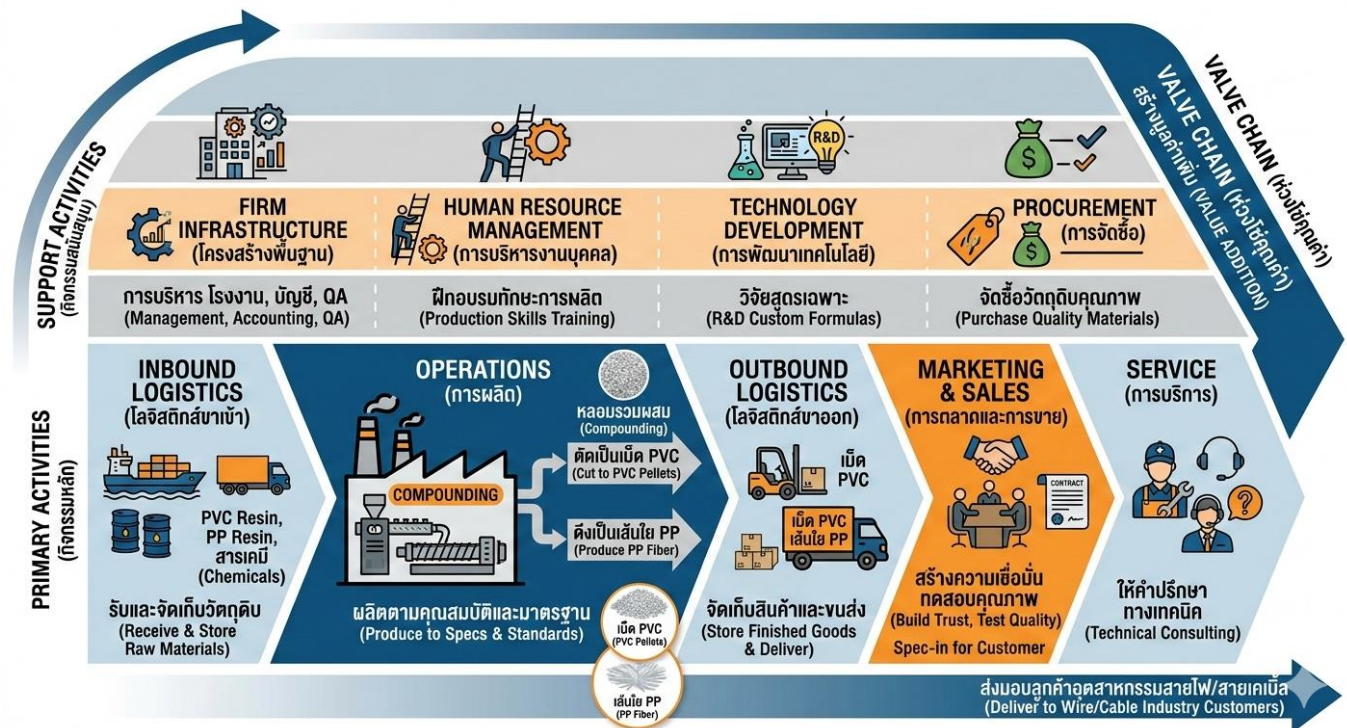




Stakeholder Engagement and Materiality

Business value chain

The Company is a manufacturer of plastic PVC pellets used in various industries and polypropylene fibers used in the wire and cable industry. The Company purchases raw materials from chemical producers, PVC resin and polypropylene resin, and then melts and mixes them (Compounding), cuts them into PVC pellets, and produces polypropylene fibers to meet the required properties and standards. The Company then delivers PVC plastic pellets and polypropylene fibers to customers in the required industries. The value chain of the business can be described in the following table:





1 Inbound Logistics



2 Operations



3 Outbound Logistics



4 Marketing & Sales



5 Services



Procurement and receipt raw materials	Processing	Product Delivery	Marketing & Sales	Services
<ul style="list-style-type: none"> Product design, certification and development Vendor selection & evaluation Procurement Supplier development and risk assessment of key vendors Procurement and delivery planning Raw Material/Packaging Quality Inspection and Certification Raw materials storage, packaging, inventory management Chemical safety management Legal compliance Safe delivery both for chemical hazards and the occupational health of raw material providers Business Partner Code of Conduct and Legal Compliance 	<ul style="list-style-type: none"> Receiving orders and review customers orders Planning Production process control Product quality inspection and certification Finished product preservation Compliance with regulations governing operations that impact the environment Maintenance on equipment and production machinery Safety, Occupational Health and working environment On the job training and general training for continuous improvement Infrastructure and facility management 	<ul style="list-style-type: none"> Selection and assessment transport services provider Caring for the safety and health of Transportation workers Product delivery Product certification and supporting information Compliance with any operational control regulations related to transportation measures 	<ul style="list-style-type: none"> Survey on customer demand and satisfaction Quotation and sales forecasting Customer-Owned Asset Management and OEM Manufacturing Contract compliance and code of vendors conduct principles Marketing and sales planning Sales Channels Development Customer reach, and responsiveness to the customers' expectation for the major changes Development, Customer Engagement and Customer Relationship 	<ul style="list-style-type: none"> Technical services After-sales services Representative training and development, meeting with customer, vendors and cooperation for alliances Site visits to production process and process audits Product and service responsibility Receiving complaints and complaints handling Information data



