ESG Performance Report
for Listed Companies in 2025

SRITHAI SUPERWARE PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2025

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ESG Performance

Company Name : SRITHAI SUPERWARE PUBLIC COMPANY LIMITED Symbol : SITHAI

Market : SET Industry Group : Industrials Sector : Packaging

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines	:	Yes
Environmental guidelines	:	Electricity management, Fuel management, Renewable/clean energy management, Water resources and water quality management, Waste management, Greenhouse gas and climate change management

Policy on Environment

The Company recognizes the responsibilities towards society and environment, with the commitment to conservation and protection within and outside the organization, as well as promoting the management and development of production processes to minimize impacts on the society and environment, as follows:

1. Comply strictly with requirements, standards, and the laws with regard to environment, which is affected by the Companys operating activities.
2. Conduct business operations with social and environmental responsibilities by focusing on the development of production processes and promoting innovations, while controlling, preventing, and reducing risks from the Companys activities through the consideration of life cycle perspectives towards lower impacts on the environment and surrounding communities.
3. Adhere to develop, improve, and monitor environmental operations by setting goals and assessing risks on performance and environmental impacts, as well as improving the operations continuously to achieve the goals.
4. Manage waste from production process efficiently by reducing the amount of excessive use (Reduce), lowering various losses and finding a way to reuse (Reuse) , and putting remaining waste through a recycling process (Recycle).
5. Set targets to reduce greenhouse gas emission, water and energy use, with long- term waste management from production processes towards the most efficient consumption of resources in all aspects.
6. Save the ecosystem and the Companys supply chain by cooperating with partners, service providers, contractors, and alliances for production, transportation, and distribution to customers.
7. Raise awareness by disseminating environmental knowledge to employees and stakeholders for an understanding on environmental changes, conservation of natural resources, and environmental and ecosystem impacts.
8. Disclose environmental goals and performance to the public so that all stakeholders are informed about opinions and advice for improvement on issues that may affect the communities towards the sustainable coexistence between the Company and the communities.
9. Review the policies continuously with concerns on social and environmental impacts and stakeholders.

Reference link for environmental policy and guidelines	:	https://www.srithaisuperware.com/wp-content/uploads/2026/03/Environment-Policy_eng.pdf
Page number of the reference link	:	1

Information on review of environmental policies, guidelines, and/or objectives over the past years

Review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or goals over the past year	:	No

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Environmental management principles and standards	:	Standard of Corporate Social Responsibility, Department of Industrial Works (CSR-DIW STD), ISO 14001 - Environmental management systems

Compliance with energy management principles and standards

Energy management principles and standards	:	ISO 50001 Energy management

Compliance with water management principles and standards

Water management principles and standards	:	3Rs or 5Rs

Compliance with waste management principles and standards

Waste management principles and standards	:	3Rs, 5Rs or 7Rs

Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and standards	:	Thailand Greenhouse Gas Management Organization (TGO), The Greenhouse Gas Protocol, ISO 14064 - Greenhouse gases

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

Information on incidents related to legal violations or negative environmental impacts

Number of cases and incidents of legal violations or negative environmental impacts

	2023	2024	2025
Number of cases or incidents of legal violations or negative environmental impact (cases)	0	0	0

Energy management

Disclosure boundary in energy management in the past years

Boundary type	:	Branch
Total number of disclosure boundaries	:	3
Actual number of disclosure boundaries	:	3
Data disclosure coverage (%)	:	100.00

Information on energy management

Energy management plan

The company's energy management plan	:	Yes

Energy Management and Greenhouse Gas Reduction

The Company recognizes the importance of sustainable business practices and is committed to systematically enhancing energy efficiency across the organization. This includes regularly conducting energy audits in various processes, using the results to drive continuous energy conservation plans, and providing training to strengthen employees knowledge and skills in energy management, enabling practical implementation. The Suksawat plant has also been certified under the international ISO 50001 Energy Management System standard.

The Company manages energy use to reduce greenhouse gas (GHG) emissions from Scope 1 (fuel consumption in processes) and Scope 2 (purchase of electricity), focusing on efficiency and the transition to renewable energy (Decarbonization).

In 2025, to enhance energy efficiency, the Company launched a comprehensive energy efficiency improvement program, focusing on:

- Process Improvement: Analyze and optimize the cycle time of key machinery in plastic packaging production to reduce energy losses during the process.
- Investment in Technology: Transition to high-efficiency, energy-saving equipment and machinery, such as high-performance machines, compressed air control systems, and cooling systems.

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or fuel management	:	Yes

Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased for consumption	-	2025 : Reduced by 1.60 Kilowatt-Hours

Target

Target for External Energy Consumption per Unit of Production at Each Factory Location in 2025, Compared with the Target

Plant	Unit*	Target	Performance	Worse (+)/ Better (-) Target
Suksawat ● Food Packaging	kWh/kg	1.60	1.65	+0.05
● Industrial Packaging	kWh/kg	1.25	1.21	-0.04
Bangpoo	kWh/kg	1.00	0.85	-0.15
Amata City Chonburi	kWh/kg	1.00	0.96	-0.04

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

Energy Performance

In 2025, the Company implemented energy efficiency improvement projects while maintaining production performance through various initiatives at each of its plants as follows:

Plant	Energy Efficiency Project	Unit: Total per year		
		Reduced Energy Consumption (kWh*)	Reduced Carbon Emissions (tCO2e**)	Cost Savings (Baht)
Suksawat	Replace 600-ton injection molding machine with fully electric 750-ton machine	272,690	129.53	1,082,579
	Replace 300-ton injection molding machine with fully electric 410-ton machine	177,650	84.38	705,271
	Relocate Chiller #4 to improve efficiency	394,350	187.32	1,565,570
	Overhaul Air Compressor #4	55,539	26.38	220,490
	Replace TOYO 450-ton injection molding machine with TOYO 350-ton machine	14,760	7.01	58,597
	Replace Chiller with a high-efficiency model	350,515	166.49	1,391,545
Bangpoo	Replace Air Compressor with VSD system	211,320	100.38	887,544
	Adjust lead melting furnace operating time to match production	79,344	37.69	333,245
Amata City Chonburi	Replace Air Compressor with VSD system	302,400	143.64	1,179,360
	Upgrade lighting from Highbay lamps to LED	131,040	62.24	511,056
	Replace Capacitor Bank (MDB 6,7,8)	543,000	257.93	2,117,700
	Reduce air system pressure from 10 bar to 8.5 bar	146,700	69.68	572,130
Total		**2,679,308**	**1,272.67**	**10,625,087**

Installation of Renewable Energy Systems Using Solar Power

The Company is committed to reducing environmental impacts through sustainable energy management, focusing on minimizing dependence on electricity generated from fossil fuels and enhancing energy security by continuously investing in solar rooftop power systems since 2022.

In 2025, the Company expanded its solar power capacity to further drive its transition toward a low-carbon business, with the following initiatives at different plants:

- **Amata City Chonburi plant**: Maintain installed capacity at 999.70 kWp (kilowatt-peak).

- **Bangpoo plant**: Upgrade installations to improve efficiency, increasing total installed capacity from 633.75 kWp to 953.79 kWp.

This expansion not only increases the share of clean energy in the production process but also serves as a key mechanism to reduce indirect greenhouse gas emissions from energy use (Scope 2), supporting the Companys long-term sustainability goals.

In addition, the Company introduces the practice for the employees to participate energy conservation in their daily work routine by turning off unnecessary light during lunch break, turning off air-conditioners 15 minutes before leaving the office, and setting the temperature of the air-conditioners at 25 C in the offices and central areas. These activities are always implemented at the Company to foster employees awareness on energy conservation and practice as a daily routine.

Information on electricity management

Companys electricity consumption (*)

	2023	2024	2025
Total electricity consumption within the organization (Kilowatt-Hours)	61,202,437.00	59,985,033.00	60,109,140.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	58,890,504.00	57,889,379.00	58,156,221.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	2,311,933.00	2,095,654.00	1,952,919.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	43,283.19	43,404.51	44,492.33

Additional explanation : (*) *Exclude electricity consumption outside of the Company*

Electricity Consumption Intensity

	2023	2024	2025
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m^2)	N/A	N/A	N/A

	2023	2024	2025
Intensity of total electricity consumption within the organization (Kilowatt-Hours / Kilogram of raw material)	N/A	N/A	N/A

Electricity Expense (*)

	2023	2024	2025
Total electricity expense (Baht)	261,351,302.00	228,588,695.00	219,280,077.11
Percentage of total electricity expense to total expenses (%)(**)	3.18	2.95	3.09
Percentage of total electricity expense to total revenues (%)(**)	3.00	2.80	2.95
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	184,831.19	165,404.27	162,309.46

Additional explanation : *(*) Exclude electricity expense outside of the Company*
(**) Total revenues and expenses from consolidated financial statement

Information on fuel management

Companys fuel consumption

	2023	2024	2025
Diesel (Litres)	155,929.13	162,177.66	155,588.91
Gasoline (Litres)	90,793.35	87,076.38	79,433.81
LPG (Kilograms)	63,720.00	54,903.00	55,323.00

Additional explanation : *Not include external fuel consumption*

Companys fuel expense (*)

	2023	2024	2025

	2023	2024	2025
Total fuel expense (Baht)	10,433,870.65	10,243,241.04	9,124,967.44
Percentage of total fuel expense to total expenses (%)(**)	0.13	0.13	0.13
Percentage of total fuel expense to total revenues (%)(**)	0.12	0.13	0.12

Additional explanation : *(*) Exclude electricity expense outside of the Company*

(**) Total revenues and expenses from consolidated financial statement

Information on total energy management (electricity + fuel)

Water management

Disclosure boundary in water management over the past years

Boundary type	:	Branch
Total number of disclosure boundaries	:	3
Actual number of disclosure boundaries	:	3
Data disclosure coverage (%)	:	100.00

Information on water management plan

Water management plan

The Company's water management plan : Yes

The Company recognizes that water is a vital natural resource essential for life and ecosystems, as well as a fundamental component of the production process. Although the plastic packaging industry is not classified as a water-intensive industry, the Company prioritizes the efficient management of water resources to mitigate climate change-related risks that could lead to future water scarcity.

The Company is committed to conducting business under the principles of social and environmental responsibility by implementing preventive measures and control plans to manage water consumption across all plant locations. These efforts ensure that water is used efficiently, losses are minimized, and wastewater is treated to meet legal standards, without causing adverse impacts on surrounding communities or the environment.

To achieve its water management objectives, the Company has established the following practices:

1. Awareness Building: Encourage all employees, including contractors and cleaning staff, to participate in water conservation and develop a sense of value for water usage.
2. Monitoring and Inspection: Implement strict schedules for monitoring water consumption, and promptly repair or address any abnormalities or leaks detected.
3. Wastewater Management: Control wastewater quality and maintain wastewater treatment systems at optimal performance to ensure effluent meets legal standards.

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : Yes

Details of setting goals for water management

Target(s)	Base year(s)	Target year(s)
Reduction of water withdrawal	2024 : Water withdrawal 180,239.00 Cubic meters	2025 : Reduced by 2% or 3,604.78 Cubic meters

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : Yes

The Companys data water usage of each plant in the year 2025 compared with the target are as follows :

Plant	The calculated comparison against the base year (2024)	
	Target	Performance
Suksawat	Decrease 2% or 825.54 CU.M.	Decrease 5.35% or 2,210 CU.M.
Bangpoo	Decrease 2% or 293.92 CU.M.	Increase 75.24% or 11,057 CU.M.
Amata City Chonburi	Decrease 2% or 2,485.32 CU.M.	Increase 0.10% or 121 CU.M.

The Company places great importance on managing water resources within its operations, as part of its social and environmental responsibility as well as preparing for potential future water scarcity crises.

- Suksawat plant: Successfully reduced water consumption compared to the baseline year, achieved through enhanced monitoring of water usage points, fostering employee awareness of the value of water resources, and promptly addressing any irregularities.
- Bangpoo plant: Significantly increased in water usage, primarily due to leaks caused by damaged underground water pipelines. The Company has since repaired and restored the system and has planned to increase the frequency of preventive inspections to avoid recurrence in the future.
- Amata City Chonburi plant: Experienced a slight increase in water usage, which remains manageable and aligned with the growth of production activities.

the Company conducted regular wastewater quality monitoring through certified external laboratories. The results showed a 100% quality pass rate across all operational sites, reflecting the effectiveness of the Companys rigorous environmental management system.

In addition, the Company has carried out maintenance and upgrades of the wastewater treatment systems to enhance efficiency, ensuring that discharged water meets legal quality standards and minimizing impacts on surrounding ecosystems and communities. The Company continues to explore new approaches and technologies to improve water use efficiency, aiming to contribute to preventing future water scarcity and promoting the long-term sustainability of both ecosystems and local communities.

Information on water management

Water withdrawal by source

	2023	2024	2025
Total water withdrawal (Cubic meters)	146,430.00	180,239.00	189,207.00

	2023	2024	2025
Water withdrawal by third-party water (cubic meters)	146,430.00	180,239.00	189,207.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	103.56	130.42	140.05
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues)(*)	0.02	0.02	0.03

Additional explanation : (*) *Total revenues and expenses from consolidated financial statement*

Water discharge by destinations

	2023	2024	2025
Percentage of treated wastewater (%)	100.00	100.00	100.00
Total wastewater discharge (cubic meters)	117,144.00	144,192.00	151,366.00
Wastewater discharged to third-party water (cubic meters)	86,146.00	111,170.00	120,112.00
Wastewater discharged to surface water (cubic meters)	30,998.00	33,022.00	31,254.00

Water consumption

	2023	2024	2025
Total water consumption (Cubic meters)	29,286.00	36,047.00	37,841.00

Water Consumption Intensity

	2023	2024	2025

	2023	2024	2025
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues)(*)	0.00336525	0.00441117	0.00509361

Additional explanation : (*) Total revenues and expenses from consolidated financial statement

Water withdrawal expenses

	2023	2024	2025
Total water withdrawal expense (Baht)	3,436,588.72	4,547,557.99	4,779,172.07
Total water withdrawal expense from third-party water (Baht)	3,436,588.72	4,547,557.99	4,779,172.07
Percentage of total water withdrawal expense to total expenses (%)(*)	0.04	0.06	0.07
Percentage of total water withdrawal expense to total revenues (%)(*)	0.04	0.06	0.06
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	2,430.40	3,290.56	3,537.51

Additional explanation : (*) Total revenues and expenses from consolidated financial statement

Waste management

Disclosure boundary in waste management over the past years

Boundary type	:	Branch
Total number of disclosure boundaries	:	3
Actual number of disclosure boundaries	:	3
Data disclosure coverage (%)	:	100.00

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

The Company has established a policy to manage industrial waste and scrap sustainably throughout all operational processes, strictly adhering to applicable laws, regulations, and international standards. This approach aims to control and minimize environmental impacts from its operations in the packaging industry. The Company applies the 3Rs frameworkReduce, Reuse, and Recycle as the core principle for waste management, focusing on minimizing waste generation at the source and maximizing resource efficiency.

