

# รายงานความยั่งยืน SUSTAINABILITY REPORT 2025



บริษัท ที. กรุงไทยอุตสาหกรรม จำกัด (มหาชน)

T. KRUNGTHAI INDUSTRIES PUBLIC CO., LTD.

บริษัท ที. กรุงไทยอุตสาหกรรม จำกัด (มหาชน)  
T. KRUNGTHAI INDUSTRIES PUBLIC CO., LTD.

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# Executive Message



“The company is committed to driving stable and sustainable business growth by establishing clear strategic directions and operational goals across all dimensions. We firmly believe in the **“Power of Collaboration”** among our people, who serve as the vital force in enhancing eco-friendly production processes and optimizing resource efficiency. Our aim is to create tangible, sustainable change throughout the entire value chain and achieve our sustainability goals together with stability.”

The year 2025 marks a pivotal period of transformation for the global automotive industry. Amidst the challenges of the climate crisis and rapid technological shifts, **T. Krungthai Industries Public Company Limited** remains steadfast in our commitment to operating with responsibility. We focus on elevating eco-conscious manufacturing standards across all processes and promoting resourceful consumption. Our goal is to ensure that every component we produce contributes to a cleaner future—not only by instilling confidence in our quality but also by weaving a tangible, positive impact on society and the ecosystem. We strive to create lasting value for all stakeholders, ensuring our parts help build a greener tomorrow and foster the enduring sustainability of our organization and society alike

**Mr. Vorapong Phonmuangla**

Managing Director



## Vision

VISION

“To be a leader in service rendering in the automobile plastic parts production and other related industry in terms of quality and service for the interest of all”



## Mission

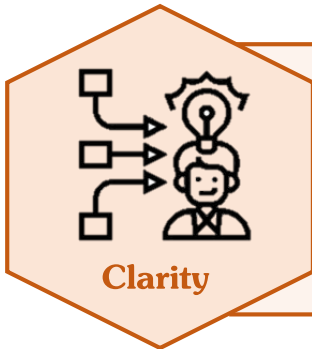
MISSION

To achieve this vision, the company is committed to:

- To meet or fulfill the need of customers in quality and service.
- To have a chance in business expansion.
- To improve management system, production system and quality system to be of international standard.
- To improve human resources and provide them continuous knowledge and information.
- To have good and proper communication both internal and external of the Company.
- To strengthen the image and have good relationship to our employees, customers and Shareholders of the Company.

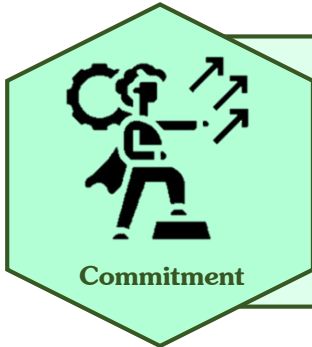


# Core Values



**Clarity:** Have a systematic process of thinking, listening, speaking and writing. They can choose to use proper words, messages or means of communication in order that the recipient can correctly understand the meaning and perform work to achieve the target.

**Top Down:** Have a positive attitude in being an educator to develop subordinates with teaching techniques, consultation and mentoring in order to encourage staffs to express their abilities in performing their works and duties properly and efficiently to achieve work standard and goals as specified.



**Commitment:** Be determined, dedicated and focused on their work by knowing how to analyze, search for the best alternatives and continue to work in every way in order to achieve the targets according to the purpose, schedule and timeline specified.

**Level-Up:** Have a good attitude towards learning, always ready to develop themselves and support their subordinates to develop in terms of knowledge, skills, attitudes and good behavior in working in order to continuously improve performance.



**Professional:** Have clear communication in the jobs and have the qualifications to be a good teacher, be determined to carry on works to goals in order to accomplish the task and continuous work development.



# Our Awards of Recognition



**Corporate Governance**  
 Ranked as “**Excellent**”  
 by the Thai Institutes of  
 Directors (IOD) for the  
 11<sup>th</sup> consecutive year.



**TCC TPS Activity 2025**  
 The company participated  
 in the 2025 Annual  
 Presentation hosted by the  
 Cooperation Club of Toyota  
 Motor Asia (Thailand)  
 Co.,Ltd.



**Certificate as a  
 member of the Thai  
 Private Sector  
 Collective Action  
 Against Corruption  
 (CAC) for the 2<sup>th</sup>  
 consecutive term.**



**TCC Safety Activity  
 2025**  
 The company participated  
 in the 2025 Annual  
 Achievement Presentation  
 and was awarded “Level A”  
 by the Cooperation Club of  
 Toyota Motor Asia  
 (Thailand) Co.,Ltd.



**Certified for Thai  
 Labour Standard (TLS  
 8001).**



**TCC Risk Management  
 Activity 2025**  
 The company participated  
 in the Flood Relief and  
 Response Initiative in  
 collaboration with Toyota  
 Motor Asia (Thailand)  
 Co.,Ltd.