Analysis of stakeholders in the business value chain

The company had identified stakeholders into 7 groups: 1) Shareholders/Investors/Analysts 2) Customers/Affiliates 3) Employees 4) Regulators/Government Agencies 5) Vendors/Contractors/Service Providers/Creditors 6) Community/Society/Surrounding Entrepreneurs 7) Independent organizations/Institution/Certified Agency/Academics. Each group of stakeholders may be affected from the business operation or affected to the business operation of the Company in different level. Therefore, the groups are divided for management and analysis of the needs, expectation of stakeholders, communication channels, performance, including the Value Creation results from education and working with stakeholders, and the key expectations are outlined in the table below:



Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
Shareholders/ Investors/Analysts	<ul style="list-style-type: none"> ▪ Potential for Business growth and adaptability to changing circumstances. ▪ Satisfactory return on investment. ▪ Profitable operations with growth and a positive image. ▪ Good corporate governance with ethical business practices that do not facilitate or encourage fraud and corruption. ▪ The business is stable and experiencing continuous growth. ▪ The disclosed information is accurate, timely, and transparent. ▪ There is a reliable risk management system. ▪ There is a sound internal audit and control system. ▪ The business operates in compliance with all applicable laws and regulations regarding environmental, community, and social aspects. ▪ It does not cause any inconvenience to nearby communities. 	<ul style="list-style-type: none"> ▪ Strengthening the foundation for sustainable business operations. ▪ Paying appropriate dividends. ▪ Establishing good corporate governance policies and transparent, fair, and auditable director oversight. ▪ Developing a business strategy plan. ▪ Managing risks comprehensively. ▪ Developing, communicating, and enforcing an anticorruption policy. ▪ Conducting quarterly audits of internal controls by an external service provider. 	<ul style="list-style-type: none"> ▪ Annual General Meeting (AGM) ▪ Quarterly press release ▪ Meetings, appointments with analysts, phone calls or emails to the investor relations department, and opportunities to visit factories. ▪ Listed Company Opportunity Day Activities with Investors. ▪ Annual Information Disclosure. ▪ Complaints through the Whistle Blowing Channel. ▪ Communication through Social Media and the Company Website.



Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
Customers/Dealers	<ul style="list-style-type: none"> ▪ Be a good business partner, honest and sincere, a long-term alliance. ▪ Respond to customer needs and expectations and manage customer relationships systematically. ▪ Offer a diverse range of products that meet market demands and usage requirements; products are safe and environmentally friendly. ▪ Innovate to appropriately address changing needs. ▪ The price of goods and services is reasonable. ▪ There is transparent price competition. ▪ Accurate technical information about goods and services is provided. ▪ Products are certified to reliable standards. ▪ Delivery is on time and goods are transported responsibly. ▪ Speed in resolving and appropriately resolving problems. ▪ Potential for business growth and the ability to adapt appropriately to changing situations. ▪ Adherence to agreements fairly. ▪ Ethical conduct in maintaining trade secrets. ▪ Efficient production processes, consistent product quality, and reduced environmental impact. ▪ Opportunity for company visits or process inspections. 	<ul style="list-style-type: none"> ▪ Organizational management for continuous development of the organization, products, and services. ▪ Quality management according to ISO 9001: 2015 standards, environmental management system according to ISO 14001:2015 standards, and safety standard ISO 45001:2018. ▪ Maintaining ethical standards in protecting the confidentiality of customer and partner information. ▪ Product inspection and certification, both before processing and before delivery, using internationally recognized testing standards. ▪ Ability to visit and inspect the quality system and processes. ▪ Efficiently improve production processes, maintain production equipment, testing equipment, and electrical equipment in production. ▪ Audit and certify various operational systems by external agencies in accordance with the law. ▪ Regular meetings, discussions, and technical training are provided. ▪ After-sales service (Technical Service). ▪ Efficient supply chain management. ▪ Cost management and bidding efficiency. 	<ul style="list-style-type: none"> ▪ Customer visits and other dealers. ▪ Organizing trade shows and conferences related to related events. ▪ Satisfaction Survey ▪ Providing technical training to customers and agents. ▪ Providing opportunities for customers and sales representatives to visit the company, or conducting various monitoring activities through quality system audits such as Product Audit and Process Audit. ▪ Engaging in activities with customers and sales representatives. ▪ Customer and dealer training. ▪ Providing opportunities for customers to visit the company. ▪ Complaints through the Whistle Blowing Channel. ▪ Communication through Social Media and the Company Website.



Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
Employees	<ul style="list-style-type: none"> ▪ Learning and developing skills (reskilling, upskilling) and enhancing capabilities to align with business changes. ▪ Organizational direction and awareness of important news. ▪ Employee care, environment, occupational health and safety, security, welfare, and nondiscrimination. ▪ Complaints are handled reasonably. ▪ Work performance is continuously improved, reflecting the company's performance. Employees are compensated appropriately. ▪ Strict and fair enforcement of work regulations. ▪ Human rights practices. ▪ Organizational participation. 	<ul style="list-style-type: none"> ▪ The company provides annual health check-ups for all employees to ensure their health is a priority at work and that they can perform their duties efficiently. ▪ The company organizes well-being activities to boost employee morale, such as mobile birthday celebrations and scholarship programs for employees' children with good academic performance. ▪ The company has improved its safety and environmental infrastructure in accordance with the ISO 45001 safety management system and the ISO 14001 environmental management system. ▪ Collaboration with various stakeholders, including the union president and the chairman of the employee welfare committee. ▪ Clear communication of roles and responsibilities for each job position, with annual reviews and evaluations. ▪ There is a human resource development plan and training goals (Skill Matrix) to develop employee skills and expertise. ▪ The company operates comprehensively on human rights for both employees and stakeholders. ▪ There is a "White Factory" policy and random drug testing is conducted by experts. ▪ There is a complaints channel that protects complainants and ensures that complaints are directed only to the responsible parties. 	<ul style="list-style-type: none"> ▪ Employee Engagement and Satisfaction Survey toward the Organization. ▪ Safety Talk, Morning Talk ▪ Town Hall Meeting ▪ Performance evaluation using annual performance indicators. ▪ Communication and news updates through announcements, internal meetings within the organization. ▪ An exchange of ideas between supervisors and subordinates. ▪ Interviews with employee representatives, meetings with unions or employee welfare committees, or participation in exchanges of ideas through annual welfare committee representatives. ▪ Complaints through the Whistle Blowing Channel.



Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
Regulators/ Government agencies	<ul style="list-style-type: none"> ▪ Conduct business in compliance with all applicable laws, regulations, and rules. ▪ Cooperate with government agencies and present best practices for sustainable development. ▪ Disclose business operations transparently, verifiably, and in a timely manner. ▪ Conduct business considering its impact on the environment, employee safety, society, and the community. ▪ Promote innovation, and the utilization and further development of innovations from research. 	<ul style="list-style-type: none"> ▪ Certified by the Thai Private Sector Anti-Corruption Coalition (CAC). ▪ Discloses various operational policies on the company's website at https://www.adb.co.th ▪ Maintains accountability in accordance with the code of ethics for directors, executives, and employees. Directors and senior executives are evaluated annually. ▪ Board meetings are held to promote independence and the utilization of board members' expertise. ▪ Key policies are defined for the organization and stakeholders, including corporate governance, environmental management and climate change, and energy and resource efficiency. ▪ Complaint channels are in place to protect complainants and ensure complaints are directed only to those responsible. ▪ Efforts are made to solicit government support for research, tax benefits, and/or collaborative projects. 	<ul style="list-style-type: none"> ▪ Organizing forums to gather opinions or meet with business operators in the area or meet with the community. ▪ Annual reports and sustainability disclosures. ▪ Factory visit activities ▪ Reporting business performance and operational results to relevant government agencies at the frequency specified by those agencies. ▪ Interviews with representatives from government agencies and related organizations. ▪ Regularly attending ministerial-level meetings, participating in various events, and visiting projects organized by government agencies. ▪ Join a cooperation committee initiated by the government. ▪ Participate in meetings and visits to research institutions or organizations on various occasions related to areas of interest.



Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
Suppliers/ Contractors/ service provider/ Creditor	<ul style="list-style-type: none"> ▪ Establish long-term business partnerships. ▪ Maintain consistent orders; plan purchases in advance and avoid excessive adjustments to order plans. ▪ Pay attention to and provide feedback on product usage or trials, including satisfaction and expectations, to improve product quality. ▪ Timely payments and stable financial position. ▪ Fair business practices, confidentiality of business secrets, and good business ethics. ▪ Advance notice of regulations and announcements. ▪ Preemployment training on environmental and safety aspects. ▪ Guidance and encouragement in implementing good management systems with business partners, such as environmental management and anticorruption. 	<ul style="list-style-type: none"> ▪ The company has a good corporate governance policy regarding fair treatment of business partners and creditors, without demanding benefits, and disclosing information to all business partners. ▪ Signing a confidentiality agreement for mutual development benefits. ▪ Disclosing various operational policies on the company's website at https://www.adb.co.th ▪ Jointly explaining, training, and assessing risks and hazards before commencing work. ▪ The role of value chain management. 	<ul style="list-style-type: none"> ▪ Training for suppliers and organizing activities to encourage continuous engagement. ▪ Communication of annual supplier selection and evaluation results. ▪ Interview the representatives of vendor, business partners and contractors. ▪ Business partner / supplier operational visits. ▪ To assess the consulting and capacity building. ▪ To receive the safety in entering the factory with the principles of inspection and approval of the contractor's work permit and having an appropriate certification facility. ▪ Continuous purchasing order or at an appropriate time for the price and cost situation. ▪ Inspection and verification of raw materials delivered on fair, correct and standard basis.



Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
Community/ Society/ Surrounding establishment	<ul style="list-style-type: none"> ▪ Not causing trouble, nuisance, causing damage to the community, society and environment. ▪ Suggestions have been corrected and improved. ▪ To provide local employment in community. ▪ Be a good entrepreneur, have a good environmental system and comply with the standards and laws correctly. ▪ There is safety for life and property of the company, employees and the community. ▪ Participate in activities and support sustainable growth of communities and society continuously. ▪ Comply with human rights principles and promote equality. 	<ul style="list-style-type: none"> ▪ Transparency and good supervision such as tax policy, anti-corruption, ethics of director, senior executives, and employees, to assess the risk, to prepare report accurately, on time, etc. ▪ To manage the operation of the Company under the environmental standards ISO14001 and safety standards ISO45001. ▪ To check the various working systems in accordance with the safety and environmental laws and other relevant laws by agencies or auditors who are certified by accepted standard. ▪ Cooperate in attending meetings, seminars, interviews and participating in activities that are beneficial to external agencies and disclose information correctly, transparently and beneficially for joint development and improvement. ▪ Provide internship opportunities for students from institutions in the community and surrounding areas. 	<ul style="list-style-type: none"> ▪ Surveying the needs and opinions of the community through various activities, such as educational activities and participation in local community events, in collaboration with the Bangpoo Industrial Estate. ▪ Interviews with social and community representatives. ▪ Annual report and sustainability report. ▪ Being a member of Line group for two-way communication with neighbors and surrounding Bangpoo Industrial Estate in various groups such as chemical group, safety group, general group, electricity group, traffic group, etc. ▪ Activities for community and society of industrial estates, municipality or local authorities. ▪ Channels for receiving community complaints and suggestions through the Whistleblowing system.



Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
Independent entities/ Institution/certifying body/association/academic	<ul style="list-style-type: none"> ▪ Collaborate upon request, such as responding to inquiries, surveys, interviews, attending meetings, exhibitions, innovation seminars, and providing feedback. ▪ Operate in accordance with the standards and regulations of relevant organizations. ▪ Accurately cite information sources. ▪ Provide information for improvement and development. ▪ Ensure continuity in collaboration with various agencies through designated coordinators or responsible personnel. ▪ Foster continuous knowledge development and information sharing. 	<ul style="list-style-type: none"> ▪ Member of the Provincial Chamber of Commerce, member of industrial estate operators, member of associations of businesses and products related to the company, such as the Plastic Institute, Safety Promotion Association, etc., to promote joint operations, exchange and receive various news. ▪ To manage various work systems to meet standards, be certified, and continuously improve. ▪ Cooperate and attend meetings in various agendas of organizations that the company is a member of, associations and various agencies, attend training and support various activities continuously. 	<ul style="list-style-type: none"> ▪ To provide information on the operations of the organization through articles, media, exchange forums, exhibitions, academic events, seminars. ▪ To organize a public hearing forum. ▪ To conduct joint research. ▪ Support for research, organizational development and shared knowledge in collaborative projects and projects. ▪ To be member of various organizations and associations. ▪ Complaints through the Whistle Blowing Channel.



Stakeholder Engagement and Materiality

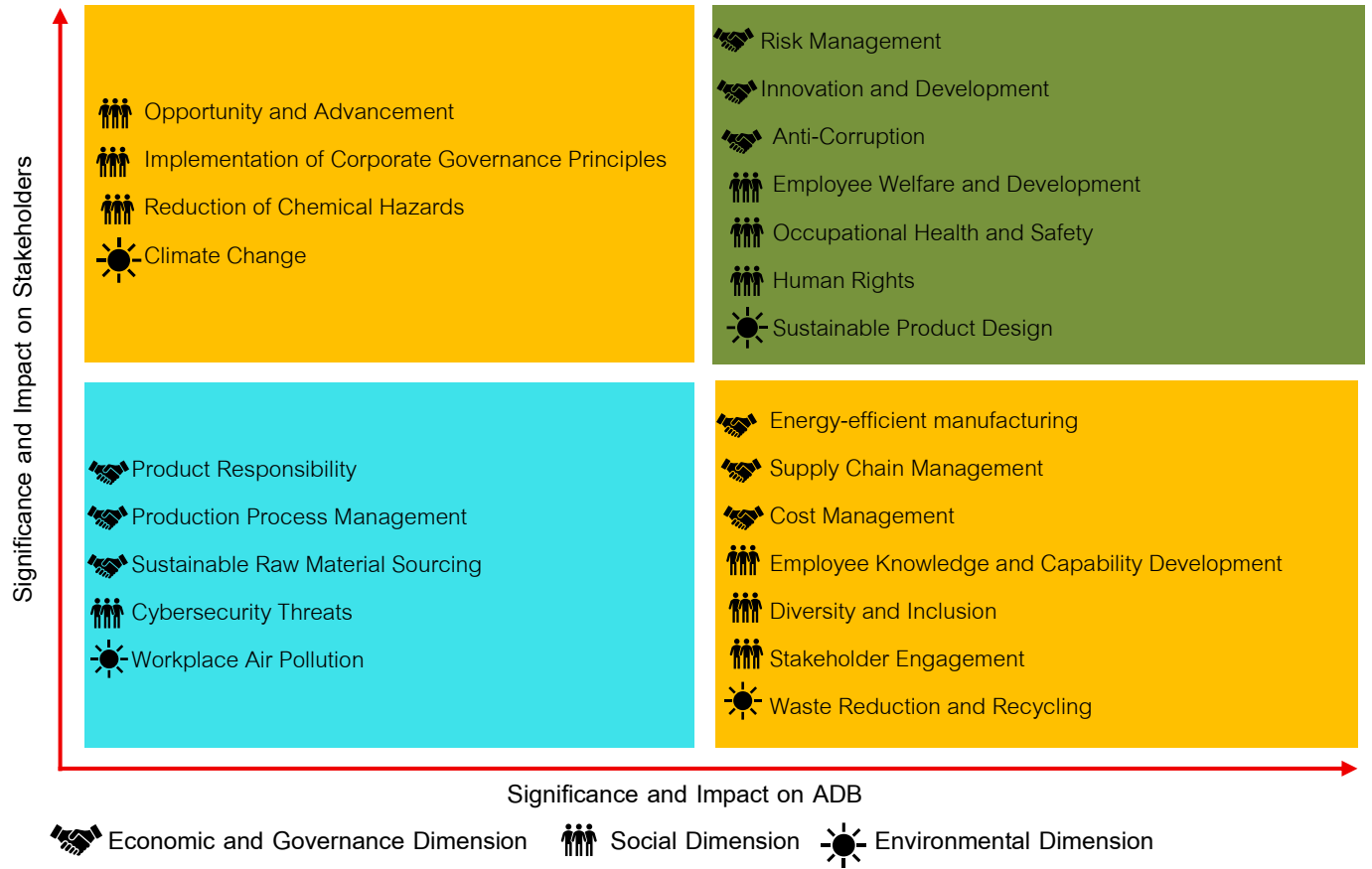
The Company prioritizes the needs of its stakeholders as one of its top priorities. To ensure effective communication with stakeholder groups, the Company has developed an engagement process that enables the identification and prioritization of stakeholders, the design of appropriate engagement plans, and the monitoring of implementation outcomes. In addition, multiple grievance channels have been established, allowing stakeholders to conveniently contact the Company, communicate their needs, and provide information easily and efficiently.

