption or bribery risks identified
- Medium-level risks identified in certain third-party-related activities and approval processes

Additional risk management actions

- Strengthened approval and review mechanisms
- Enhanced ethical requirements in third-party management
- Continued promotion of preventive reporting and whistleblowing

Information Security Risk Assessment Results

Scope and assessment topics

- Access control and information security governance
- Data protection and incident response readiness
- Compliance with the Information Security Management System (ISMS)

Assessment period

- Conducted in 2025 through internal risk assessments and audits

Key findings

- No major data breaches or critical information security incidents occurred
- Identified risks were primarily related to user behavior and awareness

Additional risk management actions

- Increased communication and training on information security
- Reinforced access control and system usage monitoring

Training and Communication in Ethics and Governance

In 2025, we conducted ongoing training and communication activities for employees and relevant stakeholders, covering key topics such as:

- Anti-corruption and anti-bribery
- Business ethics and Code of Conduct compliance
- Whistleblowing and non-retaliation principles
- Information security and data protection

Target groups

- Employees at all levels
- Functions with elevated compliance and information security risks
- Selected third parties, as appropriate

Performance outcomes

- Employee participation aligned with the 2025 Compliance Plan
- Monitoring results were used to improve training content and communication approaches for subsequent periods

Use of Performance Results for Continuous Improvement

We applied the 2025 governance and ethics performance outcomes to:

- Strengthen preventive controls and early-warning mechanisms
- Enhance risk assessment and monitoring processes
- Refine training programs based on identified risk areas
- Support a transparent, accountable, and ethics-driven organizational culture

Project Highlight

Project Highlight: Corporate Governance and Business Ethics (2025)

Project Name	Project Description	Project Target	Performance (Quantitative)
Enhancement of Information Security Management System (ISMS)	The Company enhanced its Information Security Management System to strengthen data protection, access control, and incident response readiness. The project focused on improving system controls, reviewing user access rights, and reinforcing awareness among employees handling sensitive data. Key stakeholders included IT, Legal & Compliance, and all system users.	Strengthen protection of confidential and personal data and reduce information security risks.	100% of critical systems covered under ISMS controls - No critical data breach incidents reported in 2025
Strengthening Whistleblowing and Non-Retaliation Mechanisms	The Company reviewed and reinforced its whistleblowing management process to ensure confidentiality, anonymous reporting, and protection against retaliation. Communication materials and internal procedures were clarified to enhance stakeholder confidence in reporting concerns related to ethics, corruption, and compliance.	Increase trust and effectiveness of grievance mechanisms for employees and external stakeholders.	- Whistleblowing channels available to 100% of employees and external stakeholders - All reported cases processed within defined timelines
Compliance and Ethics Awareness Program (Code of Conduct)	Ethics and compliance communication activities were conducted throughout the year to reinforce understanding of the Code of Conduct, anti-corruption principles, fair competition, and ethical decision -making. Activities included regular communications and targeted sessions for higher-risk functions.	Reinforce ethical culture and prevent misconduct across the organization.	- Ethics and compliance communications conducted regularly throughout 2025 - Coverage extended to all employees
Corruption and Bribery Risk Assessment Program	A structured risk assessment was conducted to identify corruption and bribery risks in key processes such as procurement, vendor selection, and third-party engagement. Findings were reviewed by Legal & Compliance and used to strengthen preventive controls.	Identify and mitigate corruption and bribery risks in high-risk activities.	- Risk assessment completed in all identified high-risk areas - No high-level corruption risks identified
Digital Compliance Monitoring and Reporting Improvement	The Company improved internal compliance monitoring and reporting processes by integrating compliance activities into annual compliance plans and internal self-checks. Results were reported to management and used to refine controls.	Enhance transparency, monitoring, and continuous improvement in compliance management.	100% of planned compliance activities completed in 2025 - Regular compliance status reporting to management
Enhancement of Information Security Management System (ISMS)	The Company enhanced its Information Security Management System to strengthen data protection, access control, and incident response readiness. The project focused on improving system controls, reviewing user access rights, and reinforcing awareness among employees handling sensitive data. Key stakeholders included IT, Legal & Compliance, and all system users.	Strengthen protection of confidential and personal data and reduce information security risks.	100% of critical systems covered under ISMS controls - No critical data breach incidents reported in 2025
Strengthening Whistleblowing and Non-Retaliation Mechanisms	The Company reviewed and reinforced its whistleblowing management process to ensure confidentiality, anonymous reporting, and protection against retaliation. Communication materials and internal procedures were clarified to enhance stakeholder confidence in reporting concerns related to ethics, corruption, and compliance.	Increase trust and effectiveness of grievance mechanisms for employees and external stakeholders.	- Whistleblowing channels available to 100% of employees and external stakeholders - All reported cases processed within defined timelines
Corruption and Bribery Risk Assessment Program	A structured risk assessment was conducted to identify corruption and bribery risks in key processes such as procurement, vendor selection, and third-party engagement. Findings were reviewed by Legal & Compliance and used to strengthen preventive controls.	Identify and mitigate corruption and bribery risks in high-risk activities.	- Risk assessment completed in all identified high-risk areas - No high-level corruption risks identified
Digital Compliance Monitoring and Reporting Improvement	The Company improved internal compliance monitoring and reporting processes by integrating compliance activities into annual compliance plans and internal self-checks. Results were reported to management and used to refine controls.	Enhance transparency, monitoring, and continuous improvement in compliance management.	100% of planned compliance activities completed in 2025 - Regular compliance status reporting to management

Future Actions in 2026

In 2026 to further strengthen business ethics and promote a safe, respectful workplace culture.



Project Name



Zero Drugs and Harassment Training

Project Description

This initiative targets operational-level employees and will be delivered through cross-functional collaboration among the Environment, Safety and Health (ESH), Human Resources (HR), and Corporate Affairs & Sustainability (CA&S) functions. The program is designed to reinforce awareness and prevention of workplace misconduct, including substance abuse and harassment.

Project Target

A total of 20 training sessions will be conducted across all sites, focusing on operational-level employees.

Performance Indicator (Quantitative)

At least 80% of operational-level employees are expected to complete the training.

Chapter 2:

SUPPLY CHAIN MANAGEMENT



CHAPTER 2: SUPPLY CHAIN MANAGEMENT



[GRI 3-3, 308, 414]



Importance

At AGC Vinythai, supply chain management is fundamental to our ability to operate safely, reliably, and sustainably. Our chlor-alkali production depends on the continuous supply of critical inputs, including high-purity salt, brine, electricity, demineralized water, process technology, process chemicals, spare parts, packaging materials, and specialized transport services. Given the energy-intensive nature of chlor-alkali manufacturing and the handling of hazardous products such as chlorine, caustic soda, and hydrogen, any disruption in the supply chain may have significant implications for operational continuity, product quality, process safety, regulatory compliance, and customer service.

Our commitment to achieving Net Zero by 2050 makes the procurement of green electricity and low-carbon utilities critical to reducing Scope 2 and Scope 3 emissions. Failure to manage the carbon intensity of the energy mix could increase our exposure to climate transition risks, hinder progress toward emissions targets, and affect long-term competitiveness.

Salt, our main raw material, is sourced from the Pimai mines in Nakhon Ratchasima. As large-scale extraction may create land-use and biodiversity-related risks, weak procurement controls could expose us to supply disruption, regulatory scrutiny, reputational damage, and increased costs associated with environmental remediation or alternative sourcing.

ESG-related trade requirements are becoming more common in global markets and are increasingly influencing customer purchasing decisions. If we do not maintain sustainable procurement standards, it may face reduced market access, higher trade-related barriers, and loss of customer confidence. Effective procurement practices therefore help protect revenue, preserve customer relationships, and support our long-term market position.

Targets and Performance

Indicator	Target 2025	Result 2025
Percentage of targeted suppliers that have signed the sustainable procurement charter or supplier code of conduct	100%	100%
Percentage of supplier contracts that include clauses on environmental, labor, and human rights requirements	100%	60%
Proportion of spending on local suppliers at significant locations of operation (Considering vendors who have head office/ branch office in Rayong area)	>40%	>40%
Percentage of new suppliers screened using environmental criteria (In-service supplier evaluation criteria)	100%	100%
Percentage of suppliers screened using labor, child labor, forced or compulsory labor practices (For suppliers working inside AVT)	100%	100%
Percentage of new suppliers screened using human rights criteria (Compliance with Thai law is specified as criteria in the contract)	100%	100%
Percentage of new suppliers screened using impact on society criteria (For service agreement suppliers)	100%	100%
Number of suppliers with ISO14001 Certification (Considering transporters, vessel fabricators, chemical suppliers, original equipment manufacturers e.g. electrical, instrumentation, mechanical, etc.) to ensure their commitment to their own operation	>40%	>40%

Management Approach

To strengthen our sustainable supply chain, AGC Vinythai gives priorities on supply chain management through the following focus areas:

1

Ensuring Operational Resilience & Continuity

Our supply chain is the first line of defense against global market volatility. We mitigate supply risks through:

- Strategic Sourcing:** Long-term commitments with key suppliers for essential raw materials.
- Agility & Substitution:** The ability to pivot to alternative sources, such as procuring Ethylene from overseas or substituting salt with imported Ethylene Dichloride (EDC) during disruptions, ensuring 100% production uptime.

2

Driving the Low-Carbon Transition

Supply chain management is our most effective tool for reducing GHG Scope 3 emissions. We actively collaborate with partners to “green” our logistics and packaging

3

Promoting Circularity and Resource Efficiency

We prioritize an integrated production model where “waste” is redefined as “value.” By recovering and reusing HCl, brine, and H2 within our plant, we minimize the need for external chemical procurement and reduce the environmental burden of chemical waste disposal.

4

Ethical Sourcing & Social License to Operate

AGC Vinythai leverages its purchasing power to promote high ethical standards:

- Supplier Benchmarking:** We prioritize suppliers with recognized ESG credentials, such as PTT Global Chemical (DJSI), Pimai Salt (Green Mining Award), and RSPO/ISCC certified glycerine providers. Currently, 100% of our key suppliers hold environmental certifications.
- Community Integration:** With our HQ in Rayong, we prioritize local hiring (52%) and participate in local public hearings to ensure our supply chain growth aligns with community expectations and government regulations. Moreover, we have initiated CSR programs that create involvement of related communities with the Company and participated in traditional and religious activities organized by local communities, academic institutes, religious institutes, and local government offices. Other than that, we have participated in public hearing for any drafting new regulations or initiations provided by the related government offices.
- Human Rights:** We maintain a zero-tolerance policy for child labor and provide transparent whistleblowing channels for suppliers to report any misconduct, ensuring a value chain built on integrity

Policy Commitment

There are six main related policies for sustainable supply chain management as follows.

- Sustainability Management Policy** (<https://agcvinythai.com/sustainability/sustainability-policy/>)
- Supplier Code of Conduct** (<https://agcvinythai.com/wp-content/uploads/2023/07/CODE-OF-CONDUCT-FOR-SUPPLIERS-as-of-Jan.2025.pdf>)
- Procurement and Supply Chain Policy** (https://agcvinythai.com/wp-content/uploads/2022/07/20240115-AVT-Procurement-and-Supply-Chain-Policy_EN.pdf)
- Green Procurement Policy** (<https://agcvinythai.com/wp-content/uploads/2026/04/Green-Procurement-Policy.pdf>)
- Zero drug policy** (<https://agcvinythai.com/wp-content/uploads/2023/07/Zero-drug-policy.pdf>)
- General Terms and Conditions for Purchase Order** (<https://agcvinythai.com/wp-content/uploads/2024/09/CO-SD-PCM-GEN-0004-General-Terms-and-Conditions-R.1.pdf>)

Our supply chain management is designed to ensure that all procurement activities and supplier relationships are conducted responsibly, transparently, and in a manner consistent with AGC Vinythai’s commitments to sustainability, legal compliance, and ethical business conduct.



Suppliers are expected to align with our standards in their own operations and, where practical, extend these expectations to their subcontractors and downstream suppliers.

1 | Purpose



We seek to manage its supply chain in a way that supports:

- legal and regulatory compliance
- environmentally responsible operations
- sustainable business practices
- ethical sourcing and fair dealing
- respect for human rights and labor standards
- protection of health, safety, and the environment

2 | Procurement Principles



Our procurement and supply chain activities are based on:

- quality, price, quantity, delivery time, service, speed, and transparency
- fair and non-discriminatory supplier treatment
- accurate and complete communication with suppliers
- fair trade conditions and commercially reasonable pricing
- prevention of dishonest or improper business practices

3 | Environmental and Sustainability Requirements



Suppliers are expected to:

- comply with all applicable environmental laws and regulations
- operate in a way that minimizes environmental impact
- continually improve environmental performance
- support carbon reduction and CO2 emission reduction initiatives
- integrate sustainability into day-to-day operations and supply practices

4 | Health, Safety, and Environment



Suppliers must:

- comply with occupational health and safety laws and standards
- protect workers, communities, and the environment
- maintain effective safety and environmental controls
- pursue continuous improvement in health, safety, and environmental performance

5 | Human Rights and Labor Standards



Suppliers are required to uphold fundamental labor and human rights principles, including:

- compliance with working time and overtime laws
- payment of lawful wages and benefits
- equal opportunity and non-discrimination
- no harassment or abuse
- freedom of association and collective bargaining, where legally permitted
- no forced labor
- no child labor

6 | Business Ethics and Integrity



Suppliers must conduct business with integrity and must not:

- engage in corruption or bribery
- offer or accept kickbacks or improper benefits
- create or tolerate conflicts of interest
- violate competition or antitrust laws

7 | Confidentiality, Information Security, and Data Privacy



Suppliers are expected to:

- protect AVT's confidential, technical, commercial, and financial information
- safeguard AVT's assets and intellectual property
- comply with applicable personal data protection and privacy laws

8 | Supply Chain Responsibility



Suppliers should:

- implement these requirements within their own organizations
- promote responsible conduct among their own suppliers and subcontractors
- cooperate with AVT to support sustainable and ethical supply chain practices

9 | Reporting and Compliance



We expect suppliers to raise concerns or report suspected non-compliance through the available whistleblowing or compliance channels. We may review suppliers' performance and expect corrective action where required.

To ensure sustainable practices with supplier engagement, social and environmental clauses are integrated into the supplier contracts.

Governance Structure

Functions	Roles and Responsibilities
 Board of Director	The Board of Directors provides overall oversight of supply chain governance and supports the integration of sustainability into business strategy. In line with the Code of Conduct for Suppliers and the Green Procurement approach, the Board is responsible for: • approving and overseeing policies that guide ethical, responsible, and sustainable sourcing. • ensuring compliance with applicable laws and regulations, including human rights, labor standards, business integrity, and health, safety and environment requirements. • overseeing management’s implementation of supplier standards, including anti-corruption, conflict of interest prevention, and confidential information protection. • supporting the establishment and use of whistleblowing and grievance channels for concerns related to suppliers and supply chain conduct.
 Procurement function	The Procurement function is responsible for the day-to-day execution of supply chain management and supplier engagement. Its role is to ensure that sourcing decisions are based on clear and fair criteria, including quality, price, quantity, timeframe, service, speed, and transparency. Procurement responsibilities include: • conducting supplier selection and evaluation in a uniform, accurate, clear, and non-discriminatory manner. • promoting fair competition among suppliers and applying fair trade conditions and practices. • aligning supplier assessment with sustainability principles, including but not limited to the Green SCOR framework, ESG and green procurement objectives. • ensuring suppliers commit to ethical business conduct, including prohibition of corruption and bribery, and compliance with applicable laws. • incorporating supplier expectations on human rights, labor standards, and environmental protection into supplier relationships and agreements. • encouraging business partners to extend these principles to their own suppliers and subcontractors. • maintaining evidence and data to support sustainability reporting and internal/external assurance;
 Environmental Health and Safety function	The EHS function plays a key role in ensuring that supply chain activities and supplier performance meet health, safety, and environmental expectations. Based on the supplier code and green procurement principles, EHS is responsible for: • defining and monitoring occupational health, safety, and environmental requirements for suppliers. • supporting compliance with applicable laws and regulations on occupational health, workplace safety, and environmental protection. • driving continuous improvement in health, safety, environmental performance, and CO2 emission reduction across the supply chain. • contributing to supplier assessments where environmental performance, safe operations, and eco-friendly production are relevant. • supporting reporting and escalation of environmental misconduct through established internal channels.



Supplier Screening and Assessment

We apply a structured supplier screening and assessment process to integrate environmental, social, and governance considerations into supply chain management. Our supplier evaluation approach is guided by the Supplier Code of Conduct, the Green Procurement Policy, and the zero drug policy, and is applied in a manner proportionate to the scope and duration of the business relationship.

Our ongoing assessment of its suppliers continues during service and on completion. The main evaluation criteria are that suppliers meet our requirements for safety, labor, and welfare, including employment of locals, environment protection, and sustainable society. Chosen suppliers are appraised by our Supplier's Code of Conduct and advised that they will be subject to scrutiny accordingly. To ensure effective supplier management and accurate assessment, we perform regular checks through on-site audit and other means of evaluation.

Supplier performance assessment methods may include document review, self-assessment, performance monitoring, and on-site audit, depending on the supplier's risk profile and the nature of the business relationship. For strategically important suppliers or suppliers with higher sustainability risks, we may apply more detailed assessments to verify implementation at site level.

Incentives also provide to suppliers with a certain additional percentage of payment will be awarded if the result of assessment shows that the suppliers follow our health, safety and environment regulations.

We encourage continuous improvement and may consider suppliers that demonstrate strong environmental and social performance. Such suppliers may be prioritized in future sourcing decisions and long-term partnerships, consistent with our green procurement approach. In cases where gaps or non-compliances are identified, suppliers are expected to implement corrective actions. Concerns related to supplier misconduct may also be reported through our established whistleblowing channels.



Supplier Diversity Program

We promote supplier diversity by creating economic opportunities for nearby communities through local hiring, community-based procurement, capability building, and market access initiatives. For plants in Rayong where our HQ is located, 52% of employees were from Rayong Province, demonstrating our commitment to supporting local employment and income generation in the surrounding area.

In addition to employment, we generate income for nearby communities by purchasing goods and services from local suppliers and community enterprises, such as employee shuttle vans, gardening services, and products from community enterprises. The value of these purchases reached 230 million Baht in 2025. We also support community groups and local entrepreneurs by providing training and skills development, including flower-making activities using local materials, paper flower and wreath crafting, and marketing support from experts. To further strengthen community businesses, we help create market opportunities through community markets in the industrial estate, company events, and the AVT Community Market Place. Through these initiatives, we contribute to the long-term growth, resilience, and sustainability of local suppliers and community enterprises.





Capacity Building

We realize that transport safety is very important. With safe transport, the goods delivery will be on time and there will be no impact on everyone’s life and routes that locals use. We have conducted various transport safety programs such as;

- Conduct meetings between the Company and transporters.
- Organize training courses to raise driver awareness and ensure safety.
- Inspect transport vehicles regularly.
- Evaluate logistics service providers and make awards.
- Avoid transportation during rush hours.
- Provide dangerous goods safety awareness training for relevant parties,
- Ensure the safe nomination of bulk vessels and compliance with Chemical Distribution Institute (CDI) procedures.
- Set Truck Service Year to prevent accidents caused by truck conditions.
- Installed Fatigue and Distraction System into all trucks who carry out our products, more than 172 trucks were installed the Fatigue and Distraction Detection System.
- Partially switch Salt Transport from Truck mode to Train mode to reduce Salt Truck on public road.
- Implemented Logistics 4.0 for PVC and Caustic Soda delivery for On-line tracking delivery status and immediate satisfaction evaluation by customer after delivery.

Moreover, we are a member of the Chlor - Alkali products Transportation Emergency Mutual Aid Group (CATEMAG). We support activities of the association by being a speaker for CATEMAG annual training provided to logistics business partners about compliance with the rules and regulations as well as international safety standards for dangerous goods transportation. This includes annual drill to simulate the event and practice how to prevent leakage to environment and waste management.



Corporate governance and Business Ethics	Supply Chain Management	Environmental Management	Climate Strategy and Energy Management	Product Stewardship	Human Resource Management	Occupational Health and Safety
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Supplier Communication and Whistleblowing Channel

We communicate with suppliers through various means, including annual meetings with contractors, supplier assessments, satisfaction surveys, kick-off meetings, small group discussions, posters, banners, internal TV, and brochures. Our communication plans are;

- Annual meeting = 1/1 time
- Supplier assessment = 1/1 time
- Satisfaction survey = 1/1 time

The communication results are;



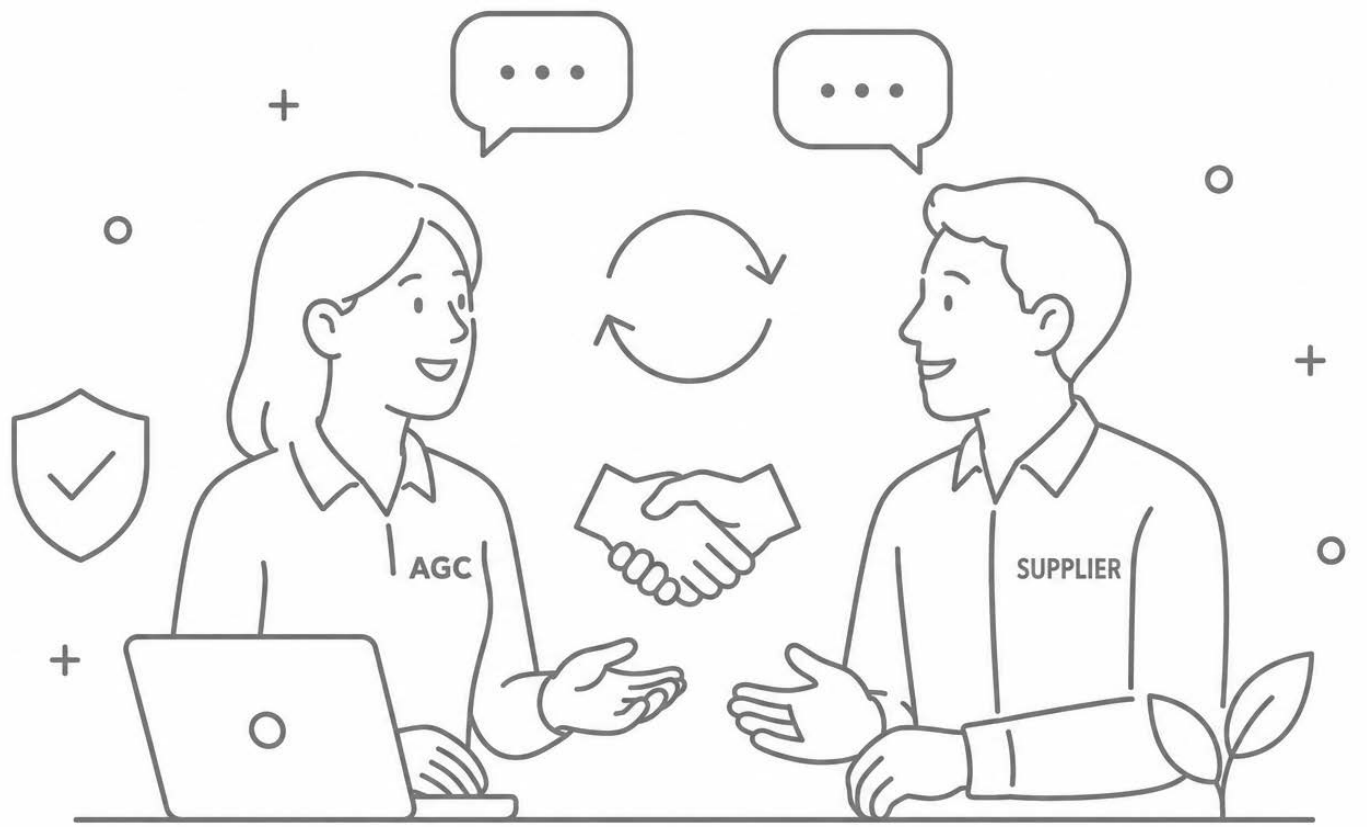
- Annual business partner meeting was held on 16 December 2025 to communicate management approaches and emphasize the policy on green procurement of goods and services.
- Supplier evaluation once a year for suppliers who are top 100 vendors spending for Good & Service and 100% service provider for LOG. This is to enhance supplier performance and better understand our expectations. The results will be communicated through several channels e.g. Supplier Relationship Management - SRM, meeting and official letter.
- Supplier Relationship Management (SRM) carries out 10-15 suppliers/year. Their comments would be set as action plans, Supplier Engagement Initiatives and Projects. They are to be followed by the management regularly. In 2025, 16 suppliers were selected and the actions raised were
 - **Energy Saving Technology**
 - Sang Thai Metal Drum: It is a collaborative initiative to drive CO2 reduction through improve business partner production, targeting a total reduction of 33 Tons/Year.
 - **Reliability Management Program**
 - KURIYAMA-OHJI : The project is technical deep-dive for the development of low Ca/Mg Gaskets. This initiative focuses on qualifying alternative material sources to enhance supply chain reliability and optimize inventory for critical stock parts.
 - ANAVIN CONSTRUCTION and D2D ENGINEERING : The project is joint safety process improvement program. This initiative ensures full alignment with our safety standards for on-site personnel and operational workflows.

These projects are ongoing.

Moreover, AGC Vinythai informed its suppliers about the findings of its communication and complaint channel via its website, at an initial meeting, and at an annual meeting. The rights of any person who communicates such concerns are fully protected. The results of any investigations are reported once completed.

These channels are communicated in Code of Conduct for Suppliers and our website

1. Legal and Compliance Division: +66 2 030 6443 or +66 2 030 6865
2. AVT Hotline - Phone: +66 2 092 6474
3. AVT Hotline - E-mail: avt.cochotline@agc.com
4. AVT Website: <https://agcvinythai.com/contact-us/> (Legal and Compliance)
5. Suthaphichit (External Law Firm): avt_speakup@outlook.com, or tel: +66 61 428 9428
Address: No. 1, Park Silom, 30th Floor, Unit No. 30.02
Convent Road, Silom Subdistrict, Bangrak Subdistrict, Bangkok 10500



Key Performance

AGC Vinythai has developed a Supplier Sustainability Risk Assessment Framework, effective in 2026. This guideline standardizes the methodology for determining ESG risk scores across supplier categories, which are then used to classify risk levels and define necessary controls and follow-up actions. Risk response strategies will dictate the subsequent action plans.

The Risk Matrix by Category Group (First Priority Group) will serve as the reference for initial ESG screening. These ratings are subject to review upon material changes in activity, regulatory exposure, or business scope. Ultimately, these assigned ratings will guide prioritization, due diligence planning, and ongoing sustainability risk monitoring.



Project Highlight

The Green Drum initiative:

Saeng Thai Metal Drum, our drum supplier, has fully transitioned to renewable energy for the 200L steel drums supplied to our MTP1 facility. This partnership establishes a brand-new sustainable procurement baseline for us.

The supplier's operations are now powered by a 594 kW Solar Roof system, replacing standard grid electricity across the entire manufacturing process and their administrative offices. To ensure reliability, they maintain 100% solar-driven operations with PEA grid redundancy as a backup.

For 2026, we forecast a total procurement of 11,560 drums. Because CO₂ reduction is now embedded in the standard production baseline, every single drum we procure is a 'Green Drum'. This saves 2.9 kg of CO₂ per drum, leading to a total annual reduction of nearly 228 tons of CO₂ for our portion.

PVC Bag-to-Pallet:

Historically, the annual use of 4.2 million 25 kg bags for domestic customers created a significant logistics burden, leading to warehouse clutter and environmental risks from improper disposal. We reimagined this challenge as an opportunity for innovation through the 'PVC Bag-to-Pallet' project. Functions as a circular ecosystem, this pilot project is a truly collaborative initiative:

- **Smart Collection:** Customers serve as the initial link in the recycling chain by collecting used bags at the source.
- **Green Logistics:** Utilizing 'backhauling,' transport partners collect empty bags during return trips, optimizing journeys and reducing carbon emissions.
- **Upcycling:** Partners process the collected bags into LDPE resin.
- **Closing the Loop:** The resin is molded into durable plastic pallets that are returned to our warehouse to support future PVC resin shipments.

Project Impact estimation:

- **Waste Diversion:** 98,000 kg of plastic (700,000 bags) diverted from landfills annually.
- **Carbon Reduction:** 92,160 kgCO_e saved per year.
- **Zero Capital Investment:** A high-impact solution achieved through process innovation rather than capital expenditure.
- **Cost Efficiency:** Reduced annual pallet procurement costs.

This initiative was recently honored with the '**Excellent Activities Award**' at the AGC Inc. 2025 EHSQ Awards.

Chapter 3 :

ENVIRONMENTAL MANAGEMENT



CHAPTER 3: ENVIRONMENTAL MANAGEMENT



[GRI 3-3, 303, 305, 306]



Importance

Environmental management is a core component of AGC Vinythai’s sustainability strategy, given the potential impacts of its chemical operations on natural resources, ecosystems, and community well-being. We recognize risks related to water use, waste, and emissions, which may affect environmental quality, human rights, and access to resources. Effective management enhances regulatory compliance, operational efficiency, and long-term resilience. AGC Vinythai addresses both direct operational impacts and value chain linkages through systematic controls and stakeholder collaboration to ensure responsible environmental performance.