**Carbon Neutron  
 2025**  
 The company  
 participated in Carbon  
 Neutrality initiatives in  
 collaboration with the  
 Suppliers Co-operation  
 Club (NHK Co-  
 Operation Club)



**Mold Olympic Skill  
 Contest 7<sup>th</sup> 2025**  
 The company secured 3<sup>rd</sup>  
 place in the Surface  
 Polishing, Welding and  
 Finishing Skills Competition  
 hosted by Toyoda Gisei  
 (Thailand) Co.,Ltd.



# Business Overview

T. Krungthai Industries Public Company Limited operates two core business segments the manufacture of plastic parts for the automotive and electrical appliance industries, and the production of plastic injection molds. We are committed to fostering robust business growth alongside efficient and sustainable supply chain management. Our operations are grounded in respect for human rights and business transparency, aiming to create shared value for all stakeholders. The company has **3** factories that manufacture plastic parts.

## Company Information

Head Office : **23 Soi Chan 43 Yek 21, Thungwatdon, Sathorn, Bangkok 10120**

Factory : Kingkaew Factory **59 Mu 6, Kingkaew Road, Rajateva, Bangplee, Smutprakarn 10540**

Kabinburi Factory **517 Mu 9, Soi 14, Kabinburi Industrial Zone, Nongki, Kabinburi, Prachinburi 25110**

Suwintawong Factory **28/4 Mu 1, Suwintawong Road, Klong-Udom Chonlajorn, Muang, Chachoengsao 24000**

Total employee: **707 Persons**

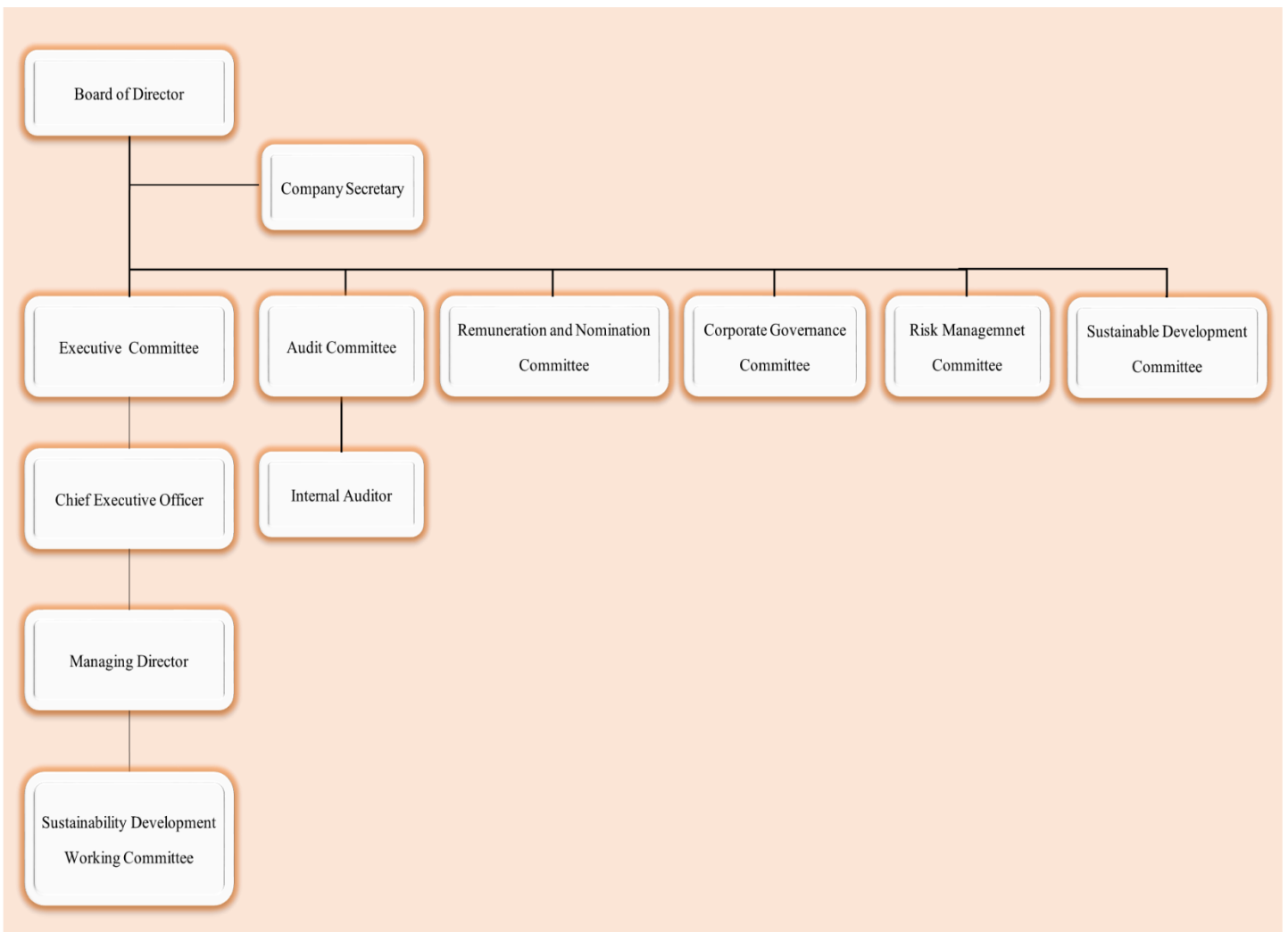
Company Website : [www.tkrungthai.com](http://www.tkrungthai.com)