For the 2025 identification of material topics, the Company redesigned and refined its stakeholder needs survey process to enhance the level of detail and improve the clarity of data sources, as well as to obtain information that accurately reflects the actual needs of each stakeholder group. sustainability materiality assessments were conducted through supplier and employee sustainability surveys. The results of these surveys were incorporated into the consideration of impacts and the identification of key material topics for operations in 2025, in accordance with the following process:



Identification	Impact Assessment	Prioritization
<p>Stakeholder surveys and assessments are conducted regularly at least once a year through customer satisfaction surveys, sustainability materiality surveys involving suppliers, customers, and employees, inquiries regarding complaints from the Bangpoo Industrial Estate Authority and the local municipality where the Company's offices are located, as well as internal meetings with various working committees prior to the preparation of the annual budget and business plans.</p>	<p>Considering the impacts of the Company's operations on stakeholders through meetings conducted under the structure of the Sustainability and Risk Working Committee.</p>	<p>Conducting workshops with executives and relevant stakeholders to identify stakeholders' material issues.</p>
Guidelines	Implementation and Reporting	Monitoring and Review
<p>Management meetings are conducted to establish policy frameworks, budgets, action plans, and measures to address key stakeholder concerns. These concerns are managed and prioritized within the annual operational plan through the Executive Committee and the Sustainability and Risk Committee, together with submission to the Board of Directors.</p>	<p>Executives, operational departments, and working committees implement the policies and action plans to ensure effective execution and report the results on a periodic basis.</p>	<p>Senior executives and directors monitor and acknowledge the performance outcomes through reports from the Executive Committee and the Sustainability and Risk Committee. They also assess the effectiveness of the stakeholder engagement process based on stakeholder feedback to ensure alignment with the Company's objectives and targets, as well as provide recommendations for improving work processes appropriately.</p>

Sustainability Materiality Matrix 2025



Based on the prioritization results shown in the materiality diagram above, the Company's management has consolidated related issues and identified seven material issues that have impacts on the Company's stakeholders for the year 2025. The Company has also defined corresponding operational actions, targets, and key performance indicators (KPIs), as well as established monitoring processes, analysis of the causes of deviations from targets, and improvement, as follows:

Environmental Dimension

- 1) Sustainable Design Principles

Social Dimension

- 2) Occupational Health and Safety
- 3) Employee Welfare & People Development
- 4) Human Rights