The Company is committed to the 3Rs (Reduce, Reuse, Recycle) and the Circular Economy in its waste management practices, with the following key measures:

- **Zero Waste to Landfill:**Establish a long-term goal to achieve zero landfill waste by 2026.
- **Waste Segregation:**Provide standardized waste bins and storage areas at all operational sites, along with employee training to ensure proper segregation practices.
- **Third-Party Disposal:**Utilize only licensed and registered waste disposal service providers approved by the Department of Industrial Works, ensuring that waste is either repurposed (e.g., as alternative fuel) or disposed of legally and responsibly.
- **Monitoring and Follow-up:**The Sub-Committee on Safety, Occupational Health, and Environment (SHE) regularly inspects and monitors waste management data on a monthly basis.

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : Yes

Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Reduction of waste generation Waste type: Non-hazardous waste and hazardous waste	2023 : non-hazardous waste and hazardous waste 5,000.00 Kilograms	2026 : Reduced by 100% or 5,000.00 Kilograms	• Landfilling

Information on performance and outcomes of waste management

Performance and outcomes of waste management

The company's performance and outcomes of waste management	:	Yes

The Company has set a key target to reduce waste from the production process sent to landfill to zero (Zero Waste to Landfill), while simultaneously focusing on minimizing the volume of waste requiring final disposal. To achieve this target, the Company implements systematic waste segregation and forwards certain types of waste to licensed waste management contractors for beneficial use, such as serving as raw materials in other production processes or being converted into Refuse-Derived Fuel (RDF). All operations are conducted in compliance with applicable environmental laws and standards.

As a result of this commitment, the Company has demonstrated notable progress in waste management between 2023 and 2025, particularly in achieving 100% landfill diversion of non-hazardous waste since 2024. At the same time, the Company has increased the proportion of non-hazardous waste being reused and recycled. In summary, the Company continuously monitors, evaluates, and records quantitative data to analyze performance and set targets for further improvements in the future.

Information on waste management

Waste Generation(*)

	2023	2024	2025
Total waste generated (Kilograms)	689,074.00	1,191,354.00	1,246,755.00
Total non-hazardous waste (kilograms)	363,265.00	712,959.00	811,875.00
Non-hazardous waste - Landfilling (Kilograms)	4,730.00	N/A	N/A
Non-hazardous waste - Incineration with energy recovery (Kilograms)	N/A	19,095.00	23,070.00
Non-hazardous waste - Incineration without energy recovery (Kilograms)	303,700.00	N/A	N/A
Non-hazardous waste Others (kilograms)	54,835.00	693,864.00	788,805.00
Total hazardous waste (kilograms)	325,809.00	478,395.00	434,880.00
Hazardous waste - Landfilling (Kilograms)	270.00	2,370.00	3,100.00

	2023	2024	2025
Hazardous waste - Incineration with energy recovery (Kilograms)	N/A	150,263.00	94,145.00
Hazardous waste - Incineration without energy recovery (Kilograms)	26,720.00	N/A	N/A
Hazardous waste Others (kilograms)	298,819.00	325,762.00	337,635.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues)(**)	0.08	0.15	0.17
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues)(**)	0.04	0.09	0.11
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues)(**)	0.04	0.06	0.06

Additional explanation : *(*) Exclude the total weight of waste generated outside of the Company, which is not responsible for the waste disposal or treatment cost*

(**) Total revenues and expenses from consolidated financial statement

Waste reuse and recycling

	2023	2024	2025
Total reused/recycled waste (Kilograms)	353,654.00	1,019,626.00	873,650.00
Reused/Recycled non-hazardous waste (Kilograms)	54,835.00	693,864.00	788,805.00
Reused non-hazardous waste (Kilograms)	N/A	N/A	471,458.00
Recycled non-hazardous waste (Kilograms)	N/A	N/A	317,347.00
Reused/Recycled hazardous waste (Kilograms)	298,819.00	325,762.00	84,845.00
Reused hazardous waste (Kilograms)	N/A	N/A	7,850.00

	2023	2024	2025
Recycled hazardous waste (Kilograms)	N/A	N/A	76,995.00
Percentage of total reused/recycled waste to total waste generated (%)	51.32	85.59	70.07
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	15.10	97.32	97.16
Percentage of reused/recycled hazardous waste to hazardous waste (%)	91.72	68.09	19.51

Additional explanation : Exclude the total weight of reused/recycled waste outside of the Company, which is not responsible for the waste disposal or treatment cost

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Branch
Total number of disclosure boundaries	:	3
Actual number of disclosure boundaries	:	3
Data disclosure coverage (%)	:	100.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The companys greenhouse gas management plan	:	Yes

The Company recognizes the increasing severity of climate change and its impacts on the economy, society, and the environment. Accordingly, the Company is committed to conducting business responsibly and actively contributing to the tangible reduction of greenhouse gas emissions. To guide these efforts, the Company has established a Climate Change Policy and an Energy Conservation Policy, providing a framework that encompasses the entire supply chain from raw material procurement and production to product delivery.

These policies focus on maximizing energy efficiency across all supply chain processes, offices, and supporting activities; reducing dependence on fossil fuels; increasing the proportion of renewable energy use; and continuously controlling greenhouse gas emissions from operations (Scope 1 and Scope 2). Oversight is provided by the Board of Directors and senior management, with dedicated Energy Management and Environmental Working Groups tasked with monitoring performance, assessing climate-related risks and opportunities, and regularly reviewing targets. The Company also encourages active participation from employees at all levels to ensure that operations comply with legal requirements and international standards.

Goals and Strategies

To align with global trends and the national development plan, the Company has established the following long-term greenhouse gas reduction target:

- Net Zero Emissions: Achieve by 2050 (B.E. 2593)

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals	:	Yes
Company's existing targets	:	Setting net-zero greenhouse gas emissions targets, Setting other greenhouse gas reduction targets

Setting net-zero greenhouse gas emissions targets

Details of setting net-zero greenhouse gas emissions targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year	Certification
Scope 1-2	2021 : Greenhouse gas emissions 6,659.00 tCO_2e	2026 : Reduced by 5% in comparison to the base year	2050 : Reduced by 90% in comparison to the base year	• Thailand Greenhouse Gas Management Organization (TGO) : None • Science-based Targets (SBTi) : None

Setting other greenhouse gas reduction targets

Details of setting other greenhouse gas reduction targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year
Scope 1-2	2021 : Greenhouse gas emissions 6,659.00 tCO_2e	2026 : Reduced by 5% in comparison to the base year	2050 : Reduced by 90% in comparison to the base year

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

The Company has been certified for the Carbon Footprint for Organization (CFO) by the Thailand Greenhouse Gas Management Organization (Public Organization: TGO), covering operations at three locations: Suksawat plant, Bangpoo plant, and Amata City Chonburi plant. Additionally, the Bangpoo plant has been certified under the international ISO 14064-1 standard, reinforcing the accuracy and transparency of its greenhouse gas measurement and reporting practices.

The greenhouse gas emission profile across the Companys three plants reflects the characteristics of the industrial sector, which relies heavily on electricity as the primary energy source in production. This results in higher indirect emissions from electricity use (Scope 2) compared to direct emissions (Scope 1), while other indirect emissions (Scope 3) are driven by external activities, such as transportation and logistics conducted by business partners. With this emission structure, the total organizational carbon footprint fluctuates according to production levels and supply chain activities.

Given the significant role of electricity consumption, the Companys key strategy for reducing greenhouse gas emissions focuses on investing in efficiency improvements and expanding the capacity of solar rooftop power systems at both the Amata City Chonburi and Bangpoo plants. This approach aims to achieve tangible reductions in Scope 2 emissions and advance the Company toward a sustainable low-carbon organization.

Information on greenhouse gas management

The company's greenhouse gas emissions

	2023	2024	2025
Total GHG emissions (**Metrics tonne of carbon dioxide equivalents**)[1]	162,901.00	148,440.00	23,693.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	1,297.00	1,158.00	753.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	24,515.00	24,151.00	5,924.00
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	137,089.00	123,131.00	17,016.00

Remark: [1] *The greenhouse gas emissions data for the year 2025 from the Suksawat plant, as shown in the table above, is the information submitted by the Company and is currently undergoing final verification by V Green KU Company Limited and the data auditors, Ms. Thitaporn Khumphu and Ms. Nisarat Jaiyossao, with an expected completion in May 2025. Furthermore, Amata City Chonburi plant and Bangpoo plant are in the process of collecting and calculating the amount of greenhouse gas emission for data verification of the year 2025, to ensure the accuracy of the data, with the verification process expected to be completed by August-September 2025.*

Greenhouse Gas Emissions Intensity

	2023	2024	2025
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) (*)	0.018719	0.018165	0.003189
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	115.21	107.41	17.54

Additional explanation : (*) *Total revenues and expenses from consolidated financial statement*

Information on verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions : Yes

List of greenhouse gas verifier entity : V Green KU Co., Ltd.

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2023	2024	2025
Total reduced GHG (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

Absorption and removal of Greenhouse Gas

	2023	2024	2025
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

Social and human rights policy and guidelines	:	Yes
Social and human rights guidelines	:	Employee Rights, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and occupational health at work, Non-discrimination, Supplier rights

Human Rights Policy

The Company respects and complies with the principles of human rights for the protection of rights and freedoms, including the prevention of human rights violations of employees, business partners, and stakeholders as follows:

1. Treat all employees, business partners, and stakeholders with equality and non-discrimination on race, religion, sex, sexual preference, nationality, age, disability, personal attitude, and political parties as a criterion for considering employment, compensation, welfare, promotion, training and development or business partner agreement.
2. Respect the labor rights of employees by not using forced labor, child labor, as well as having measures to prevent sexual harassment and other violations of rights and freedoms.
3. Focus on safety, health, and environment in the workplace, while improving the environment for employees to have good health and safety.
4. Promote good labour and community relations between the Company, employees, and the community for participation, expression, and suggestion with the benefits to the Company, while encouraging employees for contribution to the communities, society and environment, as well as respecting the rights, freedoms, and opinions of communities surrounding all company locations.
5. Treat business partners fairly by implementing a transparent procurement process that promotes fair competition and ensures that partners comply with human rights principles throughout the supply chain.
6. Treat consumers and customers fairly by prioritizing the protection of their personal data in accordance with legal requirements, and refrain from disclosing or using such information for unauthorized gains that could cause harm.
7. Establish a comprehensive human rights due diligence process by defining the scope, identifying human rights risk factors, assessing the severity and likelihood of potential impacts, implementing remedial measures, and systematically monitoring human rights performance.

Reference link for social and human rights policy and guidelines	:	https://www.srithaisuperware.com/wp-content/uploads/2025/03/Human-Rights-Policy_eng.pdf
Page number of the reference link	:	1

Information on review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year	:	No

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

Human rights management principles and standards	:	The UN Guiding Principles on Business and Human Rights, ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, Others : Labour Protection Act B.E. 2541 (1998)

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process	:	Yes

Human Rights Management

The Company realizes the importance of value and equality of its employees. Therefore, it establishes guidelines for assessing human rights risks covering all aspects of the Company's business operations, including employees, business partners, customers, stakeholders, and business associates. These guidelines align with the UN Guiding Principles on Business and Human Rights (UNGPs), the fundamental principles of the International Labor Organization (ILO), and the Labor Protection Act B.E. 2541, to ensure that the Company adheres strictly to human rights principles. Regular assessments of human rights risks and relevant labor practices are conducted. The Company will extend the implementation of these practices to business partners, customers, and stakeholders to collectively strengthen and maintain fundamental rights for employees, who are vital assets of the organization.

Scope of Operations

This encompasses all operations directly involved and related to the Company including employees, partners, customers, and all stakeholders within the Company's supply chain. The focus of labor rights operations begins with the Company's employees as our top priority, with the objective and goal of preventing human rights violations against employees and effectively protecting them through sustainable systems. Subsequently, this effort extends to external stakeholders in the supply chain.

Human Rights Risk Assessment

The Company divides the assessment into two parts. The Risk Management Sub-Committee conducts the first part, which involves an overall assessment based on data collected from various sources relating to employees. These sources include policies, regulations, measures, work procedures, working conditions, health and safety, and any other activities that may pose a risk of human rights violations against employees. This assessment aims to provide an understanding of the current status of human rights within the Company and serves as a basis for developing a risk assessment questionnaire on labor issues for employees to perform evaluation.

All employees will conduct the assessment in the second part. This ensures that the Company receives comprehensive and thorough information, which can then be used for policy review, regulatory compliance, or process improvement. It also facilitates prompt and proactive actions to address or prevent incidents or actions that may violate the human rights of employees.

The issues of human rights risks and labor practices of the Company consist of 5 main topics as follows :

1. Working conditions
2. Health and safety
3. Freedom of association and negotiation
4. Discrimination/Harassment
5. Illegal labor workforce

Based on the assessment of Human Rights Risks by the Company's employees in 2024, it was found that there were 5 aforementioned risk issues. Among them, the issue of health and safety of the workforce was identified as highly significant with potential serious implications. The Company disclosed the risks and mitigation measures in topic 2: Risk Management.

Prevention, Remedial Measures and Mitigation of Impact

The Company establishes guidelines for all departments involved in labor related matters to use as a framework for prevention, mitigation, and alleviation measures when incidents with damage occur.

Risk Issues	Prevention	Remedial measures and mitigation
Health and safety		
• Work related illnesses and accidents • Safety conditions in the workplace	• Review policies and practices that may be in conflict with the law • Improve and repair buildings, workplace facilities, and equipment regularly and rigorously • Modify work conditions and the workplace environment to reduce the risk of accidents • Provide personal safety equipment to employees in all positions at risk of workplace hazards or working in areas prone to danger. • Regularly assess the risk factors in every job process to continually improve and enhance safety measures. • Develop safety manuals for all positions exposed to potential illness or injury risks, such as maintenance technicians and electricians. • Conduct safety training for all new employees before they start working and/or regularly review the training to prevent errors resulting from negligence. • Perform health examinations for new employees prior to commencing work and conducting annual health check-ups for all employees.	• Require employees to undergo repeated health check-ups if abnormalities are detected in their annual health examinations. • Send employees for immediate medical treatment in case of accidents or illness. • Provide clear explanations regarding the incident and the entitlement to medical treatment, including direct apologies to employees. • Take responsibility for the expenses incurred during treatment. • Monitor the treatment progress and visit employees while they are undergoing treatment. • Provide employees with their wages on sick leave days. • Ensure that employees receive benefits and welfare entitlements without deductions resulting from sick leave. • Compensate for any additional damages with monetary compensation or allowances. • Transfer employees to new positions to avoid work that may negatively impact their health. • Provide financial assistance for funeral expenses.

However, the Company has always taken human rights principles into consideration and adhered to the good corporate governance in its practices. Moreover, there are mechanisms in place to prevent risks relating to human rights violations. Therefore, if any unwanted incidents regarding human rights occur, the Company will comply with relevant laws, respect internationally recognized human rights principles, and seek mutually acceptable solutions with stakeholders. This may involve seeking advice from reputable external experts for guidance.