# Sustainability Governance

## Sustainability Governance Structure

T. Krungthai Industries Public Company Limited has integrated the principles of Good Corporate Governance into its internal management mechanisms. This ensures seamless collaboration between the Board of Directors, management, and employees, with the primary objective of maximizing benefits and positive impacts while minimizing negative effects on all stakeholders.





# Business Value Chain

## 1. Raw Material Procurement

- 1. Sourcing hazardous substance-free materials to reduce environmental impact.
- 2. Advancing Supplier Code of Conduct for sustainable operations

## 2. Inbound Transportation

- 1. Adhering to transportation laws and standards to minimize logistical impacts.
- 2. Communicating Safety and Environmental guidelines to all suppliers and partners to ensure awareness of site regulations prior to entry

## 6. Marketing

- 1. Continuously developing products and services to fulfill the requirements of every customer segment.
- 2. Customer Satisfaction Enhancement
- 3. Relationship Management

## 5. Customer

- 1. Continuous development, improvement, and service to maximize customer satisfaction

## 4. Transportation

- 1. Efficient transportation and warehouse management to ensure rapid and on-time delivery to customers.

## 3. Production Process

- 1. Integrating advanced technologies into the production process to enhance competitiveness, improve manufacturing efficiency, reduce greenhouse gas emissions, and maximize resource utilization





## Stakeholder Identification, Prioritization and Engagement

Stakeholder identification is rooted in our awareness of the impacts throughout the company value chain on various stakeholder groups. The company has analyzed, identified, and prioritized these stakeholders to assess both positive and negative impacts, internally and externally, arising from our business operations. This assessment considers two dimensions: the impact of the company operations on stakeholders, and the influence of stakeholders on the company business performance. Following this process, the Board of Directors and senior management reviewed and finalized the prioritization of each stakeholder group as follows



### 1. Employee

Refers to individuals who participate in the company business operations and related activities under an employment contract, including both permanent and temporary employees, regardless of whether they are compensated on a monthly or daily wage basis.



### 2. Customer

Refers to individuals or legal entities that purchase the Company's products and services.



### 3. Trade Partners

Refers to individuals or legal entities that sell raw materials, components, or provide contract manufacturing services to the Company.



### 4. Shareholders

Refers to the Company shareholders and investors in the Company business



### 5. Creditors and Financial Institutions

Refers to those who provide financial support to the Company



### 6. Community, Environment and Society

Refers to the communities surrounding the Company operational areas that are impacted by, or have an impact on, the Company business operations.



### 7. Competitors

Refers to entities that manufacture and market comparable products, providing alternative choices and information to a shared customer base.



## Stakeholder Expectations and Responses



### Employee

Expectation	Response Action	Participation Channels
<ul style="list-style-type: none"> <li>● Fair compensation, employment, and performance evaluations</li> <li>● Respect the rights of employees and treat them equally</li> <li>● Safety, health and environment in the workplace</li> <li>● Develop the potential of employees and career stability and Promotion.</li> <li>● Participation in expressing opinions.</li> </ul>	<ul style="list-style-type: none"> <li>● Compensation and benefits policies have been improved to provide appropriate benefits to employees.</li> <li>● Communicate the organizational policies and directions, as well as important topics to employees, such as employment policy, equality policy, whistleblowing policy, etc.</li> <li>● Design training courses that are relevant to business needs and keep pace with changes.</li> <li>● Providing a good working environment</li> </ul>	<ul style="list-style-type: none"> <li>● Top Management meet employees activities.</li> <li>● Channels for whistleblowing/Channels for Opinion.</li> <li>● Communicate online/via email.</li> <li>● Meeting of the welfare committee in the workplace</li> </ul>



### Customer

Expectation	Response Action	Participation Channels
<ul style="list-style-type: none"> <li>● Good products and service quality standards and reasonable prices.</li> <li>● Delivery of products on time.</li> <li>● Develop products to meet customer needs, while take social and environmental responsibility.</li> <li>● Customer Confidentiality</li> </ul>	<ul style="list-style-type: none"> <li>● Customer satisfaction management.</li> <li>● Share knowledge and new trends to develop products together</li> <li>● Participate in marketing activities with customers</li> <li>● Co-marketing activities with customers.</li> </ul>	<ul style="list-style-type: none"> <li>● Direct customer contact</li> <li>● Do survey of customers satisfaction.</li> <li>● Quality and service assessment.</li> <li>● Channels for receiving feedback and complaints.</li> </ul>