Economic Dimension and Governance

- 5) Risk Management
- 6) Innovation & development
- 7) Anti-Corruption



Materiality	Effect	Targets and Operation	Key Performance Indicator	Performance Results for 2025 and Reasons for Not Achieving Targets	Actions to Achieve Targets
Sustainable Product Design	<p><u>Impact on Business</u></p> <p>(+) Build customer trust, reduce long-term costs, and create opportunities to access new customer segments.</p> <p>(-) Higher costs, process improvement or modification, and Raising awareness.</p> <p><u>Impact on Stakeholders</u></p> <p>Customers</p> <p>(+) Increase satisfaction and build trust.</p> <p>(-) Higher prices</p> <p>Employees</p> <p>(+) Greater engagement and sense of pride</p> <p>(-) Required training</p> <p>Suppliers</p> <p>(+) Growth opportunities.</p> <p>(-) More stringent requirements.</p> <p>Communities and Society</p> <p>(+) Promotion of sustainability.</p> <p>Investors</p> <p>(+) Long-term value creation.</p> <p>(-) Risks associated with change.</p>	<p><u>Targets</u></p> <ol style="list-style-type: none"> Reduction in production costs. Creation of opportunities in high-value markets. Customer trust and confidence. <p><u>Operation</u></p> <ol style="list-style-type: none"> Energy Conservation Programs. Production machinery improvement. Green product development. 	<ol style="list-style-type: none"> Electricity consumption per unit of production decreases by \geq 1% compared to 2022. Greenhouse gas (GHG) emissions from internal factory operations (Scope 1 and 2) decrease by \geq 15% compared to 2023. CFP products will be available by 2027. Sales of environmentally friendly products > 45% in 2025. 	<p><u>Performance Results</u></p> <ol style="list-style-type: none"> 1.64% 12.88% Life Cycle Assessment (LCA) of 1 prototype product was conducted. 44.57% <p><u>Reasons</u></p> <ol style="list-style-type: none"> The Company carried out repair and reconstruction work in multiple areas of the production site. In the previous year, an increase in production waste was observed, resulting in additional rework and/or re-production processes. 	<ol style="list-style-type: none"> Maintenance of machinery (survey of electricity consumption sources within the factory) and study of energy-saving technologies related to heat, extruders, and motors. Replacement of LED lighting and optimization of lighting system layout according to appropriate usage. Monitoring energy consumption performance after the installation of new machinery has been completed as planned in 2025.



Materiality	Effect	Targets and Operation	Key Performance Indicator	Performance Results for 2025 and Reasons for Not Achieving Targets	Actions to Achieve Targets
Occupational Health and Safety	<p><u>Impact on Business</u></p> <p>(+) Increased productivity, Reduction of occupational accidents and diseases among employees, Reduced costs, Improved employee satisfaction and motivation, Legal compliance, Enhancing Corporate Reputation.</p> <p>(-) Increased costs, Changes in work processes, Employee resistance, Complexity in monitoring and enforcement, Impacts from neglect.</p> <p><u>Impact on Stakeholders</u></p> <p>Employees</p> <p>(+) Satisfaction, Good Health and Safety</p> <p>(-) Training, inconvenience</p> <p>Employees' families</p> <p>(+) Reduced concern and improved quality of life.</p> <p>(-) Psychological stress, loss of income and care for Sick Employees.</p> <p>Government agencies</p> <p>(+) Overall economic development and effective law enforcement.</p> <p>(-) Inspection costs, Pressure from independent organizations.</p> <p>Society and communities</p> <p>(+) Positive Workplace Environment.</p> <p>(-) Risks from Unsafe Activities.</p> <p>Customers</p> <p>(+) confidence.</p> <p>(-) Increased costs</p>	<p><u>Targets</u></p> <ol style="list-style-type: none"> 1. Zero work-related accidents. 2. All employees consistently work with environmental and safety awareness. 3. Work areas are managed with appropriate environmental and safety measures. <p><u>Operation</u></p> <ol style="list-style-type: none"> 1. Safety Awareness Program for Accident Reduction in the Workplace (Zero Accident) 2. Hearing Conservation Program. 3. Daily Toolbox Meetings 4. Safety Talk 5. Safety and Environmental Corrective Action Follow-up Activities. 	<ol style="list-style-type: none"> 1. Work-related accidents are reduced or at zero. 2. Zero occupational disease among employees. 	<p><u>Performance Result</u></p> <p>1. 4 cases</p> <p>2. 0 cases</p> <p><u>Reason</u></p> <ol style="list-style-type: none"> 1. The accidents were caused by negligence during operations and a lack of safety awareness among employees. 2. The risk assessment was not sufficiently comprehensive in all aspects. 3. Noise levels in some working areas exceeded the standard limits. 	<ol style="list-style-type: none"> 1. Additional risk assessments in working areas and safety training were conducted based on the incidents. 2. Hearing Conservation Program. <ul style="list-style-type: none"> - Installation of warning signs and control measures in high-noise areas. - Installation of sound-absorbing equipment in high-noise areas, starting with the noisiest areas first.



Materiality	Effect	Targets and Operation	Key Performance Indicator	Performance Results for 2025 and Reasons for Not Achieving Targets	Actions to Achieve Targets
Employee Welfare and Development	<p><u>Impact on Business</u></p> <p>(+) Increased employee satisfaction and engagement, Attraction and retention of talented employees, Increased work efficiency, Better working environment.</p> <p>(-) Higher costs, Increased employee expectations, Some employees may lack interest in development, Impacts from changes. <u>Impact on Stakeholders</u></p> <p><u>Employees</u></p> <p>(+) satisfaction and engagement, Career Growth, Improved health and well-being.</p> <p>(-) Higher expectations, Work-related stress</p> <p><u>Customers.</u></p> <p>(+) service to quality, satisfaction with products or services.</p> <p>(-) prices may increase</p> <p><u>Shareholders</u></p> <p>(+) Sustainable profitability, Enhanced corporate image</p> <p>(-) Higher investment costs</p> <p><u>Society and Communities</u></p> <p>(+) Promotion of fairness and equality, Support for local communities.</p> <p>(-) unfair competition</p>	<p><u>Targets</u></p> <ol style="list-style-type: none"> Develop employees' knowledge and skills to enhance capabilities in line with organizational and social changes. Improve employees' quality of life and strengthen employee engagement. <p><u>Operation</u></p> <ol style="list-style-type: none"> Learning Organization, The Company has developed internal trainers. Expanded self-learning channels and communication channels. To enhance employees' quality of life and well-being, the Company implemented the "Happy Workplace" program. <ul style="list-style-type: none"> - Employee birthday celebrations - Blood donation activities - Mangrove reforestation activities - Improvement of infrastructure and unsafe working environments. 	<ol style="list-style-type: none"> Employee satisfaction target in each category for 2025 > 85% of total employees. Average training hours of no <u>less than 15 hours per employee per year.</u> Employee turnover ratio not exceeding <u>1.5% per year of total employees.</u> 	<p><u>Performance</u></p> <ol style="list-style-type: none"> 88% 16.51 hrs. (+3.64%) 1.10% 	<p>The Company developed internal trainers focusing on hard skills after employees attended external training programs to enhance knowledge transfer and retain organizational knowledge.</p> <p>Increased qualitative analysis and evaluation such as whether the number of specialized experts increased after training and whether workplace accidents were reduced.</p> <p>Expanded self-learning channels and communication platforms and essential work knowledge.</p>