Targets and Performance

Indicator	Unit	2025 Result
Operational sites assessed for environmental risks	%	100
Operational sites with environmental certification (ISO 14001, etc.)	%	100
Air pollutants emissions (NOx, CO, TSP, HCl, EDC, HCl, VCM and ECH)	tons	149.65
Hazardous waste generated	tons	1,688
Non-hazardous waste generated	tons	2,482
Waste recovered	tons	3,281
Water recycled and reused	m³	567,000



Management Approach

AGC Vinythai adopts a comprehensive environmental management approach to minimize the environmental impacts associated with its operations.

As a chemical manufacturing company, we recognize that our activities may generate environmental impacts including water consumption, wastewater discharge, air emissions, and waste generation. These impacts can affect surrounding communities, ecosystems, and natural resources.

We therefore implement a systematic environmental management framework aligned with international standards such as ISO 14001. This framework focuses on preventing environmental pollution, improving resource efficiency, and ensuring regulatory compliance.

Key elements of the environmental management approach include:

- Identification and assessment of environmental risks associated with operations
- Implementation of pollution prevention and control measures
- Continuous monitoring of environmental parameters such as wastewater quality and air emissions
- Resource efficiency initiatives to reduce water consumption and waste generation
- Environmental audits and compliance monitoring

We also engage stakeholders through mechanisms such as the Tripartite Committee, which includes representatives from government agencies, communities, and industrial operators. This platform supports transparency, communication, and collaboration in addressing environmental concerns.

Through these efforts, AGC Vinythai aims to mitigate potential environmental risks, manage environmental impacts responsibly, and contribute to positive environmental outcomes.

Policy Commitment

AGC Vinythai is committed to protecting the environment by integrating environmental management into its business strategy and operations. We promote efficient use of natural resources and implement pollution prevention measures to control emissions, wastewater, and waste in compliance with applicable regulations. Water is managed responsibly through monitoring, recycling, and proper treatment, while waste is minimized through the 3Rs principle and a Zero Waste to Landfill policy. Air emissions are controlled using monitoring systems and appropriate technologies to reduce environmental and community impacts. We also assess environmental risks and implement mitigation measures, including the protection of biodiversity and surrounding ecosystems. Through these commitments, we support sustainable development and continuous improvement in environmental performance.

Governance Structure

Functions / Units	Roles and Responsibilities
Executive Management (MD / Top Management)	Approves policies, sets targets, allocates resources, and drives implementation of environmental strategies across the organization
EHS Department (Environment, Health, Safety)	Implements ISO 14001 system, monitors environmental performance (water, waste, emissions), ensures legal compliance, and manages environmental risks
Plant / Operations Management	Executes environmental controls at operational level, including resource efficiency, pollution control, and compliance with procedures
Energy Management Committee	Drives energy efficiency and GHG reduction initiatives, supports climate-related actions and continuous improvement
Risk Management / Internal Control	Identifies and assesses environmental risks, integrates into enterprise risk management, and ensures mitigation measures are implemented
Internal Audit	Audits environmental management systems (ISO 14001), ensures effectiveness of controls and corrective actions
Procurement / Supply Chain	Ensures suppliers comply with environmental standards and integrates sustainability into procurement practices
Community / Tripartite Committee	Engages stakeholders, monitors community concerns, and ensures transparency in environmental performance



Water Management

With systematic and efficient water resource management, we can reduce the risk of water scarcity in production processes, while also aiding risk assessment and implementing measures to address water shortages. In 2025, AGC Vinythai participated in meetings with water user organizations under the Water Resources Act B.E. 2561 by becoming a member and continuously serving on the Eastern Region Water Operations Center (Water War Room) working group. This plays a key role in efficient water resource management to cope with water scarcity conditions for industrial group production processes and prevent conflicts with local communities.

Water Withdrawal and Usage

We source water primarily from industrial water supply systems within industrial estates and do not directly withdraw water from natural sources in water-stressed areas. Water is used in production processes, cooling systems, utilities, and domestic consumption. Wastewater generated from operations is treated through on-site wastewater treatment systems before being discharged to receiving water bodies or industrial estate treatment systems, in compliance with applicable legal and regulatory requirements.

Our water use and discharge may contribute to local water demand and wastewater loading if not properly managed; however, these impacts are mitigated through controlled industrial estate supply systems and on-site treatment infrastructure.

Water Efficiency Initiatives

To improve water efficiency and reduce environmental impact, AGC Vinythai implements water recycling and reuse of process water (including hot water and brine), optimizes cooling systems to reduce water demand, and continuously monitors water consumption across operations. In 2025, we achieved 567,000 cubic meters of water recycled and reused, supporting reduced freshwater demand and improved water resource efficiency.





Wastewater Management

Wastewater generated from our operations is treated through on-site wastewater treatment systems prior to discharge. We support that all effluent discharges comply with applicable national regulatory requirements and industrial estate standards, with key parameters such as pH, Biochemical Oxygen Demand (BOD), and Chemical Oxygen Demand (COD) monitored on a daily basis.

Where local discharge requirements exist, these are applied as minimum compliance standards. Where such requirements are not available, AGC Vinythai adopts internally defined standards aligned with national regulations, industrial estate guidelines, and relevant chemical industry practices. The characteristics of receiving water bodies are also considered to prevent adverse environmental impacts.

Priority substances of concern are identified based on regulatory requirements, industrial estate guidelines, and recognized international chemical safety and environmental standards. These substances typically include those with potential persistence or toxicity. Discharge limits are established in line with applicable legal thresholds, internal standards, and industry best practices to protect receiving water environments.

Water Risk Management

We identify water-related impacts through periodic water risk assessments covering its operations and surrounding catchment areas. The assessments evaluate risks such as water scarcity, supply disruptions, and competition for water resources, using operational data and external water availability information, as part of its environmental and risk management process.

We also participate in regional initiatives including the Eastern Region Water Operations Center (Water War Room), to support monitoring of local water conditions and water security risks.

Water Stewardship

We address water-related impacts through operational controls, stakeholder engagement, and collaboration across its value chain. Water stewardship is implemented through efficient water use, wastewater treatment, and monitoring to minimize impacts on surrounding communities and ecosystems.

We engage with relevant stakeholders, including industrial estate operators and regional water authorities, to manage water as a shared resource and support coordinated water allocation and risk management, particularly in water-stressed areas.

We also work with suppliers and service providers involved in water-intensive activities to promote responsible water use and compliance with environmental requirements, helping to reduce indirect water-related impacts across the value chain.





Waste Management

AGC Vinythai recognizes waste management as an integral part of its environmental responsibility and is committed to minimizing environmental impacts through efficient resource use and circular economy practices. In line with AGC Group sustainability principles. In line with AGC Group sustainability principles, we have implemented a Zero Waste to Landfill policy since 2011, aiming to eliminate landfill disposal through prioritization of waste reduction, reuse, recycling, and energy recovery.

Waste is generated from inputs used in chemical manufacturing operations, including raw materials, chemical substances, packaging materials, utilities, and maintenance consumables. These inputs support production and operational activities such as manufacturing processes, material handling, maintenance, and internal waste treatment. These activities result in outputs including hazardous waste, non-hazardous waste, and recyclable materials, which may create potential environmental impacts if not properly managed.

Waste management is governed by our environmental management systems and internal control procedures to ensure compliance with applicable legal and regulatory requirements. Waste generated from operations is systematically classified as hazardous waste, non-hazardous waste, and recyclable materials. Hazardous waste is managed under strict controls covering segregation, storage, transportation, and disposal to prevent environmental contamination and protect employees and community health. All waste is handled by licensed contractors, whose performance is regularly monitored for regulatory compliance.

In line with the waste management hierarchy, AGC Vinythai prioritizes waste reducing waste at source, followed by reuse, recycling, and recovery, including energy recovery. Continuous process optimization and operational efficiency improvements are implemented to reduce waste generation and enhance resource circulation.



In 2025, we generated 1,688 tons of hazardous waste and 2,482 tons of non-hazardous waste. Of this, 3,281 tones were recovered through reuse, recycling, and energy recovery. No waste was disposed of to landfill during the reporting year, reflecting strong performance under the Zero Waste to Landfill commitment.

Waste-related impacts arise primarily from our own operations; however, upstream value chain activities such as raw material supply, packaging, and outsourced services, as well as downstream activities including logistics and waste handling contractors, may also contribute to indirect waste generation and management impacts.

In addition, we promote employee engagement through initiatives such as the “From Waste to Wealth” program, waste segregation campaigns, and environmental training to strengthen awareness and responsible waste practices. We continue to enhance its waste management approach through further waste reduction, improved recovery efficiency, and innovation in resource utilization, supporting long-term sustainability and circular economic objectives.





Emissions Management

AGC Vinythai manages non-greenhouse gas (non-GHG) air emissions as part of its environmental management approach to minimize impacts on the environment and surrounding communities. Key pollutants include nitrogen oxides (NOx), sulphur oxides (SOx), volatile organic compounds (VOCs), particulate matter (PM), dust, and other industrial air emissions. We also manage environmental nuisances such as noise and odor.



Air emissions

Air emissions are continuously monitored through a combination of continuous emission monitoring systems (CEMS), periodic stack testing, and ambient air quality monitoring. Key parameters monitored include PM, NOx, SO₂, VOCs, and other relevant pollutants. Ambient air quality in surrounding areas is assessed through internal monitoring and external verification, supported by a mobile air quality monitoring program to enhance transparency and validation of results.

Emission reduction is achieved through the application of control technologies tailored to specific pollutants. Dust and particulate emissions are controlled using filtration systems, dust collectors, water spraying systems, and housekeeping practices. VOCs, SOx, and NOx emissions are reduced through scrubbers, adsorption systems, vapor recovery units, and sealed system designs to prevent leakage and control emissions at source. These measures support continuous reduction of air pollutants, although quantitative reduction efficiency varies by process and control technology applied.



Fugitive emissions

Fugitive emissions are managed through a Leak Detection and Repair (LDAR) program covering valves, pipelines, compressors, agitators, and storage tanks to identify and repair potential leaks and minimize uncontrolled emissions.



Noise emissions

Noise emissions are monitored through internal measurement programs and external assessments to verify compliance with applicable standards. Noise mitigation measures include noise barriers, acoustic insulation, low-noise equipment selection, and preventive maintenance of machinery to reduce abnormal noise generation. Oduor emissions are managed through enclosed systems, ventilation control, and treatment technologies to prevent release to surrounding areas.



Odor emissions

Odor emissions are managed through enclosed systems, ventilation controls, and treatment technologies designed to prevent the release of odors into surrounding communities.

In 2025, total non-GHG air pollutant emissions were 149.65 tons. We continue to improve emission performance through process optimization, equipment efficiency upgrades, and adoption of cleaner technologies.



Biodiversity Management

AGC Vinythai recognizes the importance of biodiversity conservation and is committed to minimizing the impact of its operations on ecosystems in line with the AGC Group’s sustainability principles. We aim to ensure that its activities are conducted in a manner that protects natural habitats and maintains ecological balance in surrounding areas.

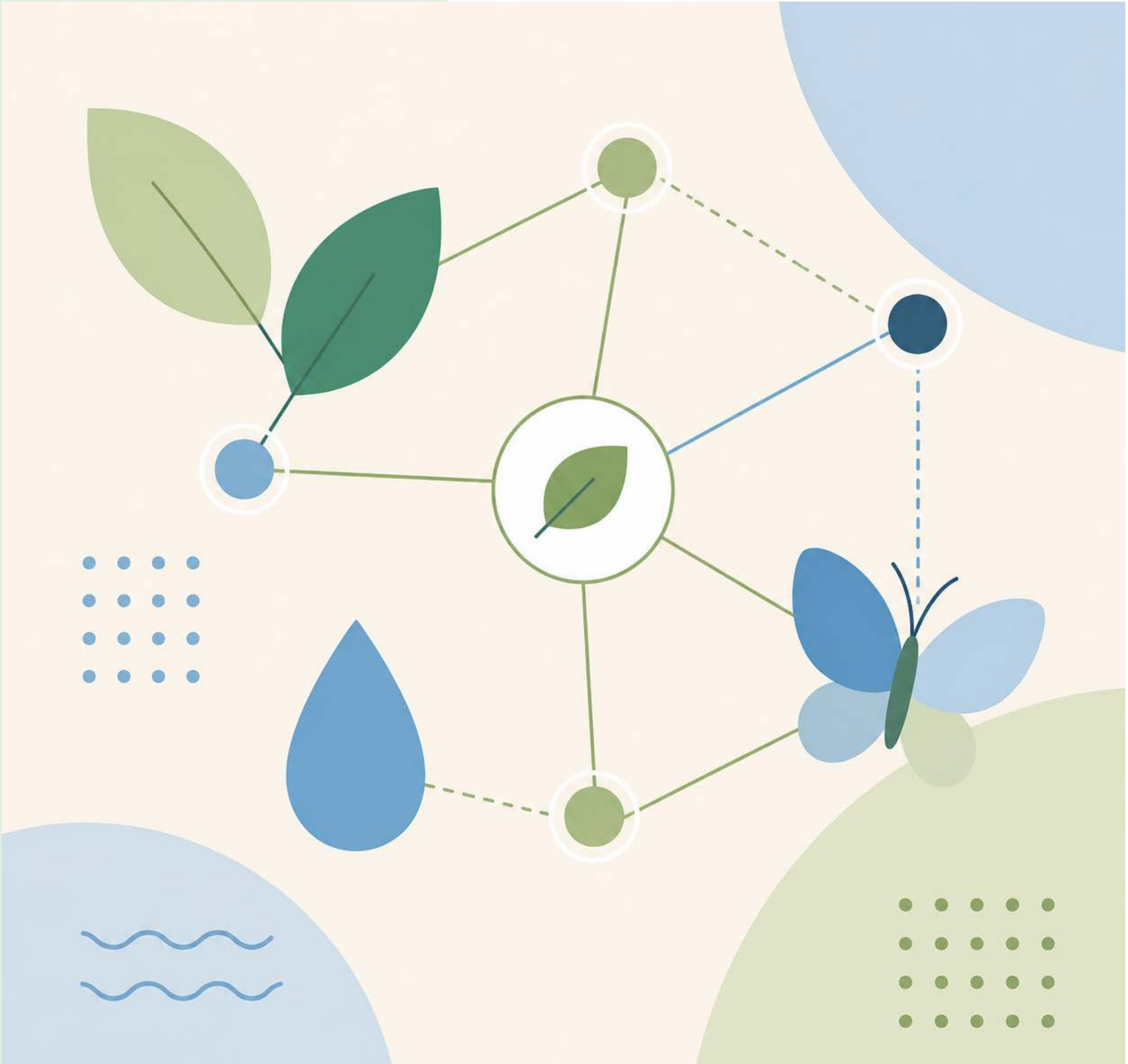
We conduct biodiversity risk assessments as part of its environmental management processes. This includes screening the location of its operational sites against biodiversity-sensitive areas such as legally protected areas, natural conservation sites, and ecologically important habitats, using internationally recognized references such as the IUCN Protected Areas and UNESCO World Heritage Sites databases. Based on current assessments, none of our operational sites are located within or in close proximity to protected areas or other biodiversity-sensitive areas. As such, no direct impacts on legally protected areas, critical habitats, or habitats of rare or endangered species have been identified.

Although the sites are not located in or near biodiversity -sensitive areas, we acknowledge that indirect impacts on biodiversity may arise from routine industrial activities, including water discharge, air emissions, waste management, and fugitive emissions from operations, as well as activities of contractors and suppliers. These potential impacts are systematically managed through our Environmental Management System, which includes environmental impact assessments (EIA), regulatory compliance monitoring, and routine environmental performance tracking.

To prevent, mitigate, and manage potential impacts, AGC Vinythai implements a range of measures, including pollution prevention and control systems, efficient resource and energy use, strict emission and effluent controls, and contractor environmental requirements. Environmental performance is regularly monitored to ensure compliance with applicable legal requirements and to avoid adverse effects on surrounding ecosystems. Where relevant, corrective and preventive actions are implemented based on monitoring results.

In addition, we engage stakeholders as part of its biodiversity management approach. Through mechanisms such as the Tripartite Committee involving government agencies, local communities, and industrial operators, we promote transparent communication, environmental performance monitoring, and collaborative management of environmental concerns.

Through these measures, AGC Vinythai ensures that both direct and indirect biodiversity-related risks are appropriately identified, assessed, and managed. We will continue to strengthen its biodiversity management approach through enhanced monitoring, stakeholder engagement, and continuous improvement, in support of the AGC Group’s long-term sustainability commitment to protecting ecosystems and conserving biodiversity.



Key Performance

In 2025, AGC Vinythai delivered stable and effective environmental performance across water management, waste management, air emissions control, and biodiversity-related aspects under its ISO 14001 Environmental Management System and the AGC Group sustainability framework.

For water management, risk assessments conducted during the year confirmed that there were no significant water-related risks affecting operations or surrounding communities. Water availability remained sufficient throughout the reporting period. Operational controls and treatment systems ensured that all wastewater discharge parameters, including BOD and COD, consistently complied with regulatory requirements, with no exceedances of limits for priority substances of concern. Water efficiency continued to improve through recycling and reuse systems, including reverse osmosis technology, contributing to reduced freshwater consumption.

In waste management, we applied the 3Rs principles (reduce, reuse, recycle), resulting in effective segregation, recovery, and traceability of waste streams, supported by ISO 14001-based operational controls. These measures strengthened resource efficiency and ensured proper handling and disposal in accordance with regulatory requirements.

For air emissions and other environmental impacts, including VOCs, particulate matter, noise, and odor, monitoring results confirmed that all parameters remained within applicable regulatory limits throughout 2025. No significant environmental nuisance or abnormal events were reported during the year.

Environmental training programmes were conducted for employees and contractors to strengthen awareness and support consistent implementation of environmental practices. We maintained full compliance with applicable environmental laws and regulations, with no significant non-compliance incidents and no exceedances of discharge limits for priority substances of concern.

Overall, AGC Vinythai maintained full compliance with applicable environmental laws and regulations in 2025, with no significant non-compliance incidents and no exceedance of regulated environmental limits. We sustained strong environmental performance through continuous operational control, ISO 14001-based management systems, monitoring, and efficiency improvements.



Project Highlight

Project Name:

Water Recycling and Reverse Osmosis Optimization

Project Description:

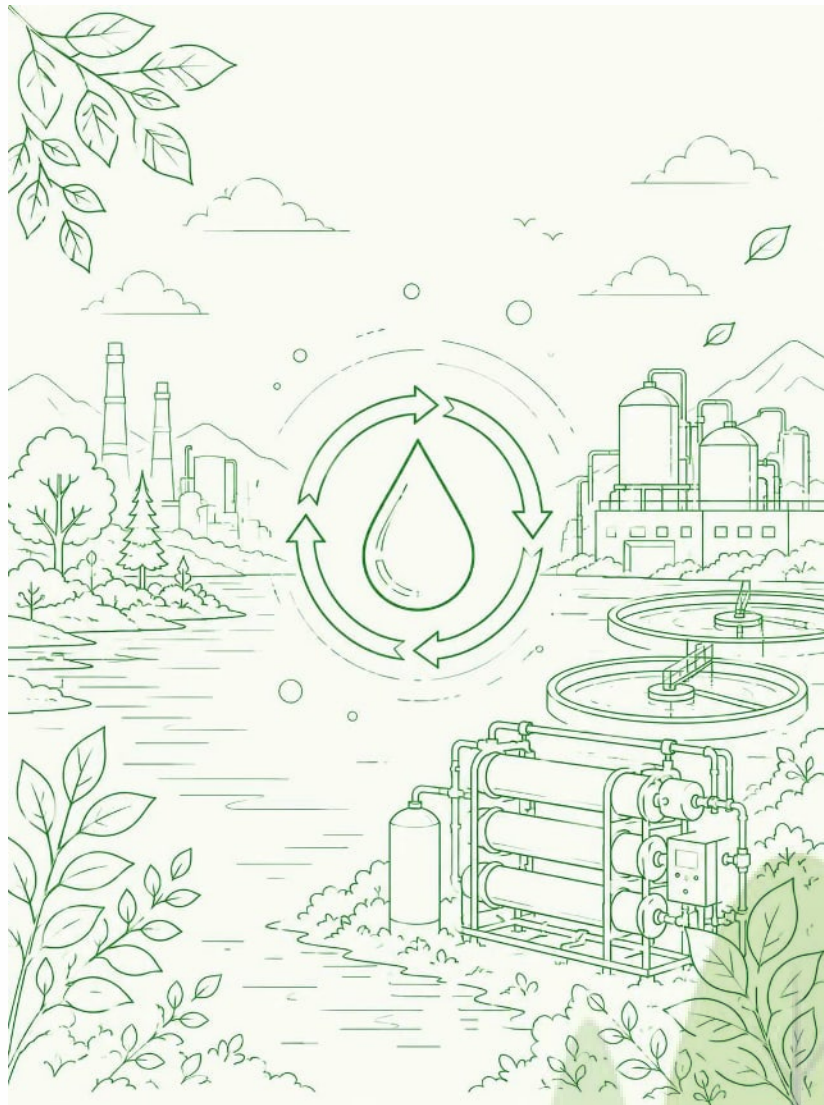
AGC Vinythai implemented a water recycling improvement project to enhance water use efficiency in its production processes. The project focused on upgrading reverse osmosis (RO) systems and optimizing wastewater reuse. Key stakeholders included operations teams, environmental specialists, and industrial estate partners. The project contributed to improved water management performance and reduced reliance on freshwater resources.

Project Target:

- Reduce freshwater consumption
- Increase wastewater reuse rate
- Improve overall water use efficiency

Performance (Quantitative):

- Increased volume of recycled water reused in operations (1,000 cubic meters of water per day)
- Reduction in freshwater intake (water intensity improved)
- Stable compliance with wastewater discharge quality



Project Name:

Zero Waste to Landfill and Circular Waste Management

Project Description:

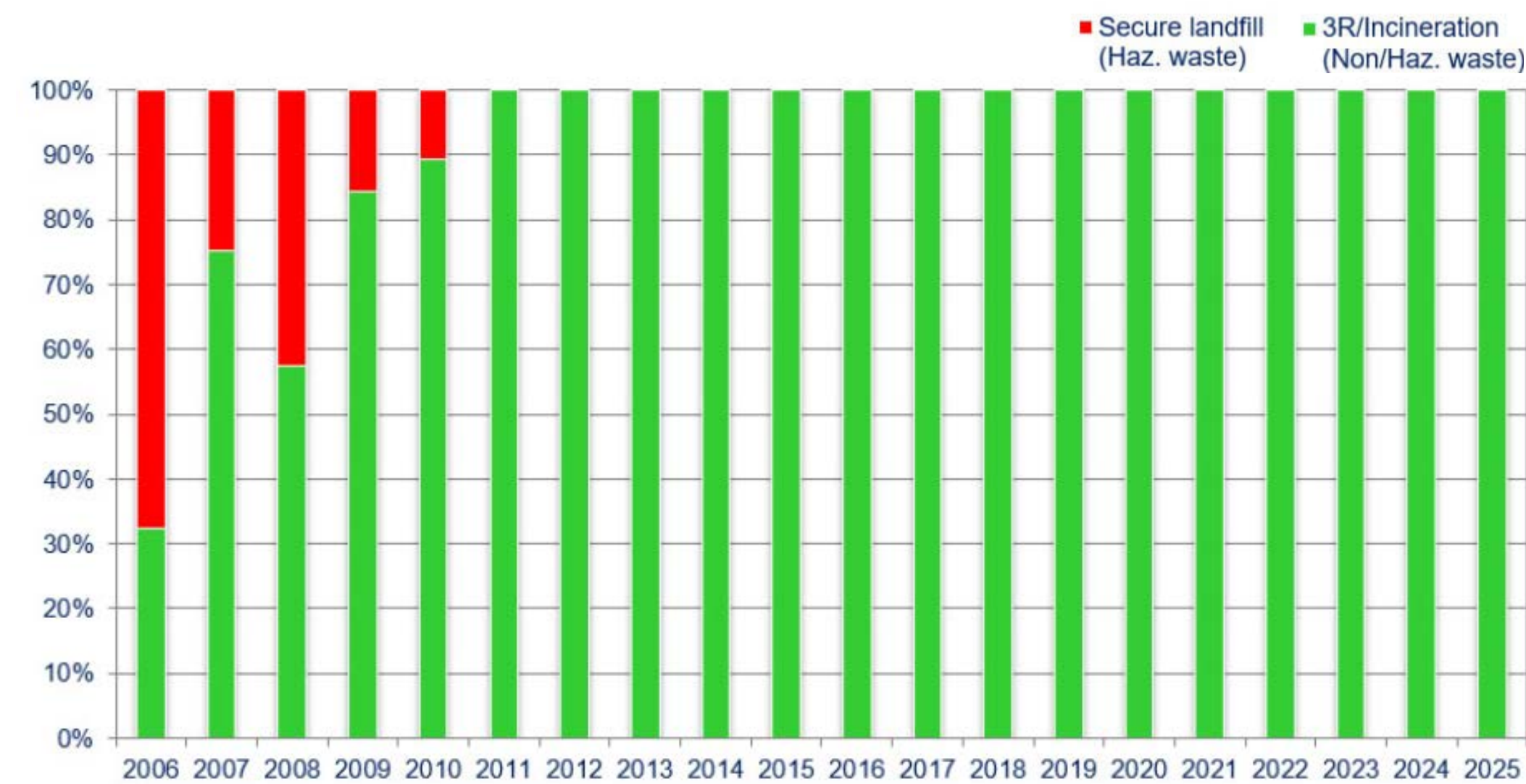
AGC Vinythai continued its Zero Waste to Landfill initiative by strengthening waste segregation, recycling, and recovery processes. The initiative emphasised circular economy practices, including material reuse and value recovery (e.g., waste-to-wealth initiatives), as well as collaboration with licensed waste contractors. Employees and contractors were engaged through awareness campaigns and training programmes to support effective implementation.

Project Target:

- Maintain Zero Waste to Landfill
- Increase recycling and recovery rate
- Reduce overall waste generation

Performance (Quantitative):

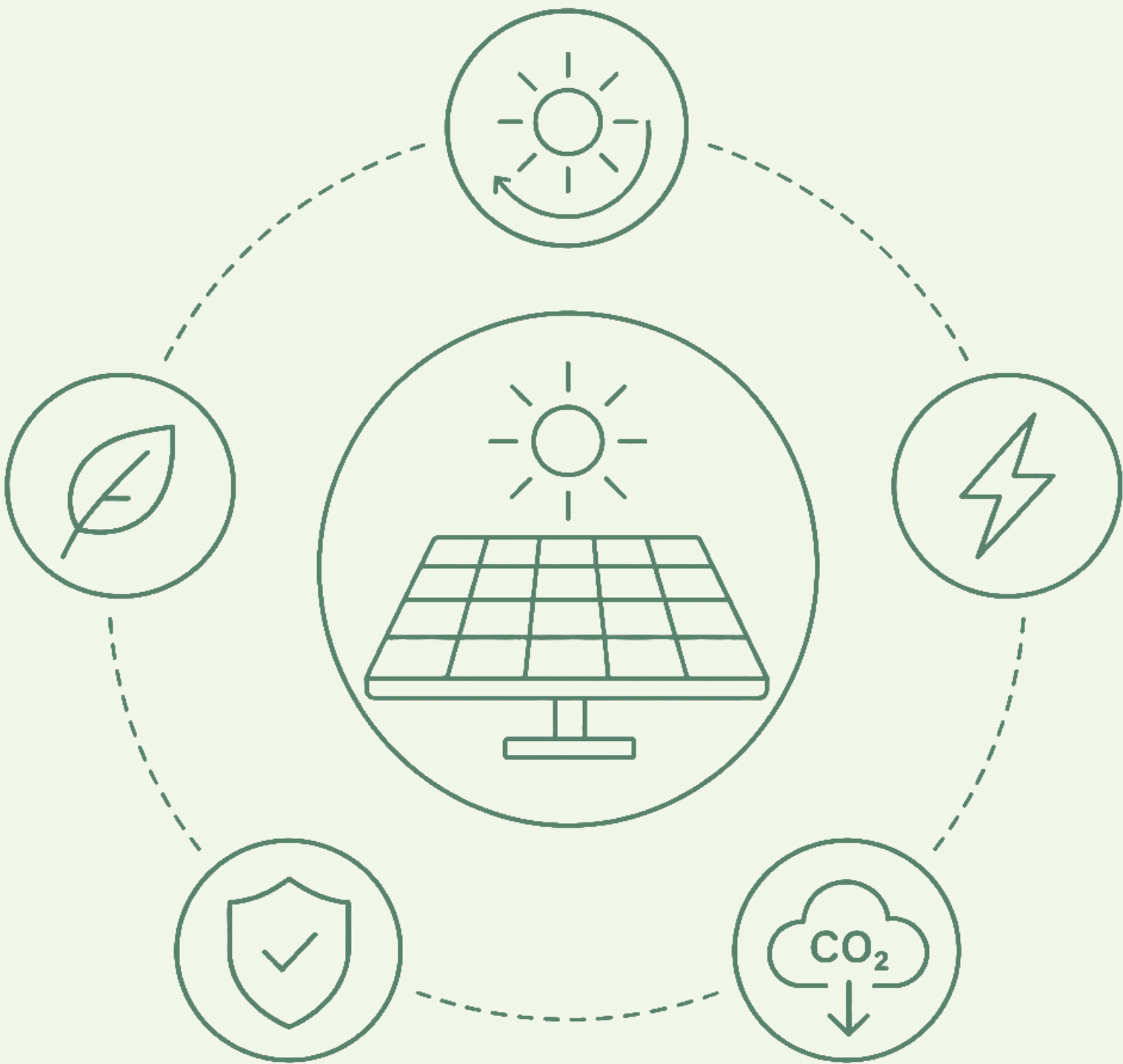
- 100% of waste diverted from landfill (through reuse, recycling, and recovery)
- Increased proportion of recyclable waste
- Reduction in waste disposal volume



Project Name:

Solar Roof

To support our energy transition and decarbonization initiatives, we have invested in a solar rooftop project at the PPD site with a total installed capacity of 1 MW. The project is scheduled for completion in Q2 2026, and the electricity generated from the solar rooftop system is expected to be utilized from Q3 2026 onward. This initiative represents part of our efforts to increase the use of renewable energy and reduce reliance on conventional electricity sources.