## Customer

Expectation	Response Action	Participation Channels
	<ul style="list-style-type: none"> <li>Customer data management to store and maintain personal data securely according to international standards.</li> </ul>	



## Trade Partners

Expectation	Response Action	Participation Channels
<ul style="list-style-type: none"> <li>Transparent and fair business operation.</li> </ul>	<ul style="list-style-type: none"> <li>Communicate policies, standards, regulations, work procedures, and relevant communication channels to partners, service providers, and contractors.</li> </ul>	<ul style="list-style-type: none"> <li>Meetings with partners, service providers and contractors.</li> </ul>
<ul style="list-style-type: none"> <li>Consider and select business partners equally and fairly.</li> </ul>	<ul style="list-style-type: none"> <li>Transparent and fair business contracts; no dishonest solicitation, acceptance, or payment of benefits.</li> </ul>	<ul style="list-style-type: none"> <li>Evaluation of partners, service providers and contractors.</li> </ul>
<ul style="list-style-type: none"> <li>Develop our potential for sustainable growth together</li> </ul>	<ul style="list-style-type: none"> <li>Develop shared knowledge with business partners and collaborators to maximize the effectiveness of joint operations.</li> </ul>	<ul style="list-style-type: none"> <li>Channels for receiving feedback and complaints.</li> </ul>
<ul style="list-style-type: none"> <li>Manage operations and make payments on time</li> </ul>	<ul style="list-style-type: none"> <li>Payment must be accurate, complete and on time</li> </ul>	



## Shareholders

Expectation	Response Action	Participation Channels
<ul style="list-style-type: none"> <li>● Good performance and fair appropriate for investment dividend payment.</li> <li>● Good corporate governance and honesty, transparency, Upholding ethical business practices.</li> <li>● Business growth Enhancing competitiveness and effective operational direction.</li> </ul>	<ul style="list-style-type: none"> <li>● Manage effectively to build trust and achieve appropriate returns.</li> <li>● Comply with laws and good corporate governance principles</li> <li>● Disclose complete information, transparency and equally.</li> </ul>	<ul style="list-style-type: none"> <li>● Opportunity Day Disseminating information and financial results to meet investors (activity opportunity day).</li> <li>● Disseminating news and information through the SET website and the company website.</li> <li>● The information is disclosed through the annual report.</li> <li>● Annual General Meeting of Shareholders.</li> <li>● Shareholder Company Visit.</li> <li>● Channels for Whistle blowing and suggestions.</li> </ul>



## Creditors and Financial institutions

Expectation	Response Action	Participation Channels
<ul style="list-style-type: none"> <li>● Conduct business with transparency.</li> <li>● Disclose complete information and correct.</li> <li>● Effective management and business growth.</li> <li>● Refunds were made on time.</li> </ul>	<ul style="list-style-type: none"> <li>● Conduct business with transparency and be verifiable.</li> <li>● Disclose complete information and on time.</li> <li>● Comply with the terms and conditions.</li> <li>● On time payment and Take care of securities used as collateral.</li> </ul>	<ul style="list-style-type: none"> <li>● Direct communication between the company's responsible personnel and creditors or financial institutions.</li> <li>● Disclosure of operating results on Quarterly, Annual via the SET website and the company's website.</li> </ul>



## Community, Environment and Society

Expectation	Response Action	Participation Channels
<ul style="list-style-type: none"> <li>Conducting business with safety and social responsibility.</li> <li>Promote, support activities that are beneficial to the community and society.</li> <li>The complaints are fairly resolved.</li> </ul>	<ul style="list-style-type: none"> <li>Responsible operations for impacts in the production process.</li> <li>Compliance with regulations and laws.</li> <li>Participation in preserving local cultural traditions</li> <li>Environmental assessments are conducted to develop effective management systems.</li> </ul>	<ul style="list-style-type: none"> <li>Channels for Whistle blowing and suggestions via the company's website.</li> <li>Meet the community to receive feedback.</li> <li>Support activities and provide assistance to the community.</li> </ul>