Materiality	Effect	Targets and Operation	Key Performance Indicator	Performance Results for 2025 and Reasons for Not Achieving Targets	Actions to Achieve Targets
Human Rights	<p><u>Impact on Business</u></p> <p>(+) Enhancing corporate image, Better workplace relationships, Increased ability to attract and retain qualified employees, Support for organizational sustainability.</p> <p>(-) Operational costs, Complexity in regulatory compliance, Impacts from information disclosure, Constraints in Flexibility.</p> <p><u>Impact on Stakeholders</u></p> <p>Employees</p> <p>(+) Fair treatment, Safe working environment, Protection of rights, Career growth opportunities.</p> <p>(-) Relocation of production facilities, conflicts, Loss of time.</p> <p><u>Society and Communities</u></p> <p>(+) Reduced inequality, Promotion of fairness and fundamental rights, Reduction of human rights violations, Greater public participation in social development.</p> <p><u>Government agencies</u></p> <p>(+) Support for sustainable national development, Reduced social issues requiring government, Image Building.</p> <p>(-) Increased budget and resource requirements, Potential political conflicts, Pressure from affected interest groups.</p> <p><u>Shareholders and Investors</u></p> <p>(+) Reduced legal and reputational risks, Support for long-term sustainability and returns.</p> <p>(-) Higher operational costs, Short-term impact on profitability, Risks from pressure by society and regulators.</p>	<p><u>Targets</u></p> <ol style="list-style-type: none"> Society and surrounding communities support the company and community conflicts are reduced. Strengthen corporate image, reputation, and society trust. <p><u>Operation</u></p> <ol style="list-style-type: none"> Conduct business in accordance with human rights principles without discrimination and without the use of forced labor or child labor. Ensure fair compensation based on employee capabilities and performance. Provide welfare and benefits equally similar to companies within the same industry. Enhance multilingual communication to ensure foreign employees understand and comply with workplace practices correctly. Communicate human rights practices to stakeholders, such as customers, suppliers, through procurement and sales assessment documents. 	Human rights complaints = 0 cases	No human rights complaints (0)	-



Materiality	Effect	Targets and Operation	Key Performance Indicator	Performance Results for 2025 and Reasons for Not Achieving Targets	Actions to Achieve Targets
Risk Management	<p><u>Impact on Business</u></p> <p>(+) Reduced losses and costs, Increased stakeholder confidence, Greater growth opportunities, Improved decision-making processes, Compliance with laws and regulations.</p> <p>(-) Increased management costs, Reduced agility.</p> <p><u>Impact on Stakeholders</u></p> <p>Employees</p> <p>(+) Safe working environment, Reduced uncertainty.</p> <p>(-) Increased work pressure, Possible organizational restructuring.</p> <p>Customers</p> <p>(+) Confidence in product and service quality, Protection of data security.</p> <p>(-) Potential increase in product prices, Possible slower service delivery.</p> <p>Suppliers</p> <p>(+) More stable and continuous business opportunities, Reduced financial risk.</p> <p>(-) More stringent requirements, Reduced business opportunities.</p> <p>Shareholders and Investors</p> <p>(+) Reduced investment risk, Increased long-term returns.</p> <p>(-) Potential short-term reduction in returns, Restrictions on investment and business expansion.</p> <p>Society and Regulators</p> <p>(+) Reduced environmental and community impacts, Enhanced corporate reputation.</p> <p>(-) Increased regulatory burden.</p>	<p><u>Targets</u></p> <ol style="list-style-type: none"> 1. Reduce financial risks and ensure economic stability. 2. Environmental Risk Management. 3. Reduce social and employee-related risks. 4. Strengthen governance and compliance risk management. 5. Create competitive advantages and long-term business opportunities. 6. Enhance resilience and crisis preparedness and recovery. <p><u>Operation</u></p> <ol style="list-style-type: none"> 1. Promote a risk-aware culture across the organization. 2. Conduct risk analysis and assessment, and implement mitigation plans for new risks or crisis events. 3. Continuously monitor the implementation of risk management plans. 	<ol style="list-style-type: none"> 1. No adjustment or penalty was imposed due to violations of laws in 2025. 2. No environmental accidents or chemical spill incidents occurred in 2025. 	<ol style="list-style-type: none"> 1. No adjustment or penalty was imposed due to violations of laws and regulations. 2. No environmental accidents or chemical spill incidents occurred 	-