Complaints Regarding Human Rights Violations

The Company provides opportunities for employees to express their opinions, raise concerns, or file complaints if there are incidents or actions relating to human rights violations or the ethics of the Company. Employees can submit complaints to any of the independent directors as follows :

- Via e-mail address, as shown on the Companys website in the whistleblower channel. Any complaint can be submitted

to any independent director or all of them comprising :

1. 1. Mr. Enghug Nontikarn, E-mail address : enghug_non@srithaisuperware.com
2. 2. Mr. Suchat Boonbanjerdsri, E-mail address : suchat_boo@srithaisuperware.com
3. 3. Mrs. Siriporn Sailasuta, E-mail address : siriporn_sai@srithaisuperware.com
4. 4. Mr. Supachoke Liamkaeo, E-mail address : supachoke_liam@srithaisuperware.com

- Direct letter to particular independent director by specifying the name of the independent director and the address of Srithai Superware Public Company Limited or P.O. Box 84, Ratburana District, Bangkok 10140
- Submit the report in a sealed envelope addressing to an independent director through the Secretary of the Audit

Committee (Head of Internal Audit)

The monitoring and reporting of human rights operations

The Risk Management Sub-Committee will monitor the progress and course of action relating to human rights at least once per quarter during Risk Management Sub-Committee Meetings. The results of the human rights risk assessment will be reported to the President, the Good Corporate Governance and Sustainable Development Committee, the Audit Committee and the Board of Directors. They will be informed along with improvement guidelines and disclosure to the public through the Company's annual report.

In 2025, the Company did not receive any complaints regarding human rights from employees, who are the primary source of information. The Company will continue to review human rights issues and assess human rights risks in all activities involving stakeholders, customers, or any other parties within the supply chain as well as those in subsidiaries.

Information on incidents related to legal or social and human rights violations

Number of cases and incidents of significant legal or social and human rights violations

	2023	2024	2025
Total number of cases or incidents of significant legal or social and human rights violations (**cases**)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0

	2023	2024	2025
Total number of cases or incidents related to workplace safety and occupational health (cases)	0	0	0

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type	:	Branch
Total number of disclosure boundaries	:	3
Actual number of disclosure boundaries	:	3
Data disclosure coverage (%)	:	100.00

Information on employees and labor management plan

Employees and labor management plan

The company's employee and labor management plan	:	Yes
Employee and labor management plan implemented by the Company in the past year	:	Fair employee compensation, Employee training and development, Promoting employee relations and participation, Migrant/foreign labor, Child labor, Safety and occupational health at work

Human resources Management and Development

The Company places great importance on human resource management as a strategic driver of sustainable organizational growth, recognizing that employees are its most valuable asset and a key force in achieving business objectives.

The Company is committed to developing an efficient, transparent, and fair human resource management system in alignment with international human rights principles and global best practices. This approach covers all aspects of human resource management, from recruitment and selection, employee development and capability enhancement, performance evaluation, to talent management and retention.

In addition, the Company promotes an organizational culture grounded in the principles of Diversity, Equity, and Inclusion (DEI), ensuring non-discrimination on the basis of gender, race, religion, age, or any other status. The Company also provides a safe and hygienic working environment to support employees well-being and foster long-term engagement with the organization.

The Companys key achievements in human resource management and development are as follows:

1. Employee Welfare, Well-being, and Quality of Life

The Company is committed to enhancing employees quality of life across economic, social, and health dimensions to strengthen long-term stability and engagement. Key initiatives include:

- Financial Security and Resilience: The Company provides a provident fund, retirement benefits, and long-service awards to support long-term financial security. In addition, it promotes financial literacy through training on income and expense management, offers advisory services to address debt issues, and supports access to legitimate funding sources.
- Well-being Promotion and Inclusive Facilities: The Company provides facilities that accommodate diverse employee needs, such as on-site medical rooms with healthcare personnel, lactation rooms for postpartum employees, prayer rooms for religious practices, and fitness facilities. It also provides appropriate equipment and work attire for pregnant employees to ensure a safe and supportive working environment that promotes overall well-being. 2. Capability Development and Career Advancement

The Company continuously promotes employee capability development to support business transformation and enhance organizational competitiveness. Key approaches include:

- Continuous Learning and Development: The Company supports both upskilling and reskilling through training programs that cover job-specific competencies as well as future skills. It also provides e-learning platforms and self-directed learning opportunities, enabling employees to effectively apply knowledge in their work.
- Fair and Transparent Performance Management: The Company has established a clear, transparent, and auditable performance evaluation framework, which is linked to career path development and succession planning. This ensures the retention and development of high-potential employees while preparing the organization for future growth. 3. Human Rights and Equality Promotion

The Company is committed to conducting its business with respect to human rights and promoting equality in all dimensions to create an inclusive and non-discriminatory workplace. Key initiatives include:

- Promoting Diversity and Employment of Persons with Disabilities: The Company actively supports the employment of persons with disabilities and provides skill development and training programs to prepare them for effective job performance. These initiatives enhance access to fundamental rights, create employment opportunities, and ensure stable income, contributing to improved quality of life and dignified self-reliance.
- Fair Treatment of Migrant Workers: The Company ensures fair and equitable treatment for employees of all nationalities. Thai language training is provided for foreign employees to reduce communication barriers, enhance work efficiency, and improve workplace safety.

4. Employee Engagement, Labor Relations, and Grievance Mechanisms

The Company places strong emphasis on fostering positive labor relations, alongside respect for human rights and employee participation at all levels, to build a transparent, fair, and inclusive organizational culture. Key approaches include:

- Promotion of Labour Rights and Freedom of Association: The Company respects employees rights to express their opinions. All employees are entitled to freely voice suggestions, raise inquiries, and participate in collective dialogue through the Welfare Committee in the Workplace, which is transparently elected by employees. The committee serves as a representative body to reflect employee feedback and collaborate in developing welfare systems that genuinely meet employees needs.
- Effective Communication and Feedback Channels: The Company provides accessible, secure, and confidential two-way communication channels. A grievance mechanism is in place to receive suggestions and complaints, with due consideration given to the safety and confidentiality of the complainants.
- Inclusive Access for a Diverse Workforce: To eliminate language barriers and promote inclusive participation, the Company offers multilingual communication and grievance channels in Thai, Myanmar, and Khmer, ensuring that employees of all nationalities can equally access information and exercise their rights.
- Transparent and Accountable Grievance Handling Process: The Company has established a systematic process for reviewing, investigating, and resolving complaints. Outcomes are communicated back to complainants in an appropriate and fair manner. This mechanism helps build trust, enhance employee morale, and strengthen long-term organizational engagement.

Health, safety and environmental operations

The Company conducts its business with a strong commitment to sustainable development, placing the highest priority on the management of Safety, Health, and Environment (SHE) for employees, contractors, and all stakeholders, under the principle of Zero Accident, while strictly complying with labour laws and international standards.

The Company has clearly established the SHE policy and appointed the Safety, Health, and Environment Committee (SHE Committee) along with Sub-Committees at each plant. These committees serve as the primary mechanism for setting policies, overseeing operations, and systematically monitoring performance, together with senior management actively participating in strategic decision-making and ensuring sufficient allocation of resources for effective implementation.

In addition, the Company continuously develops and improves accident prevention measures to reduce risks to life and property, minimize operational disruptions, and maintain business continuity. Regular safety training is provided to employees at all levels to enhance knowledge, understanding, and awareness of safety standards, forming the foundation for a strong and sustainable safety culture over the long term.

Risk and Accident Management

The Company prioritizes the safety of employees and contractors, applying the Hierarchy of Controls approach to systematically manage risks in production processes and supporting activities, as follows:

- **Proactive Risk Assessment:**Conduct annual reviews and assessments of occupational safety and health risks, covering both employees and contractors, to identify potential hazards arising from changes in work processes.
- **Unsafe Condition Reporting System:**Encourage employees to report incidents or conditions that could lead to accidents, enabling preventive measures before any loss occurs.
- **Daily Safety Communication:**Conduct pre-work safety talks to review safety measures and reinforce practical safety awareness at the operational level.
- **Investigation and Lessons Learned:**In the event of an accident, the SHE team investigates the root cause, implements corrective and preventive measures to avoid recurrence, and promptly communicates the lessons learned to all relevant departments.

Emergency Preparedness and Response

The Company places great importance on establishing an effective emergency management system in accordance with international standards to minimize impacts on life and property. Key initiatives include:

- **Intensive Emergency Drill Training**: Conduct fire evacuation and firefighting drills at least twice a year, covering all work shifts and operational areas, to ensure that all personnel have a clear understanding of escape routes and assembly points.
- **Enhancement of Emergency Response Team Capabilities:**Strengthen the capacity of the emergency response team through advanced specialized training programs, such as chemical spill response, to ensure rapid and professional handling of critical incidents.
- **Testing of Safety Systems and Equipment:**Establish regular inspection and maintenance of firefighting equipment, alarm systems, and personal protective equipment (PPE) to ensure they remain fully operational (100%) in accordance with safety engineering standards.

Building a Safety Culture and Workforce Competency

The Company promotes a strong safety culture through initiatives such as Safety Day, Safety Talks, and continuous safety training programs for new employees, operational staff, and contractors. A Single Safety Standard is enforced for all parties working within the Companys premises to ensure consistent safety practices across all operations.

Employee Health and Well-being Promotion

The Company continuously implements health and wellness programs for employees, including mobile clinic services, risk-based health check-ups, hearing conservation programs in high-noise areas, and effective workplace environment management across production areas, warehouses, and other operational spaces to ensure suitability and safety.

Information on setting employee and labor management goals

Setting employee and labor management goals

Does the company set employee and labor management goals?	:	Yes

Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Safety and occupational health at work	Zero Accident	-	2026: Zero Accident

Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management : Yes

In 2025, the Company successfully maintained a **Zero Fatality** record for both employees and contractors, reflecting the effectiveness of its Safety, Health, and Environment (SHE) management system in line with established standards. The severity trend of workplace accidents also showed a significant decline compared to the previous year:

- Lost Time Injury Frequency Rate (LTIFR): Decreased to 0.36 per 200,000 working hours
- Lost Time Injuries (LTI): Reduced to 8 cases, down from 11 cases in the previous year
- Total Injury Frequency Rate (TIFR): Recorded at 1.43 per 200,000 working hours

Although total accidents still occurred (28 cases), the primary causes were related to equipment factors and unsafe work behaviors. The Company conducted thorough root cause analyses and promptly implemented proactive corrective measures to prevent recurrence.

With respect to contractor management, the Company achieved excellent performance, with zero work-related accidents or injuries (Zero Accident) throughout 2025. This success resulted from the enforcement of a Single Safety Standard and rigorous site safety audits, ensuring that all contractors operate in full compliance with the Companys safety standards.

Information on employment

Employment

	2023	2024	2025
Total Employment (Person)	1,414	1,382	1,351
Percentage of employees to total employment (%)	100.00	100.00	100.00
Percentage of non-employee workers to total employment (%)	0.00	0.00	0.00

	2023	2024	2025
Total employees (persons)	1414	1382	1351
Male employees (persons)	598	580	548
Percentage of male employees (%)	42.29	41.97	40.56
Female employees (persons)	816	802	803
Percentage of female employees (%)	57.71	58.03	59.44
Total of workers who are not employees (Person)	0	0	0
Male workers who are not employees (Person)	0	0	0
Percentage of male non-employee workers (%)	0.00	0.00	0.00
Female workers who are not employees (Person)	0	0	0
Percentage of female non-employee workers (%)	0.00	0.00	0.00

Number of employees categorized by age

	2023	2024	2025
Total number of employees under 30 years old (Persons)	282	263	233
Percentage of employees under 30 years old (%)	19.94	19.03	17.25
Total number of employees 30-50 years old (Persons)	760	726	727
Percentage of employees 30-50 years old (%)	53.75	52.53	53.81
Total number of employees over 50 years old (Persons)	372	393	391

	2023	2024	2025
Percentage of employees over 50 years old (%)	26.31	28.44	28.94

Number of male employees categorized by age

	2023	2024	2025
Total number of male employees under 30 years old (Persons)	141	138	110
Percentage of male employees under 30 years old (%)	23.58	23.79	20.07
Total number of male employees 30-50 years old (Persons)	326	300	296
Percentage of male employees 30-50 years old (%)	54.52	51.72	54.01
Total number of male employees over 50 years old (Persons)	131	142	142
Percentage of male employees over 50 years old (%)	21.91	24.48	25.91

Number of female employees categorized by age

	2023	2024	2025
Total number of female employees under 30 years old (Persons)	141	125	123
Percentage of female employees under 30 years old (%)	17.28	15.59	15.32
Total number of female employees 30-50 years old (Persons)	434	426	431
Percentage of female employees 30-50 years old (%)	53.19	53.12	53.67
Total number of female employees over 50 years old (Persons)	241	251	249

	2023	2024	2025
Percentage of female employees over 50 years old (%)	29.53	31.30	31.01

Number of employees categorized by position

	2023	2024	2025
Total number of employees in operational level (Persons)	1,232	1,187	1,156
Percentage of employees in operational level (%)	87.13	85.89	85.57
Total number of employees in management level (Persons)	177	189	189
Percentage of employees in management level (%)	12.52	13.68	13.99
Total number of employees in executive level (Persons)	5	6	6
Percentage of employees in executive level (%)	0.35	0.43	0.44

Number of male employees categorized by position

	2023	2024	2025
Total number of male employees in operational level (Persons)	498	473	445
Percentage of male employees in operational level (%)	83.28	81.55	81.20
Total number of male employees in management level (Persons)	95	101	97
Percentage of male employees in management level (%)	15.89	17.41	17.70
Total number of male employees in executive level (Persons)	5	6	6

	2023	2024	2025
Percentage of male employees in executive level (%)	0.84	1.03	1.09

Number of female employees categorized by position

	2023	2024	2025
Total number of female employees in operational level (Persons)	734	714	711
Percentage of female employees in operational level (%)	89.95	89.03	88.54
Total number of female employees in management level (Persons)	82	88	92
Percentage of female employees in management level (%)	10.05	10.97	11.46
Total number of female employees in executive level (Persons)	0	0	0
Percentage of female employees in executive level (%)	0.00	0.00	0.00

Significant changes in the number of employees

Significant changes in number of employees over the past 3 Years : No

Number of male employees working in Thailand

	2023	2024	2025
Total male employees working in Thailand (Person)	598	580	548
Bangkok Metropolitan (Person)	168	171	142

	2023	2024	2025
Northern (Person)	72	68	68
Central (Person)	34	30	27
Northeastern (Person)	185	178	183
Southern (Person)	15	10	12
Eastern (Person)	124	123	116

Number of female employees working in Thailand

	2023	2024	2025
Total female employees working in Thailand (Person)	816	802	803
Bangkok Metropolitan (Person)	256	260	241
Northern (Person)	76	73	68
Central (Person)	53	49	51
Northeastern (Person)	275	276	291
Southern (Person)	19	16	18
Eastern (Person)	137	128	134

Employment of workers with disabilities

	2023	2024	2025
Total employment of workers with disabilities (**persons**)	19	18	18
Percentage of disabled workers to total employment (%)	1.34	1.30	1.33
Total number of employees with disabilities (**Persons**)	19	18	18

	2023	2024	2025
Total male employees with disabilities (persons)	11	11	11
Total female employees with disabilities (persons)	8	7	7
Percentage of disabled employees to total employees (%)	1.34	1.30	1.33
Total number of workers who are not employees with disabilities (persons)	0	0	0
Percentage of disabled non-employee workers to total non-employee workers (%)	0.00	0.00	0.00
Contributions to empowerment for persons with disabilities fund	No	No	No

Information on compensation of employees

Employee remuneration by gender

	2023	2024	2025
Total employee remuneration (baht)	584,184,291.13	588,676,437.22	585,930,224.00
Total male employee remuneration (baht)	304,729,290.59	306,035,115.29	305,770,035.00
Percentage of remuneration for male employees (%)	52.16	51.99	52.19
Total female employee remuneration (baht)	279,455,000.54	282,641,321.93	280,160,189.00
Percentage of remuneration for female employees (%)	47.84	48.01	47.81
Average of remuneration of employees (Baht/persons)	413,143.06	425,959.80	433,701.13
Average of remuneration for male employees (Baht/persons)	509,580.75	527,646.75	557,974.52

	2023	2024	2025
Average of remuneration for female employees (Baht/persons)	342,469.36	352,420.60	348,891.89
Rate of average of remuneration between female employees and male employees	0.67	0.67	0.63

Information on provident fund management

Provident fund management policy and guidelines

Provident fund management policy and guidelines : No

The Company requires the Company's provident fund committee to review and assess asset management companies and fund managers annually including considering appropriate types and performance of various funds.

