

Sustainability Policy

Thantawan Industry Public Company Limited

Thantawan Industry Public Company Limited is committed to driving sustainable and stable business growth by balancing economic growth, social development, and environmental protection, alongside adhering to good corporate governance principles. This commitment aims to deliver shared value to all stakeholder groups, support the United Nations Sustainable Development Goals (UN SDGs), and facilitate the transition to a low-carbon economy in the future.

The Company aspires "To be the world's leading innovative packaging solution provider" by conducting business in accordance with Environmental, Social, and Governance (ESG) principles to address challenges and seize opportunities arising from the changing global context. The sustainability policy encompasses three main dimensions as follows:

1. Environmental

The Company operates its business under the concept of maximizing resource efficiency and minimizing negative environmental impacts, with emphasis on:

- **Climate Change**
Reduce greenhouse gas emissions in accordance with Science-Based Targets, alongside enhancing energy efficiency and promoting the use of renewable energy
- **Biodiversity**
Protect, restore, and care for ecosystems in operational areas and value chains, reducing and avoiding negative impacts from business operations
- **Pollution & Resources**
Apply Circular Economy principles to reduce production waste and strictly manage air, water, and waste pollution
- **Water Security**
Use water efficiently, reduce risks from water scarcity, and treat wastewater to meet quality standards before discharge back to nature
- **Environmental Supply Chain**
Collaborate with suppliers and partners to elevate environmental management standards sustainably throughout the production

2. Social

The Company conducts business responsibly toward personnel, communities, and society, with emphasis on:

- **Labor Standards**
Promote a safe, equal, and non-discriminatory work environment, alongside continuously developing personnel capabilities
- **Human Rights & Community**
Respect human rights and support community development projects to enhance quality of life and build good relationships with communities surrounding operational areas

- **Health & Safety**

Place the highest priority on the safety of employees and all stakeholders, with a goal to reduce workplace accidents to zero

- **Customer Responsibility**

Commit to delivering quality and safe products and services that create maximum satisfaction and protect personal data to the highest standards

- **Social Supply Chain**

Work with suppliers to elevate labor standards, human rights, and social responsibility throughout the supply chain

3. **Governance**

The Company adheres to good, transparent, and auditable corporate governance, with emphasis on:

- **Corporate Governance**

Maintain an independent board of directors with diverse knowledge and capabilities to oversee and balance management effectively

- **Risk Management**

Integrate ESG risk management into organizational strategy, with systematic identification, assessment, and monitoring of risks

- **Anti-Corruption**

Implement stringent measures to combat corruption in all forms, alongside promoting an organizational culture based on honesty and integrity

- **Tax Transparency**

Conduct tax matters responsibly in compliance with laws and appropriately disclose relevant information

Integration and Monitoring

The Company will integrate the Sustainability Policy into business strategy, action plans, and decision-making at all levels by establishing clear Key Performance Indicators (KPIs) for each objective to enable transparent and regular progress tracking and evaluation.

The Board of Directors plays a crucial role in overseeing the effective implementation of this policy and will regularly review the policy's appropriateness to ensure alignment with the changing business environment and stakeholder expectations.

All employees play an important role in driving this policy to success, and the Company will encourage employee participation in creating a sustainable future together.