Materiality	Effect	Targets and Operation	Key Performance Indicator	Performance Results for 2025 and Reasons for Not Achieving Targets	Actions to Achieve Targets
Innovation and Development	<p><u>Impact on Business</u></p> <p>(+) Cost reduction and improved efficiency, Increased competitiveness, Adaptation to new regulations, Enhanced corporate image and business opportunities, Revenue generation opportunities.</p> <p>(-) Investment, Risks from changes, Personnel costs, Risk and regulatory management.</p> <p><u>Impact on Stakeholders</u></p> <p>Customers</p> <p>(+) Improved products and services, Greater product choices</p> <p>(-) Higher costs, Additional learning.</p> <p>Employees</p> <p>(+) Opportunities to develop new skills, Safer working environment, Encouragement of creativity and innovation</p> <p>(-) Risk of unemployment, Upskill.</p> <p>Investors and Shareholders</p> <p>(+) Long-term growth opportunities, Higher returns on investment, investor attractiveness.</p> <p>(-) Reduced short-term returns.</p> <p>Suppliers</p> <p>(+) Opportunities for joint innovation development, Support for capability development.</p> <p>(-) Risk of being excluded from the supply chain, Additional investment requirements.</p> <p>Communities and Society</p> <p>(+) Improved quality of life, Reduced environmental impacts.</p> <p>(-) Higher unemployment rates, Potential energy shortages</p> <p>Regulators and Government agencies</p> <p>(+) Better standards control, Increased tax revenues</p> <p>(-) Improving the law, Increased budget</p>	<p><u>Targets</u></p> <ol style="list-style-type: none"> 1. Enhance business competitiveness. 2. Develop environmentally friendly technologies. 3. Create new business opportunities. 4. Improve the quality of life of consumers and society. 5. Enhance employee capabilities to keep pace with changes. 6. Build collaborations for sustainable development. 7. Comply with sustainability standards and requirements. <p><u>Operation</u></p> <ol style="list-style-type: none"> 1. Develop high-quality grades for wire and cable products. 2. Collaborate with the sales team to develop non-wire and cable products. 3. Invest in advanced manufacturing technologies to reduce losses. 4. Streamline work systems and improve process and data integration. 	<ol style="list-style-type: none"> 1. Sales ratio of new products in 2025 \geq 10% 2. Reduction in industrial waste generation per unit of product compared to 2022 \geq 2% (4.5 kg/Ton) 	<p><u>Performance Results</u></p> <ol style="list-style-type: none"> 1. Revenue from new products: 18.64% 2. Industrial waste generation per unit of product decreased by 2.22% compared to 2022 (4.4 kg/Ton) 	-



Materiality	Effect	Targets and Operation	Key Performance Indicator	Performance Results for 2025 and Reasons for Not Achieving Targets	Actions to Achieve Targets
Anti-Corruption	<p><u>Impact on Business</u></p> <p>(+) Enhanced corporate image and credibility, Increased competitiveness and investor attractiveness, Reduced legal risks, Promotion of a strong corporate culture, Improved operational efficiency and reduced business costs.</p> <p>(-) Increased compliance costs, Potential impacts on business partner relationships, Risks related to information disclosure, Delays in business operations.</p> <p><u>Impact on Stakeholders</u></p> <p>Customers</p> <p>(+) Greater transparency, trust, and confidence.</p> <p>(-) Loss of opportunities in certain markets, Delays in business operations.</p> <p>Shareholder</p> <p>(+) Creation of sustainable value, Attraction of quality investors.</p> <p>(-) Compliance costs, Loss of opportunities in certain markets.</p> <p>Employees</p> <p>(+) Positive corporate culture, Career development opportunities.</p> <p>Suppliers</p> <p>(+) Good and sustainable relationships, Fair business practices.</p> <p>(-) Loss of certain business opportunities, Complexity</p> <p>Communities and Society</p> <p>(+) Promotion of social fairness, Corporate Social Responsibility</p> <p>(-) Delays in development projects</p> <p>Regulators and Government agencies</p> <p>(+) Increased confidence and more effective law enforcement</p> <p>(-) operational costs, service improvements</p>	<p><u>Targets</u></p> <ol style="list-style-type: none"> 1. Enhance transparency and ethics. 2. Reduce corruption and bribery. 3. Strengthen governance and good corporate governance mechanisms. 4. Raise awareness and promote anti-corruption consciousness. 5. Promote collaboration and cooperation. <p><u>Operation</u></p> <ol style="list-style-type: none"> 1. training and awareness for employees throughout the organization. 2. Monitor updates from the CAC Collective Action Against Corruption program, participate in seminars, and apply new practices within the organization. 3. Continuously communicate information with customers and suppliers in addition to the supplier selection process and ESG Audit framework. 	<ol style="list-style-type: none"> 1. Zero internal and external corruption complaints 2. Reduction in the significance level of stakeholders' anti-corruption concerns in 2025 compared to the previous year (2024: Priority Level 5) 	<p><u>Performance Results</u></p> <ol style="list-style-type: none"> 1. No internal or external corruption complaints were reported. 2. The significance level of stakeholders' anti-corruption concerns decreased to level 3 from level 5. 	-