Implementation of Investment Governance Code for Institutional Investors ("I Code") by Company's Provident Fund Committee : Yes

Participation in provident fund membership

Details of provident fund participation

Number of employees joining in PVD (persons)

	2023	2024	2025
Number of employees eligible to participate in PVD (persons)	1228	1277	1210
Number of employees joining in PVD (persons)	378	411	428
Number of PVD members / Total employees (%)	26.73	29.74	31.68
Number of PVD members / Total eligible employees (%)	30.78	32.18	35.37

Amount of provident fund

	2023	2024	2025
Total amount of provident fund contributed by employer (baht)	2,871,681.79	2,919,553.89	3,065,361.12
Total amount of provident fund contributed by employee (baht)	8,555,530.86	8,676,568.80	9,837,520.11

Summary of employee PVD participation over the past year

Company name	Employees participating in PVD (Yes/No)	Total number of employees (persons)	Number of employees eligible to participate in PVD (persons)	Number of employees joining in PVD (persons)	Number of PVD members / Total employees (%)	Number of PVD members / Total eligible employees (%)
SRITHAI SUPERWARE PUBLIC COMPANY LIMITED	Yes	1,351	1,210	428	31.68	35.37

Information on employee development

Employee training and development

	2023	2024	2025
Employee development plans as part of annual performance reviews	No	No	No
Average employee training hours (Hours / Person / Year)	9.30	14.00	17.00
Total amount spent on employee training and development (Baht)	1,579,545.85	1,788,107.32	2,285,518.60
Percentage of training and development expenses to total expenses (%)(*)	0.000192	0.000231	0.000322

	2023	2024	2025
Percentage of training and development expenses to total revenue (%)[(*)]	0.000182	0.000219	0.000308

Additional explanation : [(*)] *Total revenues and expenses from consolidated financial statement*

Information on safety, occupational health, and work environment

Number of working hours

	2023	2024	2025
Total number of hours work (Hours)	4,480,377.00	4,467,188.00	4,242,113.00
Total number of hours worked by employees (Hours)	4,199,335.00	4,081,776.00	3,904,579.00
Total number of hours work by non-employee (Hours)	281,042.00	385,412.00	337,534.00

Statistic of accident and injuries of employees from work

	2023	2024	2025
Total number of lost time injury incidents by employees (Cases)	15	11	8
Total number of employees that lost time injuries for 1 day or more (Persons)	15	11	7
Percentage of employees that lost time injuries for 1 day or more (%)	1.06	0.80	0.52
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 1 million-manhours)[(*)]	3.57	2.69	1.79

	2023	2024	2025
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours)(**)	0.71	0.54	0.36

Additional explanation : *(*) The company with the total number of employees over 100 or more*

(**) The company with the total number of employees less than or equal to 100

Information on promoting employee relations and participation

Employee engagement

	2023	2024	2025
Total number of employee turnover leaving the company voluntarily (persons)	365	301	427
Total number of male employee turnover leaving the company voluntarily (persons)	162	135	155
Total number of female employee turnover leaving the company voluntarily (persons)	203	166	272
Proportion of voluntary resignations (%)	25.81	21.78	31.61
Percentage of male employee turnover leaving the Company voluntarily (%)	44.38	44.85	36.30
Percentage of female employee turnover leaving the Company voluntarily (%)	55.62	55.15	63.70

	2023	2024	2025
Evaluation result of employee engagement	No	No	No

Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare committee

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

Consumer data privacy and protection policy and guidelines	:	Yes
Consumer data privacy and protection guidelines	:	Collection of personal data, Use or disclosure of data, Rights of data owners, Retention and storage duration of personal data, Company's measures for third parties' use of customer data, Security measures of personal data
Reference link to consumer data privacy and protection policy and guidelines	:	https://www.srithaisuperware.com/wp-content/uploads/2025/03/Personal-Data-Protection-Policy_eng.pdf
Page number of the reference link	:	1-6

Responsible sales and marketing policy and guidelines

Responsible sales and marketing policy and guidelines	:	Yes
Responsible sales and marketing guidelines	:	Marketing communications that respect the law, adhere to relevant regulations, and consider consumer rights., Not supporting advertisements or promotional activities that encourage illegal acts or immoral conducts
Reference link for responsible sales and marketing policy and guidelines	:	https://www.srithaisuperware.com/wp-content/uploads/2025/03/Responsible-on-Marketing-and-Advertising-Policy_eng.pdf
Page number of the reference link	:	1

Policy and guidelines on communicating the impact of products and services to customers / consumers

Policy and guidelines on communicating the impact of products and services to customers / consumers	:	Yes
Policy and guidelines on communicating the impact of products and services to customers / consumers	:	Prohibition of exaggerated, inaccurate, or misleading marketing claims, Labeling of goods and products with legally required information, Appropriate marketing communications for vulnerable groups, including children or youth under 12 years old, Appropriate marketing communications through digital channels
Reference link to policy and guidelines on communicating the impact of products and services to customers / consumers	:	https://www.srithaisuperware.com/wp-content/uploads/2025/03/Responsible-on-Marketing-and-Advertising-Policy_eng.pdf
Page number of the reference link	:	1

Information on customer management plan

Customer management plan

Company's customer management plan	:	Yes
Customer management plan implemented by the company in the past year	:	Responsible production and services for customers, Development of customer satisfaction and customer relationship

Quality products and services from the heart

The Company is committed to developing the highest quality products to deliver value to customers and society in a sustainable manner. Our products cover a wide range of applications, such as packaging for food and beverages, material handling equipment, furniture, household products, and automotive products and relevant parts. All products have been inspected and controlled according to safety standards for use. In addition, the Company places great emphasis on customer service with care, adhering to the principle of meeting customer needs to achieve the highest level of satisfaction. In 2025, the Company conducted a customer satisfaction survey regarding product quality, on-time delivery, and the professionalism of the service team. The survey results reflect the Company's commitment to continuous improvement, as summarized below:

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals	:	Yes

Details of setting customer management goals

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Development of customer satisfaction and customer relationship	Customer Satisfaction Score	-	2025: Not less than 90%

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management	:	Yes

Customer Satisfaction Score	Target	Performance
Industrial Products	Not less than 90%	98%
Automotive Products and Battery Cases	Not less than 90%	93%
Food Packaging Products	Not less than 90%	94%
Beverage Packaging Products	Not less than 90%	98%

The overall results of satisfaction assessment exceeded the target of not less than 90%. The Company will continue to improve those attributes based on customers feedback which helps analyze various causes in order to make improvements as well as prevent the occurrence of various issues. This will also enhance overall quality of the operations to deliver quality and safe products to customers.

Customer satisfaction

	2023	2024	2025
Evaluation results of customer satisfaction	Yes	Yes	Yes

Channels for receiving complaints from customers/consumers

Companys channels for receiving complaints from customers/consumers	:	Yes
Telephone	:	+66 2427 0088
Fax	:	-
Email	:	-
Companys website	:	https://www.srithaisuperware.com/
Address	:	15 Suksawat Road, Soi 36, Bangpakok , Ratburana, Bangkok 10140

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies	:	Yes
Reference link for community development and engagement policies	:	https://www.srithaisuperware.com/wp-content/uploads/2025/03/Corporate-Social-Responsibility-Policy_eng.pdf
Page number of the reference link	:	3

Information on community and social management plan

Community and social management plan

Company's community and social management plan	:	Yes
Community and social management plan implemented by the company over the past year	:	Employment and professional skill development, Occupational health, safety, health, and quality of life, Disadvantaged and vulnerable groups, Reducing inequality

Social Operations

Project of Waste Separation for Environment Preservation

Currently, the amount of waste generated in Thailand is increasing every year and improper disposal of waste is still prevalent, which caused issues and problems on environment. The Company has recognized these issues and therefore has implemented various projects to address them. In addition, the Company has shared knowledge about correct waste sorting and processing for the benefits and circulation of plastic recycle as well as providing support by giving away some waste bin products of the Company for waste sorting at various locations such as communities, businesses, and educational institutions.

Over the past several years, the Company has performed field visits continuously to meet, talk, and explain objectives and benefits of the Companys project to residents in the communities, and has received good collaboration and expanded the project scope each year from communities to schools. In 2025, the Company has expanded the project network to a local school at Wat Dansamrong School, Samut Prakan Province.

Furthermore, to foster awareness of environment preservation to students and personnel of those schools with the purpose to encourage them to manage waste properly in their families and communities in order to reduce waste amount and environmental problem in the community in the long term.

Wat Chakdaeng Recycling Market Project

The Company recognizes the importance of resource management and minimizing environmental impacts across the entire value chain. Therefore, it has actively supported the Wat Chakdaeng Recycling Market initiative, with the primary objective of promoting knowledge and raising awareness among local communities about proper waste management practices.

This initiative represents an integrated collaboration between the business sector, local communities, and network partners, with the temple as a central hub of community life serving as the focal point for driving the project. During the event, the Company actively participated in riverbank clean-up activities along the Chao Phraya River to restore the aquatic ecosystem and prevent waste from flowing into the sea. Simultaneously, the Company provided guidance on waste segregation to ensure that used resources could be reintroduced into the recycling process and utilized to their fullest potential.

The success of this project not only demonstrates the power of collaboration but also lays a foundational framework for fostering sustainable waste management behaviors at the household level. This aligns concretely with the Companys commitment to conducting business under the principles of a circular economy.

Amata Smiles Caravan Project

The Company recognizes the importance of growing sustainably alongside local communities and society. Accordingly, it collaborated with the Amata City Chonburi Industrial Estate Office to participate in a Corporate Social Responsibility (CSR) initiative under the Amata Smiles Caravan Project at Bang Pakong Phromtheprangsan Subdistrict Municipality, Bang Pakong District, Chachoengsao Province.

During this activity, the Company organized recreational programs to foster community engagement and bring happiness to local residents, alongside educational initiatives aimed at cultivating environmental awareness. The program focused on providing knowledge about proper waste segregation to community members. This project not only enhanced the quality of life and brought smiles to the surrounding communities but also advanced upstream waste management practices, serving as a fundamental step toward building strong and sustainable eco-friendly communities.

Career Promotion Program

The Company places great importance on promoting and supporting livelihoods to generate income for the communities surrounding its facilities. In 2025, the Company held a meeting with community representatives, the management team, and the staff of the Na Pa Subdistrict Municipality in Mueang District, Chonburi Province to assess the community's needs and capabilities. The aim was to determine the best approach for assistance and support that would provide the greatest benefits and improve the quality of life for the community members. As a result, the Company organized training activities to promote careers within the community, including for both the general public and people with disabilities, in the production of "Phuang Mhai" (funeral flowers) for sale. The Company arranged for expert trainers to conduct the "Making Phuang Mhai and Wreaths" course, as well as designed and selected types of flowers that could be developed into a sustainable livelihood, in addition to increasing personal income and providing support for families. This initiative also helps individuals find a sense of self-worth and contributes to reducing social issues.

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social management goals	:	No

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and social management	:	Yes

The Company firmly believes that sustainable business growth must go hand in hand with environmental stewardship and the enhancement of the community's quality of life. In 2025, the Company continued to fulfill this commitment through proactive initiatives in collaboration with local communities, educational institutions, and government agencies, successfully engaging a total of 262 participants.

To address waste management sustainably under Circular Economy principles, the Company drove knowledge on waste sorting at the source through three key projects: 1) The **Environmental Waste Sorting Project**, which focused on cultivating environmental awareness among youth through the garbage bank network at Wat Dan Samrong School; 2) The **Wat Chak Daeng Recycling Flea Market Project**, which elevated network collaboration and integrated a Chao Phraya River cleanup activity to restore the aquatic ecosystem; and 3) The **Amata Smiles Caravan Project**, in collaboration with Amata City Chonburi Industrial Estate, which campaigned for household waste management in Chachoengsao Province.
Beyond the environmental dimension, the Company also prioritizes reducing inequality and promoting the community economy through the **Occupational Promotion Project**. In collaboration with Na Pa Municipality, Chonburi Province, the Company organized practical training courses on making artificial funeral flowers (Dok Mai Chan) and wreaths for the general public and persons with disabilities. This project not only helps build vocational skills and supplementary income to support families, but also creates self-worth and pride among community members, serving as a crucial foundation for sustainable social development.

Benefit from implementing social development project

Financial benefits

Does the company measure the financial benefits from social development? : No

Non-financial benefits

Does the company measure the non-financial benefits from social development? : Yes

	2023	2024	2025
Training participants (Persons)	117.00	211.00	262.00

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

The Companys Board of Directors has established the Good Corporate Governance Policy, as part of the Companys overall policies, which came into effect in 2004. The Good Corporate Governance Policy Guidelines have been developed regularly revised to be current and appropriate to the latest situation.

In 2012, the Board of Directors appointed a Good Corporate Governance Committee (After being renamed to "Corporate Governance and Sustainable Development Committee" following the additional role assigned by the Board of Directors at the beginning of 2024, the Company will refer to it by its new name henceforth) to be responsible for monitoring, assessing and improving the Companys Good Corporate Governance Policy, so that it remains appropriate and consistent with the changing economic and social environments, the relevant and applicable laws as well as the Corporate Governance Policy of Thai Listed Companies as specified by the Stock Exchange of Thailand. The Good Corporate Governance and Sustainable Development Committee then appointed various working groups from members of the Companys Management to support its tasks.

The Board of Directors has established the Good Corporate Governance Policy and disseminated the contents of the policy via various channels of communications to all parties internally and externally to ensure that all parties are informed as well as fully aware of this Good Corporate Governance Policy. In addition, various training sessions together with associated internal activities to understand the Good Corporate Governance Policy have been held regularly and on a continuing basis for members of executives and staff at all levels of the organization.

The Good Governance Policy (5th revision 2022) approved by the Board of Directors is aligned with the current business context of the Company and correspond with the Corporate Governance Code for listed companies issued by the Office of the Securities and Exchange Commission, which contains the 5 Sections of the previous CG Code issued and also incorporates new significant details corresponding to the 8 key operating guidelines and procedures of the CG Code.

Reference link for the full version of corporate governance policy and guidelines : https://www.srithaisuperware.com/wp-content/uploads/2025/03/Corporate-Governance-Policy-eng.pdf

Page number of the reference link : 1-19

Policy and guidelines related to the board of directors

Are there policy and guidelines related to the board of directors : Yes

Guidelines related to the board of directors : Nomination of directors, Determination of director remuneration, Independence of the board of directors from the management, Director development, Board performance evaluation, Corporate governance of subsidiaries and associated companies

Nomination of directors

The Board of Directors assigns the Nomination and Remuneration Committee, which is a sub-committee, to support the nomination of qualified individuals with the necessary knowledge, capabilities, experience, and characteristics to contribute to the stable growth and achievement of the Company's goals. The Nomination and Remuneration Committee submits its recommendations to the Board of Directors for consideration and approval:

1. Appointment as senior executives according to the organizational structure.
2. Appointment as directors to replace those who leave office before the end of their term.
3. Submission to the Annual General Meeting of Shareholders for approval of new directors to replace those retiring by rotation or to increase the number of directors, in accordance with the Companys Articles of Association (Clauses 13 and 14).