Chapter 4 :

CLIMATE STRATEGY AND ENERGY MANAGEMENT



CHAPTER 4: CLIMATE STRATEGY AND ENERGY MANAGEMENT



[GRI 3-3, 302, 305]



Importance

Climate change and energy management are key sustainability priorities for AGC Vinythai Public Company Limited due to the energy-intensive nature of its petrochemical operations, particularly chlor-alkali and PVC production processes, which rely heavily on electricity and contribute to greenhouse gas (GHG) emissions.

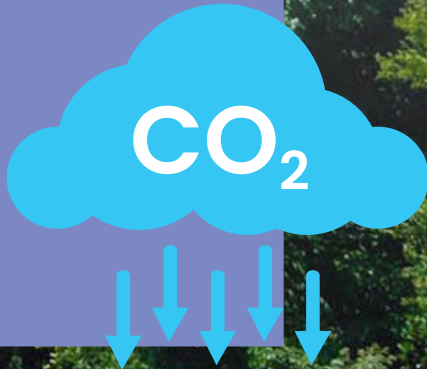
Our operations generate actual and potential impacts across environmental, economic, and social dimensions. Economically, high energy consumption affects production costs, operational efficiency, and exposure to carbon-related regulations and market transition risks. Environmentally, Scope 1 emissions from fuel combustion and industrial processes, and Scope 2 emissions from electricity consumption, contribute to climate change, which may affect ecosystems, natural resources, and long-term environmental stability. Socially, climate-related impacts may influence surrounding communities through air quality and environmental changes, and are linked to human rights considerations, including health, safety, and the right to a clean and safe environment.

At the same time, we are also affected by climate-related transition risks, including evolving regulatory requirements, market demand for low-carbon products, and increasing stakeholder expectations for decarbonisation.

AGC Vinythai is directly involved in greenhouse gas emissions through its own operational activities, including fuel combustion (Scope 1 emissions) and electricity consumption in energy-intensive production processes such as electrolysis (Scope 2 emissions). These activities make us both a contributor to climate change and an entity exposed to its associated risks.

In addition, our exposure to climate-related impacts is influenced by business relationships across its value chain, including electricity suppliers and upstream energy providers that contribute to Scope 2 emissions intensity. These relationships indirectly affect our overall carbon footprint and transition risk profile.

To address these impacts, AGC Vinythai integrates energy and climate considerations into its Energy Management System, focusing on energy efficiency improvement, emissions reduction, and alignment with global climate objectives, including the Paris Agreement, to support long-term sustainable growth.



Targets and Performance

Indicator	Long-term target (year)	2025 Target	2025 Performance
Scope 1 & 2 emissions	-	-	1,069,644 tCO ₂ eq
Gross Scope 1 emissions	-	-	92,176 tCO ₂ eq
Gross Scope 2 emissions	-	-	977,468 tCO ₂ eq
Gross Scope 3 emissions	-	-	7,149,160 tCO ₂ eq
Total energy consumption	-	-	9,842,764.934 GJ
Renewable energy consumption	Increase share of renewable energy	-	10,368.16 GJ
Share of renewable energy	Increase of renewable energy	-	10,368.16 GJ (0.11% of total energy)
Employees trained on environmental issues	Strengthening environmental capability	-	9.30% employee trained



Performance Monitoring, Targets, and Quantitative Metrics

AGC Vinythai monitors climate- and energy-related performance through dedicated management approaches and committees that support energy conservation and greenhouse gas (GHG) reduction initiatives across the organization. We promote continuous improvement through evaluation, monitoring, and implementation of projects under a PDCA (Plan-Do-Check-Act) approach.

We continue to implement initiatives focused on enhancing energy efficiency, adopting renewable energy and green technologies, reducing greenhouse gas emissions through innovation, promoting sustainable procurement, and developing Carbon Footprint reporting at both organizational and product levels. AGC Vinythai has obtained Carbon Footprint for Organization (CFO) certification in accordance with ISO 14064-1 standards and continues to develop Carbon Footprint of Product (CFP) reporting.

Energy efficiency and emission reduction initiatives include process and equipment improvement programs, renewable energy projects such as solar rooftop systems, heat and utility optimization, TPM and continuous improvement programs, and employee engagement activities related to energy conservation and environmental awareness.

To strengthen climate-related knowledge and organizational capability, we conduct greenhouse gas (GHG) awareness and environmental training programs for employees at multiple levels, including new employees, current employees, and management personnel. Training programs include GHG awareness, climate change fundamentals, environmental responsibility, and “GHG 360 from insight to impact” programs for management-level employees. These initiatives support the enhancement of employee awareness and participation in energy conservation and greenhouse gas reduction activities across the organization.

For greenhouse gas accounting and reporting, AGC Vinythai applies internationally recognized methodologies and national guidance references, including ISO 14064-1, the GHG Protocol Corporate Accounting and Reporting Standard, and the **Thailand Greenhouse Gas Management Organization (TGO)** guidance for Carbon Footprint for Organization (CFO) calculation and reporting. Scope 1, Scope 2, and Scope 3 emissions are monitored and evaluated through Carbon Footprint of Organization (CFO) and Carbon Footprint of Product (CFP) assessments to support transparency, consistency, and long-term sustainability planning.



We also align our greenhouse gas management approach with AGC Group climate direction and long-term net zero ambitions. AGC Group has established a greenhouse gas reduction pathway toward net zero emissions by 2050 and uses 2019 as the reference base year for greenhouse gas reduction targets and performance tracking.

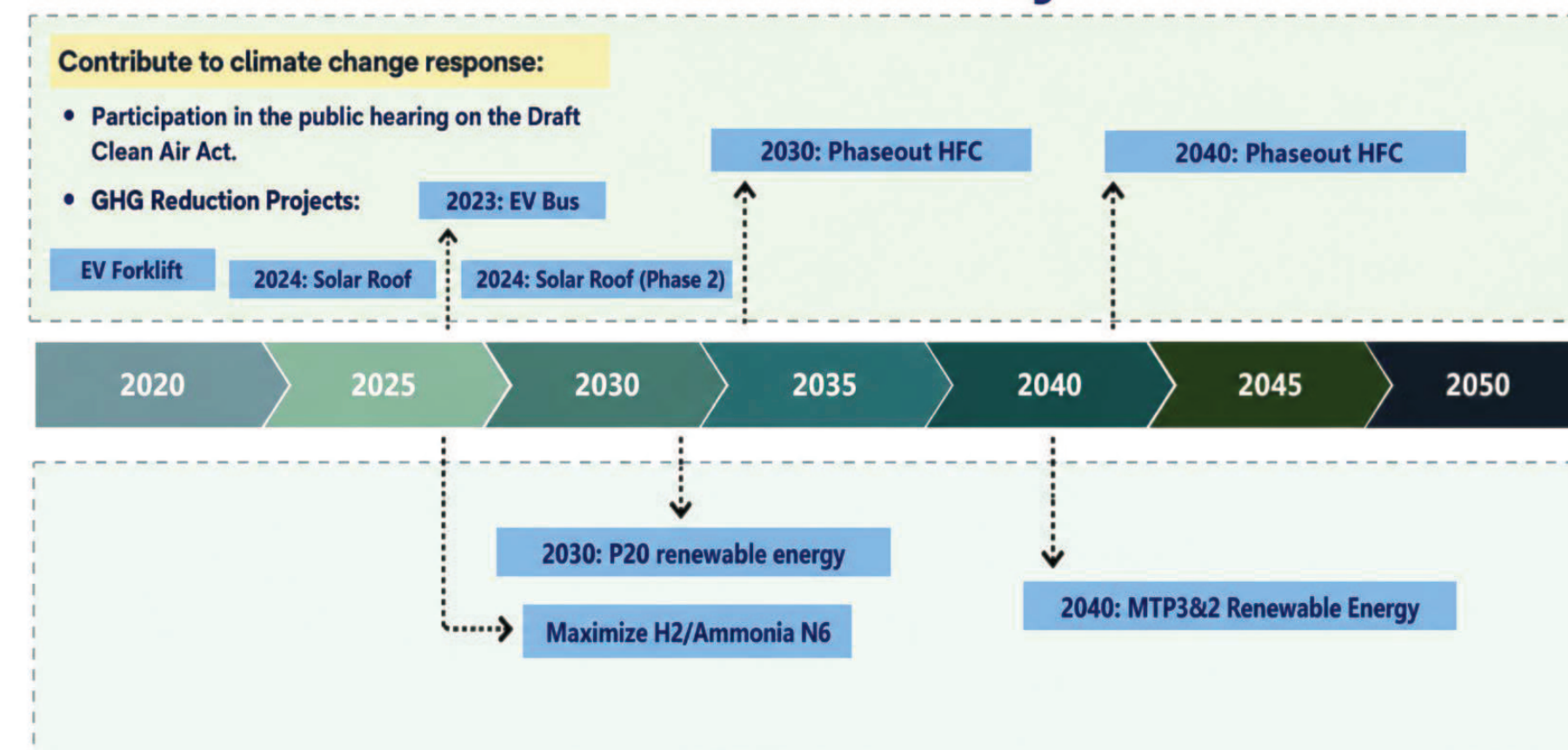


For 2025 environmental performance, we reported:

- 92,176 tCO₂eq of gross Scope 1 emissions
- 977,948 tCO₂eq of gross Scope 2 emissions
- 7,149,460 tCO₂eq of gross Scope 3 emissions
- Total energy consumption of 9,842,764.934 GJ
- Renewable energy consumption of 10,368.16 GJ, representing 0.11% of total energy consumption

In addition, 9.3% of employees received training on specific environmental issues, while 100% of operational sites were assessed on specific environmental risks and maintained environmental certifications such as ISO 14001, EMAS, or ISO 50001.

AVT – GHG Reduction Pathway



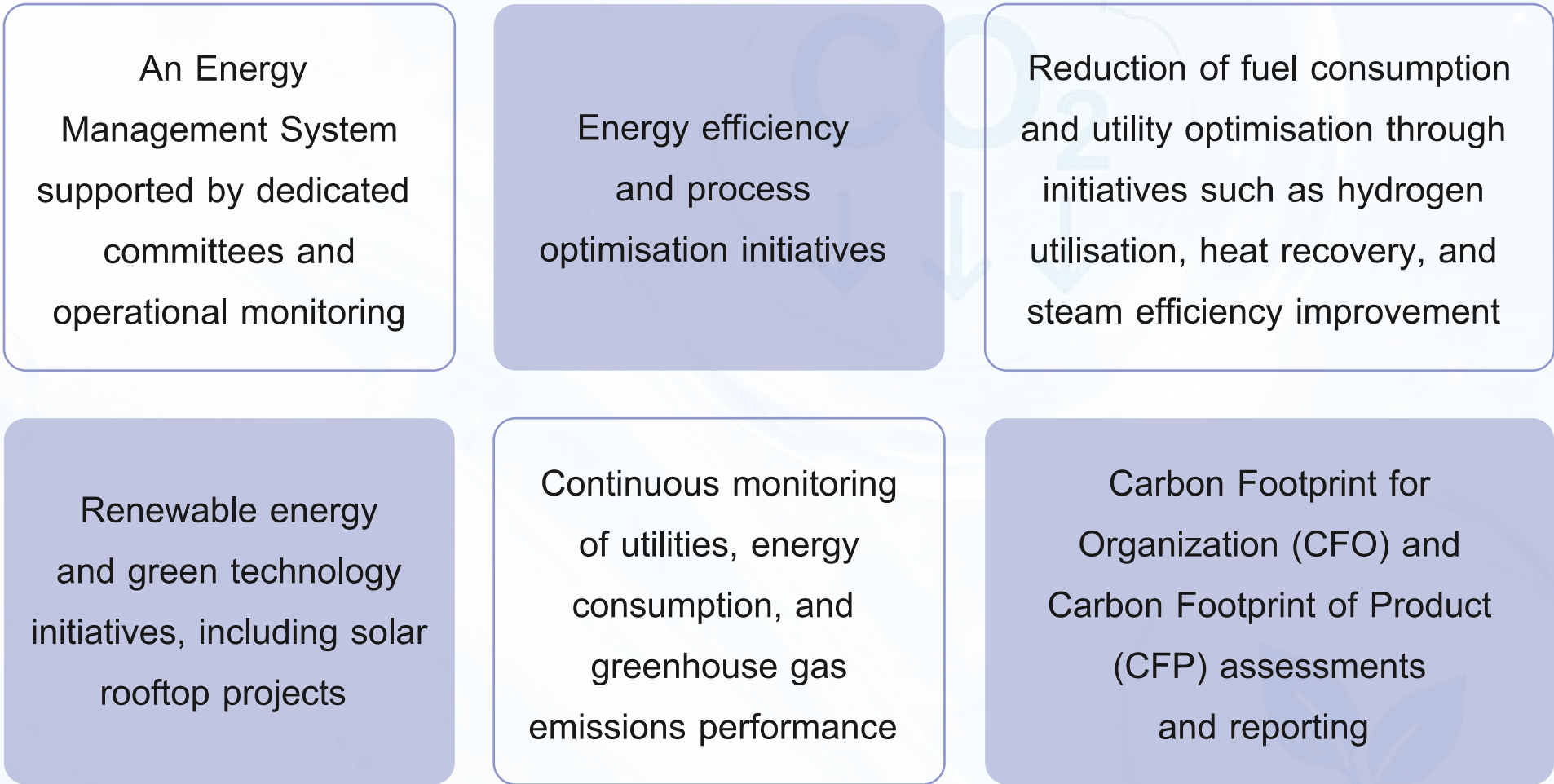
Management Approach

AGC Vinythai recognizes climate change and energy management as important sustainability topics due to the energy-intensive nature of its operations, particularly chlor-alkali production. We manage these topics through energy management and greenhouse gas reduction initiatives supported by dedicated committees, operational controls, and continuous improvement processes. We promote ongoing improvement through evaluation, monitoring, and implementation of projects under a PDCA (Plan-Do-Check-Act) approach.

AGC Vinythai contributes to greenhouse gas emissions primarily through fuel consumption, industrial processes, and purchased electricity used in operations. In 2025, we reported gross Scope 1 emissions of 92,176 tCO₂eq, gross Scope 2 emissions of 977,948 tCO₂eq, and total energy consumption of 9,842,764.934 GJ. We also reported gross Scope 3 emissions of 7,149,460 tCO₂eq.

We are also connected to climate- and energy-related impacts through its value chain, including suppliers, energy providers, and business partners associated with indirect emissions and resource consumption. In addition, AGC Vinythai continues to monitor regulatory developments, stakeholder expectations, and sustainability trends related to climate change, energy efficiency, and low-carbon operations.

To prevent and mitigate climate- and energy-related impacts, AGC Vinythai implements:



We support climate and energy management through operational improvement programmes, continuous monitoring of emissions and energy performance, and regular review of project implementation and operational efficiency. Operational reviews and improvement activities contribute to process optimisation, equipment efficiency improvement, and the integration of energy-saving technologies into operational practices.

AGC Vinythai also promotes employee participation and awareness on environmental and greenhouse gas management through environmental training and awareness programmes for employees and management personnel. Training programmes include GHG awareness and environmental responsibility topics aimed at strengthening understanding and supporting continuous improvement in energy conservation and emissions management practices across the organization. In 2025, 9.3% of employees received training on specific environmental issues.

We conduct Carbon Footprint for Organization (CFO) and Carbon Footprint of Product (CFP) evaluations in accordance with recognized greenhouse gas accounting and reporting approaches, including ISO 14064-1 and related greenhouse gas reporting guidance. AGC Group has also established long-term climate direction toward net zero emissions by 2050, using 2019 as a reference base year for greenhouse gas reduction initiatives and performance tracking.

Policy Commitment

AGC Vinythai recognizes climate change and energy management as critical elements of its sustainability strategy, particularly due to the energy-intensive nature of its operations. We have established clear management directions to reduce greenhouse gas (GHG) emissions, improve energy efficiency, and minimize environmental impacts across its operations.

These commitments are embedded in our Energy Management System and supported by structured governance and performance monitoring. AGC Vinythai sets measurable targets for the reduction of Scope 1 and Scope 2 emissions, continuous improvement of energy efficiency in production processes, and implementation of energy conservation initiatives.

We also commit to advancing low-carbon operations through the adoption of renewable and cleaner energy sources, as well as lifecycle-based carbon management using Carbon Footprint of Organization (CFO) and Carbon Footprint of Product (CFP) methodologies.

These commitments are aligned with applicable regulatory requirements and international climate-related frameworks, supporting the transition toward a low-carbon economy and sustainable resource use. Performance against these commitments is tracked through defined indicators and disclosed periodically to ensure transparency and continuous improvement.

Governance Structure

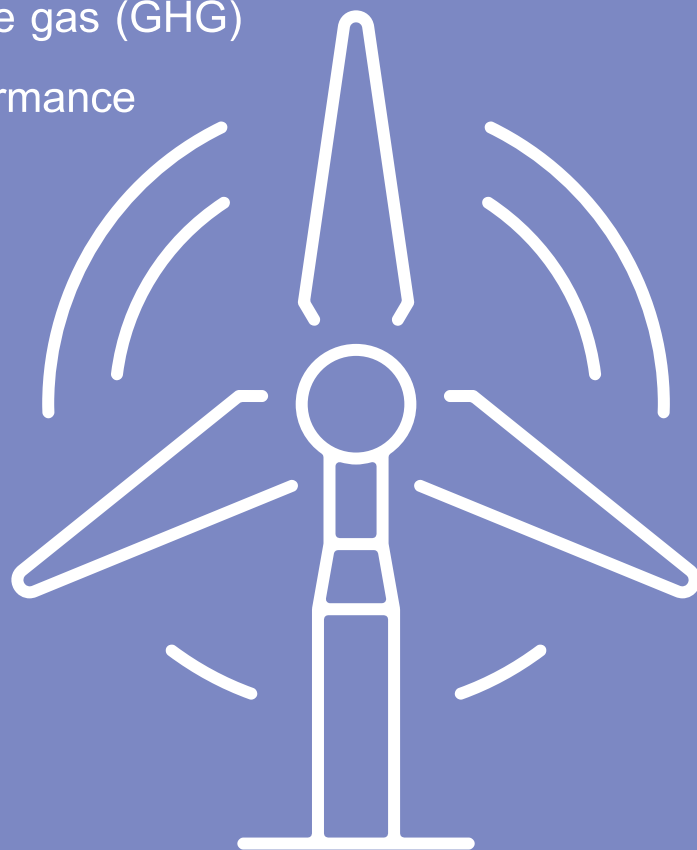
AGC Vinythai manages greenhouse gas (GHG) emissions and energy performance through dedicated committees and operational management processes that support energy conservation, process optimisation, and continuous improvement initiatives. We promote energy efficiency and greenhouse gas reduction through monitoring, evaluation, and implementation of operational improvement projects under its Energy Management approach.

Operational functions support the implementation of energy-saving initiatives, utility optimisation, and process improvement activities, while we monitor GHG emissions and carbon footprint reporting through sustainability and operational management processes. AGC Vinythai also conducts Carbon Footprint for Organization (CFO) and Carbon Footprint of Product (CFP) assessments and reporting to support emissions monitoring, transparency, and long-term sustainability planning.

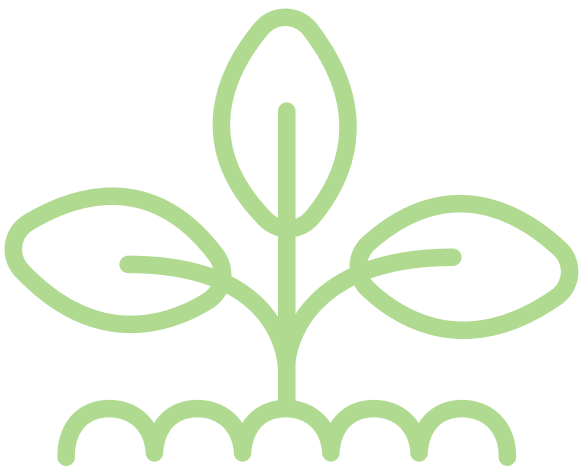
Linkage to Management KPI and Compensation

Environmental and energy performance indicators, including greenhouse gas (GHG) emissions reduction and energy efficiency, are integrated into our performance management system and regularly monitored.

AGC Vinythai discloses the linkage of environmental performance to Executive Key Performance Indicators (KPIs) and compensation metrics, whereby achievement of energy and GHG-related targets is incorporated into management performance evaluation and remuneration decisions.



Functions / Units	Roles and Responsibilities
Energy Management Committee	Responsible for overseeing energy usage across all departments and plants; monitoring and reporting energy performance; ensuring compliance with the Energy Management System; and promoting energy conservation projects to improve energy efficiency and reduce GHG emissions.
Energy Management Committee (Strategic Role)	Develop and drive short-term and long-term initiatives to reduce energy consumption, including implementation of energy conservation projects and promotion of renewable energy and green technologies.
Operational Units / Plants	Collect and report energy consumption data (e.g., electricity and fuel); implement energy efficiency measures and operational improvements; and support execution of GHG reduction initiatives in daily operations.
Environment / Sustainability Function	Monitor environmental performance, including GHG emissions; manage Carbon Footprint for Organization (CFO) and Carbon Footprint of Products (CFP); and support environmental reporting and compliance with regulatory requirements.
Management (Plant / Department Level)	Oversee implementation of energy and emission reduction initiatives; ensure alignment with Energy Management System; monitor performance against targets; and support continuous improvement in energy efficiency and GHG management.



GHG Emissions Reduction Management

Energy Conservation and Reduction of CO₂ in the Manufacturing Process

AGC Vinythai has implemented and promoted systematic measures to reduce greenhouse gas (GHG) emissions through effective energy management and process improvement across its manufacturing operations. **Key action include:**

- 1 **Energy usage & GHG emission internal monitoring and control:** focus on our three main utilities following scope 1 (Direct: for natural gas (NG) and scope 2 (Indirect: for electricity and steam);
- 2 **Carbon footprint declaration:** focus on GHG emissions. AGC Vinythai received a Carbon Footprint Product (CFP) certificate (all plants) and Carbon Footprint Organization (CFO) Certificate (validation data on 2021) from Thailand Greenhouse Gas Management Organization (TGO).

To support GHG emission reduction, AGC Vinythai promotes energy conservation activities throughout the production process. These initiatives are closely linked to emissions reduction and include simplifying exhaust gas treatment by transitioning from heavy oil to natural gas or from natural gas to hydrogen, improving production efficiency through total oxygen combustion and other advanced techniques, conducting utility related energy conservation assessments, and initiating the installation of solar power systems.

AGC Vinythai continuously implements energy reduction initiatives with the objective of reducing GHG emissions. The Energy Management Committee provides employees with foundational knowledge on energy conservation and climate related practices. Operational improvement ideas are subsequently gathered through structured brainstorming sessions across departments.

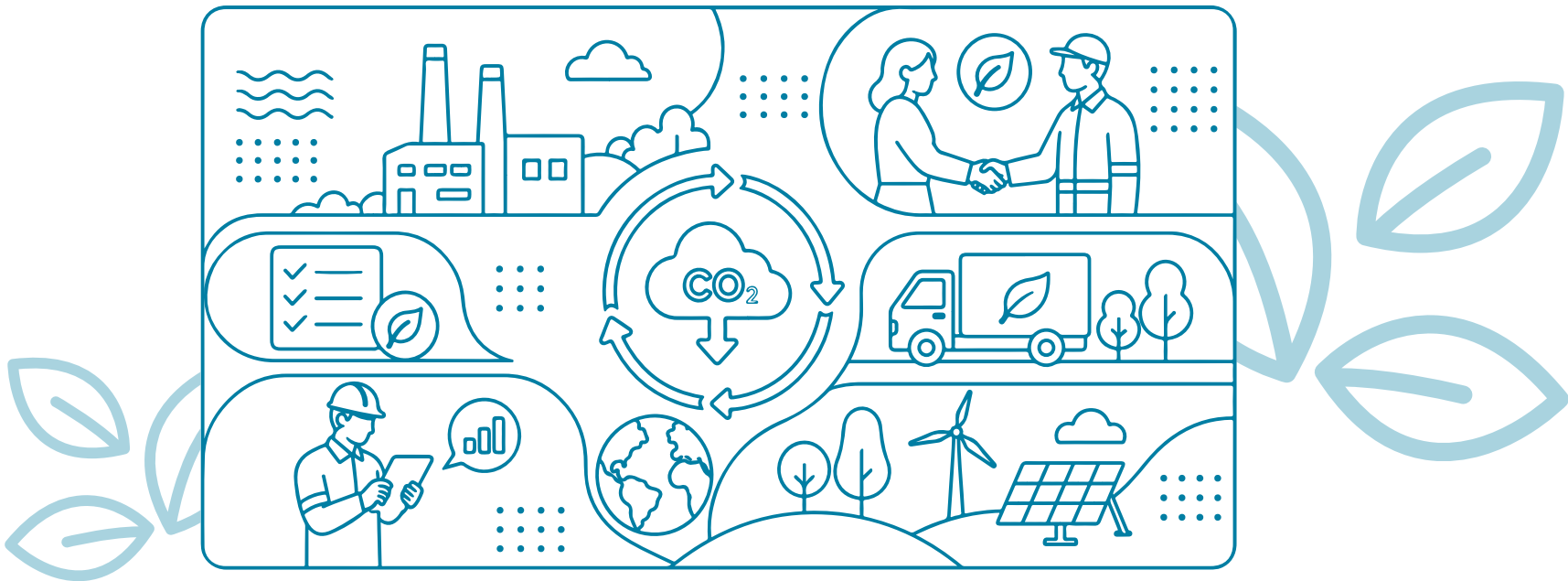
All proposed initiatives are systematically screened, investigated, and developed into technical implementation plans using the Plan Do Check Act (PDCA) approach. These plans are aligned with our GHG emission reduction targets for 2030. Through continuous evaluation and improvement, AGC Vinythai remains committed to applying the most effective solutions in its transition toward a low carbon and sustainable business.

GHG Emissions in Supply Chain

AGC Vinythai manages greenhouse gas (GHG) emissions across its value chain by engaging suppliers, contractors, and business partners in environmental and energy management practices aligned with our sustainability approach. We encourage suppliers to adopt responsible practices, including energy efficiency and environmental compliance, as part of its supplier engagement and communication processes. Environmental performance is considered in supplier selection and evaluation, with emphasis on compliance and responsible operations, although no explicit quantitative GHG intensity criteria are disclosed.

We support emission reduction across the value chain through operational collaboration, such as promoting efficient resource use, environmentally responsible logistics, and alignment with its Energy Management System. In addition, AGC Vinythai applies a lifecycle-based approach through Carbon Footprint for Organization (CFO) and Carbon Footprint of Products (CFP) to assess and manage emissions from upstream and downstream activities, helping identify opportunities for reduction.

Suppliers, contractors, and partners play an important role in influencing our overall environmental performance, as their activities contribute to energy use and emissions within the value chain. We engage these stakeholders through policy communication, integration into operational practices, and participation in improvement in initiatives, thereby supporting continuous improvement in GHG emission management and overall sustainability performance.



Act on Climate Change

AGC Vinythai is in an energy intensive industry. The company put utmost efforts to reduce greenhouse gas (GHG) emissions across its entire product lifecycle, from procurement through production, sales, logistics, consumption, and disposal, and contribute towards the realization of a sustainable society. The company issued new integrated Energy Conservation Policy to comply with Ministry of Energy regulation.



GHG Emissions Inventory

AGC Vinythai manages its greenhouse gas (GHG) inventory through a structured monitoring and control process under its Energy Management System. Emissions are tracked across key utility streams, with Scope 1 covering direct emissions from fuel use and industrial processes, and Scope 2 covering indirect emissions from purchased electricity and steam. In addition, we apply a lifecycle approach through Carbon Footprint for Organization (CFO) and Carbon Footprint of Products (CFP), enabling GHG data management at both organizational and product levels. We also disclose Scope 1, Scope 2, and Scope 3 emissions, together with energy consumption data, indicating that the inventory is compiled and updated on at least an annual basis for performance monitoring and reporting.