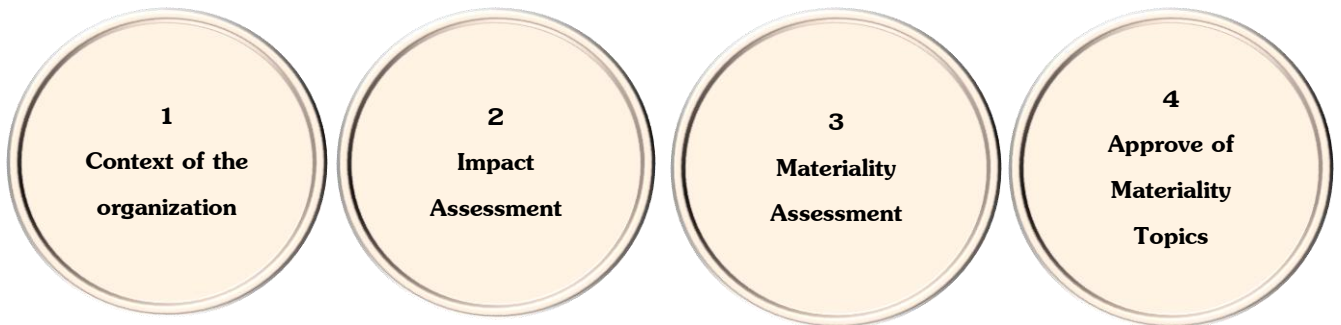
## Competitors

Expectation	Response Action	Participation Channels
<ul style="list-style-type: none"> <li>Conducting business fairness under good competition rules.</li> <li>Non-infringement of intellectual property rights.</li> </ul>	<ul style="list-style-type: none"> <li>Comply with the conditions and rules of a good competition.</li> <li>Do not harass and seek confidential information.</li> <li>Do not slander or damage others' reputation.</li> </ul>	<ul style="list-style-type: none"> <li>Meet and exchange experiences.</li> <li>Participation as a member of an association.</li> </ul>



## Sustainability Materiality and Assessment

The Company has adopted international standards (Global Reporting Initiative: GRI and Sustainability Accounting Standards Board: SASB) to conduct its sustainability materiality assessment. This process covers Environmental, Social, and Governance (ESG) aspects that impact the Company and its stakeholders. The sustainability materiality assessment process is as follows:



### 1. Context of the organization

Understanding the Company's vision, mission, and strategy, as well as its stakeholder relevance, nature of business operations, and significant sustainability trends.

### 2. Impact Assessment

Identify and assess actual and potential impacts, both positive and negative, through engagement channels, feedback, and suggestions from both internal and external sources, including stakeholders, conducted by the Sustainability Working Group.

### 3. Materiality Assessment

Sustainability issues across Environmental, Social, and Governance (ESG) dimensions are selected and prioritized to define key sustainability topics. The Sustainability Working Group collaboratively categorizes and ranks these issues based on their assigned scores

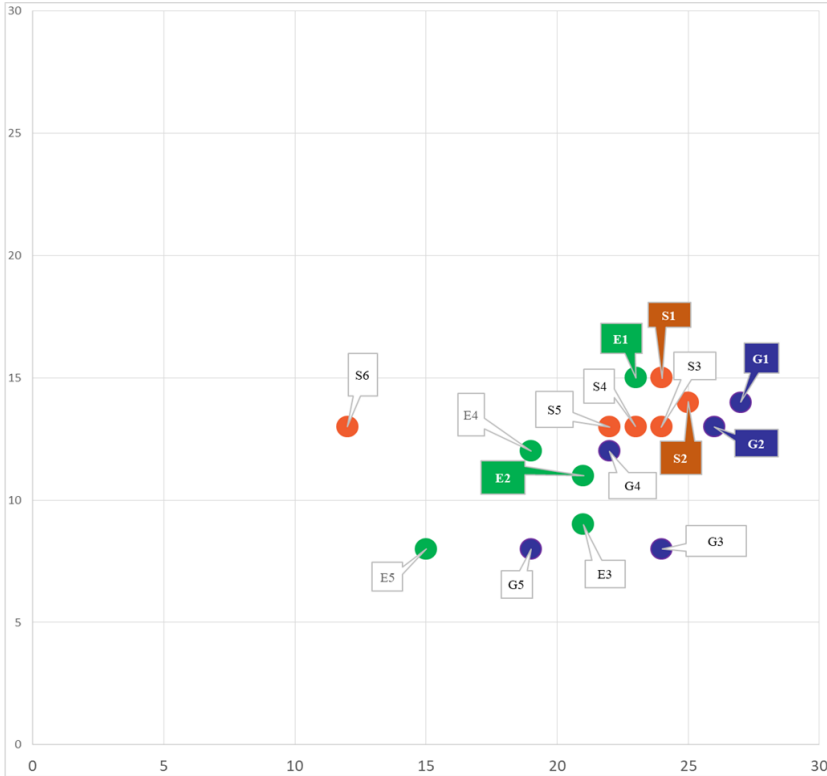
### 4. Approval of Material Topics

Issues across Environmental, Social, and Governance (ESG) dimensions are selected and prioritized to define the Company's sustainability topics. The Sustainability Working Group collaboratively categorizes and ranks these issues based on their respective scores.



# Sustainability Materiality Matrix 2025

Impact on the Stakeholders



Impact on the company



## Environmental

- E1: Waste Management
- E2: Energy and Greenhouse Gas Management
- E3: Environmental Responsibility
- E4: Environmental Compliance
- E5: Water Resource Management



## Social

- S1: Human Resource Development
- S2: Occupational Health and Safety
- S3: Employee Well-being
- S4: Labor Practices and Human Rights
- S5: Product and Service Responsibility
- S6: Social and community Responsibility



## Governance

- G1: Sustainable Supply Chain
- G2: Good Corporate Governance
- G3: Production Efficiency Improvement
- G4: Innovation and Product Development
- G5: Customer Relationship Management



# Sustainability Performance

## Environmental Dimension

As the global climate and environmental situation continues to evolve rapidly, the resulting impact on natural resources has become increasingly significant. Recognizing the urgency of these challenges, the Company has elevated its environmental management standards by establishing a comprehensive Environmental Policy. This policy drives our environmental management systems toward a path of continuous development and sustainable improvement.