In the case of appointing an independent director, such person must possess the qualifications stipulated by the Securities and Exchange Commission.

In nominating directors, the Nomination and Remuneration Committee may consider names proposed by shareholders, from professional director registries, or from qualified individuals with experience relevant to the Company's business. Board diversity is also taken into account.

Reference link for Nomination of directors	:	https://www.srithaisuperware.com/wp-content/uploads/2025/03/Corporate-Governance-Policy-eng.pdf
Page number of the reference link	:	10-11

Determination of director remuneration

The Nomination and Remuneration Committee is responsible for determining the structure and rates of directors' remuneration by gathering compensation data from companies within the same industry. Factors considered include experience, duties, roles and responsibilities, and the benefits derived from each director, ensuring alignment with their performance. Directors assigned additional duties and responsibilities shall receive increased compensation as an incentive to drive the Company toward achieving both short-term and long-term objectives.

The Nomination and Remuneration Committee shall present the directors' remuneration data to the Board of Directors for consideration before seeking approval from the Annual General Meeting of Shareholders.

Reference link for Determination of director remuneration	:	https://www.srithaisuperware.com/wp-content/uploads/2025/03/Corporate-Governance-Policy-eng.pdf
Page number of the reference link	:	13

Independence of the board of directors from the management

The Board of Directors comprises directors with diverse knowledge, experiences and expertise that are considered necessary for the Companys operations. They will devote time in undertaking their responsibilities for the Companys overall interests. As at December 31, 2025, there are 8 directors. Amongst them, 3 directors or accounting for 37.5 percent of all directors are executives and representatives of the shareholder group, who have knowledge, expertise and capabilities in the Companys businesses; and 4 directors including one female are independent directors accounting for 50 percent of all directors, who have diverse skills and experiences with independent judgments. All directors possess the qualifications under the criteria as specified by the Securities and Exchange Commission (SEC) and the Company. In addition, a newly appointed director in 2025, who does not hold an executive position accounts for 12.5 percent of all directors. The director brings relevant knowledge and experience, as well as strong connections within the medical and healthcare industry.

The Board of Directors has appointed 3 independent directors to form the Audit Committee, with the duty of supporting the Companys Board of Directors according to the duties and responsibilities as stated in the Charter of the Audit Committee and in accordance with the Announcement of the Stock Exchange of Thailand on the Qualifications and Scope of Work of the Audit Committee (B.E. 2551).

At present, the two positions of the Chairman of the Board and the President of the Company are held by the same person, who represents the group of major shareholders. Nevertheless, the Company has separated the roles and responsibilities at both positions clearly. The Company considers that the dual positions be appropriate under existing circumstance as this person has possessed experiences in the core business of the Company for a long time, as well as has been widely and well recognized among the business communities.

With regard to holding the two positions at the same time, the Chairman and President has recognized and clearly separated the respective duties and responsibilities of each position, which includes daytoday management of the Company, chairing board meetings as well as shareholders meetings, etc. He is clearly able to effectively perform these duties and to make decisions under the scope of authority of each respective position. Therefore, the dual positions by the one and the same person would enhance overall managerial efficiency.

However, half of the total number of board directors are independent directors and there is a joint meeting of independent directors with auditors without executives conducted at least once a year. The Board of Directors is able to achieve an effective balance of power as well as express opinions freely with regard to reviewing executives performance.

Director development

Newly Appointed Directors and Executives

The Board of Directors assigns the Company Secretary to prepare information, including the handbook for director of listed company, the Companys business characteristics and directions, corporate governance policy, social responsibility policy, and business ethics. The Company Secretary will also organize an introduction to the business characteristics, business operations, and other relevant information for the new directors and executives.

Current Directors and Executives

The Board assigns the Company Secretary to find suitable training programs to support directors and executives in continuing education or participation in seminars that enhance their knowledge and skills in their roles, with accredited institutions that align with the responsibilities of being a director of a listed company, such as the Thai Institute of Directors Association and the Capital Market Academy. Additionally, information on the training or seminar participation of each director and executive must be disclosed in the Annual Report.

Reference link for Director development	:	https://www.srithaisuperware.com/wp-content/uploads/2025/03/Corporate-Governance-Policy-eng.pdf
Page number of the reference link	:	17

Board performance evaluation

The Board of Directors must ensure the regular annual evaluation of the Boards performance as a whole, covering the following areas:

1) Board Policy;
2) Board Performance;
3) Board Structure;
4) Board Style;
5) Board Meetings;
6) Board Members' Composition and Qualifications.

Additionally, the sub-committees appointed by the Board of Directors must also ensure the regular annual evaluation of their own performance.

Furthermore, when evaluating the performance of the Board of Directors, the Board of Directors must also evaluate the performance of each individual member.

Reference link for Board performance evaluation	:	https://www.srithaisuperware.com/wp-content/uploads/2025/03/Corporate-Governance-Policy-eng.pdf

Page number of the reference link : 17

Corporate governance of subsidiaries and associated companies

At present, the Company has made investments in several subsidiaries and associates - in Thailand and overseas. The subsidiaries and associates operate under the same core business structure of the Company, which include Plastics Business Line (comprising industrial products and household products) and Moulds Business and Other Businesses Line. The Company has defined its core business strategy to reduce dependency on parties outside of the Group, as well as to strengthen its competitiveness.

In order to monitor the performances of the subsidiaries and associates, the Company has appointed key personnel to represent the Company. The Companys directors and/or executives take up directorships or executive positions in these subsidiaries and associates, in proportion to number of shares held by the Company, so as to look after its overall interests as a shareholder. Even though those persons sent as representatives of the Company have been considered from the Board of Directors, they must be well qualified and suitable as well as gain approval from the management. In addition, they must be Company executives already in charge of the same business line as that of the subsidiaries or associates so that their oversight activities can be fully effective.

In terms of voting in the Board of Directors meetings or shareholders meetings of these subsidiaries or associates, the Companys representatives are empowered to make decisions or undertake tasks relating to the general business operations of those companies without having to obtain approval from the Companys Board of Directors prior to casting their votes or making decisions. In such activities, they must always take into consideration the maximum benefits for the subsidiaries or associates as a priority, together with the possible impacts on the Company as a shareholder. For example, a decision involving connected transactions, prices and trading terms must be on an arms length basis or closest to normal current market conditions. However, in the event that the representatives need to cast votes on any significant agenda items, they must first obtain approval from the Companys Board of Directors.

In 2025, none of the Companys subsidiaries and associates executed any shareholders agreements that would have any significant effect on restricting or limiting the power of the Company in managing the businesses, nor in casting votes according to its proportion of the shares held, nor in receiving any benefits other than those gained under normal business conditions based on the proportion of shares held.

In the case of the subsidiaries, the Company mostly holds a 100% equity interest and has full legal power to set policies and manage the operations. The Company has established regulations and requirements that the appointed Company representatives will manage and encourage the subsidiaries to comply with the same guidelines as those of the Company when undertaking any connected transactions, acquisitions or disposals of assets, or any other important transactions; as well as disclosing their financial position and operational results in an accurate and complete manner. This also includes the supervision of recording and maintaining the financial data of the subsidiaries, so that the Company can easily monitor and collect the required information for the preparation of the financial reports accurately and completely. Moreover, the Audit Committee assigns the Companys Internal Audit Department to audit the operations of the subsidiaries and associates, in order to review the effectiveness of the internal control system and ensure that they effectively comply with the agreed annual audit plans or detect any possible misconduct.

Reference link for Corporate governance of subsidiaries and associated companies : https://www.srithaisuperware.com/wp-content/uploads/2025/03/Policy-of-Investment-and-Supervision-of-Operations-in-Subsidiaries-and-Associates_eng.pdf

Page number of the reference link : 1-3

Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and : Yes stakeholders

Guidelines and measures related to shareholders and stakeholders	:	Shareholder, Employee, Customer, Business competitor, Business partner, Creditor, Government agencies, Community and society, Other guidelines regarding shareholders and stakeholders

Shareholder

The Company respects the ownership rights of all shareholders whether executive, non-executive or foreign shareholders including major and minor shareholders, whose rights and benefits must be protected fairly and equitably. The Company has a policy to disclose important information in various issues fully, accurately, and transparently, including the rights which all shareholders are entitled to obtain or any issues affecting the Company. Additionally, the Company must facilitate the shareholders to exercise their rights and perform their duties to the best of their abilities for the prevention of any damages to them, while creating their satisfaction and confidence in investing in the Company towards maximum benefits to both shareholders and the organization.

Reference link for Shareholder	:	https://www.srithaisuperware.com/wp-content/uploads/2025/03/Business-Code-of-Conduct-eng.pdf
Page number of the reference link	:	6-7

Employee

1. Practices for Employees

The Company is committed to managing human resources in accordance with its policies and business goals, including the Companys strategy and personnel development to have knowledge, abilities, and good attitudes with fair compensation and welfare under standard workplace having good health & safety, environmental management, including no discrimination against employees or violation of human rights and freedom of any persons or groups both directly and indirectly. The Company also has a process for employees to have channels to express their views or complaints or notify about issues adversely affecting the organization, other employees or themselves, while defining a way to manage such complaints and protect those staff. This is to promote good working atmosphere as well as enhancing safety and efficiency at work towards a stability of life.

2. Practices for Employees Conduct and Treatment of Colleagues

The Company recognizes and focuses on the importance of individual rights of all employees, including an atmosphere of the harmonization and unity among employees. Thus, each employee regardless of rank or position must comply with the rules and regulations of the organization, while showing mutual respect at work without immoral actions which may affect the Companys reputation and image. This can enhance the Companys human resources management with transparency and fairness to effectively achieve its business goals.

Reference link for Employee	:	https://www.srithaisuperware.com/wp-content/uploads/2025/03/Business-Code-of-Conduct-eng.pdf
Page number of the reference link	:	9-14

Customer

The Company adheres to creating customer satisfaction and confidence towards good quality products and services at appropriate prices. It is also committed to business operations with integrity and competitive quality of products and services at the forefront level, while continuously raising standards and supporting various activities to strengthen and maintain good relationships with customers.

Reference link for Customer	:	https://www.srithaisuperware.com/wp-content/uploads/2025/03/Business-Code-of-Conduct-eng.pdf

Page number of the reference link : 16

Business competitor

The Company focuses on competition for quality and efficiency of products and services under the framework of laws on free trade competition with fairness and honesty. It also promotes transparent and beneficial cooperation with competitors for the best interest of consumers/customers, without concealing information or seeking competitors trade secrets through dishonest or unlawful means, in order to retain a leading sustainable organization in the business.

Reference link for Business competitor : https://www.srithaisuperware.com/wp-content/uploads/2025/03/Business-Code-of-Conduct-eng.pdf

Page number of the reference link : 17-18

Business partner

The Company operates its business for maximum benefits to the organization with fairness, transparency, and accountability by strengthening its good relationship with trade partners based on mutual respect and trust among one another under good practice guidelines and conditions which are set forth together and strictly fair to suppliers, apart from retaining business ethics to achieve mutual benefits.

Reference link for Business partner : https://www.srithaisuperware.com/wp-content/uploads/2025/03/Business-Code-of-Conduct-eng.pdf

Page number of the reference link : 15

Creditor

The Company emphasizes its policy and practices with responsibilities for creditors with discipline and transparency. In case of failure to comply with the terms and conditions in its mutual agreement or contract, it must negotiate with creditors in advance for resolutions and prevention of damages, including the management of cash to give confidence to creditors on its financial position and ability to repay debts.

Reference link for Creditor : https://www.srithaisuperware.com/wp-content/uploads/2025/03/Business-Code-of-Conduct-eng.pdf

Page number of the reference link : 16-17

Government agencies

The Company places great importance on transparency and integrity in dealing with the government sector, while avoiding any actions which may result in improper actions or contradiction to good corporate governance.

Reference link for Government agencies : https://www.srithaisuperware.com/wp-content/uploads/2025/03/Business-Code-of-Conduct-eng.pdf

Page number of the reference link : 7-8

Community and society

The Company recognizes that in order to grow the business sustainably, the Company does not aim at obtaining only profit or return but must take into consideration the impacts on the society, communities, environment, and stakeholders. The Company therefore has applied principles and concepts of social responsibilities in its various operations and activities with respect to social expectations and returns given to the society and communities in order to support one another for business and development in the society and the communities in the long term.

Reference link for Community and society : https://www.srithaisuperware.com/wp-content/uploads/2025/03/Business-Code-of-Conduct-eng.pdf

Page number of the reference link : 19-21

Policy and Practice Guidelines on Human Rights

The Company is committed to operating its business for sustainable growth, as well as promoting and respecting human rights throughout the organization, so that all stakeholders are treated fairly and equally according to their fundamental rights with non-discrimination, anti-harassment, and prohibition of child labor, forced labor, and human trafficking. The Company also encourages its subsidiaries and associates, trade partners, and stakeholders to comply with the same direction of policy and guidelines.

Reference link for the other policy and guidelines	:	https://www.srithaisuperware.com/wp-content/uploads/2025/03/Business-Code-of-Conduct-eng.pdf
Page number of the reference link	:	18-19

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

At the Board of Directors Meeting No. 4/2025 held on August 11, 2025, the Board of Directors has reviewed the Business Ethics, proposed by the Good Corporate Governance and Sustainable Development Committee, to ensure its relevance and alignment with the Companys current business environment, as well as evolving economic, social and governance standards. The Board of Directors approved the 3rd revised version of the Business Ethics (B.E. 2568), which directors, executives, and employees are required to strictly adhere to. This revised version has also been updated to enhance transparency in business operations and strengthen confidence among all stakeholders, thereby contributing to the growth of Companys value, covering 3 sections as follows:

* Section 1 Responsibilities for Stakeholders
* Section 2 Organizational Management
* Section 3 Governance of Business Ethics

Reference link for the full version of business code of conduct	:	https://www.srithaisuperware.com/wp-content/uploads/2025/03/Business-Code-of-Conduct-eng.pdf
Page number of the reference link	:	1-38

Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct	:	Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information, Gift giving or receiving, entertainment, or business hospitality, Information and assets usage and protection, Anti-unfair competitiveness, Information and IT system security, Environmental management, Human rights, Safety and occupational health at work

Prevention of Conflicts of Interest

The Company operates its business with honesty, transparency, and accountability. All executives and employees are required to avoid any actions and involvement with conflicts of interest that cause the Company to lose benefits or efficiency in the performance of duties. This is to ensure the transparency and fairness in working operations towards maximum benefits for the Company and all related parties.

Reference link for Prevention of Conflicts of Interest	:	https://www.srithaisuperware.com/wp-content/uploads/2025/03/Business-Code-of-Conduct-eng.pdf
Page number of the reference link	:	22-23

Anti-corruption

The Company rigidly operates its business according to ethical standards and laws without giving or accepting any forms of fraud and corruption such as bribes, rewards, and entertainment. Therefore, all executives and employees must perform their duties with honesty under business ethics. Additionally, the Company has channels for all stakeholders to provide information or give clues about fraud and corruption which are not in compliance with the laws, rules, and regulations to ensure that the Company is not damaged by the involvement with all forms of corruption including giving or accepting any bribes, gifts and entertainment.