GHG emissions are calculated using structured internal systems and recognized carbon footprint methodologies based on activity data. While detailed specifications of accounting boundaries, emission factor sources, global warming potential (GWP), and base year methodology are not explicitly disclosed, the approach ensures consistency in tracking emissions over time. Scope 3 emissions are reported at an aggregate level, supported by a lifecycle perspective across the value chain, although detailed categorization and data collection methodologies are not explicitly specified.

To ensure data credibility, we have obtained **Carbon Footprint for Organization (CFO)** certification and **Carbon Footprint of Products (CFP)** certification, supporting the reliability of its emissions data. However, there is no explicit disclosure of third-party verification under standards such as ISO 14064-3 or ISAE 3410. Overall, AGC Vinythai maintains a structured and transparent GHG inventory process, with performance disclosed publicly to support continuous improvement in climate and energy management.

Climate Change Action Plan and Implementation

AGC Vinythai implements a structured Climate Change Action Plan across short term and long term horizons to reduce GHG emissions, improve energy efficiency, and transition toward lower carbon operations. This plan is guided by our Energy Management System and supported by governance, monitoring, and continuous improvement mechanisms. AGC Vinythai adopts a phased approach to climate action:



Short-term actions:

Energy efficiency improvement, process optimization, and implementation of energy conservation projects



Long-term actions:

Expansion of renewable energy, adoption of cleaner technologies, and transition toward low-carbon operations

A lifecycle approach is also applied through Carbon Footprint for Organization (CFO) and Carbon Footprint of Products (CFP) assessments to support systematic measurement of GHG emissions, inform decision making, and guide emission reduction planning across the value chain. To enable effective implementation, AGC Vinythai allocates financial and technical resources, including investments in technology upgrades, energy conservation projects, and low carbon solutions aligned with its climate objectives.

GHG emissions are reduced through multiple technical measures, including fuel optimization and increased use of cleaner energy sources, maximization of hydrogen utilization to reduce reliance on natural gas, process improvements and heat recovery systems, and adoption of renewable energy such as solar power projects. Employee training programs are conducted to enhance awareness, knowledge, and capability in energy conservation, climate change mitigation, and environmentally responsible practices, supporting effective implementation at the operational level.

GHG emissions and energy consumption are monitored under the Energy Management System through internal monitoring, review, and verification processes. Internal reviews and audits are conducted to ensure data accuracy, regulatory compliance, and continuous improvement. Relevant GHG emissions and energy performance information is disclosed through our Annual Report and sustainability related disclosures to ensure transparency and accountability.

AGC Vinythai continuously strengthens its climate actions by evaluating project performance, identifying gaps, and integrating lessons learned into future operational planning and implementation. This continuous improvement approach enhances the effectiveness of GHG emissions management and supports our long term sustainability and low carbon transition objectives.

ENERGY MANAGEMENT

AGC Vinythai has established an Energy Management Committee to support monitoring and improvement of energy consumption efficiency across production processes and operational activities. We manage energy performance through energy conservation initiatives, operational monitoring, and continuous improvement activities under its Energy Management approach.

The responsibilities of the Energy Management Committee include monitoring, reviewing, and supporting implementation of energy efficiency and greenhouse gas (GHG) reduction initiatives, as well as promoting continuous improvement in energy management and operational performance. We also promote compliance with applicable regulations, standards, and internal management approaches related to energy and environmental performance.

Energy reduction measures

We implement energy reduction initiatives through operational improvement, process optimisation, and technology improvement projects.

Efficiency improvement initiatives

- Relocation and re-membraning of ageing electrolyzers
- Increased hydrogen utilisation in PVC drying units to reduce natural gas consumption
- Reduction of steam consumption through heat recovery and process optimisation
- Replacement of air conditioning systems across buildings

Technology improvement initiatives



- Steam let-down systems for electricity generation
- Upgrading brine treatment technology
- Replacement of steam traps with venturi technology

AGC Vinythai integrates energy conservation with greenhouse gas management initiatives. Energy usage and greenhouse gas emissions are monitored and managed internally, with key focus areas including Scope 1 emissions associated with fuel consumption and Scope 2 emissions associated with purchased electricity and steam.

We promote carbon footprint management through Carbon Footprint for Organization (CFO) certification and Carbon Footprint of Product (CFP) reporting and certification activities. AGC Vinythai received Carbon Footprint for Organization certification in accordance with recognized standards and related greenhouse gas management guidance.

Energy conservation initiatives are integrated into operational activities through utility optimisation, process improvement, renewable energy initiatives, and installation of solar energy systems. We also promote energy efficiency improvement through TPM and continuous improvement programmes.

Energy management system and continuous improvement

Energy management is supported through operational monitoring, energy performance review, and continuous improvement activities. We regularly review energy consumption, greenhouse gas emissions, and operational performance to identify opportunities for process optimisation and efficiency improvement. Results are disclosed through sustainability performance indicators and operational metrics.

Employee awareness and environmental training programmes are conducted to support implementation of energy conservation and greenhouse gas management initiatives across the organization. In 2025, 9.3% of employees received training on specific environmental issues.

Operational reviews and continuous improvement activities support ongoing enhancement of energy efficiency, operational performance, and environmental management practices across the Company.



Key Performance

GHG Emissions Reduction Action



Environmental Management: Maintained ISO 14001 certification, achieved Green Industry Level 3 and Level 4, IEAT Excellent (White Flag Green Star), zero environmental complaints, and strengthened waste and VOC management.



Resource Efficiency: Improved energy and steam efficiency, reduced logistics emissions, recycled water, and brine, and utilized hydrogen by product as an alternative energy source.



Climate Action: Implemented energy conservation projects, installed a 2.2 MW rooftop solar system reducing over 1,200 tCO₂/year, optimized fuel use, upgraded equipment, and enhanced employee GHG awareness and engagement.

Energy Consumption Reduction Action

In 2025, AGC Vinythai continued implementing energy efficiency initiatives and operational improvement activities to support energy conservation and optimization of energy use across production processes and operations. Total energy consumption was reported at 9,842,764.934 GJ. Energy performance is monitored through operational monitoring and energy management processes under our Energy Management approach.

Employee engagement was supported through environmental and energy-related awareness programmes. In 2025, 9.3% of employees received training on specific environmental issues, supporting awareness and participation in energy conservation and environmental management practices.

We also promoted renewable energy utilisation, with total renewable energy consumption of 10,368.16 GJ, representing 0.11% of total energy consumption. These initiatives support AGC Vinythai’s ongoing efforts in energy efficiency improvement and environmental management.

GHG Emissions Reduction Performance (2025)

In 2025, AGC Vinythai continued implementing greenhouse gas (GHG) management initiatives through energy efficiency improvement, operational optimization, and process improvement activities. We reported gross Scope 1 emissions of 92,176 tCO₂eq and gross Scope 2 emissions of 977,468 tCO₂eq, supported by ongoing energy conservation and operational improvement initiatives across production processes and utilities management.

Employee engagement was strengthened through environmental and climate-related awareness and training programs. We conducted environmental and greenhouse gas (GHG) awareness activities for employees and management personnel to enhance understanding of climate change, environmental responsibility, energy conservation, and greenhouse gas management practices. In 2025, 9.3% of employees received training on specific environmental issues, supporting awareness and participation in environmental and emissions management initiatives across the organization.

We continue to focus on greenhouse gas management through operational efficiency improvement, energy management initiatives, renewable energy activities, and continuous improvement programs. Key initiatives include energy efficiency improvement, hydrogen utilization, heat recovery and process optimization, renewable energy projects, and carbon footprint management activities through Carbon Footprint for Organization (CFO) and Carbon Footprint of Product (CFP) assessments and reporting.



Project Highlight

Project name	Project description	Project target	Performance (quantitative)
Continuous Equipment and Process Improvement	Regular monthly evaluations of equipment and processes, supported by budget approvals, to enhance operational efficiency and reduce energy consumption.	Improve energy efficiency and operational performance across production processes.	Ongoing; energy and efficiency improvements tracked via internal performance reviews.
Lean and Six Sigma Energy Efficiency Program	Application of Lean and Six Sigma methodologies to identify inefficiencies, reduce energy consumption, and increase production efficiency.	Reduce energy intensity and minimize process losses.	Measured through internal energy performance indicators; quantitative results under continuous monitoring.
TPM with ME Plus Model	Implementation of Total Productive Maintenance (TPM) with ME Plus Model to improve equipment reliability and minimize losses at all production stages.	Increase production efficiency and reduce downtime and energy losses.	Ongoing; improvements monitored through equipment performance and loss reduction metrics.
Renewable Energy Investment – Solar Rooftop Project	Investment in renewable energy through installation of rooftop solar photovoltaic systems.	Increase renewable energy share and reduce Scope 2 GHG emissions.	Installed solar rooftop capacity; CO ₂ emission reduction quantified annually (refer to renewable energy performance data).
Recycled Materials Feasibility Program	Study and pilot trials to assess the use of recycled materials in production processes.	Introduce recycled materials to support sustainable product development.	Under evaluation; pilot trials conducted (quantitative results pending).

Project Highlight

Project name	Project description	Project target	Performance (quantitative)
Carbon Capture Technology Exploration	Research and exploratory assessment of carbon capture and storage technologies for future application.	Identify feasible carbon capture solutions to mitigate operational emissions.	Research phase; no quantitative performance reported to date.
Climate & Energy Training and Awareness Program	Training and awareness sessions to enhance employee understanding of energy conservation and GHG reduction.	Improve employee capability and engagement in emission reduction initiatives.	Number of training sessions and employee participation tracked annually.
Employee Innovation Competitions	Platforms and criteria established to encourage employee driven innovations supporting emission reduction and efficiency improvement.	Generate innovative solutions for energy and emissions reduction.	Number of ideas submitted and implemented tracked annually.

Chapter 5 :

PRODUCT STEWARDSHIP



CHAPTER 5: PRODUCT STEWARDSHIP



[GRI 3-3, 306, 416, 417]



Importance

Product Stewardship is a key component of AGC Vinythai’s sustainability strategy, integrating environmental protection, customer health and safety, human rights, and regulatory compliance throughout the product lifecycle. As a chemical manufacturer, we recognize that its products may create environmental, health, and safety impacts during manufacturing, transportation, use, storage, and disposal.

To address these risks, AGC Vinythai applies a proactive and lifecycle-based approach to product management, focusing on safe product use, hazardous substance control, transparent hazard communication, and responsible end-of-life management. We also support customers through Safety Data Sheets (SDS), product labeling, technical guidance, and customer safety programs to promote responsible handling and reduce operational risks across the value chain.

Through continuous improvement in product safety, lifecycle impact management, and regulatory compliance, AGC Vinythai aims to minimize environmental impacts, strengthen stakeholder trust, and support sustainable business growth.



Targets and Performance

Target	Long-term Target (2030)	2025 Target	2025 Performance
Safety Data Sheet (SDS) availability and regulatory compliance	100%	100%	100%
No significant claim of health and safety violations both from the use of products, and service information on product labels	0	0	1*
Reduction of hazardous substances (e.g., SVHC)	Continuous reduction	Implement per plan	Ongoing implementation

**In 2025, one incident involving missing hazard labels was identified, resulting in regulatory non-compliance and temporary delivery delays. No customer claim was filed. Following the incident, corrective actions were implemented to enhance labeling verification procedures and strengthen compliance control processes to prevent recurrence.*

Management Approach

AGC Vinythai's Product Stewardship Management System (PSMS) is a dynamic and evolving framework that continuously integrates new regulatory requirements and addresses additional potential risk causes. The PSMS is designed to identify, prioritize, review, and manage all health, safety, environmental, regulatory, legal, supply chain, and commercial risks associated with a product's manufacture, distribution, and sale. Our PSMS embodies the following core requirements:

Regulatory Compliance Management

Ensuring rigorous compliance with all local and international regulatory requirements for all products and applications, while maintaining a consistent global approach.

Product Safety Management

Comprehensive management encompassing product composition and hazard information, intended uses and exposure, risk assessment, value chain communication, and a stringent management of change process.

Continuous Improvement

Establishing clear requirements for the development and implementation of improvement plans to continuously enhance the effectiveness and reach of our product stewardship management system.



Policy Commitment

AGC Vinythai ensures that Product Stewardship is embedded across its operations and value chain. We remain dedicated to continuously improving its practices to reduce environmental impacts, safeguard customer health and safety, and support sustainable development.

PS Policy on Product Stewardship management

Main specific product stewardship requirements

- Implement a "Product Stewardship Management System" and carry out a PS program.
- Ensure a comprehensive understanding of each product's hazards, risks and impacts related to all life cycle steps and intended application (with a dedicated approach on applications in direct connection to health such as food and healthcare).
- Manage product knowledge to comply with local requirements on product information and provide all necessary information to all stakeholders concerned helping them to comply with their own risk management and product safety obligations.
- Ensure and monitor that SDS (Safety Data Sheets) are sent to customers revised at least every 3 years, for all products they put on the market.
- Identify substances of very high concern in their activities, update risk studies and strive to substitute them with safer alternatives that are technologically equivalent and socio-economically sustainable.

What is key messages / actions



Leadership and commitment



Product life cycle & Product Risk management



Product & Regulation compliance and communication to key stakeholders



Product safety information and communication to key stakeholders



SVHC identification and management



Operational processes

Product Stewardship Management System (PSMS)

Umbrella process

CO-MN-HSE-PS-1-PSMS referencial (Manual)

Product Safety Management Process (PSMP)

CO-PR-HSE-PS-1

Health Care Risk Management (HCRM)

CO-PR-HSE-PS-2

- REACH / REACH-like documents / Registrations / Notifications
- Product Regulatory Watch

Management of Safety Data Sheet (SDS)

CO-PR-HSE-PS-5

Management of Substances of Very High Concern

- CO-PR-HSE-PS-3 Risk control for the market product contain SVHC
- CO-PR-HSE-PS-4 Risk control for use of Substances of Very High Concern (SVHCs) or Substances Requiring Attention (SRA) and Risk assessment and Analysis of Safer Alternatives (ASA)

Governance Structure

Functions	Roles and Responsibilities
Board of Directors	Provides strategic oversight on sustainability-related product stewardship risks, customer health and safety expectations, regulatory compliance, and continuous improvement direction. Reviews significant product incidents, major compliance risks, and annual stewardship performance.
Executive Management / Plant Management	Oversees implementation of the Product Stewardship Management System (PSMS), approves annual objectives and targets, allocates resources, and ensures cross-functional execution of improvement plans, including lessons learned from incidents.
Product Stewardship committee/ Regulatory Affairs	Leads PSMS implementation, product risk governance, SDS lifecycle management, SVHC and hazardous substance compliance, REACH and chemical regulatory monitoring, product labelling requirements, and customer product safety communication. Coordinates annual action plans and compliance updates.
EHS (Environment, Health, and Safety)	Oversees hazardous chemical risk control, emergency preparedness, dangerous goods compliance, incident investigation, workplace and customer health and safety risk prevention, and chemical spill response planning. Supports hazardous shipment verification controls.
Quality Control (QC)	Manages product specification control, product traceability, management of change, complaint investigation, corrective and preventive actions, and recall readiness. Supports verification of product labels and packaging information accuracy.
Supply Chain / Logistics / Warehouse	Responsible for hazardous goods storage, label verification before shipment, transport compliance, dangerous goods documentation, dispatch control, and coordination of corrective actions for shipment non-compliance cases.
Customer Technical Service	Provides customer product safety training, on-site visits, application suitability review, customer risk assessments, safe handling guidance, and feedback collection from customers. Supports product stewardship awareness and correct product use.
Commercial / Sales / Customer Service	Ensures customers receive SDS, updated hazard communication, product use guidance, recall notifications where relevant, and complaint escalation to responsible technical teams.
Manufacturing / Production	Implements operational controls for hazardous substances, supports product quality consistency, manages process change risks, and ensures safe product formulation and packaging at source.
Internal Audit / Compliance	Periodically reviews PSMS implementation effectiveness, regulatory compliance controls, action plan closure, and lessons learned integration into procedures.

Materials Management

AGC Vinythai manages materials and raw materials through a resource-efficiency and circular economy approach aimed at reducing waste generation, minimizing environmental impacts from waste, and improving material productivity throughout the product life cycle. We continuously improve production efficiency through process optimization, product design enhancement, and technology applications to reduce raw material and chemical consumption while maintaining product quality and output. This enables AGC Vinythai to produce the same volume of products using lower material input or increase production volume with the same level of material use, thereby reducing waste generation from manufacturing processes and supporting efficient resource utilization. These initiatives are particularly important for our chlor-alkali, PVC, and biochemical operations.

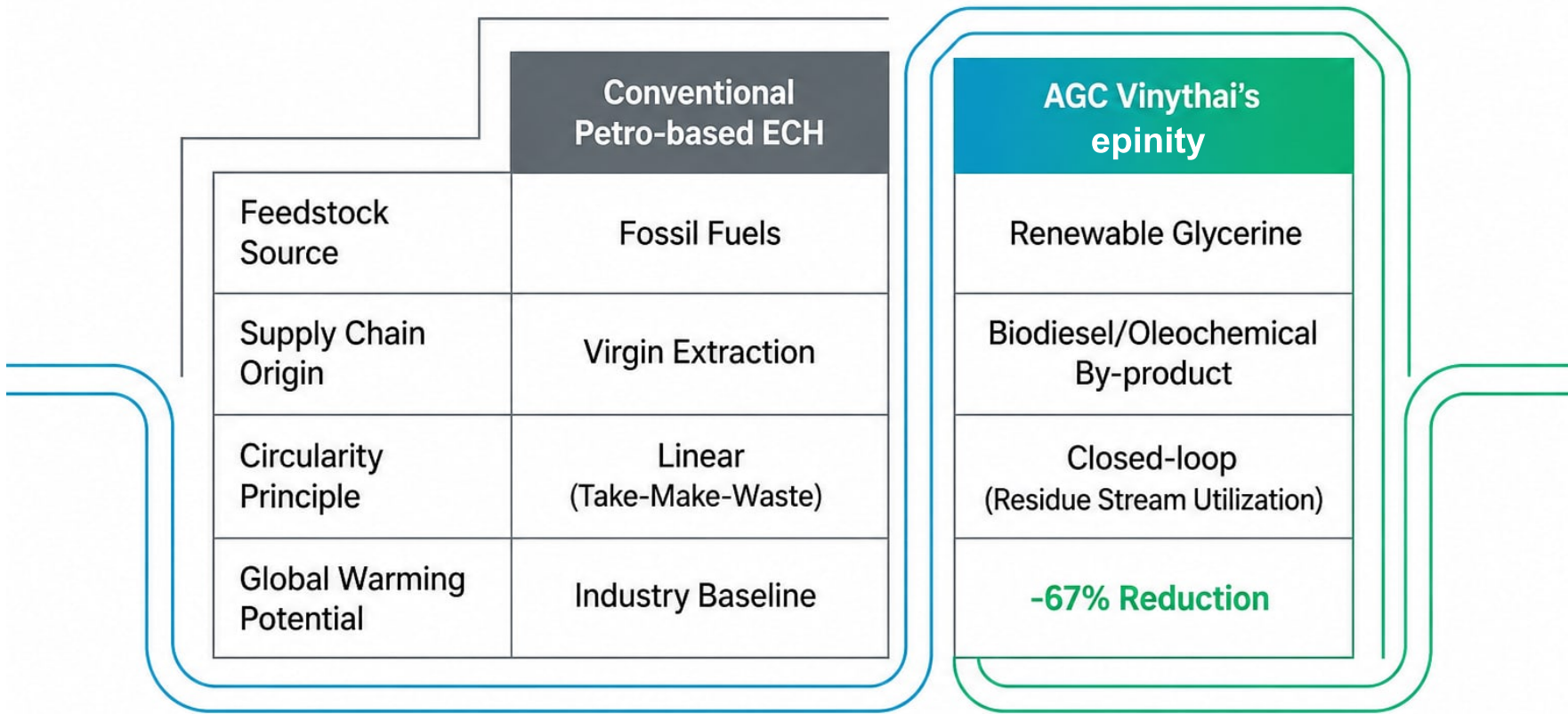
A key focus area is the effective reuse of materials and process inputs wherever technically feasible. This includes optimization of solvent use, recovery of usable residual materials, reduction of off-spec generation, and evaluation of opportunities to return suitable by-products or recovered materials into the production cycle. Through these initiatives, we strengthen circular material flows, reduces dependence on virgin raw materials, and lowers the environmental burden associated with waste disposal.

AGC Vinythai also advanced the use of environmentally preferable and renewable feedstocks through its bio-circular product portfolio. A notable example is **epinity**, AGC Vinythai’s **100% bio-based Epichlorohydrin (ECH)** produced from renewable glycerine derived from vegetable oil, which is a by-product of biodiesel and oleochemical production. This feedstock selection helps utilize residue streams from other industries, supports circular economy principles, and reduces waste leakage from upstream value chains.

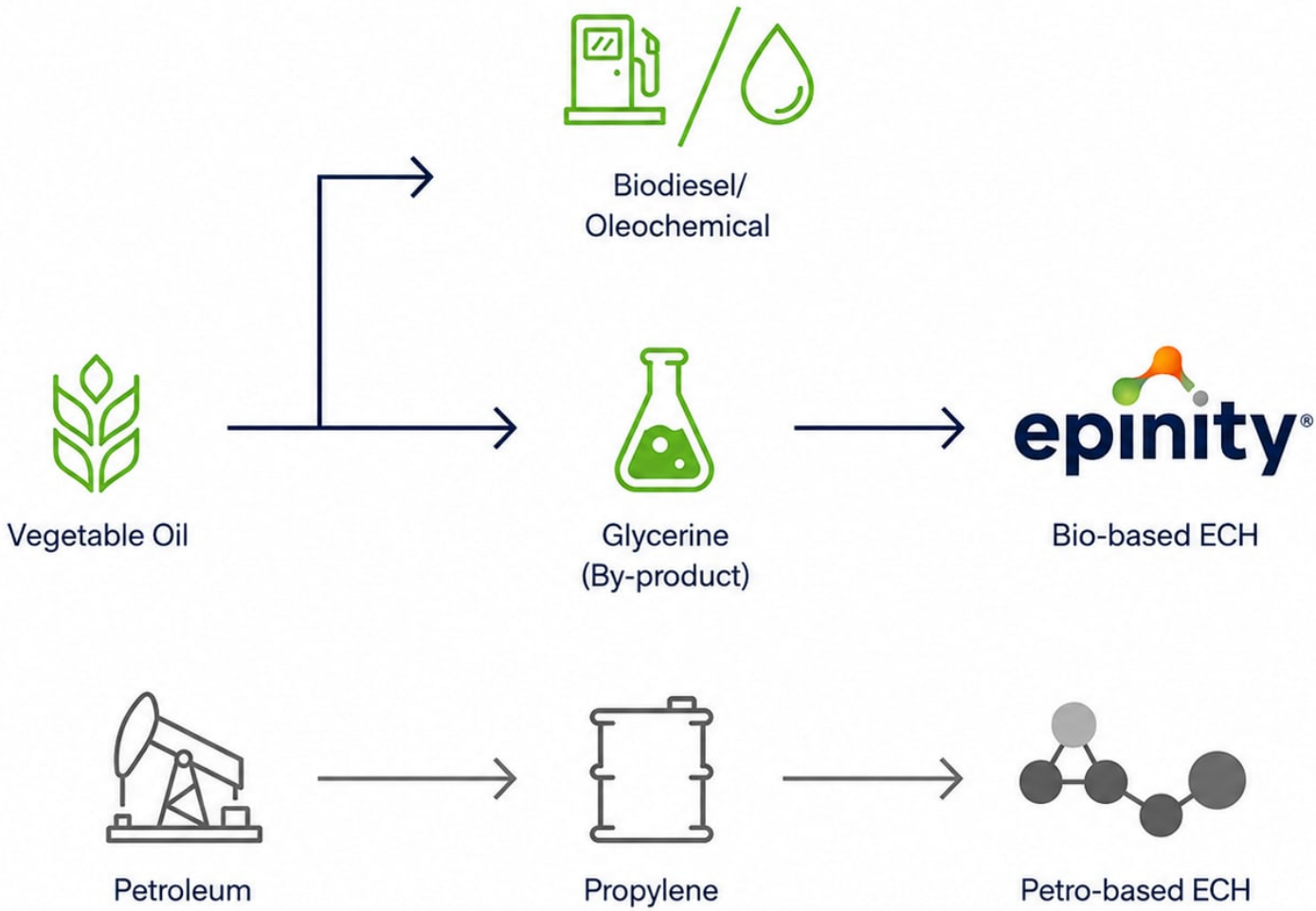
According to our comparative Life Cycle Assessment (LCA), epinity demonstrates up to 67% lower Global Warming Potential (GWP) compared with conventional petro-based ECH. This reflects the environmental benefits of selecting renewable and bio-based raw materials that reduce fossil resource dependence while supporting downstream customers in lowering product carbon footprint.

In line with AGC Vinythai’s sustainability direction, we continues to evaluate opportunities to incorporate lower-impact, renewable, recycled, or bio-based materials into its product portfolio, particularly for chemical products that can help downstream industries reduce fossil resource consumption, improve circularity, and minimize waste generation throughout the value chain.

The Epichlorohydrin Paradigm Shift



epinity’s value chain





Hazardous Substance and Chemical Product Management

AGC Vinythai manages hazardous substances and chemical products through its **Product Stewardship** Management System (PSMS), which serves as a robust lifecycle governance framework for identifying, assessing, prioritizing, and controlling health, safety, environmental, regulatory, legal, supply chain, and commercial risks associated with chemical products. The framework is continuously strengthened through the integration of evolving regulatory requirements, scientific developments, and emerging risk scenarios to ensure effective management across the full product lifecycle.

We apply stringent controls for the classification, labelling, storage, handling, and transportation of hazardous substances in accordance with the Globally Harmonized System (GHS) and the United Nations Recommendations on the Transport of Dangerous Goods (UNTDG). Product labels are designed to clearly communicate hazard pictograms, safe handling requirements, storage conditions, transport classifications, first-aid measures, and disposal precautions, thereby supporting safe use throughout the value chain. For high-risk dangerous goods such as Epichlorohydrin (ECH), we require customer-site unloading and storage safety self-assessments prior to first delivery. In addition, the Technical Marketing team conducts voluntary on-site safety reviews to validate alignment with our safe handling requirements and further strengthen downstream risk prevention.

AGC Vinythai maintains a proactive global regulatory compliance program to ensure adherence to all applicable chemical regulations and market requirements, including REACH (European Union), UK REACH, K-Korea, and KKDIK (Turkey). Relevant ECHA registration obligations, pre-registrations, exemptions, and substance status updates are continuously monitored under the PSMS regulatory governance process to ensure both local compliance and global consistency across product applications and markets.

A core element of our hazardous substance management approach is the structured governance of Substances of Very High Concern (SVHCs) across products and raw materials. Hazard and SVHC-related information is communicated to customers through Safety Data Sheets (SDS) provided at first delivery, revised SDS following significant modifications, product labels and hazard symbols, application-specific technical guidance, and safe-use, storage, and transport instructions. Customer advisory support is also provided for controlled-use conditions. SDS are maintained for all products, reviewed at least every three years, available in approximately 30 languages, and supported by country-specific versions for more than 50 countries, reinforcing effective hazard communication across global markets.

We further strengthen safe chemical management through continuous employee training and awareness programs covering Product Stewardship principles, SVHC management, Dangerous Goods requirements under UNTDG, GHS classification and labelling, hazardous substance laws and chemical regulations, as well as spill response and emergency preparedness. These competency-building initiatives support consistent and safe practices across production, warehousing, logistics, quality assurance, and customer technical support functions.

AGC Vinythai continuously evaluates opportunities to avoid or reduce the use of harmful chemicals in product development wherever technically feasible. This includes the selection of lower-hazard process chemicals, safer solvent systems, reduced-toxicity alternatives, renewable and bio-based feedstocks, and residue-derived raw materials. A notable example is the use of renewable glycerine in epinity bio-based ECH, which contributes to reduced hazardous waste generation, lower lifecycle impacts, and improved circularity across the chemical value chain.

Hazardous residue generation is minimized through process optimization, solvent recovery, off-spec reduction, and raw material efficiency improvement. Residues are managed through controlled segregation, secure storage, and transfer to licensed treatment and disposal providers. Where technically feasible, we further reduces the toxicity or hazardous characteristics of residues prior to final disposal in order to minimize environmental and human health risks.

To prevent chemical releases from production and logistics operations, AGC Vinythai applies multiple engineering and operational safeguards, including secondary containment systems, leak detection and preventive maintenance, warehouse segregation controls, spill kits and response tools, emergency response drills, incident investigation and corrective and preventive actions, as well as dispatch verification checkpoints for dangerous goods. We also continuously monitor legal and international requirements to reduce or phase out Persistent Organic Pollutants (POPs), mercury-containing substances, and other high-concern chemicals where applicable. Emergency preparedness measures cover chemical spills, solvent leakage, transportation incidents, and accidental release scenarios, supported by trained response teams, documented procedures, and periodic drills to ensure operational readiness and minimize environmental impacts.