Beyond internal governance, the Company is committed to environmental stewardship across the entire supply chain. To achieve this, we have established a Sustainable Procurement Policy and a Supplier Code of Conduct. These frameworks ensure responsible procurement and sourcing practices that minimize environmental impact throughout the entire production value chain.

## Waste Management



The Company adopts a waste management approach based on Reuse and Recycle principles, focusing on maximizing resource efficiency while minimizing environmental impact. Our key management guidelines are as follows

1. Employee Engagement and Training: Conducting activities and training sessions on proper waste segregation and disposal. This is a primary objective within our sustainability roadmap to promote conscious resource consumption among employees.
2. Waste and Scrap Management: Implementing processes to recycle and reintegrate production scrap, plastic waste, and other process-related by-products back into the organization’s resource cycle. This includes the systematic management of both hazardous and non-hazardous waste.

 <b>Target</b>	<b>2025 Actual Performance</b>
<ul style="list-style-type: none"> <li>● Reduce the disposal of waste and hazardous waste by increasing reuse and recycle by <b>6%</b> compared to the <b>2023</b> base year.</li> </ul>	<p>40.5%</p>



## Information on hazardous waste management

Performance Data	2023	2024	2025
Total hazardous waste (Kilograms)	205,874	174,674	274,700
Total hazardous waste sent for disposal (Kilograms)	144,858	121,020	228,247
Total reused/recycle hazardous waste (Kilograms)	61,016	53,654	46,453

## Information on non-hazardous waste management

Performance Data	2023	2024	2025
Total non-hazardous waste (Kilograms)	251,648.00	225,390.00	710,790.50
Total non-hazardous waste sent for disposal (Kilograms)	251,648.00	225,390.00	139,100.00
Total reused/recycle non-hazardous waste (Kilograms)	-	-	571,690.50




## Energy and Greenhouse Gas Management



The Company prioritizes climate change mitigation and recognizes our vital role and responsibility in reducing greenhouse gas emissions. Consequently, we have established a Net Zero roadmap to serve as a strategic framework for systematic emission reductions. This commitment encompasses our entire Value Chain, from raw material sourcing and transportation to internal operations and final product delivery. Our management approach is outlined as follows

The Company has set a goal to achieve Net Zero emissions by 2050, implementing a comprehensive greenhouse gas reduction plan that spans the entire production process and value chain. Our strategy focuses on enhancing energy and resource efficiency, transitioning to renewable energy, and fostering collaboration throughout the value chain to strengthen our collective capacity in mitigating climate impacts.

 <b>Target</b>	<b>2025 Actual Performance</b>
<ul style="list-style-type: none"> <li>● Reduction Scope 1 and Scope 2 greenhouse gas emission by 1% within 2050 compared to the 2023 base year.</li> <li>● Commit to Net Zero Greenhouse Gas Emission by 2050</li> </ul>	6.41%
<ul style="list-style-type: none"> <li>● Reduction of electricity purchased and fuel consumption by 5% compared to the 2023 base year.</li> </ul>	22.11%



## Information on Greenhouse Gas Emissions (Scope 1, 2 and 3)

Performance Data	2023	2024	2025
Total greenhouse gas emissions (Scope 1, 2 and 3) (tCO <sub>2</sub> e)	10,025	7,427.80	6,951.44
Total direct greenhouse gas emission – Scope 1 (tCO <sub>2</sub> e)	2,067.0	893.60	739.77
Total indirect greenhouse gas emission – Scope 2 (tCO <sub>2</sub> e)	7,958.0	6,534.20	6,211.67
Total other indirect greenhouse gas emissions – Scope 3 (tCO <sub>2</sub> e) Suwintawong factory only for Category 1 : Purchased Goods and Services	-	-	1,398.94

## Information on energy management

Performance Data	2023	2024	2025
Total electricity consumption (Kilowatt – Hours)	15,918,510.00	13,015,209.00	12,399,188.00

**Additional explanation:** Data shown represents the quantity of electricity purchased for operations.

## Key project in 2025

### 1. Pilot Solar Energy Project (Solar Rooftop)

The company has established guidelines to promote the use of solar energy a form of clean energy to mitigate climate change impacts caused by greenhouse gas emissions. As a pilot initiative, a solar rooftop system was installed on the car parking lot roof to supply power to the front office of the Kingkaew factory. This project successfully reduced electricity consumption by 385.2 kWh per 3 month and can reduce to greenhouse gas emissions by 0.58 tCO<sub>2</sub>e.

### 2. Energy Saving Initiatives

The company has implemented energy reduction strategies through “Energy Efficiency Enhancement and Waste Minimization” This involves replacing outdated, high energy consuming equipment with advanced technology. Key actions include replacing old air conditioning units with energy efficient Inverter systems and upgrading to newer, more efficient plastic injection molding machines.”