Reference link for Anti-corruption	:	https://www.srithaisuperware.com/wp-content/uploads/2025/03/Business-Code-of-Conduct-eng.pdf
Page number of the reference link	:	21-22

Whistleblowing and Protection of Whistleblowers

The Company complies with relevant laws, rules, and regulations including the establishment of an appropriate and effective internal control system to reduce risks/opportunities for malpractice and fraud. All stakeholders can provide information on whistle blowing and complaints about fraud and corruption which are not in compliance with the laws or related regulations in order to prevent and reduce the tendency of such fraud and corruption in the Company through appropriate and fair consideration process.

Reference link for Whistleblowing and Protection of Whistleblowers	:	https://www.srithaisuperware.com/wp-content/uploads/2025/03/Business-Code-of-Conduct-eng.pdf
Page number of the reference link	:	29-32

Prevention of Misuse of Inside Information

The Company provides all executives and employees the rights to invest in the Companys securities without using inside information for trading. They can buy, sell, transfer or accept the transfer of the Companys securities only for the period specified in its Insider Policy and Guidelines. Such inside information is an important factor in making investment decisions among investors which must be kept as a business confidentiality. In addition, the leak of information must be protected from being used for the benefit of a person or groups. Moreover, the Company focuses on disclosure of necessary information in a complete, accurate, and timely manner for fairness and equality to all stakeholders.

Reference link for Prevention of Misuse of Inside Information	:	https://www.srithaisuperware.com/wp-content/uploads/2025/03/Business-Code-of-Conduct-eng.pdf
Page number of the reference link	:	23-26

Gift giving or receiving, entertainment, or business hospitality

The Company upholds a policy that all transactions, including the sale of goods or services and other business dealings with external parties, must be conducted fairly and transparently. The acceptance or offering of bribes, gifts, rewards, or entertainment for the purpose of influencing decision-making is strictly prohibited.

Reference link for Gift giving or receiving, entertainment, or business hospitality	:	https://www.srithaisuperware.com/wp-content/uploads/2025/03/Business-Code-of-Conduct-eng.pdf
Page number of the reference link	:	22

Information and assets usage and protection

1. The Company values equality and fairness among all shareholders (both executives and non-executives) as well as other stakeholders. Measures are in place to prevent directors and executives from disclosing insider information for improper personal or third-party gain.
2. The Company requires all executives and employees to properly use, maintain, and protect the Companys assets. Resources must be used responsibly, lawfully, and with full awareness of value. Intellectual property must not be infringed in any form or circumstance. The Company also promotes awareness, communication, and relevant activities, and provides tools and services necessary to foster responsibility among employees at all levels - encouraging proper and efficient use of assets and resources to deliver valuable outcomes that benefit both the Company and society as a whole.

Reference link for Information and assets usage and protection	:	https://www.srithaisuperware.com/wp-content/uploads/2025/03/Business-Code-of-Conduct-eng.pdf
Page number of the reference link	:	24, 26-29

Anti-unfair competitiveness

The Company emphasizes competition based on product and service quality and efficiency, within the framework of competition laws. It upholds the principles of free, fair, and honest competition. The Company promotes transparent cooperation with competitors in ways that benefit consumers and avoids dishonest or unlawful practices, such as concealing agreements or acquiring confidential information through unethical means. These practices are essential to maximizing consumer benefit and maintaining the Companys sustainable leadership in the industry.

Reference link for Anti-unfair competitiveness	:	https://www.srithaisuperware.com/wp-content/uploads/2025/03/Business-Code-of-Conduct-eng.pdf
Page number of the reference link	:	17-18

Information and IT system security

The Company recognizes the importance of ensuring the security and reliability of its information, systems, and digital assets. Information and IT assets must be properly protected with regard to potential cyber security and information security threats. Measures must be in place to safeguard confidentiality, integrity, accuracy, completeness, and availability of information in alignment with applicable rules, regulations, and information security laws.

Reference link for Information and IT system security	:	https://www.srithaisuperware.com/wp-content/uploads/2025/03/Business-Code-of-Conduct-eng.pdf
Page number of the reference link	:	25-26

Environmental management

The Company recognizes its social responsibility and commitment to being environmentally friendly. It considers environmental stewardship a direct responsibility of all employees and is genuinely committed to the continuous improvement of its environmental management system.

Reference link for Environmental management	:	https://www.srithaisuperware.com/wp-content/uploads/2025/03/Business-Code-of-Conduct-eng.pdf
Page number of the reference link	:	20-21

Human rights

The Company is committed to sustainable business growth while promoting and upholding respect for human rights throughout the organization. It ensures that all stakeholder groups are treated fairly and equally, with respect for their fundamental rights and freedoms. The Company opposes discrimination, abuse, child labor, forced labor, and human trafficking. Furthermore, the Company encourages its affiliates, business partners, and other stakeholders to acknowledge and adhere to this policy to ensure alignment in practice.

Reference link for Human rights	:	https://www.srithaisuperware.com/wp-content/uploads/2025/03/Business-Code-of-Conduct-eng.pdf
Page number of the reference link	:	18-19

Safety and occupational health at work

The Company places importance on quality, safety, occupational health, environmental management, and social responsibility in line with sustainable development. Executives and employees at all levels are responsible for effective implementation of this policy, ensuring it aligns with the Company's operations.

Reference link for Safety and occupational health at work	:	https://www.srithaisuperware.com/wp-content/uploads/2025/03/Business-Code-of-Conduct-eng.pdf
Page number of the reference link	:	9-10

Promotion of compliance with the business code of conduct

Promotion for the board of directors, executives, and employees to comply with the business code of conduct	:	Yes

The Good Corporate Governance and Sustainable Development Committee has a policy to provide training courses to the Companys staff at all levels (both salaried and daily employees) on a continuing and regular basis. The Good Corporate Governance and Sustainable Development Sub-Committee working groups of each plant are responsible for this training on good corporate governance practices and on good business ethics for all employees working at these plants. Such activities have proven very successful and will be undertaken on a continuing basis. There are plans to monitor and follow up on the degree of understanding among the staff members through arranging additional Q&A sessions including surveys or assessment exercises to be made via the intranet questions and answers sessions. The results of the survey are included as part of the evaluation of the performance of all employees. This is to establish a tradition for employees and corporate culture.

Furthermore, the Company communicates good corporate governance and business ethics to subsidiaries by providing training to executives and employees of subsidiaries to gain knowledge and understanding and able to follow the Companys practices.

Reference link for the process of promotion for the board of directors, executives, and employees to comply with the business code of conduct	:	https://www.srithaisuperware.com/wp-content/uploads/2025/03/Business-Code-of-Conduct-eng.pdf
Page number of the reference link	:	38

Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption networks	:	Yes
Anti-corruption networks or projects the company has joined or declared intent to join	:	Thai Private Sector Collective Action Against Corruption (CAC) CAC membership certification status : Certified Certification document of CAC membership status : CAC Certificate_2023-2026.pdf

Information on material changes and developments in policy and corporate governance system over the past year

Material changes and developments related to the review of policy and guidelines in corporate governance system or board of directors charter

In the past year, did the company review the corporate governance policy and guidelines, or board of directors charter	:	Yes
Material changes and developments in policy and guidelines over the past year	:	Yes

The Companys Board of Directors as represented by the Good Corporate Governance and Sustainable Development Committee, reviewed the Good Corporate Governance Principles for Listed Companies (CG Code) of the Securities and Exchange Commission and applied by improving the Companys Good Corporate Governance Policy and Business Ethics, so as to be appropriate to the current situation and business operations of the Company. In this revised edition, it also incorporated the Companys 8 principles of CG code and approved to announce the Good Corporate Governance Policy, 5th revision (B.E. 2565) and Business Ethics, 3rd revision (B.E. 2568) as guidelines for practice of Good Corporate Governance with details in section 6.1 Overview of Corporate Governance Policy and Practices and 6.2 Business Ethics.

In addition, the charters and policies have been reviewed, revised and promulgated in 2025 in compliance with Good Corporate Governance and Sustainable Development as follows:

* Business Ethics
* Anti-Corruption Policy and Guidelines

Implementation of the CG Code for listed companies

Implementation of the CG Code as prescribed by the SEC	:	Mostly used in practice

By the review of the CG Code to be adapted for implementing within the organization, the Board of Directors has recognized the importance and value of the CG Code, as well as its practical application in conducting of the Companys business. In 2025, the Board of Directors as represented by the Good Corporate Governance and Sustainable

Development Committee have reviewed and realized those aspects of the CG Code that are not adopted currently; whereby the remaining aspects are only in the minority such as: the Chairman of the Board is an Independent Director; the Chairman of the Board and the President shall not be the same person; and the total term of office for Independent Directors shall not exceed 9 consecutive years. Furthermore, they have also assigned the good corporate Governance and sustainable development working groups to monitor and further develop good corporate governance practices including those remaining aspects of the CG Code as appropriate and propose to them for acknowledge of progress and consideration on an annual basis.

Other corporate governance performance and outcomes

Good Corporate Governance

* The Company was rated as being Excellent for the year 2025 by the Thai Institute of Directors Association (IOD), its 10th consecutive year of being Excellent. The Company's overall average score is 95%.

Sustainable Business Operations

* The Company was selected as one of the ESG100 companies for the year 2025 by Thaipat Institute for the fourth year.
* The Company was recognized as a Sustainable Stock (SET ESG Ratings) for the year 2025 by the Stock Exchange of Thailand, and was rated as "A" in the industrial sector for the third consecutive year.

Annual General Meeting of Shareholders

* The Company offers all shareholders the right to propose any name as the Companys director or any meeting agenda, without requiring shareholding proportion as specified by law. The Company also encourages all shareholders to submit any questions, names of qualified candidates for consideration as possible new directors, or to propose any agenda, at least 3 months in advance before the end of the fiscal year. This is to allow the Board of Directors to consider whether it is appropriate to include any such proposed agenda or questions as part of the agenda of the Annual General Meeting of Shareholders ("AGM").
* The Letter of Invitation includes the proposed agenda together with any relevant significant information, opinions of the Board of Directors on each agenda, the Companys Annual Report and Proxy form in which shareholders can specify a vote of approval, disagree or abstain from voting in each agenda and Annual Report (56-1 One Report) in Thai and English versions. The invitation letter is sent at least 30 days prior to the meeting date, the Company also disseminates the information as contained in the Letter of Invitation to the Shareholders Meeting via the websites of the Company and of the Stock Exchange of Thailand. On March 18, 2025, such information was disseminated for the recent Annual General Meeting of Shareholders No. 44 (for the year 2025), which was held on April 18, 2025. Such notification was also made on the same day via the SETs Electronic Information Dissemination System (ELCID).
* The recent AGM was conducted strictly according to the respective agenda specified in the Letter of Invitation. No change in the sequence or addition of the proposed agendas for consideration was allowed without an advance notice having been given to all shareholders. The Chairman allocated sufficient time for shareholders to adequately express their opinions, raise any questions, and give any suggestions for each agenda. Before requesting the meeting to vote on any agenda, the Chairman and the Company Secretary clearly explained or answers any questions from shareholders. In the agenda for appointment of the Companys directors, the Company presented each candidate individually for approval by shareholders.
* The Company disclosed a summary of all the resolutions made through the SETs Electronic Information Dissemination System (ELCID) on the same day or before 09.00 AM. of the following day. Details of the official minutes of the shareholders meeting were delivered to the Stock Exchange of Thailand within 14 days after the Annual General Meeting of Shareholders, followed by posting on the Companys website in Thai and English versions.
* The Company received evaluation relating to its AGM Checklist for the year 2025 from the Thai Investors Association with a full score of 100%.

Anti-corruption

* Certification of membership of the Thailands Private Sector Collective Action Against Corruption (CAC) for the first time in 2017 and in 2025 was approved for membership renewal for the third time for another 3 years until March 2029.

Corporate Governance Structure

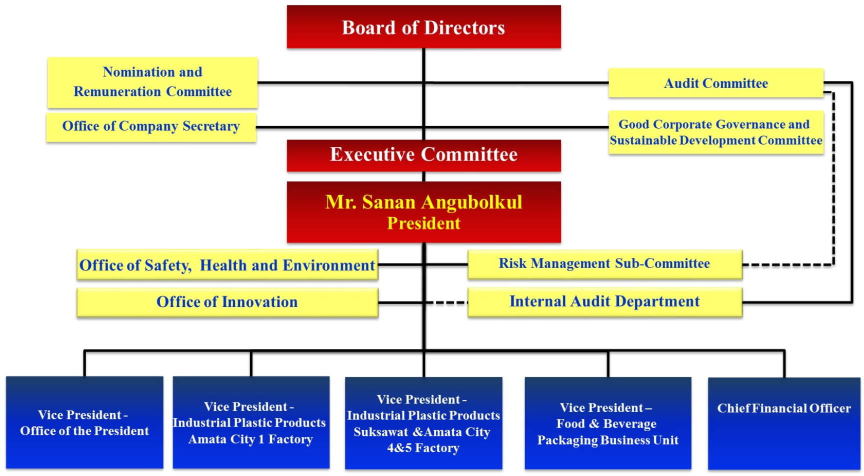
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2025

Corporate governance structure diagram



Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2023		2024		2025	
	Male (persons)	Female (persons)	Male (persons)	Female (persons)	Male (persons)	Female (persons)
Total directors	7		7		8	
	6	1	6	1	7	1
Executive directors	3		3		3	
	3	0	3	0	3	0
Non-executive directors	4		4		5	
	3	1	3	1	4	1
Independent directors	4		4		4	
	3	1	3	1	3	1
Non-executive directors who have no position in independent directors	0		0		1	
	0	0	0	0	1	0

	2023		2024		2025	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Total directors	100.00		100.00		100.00	
	85.71	14.29	85.71	14.29	87.50	12.50
Executive directors	42.86		42.86		37.50	
	42.86	0.00	42.86	0.00	37.50	0.00
Non-executive directors	57.14		57.14		62.50	
	42.86	14.29	42.86	14.29	50.00	12.50
Independent directors	57.14		57.14		50.00	
	42.86	14.29	42.86	14.29	37.50	12.50
Non-executive directors who have no position in independent directors	0.00		0.00		12.50	
	0.00	0.00	0.00	0.00	12.50	0.00

Additional explanation : *Displayed % (percentage) from proportion of total board of directors*

	2023		2024		2025	
	Male (years)	Female (years)	Male (years)	Female (years)	Male (years)	Female (years)
Average age of board of directors	67		68		66	
	65	77	66	78	64	79

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
1. Mr. SANAN ANGUBOLKUL Gender: Male Age : 79 years Highest level of education : Honorary degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt Have DAP course : Yes DCP course : No **Shareholding in the company** • Direct shareholding : 480,823,510 Shares (18.235413 %) • Shareholding by persons related to the directors, executives according to Section 59 (**) : 0 Shares (0.000000 %)	Chairman of the board of directors (Executive directors) Authorized directors as per the companys certificate of registration : Yes Type of director : Continuing director (Full term of directorship and being re-appointed as a director)	1 Jan 1993	Commerce, Marketing, Engineering, Leadership, Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
2. Mr. ENGHUG NONTIKARN Gender: Male Age : 69 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt Have DAP course : Yes DCP course : No **Shareholding in the company** • Direct shareholding : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Existing director	31 May 1994	Banking, Finance, Accounting, Audit, Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
3. Mr. SUCHAT BOONBANJERDSRI Gender: Male Age : 66 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt Have DAP course : No DCP course : Yes **Shareholding in the company** • Direct shareholding : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Existing director	21 Aug 2002	Economics, Finance & Securities, Finance, Accounting, Audit