Product Labeling

AGC Vinythai manages product labeling through its Product Stewardship Management System (PSMS) to ensure that all customer-facing product information is accurate, consistent, legally compliant, and aligned with the intended use of each product across its lifecycle. Our labeling management framework focuses on the development, review, approval, and periodic revision of labels, Safety Data Sheets (SDS), technical data sheets, and product application guidance to support transparent communication with customers and downstream users. This framework is designed not only to meet regulatory requirements, but also to strengthen customer understanding of product specifications, safe use conditions, storage requirements, and end-of-life handling.

We require product labels and supporting documentation to **clearly communicate key information relevant to customer decision-making and responsible product use**. Depending on product type and application, this includes product identity, grade and specification, composition or substance information, key feedstock origin for certified renewable or bio-circular products, intended applications, safe operating conditions, storage requirements, shelf-life considerations, first-aid information, spill response guidance, and disposal instructions. For products marketed with sustainability attributes, such as epinity bio-based Epichlorohydrin, labeling and technical documentation also include traceability and certification-related information to support transparent sustainability claims and customer confidence in responsible sourcing.

A key objective of our labeling management approach is to support correct product selection and misuse prevention. Product labels, technical manuals, and application guidance are therefore designed to help customers select the appropriate grade and apply products only within validated operating conditions. This is particularly important for products supplied in multiple grades or purity specifications, such as chlor-alkali products, PVC resins, and Epichlorohydrin, where inappropriate substitution, incorrect storage, or unintended use may affect product performance, customer safety, or downstream regulatory compliance. Through clear labeling, grade identification, and technical service support, we help minimize risks associated with misapplication and unintended product use.

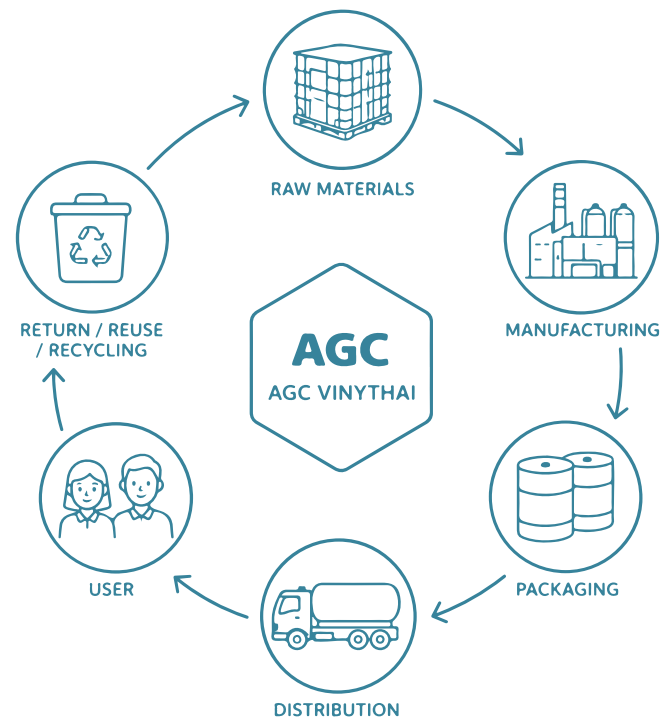
We also use product labeling as a key channel to communicate storage, preservation, and lifecycle efficiency information. **Customers are provided with clear instructions on storage temperature, segregation requirements, containment conditions, shelf-life limits, and handling precautions to preserve product quality and reduce the likelihood of degradation, leakage, contamination, or environmental release.** For products supplied in returnable tanks, cylinders, drums, or reusable packaging systems, labeling and accompanying manuals also include instructions for return logistics, residue management, container cleaning, and safe preparation for reuse or recycling, thereby supporting circular use of packaging materials and reduction of waste generation.

End-of-life information forms another important element of AGC Vinythai's product labeling management process. Where applicable, labels and supporting documents communicate requirements for the return, recycling, recovery, treatment, or safe disposal of product residues, packaging materials, contaminated containers, and off-spec products. This helps customers manage materials responsibly at end of use, reduce landfill disposal, prevent residual chemical leakage into the environment, and support resource circularity throughout the value chain.

To maintain the quality and relevance of customer-facing information, **AGC Vinythai subjects labels and SDS to formal review and revision controls under the PSMS management of change process.** SDS are provided for all products, distributed at first delivery and upon significant modification, reviewed at least every three years, available in approximately 30 languages, and supported by country-specific versions for more than 50 countries. This systematic review process ensures that product labels and supporting documents remain aligned with regulatory updates, product formulation changes, customer application needs, and evolving sustainability requirements across global markets.

Product Life Cycle Management

AGC Vinythai manages product-related environmental impacts through a **life cycle management approach embedded within its Product Stewardship Management System (PSMS)**, covering product design, manufacturing, customer use, and end-of-life management. Our approach is designed to reduce environmental impacts across the value chain by improving product efficiency, minimizing hazardous residues, optimizing packaging systems, and strengthening customer guidance on responsible use, reuse, recycling, and disposal. This lifecycle perspective supports our commitment to circular economy principles, resource efficiency, and long-term product sustainability.



At the product design and manufacturing stage, AGC Vinythai continuously improves product performance and production efficiency to reduce lifecycle environmental impacts. This includes the development of higher-value and lower-impact chemical solutions that can help downstream customers reduce total material consumption, process losses, and carbon emissions. A key example is **epinity bio-based Epichlorohydrin**, which is designed as a **drop-in replacement for petro-based ECH** while delivering significantly lower environmental impacts. Based on a comparative cradle-to-gate Life Cycle Assessment reviewed by an independent third party, epinity demonstrates **up to 67% lower global**

warming potential compared with conventional petroleum-derived ECH, enabling downstream users to reduce the carbon footprint of coatings, resins, composites, and other finished products without changing formulation performance.

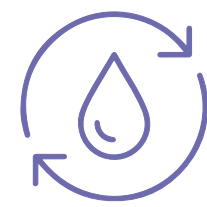
We also apply product and process design principles to reduce potential releases of hazardous residues into water, soil, and air during the use phase and after product application. Through **green chemistry and process optimization principles**, AGC Vinythai prioritizes the use of renewable feedstocks, residue-derived raw materials, lower-impact process routes, and closed-loop recovery systems to reduce residual contamination risks and environmental persistence. In epinity production, for example, **100% of brine by-product is recycled within the process**, reducing waste generation and supporting circular resource use.



Reduced use of
natural
resources



Less waste and
pollution

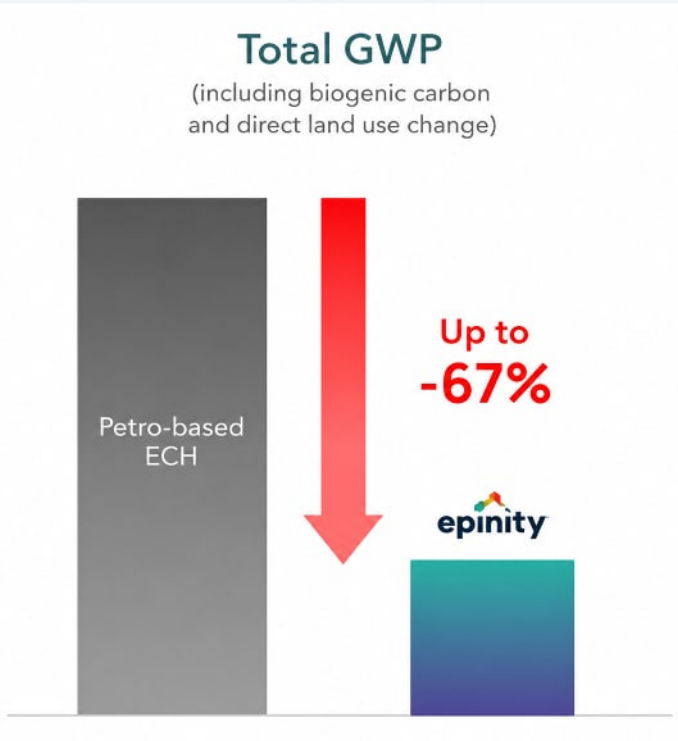


100% of the
brine* is recycled

*Brine is a high-concentration solution of salt which can occur as a by-product from ECH production.

In terms of greenhouse gas (GHG) emissions, a comparative Life Cycle Assessment (LCA) benchmarked epinity against a state-of-the-art petro-based ECH. This cradle-to-gate environmental assessment was reviewed and validated by DEKRA, a leading certification body in environmental management.

The LCA found that the Global Warming Potential (GWP) including biogenic carbon and direct land use change for epinity is up to 67% lower than for petroleum-derived ECH.



Packaging efficiency is another important component of product lifecycle management. We continuously evaluate opportunities to optimize **primary and industrial packaging systems**, including returnable tanks, reusable drums, cylinders, and bulk delivery systems, in order to reduce packaging material intensity, simplify material recovery, and minimize waste generation after customer use. For products supplied in reusable logistics systems, AGC Vinythai provides clear instructions to customers regarding storage, residue management, return preparation, and cleaning requirements prior to reuse or recycling, thereby supporting circular use of packaging assets and reducing the need for new packaging materials.

During the use phase, AGC Vinythai provides technical guidance and application support to help customers maximize product efficiency and minimize environmental impacts associated with consumption, leakage, product loss, or off-spec generation. This is particularly relevant for **PVC resins, chlor-alkali products, and Epichlorohydrin**, where proper grade selection, controlled operating conditions, and correct storage can significantly reduce waste generation, prolong useful life, and improve downstream product durability. Our stewardship teams actively communicate recommended use conditions and misuse prevention guidance to help customers reduce environmental impacts throughout the product use stage.

For **product end-of-life management**, AGC Vinythai supports customers and downstream value chain partners in the responsible return, recycling, recovery, treatment, or disposal of product residues, packaging materials, contaminated containers, and off-spec materials where applicable. This includes collaboration with **licensed external waste management companies, recycling service providers, logistics partners, and industry stakeholders** to facilitate safe material recovery and environmentally sound treatment. Such collaboration is particularly relevant for durable downstream PVC applications, where extended service life, recyclability, and material recovery contribute to circularity and reduced landfill dependency.

Beyond direct product management, we continuously explore additional opportunities to reduce environmental impacts during use and after end-of-life through product innovation, customer technical service, packaging redesign, and value chain collaboration. This includes supporting the development of **bio-based value chains, recyclable material systems, and lower-carbon downstream applications**, enabling AGC Vinythai's products to contribute positively to environmental sustainability throughout their full lifecycle.

Product Risk and Impact Assessment

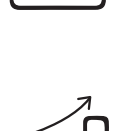
AGC Vinythai conducts **Product Risk and Impact Assessment** through its **Product Stewardship Management System (PSMS)** to systematically evaluate the environmental, health, and safety impacts of products throughout their lifecycle, from product design and manufacturing through customer use and end-of-life. The assessment framework is designed to ensure that potential impacts to the environment, customers, downstream users, and surrounding communities are identified early, appropriately evaluated, and effectively managed through product design controls, application guidance, and continuous improvement processes. The assessment methodology forms an integral part of our lifecycle stewardship approach and supports responsible business practices under the Responsible Care commitment.

For environmental impact assessment, we apply product-focused studies and lifecycle-based evaluation methods to understand the potential impacts of products on climate change, air emissions, water and soil quality, ecotoxicity, waste generation, and natural resource use. Depending on product type and materiality, this may include **Life Cycle Assessment (LCA), product hazard assessment, process route comparison, and use-phase environmental impact studies**. A notable example is the assessment of **epinity bio-based Epichlorohydrin**, which demonstrated significantly lower lifecycle greenhouse gas emissions compared with conventional petroleum-based alternatives while maintaining equivalent technical performance. This enables us and downstream customers to better understand and reduce environmental impacts associated with product selection and use.

We also operate a formal process to identify and assess **customer health and safety risks that may arise from products and their applications**, particularly when introducing new products, changing formulations, modifying manufacturing processes, expanding into new markets, or altering downstream use conditions. Under the PSMS Product Safety Management Process, each relevant change is subject to structured review covering product composition, hazard information, intended use, exposure potential, customer application scenarios, and required risk controls. These assessments are also periodically reviewed for existing products to ensure continued relevance against evolving regulations, scientific knowledge, and customer usage patterns.

For applications with elevated exposure sensitivity, such as **healthcare, food, feed, potable water, and other high-contact uses**, AGC Vinythai applies an enhanced **Healthcare Risk Management (HCRM)** process to further assess suitability, migration risks, contamination pathways, customer exposure scenarios before product approval or continued supply. This risk-based approach strengthens product safety governance for applications where end-user health protection is particularly critical.

PSMS, PSMP / HCRM PROCESSES

1		Leadership Commitment	1.1 Commitment 1.2 Objectives 1.3 Management review
2		Accountability and Management	2.1 Organization accountability 2.2 Resource allocation 2.3 Management of skills and training
3		Prioritization of Products	
4		Product Information	4.1 Hazard information 4.2 Intended uses & exposure information
5		Risk Characterization	= risk assessments
6		Product Safety Management	= implementation of mitigation action plans
7		Management of New Information	= external (i.e. regulations) and internal new information (i.e. new or modified product, customer, market, production equipment, ...)
8		Product Design and Improvement	= R&I and Product Stewardship
9		Value Chain Communication, Cooperation and Outreach	= communication to customers (SDS, statements, ...)
10		Information Sharing	= external communication to general public
11		Performance Assessment and Continuous Improvement	= PSMS auto-evaluation, audits, improvement action plan



Product Safety Management Process (PSMP)

- Prioritization of products
- Risk Assessment based on Severity of consequences & Level of Control
- Level 1 HSE priorities must be resolved

(Procedure CO-PR-HSE-PS-0001)



Healthcare Risk Management (HCRM)

- Inventory & Risk Management for sensitive applications: Pharmaceutical, Medical device, Personal care, Food & Feed, Food contact materials, Water (water treatment, material in contact with water), Biocides linked to human consumption, Veterinary medicine applications, Toys
- Risk control by relevant monitoring

(Procedure CO-PR-HSE-PS-0002)



During the product use phase, we identify potential health impacts through internal scientific review, product hazard characterization, toxicological reference information, and applicable chemical databases or internationally recognized hazard information systems where relevant. The assessment process considers product composition, exposure routes, duration and frequency of use, customer handling practices, misuse scenarios, and downstream processing conditions. These insights are then translated into risk mitigation measures such as label revisions, SDS updates, use restrictions, customer technical guidance, or additional product testing requirements.

To strengthen the effectiveness of the assessment framework, AGC Vinythai incorporates customer feedback, complaint management, site visits, and periodic satisfaction surveys into its product risk review process. Comprehensive customer surveys covering major products such as Caustic Soda, PVC, and ECH are conducted at least every three years, enabling us to capture emerging safety, quality, and environmental concerns during actual product use and feed the findings back into product design, hazard communication, and risk mitigation plans.

Through this integrated risk and impact assessment approach, AGC Vinythai strengthens product transparency, protects customer health and safety, supports environmentally responsible product innovation, and ensures that product-related risks remain proactively managed throughout the full lifecycle.

Customer Health & Safety Management

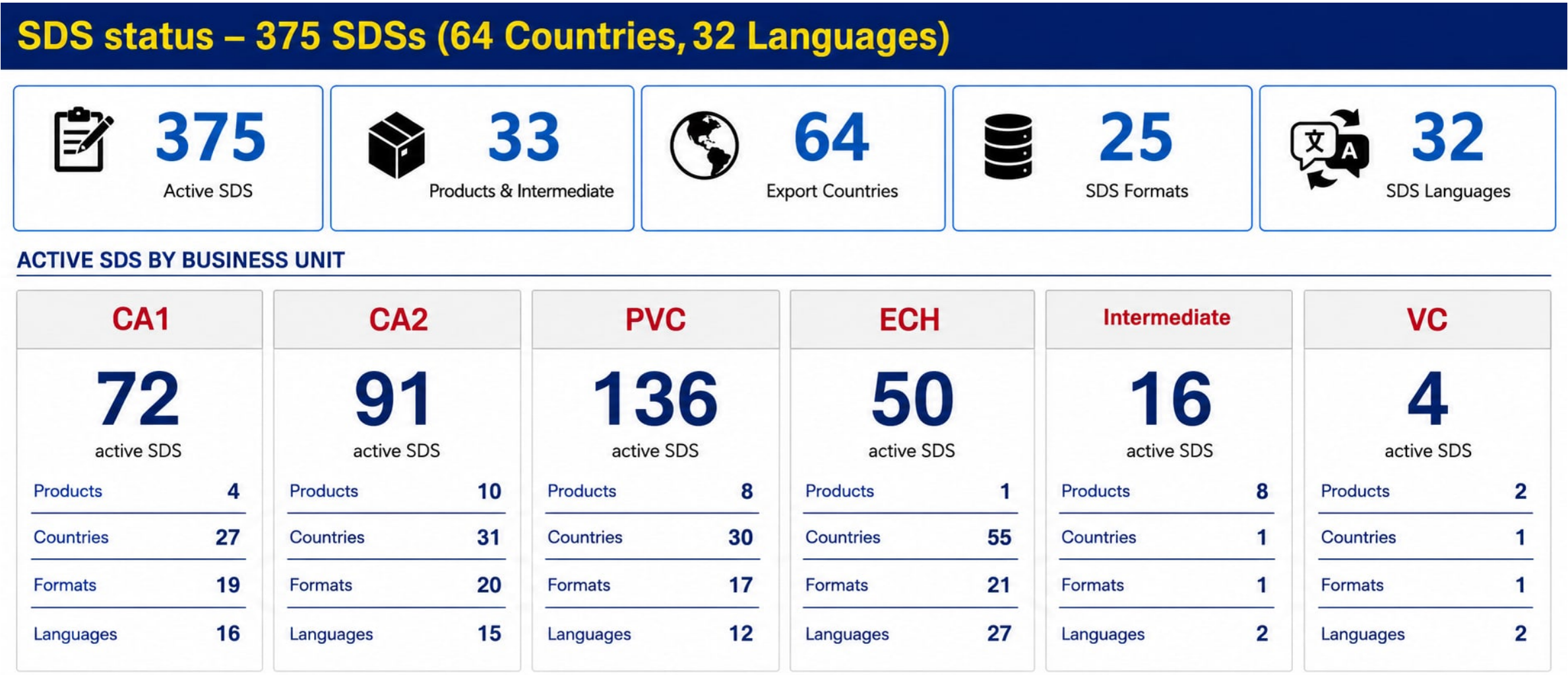
Ensuring our products are used as intended is paramount. We implement dedicated processes to guide our customers towards responsible product application and prevent misuse:

- **Guidance for Controlled Use:** We actively work to enhance customer understanding, providing comprehensive guidance and encouraging the use of our products under strictly controlled or equivalent conditions to maximize safety and efficacy in their specific applications.
- **Preventing Product Misuse:** We establish robust internal processes and actively engage with customers to prevent product misuse. This includes, for example, ensuring that customers utilize the appropriate product grade for their intended application (e.g., preventing the use of a technical grade material in place of a food-grade material where required). Our goal is to ensure product performance and safety by aligning product characteristics with specific use cases.

Safety Data Sheet (SDS)

AGC Vinythai is committed to providing accurate and accessible safety information. We create Safety Data Sheets (SDS) for all our products in strict compliance with relevant laws, regulations, and international standards, including the Globally Harmonized System of Classification and Labelling of Chemicals (GHS) for chemical product classification and labelling.

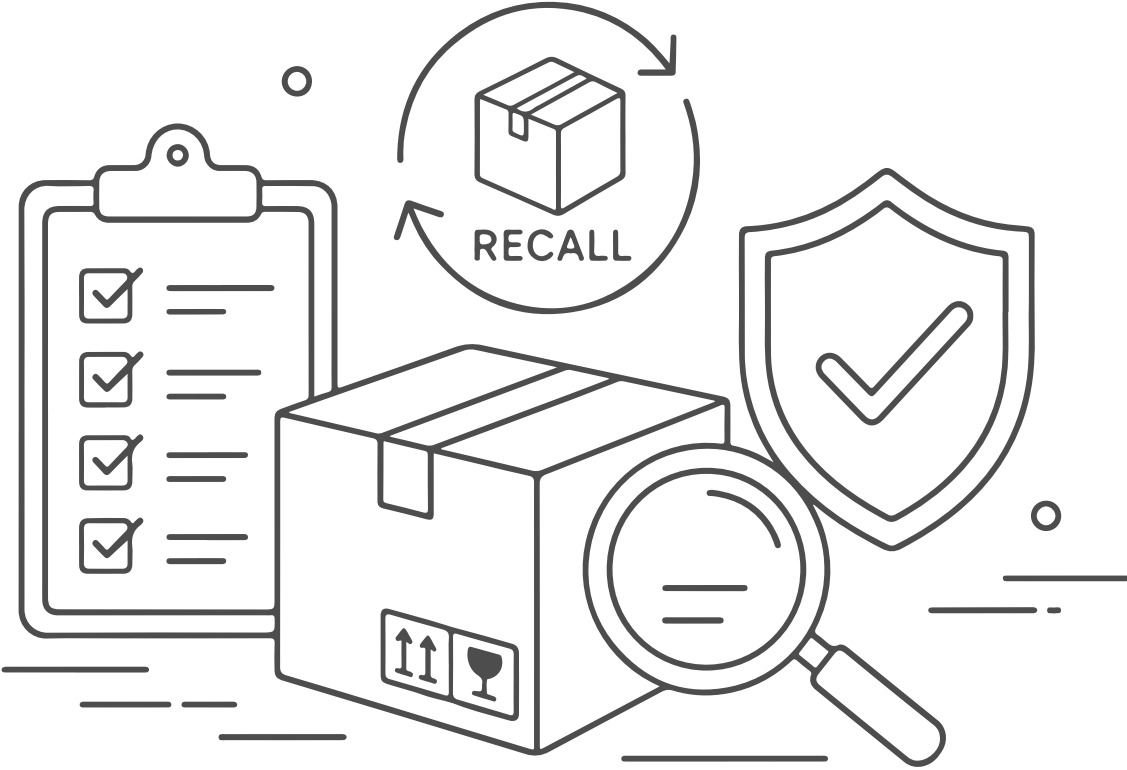
- SDS are distributed to all customers with the first delivery of a product and whenever a significant modification has been made.
- We diligently ensure and monitor that all SDS are revised at least every three years for all current sales products.
- Our global reach is supported by providing SDS in approximately 32 languages, with country-specific SDS available for over 50 countries.



Robust Incident Preparedness and Product Recall Protocols:

To safeguard against potential incidents and ensure rapid, effective response, we have established stringent procedures for addressing product-related issues:

- Defined Recall Procedures:** Comprehensive product recall procedures are meticulously developed, regularly reviewed, and fully deployed as prescribed by our product stewardship programs. This ensures our capability for swift and effective action should a recall become necessary.



Key Performance

In 2025, AGC Vinythai delivered strong product stewardship performance through measurable progress in product safety communication, customer risk prevention, and lifecycle environmental impact reduction. We maintained 100% Safety Data Sheet (SDS) coverage for all commercial products, with multilingual and country-specific versions supporting global market compliance and customer protection. A key environmental performance outcome was the continued growth of epinity bio-based Epichlorohydrin, which demonstrated up to 67% lower global warming potential compared with conventional petro-based ECH, helping downstream customers reduce Scope 3 emissions. Customer-site safety reviews for dangerous goods, including ECH, chlorine, caustic soda, hydrochloric acid, and sodium hypochlorite, strengthened controls over unloading, storage, transfer, and grade verification. Product hazard and human health risk reviews were completed for new materials, process changes, and sensitive applications, with no material incidents from product misapplication reported during the year. Feedback from customer technical support and site assessments further improved labeling clarity, onboarding checklists, and misuse prevention guidance. Key lessons reinforced the value of pre-delivery verification, stronger grade-selection communication, and lifecycle data transparency. These insights have been integrated into 2026 priorities, including expanded LCA coverage, enhanced digital SDS accessibility, and stronger customer safety onboarding protocols.



Project Highlight

Project 1: Hazardous Substance Reduction Program (SVHC Control)

Project Name:

Hazardous Substance Reduction Program

Project Description

The project focuses on identifying and reducing the use of Substances of Very High Concern (SVHC) in products and processes. We conduct risk assessments, evaluates alternative substances, and implements substitution plans where feasible. The initiative also strengthens compliance with international chemical regulations and enhances product safety.

Project Target

- 100% identification and monitoring of SVHC in products
- Continuous reduction of high-risk substances

Performance (Quantitative)

- 100% of products assessed for SVHC risks
- Zero non-compliance cases related to restricted substances

Project 2: Digital SDS Enhancement Project

Project Name:

Digital Safety Data Sheet (SDS) Management System

Project Description

We implemented a digital platform to improve accessibility, accuracy, and management of Safety Data Sheets (SDS). This ensures that customers can easily access up-to-date product safety information, supporting safe use and regulatory compliance.

Project Target

- 100% digital access to SDS for all products
- Improve efficiency and accuracy of SDS management

Performance (Quantitative)

- 100% of SDS available in digital format
- Reduced SDS retrieval time by > 50%
- Zero outdated SDS issued to customers

Chapter 6 :

HUMAN RESOURCE MANAGEMENT



CHAPTER 6: HUMAN RESOURCE MANAGEMENT



[GRI 2-7, 2-30, 3-3, 401, 404, 407, 408, 409]



Importance

AGC Vinythai recognizes that effective human resource management and human rights are fundamental to sustainable business operations. We promote a safe, fair, and inclusive workplace where employees are treated with dignity, provided with appropriate working conditions, fair compensation, and opportunities for development. HR practices create positive impacts across economic, social, environmental, and human rights dimensions by enhancing employee productivity, improving quality of life, supporting safe and healthy workplaces, and encouraging employee participation in sustainability initiatives. We respect employees' rights, including the right to work, fair remuneration, equal opportunity, and access to grievance. As an employer, we emphasize employment practices, occupational health and safety management, and employee development programs. Also, we promote responsible business conduct and respect for human rights through engagement with contractors, suppliers, and business partners, contributing to sustainable business growth and long-term stakeholder value.

Targets and Performance

KPI	Long-term Target	2025 Target	2025 Performance
Human Rights and Labor Practices	Full compliance with labor laws, AGC Group policies, and international human rights principles	Maintain 100% Code of Conduct training and effective employee representation	100% of employees completed Code of Conduct training; HSE Committee and Welfare Committee operated as planned
Grievance mechanism Whistleblowing channel	Maintain accessible, transparent, and effective grievance and whistleblowing mechanisms to support ethical conduct, employee trust, and the protection of human rights.	Ensure 100% employee access to grievance and whistleblowing channels and effective case management	Ensure all grievance and whistleblowing cases are formally recorded, investigated, and closed with a 100% closure rate in accordance with company procedures and ethical standards.
Employee Capability Development	Establish a systematic, competency-based human capital development framework	Deliver structured training and reduce identified skill gaps Training days per employee ≥ 4	252 training hours delivered through New Hire Boot Camp for 71 employees; skill gap training provided to 304 employees training days per employee = 4.19
Diversity, Equity & Inclusion	Foster an inclusive, respectful, and diverse organizational culture	Implement leadership and D&I development programs Establish a fair and inclusive workplace that ensures equal opportunity for all employees regardless of gender, age, nationality, or background across all HR processes.	Leadership, Diversity & Inclusion, and employee well-being programs implemented throughout the year Implement fair and transparent HR practices to ensure equal opportunity in recruitment, development, and promotion
Employee Engagement	Build a positive and inclusive workplace environment that enhances employee engagement, well-being, collaboration, and long-term workforce sustainability.	Maintain employee engagement score above 75% and promote employee participation in well-being activities.	Employee engagement and well-being programs were implemented throughout the year, with an engagement score of 71%
Employee Retention Rate	Maintain a stable and engaged workforce by sustaining a high employee retention rate and fostering a positive work environment.	Maintain high employee retention rate to support workforce stability and organizational continuity.	Employee retention rate was maintained at 96.15%
Occupational Health, Safety and Well-being	Achieve zero occupational disease and continuously reduce workplace risks	Zero occupational disease and full Fit-to-Work coverage for high-risk work	Zero occupational disease cases reported; Fit-to-Work program implemented for 100% of high-risk jobs



Management Approach



AGC Vinythai manages human resources and human rights through corporate governance, human resource policies, and code of conduct, which emphasize fair employment practices, respect for human rights, and employee well-being. These practices are integrated into daily operations to support a safe, inclusive, and productive working environment.

We are working towards employment practices, workplace conditions, and management systems, which influence employee well-being, rights, and organizational performance. To prevent and mitigate risks, we implement equal employment practices, promote non-discrimination, ensure fair compensation, and maintain employee relations through welfare committees, labour union and employee engagement surveys. Meanwhile, we support code of conduct training and employee development initiatives and provide channels for grievance to address employee concerns.

In addition, we promote employee capability, support well-being programs, and foster an inclusive workplace culture. These practices contribute to improved employee well-being, stronger organizational performance, and sustainable stakeholder relationships



Policy Commitment

AGC Vinythai is committed to managing human resources and human rights in accordance with the AGC Group Human Rights Policy , Sustainability Management Policy, corporate governance framework, and code of conduct. This emphasizes respect for human rights, fair employment practices, and employee well-being. We support business practices that consider economic, social, and environmental impacts and continue to comply with laws and international human rights principles.

Our approach covers human rights areas, including fair working conditions and employment practices (working hours, overtime, and welfare) and continuous career development and training for employee development. We promote diversity, equality, and inclusion, and strictly prohibits child labor, forced labor, and human trafficking, in line with its code of conduct and human rights commitments.