## Water Resource Management



The company has established a water resource management framework covering all internal operations. We are committed to raising awareness and ensuring that employees at all levels understand the value of water and manage this resource efficiently. Our management guidelines are as follows.

1. Set targets for efficient water management based on the 3Rs principle (Reduce, Reuse, Recycle), which includes installing water saving equipment and conducting regular leak detection audits.
2. Implement wastewater monitoring and control systems to ensure that discharge meets legal standards before being released into public water bodies. We conduct regular water quality testing to mitigate long-term ecological impacts. Additionally, industrial wastewater from production processes is strictly contained to prevent leakage and is managed through professional disposal services.

 <b>Target</b>	<b>2025 Actual Performance</b>
<ul style="list-style-type: none"> <li>• Reduction of water consumption by 6% compared to the 2023 base year.</li> </ul>	8%

### Information on water management

Performance Data	2023	2024	2025
Total water withdrawal (Cubic meters)	45,555	47,567	41,894



## Social Dimension

The company is fully aware of the importance of conducting business alongside social responsibility. We have established policies and goals that prioritize the preservation of local traditions in the communities where our company and factories are located. We support community activities, provide a grievance mechanism for potential social impacts, and encourage employees to engage in volunteer work and social contribution. These initiatives reflect our commitment to being an integral part of continuous sustainable development.

The company has established a Human Rights Policy to ensure fair treatment and non-discrimination. We strictly prohibit child labor and sexual harassment. Furthermore, we are committed to providing equal employment opportunities for persons with disabilities and providing dedicated retail space within the company for them to sell their products.


### Employee Development



The company manages human resources comprehensively, from workforce planning and leadership pipeline development to systematic employee learning programs. Our approach is driven by enhancing employee well being, prioritizing occupational health and safety, and managing performance through competitive compensation and benefits. We focus on increasing operational efficiency to empower our employees to achieve their targets in alignment with our corporate business strategies. Our management guidelines are as follows

1. Up-skill and Re-skill to focusing on enhancing knowledge and competencies to keep pace with rapid industrial changes and technological advancements
2. Experiential Learning and On-the-Job Training to emphasizing practical, hands on learning within real world work environments and through mentorship.
3. Aligning Individual Development with Organizational Growth to Creating Individual Development Plans tailored to each employee aptitudes and goals to prepare them for future supervisory and executive leadership roles



 <b>Target</b>	<b>2025 Actual Performance</b>
<ul style="list-style-type: none"> <li>The employee training for Up-skilling and Re-skilling minimum of 6 Hours/Person/Year</li> </ul>	<p>8.5 Hours./Person/Year</p>

### Information on employee training and development

Performance Data	2023	2024	2025
Average employee training hours (Hours./Person/Year)	12	14	8.5

### Key Project in 2025

#### 1. Leadership and Management Skills Development

To enhance capabilities in both management knowledge and a proactive mindset to navigate current changes. This is achieved by developing leadership excellence, fostering a deep understanding of team dynamics, and applying result oriented management principles. Furthermore, we empower our leaders to drive their teams toward technology and innovation, ensuring modern, agile operations that foster collaboration and achieve established corporate goals

#### 2. Technical and Specialized Skills Development

Our focus is on developing specialized skills and expertise, enhancing current job-related competencies, and building essential new skills for the future. We emphasize maximizing work performance to support business demands and growth trajectories. Furthermore, we aim to elevate both management capabilities and a proactive mindset, ensuring our workforce is prepared for the rapid changes in current landscape.

#### 3. Performance Evaluate

The company prioritizes the establishment of a performance appraisal system designed to foster the growth of both our employees and the organization. Our evaluation process emphasizes transparency and fairness, linking individual goals at every level directly to corporate objectives. This system is engineered to drive operational efficiency and encourage continuous, open communication between employees and supervisors. By fostering engagement across all levels, we ensure that individual targets are clearly defined and aligned with our corporate strategy, while simultaneously supporting the development of skills and potential to meet organizational goals.




## Safety, Occupational Health and Work Environment



The company recognizes that our employees are our most valuable resource. We are committed to ensuring a high quality of life within a safe working environment and production process, with a steadfast goal of Zero Accidents. We have implemented robust safety management systems and promote safety awareness across all activities to ensure that every employee and contractor remains healthy, maintains a good quality of life, and is free from work-related illnesses or injuries. Our management guidelines are as follows:

1. Compliance with Occupational Health and Safety Regulations: Strictly adhering to all legal requirements and internal standards related to workplace safety.
2. Cultivating a Safety Culture and Promoting Engagement: Fostering a safety first mindset by encouraging employees to take responsibility for their own safety and actively look out for the well being of their colleagues.
3. Mitigating Risks in High Hazard Processes: Implementing robust process safety management and targeted controls at critical danger points to prevent any adverse impacts from high risk production activities.