List of directors	**Position**	**First appointment date of director**	**Skills and expertise**
4. Mrs. SIRIPORN SAILASUTA Gender: Female Age : 79 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt Have DAP course : No DCP course : Yes **Shareholding in the company** • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (**) : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Existing director	3 Mar 2008	Energy & Utilities, Engineering, Governance/ Compliance

List of directors	Position	First appointment date of director	Skills and expertise
5. Mr. SUPACHOKE LIAMKAEO Gender: Male Age : 70 years Highest level of education : Master's degree Study field of the highest level of education : Political Science Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt Have DAP course : Yes DCP course : No **Shareholding in the company** • Direct shareholding : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Continuing director (Full term of directorship and being re-appointed as a director)	11 Nov 2016	Petrochemicals & Chemicals, Transportation & Logistics, Audit, Public Administration, Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
6. Mr. NAPHOL LERTSUMITKUL Gender: Male Age : 64 years Highest level of education : Doctoral degree Study field of the highest level of education : Law and Management Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt Have DAP course : Yes DCP course : Yes **Shareholding in the company** • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (**) : 0 Shares (0.000000 %)	Director (Executive directors) Authorized directors as per the companys certificate of registration : Yes Type of director : Existing director	31 Dec 1993	Home & Office Products, Commerce, Law, Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
7. Mr. CHAIWAT KULPHATTARAVANICH Gender: Male Age : 56 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt Have DAP course : No DCP course : Yes **Shareholding in the company** • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (**) : 0 Shares (0.000000 %)	Director (Executive directors) Authorized directors as per the companys certificate of registration : Yes Type of director : Continuing director (Full term of directorship and being re-appointed as a director)	1 Jan 2019	Finance & Securities, Accounting, Finance, Governance/ Compliance, Risk Management

List of directors	Position	First appointment date of director	Skills and expertise
8. Mr. PICHITPOL PANYAPOL Gender: Male Age : 43 years Highest level of education : Master's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt Have DAP course : Yes DCP course : Yes **Shareholding in the company** • Direct shareholding : 145,200 Shares (0.005507 %) • Shareholding by persons related to the directors, executives according to Section 59 (**) : 11,678,500 Shares (0.442912 %)	Director (Non-executive directors) Authorized directors as per the companys certificate of registration : No Type of director : Newly appointed director not being replaced the ex-director	18 Apr 2025	Engineering, Risk Management, Marketing

Additional explanation:

(*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003),only in the following cases:

(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(**) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

Diagram of list of the board of directors

Standing from left to right : Mr. Suchat Boonbanjerdsri, Mr. Naphol Lertsumitkul, Mr. Chaiwat Kulphattaravanich, Mr. Pichitpol Panyapol, Sitting from left to right : Mr. Supachoke Liamkaeo, Mr. Sanan Angubolkul, Mrs. Siriporn Sailasuta, Mr. Enghug Nontikarn

List of board of directors who resigned / vacated their position during the year

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the companys certificate of registration
1. Mr. SANAN ANGUBOLKUL	Chairman of the board of directors	✔				✔
2. Mr. ENGHUG NONTIKARN	Director		✔	✔		
3. Mr. SUCHAT BOONBANJERDSRI	Director		✔	✔		
Total (persons)		**3**	**5**	**4**	**1**	**3**

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the companys certificate of registration
4. Mrs. SIRIPORN SAILASUTA	Director		✔	✔		
5. Mr. SUPACHOKE LIAMKAEO	Director		✔	✔		
6. Mr. NAPHOL LERTSUMITKUL	Director	✔				✔
7. Mr. CHAIWAT KULPHATTARAVANICH	Director	✔				✔
8. Mr. PICHITPOL PANYAPOL	Director		✔		✔	
Total (persons)		**3**	**5**	**4**	**1**	**3**

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	1	12.50
2. Home & Office Products	1	12.50
3. Banking	1	12.50
4. Finance & Securities	2	25.00
5. Petrochemicals & Chemicals	1	12.50
6. Energy & Utilities	1	12.50
7. Commerce	2	25.00

Skills and expertise	Number (persons)	Percent (%)
8. Transportation & Logistics	1	12.50
9. Law	1	12.50
10. Marketing	2	25.00
11. Accounting	3	37.50
12. Finance	3	37.50
13. Engineering	3	37.50
14. Leadership	1	12.50
15. Risk Management	2	25.00
16. Audit	3	37.50
17. Governance/ Compliance	2	25.00
18. Public Administration	1	12.50
19. Business Administration	4	50.00

Information about the other directors (*)(**)

	2023	2024	2025
The chairman of the board and the highest-ranking executive are from the same person	-	Yes	Yes
The chairman of the board is an independent director	-	No	No
The chairman of the board and the highest-ranking executive are from the same family	Yes	No	Yes
Chairman is a member of the executive board or taskforce	-	Yes	Yes
The company appoints at least one independent director to determine the agenda of the board of directors meeting	No	No	No

Additional explanation :

(*) Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards

(**) If a remark is specified, the remark from the most recent year will be displayed

The measures for balancing the power between the board of directors and the Management

The measures for balancing the power between the board of directors and the Management	:	Have
Methods of balancing power between the board of directors and Management	:	Increasing the proportion of independent directors to more than half, Others : A joint meeting between independent directors and auditors without executives conducted at least once a year

1. As of December 31, 2025, there were 4 independent directors out of a total of 8 board members, accounting for 50%.
2. In 2025, a joint meeting between the independent directors and the auditors was held without the presence of executives. All independent directors attended the meeting.
3. Separation of Duties of the Board of Directors and Executives. The Company has clearly defined the roles and responsibilities of the two positions as follows:

Scope of Authority and Responsibilities of the Directors

The Board of Directors has responsibilities towards its shareholders with regard to the Companys business operations and its governance. This is to ensure that management complies with the stated policies, objectives and guidelines that will generate maximum benefits and continually increase the economic value for its shareholders, through the adoption of good business ethics and concerns for current and long-term benefits of all stakeholders, as follows:

1. Perform its duties under the laws, the objectives and Articles of Association of the Company, and resolutions of the Shareholders Meetings together with the rules and regulations specified by the Securities & Exchange Commission, the Stock Exchange of Thailand and other relevant regulatory authorities;
2. Formulate corporate business policies, strategic objectives and targets for management and the shareholders resolutions;
3. Monitor and oversee that management operates the Companys businesses efficiently, in good faith, and in compliance with the board and the shareholders resolutions;
4. Arrange for a shareholders meeting at least once a year, in order to report the business performance for their acknowledgement and approval, as well as to request for their resolutions on matters that are beyond the scope of authority of the Board of Directors (e.g. declaration of dividends);
5. Arrange for Board of Directors Meetings at least six times a year;
6. Oversee any business transactions or undertake any actions, which may have a material effect on the Companys financial position/status, obligations regarding its liabilities, and reputation (e.g. borrowing money from financial institutions);
7. Consider any connected transaction between the Company, its subsidiaries or associates and any connected parties, that does not require the approval of the shareholders meeting;
8. Establish internal control systems together with efficient internal audit procedures;
9. Direct and monitor the accuracy, completeness and transparency of financial reporting, as well as the reporting of any other information in a timely manner to shareholders and other involved or concerned parties;
10. Establish and define the scope of duties and responsibilities of the various Board Committees/Sub-Committees;
11. Establish and/or change the authorized company signatories who can legally bind the Company;
12. Determine vision and mission of the Company, corporate policies as well as revise such matters to correspond with current situation;
13. Consider and review business strategies, work plans/activities, and annual budget of the Company;

14. Follow-up on the results of activities and business performance of the Company on a quarterly and annual basis, and compare the results against agreed budgets and plans;

15. Consider and review risk management policies of the Company to correspond appropriately with current conditions;

16. Monitor the adequacy of the financial liquidity of the Company and the ongoing ability to service its debt obligations; as well as determine adequate and effective action plans, so that the Company or its business is well-prepared to face any possible financial difficulties;

17. Consider and assess the adequacy of Companys internal control systems;

18. Consider entering into any contracts not related to normal business activities of the Company, or any contract related to normal business activities with material and significant nature;

19. Direct and monitor compliance in accordance with the established principles, policies and practices on good corporate governance;

20. Establish the Codes of Business Conduct for the Company and implement it at every level within the organization; and

21. Amend or change, as required, the scope of authority and responsibilities of the Board of Directors as appropriate.

The Company has published Charter of the Board of Directors on the Company's website www.srithaisuperware.com under the topic of Good Corporate Governance and Sustainable Development.

The Board of Directors has appointed Sub Committees based upon the specific expertise and assigned role of the respective Sub-Committees to consider and review various important issues before submitting recommendations or proposals to the Board of Directors for consideration and approval for implementation.

The Board of Directors must perform its duties in compliance with the following core principles:

* Duty of Care : The Board must be diligent and prudent in managing all corporate affairs.
* Duty of Loyalty : The Board must act in good faith; and must not allow any personal interests to prevail over the overall interests of the Company.
* Duty of obedience : The Board must comply with all laws, the Companys objectives and Articles of Association, the resolutions of Board and shareholders meetings, as well as with all applicable requirements and regulations as specified by the Securities and Exchange Commission, the Stock Exchange of Thailand, and any other relevant regulatory agencies.
* Duty of Disclosure : The Board must disclose to and inform its shareholders all required information, that is accurate, adequate, transparent and in a timely manner.

The Board also appoints the Executive Committee, which is a group of executives, with sufficient knowledge and capabilities, to perform duties in managing the business operations in compliance with designated policies and objectives. The Board regularly monitors the Companys performance, while also has the right to independently request any updates of information about the Company.

The Company has clearly separated the duties and responsibilities of the Board of Directors and those of executives. Apart from undertaking the stated duties and overseeing the performance of the executives at the policy level, the Board of Directors also defines the duties and responsibilities of executives relating to the position of the President, the highest position of the Company, and other executive positions. This is to ensure that the respective scope of authority and responsibilities are clearly defined, which enables the Board of Directors to effectively monitor and assess the executives annual performances in an appropriate manner as follows:

Scope of Authority and Responsibilities of the President

1. Manage and supervise the Companys business operations in accordance with the established directions and goals of the Company; and to strengthen the Companys businesses according to the policies of the Board of Directors;

2. Manage and implement both short-term and long-term business plans, in order to achieve the Companys objectives and goals;

3. Implement effective financial management, in order to achieve a proper and stable financial structure;

4. Manage proactive public relations as well as foster good relationships with every stakeholder group, in order to create a positive and sustainable image for the Company ;

5. Implement risk management activities in a proper and efficient manner;

6. Undertake and manage the organizations activities regarding environmental responsibility and Corporate Social Responsibility (CSR);

7. Supervise and perform the assigned duties according to the applicable laws, as well as adhere strictly to the Companys objectives, rules, and regulations;

8. Perform any other duties assigned by the Board of Directors.

Scope of Authority and Responsibilities of Executives

Executives shall manage the Companys operations in line with work plans and policies set by the Board of Directors. Executives will carry out any responsibilities assigned by the Board of Directors as follows:

1. Manage, direct, and monitor the performance of the Company to ensure efficiency as well as compliance with the established directions and targets of the Company; and maintain the operational strength of the businesses as required by the policies of the Board of Directors;

2. Review any agenda items proposed to the Board of Directors; as well as carry out any assignments given by the Board of Directors;

3. Report its performance results to the Board of Directors;

4. Plan and review the progress of all short-term and long-term plans in order to achieve the objectives and goals of the Company;

5. Plan and undertake effective financial management in order to diminish any potential financial burdens and stabilize the financial structure of the Company; and

6. Perform assigned duties in compliance with the relevant laws as well as the objectives and Articles of Association of the Company.

Moreover, the Company has set specific levels of authority for executives, which includes the respective types of transactions allowed and the approval amount limits. This is to give executives flexibility in managing the businesses, as well as to clearly define the power of authorization of the Board of Directors and the executives in accordance with the relevant rules and regulations of relevant governing authorities.

The Board of Directors recognizes that the delegation of authority to the executives does not release the Board of Directors from its assigned duties and responsibilities.

Information on the roles and duties of the board of directors

Board charter : Have

The Board of Directors is responsible to shareholders for the ethical operation and governance of the Company. It ensures that management is conducted in alignment with policies, goals, and guidelines that maximize benefits while considering the interests of all stakeholders in both the short and long term. Therefore, the Board has adopted this Board of Directors Charter to ensure that all directors are aware of their duties and responsibilities, perform their roles correctly and completely, and create sustainable value for the Company, customers, stakeholders, and society as a whole, with the following topics:

* Composition of the Board of Directors
* Qualifications of Board Members

* Term of Office
* Duties and Responsibilities of the Board of Directors
* Roles and Responsibilities of the Chairman of the Board
* Board Meetings
* Quorum
* Board Authority
* Remuneration
* Disclosure of Information
* Review and Amendments

Reference link for the board charter	:	https://www.srithaisuperware.com/wp-content/uploads/2025/03/Board-of-Directors-Charter-eng.pdf
Page number of the reference link	:	1-4

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Audit Committee

Role

• Audit of financial statements and internal controls
• Others
• Review of compliance with applicable regulations and legal requirements
• Review of Compliance with Good Corporate Governance Policies and Anti-corruption Measures
• Review of Related Party Transactions and Transactions which may be regarded as Conflicts of Interest

Scope of authorities, role, and duties

The Audit Committee performs the duty of governance, in order to ensure that the preparation and disclosures of accurate and complete financial reports and information are in compliance with the required financial reporting standards, as well as in accordance with the adequate internal control systems and internal audit procedures.

Reference link for the charter

https://www.srithaisuperware.com/wp-content/uploads/2025/03/Audit-Committee-Charter_eng.pdf

Nomination and Remuneration Committee

Role

• Director and executive nomination
• Remuneration

Scope of authorities, role, and duties

The Nomination and Remuneration Committee has performed its duties in accordance with the Charter of the Nomination and Remuneration Committee. The Committee has the responsibilities of supporting the Board of Directors in determining appropriate remuneration and compensation for the Companys Board Directors and Executives, as well as for screening and selecting qualified persons to be proposed for appointment as Board Directors and Executives in a fully transparent equitable manner. The Nomination and Remuneration Committee has also updated operational guidelines to ensure alignment with current trends and the Company's business strategy, while taking the best interest of all Stakeholder groups into consideration.

Reference link for the charter

https://www.srithaisuperware.com/wp-content/uploads/2025/03/Charter-of-the-Nomination-and-Remuneration-Committee_eng.pdf

Good Corporate Governance and Sustainable Development Committee

Role

• Corporate governance
• Sustainability development

Scope of authorities, role, and duties

The Corporate Governance and Sustainable Development Committee has the responsibilities of assisting the Board of Directors in controlling and supporting the oversight of compliance with the Companys policies on good corporate governance as well as measures on anti-corruption contribute to driving the business towards sustainability.