Moreover, we recognize responsibility toward external stakeholders, including contractors and communities, by promoting responsible practices, stakeholder engagement, and minimizing impacts on society and quality of life. In terms of compensation, we provide fair remuneration and benefits in compliance with applicable laws and internal policies, supporting employee well-being and retention. We provide fair and competitive remuneration in compliance with applicable labor laws and internal policies. Compensation structures are regularly reviewed against relevant market benchmarks to ensure external competitiveness and internal equity.

In addition, we incorporate living wage considerations into its compensation framework to support employee well-being, motivation, and retention. The living wage is determined based on essential living needs, including housing, transportation, and other basic living expenses.

We ensure that 100% of employees receive compensation at or above the living wage threshold. This benchmark is based on the Anker Living Wage Reference Value for urban Thailand in 2025, which is THB 15,292 per month. We establish both qualitative and quantitative commitments through employee training, engagement programs, policy communication, and implementation of human rights practices. These measures support continuous improvement in employee well-being, protection of human rights, and sustainable business operations across the organization and its value chain.



Governance Structure

Functions	Roles and Responsibilities
Board of Directors	Provide overall direction on corporate governance, human resource management, and human rights; ensure compliance with policies, laws, and ethical standards; and oversee sustainability and stakeholder-related impacts.
Management Committee	Implement and approve human resource policies and human rights practices; ensure fair employment conditions, employee welfare, and compliance with labor laws; and monitor performance and employee well-being.
Human Resources and Administration Function	Manage recruitment, compensation, welfare, and employee development; oversee training programs, employee engagement, and performance evaluation; and support fair and inclusive workplace practices.
Welfare Committee / Labour Union	Represent employees and communicate with management; support employee welfare, working conditions, and collective engagement; and provide a channel for employee feedback and concerns.
EHSQ Division	Oversee occupational health, safety, and workplace conditions; ensure safe working environments and compliance with safety standards, supporting employee well-being and rights.
Compliance / Governance Function	Promote corporate governance policy and code of conduct; manage ethics communication and training; and support monitoring of compliance and handling of misconduct cases. Provide channels for employees to report concerns related to human rights, workplace conditions, or misconduct; support investigation, resolution, and remediation processes.



Labor Practices

AGC Vinythai implements labor practices in accordance with applicable labor laws, corporate governance policies, and its code of conduct, with a focus on fair employment conditions, employee welfare, and respect for human rights. We ensure that employees are supported with appropriate working conditions, fair compensation, and equal opportunities across the organization.

In terms of working hours and compensation, we apply working time and overtime payment in compliance with internal policies and legal requirements. Compensation, including salaries, bonuses, and welfare benefits, is communicated properly through human resource processes. Our total remuneration and benefits are in line with laws and industry practices, aiming to support employee well-being and retention. We provide fair remuneration and employee benefits in compliance with applicable laws and internal policies, while regularly reviewing its compensation structure to ensure internal equity and external competitiveness. Compensation levels are benchmarked against market salary surveys and relevant industry benchmarks and are also reviewed with consideration of living wage principles, together with market data, to support fair and responsible remuneration practices.

o employees are compensated below the applicable statutory minimum wage. In addition, we provide a comprehensive range of employee benefits to support health and well-being, including medical coverage, annual health check-ups, fitness allowance, mental health and counseling support, vaccination programs, and health promotion campaigns. These initiatives form part of our employee well-being framework and are designed to promote holistic physical and mental well-being,as well as enhance employees’ overall quality of life and long-term retention.

Regarding legal employment practices, we comply with regulations on minimum working age and prohibits child labor, forced labor, and human trafficking in accordance with its code of conduct. We promote non-discrimination and equal opportunity in recruitment and employment and emphasizes compliance with labor laws and responsible employment practices. Recruitment and hiring processes are conducted based on the qualifications and competencies required for each position, without discrimination based on gender, age, disability, or educational background. In addition, we consider candidates’ attitudes and alignment with organizational values to ensure appropriate cultural fit. This approach ensures that all employees are treated with respect and fairness in accordance with human rights principles.

We adhere to applicable laws and regulations governing responsible employment practices, including strict compliance with minimum working age requirements and the prohibition of child labor, forced labor, and human trafficking, as outlined in its Code of Conduct. It upholds the principles of non-discrimination and equal opportunity across all aspects of recruitment and employment, while ensuring full compliance with labor laws and ethical hiring standards. We confirm that no recruitment fees are charged to workers, and all recruitment-related costs are fully borne by the Company.

We conduct mandatory pre-employment medical examinations in accordance with its health surveillance program to ensure that new employees are medically fit to perform their assigned duties safely and effectively, thereby supporting workplace safety and employee well-being.

Furthermore, we provide a structured onboarding program for all new employees to ensure a clear understanding of Company policies, the Code of Conduct, and relevant legal and regulatory requirements, including occupational health and safety standards. The onboarding process is designed to facilitate effective integration into the organization and to promote awareness of responsible employment practices from the outset of employment.

For employee voice, it is encouraged through welfare committees, labour union and employee engagement surveys, which aim to support communication on workplace matters and organizational changes.

Overall, our labor practices focus on compliance, fair treatment, and employee engagement, supporting our workforce, protection of employee rights, and sustainable business operations.



Human Rights

AGC Vinythai manages human rights through corporate governance framework, code of conduct, and human resource policies, which emphasize respect for human rights, fair treatment, and compliance with applicable laws. These principles cover employees, contractors, business partners, and other stakeholders.

Freedom of association and employee engagement are supported through established channels such as welfare committees, employee representatives, and communication mechanisms that allow consultation and participation. These structures facilitate dialogue between employees and management on working conditions, welfare, and workplace practices for mutual agreement.

We strictly prohibit child labor, forced labor, and human trafficking in line with its code of conduct and legal requirements. Meanwhile, compliance is promoted through internal policies, employee awareness, and monitoring practices.

To address non-discrimination and workplace conduct, we encourage equal opportunity in recruitment, development, and career progression, and maintain a work environment that prevents harassment and unfair treatment. These principles are embedded in corporate policies and employee practices.

Human rights risks are managed through organizational policies, internal monitoring, and employee engagement mechanisms. These are in form of grievance and reporting channels for employees and stakeholders to raise concerns related to human rights or workplace issues. Reported cases are addressed through investigation, corrective actions, and disciplinary measures, supporting remediation and protection of affected individuals.

In addition, we provide training programs related to code of conduct, employee rights, diversity, and workplace practices to raise awareness and align understanding and compliance.

Diversity, Equity and Inclusion

AGC Vinythai promotes diversity, equity, and inclusion through its corporate governance framework, human resource policies, and code of conduct, emphasizing equal opportunity, non-discrimination, and respect for individual differences across its workforce.

An inclusive workplace is ensured through fair treatment in recruitment, employee development, and career advancement, with opportunities based on capability and performance. Meanwhile, we promote open communication to support inclusiveness in the workplace.

Equal opportunity for career development is also valued such as opportunities for female employees to participate in development programs and advancement into leadership roles. Fair and consistent employment practices across all employee groups are also considered.

In terms of employees with disabilities, we comply with applicable laws and promote equal employment opportunities. Regarding fair remuneration practices, we support equal pay for equal work through internal compensation structures and compliance with legal requirements.

Overall, we foster a workplace culture that values diversity and inclusion through policy implementation, employee engagement, and fair employment practices.



Employee Grievance Mechanism

AGC Vinythai provides grievance mechanisms to ensure that employees can raise concerns in a safe, confidential, and accessible manner. These channels are designed to support transparency, protect employee rights, and enable effective resolution of workplace issues.

Accessible reporting channels are established to allow employees to report concerns related to working conditions, human rights, and workplace conduct. These include issues such as working conditions, illegal labor practices (including child labor, forced labor, and human trafficking), and discrimination or harassment. The mechanisms are communicated to employees and integrated into our governance and human resource processes. In collaboration with legal and compliance department, all reported cases are handled with confidentiality and fairness, and employees are protected from retaliation when raising concerns in good faith. Reported issues are subject to internal review, investigation, and appropriate corrective or disciplinary actions in accordance with company policies. These grievance mechanisms support early identification of risks, strengthen employee trust, and contribute to continuous improvement in workplace conditions and human rights protection.

Talent Attraction and Retention

AGC Vinythai implements talent attraction and retention strategies through employee engagement, competitive compensation, and development programs, aiming to build a capable and committed workforce. We focus on creating a positive working environment, promoting employee well-being, and supporting long-term career development to retain and motivate talent.

Employee satisfaction and engagement are monitored through employee engagement surveys to gather feedback, identify improvement areas, and develop action plans to enhance workplace experience and organizational effectiveness.

In terms of employee benefits, we provide welfare and compensation packages for full-time employees in line with company policies and applicable laws. These include insurance coverage, employee welfare programs, and financial benefits designed to support employee well-being and retention. We also support work-life balance through leave entitlements and employee support programs.

Additionally, we emphasize individual and career development through training programs, skill development, and internal communication. These practices contribute to improving employee satisfaction, retention, and individual and organizational performance.

Overall, our approach to talent attraction and retention is based on employee engagement, fair compensation, and continuous development, supporting workforce capability and organizational effectiveness.

Human Capital Development

AGC Vinythai develops employee capability through structured training programs, performance evaluation, and continuous development initiatives to enhance workforce skills and support long-term career growth. We focus on strengthening both technical and soft skills, aligned with business needs and employee development goals.

We provide employee development programs through internal and external training, covering areas such as operational skills, communication, teamwork, and compliance awareness. Training programs are conducted regularly for employees across different functions to enhance capability and support operational efficiency.

Regarding career development and individual capability, performance management processes are the key approaches. The evaluation process is conducted periodically to assess individual achievement as well as identify employee development aligned with organizational objectives. After that, training and development activities are applied to address skill gaps and improve employee performance.

Additionally, we support internal growth and career mobility through employee development, capability building, and internal opportunities, including promotion and role enhancement based on performance and organizational needs.

During employment transitions, we continue to provide supports including employee welfare programs and ongoing communication, to ensure fair treatment and maintain employee well-being throughout the employment lifecycle.

Key Performance

In 2025, AGC Vinythai continued to strengthen its human resource management and human rights performance through employee engagement, training, and governance practices, as reflected in its operational results.

We conducted employee engagement surveys to assess employee satisfaction and organizational effectiveness. The results were used to identify improvement areas and develop action plans to enhance working conditions, communication, and employee well-being, supporting continuous improvement in workforce management.

Regarding human rights risk management, we apply internal monitoring and governance processes to identify and manage workplace-related risks. Human rights-related risks such as working conditions, labor practices, and employee welfare are managed through ongoing operational controls and compliance systems.

Also, we maintain policies prohibiting child labor, forced labor, and human trafficking, and supports freedom of association and employee engagement through representative mechanisms. These measures are implemented across operations to reduce risks related to labor practices and human rights.

In terms of grievance performance, reporting channels are in place for raising concerns related to working conditions, labor practices, and human rights. Based on the reviewed disclosures, there were no material human rights violations publicly reported, and issues raised are addressed through investigation, corrective actions, and continuous improvement of policies and practices.

Project Highlight

Project Name



Human Rights, and Employee Capability Development Program under Diversity & Inclusion Principles

Project Description

This project aims to promote respect for human rights and labor rights of employees, alongside the continuous development of human capital capabilities. The initiatives are implemented in compliance with labor laws, regulations, and the practices of the AGC Group.

Key activities include:

- **Code of Conduct training provided to all employees**
- **Ongoing operations of the HSE Committee and Welfare Committee as employee representative bodies**
- **Diversity, Equity, and Inclusion (D&I) promotion through workshops that strengthen self-trust and team trust**
- **Leadership development, professional skill enhancement, and employee well-being programs, such as the Leadership Development Program, Financial Management Workshops, and Money Clinic services**
- **Skill development through the Industrial Academy, New Hire Boot Camp, and Skill Matrix development in accordance with the TPM - Education & Training Pillar**

Project Target

- To cultivate an organizational culture that respects human rights, equality, and diversity
- To systematically enhance employees' knowledge, competencies, and capabilities at all levels
- To strengthen employee engagement, well-being, and workplace safety
- To ensure strict compliance with labor laws and occupational safety standards

Performance (Quantitative)

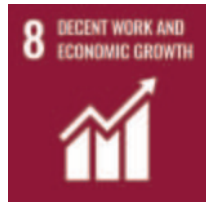
- 100% of employees received Code of Conduct training
- HSE Committee and Welfare Committee meetings were conducted in accordance with the annual plan
- New Hire Boot Camp delivered a total of 252 training hours for 71 new employees
- Skill gap development programs implemented for 304 employees, covering four key competency areas
- Multiple training programs and workshops on leadership, Diversity & Inclusion, and employee well-being conducted throughout the year
- Zero occupational disease cases reported during the reporting year
- Fit-to-Work program implemented for 100% of high-risk job assignments

Chapter 7:

OCCUPATIONAL HEALTH AND SAFETY



CHAPTER 7: OCCUPATIONAL HEALTH AND SAFETY



[GRI 3-3, 403]



Importance

Occupational Health and Safety (OHS) is a critical sustainability priority for AGC Vinythai Public Company Limited due to the inherent risks associated with petrochemical manufacturing, including chlor-alkali and PVC production processes. These operations involve the handling of hazardous chemicals, high-pressure equipment, and complex industrial processes that may pose risks to employees, contractors, surrounding communities, and the environment.

Effective management of OHS is essential to protect the fundamental rights of workers, including the right to life, safe working conditions, and health protection. Failure to properly manage occupational risks could result in injuries, occupational illnesses, environmental incidents, operational disruptions, reputational damage, and financial losses. Therefore, we place strong emphasis on preventing workplace incidents, protecting worker health, and maintaining safe production processes.

AGC Vinythai recognizes that its operations may create both actual and potential impacts on employees, contractors, and other stakeholders working within company-controlled premises. As a result, we are directly responsible for managing OHS risks through robust safety governance, operational controls, and continuous improvement initiatives.

Targets and Performance

AGC Vinythai monitors occupational health and safety through quantitative indicators within its HSSE framework and enhances operational safety using the Total Productive Maintenance (TPM) system. We promote a safety-first culture through initiatives such as hazard surveys, leadership safety visits, SHE-pillar surveys, and hazard hunting reports to prevent incidents and achieve zero lost-time accidents. In 2025, no occupational illness or disease cases were reported.

1 Accident / Incident Record

Indicator	Group	2023	2024	2025
Injury Frequency Rate (LTIR)	Employee	0	0	0.4
Injury Frequency Rate (LTIR)	Contractor	0	0	0.3
Injury Severity Rate (ISR)	Employee	0	0	1.10
Injury Severity Rate (ISR)	Contractor	0	0	10.12

2 Unsafe Condition and Risk Behavior Monitoring

Indicator	2023	2024	2025
Number of unsafe condition and risk behavior	3,578	6,025	12,469
Number of closed unsafe condition and risk behavior	2,719	5,515	11,422
Number of on-going unsafe condition and risk behavior	859	510	1,047

3 Occupational Illness

Indicator	2023	2024	2025
Occupational illness or disease cases	0	0	0



Management Approach

AGC Vinythai manages occupational health and safety risks through an integrated **Health, Safety, Security, and Environment (HSSE) management framework**.



We adopt a risk-based preventive approach, focusing on identifying hazards, assessing risks, and implementing effective control measures to eliminate or mitigate workplace risks.

Key elements of the management approach include:

- **Hazard Identification and Risk Assessment (HIRA)**
- **Job Safety Analysis (JSA)**
- **Process Safety Management (PSM)**
- **Incident investigation and root cause analysis**
- **Corrective and preventive action implementation**
- **Continuous improvement through internal audits and performance reviews**

Safety considerations are integrated into all operational processes to ensure that risks are effectively managed throughout the lifecycle of activities.



Policy Commitment

AGC Vinythai is committed to providing a safe, healthy, and secure working environment for employees, contractors, and all persons working within our operational areas. Occupational health and safety management is integrated into our sustainability strategy and operational excellence framework to prevent work-related injuries, occupational illnesses, and major process safety incidents.

Our commitment is guided by the AGC Group Code of Conduct, Safety, Health and Environment Policy, and compliance with applicable occupational health and safety laws, regulations, and international standards, including ISO 45001 principles.

Management System Policy - AGC Vinythai Product-Stewardship-Policy_02022026-EN.pdf

AGC Vinythai is committed to:

- **Prevent work-related injuries, occupational illnesses, and unsafe conditions**
- **Eliminate hazards and reduce occupational health and safety risks through the Hierarchy of Controls**
- **Promote a strong safety culture and employee participation in safety management**
- **Provide appropriate training, health surveillance, and safety awareness programs**
- **Ensure continuous improvement of occupational health and safety performance**
- **Promote both physical and psychological wellbeing in the workplace**

To reinforce this commitment, we have established both qualitative and quantitative occupational health and safety targets, including:

- **Achieving Zero Fatality across all operations**
- **Striving toward Zero Accident and Zero Occupational Illness**
- **Continuously reducing the Lost Time Injury Frequency Rate (LTIFR) and Total Recordable Injury Rate (TRIR)**
- **Maintaining 100% occupational risk assessment coverage across operational sites**
- **Achieving full participation of employees and relevant contractors in mandatory safety training programs**



Governance Structure

Functions	Roles and Responsibilities
Board of Directors / Senior Management	Provide strategic direction and oversight for sustainability and safety performance, ensuring adequate resources for occupational health and safety management.
HSSE / Safety Management Team	Develop and implement occupational health and safety policies, procedures, and safety management systems; monitor safety performance and regulatory compliance.
Plant Management (MTP1, MTP2, PPD)	Ensure safe plant operations, conduct hazard assessments, enforce safety procedures, and supervise safety performance at operational sites.
HSE Committee and Welfare Committee	Represent employees in occupational health and safety matters, facilitate communication between management and workers, and support safety improvement initiatives.
Employees and Contractors	Follow safety procedures, report hazards and incidents, participate in training, and contribute to the Company's safety culture.



Occupational Health and Safety Management System

AGC Vinythai has implemented an integrated Health, **Safety, Security and Environment (HSSE) management system** to manage workplace risks and improve operational safety performance.

The system includes:

- Occupational safety management (ISO 45001)
- Process safety management (PSM)
- Industrial hygiene and occupational health monitoring
- Environmental management (ISO14001)
- Transport safety management (TSM), Chlor-Alkali product Transportation Emergency Mutual Aid Group (CATEMAG), Emergency Mutual Aid Group (EMAG)

The management system supports continuous improvement through structured programs such as *Total Productive Maintenance (TPM)*, safety monitoring systems, and internal audits.

The system is implemented in accordance with applicable Thai regulations and internationally recognized management practices to ensure compliance and operational safety.



Occupational Health and Safety Risk Assessment

AGC Vinythai conducts systematic occupational health and safety risk assessments to identify potential hazards and implement appropriate control measures across its operations. Our risk assessment approach is aligned with internationally recognized management systems, including ISO 14001 Environmental Management System, ISO 45001 Occupational Health and Safety Management System, and AGC Vinythai’s Product Stewardship principles, ensuring that environmental, health, and safety risks are effectively managed throughout operational activities and product life cycles.

Hazard identification and risk assessments are conducted regularly through workplace inspections, Job Safety Analysis (JSA), safety observations, and the reporting of incidents and near misses. Identified risks are evaluated using a risk assessment matrix based on the likelihood and severity of potential impacts. Appropriate mitigation measures are implemented in accordance with the Hierarchy of Controls, prioritizing hazard elimination, substitution, engineering controls, and administrative measures before the use of personal protective equipment.

To further strengthen proactive risk management, We promote employee participation in safety programs, including safety observations, hazard reporting, and Behavior-Based Safety (BBS) initiatives, which support the early identification of unsafe conditions and behaviors. Occupational health services provided by qualified health professionals, together with workplace exposure monitoring and health surveillance programs, help identify potential health risks and support preventive actions.

As a chemical manufacturer, AGC Vinythai also integrates Responsible Care and Product Stewardship principles into its risk management practices to ensure the safe handling, storage, transportation, and use of chemical products throughout their life cycle. These practices support our commitment to protecting employees, communities, and the environment while maintaining high standards of safety and operational excellence.

Through the integration of ISO-based management systems, product stewardship practices, and continuous safety improvement initiatives, AGC Vinythai strengthens its ability to manage occupational health and safety risks effectively and maintain a safe and healthy workplace for employees, contractors, and visitors.





Health and Safety Prevention Measures

AGC Vinythai implements comprehensive health and safety prevention measures to protect employees, contractors, and other workers operating within its facilities. We apply a systematic approach to hazard identification, risk assessment, and operational control to prevent occupational injuries and illnesses and to ensure a safe working environment for all personnel.



Hazard Identification and Risk Assessment

Workplace hazards are regularly identified and assessed through safety inspections, risk assessments, and hazard reporting mechanisms. Employees and contractors are encouraged to report unsafe conditions and near misses, enabling AGC Vinythai to implement corrective and preventive actions in a timely manner.

Emergency Preparedness and Response

Emergency response plans are established for potential incidents such as fires, chemical spills, and other operational emergencies. Regular emergency drills are conducted to ensure employees and contractors are prepared to respond effectively and minimize potential impacts.

Safety Audits and Inspections

Periodic safety audits and inspections are carried out to verify compliance with occupational health and safety requirements and to assess the condition of safety equipment and operational controls. Findings from audits are reviewed and addressed through continuous improvement measures.

Ergonomics and Prevention of Repetitive Strain Injuries (RSI)

AGC Vinythai promotes ergonomic workplace design and work practices to prevent musculoskeletal disorders. Employees are provided with guidance on proper posture, workstation setup, and safe work techniques to reduce repetitive strain injuries.



Control of Hazardous Substances and Physical Hazards

Control measures are implemented for hazardous chemicals, noise exposure, and radiation through engineering controls, monitoring systems, and the use of appropriate personal protective equipment (PPE), in accordance with regulatory requirements and internal safety standards.

Safe Working Facilities and Contractor Protection

Appropriate safety facilities, signage, and protective equipment are provided to support safe operations. Contractors working on-site are required to comply with our occupational health and safety policies and procedures to ensure consistent safety standards across all operations.

Through these measures, AGC Vinythai aims to prevent workplace incidents, protect worker health, and continuously improve occupational health and safety performance.

AGC Vinythai receives the “Health Literate Organization - Nopparat Model” certificate, demonstrating its strong commitment to promoting employee health and well-being.





Safety Culture and Communication

AGC Vinythai promotes a strong safety culture by integrating occupational health and safety principles into daily operations and encouraging active participation from employees, contractors, and management. We support open communication and consultation to identify risks, prevent workplace incidents, and continuously improve safety performance.

Employees are encouraged to report hazards, unsafe conditions, and near misses through established communication channels, including safety meetings, internal communication platforms, and representation in the Safety Committee. These mechanisms enable workers to provide feedback and participate in safety discussions and decision-making processes.

Safety information, guidelines, and lessons learned from incidents are communicated through multiple channels such as electronic announcements, internal communication systems, posters, banners, and internal television platforms to ensure organization-wide awareness.

In addition, AGC Vinythai reinforces workplace safety through its Code of Conduct, leadership Safety Walk and Talk activities, safety campaigns, and awareness programs. Training initiatives, including the “Drug-Free and Harassment-Free Organization” program, further promote responsible behavior and contribute to a safe, respectful, and healthy workplace.

AGC Vinythai Strengthens Its Safety Culture Through “Drug-Free Workplace and Harassment Prevention” Training

Drug-Free Workplace and Harassment Prevention”



Safety Awareness and Training

AGC Vinythai emphasizes continuous safety awareness and competency development to ensure that employees and contractors understand workplace hazards and perform their duties safely. We provide regular safety training programs and awareness activities designed to strengthen knowledge, reinforce safe behaviours, and promote a proactive safety culture throughout its operations.

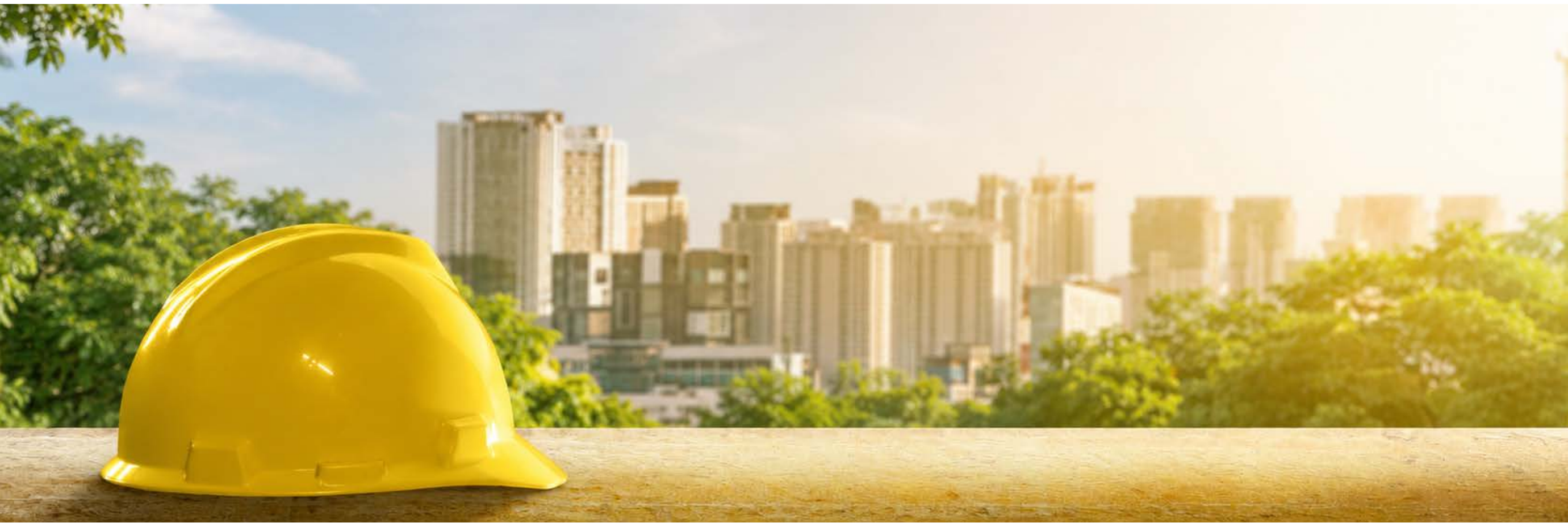
Safety training is provided to employees at all levels, including new employees, operational staff, supervisors, and contractors working within company’s facilities. Training programs cover key topics such as occupational health and safety regulations, hazard identification and risk assessment, safe work procedures, chemical handling and storage, the use of personal protective equipment (PPE), and incident prevention. Orientation programs are conducted for new employees, while refresher and specialized training sessions are organized periodically to ensure that employees maintain up-to-date safety knowledge and competencies.

To strengthen emergency preparedness, AGC Vinythai also organizes fire evacuation drills and emergency response exercises on a regular basis. These drills simulate potential emergency scenarios such as fires or chemical incidents, allowing employees and contractors to practice evacuation procedures, emergency communication, and coordination with response teams.

Through continuous safety training and emergency preparedness activities, we enhance employees’ ability to recognize hazards, prevent incidents, and respond effectively to emergencies.

Safety Training and Awareness Activities

Training / Activity	Training Content	Frequency	Participants
Safety Orientation Training	Introduction to safety policies, workplace hazards, PPE use, and safe work practices	Upon hiring	New employees and contractors
Occupational Health and Safety Training	Hazard identification, risk assessment, safe operating procedures, and incident prevention	Periodically throughout the year	Employees and supervisors
Chemical Safety Training	Safe handling, storage, labelling, and emergency response related to hazardous chemicals	As required / periodic	Employees working with chemicals
Fire Evacuation and Emergency Drills	Fire response procedures, evacuation routes, assembly points, and emergency communication	At least annually	Employees and contractors
Safety Awareness Programs	Safety campaigns, toolbox talks, and safety communication activities	Regularly throughout the year	All employees



Health and Wellbeing Support

AGC Vinythai supports employee wellbeing through a range of health promotion and wellness programs designed to enhance employees' physical, mental, and financial wellbeing. We recognize that a healthy and supportive work environment contributes to employee engagement, productivity, and long-term organizational sustainability.

To promote physical wellbeing, we encourage employees to participate in sport club activities that foster teamwork, active lifestyles, and positive social interaction among employees. In addition, AGC Vinythai provides fitness membership benefits for all employees, enabling them to access fitness facilities and exercise programs that support regular physical activity and overall health.

AGC Vinythai also organizes stress management and burnout recovery workshops to help employees manage workplace stress and strengthen mental resilience. Furthermore, financial and retirement planning sessions are provided to support employees in managing personal finances and preparing for long-term financial stability.

Employees also have access to counselling and health support programs, which offer guidance and assistance in addressing personal or work-related concerns. Through these initiatives, we promote holistic wellbeing and enhances employees' quality of life while fostering a healthy and supportive workplace.