 <b>Target</b>	<b>2025 Actual Performance</b>
<ul style="list-style-type: none"> <li>• Total number of accident and injuries of employees in lost workdays. (Cases)</li> </ul>	1 Cases

### Information on accident and injuries of employees

Performance Data	2023	2024	2025
Total number of lost time injury incidents by employees. (Cases)	1	0	1



## Key Project in 2025

### 1. Safe Driving Campaign

The company organizes “Safe Driving Campaigns” during the New Year and Songkran festivals to foster safety awareness and reduce road accidents. These initiatives aim to prevent loss of life and injuries, particularly as employees travel to their hometowns during long holidays.

## Governance and Economic Dimension

The company recognizes and prioritizes business operations based on Good Corporate Governance principles. We are committed to ethical management, transparency, and accountability, with a strict zero tolerance policy towards all forms of bribery and corruption. Our objective is to build confidence among shareholders and all stakeholder groups equitably.

### Sustainability Supply Chain




The company operates a responsible and efficient supply chain throughout the entire production and delivery process. Regarding “Green Procurement” we prioritize selecting raw materials and services with minimal environmental impact and encourage our business partners to operate with transparency and environmental responsibility. We strictly adhere to all relevant laws and regulations to ensure long term corporate sustainability. Consequently, the company emphasizes comprehensive supply chain management, including the continuous development of our partners capabilities. This approach mitigates supplier risks, reduces long term impacts, and enhances competitive advantages for sustainable business growth. Our management guidelines are as follows.

1. New Supplier Selection Criteria: Establish selection criteria aligned with business operations, considering product quality, pricing, delivery capability, and certified standards. This includes compliance with laws and regulations, as well as commitment to Environmental, Social, and Governance (ESG) responsibilities
2. Supplier Code of Conduct: Develop a Supplier Code of Conduct to ensure that all procured products and services originate from transparent, ethical, and socially and environmentally responsible processes.
3. Critical Supplier Risk Assessment: Conduct regular risk assessments for critical suppliers to identify and mitigate potential business disruptions.



- 4. Monthly Supplier Performance Evaluation: Conduct monthly evaluations and analyze the results to determine the schedule and scope for the annual supplier audit plan.
- 5. Supplier Development Initiatives: Actively support supplier development by encouraging and assisting them in upgrading their business processes to achieve international certifications, such as ISO 9001, IATF 16949, ISO 14001, etc.

 <b>Target</b>	<b>2025 Actual Performance</b>
<ul style="list-style-type: none"> <li>● 80% of major suppliers have been communicated with and informed of the Supplier Code of Conduct.</li> </ul>	<p>100%</p>


### Corporate Governance



The company operates its business on the foundation of responsibility and transparency to strengthen the confidence of all stakeholders. We adhere to our Code of Business Ethics and Anti-Corruption Policy in governing every organizational process. Furthermore, we prioritize the oversight of our partners and customers to ensure their practices align with our ethical standards throughout the value chain, maintaining transparency at every stage of operation. Our management guidelines are as follows:

- 1. Establishment and Distribution of the Code of Business Ethics: Develop a comprehensive Code of Ethics manual and ensure it is communicated and accessible to all employees.
- 2. Personal Data Management in Compliance with PDPA: Strictly adhere to the Personal Data Protection Act (PDPA) B.E. 2562 (2019), covering the personal data of customers, business partners, employees, and all stakeholders.
- 3. Legal and Regulatory Compliance Communication: Communicate and foster awareness regarding legal frameworks and organizational regulations among employees at all levels.
- 4. Ethics Training for Employees: Conduct regular training sessions to enhance ethical awareness and professional conduct among the workforce.



 <b>Target</b>	<b>2025 Actual Performance</b>
<ul style="list-style-type: none"> <li>100% of employee have completed and passed the Corporate Ethics training and assessment.</li> </ul>	<p>100%</p>

## Key Project in 2025

### 1. Ethics Training and Assessment

The company provides ethics training programs for employees at all levels. All staff members are required to participate in the learning sessions and complete a mandatory assessment. The objective is to ensure that every employee thoroughly understands and correctly adheres to the company’s ethical principles in their professional conduct.

### 2. Whistleblowing and Complaints

The company has established a complaint and whistleblowing system that allows both employees and external parties to report misconduct or concerns through designated channels. This system is designed to ensure maximum safety and strict confidentiality for all informants.

## Information on Complaints

Performance Data	2022	2023	2024	2025
Number of Complaints and Whistleblowing Report (Cases)	0	0	0	0



# About This Report

T. Krungthai Industries Public Company Limited has prepared this Sustainability Report to disclose our annual sustainability performance. This report consolidates key sustainability material issues across three dimensions: Environmental, Social, and Governance (ESG). It presents significant organizational changes, the establishment of goals aligned with our business operations, and our management approaches, as well as continuous performance results, based on the following reporting frameworks:

- Sustainability Reporting Guide for Listed Companies
- Sustainable Development Goals : SDGs
- Global Reporting Initiative Standard (GRI Standard)
- Sustainability Accounting Standards Board (SASB)

## Reporting Period

January 1, 2025 – December 31, 2025