สุขภาพการเงินดี...
ชีวิตเกษียณ Happy



ฝ่ายบริหารทรัพยากรบุคคลและบริหารจัดการ ร่วมกับ
Lockton และ กรุงเทพรักษ์กันชีวิต ขอเชิญทุกท่านเข้าร่วม
สัมมนาออนไลน์ เพื่อเรียนรู้เคล็ดลับการออม การลงทุน และ
การบริหารเงินให้มั่นคงในวัยเกษียณ

เนื้อหาการบรรยาย

- 5 MEGA TREND ON NEXT
- บันได 3 ขั้นสู่สุขภาพทางการเงิน
- ทำไมและอย่างไร กับคำว่า เกษียณและ เงินเพื่อ
- อยู่รอด หรือมั่งคั่ง
- การวางแผนการเงินให้ชีวิตอยู่อย่างมั่งคั่ง
และมั่นคง

สนับสนุนโดย
LOCKTON กรุงเทพมหานคร

คุณสรวิพงศ์ เบญจจินการณ

ผู้เชี่ยวชาญด้านการเกษียณ
บริษัท กรุงเทพรักษ์กันชีวิต จำกัด (มหาชน)

18 ธันวาคม 2568
13.30 - 14.30 น.
MS TEAM

register now!

Sleep Well, Stress Less
How to เครียดน้อย นอนดี ชีวิตแฮปปี้

DID YOU KNOW THAT...

การนอนน้อย และความเครียดเรื้อรัง
ส่งผลให้คลื่นยาว คุณภาพการนอนลดลง
เพิ่มความเสี่ยงโรคเรื้อรัง และส่งผลต่อ
สมาธิ ประสิทธิภาพการทำงาน ระบบ
ภูมิคุ้มกัน และสุขภาพจิตอีกด้วย

Guest Speaker

รายละเอียดกิจกรรม

- 26 มีนาคม 2569
- 14.00-15.00 น.
- On-line MS Team
- วิธีจัดการความเครียดจากการทำงาน
- รู้ทันสัญญาณ Burnout Syndrome
- เทคนิคการนอนหลับอย่างมีคุณภาพ
- ภาวะสุขภาพจิตแบบนอนหลับ (OSA)

บว. คุณพลา ภูมิรัตนประพัฒน์
อาจารย์พิเศษสอนวิชานานาชาติสุขภาพ
และ CEO ago Health at Home

REGISTER NOW



OCTOBER 2025 | Vol.17
DO-IT-RIGHT
MONTHLY NEWSLETTER

AGC VINYTHAI

60 YEARS OF EXCELLENCE
TOWARDS SUSTAINABLE GROWTH

HAPPINESS AND WELL-BEING WITH FOUR KEY AREAS

The concepts of happiness and well-being are frequently discussed in our daily lives. It is well understood that:

- An inability to effectively manage daily responsibilities can lead to heightened stress levels, which may ultimately result in burnout.
- Conversely, effective management of these responsibilities can enhance productivity, foster creativity, and contribute to the sustainable cultivation of happiness & well-being in the workplace.

Are you familiar with tactics to cultivate and enhance a happiness and well-being in your life?

In this article, we aim to present method for achieving a state of happiness and well-being.

The first step involves setting clear and well-defined goals. These goals serve to create balance across various important area of life, including work, health, happiness, and prosperity.

The four key areas of focus for goal setting are as follows:

- Professional Goals: Collective and individual objectives related to one's career.
- Personal Goals: Objectives related to hobbies or passions.
- Health Goals: Targets for physical or mental health.
- Miscellaneous Goals: Areas such as travel.

After establishing these goals, it is essential to develop corresponding action plans for each category. These plans should be broken down into specific timeframes, such as Annual, Quarterly, Monthly, and Daily goal - often referred to as AQMD goals.

For example: our production team sets an annual production goal, which then divided into manageable daily objectives.

Regular review should be conducted to assess progress, understand the reason behind successes or setbacks, and make necessary adjustments to remain a course. Let us embark on this journey toward enhanced happiness and well-being.

Leadership and Management Tip

The future depends on what you do today.
Mahatma Gandhi

STRESS MANAGEMENT & BURNOUT RECOVERY WORKSHOP

ขอเชิญพนักงานเข้าร่วม workshop เรียนรู้วิธีการจัดการความเครียด และเติมพลังบวกให้กับตัวเองกับนักจิตวิทยา จาก **Peace Please Studio**

กลุ่ม 1 (จำกัด 50 คนแรกที่ลงทะเบียน)
10 มี.ย. 68, 14.00-16.00 น.
Thailand 1/ MTP1 หรือผ่าน MS Team

กลุ่ม 2 (จำกัด 50 คนแรกที่ลงทะเบียน)
25 มี.ย. 68, 14.00-16.00 น.
Sunflower/ PPD หรือผ่าน MS Team

ถ้าพนักงานสะดวก HR ขอแนะนำให้นักงานเข้าอบรมในห้อง เพื่อประสิทธิภาพของการทำกิจกรรม

เปิดรับลงทะเบียนตั้งแต่วันที่ ถึง 23 พ.ค. 68
HR จะแจ้งรายชื่อผู้มีสิทธิ์เข้า workshop ภายหลัง ตามลำดับเวลาของการลงทะเบียน



Agenda

- ความเครียดคืออะไร
- เกิดจากอะไร
- คำนิยามส่วนตัวที่เชื่อมโยงกับความเครียด
- วิธีการจัดการความเครียด
- เครียดแค่ไหนถึงจะ Burnout
- กิจกรรม Mindfulness
- กิจกรรมป็นดิน

Health and Wellbeing Support

Key Performance

In 2025, AGC Vinythai continued to strengthen its occupational health and safety (OHS) performance through systematic hazard identification, risk assessment, and implementation of preventive measures across its operations. Workplace hazards were identified through routine safety inspections, risk assessments, safety audits, incident investigations, and employee hazard reporting systems, enabling us to promptly address potential risks and prevent workplace incidents.

Workplace Risks Identified

Key occupational risks identified during the year included:

- Chemical exposure risks associated with chemical production, storage, and handling processes
- Mechanical hazards during equipment operation and maintenance activities
- Ergonomic risks related to repetitive tasks and manual handling
- Physical hazards, including noise exposure and workplace environmental conditions

These work-related hazards may pose risks of ill health if not properly controlled, including musculoskeletal discomfort, fatigue, physical strain, and potential exposure-related health effects.

Common Occupational Health Concerns

The most common work-related health concerns observed among employees and contractors included:

- Musculoskeletal discomfort associated with repetitive work or improper ergonomic conditions
- Fatigue and physical strain from operational and maintenance tasks
- Potential exposure to hazardous substances, which was closely monitored through occupational health surveillance and workplace monitoring programs

Work-Related Hazards that Pose a Risk of Ill Health

The work-related hazards identified as having the potential to pose risks of ill health included:

- Potential exposure to hazardous chemicals during production, transfer, storage, and maintenance activities
- Prolonged exposure to workplace noise and industrial environmental conditions
- Repetitive movements, manual handling, and ergonomic stress from operational tasks
- Physical strain and fatigue associated with maintenance and operational activities

These hazards were continuously monitored and managed through occupational hygiene programs, workplace monitoring systems, engineering controls, and preventive safety measures to minimize exposure risks and maintain safe working conditions.

Risk Reduction Measures (Hierarchy of Controls)

To mitigate these risks, AGC Vinythai implemented preventive measures based on the Hierarchy of Controls, including:

- Elimination / Substitution: Continuous improvement of processes and technologies to reduce hazardous conditions
- Engineering Controls: Installation of safety guards, ventilation systems, noise control measures, and environmental monitoring systems
- Administrative Controls: Implementation of safe work procedures, permit-to-work systems, job safety analysis, and regular safety training
- Personal Protective Equipment (PPE): Provision and mandatory use of appropriate PPE for employees and contractors working in potentially hazardous environments

Through these measures, we continued to strengthen its preventive safety culture and reduce occupational health and safety risks across its operations.

Key Safety Performance Indicators (2025)

Indicator	Description
Total Recordable Injury Rate (TRIR)	Measures the number of recordable injuries per million working hours
Lost Time Injury Frequency Rate (LTIFR)	Measures the number of lost-time injuries per million working hours
Near-Miss Reports	Number of reported near-miss incidents used for preventive improvement
Safety Inspections and Audits	Number of safety inspections conducted across operational areas
Safety Training Participation	Percentage of employees participating in safety training and awareness programs

Through continuous monitoring of these indicators and the implementation of preventive controls, we aim to further reduce occupational health and safety risks and maintain a safe working environment for both employees and contractors.



Project Highlight

Occupational Health and Safety (2025)

Project Name



Zero Accident Campaign 2025

Project Description

In 2025, AGC Vinythai implemented the Zero Accident Campaign 2025 to strengthen workplace safety awareness and reinforce our commitment to preventing workplace injuries and occupational illnesses. The campaign focused on promoting proactive safety behaviors among employees and contractors through various safety activities and communication initiatives.

Key activities included safety awareness campaigns, leadership safety walk and talk sessions, Behavior-Based Safety (BBS) observations, and regular safety communication to encourage employees to identify and report potential hazards. Safety messages and campaign materials were communicated through internal platforms, posters, and workplace meetings to reinforce safe work practices.

The campaign also emphasized contractor safety management by ensuring that contractors working within our facilities complied with the same occupational health and safety standards as employees.



Project Target

To strengthen safety awareness, promote proactive hazard reporting, and maintain a safe workplace with zero lost-time injuries.

Performance

Conducted leadership safety walk and talk activities
= 1 time/month

Behavior-Based Safety observations during the year
= 1 item/employee/month

Maintained our no lost-time accident performance during the reporting year

ZERO ACCIDENT



Employee Health and Wellbeing Promotion Program

Project Name:



Employee Health and Wellbeing Promotion Program

Project Description

In 2025, AGC Vinythai implemented the Employee Health and Wellbeing Promotion Program to enhance employees’ physical and mental wellbeing and encourage healthy lifestyle practices in the workplace. The program included a variety of health promotion activities designed to support employees’ overall wellbeing and improve work–life balance.

Key initiatives included workplace health campaigns, health awareness activities, and programs encouraging regular physical activity through employee sport clubs. We also provided fitness membership benefits for employees, enabling them to access fitness facilities and maintain regular exercise routines.

In addition, the program included stress management and mental wellbeing workshops, which provided employees with practical guidance on managing stress, maintaining emotional resilience, and promoting a positive working environment.

Project Target

To improve employee health awareness, encourage active lifestyles, and promote holistic wellbeing in the workplace.

Performance (Quantitative)

- 100% employees received fitness membership support
- Improved employee awareness regarding healthy lifestyle practices and mental wellbeing

EMPLOYEE HEALTH AND WELLBEING PROMOTION PROGRAM

SUSTAINABILITY PERFORMANCE

Corporate governance and Business Ethics

GRI	ECOVADIS	Performance	Unit	2022	2023	2024	2025
2-27		Compliance					
		Non-compliance instances					
		Total number of significant instances of non-compliance with laws and regulations	Case	0	0	0	0
		Instances for which fines were incurred		0	0	0	0
		Instances for which non-monetary sanctions were incurred		0	0	0	0
		Fines for instances of non-compliance with laws and regulations that were paid	THB	0	0	0	0
205-1	FB610	Corruption risk assessment					
		Operations assessed on risks related to corruption	Operational site	4	4	4	4
			% of operational sites	100	100	100	100
205-2	-	Communication on anti-corruption policies and procedures					
		Anti-corruption policies and procedures communicated to governance body members, breakdown by region					
		Governance body members that the organization's anti-corruption policies and procedures have been communicated to	Person	9	9	9	9
			% of governance body members	100	100	100	100
		Thailand	Person	3	3	3	3
			% of governance body members	100	100	100	100
		Anti-corruption policies and procedures communicated to employees, breakdown by region					
		Employees that the organization's anti-corruption policies and procedures have been communicated to	Person	1,147	1,164	1,190	1,204
			% of total employee	100	100	100	100
		Thailand	Person	1147	1164	1190	1204
			% of total employee	100	100	100	100

GRI	ECOVADIS	Performance	Unit	2022	2023	2024	2025
		Breakdown by employee category					
		Executives	Person	12	10	12	12
			% of total executives	100	100	100	100
		Middle management	Person	142	144	143	141
			% of total middle management	100	100	100	100
		Senior employee	Person	134	158	177	192
			% of total senior employees	100	100	100	100
		Junior employee	Person	848	852	855	859
			% of total junior employees	100	100	100	100
		Anti-corruption policies and procedures communicated to business partners, breakdown by region					
		Business partners that the organization's anti-corruption policies and procedures have been communicated to	Person	No data	No data	1,070	1,119
			% of business partner	No data	No data	100	100
		Thailand	Person	No data	No data	1,070	1,119
			% of business partner	No data	No data	100	100
205-3	FB610	Confirmed incidents of corruption and actions taken					
		Total number of confirmed incidents of corruption	Case	0	0	0	0
		Total number of confirmed incidents in which employees were dismissed or disciplined for corruption		0	0	0	0
		Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption		0	0	0	0

GRI	ECOVADIS	Performance	Unit	2022	2023	2024	2025
206-1	-	Total number of legal actions pending or completed during the reporting period in which the organization has been identified as a participant					
		Anti-competitive behavior	Case	0	0	0	0
		Violations of anti-trust legislation		0	0	0	0
		Violations of monopoly legislation		0	0	0	0
		Main outcomes of completed legal actions					
		Verbal warning	Case	0	0	0	0
		Written warning		0	0	0	0
		Dismissal		0	0	0	0
		Other		0	0	0	0
418-1	FB610	Customer privacy					
		Total number of substantiated complaints received concerning breaches of customer privacy, categorized by:					
		Complaints received from outside parties and substantiated by the organization	Case	0	0	0	0
		Complaints from regulatory bodies		0	0	0	0
		Total number of identified leaks, thefts, or losses of customer data					
		Identified leaks	Case	0	0	0	0
		Thefts		0	0	0	0
		Losses of customer data		0	0	0	0
-	FB610	Reports related to whistleblower procedure					
		Number of reports related to whistleblower procedure	Case	2	16	31	26
		Risky trading partners covered by due diligence process on:					
		Corruption	% of risky trading partners	0	0	0	0
		Information security		0	0	0	0
		Ethics certification					
		Certificate of The Thai Chamber of Commerce Business Ethics Standard Awards 2024 (ประกาศเกียรติคุณจรรยาบรรณดีเด่น หอการค้าไทย ประจำปี 2567)		N/A	N/A	100	100

General

GRI	ECOVADIS	Performance	Unit	2022	2023	2024	2025
-	ENV630	Revenue					
		Total gross annual revenue	THB	48,430,998,436	34,868,432,111	34,276,226,746.00	30,586,149,873.00
2-16	-	Communication of critical concern					
		Total number of critical concerns that were communicated to the highest governance body*	Case	0	0	1	1

Note : * Critical concerns include concerns about the organization’s potential and actual negative impacts on stakeholders raised through grievance mechanisms and other processes. They also include concerns identified through other mechanisms about the organization’s business conduct in its operations and its business relationships.

Supply Chain Management

GRI	ECOVADIS	Performance	Unit	2022	2023	2024	2025
204-1	-	Proportion of spending on local suppliers					
		Percentage of procurement budget used for significant locations* of operation that is spent on suppliers in Thailand	% of procurement budget	0	0	88%	85%
308-1	-	Supplier environmental assessment					
		Percentage of new suppliers that were screened using environmental criteria	% of new suppliers	0	0	81	47
308-2	-	Negative environmental impacts in the supply chain and actions taken					
		Suppliers assessed for environmental impacts	Supplier	0	0	71	96
		Number of suppliers identified as having significant actual and potential negative environmental impacts		0	0	0	0
		Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment	% of suppliers	0	0	0	0
		Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment		0	0	0	0

GRI	ECOVADIS	Performance	Unit	2022	2023	2024	2025
414-1	-	Supplier social assessment					
		Percentage of new suppliers that were screened using social criteria	% of new suppliers	0	0	0	100
414-2	-	Negative social impacts in the supply chain and actions taken					
		Number of suppliers assessed for social impacts	Supplier	0	0	71	96
		Number of suppliers identified as having significant actual and potential negative social impacts		0	0	0	0
		Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment	% of suppliers	0	0	0	0
		Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment		0	0	0	0
		-	SUP6100	Sustainable Procurement			
Percentage of targeted suppliers that have signed the sustainable procurement charter or supplier code of conduct	% of targeted suppliers			0	0	100%	100%
Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements				0	0	100%	100%
Percentage of targeted suppliers that have gone through a sustainability assessment				0	0	0	0
Percentage of targeted suppliers that have gone through a sustainability on-site audit				0	0	0	0
Percentage of buyers across all locations who have received training on sustainable procurement	% of buyers			0	0	0	25%
Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building	% of audited or assessed suppliers			0	0	0	0

Note : *"Significant locations of operation" refers to Thailand and Vietnam. While, "Local geography of organization" refers to Thailand.

Environmental

GRI	ECOVADIS	Performance	Unit	2022	2023	2024	2025
303-3	ENV600	water					
		Water withdrawal by source					
		Total water withdrawal from all areas	ML	4064.39	6941.12	7511.17	8296.01
		Total third-party water		4064.39	6941.12	7511.17	8296.01
		- Freshwater (≤ 1,000 mg/L Total Dissolved Solids)		2367.29	3453.15	3849.58	4886.26
		- Other water (> 1,000 mg/L Total Dissolved Solids)		1697.1	3487.97	3661.59	3409.75
Water discharge by destination							
303-4		Total water discharge to all areas	ML	1996.47	1878.86	1848.92	2095.65
		Surface water		0.2	0.2	0.2	0.2
		Groundwater		0	0	0	0
		Seawater		269.87	262.66	313.44	417.59
		Third-party water		1726.4	1616	1535.28	1677.86
		- Third-party water sent for use to other organization		0	0	0	0
		Water discharge by category (all areas)					
		- Freshwater (≤ 1,000 mg/L Total Dissolved Solids)	ML	NA	NA	NA	NA
		- Other water (> 1,000 mg/L Total Dissolved Solids)		0.2	0.2	0.2	0.2
		Total water discharge to all areas with water stress		0	0	0	0
		- Freshwater (≤ 1,000 mg/L Total Dissolved Solids)		NA	NA	NA	NA
		- Other water (> 1,000 mg/L Total Dissolved Solids)		NA	NA	NA	NA
	303-5	ENV6332 ENV600		Water consumption			
Total water consumption from all areas			ML	2068.11	5062.45	5662.44	6200.56
Total water consumption from areas with water stress				0	0	0	0
Change in water storage, if water storage has been identified as having a significant water-related impact.				0	0	0	0

GRI	ECOVADIS	Performance	Unit	2022	2023	2024	2025
-	ENV6332 ENV600	Water recycled and reused					
		Total amount of water recycled and reused	ML	0.01	0.01	0.01	0.01
		Water recycled		235.33	405.23	511.53	550.17
		Water reused		10.63	11.06	11.24	11.42
305-6	ENV6332 ENV600	Emissions					
		Emissions of ozone-depleting substances (ODS)					
		Production	Tons of CFC-11 equivalent	NA	NA	NA	NA
		Imports		NA	NA	NA	NA
Exports	NA	NA		NA	NA		
305-7		Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions					
		NOx	kg	90682.64	107833.07	102905.98	96597.58
		SOx		0	0	0	0
		Persistent organic pollutants (POP)		0	0	0	0
		Volatile organic compounds (VOC)		17.5	14.29	15.81	15.77
		Hazardous air pollutants (HAP)		0	0	0	0
		Particulate matter (PM)		11945	6457	5427	9194
		Carbon monoxide (CO)		120680	135376	37561	60643
		Heavy metals		0	0	0	0
		NH3 (ammonia)		0	0	0	0
		Chlorine (Cl2)		9.55	53.12	7.5	113.86
		Hydrogen chloride (HCl)		3014.89	2749.63	2451.55	2683.97
		Total R22		400	11809	29031	19425
		Total R507a		560	1120	240	480
		Total 134a		0	200	4968	3380

GRI	ECOVADIS	Performance	Unit	2022	2023	2024	2025
306-3 (2016)	-	Significant spills					
		Oil spills					
		Number of case	Case	0	0	0	0
		Volume of recorded significant spills	m3	0	0	0	0
		Fuel spills					
		Number of case	Case	0	0	0	0
		Volume of recorded significant spills	m3	0	0	0	0
		Waste spills					
		Number of case	Case	0	0	0	0
		Volume of recorded significant spills	m3	0	0	0	0
		Chemical spills					
		Number of case	Case	0	0	0	0
		Volume of recorded significant spills	m3	0	0	0	0
		306-3	ENV6332 ENV600	Waste			
Waste generated							
Total waste generated	Tons			3068.77	4642.66	5351.96	5301.31
Hazardous waste				1998.74	3564.06	3617.06	3994.28
Non-hazardous waste				1070.03	1078.6	1734.9	1307.03
306-4		ENV5001 ENV6332 ENV600	Waste diverted from disposal				
	Total waste diverted from disposal		Tons	60	42	139	25
	Total hazardous waste diverted from disposal			0	0	0	0
	Preparation for reuse			0	0	0	0
	- Onsite			0	0	0	0
	- Offsite			0	0	0	0
	Recycling			0	0	0	0
	- Onsite			0	0	0	0
	- Offsite			0	0	0	0
	Other recovery operations			0	0	0	0
	- Onsite			0	0	0	0
	- Offsite			0	0	0	0

GRI	ECOVADIS	Performance	Unit	2022	2023	2024	2025
		Total non-hazardous waste diverted from disposal	Tons	60	42	139	25
		Preparation for reuse		0	0	0	0
		- Onsite		0	0	0	0
		- Offsite		0	0	0	0
		Recycling		60	42	139	25
		- Onsite		60	42	139	25
		- Offsite		0	0	0	0
		Other recovery operations		0	0	0	0
		- Onsite		0	0	0	0
		- Offsite		0	0	0	0
		306-5		ENV5001 ENV600	Waste directed to disposal		
Total waste directed to disposal	Tons		3747.08		4988.86	6191.01	5243.27
Total hazardous waste directed to disposal			2677.05		3910.26	4456.11	3936.24
Incineration (with energy recovery)			0		0	0	0
- Onsite			0		0	0	0
- Offsite			0		0	0	0
Incineration (without energy recovery)			1632.28		448.27	988.03	83.34
- Onsite			0		0	0	0
- Offsite			1632.28		448.27	988.03	83.34
Landfilling			0		0	0	0
- Onsite			0		0	0	0
- Offsite			0		0	0	0
Other disposal operations			1044.77		3461.99	3468.08	3852.9
- Onsite			0		0	0	0
- Offsite			1044.77		3461.99	3468.08	3852.9

GRI	ECOVADIS	Performance	Unit	2022	2023	2024	2025
		Total Non-hazardous waste directed to disposal	Tons	1070.03	1078.6	1734.9	1307.03
		Incineration (with energy recovery)		0	42	0	0
		- Onsite		0	442	0	0
		- Offsite		0	0	0	0
		Incineration (without energy recovery)		12.88	32.58	0	0
		- Onsite		0	0	0	0
		- Offsite		12.88	32.58	0	0
		Landfilling		0	0	0	0
		- Onsite		0	0	0	0
		- Offsite		0	0	0	0
		Other disposal operations		1057.15	1046.02	1734.9	1307.03
		- Onsite		0	0	0	0
		- Offsite		1057.15	1046.02	1734.9	1307.03
-	ENV600	Biodiversity					
		Operational sites located in or near to biodiversity-sensitive areas where your activities negatively affect those areas	Operational site	NA	NA	NA	NA
			% of operational sites	NA	NA	NA	NA
	ENV5001	Training on specific environmental issues					
		Employees that have received training on specific environmental issues (insert issue)	Person	NA	291	292	NA
			% of total employee	NA	25	25	NA
		Environmental risk assessment					
		Operational sites assessed on specific environmental risks (insert issue)	Operational site	3	3	3	3
			% of operational sites	100	100	100	100
		Environmental certification					
		ISO 14001	% of operational sites	100	100	100	100
-		ECO factory		33	33	33	33
		Green Industry		100	100	100	100
		Good governance award		67	67	67	67

Climate

GRI	ECOVADIS	Performance	Unit	2022	2023	2024	2025
302-1	ENV6332 ENV600	Energy					
		Energy consumption within the organization					
		Total energy consumption within the organization	GJ	8635750.243	8985964.631	9463165.001	9842764.934
		Total fuel consumption within the organization from non-renewable sources		1126104.89	940710.7961	952681.8789	1201629.175
		- Natural gas		1126104.89	940710.7961	952681.8789	1201629.175
		Total fuel consumption within the organization from renewable sources		0	0	8871.34	10368.16
		- Solar				8871.34	10,368.16
		Total energy purchased for consumption by primary energy source		7509645.353	8045253.835	8501611.782	8630767.599
		- Electricity		6428643.701	6664950.297	6922456.134	6816585.363
		- Steam		1081001.652	1380303.538	1579155.648	1814182.236
		Total self-generated energy which are not consumed		0	0	0	0
		Total energy sold		0	0	0	0
-	ENV5001	Percentage of total energy consumption from renewable sources	%	0	0	0.093746014	0.105337881
302-2	ENV600	Energy consumption outside the organization					
		Total energy consumption outside the organization	GJ	0	0	0	0
302-3	ENV600	Energy intensity					
		Total energy intensity ratio	GJ/Revenue in THB	0.0001783	0.0002577	0.0002761	0.0003218

GRI	ECOVADIS	Performance	Unit	2022	2023	2024	2025
305-1	ENV630 ENV600 CAR104	Greenhouse gas emissions (GHGs)					
		Direct GHG emissions (scope 1)					
		Total direct GHG emissions (scope 1)	tCO2e	73,506	60,501	78,349	92,176
-	CAR100	Absolute scope 1 reduction target					
305-2	ENV630 ENV600	Indirect GHG emissions (scope 2)					
		Total location-based indirect GHG emissions (scope 2)	tCO2e	1138004	1145112	973920	977468
305-3	ENV630 ENV600 CAR104	Other indirect GHG emissions (scope 3)					
		Total other indirect (scope 3) GHG emissions	tCO2e	NA	NA	5546512.86187	7149160.08516
		Category 1: Purchased goods and services				737896.0877	805238.081
		Category 3: Fuel- and energy-related activities (not included in Scope 1 or Scope 2)				191049.3937	196780.095
		Category 4: Upstream transportation and distribution				42519.99054	1180124.674
		Category 10: Processing of sold products				4561739.327	4950975.921
		Category 12: End-of-life treatment of sold products				13308.06293	16041.31416
305-4	ENV600	GHG intensity					
		GHG emission (scope 1+2)	tCO2e	1,211,510	1,205,613	1,052,269	1,069,644
		GHG emission intensity (scope 1+2)	tCO2e/Revenue in THB	0.0000250	0.0000346	0.0000307	0.0000350

Product Stewardship

GRI	ECOVADIS	Performance	Unit	2022	2023	2024	2025
301-1	ENV600	Material					
		Material use					
		Total materials used to produce and package primary products and services	tons	1236968	1242364	1274318	1186258
		Non-renewable materials		1,116,203	1,116,059	1,145,257	1,066,597
		Renewable materials		120,765	126,305	129,061	119,661
301-2		Recycled input materials used					
		Total recycled input materials used	tons	No data	No data	No data	98
		Percentage of recycled input materials used to manufacture the organization's primary products and services	%	NA	NA	NA	0.0083
301-3		Percentage of reclaimed products and their packaging materials					
		Total reclaimed products and their packaging materials	%	0	0	0	0
-		Percentage of reclaimed products and packaging materials went to recycle process			0	0	0
416-1		Customer health and safety					
		Assessment of the health and safety impacts of product and service categories					
		Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	% of significant product or service	100	100	100	100
416-2		Incidents of non-compliance concerning the health and safety impacts of products and services					
		Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services	Case	0	0	0	0
		Incidents of non-compliance with regulations resulting in a fine or penalty		0	0	0	0
		Incidents of non-compliance with regulations resulting in a warning		0	0	0	0
		Incidents of non-compliance with voluntary codes		0	0	0	0

GRI	ECOVADIS	Performance	Unit	2022	2023	2024	2025
417-1		Product and service information and labeling					
		Assessment of compliance of product and service information and labeling procedures					
		Percentage of significant product or service categories covered by and assessed for compliance with such procedures	%	100	100	100	100
417-2		Incidents of non-compliance concerning product and service information and labeling					
		Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling	Case	0	0	0	0
		Incidents of non-compliance with regulations resulting in a fine or penalty		0	0	0	0
		Incidents of non-compliance with regulations resulting in a warning		0	0	0	0
		Incidents of non-compliance with voluntary codes		0	0	0	0
417-3		Incidents of non-compliance concerning product and service information and labeling					
		Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship	Case	0	0	0	0
		Incidents of non-compliance with regulations resulting in a fine or penalty		0	0	0	0
		Incidents of non-compliance with regulations resulting in a warning		0	0	0	0
		Incidents of non-compliance with voluntary codes		0	0	0	0
-		Product recalls					
		Number of recalls issued	Number	0	0	0	0
		Quantity of products recalled	Unit	0	0	0	0

Human Capital Management

GRI	ECOVADIS	Performance	Unit	2022		2023		2024		2025	
				Male	Female	Male	Female	Male	Female	Male	Female
2-7	LAB561	Employment									
		Total employees	Person	1,164		1,181		1,207		1,210	
				922	242	949	232	964	243	964	246
		Thailand		922	242	949	232	964	243	964	246
		Total employees by employee contract									
		Permanent employees	Person	1,164		1,181		1,204		1,210	
				922	242	949	232	961	243	964	246
		Thailand		922	242	949	232	961	243	964	246
		Temporary employees		0		0		3		5	
				0	0	0	0	3	0	5	0
		Thailand		0	0	0	0	3	0	5	0
		Total employees by employee type									
		Full-time employees	Person	1,164		1,181		1,207		1,210	
				922	242	949	232	964	243	964	246
		Thailand		922	242	949	232	964	243	964	246

GRI	ECOVADIS	Performance	Unit	2022		2023		2024		2025		
				Male	Female	Male	Female	Male	Female	Male	Female	
2-9	-	Governance structure and composition										
		Total number of governance body members (board of directors)	Person	9		9		9		9		
				6	3	6	3	7	2	8	1	
				4		1	5	1	5	1	6	0
				2		2	1	2	2	1	2	1
2-30	LAB4501 LAB601	Collective bargaining agreements										
		Employees covered by formally-elected employee representatives or collective bargaining agreements	Person	1,164		1,181		1,207		1,210		
			% of total employee	100		100		100		100		
202-2	-	Proportion of senior management hired from the local community (in Thailand)										
		Thailand	% of total senior management	1		1		1		1		
401-1	-	New employee hires										
		Total new employee hires	Person	152		69		65		44		
				126	26	56	13	40	25	34	10	
		New hire rate	% of total employee	13		6		5		4		
				11	2	5	1	3	2	3	1	

GRI	ECOVADIS	Performance	Unit	2022		2023		2024		2025	
				Male	Female	Male	Female	Male	Female	Male	Female
		New employee hires by age group									
		<30 years	Person	116		50		41		30	
				105	11	42	8	27	14	25	5
			% of total employee	10		4		3		2	
				9	1	4	1	2	1	2	0
		30 - 50 years	Person	36		19		24		14	
				21	15	14	5	13	11	9	5
			% of total employee	3		2		2		1	
				2	1	1	0	1	1	1	0
		>50 years	Person	0		0		0		0	
				0	0	0	0	0	0	0	0
			% of total employee	0		0		0		0	
				0	0	0	0	0	0	0	0
		New employee hires by region									
		Thailand	Person	152		69		65		44	
				126	26	56	13	40	25	34	10
			% of total employee	13		6		5		4	
				11	2	5	1	3	2	3	1

GRI	ECOVADIS	Performance	Unit	2022		2023		2024		2025	
				Male	Female	Male	Female	Male	Female	Male	Female
		Employee turnover									
		Total employee turnover	Person	18		28		44		44	
				16	2	22	6	30	14	37	7
		Turnover rate	% of total employee	2		2		4		4	
				1	0	2	1	2	1	3	1
		Employee turnover by age group									
		<30 years	Person	13		13		10		5	
				11	2	11	2	8	2	4	1
			% of total employee	1		1		1		0	
				1	0	1	0	1	0	0	0
		30 - 50 years	Person	4		15		26		24	
				4	0	11	4	16	10	20	4
			% of total employee	0		1		2		2	
				0	0	1	0	1	1	2	0
		>50 years	Person	1		0		8		15	
				1	0	0	0	6	2	13	2
			% of total employee	0		0		1		1	
				0	0	0	0	1	0	1	0
		Employee turnover by region									
		Thailand	Person	18		28		44		44	
				16	2	22	6	30	14	37	7
			% of total employee	2		2		4		4	
				1	0	2	1	2	1	3	1

GRI	ECOVADIS	Performance	Unit	2022		2023		2024		2025	
				Male	Female	Male	Female	Male	Female	Male	Female
401-3	LAB601	Parental leave									
		Number of employees entitled to parental leave	Person	1,147		1,164		1,187		1,199	
				905	242	932	232	944	243	953	246
		Number of employees taking parental leave	Person	3		1		5		2	
				0	3	0	1	0	5	0	2
		Number of employees returning to work after parental leave	Person	3		1		5		2	
				0	3	0	1	0	5	0	2
		Employee returning to work rate	% of employees taking parental leave	100		100		100		100	
				0	100	0	100	0	100	0	100
		Number of employees returning to work after parental leave who were still employed for 12 months after returning	Person	3		1		5		2	
				0	3	0	1	0	5	0	2
		Employee retention rate	% of employees taking parental leave	100		100		100		100	
				0	100	0	100	0	100	0	100
404-1	LAB6010	Employee training									
		Employee training hours	Hour	4,799		6,034		5,383		5,111	
				4,799		6,034		5,383		5,111	
		Average hours of training per employee	Hour/person/ year	5		6		6		5	
				5		6		6		5	

GRI	ECOVADIS	Performance	Unit	2022		2023		2024		2025	
				Male	Female	Male	Female	Male	Female	Male	Female
-	LAB4501	Type of training									
		Employees who received skills-related training	Person								
			% of total employee	0		0		0		0	
		Employees trained on diversity, equity, and inclusion	Person								
			% of total employee	0		0		0		0	
404-3	LAB4501	Performance and career development reviews									
		Employees who received a regular performance and career development review	Person	1,147		1,164		1,187		1,199	
				905	242	932	232	944	243	953	246
			% of total employee	198		198		198		199	
				98	100	98	100	98	100	99	100
		Performance and career development reviews breakdown by employee category									
		Executives	Person	20		10		12		12	
			% of total executives	100		56		63		71	
		Middle management	Person	142		144		143		141	
			% of total middle management	95		95		95		100	
		Senior employees	Person	134		158		177		187	
			% of total senior employees	99		99		99		97	
		Junior employees	Person	848		852		855		859	
			% of total junior employees	99		100		100		100	

GRI	ECOVADIS	Performance	Unit	2022		2023		2024		2025	
				Male	Female	Male	Female	Male	Female	Male	Female
405-1	LAB561	Diversity of governance bodies and employees									
		Diversity of employees breakdown by employee category and age group									
		Executives									
		Total executives	Person	20		18		19		17	
				19	1	17	1	17	2	16	1
		<30 years	Person	0	0	0	0	0	0	0	0
			% of total employee	0	0	0	0	0	0	0	0
		30 - 50 years	Person	6	0	5	0	4	1	3	1
			% of total employee	1	0	0	0	0	0	0	0
		>50 years	Person	13	1	12	1	13	1	13	0
			% of total employee	1	0	1	0	1	0	1	0
		Middle management									
		Total middle employees	Person	150		152		151		141	
				94	56	101	51	97	54	86	55
		<30 years	Person	0	0	0	0	0	0	0	0
			% of total employee	0	0	0	0	0	0	0	0
		30 - 50 years	Person	64	43	67	39	62	39	50	38
			% of total employee	5	4	6	3	5	3	4	3
		>50 years	Person	30	13	34	12	35	15	36	17
			% of total employee	3	1	3	1	3	1	3	1
		Senior employee									
		Total senior employees	Person	135		159		179		193	
				77	58	87	72	101	78	105	88
		<30 years	Person	3	1	1	3	5	5	4	3
			% of total employee	0	0	0	0	0	0	0	0
		30 - 50 years	Person	51	46	56	52	59	55	59	63
			% of total employee	4	4	5	4	5	5	5	5
		>50 years	Person	23	11	30	17	37	18	42	22
			% of total employee	2	1	3	1	3	1	3	2

GRI	ECOVADIS	Performance	Unit	2022		2023		2024		2025	
				Male	Female	Male	Female	Male	Female	Male	Female
		Junior employee									
		Total junior employees	Person	859		852		855		859	
				743	116	744	108	746	109	757	102
		<30 years	Person	240	31	233	29	221	35	213	34
			% of total employee	21	3	20	2	18	3	18	3
		30 - 50 years	Person	408	63	406	58	404	51	397	49
			% of total employee	35	5	34	5	33	4	33	4
		>50 years	Person	95	22	105	21	121	23	147	19
			% of total employee	8	2	9	2	10	2	12	2
		Diversity of employees breakdown by employee category and nationality									
		Executives									
		Thai	Person	11	1	9	1	10	2	11	1
			% of total employee	1	0	1	0	1	0	1	0
		Japanese	Person	20	0	8	0	7	0	5	0
			% of total employee	2	0	1	0	1	0	0	0
		Middle management									
		Thai	Person	86	56	93	51	89	54	86	55
			% of total employee	7	5	8	4	7	4	7	5
		Japanese	Person	8	0	8	0	8	0	0	0
			% of total employee	1	0	1	0	1	0	0	0
		Senior employee									
		Thai	Person	76	58	86	72	102	78	104	88
			% of total employee	7	5	7	6	8	6	9	7
		Japanese	Person	1	0	1	0	2	0	1	0
			% of total employee	0	0	0	0	0	0	0	0
		Junior employee									
		Thai	Person	743	116	744	108	746	109	757	102
			% of total employee	64	10	63	9	62	9	63	8

GRI	ECOVADIS	Performance	Unit	2022		2023		2024		2025	
				Male	Female	Male	Female	Male	Female	Male	Female
		Diversity of governance bodies breakdown by age group									
		<30 years	Person	0	0	0	0	0	0	0	0
			% of total governance body member	0	0	0	0	0	0	0	0
		30 - 50 years	Person	0	1	1	1	0	1	2	0
			% of total governance body member	0	11	11	11	0	11	22	0
		>50 years	Person	6	2	5	2	7	1	6	1
			% of total governance body member	67	22	56	22	78	11	67	11
		Diversity of governance bodies breakdown by nationality									
		Thai	Person	1	3	1	3	2	2	3	1
			% of total governance body member	11	33	11	33	22	22	33	11
		Japanese	Person	5	0	5	0	5	0	5	0
			% of total governance body member	56	0	56	0	56	0	56	0
-	LAB561	Employees from a minority or vulnerable group									
		Whole organization	Person	0		0		0		0	
			% of total employee	0		0		0		0	
		Top management level (executive)	Person	0		0		0		0	
			% of executives	0		0		0		0	

GRI	ECOVADIS	Performance	Unit	2022		2023		2024		2025	
				Male	Female	Male	Female	Male	Female	Male	Female
405-2	LAB601	Ratio of basic salary and remuneration of women to men									
		Executives									
		Thailand	Ratio	188%		185%		130%		80%	
		Middle management									
		Thailand	Ratio	91%		95%		91%		92%	
		Senior employee									
		Thailand	Ratio	80%		86%		83%		81%	
		Junior employee									
		Thailand	Ratio	118%		113%		108%		108%	
-	LAB561	Average unadjusted gender pay gap	THB	0		0		0		0	
2-21	LAB6010	Annual total compensation ratio									
		Annual total compensation of highest-paid individual	THB	9,600,000		10,100,000		10,480,000		7,100,000	
		Median annual compensation of all employees, excluding the highest-paid individual		703,900		718,000		743,000		772,900	
		Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)	Ratio	14		14		14		9	
		Percentage increase in annual total compensation for the highest-paid individual	%	5%		4%		0%		3%	
		Median percentage increase in annual total compensation for all employees excluding the highest-paid individual		2%		3%		4%		4%	
		Ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)	Ratio	3		1		0		1	

GRI	ECOVADIS	Performance	Unit	2022		2023		2024		2025	
				Male	Female	Male	Female	Male	Female	Male	Female
-	LAB4502	Living Wage									
		Direct employees covered by a living wage benchmarking	% of direct employees	100		100		100		100	
		Direct employees paid below living wage		0		0		0		0	
		All employees paid below living wage, including direct employees and non-employee workers	% of all employees	0		0		0		0	
		Average wage gap for direct employees paid below living wage against a living wage benchmark	% of average wage gap	0		0		0		0	

Note: "Significant locations of operation" refers to Thailand
“Senior management” refer to Thai, Japanese
"Local geography of organization" refers to Thailand.

Human Rights

GRI	ECOVADIS	Performance	Unit	2022	2023	2024	2025
406-1	LAB601	Incidents of discrimination and corrective actions taken					
		Total number of incidents of discrimination during the reporting period	Case	0	0	0	0
		Incident reviewed by the organization		0	0	0	0
		Remediation plans being implemented		0	0	0	0
		Remediation plans that have been implemented, with results reviewed through routine internal management review processes		0	0	0	0
		Incident no longer subject to action					
407-1	LAB601	Freedom of association and collective bargainin					
		Number of operations in which workers’ rights to exercise freedom of association or collective bargaining may be violated or at significant risk	Operational site	0	0	0	0
408-1	LAB601	Child labor					
		Number of operations considered to have significant risk for incidents of child labor	Operational site	0	0	0	0
		Number of operations considered to have significant risk for incidents of young workers exposed to hazardous work	Operational site	0	0	0	0
409-1	LAB601	Forced or compulsory labor					
		Number of operations considered to have significant risk for incidents of forced or compulsory labor	Operational site	0	0	0	0

GRI	ECOVADIS	Performance	Unit	2022	2023	2024	2025
410-1	-	Security practices					
		Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security	% of security personnel	100	100	100	100
411-1	LAB601	Incidents of violations involving rights of indigenous peoples					
		Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period	Case	0	0	0	0
		Incident reviewed by the organization		0	0	0	0
		Remediation plans being implemented		0	0	0	0
		Remediation plans that have been implemented, with results reviewed through routine internal management review processes		0	0	0	0
		Incident no longer subject to action		0	0	0	0
-	LAB4501	Human rights risk/ impact assessment					
	LAB601	Operational sites assessed on human rights impact or risks	Operational site	0	0	0	0
			% of operational sites	0	0	0	0

Occupational Health and Safety

GRI	ECOVADIS	Performance	Unit	2022	2023	2024	2025
403-8	-	Workers covered by an occupational health and safety management system					
		Employee					
		Covered by an occupational health and safety management system	Person	962	962	1,095	962
			% of employees	83.87	82.65	92.02	79.90
		Covered by such a system that has been internally audited	Person	962	962	1,095	962
			% of employees	83.87	82.65	92.02	79.90
		Covered by such a system that has been audited or certified by an external party	Person	962	962	1,095	962
			% of employees	83.87	82.65	92.02	79.90
403-9	LAB6010	Number of hours worked					
		Employee	Hour	2,205,344	2,426,770	2,535,535	2,611,891
		Contractor	Hour	3,730,360	7,236,992	21,602,412	19,772,240

GRI	ECOVADIS	Performance	Unit	2022	2023	2024	2025
	LAB601	Work-related injury					
		Employee					
		Number of fatalities as a result of work-related injury	Person				
		Rate of fatalities as a result of work-related injury	Case/1,000,000 hours worked	0	0	0	0
		Number of high-consequence work-related injuries (excluding fatalities)	Person				
		Rate of high-consequence work-related injuries (excluding fatalities)	Case/1,000,000 hours worked	0	0	0	0
		Number of recordable work-related injuries	Person	1	1	0	1
		Rate of recordable work-related injuries	Case/1,000,000 hours worked	0.45	0.41	0.00	0.38
		Contractor					
		Number of fatalities as a result of work-related injury	Person				
		Rate of fatalities as a result of work-related injury	Case/1,000,000 hours worked	0	0	0	0
		Number of high-consequence work-related injuries (excluding fatalities)	Person				
		Rate of high-consequence work-related injuries (excluding fatalities)	Case/1,000,000 hours worked	0	0	0	0
		Number of recordable work-related injuries	Person	1	1	3	5
		Rate of recordable work-related injuries	Case/1,000,000 hours worked	0.27	0.14	0.14	0.25

GRI	ECOVADIS	Performance	Unit	2022	2023	2024	2025
403-10	LAB601	Work-related ill health					
		Employee					
		Number of fatalities as a result of work-related ill health	Person	0	0	0	0
		Number of cases of recordable work-related ill health	Case	0	0	0	0
		Contractor					
		Number of fatalities as a result of work-related ill health	Person	0	0	0	0
		Number of cases of recordable work-related ill health	Case	0	0	0	0
-	LAB6010	Work-related accident					
		Number of work-related accident	Case	17	15	16	14
		Lost days					
		Number of days lost to work-related injuries	Day	139	0	0	33
		Number of days lost to work-related fatalities		0	0	0	0
		Number of days lost to work-related ill health		0	0	0	0
	LAB4501	Employee health and safety risk assessment					
		Operational sites assessed on employee health and safety risk assessment	Operational site	3	3	3	3
			% of operational sites	100	100	100	100
		Occupational health and safety certification					
		ISO 45001		Yes	Yes	Yes	Yes

GRI Content Index

GRI Standard	Disclosure	Location	Omission / Remark
General Disclosures			
GRI 2: General Disclosures (2021)	The organization and its reporting practices		
	2-1 Organizational details	About This Report (page 4, 6)	
	2-2 Entities included in the organization’s sustainability reporting	About This Report (page 4-6)	
	2-3 Reporting period, frequency and contact point	About This Report (page 4, 6)	
	2-4 Restatements of information	NA	This report is the first year report.
	2-5 External assurance	See remark	This report is not externally assured.
	Activities and workers		
	2-6 Activities, value chain and other business relationships	Value Chain and Stakeholder (page 18-19)	
	2-7 Employees	Performance Data (Human Capital Management: Employment) (page 125)	
	Governance		
	2-9 Governance structure and composition	Governance Structure (page 10) Performance Data (Human Capital Management: Governance structure and composition) (page 126)	
	2-10 Nomination and selection of the highest governance body	2025 Annual Report (page 118)	
	2-11 Chair of the highest governance body	2025 Annual Report (page 103-105)	
	2-12 Role of the highest governance body in overseeing the management of impacts	2025 Annual Report (page 101)	
	2-13 Delegation of responsibility for managing impacts	Sustainability Development Policy and Strategy (page 10-11)	
	2-14 Role of the highest governance body in sustainability reporting	About This Report (page 5), Sustainability Development Policy and Strategy (page 8) Materiality (page 12)	
	2-15 Conflicts of interest	Corporate Governance and Business Ethics (page 33-34)	
	2-16 Communication of critical concerns	Performance Data (General: Communication of critical concern) (page 114)	
	2-17 Collective knowledge of the highest governance body	2025 Annual Report (page 101)	
	2-18 Evaluation of the performance of the highest governance body	2025 Annual Report (page 91)	

GRI Standard	Disclosure	Location	Omission / Remark
	2-19 Remuneration policies	2025 Annual Report (page 120-121)	
	2-20 Process to determine remuneration	2025 Annual Report (page 120-121)	
	2-21 Annual total compensation ratio	Performance Data (Human Capital Management: Annual total compensation ratio) (page 134)	
	Strategy, policies and practices		
	2-22 Statement on sustainable development strategy	Message from the Leadership (page 3)	
	2-23 Policy commitments	Each Materiality Chapter	
	2-24 Embedding policy commitments	Each Materiality Chapter	
	2-25 Processes to remediate negative impacts	Corporate Governance and Business Ethics (page 31, 37-38)	
	2-26 Mechanisms for seeking advice and raising concerns	Corporate Governance and Business Ethics (page 37-38)	
	2-27 Compliance with laws and regulations	Corporate Governance and Business Ethics (page 31) Performance Data (Corporate Governance: Compliance) (page 111)	
	2-28 Membership associations	NA	
	Stakeholder engagement		
	2-29 Approach to stakeholder engagement	Value Chain and Stakeholder (page 19-24)	
	2-30 Collective bargaining agreements	Human Capital Management and Human Rights (page 95) Performance Data (Human Capital Management: Collective bargaining agreements) (page 126)	
Material Topics Disclosure			
GRI 3: Material Topics (2021)	3-1 Process to determine material topics	Materiality (page 12)	
	3-2 List of material topics	Materiality (page 13-17)	
Corporate Governance and Business Ethics			
GRI 3: Material Topics (2021)	3-3 Management of material topics	Corporate Governance and Business Ethics (page 26-42)	

GRI Standard	Disclosure	Location	Omission / Remark
GRI 205: Anti-corruption (2016)	205-1 Operations assessed for risks related to corruption	Corporate Governance and Business Ethics (page 32) Performance Data (Corporate Governance: Corruption risk assessment) (page 111)	
	205-2 Communication and training about anti-corruption policies and procedures	Performance Data (Corporate Governance: Communication on anti-corruption policies and procedures) (page 111-112)	
	205-3 Confirmed incidents of corruption and actions taken	Corporate Governance and Business Ethics (page 27) Performance Data (Corporate Governance: Confirmed incidents of corruption and actions taken) (page 112)	
GRI 206: Anti-competitive Behavior (2016)	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Corporate Governance and Business Ethics (page 32) Performance Data (Corporate Governance: Total number of legal actions pending or completed during the reporting period in which the organization has been identified as a participant) (page 113)	
GRI 418: Customer Privacy (2016)	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Performance Data (Corporate Governance: Customer privacy) (page 113)	
Supply Chain Management			
GRI 3: Material Topics (2021)	3-3 Management of material topics	Supply Chain Management (page 44-51)	
GRI 204: Procurement Practices (2016)	204-1 Proportion of spending on local suppliers	Performance Data (Supply Chain Management: Proportion of spending on local suppliers) (page 114)	
GRI 308: Supplier Environmental Assessment (2016)	308-1 New suppliers that were screened using environmental criteria	Supply Chain Management (page 44) Performance Data (Supply Chain Management: Supplier environmental assessment) (page 114)	
	308-2 Negative environmental impacts in the supply chain and actions taken	Performance Data (Supply Chain Management: Supplier environmental assessment) (page 114)	
GRI 414: Supplier Social Assessment (2016)	414-1 New suppliers that were screened using social criteria	Supply Chain Management (page 44) Performance Data (Supply Chain Management: Supplier social assessment) (page 115)	
	414-2 Negative social impacts in the supply chain and actions taken	Performance Data (Supply Chain Management: Supplier social assessment) (page 115)	
Environmental Management			
GRI 3: Material Topics (2021)	3-3 Management of material topics	Environmental Management (page 53-61)	

GRI Standard	Disclosure	Location	Omission / Remark
GRI 303: Water and Effluents (2018)	303-1 Interactions with water as a shared resource	Environmental Management (page 55-56)	
	303-2 Management of water discharge-related impacts	Environmental Management (page 56)	
	303-3 Water withdrawal	Performance Data (Environmental: Water) (page 116)	
	303-4 Water discharge	Environmental Management (page 56, 60) Performance Data (Environmental: Water) (page 116)	
	303-5 Water consumption	Performance Data (Environmental: Water) (page 116-117)	
GRI 305: Emissions (2016)	305-6 Emissions of ozone-depleting substances (ODS)	Performance Data (Environmental: Emissions) (page 117)	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Performance Data (Environmental: Emissions) (page 117)	
GRI 306: Effluents and Waste (2016)	306-3 Significant spills	Performance Data (Environmental: Significant spills) (page 118)	
GRI 306: Waste (2020)	306-1 Waste generation and significant waste-related impacts	Environmental Management (page 57)	
	306-2 Management of significant waste-related impacts	Environmental Management (page 57) Product Stewardship (page 83-84)	
	306-3 Waste generated	Performance Data (Environmental: Waste) (page 118)	
	306-4 Waste diverted from disposal	Performance Data (Environmental: Waste) (page 118-119)	
	306-5 Waste directed to disposal	Performance Data (Environmental: Waste) (page 119-120)	
Climate Change			
GRI 3: Material Topics (2021)	3-3 Management of material topics	Climate Strategy and Energy Management (page 63-74)	
GRI 302: Energy (2016)	302-1 Energy consumption within the organization	Performance Data (Climate Strategy: Energy) (page 121)	
	302-2 Energy consumption outside of the organization	Performance Data (Climate Strategy: Energy) (page 121)	
	302-3 Energy intensity	Performance Data (Climate Strategy: Energy) (page 121)	
	302-4 Reduction of energy consumption	Climate Strategy and Energy Management (page 72)	
	302-5 Reductions in energy requirements of products and services	Climate Strategy and Energy Management (page 72)	

GRI Standard	Disclosure	Location	Omission / Remark
GRI 305: Emissions (2016)	305-1 Direct (Scope 1) GHG emissions	Climate Strategy and Energy Management (page 64-65) Performance Data (Climate Strategy: Greenhouse gas emissions (GHGs)) (page 122)	
	305-2 Energy indirect (Scope 2) GHG emissions	Climate Strategy and Energy Management (page 64-65) Performance Data (Climate Strategy: Greenhouse gas emissions (GHGs)) (page 122)	
	305-3 Other indirect (Scope 3) GHG emissions	Climate Strategy and Energy Management (page 64-65) Performance Data (Climate Strategy: Greenhouse gas emissions (GHGs)) (page 122)	
	305-4 GHG emissions intensity	Performance Data (Climate Strategy: Greenhouse gas emissions (GHGs)) (page 122)	
	305-5 Reduction of GHG emissions	Performance Data (Climate Strategy: Greenhouse gas emissions (GHGs)) (page 122)	
Product Stewardship			
GRI 3: Material Topics (2021)	3-3 Management of material topics	Product Stewardship (page 76-89)	
GRI 301: Materials (2016)	301-1 Materials used by weight or volume	Performance Data (Product Stewardship: Material) (page 123)	
	301-2 Recycled input materials used	Performance Data (Product Stewardship: Material) (page 123)	
	301-3 Reclaimed products and their packaging materials	Performance Data (Product Stewardship: Material) (page 123)	
GRI 416: Customer Health and Safety (2016)	416-1 Assessment of the health and safety impacts of product and service categories	Performance Data (Product Stewardship: Customer health and safety) (page 123)	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Performance Data (Product Stewardship: Customer health and safety) (page 123)	
GRI 417: Marketing and Labeling (2016)	417-1 Requirements for product and service information and labeling	Product Stewardship (page 82) Performance Data (Product Stewardship: Product and service information and labeling) (page 124)	
	417-2 Incidents of non-compliance concerning product and service information and labeling	Performance Data (Product Stewardship: Product and service information and labeling) (page 124)	
	417-3 Incidents of non-compliance concerning marketing communications	Performance Data (Product Stewardship: Product and service information and labeling) (page 124)	

GRI Standard	Disclosure	Location	Omission / Remark
Human Capital Management and Human Rights			
GRI 3: Material Topics (2021)	3-3 Management of material topics	Human Capital Management and Human Rights (page 91-97)	
GRI 202: Market Presence (2016)	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Human Capital Management and Human Rights (page 94)	
	202-2 Proportion of senior management hired from the local community	Performance Data (Human Capital Management: Market presense) (page 126)	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Performance Data (Human Capital Management: New Employee Hires) (page 126-127) Performance Data (Human Capital Management: Employee Turnover) (page 128)	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Human Capital Management and Human Rights (94, 96)	
	401-3 Parental leave	Performance Data (Human Capital Management: Parental leave) (page 129)	
GRI 402: Labor/ Management Relations (2016)	402-1 Minimum notice periods regarding operational changes	See remark	Our notice period follows the Thailand's regulations.
GRI 404: Training and Education (2016)	404-1 Average hours of training per year per employee	Performance Data (Human Capital Management: Employee training) (page 129)	
	404-2 Programs for upgrading employee skills and transition assistance programs	Human Capital Management and Human Rights (page 96)	
	404-3 Percentage of employees receiving regular performance and career development reviews	Performance Data (Human Capital Management: Performance and career development reviews) (page 130)	
GRI 405: Diversity and Equal Opportunity (2016)	405-1 Diversity of governance bodies and employees	Performance Data (Human Capital Management: Diversity of governance bodies and employees) (page 131-133)	
	405-2 Ratio of basic salary and remuneration of women to men	Performance Data (Human Capital Management: Ratio of basic salary and remuneration of women to men) (page 134)	
GRI 406: Non-discrimination (2016)	406-1 Incidents of discrimination and corrective actions taken	Performance Data (Human Rights: Incidents of discrimination and corrective actions taken) (page 136)	
GRI 407: Freedom of Association and Collective Bargaining (2016)	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Performance Data (Human Rights: Freedom of association and collective bargaining) (page 136)	
GRI 408: Child Labor (2016)	408-1 Operations and suppliers at significant risk for incidents of child labor	Performance Data (Human Rights: Child labor) (page 136)	

GRI Standard	Disclosure	Location	Omission / Remark
GRI 409: Forced or Compulsory Labor (2016)	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Performance Data (Human Rights: Forced or compulsory labor) (page 136)	
GRI 410: Security Practices (2016)	410-1 Security personnel trained in human rights policies or procedures	Performance Data (Human Rights: Security practices) (page 137)	
GRI 411: Rights of Indigenous Peoples (2016)	411-1 Incidents of violations involving rights of indigenous peoples	Performance Data (Human Rights: Incidents of violations involving rights of indigenous peoples) (page 137)	
Occupational Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	Occupational Health and Safety (page 99-110)	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety (page 101)	
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety (page 102)	
	403-3 Occupational health services	Occupational Health and Safety (page 101)	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety (page 105)	
	403-5 Worker training on occupational health and safety	Occupational Health and Safety (page 106)	
	403-6 Promotion of worker health	Occupational Health and Safety (page 107, 109-110)	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety (page 103-104, 109)	
	403-8 Workers covered by an occupational health and safety management system	Performance Data (Occupational Health and Safety: Workers covered by an occupational health and safety management system) (page 138)	
	403-9 Work-related injuries	Occupational Health and Safety (page 108-109) Performance Data (Occupational Health and Safety: Work-related injury) (page 138-139)	
	403-10 Work-related ill health	Occupational Health and Safety (page 108-109) Performance Data (Occupational Health and Safety: Work-related ill health) (page 140)	