Reference link for the charter

https://www.srithaisuperware.com/wp-content/uploads/2025/03/Charter-of-the-Good-Corporate-Governance-and-Sustainable-Development-Committee_eng.pdf

Risk Management Sub-Committee

Role

• Risk management

Scope of authorities, role, and duties

The Risk Management Sub-Committee performs duties in accordance with the scope of duties specified in the Charter of Risk Management Sub-Committee and the Risk Management Policy of the Company, with the mission of assisting the Board of Directors in monitoring overall appropriate risk management procedures and activities at the operational levels.

Reference link for the charter

https://www.srithaisuperware.com/wp-content/uploads/2025/03/Risk-management-sub-committee-charter_eng.pdf

Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
1. Mr. ENGHUG NONTIKARN (*) Gender: Male Age : 69 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Chairman of the audit committee (Non-executive directors, Independent director) Director type : Existing director	1 Mar 2018	Banking, Finance, Accounting, Audit, Business Administration
2. Mr. SUCHAT BOONBANJERDSRI(*) Gender: Male Age : 66 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director	21 Aug 2002	Economics, Finance & Securities, Finance, Accounting, Audit

List of directors	Position	Appointment date of audit committee member	Skills and expertise
3. Mr. SUPACHOKE LIAMKAEO Gender: Male Age : 70 years Highest level of education : Master's degree Study field of the highest level of education : Political Science Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No	Member of the audit committee (Non-executive directors, Independent director) Director type : Continuing director (Full term of directorship and being re-appointed as a director)	1 Mar 2018	Petrochemicals & Chemicals, Transportation & Logistics, Audit, Public Administration, Business Administration

Additional explanation :

(*) Directors with expertise in accounting information review

List of audit committee members who resigned / vacated their position during the year

List of executive committee members(1)

Remark: *(1) The Executive Directors and Executives of the Company consist of the same group of persons.*

List of executive committee members who resigned / vacated their position during the year

Other Subcommittees

Subcommittee name	Name list	Position
Nomination and Remuneration Committee	Mrs. SIRIPORN SAILASUTA	The chairman of the subcommittee (Independent director)
	Mr. SANAN ANGUBOLKUL	Member of the subcommittee
	Mr. ENGHUG NONTIKARN	Member of the subcommittee (Independent director)

Subcommittee name	Name list	Position
Good Corporate Governance and Sustainable Development Committee	Mr. SUCHAT BOONBANJERDSRI	The chairman of the subcommittee (Independent director)
	Mrs. SIRIPORN SAILASUTA	Member of the subcommittee (Independent director)
	Mr. CHAIWAT KULPHATTARAVANICH	Member of the subcommittee
Risk Management Sub-Committee	Mr. CHAIWAT KULPHATTARAVANICH	The chairman of the subcommittee
	Ms. LADDA NAMJARUSATHIENCHAI	Member of the subcommittee
	Mr. JIRASAK CHOOSAKUL	Member of the subcommittee
	Ms. WORAKARN PHAI-NGAM	Member of the subcommittee
	Ms. NATCHATA WONGSOONTORN	Member of the subcommittee
	Mr. KAJONYOS SUKTONG	Member of the subcommittee
	Mrs. AKKANIDA SUKJAI	Member of the subcommittee
	Mr. NOPPADON WAE-O	Member of the subcommittee
	Ms. CHANIKA RASAMEE	Member of the subcommittee
	Mr. AUTTAKRON CHANAROM	Member of the subcommittee
	Mr. WICHARN WONGPAKORN	Member of the subcommittee
	Mr. SARAN CHUTIKANJANAKUL	Member of the subcommittee
	Ms. NITTAYA SANSATHIT	Member of the subcommittee

List of subcomittees who resigned / vacated their position during the year

Information on the executives

Information on the executives

List and positions of the executive

List of the highest-ranking executive and the next four executives

List of executives	Position	First appointment date	Skills and expertise
1. Mr. SANAN ANGUBOLKUL Gender: Male Age : 79 years Highest level of education : Honorary degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	PRESIDENT (The highest-ranking executive)	1 Jan 1993	Commerce, Marketing, Engineering, Leadership, Business Administration
2. Mr. CHAIWAT KULPHATTARAVANICH[(*)] Gender: Male Age : 56 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : No	CHIEF FINANCIAL OFFICER	1 Jan 2019	Finance & Securities, Accounting, Finance, Governance/ Compliance, Risk Management

List of executives	Position	First appointment date	Skills and expertise
3. Mr. NAPHOL LERTSUMITKUL Gender: Male Age : 64 years Highest level of education : Doctoral degree Study field of the highest level of education : Law and Management Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	VICE PRESIDENT - OFFICE OF THE PRESIDENT	1 Jan 2019	Home & Office Products, Commerce, Law, Business Administration
4. Mr. AH BEE GOH Gender: Male Age : 75 years Highest level of education : Doctoral degree Study field of the highest level of education : Management Thai nationality : No Residing in Thailand : No Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	VICE PRESIDENT - INDUSTRIAL PLASTIC PRODUCTS, SUKSAWAT & AMATA 4&5 FACTORY	4 Jan 2021	Industrial Materials & Machinery, Packaging, Electronic Components, Engineering, Leadership

List of executives	Position	First appointment date	Skills and expertise
5. Mr. PONGSAK KANTIRATANAWONG Gender: Male Age : 67 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	VICE PRESIDENT - FOOD & BEVERAGE PACKAGING PRODUCTS	1 Jan 2019	Packaging, Petrochemicals & Chemicals, Marketing, Strategic Management
6. Mr. CHAROENCHAI PRATHUANGSUKSRI Gender: Male Age : 64 years Highest level of education : Bachelor's degree Study field of the highest level of education : Science Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	VICE PRESIDENT - INDUSTRIAL PLASTIC PRODUCTS, AMATA 1 FACTORY	1 Mar 2024	Business Administration, Industrial Materials & Machinery, Energy & Utilities, Leadership, Sustainability

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance
(**) Accounting supervisor
(***) Appointed after the fiscal year end of the reporting year

Organization structure diagram of the highest-ranking executive and the next four executives

Organization structure of the highest-ranking executive and the next four executives as of date : 31 Dec 2025

Organization structure diagram of the highest-ranking executive and the next four executives from the top executive

Remuneration policy for executive directors and executives

The Company also has established guidelines in determining remuneration for executives, through a review process by the Nomination and Remuneration Committee that takes into consideration the respective experiences, knowledge, and abilities. The value added contributions of each individual to the Company as well as the appropriateness within the overall compensation structure of the Company are also considered. The current executive remuneration scheme is divided into 2 key components: monetary compensation, consisting of salary, annual bonus and provident fund contribution by the Company; and non-monetary compensation, such as a company car.

In consideration of the salary and annual bonus for executives, the Nomination and Remuneration Committee, will propose to the Board of Directors for approval on the policy for the rate of annual salary adjustment and bonus payment that must be in line with the actual performance results of the Company each year. The Nomination and Remuneration Committee will assign the President and Chief Financial Officer to determine the respective salary adjustment and payment of bonuses for each executive based on their actual performance for the year.

Does the board of directors or the remuneration committee have an opinion on the remuneration policy for executive directors and executives : Doesnt Have

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2023	2024	2025
Total remuneration of executive directors and executives (baht)	61,514,585.83	61,727,999.59	64,552,016.96

	2023	2024	2025
Total remuneration of executive directors (baht)	0.00	0.00	0.00
Total remuneration of executives (baht)	61,514,585.83	61,727,999.59	64,552,016.96

1) Salary and bonuses.
2) Other monetary remuneration include provident fund, social security fund, retirement benefits, a gold reward together with a special monetary compensation upon reaching specific number of years of employment in the Company; all of which are paid or given in accordance with the established conditions of the Company.

Other remunerations of executive directors and executives

	2023	2024	2025
Companys contribution to provident fund for executive directors and executives (Baht)	0.00	0.00	0.00
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

A Company car.

Outstanding remuneration or benefits of executive directors and executives

Outstanding remuneration or benefits of executive directors and executives in the past year : 0.00

Estimated remuneration of executive directors and executives in the current year : 0.00

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number

General information	Email	Telephone number
1. Ms. LADDA NAMJARUSATHIENCHAI	ladda_n@srithaisuperware.com	024270088 ext. 2241

List of the company secretary

General information	Email	Telephone number
1. Mr. CHAIWAT KULPHATTARAVANICH	chaiwat.kul@srithaisuperware.com	024270088 ext. 2201

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Mr. SIRIPHONG PHOSUK	siriphong.pho@srithaisuperware.com	024270088 ext. 2292
2. Mr. NATTHADOL NATINONTHAPAT	natthadol@info99.co.th	0638942499

List of the head of the compliance unit

General information	Email	Telephone number
1. Mr. CHAIWAT KULPHATTARAVANICH	chaiwat.kul@srithaisuperware.com	024270088 ext. 2201

Head of investor relations

Does the Company have an appointed head of investor relations : Have

List of the head of investor relations

General information	Email	Telephone number
1. Mr. CHAIWAT KULPHATTARAVANICH	chaiwat.kul@srithaisuperware.com	024270088 ext. 2201

Company's auditor

Details of the companys auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
EY OFFICE LIMITED NO. 1875 ONE BANGKOK TOWER 3, LEVEL 34 - 37, RAMA 4 ROAD, LUMPHINI PATHUM WAN Bangkok 10330 Telephone number +66 2264 9090	5,362,677.50	Types of non-audit service : Special Purpose Audit Engagement Details of non-audit service : Review on associates financial statements for the consolidation of financial statements Amount paid during the fiscal year 150,000.00 baht Amount to be paid in the future 0.00 baht Total non-audit fee 150,000.00 baht	1. Ms. ISARAPORN WISUTTHIYAN Email: isaraporn.wisutthiyan@th.ey.com License number: 7480

Assigned personnel in case of a foreign company

Does the company have any individual assigned to be representatives in Thailand : No

List of designated individuals as representatives in Thailand

Performance Report on Corporate Governance

Information about the summary of duty performance of the board of directors over the past year

Summary of duty performance of the board of directors over the past year

In 2025, the Companys Board of Directors has exercised the following approval authority in accordance with the objectives and Articles of Association of the Company, and the resolutions of the shareholders meetings, and as specified by the Public Limited Company Act, the Securities and Exchange Act and regulations specified by governing authorities such as :

- Approval of the Financial Statements for the year 2024
- Approval of the Agenda Items for the Annual General Meeting of Shareholders No. 44 (for 2025)
- Acknowledgement of the operating results and quarterly financial statements
- Acknowledgement of the outcome of the activities performed by the Sub-Committees
- Approved the disposal of treasury shares and the capital reduction
- Approval of interim dividend payment
- Approval the review and revision of the Anti-Corruption Policy and Practices and the Business Ethics
- Approval the third renewal of the Companys membership certification with the Thai Private Sector Collective Action Against Corruption (CAC)
- Approval the opening of a foreign currency fixed deposit account (USD) with a financial institution
- Approval a connected transaction involving the purchase and sale of machinery between subsidiaries
- Acknowledgement of the review of the vision and mission of the Company
- Evaluation of the existing Companys internal control systems
- Acknowledgment of reports of the Company's securities holding by directors and executives
- Approval of the Board of Directors' responsibility for financial reports
- Evaluation of performance of the Board of Directors as a group and as an individual Board Director for 2025

Selection, development and evaluation of duty performance of the board of directors

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. SANAN ANGUBOLKUL	Chairman of the board of directors	1 Jan 1993	Commerce, Marketing, Engineering, Leadership, Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
Mr. SUPACHOKE LIAMKAEO	Director	11 Nov 2016	Petrochemicals & Chemicals, Transportation & Logistics, Audit, Public Administration, Business Administration
Mr. CHAIWAT KULPHATTARAVANICH	Director	1 Jan 2019	Finance & Securities, Accounting, Finance, Governance/ Compliance, Risk Management

List of newly appointed director to replace the ex-director

List of newly appointed director not being replaced the ex-director

List of directors	Position	First appointment date of director	Skills and expertise
Mr. PICHITPOL PANYAPOL	Director	18 Apr 2025	Engineering, Risk Management, Marketing

Selection of independent directors

Criteria for selecting independent directors

The Companys Board of Directors has assigned the Nomination and Remuneration Committee, which is a Board Committee, to recruit people with the required qualifications and without any of the specified disqualifying criteria in accordance with the laws together with the appropriate knowledge, abilities and experiences to join the Company so as to help develop them to grow. Once the recruiting process, which is to be undertaken in accordance with the associated policies and operating guidelines, is completed, then the nomination shall be submitted to the Board of Directors for consideration in approving the proposed replacement Directors. The Committee will then propose to the Board of Directors to consider the appropriateness of candidates to be appointed as the board director.

However, in the event that any appointed director has a term of office less than 2 months or has replaced a director who is retired by rotation or in the event of an increase in the total number of board directors, then the Board of Directors must propose the appointment of the vacant position or additional new board director(s) as an Agenda item in the next Annual General Meeting of Shareholders for consideration and approval. This is in accordance with Article 13 and Article 14 of the Companys Articles of Association, as stated below:

Article 13: The directors shall be elected by the shareholders meeting in accordance with the following criteria and procedures:

(1) Each shareholder shall have one share for one vote;

(2) Each shareholder shall exercise all of his or her shares according to (1) to vote for one or more directors but cannot divide the votes to specific director more or less than the others;

(3) Persons who receive the highest votes arranged in order from higher to lower are elected to be the directors of the Company in a number equal to that of the number of directors to be appointed. In the event of a tied vote for a lower place, which would make the number of directors greater than that required, the chairman of the meeting shall have a casting vote.

Article 14 : At every annual general meeting, one-third (1/3) of the directors, or if the number of directors cannot be divided exactly into three parts, the number of directors nearest to one-third (1/3) shall vacate office. The directors who vacate office in the first and second years following the registration of the Company shall be drawn by lots. In subsequent years, the directors who have remained in office for the longest time shall vacate office.

Shareholders can elect a director individually, with each candidate being nominated will require more than half of the votes of the shareholders attending the Annual General Meeting of Shareholders meeting and casting their votes.

Moreover, the Board of Directors has established the policy for the Nomination and Remuneration Committee to consider selecting the candidates to appoint as a board director from the list of names proposed by shareholders. As such, the Company has given the rights and opportunity to all shareholders to nominate qualified candidates each year at least 3 months before the last day of the fiscal year. Qualified candidates can also be selected and nominated from the list of Registered Chartered Directors of the Thai Institute of Directors Association, or other qualified persons possessing the knowledge and related experiences to create diversity in the Board composition. The Board of Directors shall be composed of members, with diverse knowledge, capabilities and experiences in manufacturing, finance, accountancy, marketing, as well as accounting and tax laws, who would be suitable for the business operations and strategies of the Company.

The Company has not specified the maximum numbers of times in being nominated as a board director, nor any limitations relating to age in consideration of a directorship. In this regard, the Company adheres to Article 14 of the Companys Articles of Association. However, in the case of independent directors, they must fulfill all the required qualifications specified by the Company as well as comply with the qualifications according to the definition of Independent Director specified by the Securities and Exchange Commission as follows:

(a) The person who holds voting shares of no more than 0.5% of total number of shares in the Company, parent company, subsidiaries, associates, major shareholder or controlling person, and the shares held by related parties of such independent director will also be counted.

(b) The person shall not be or was executive director, worker, employee, retained consultant, or controlling person of the Company, parent company, subsidiaries, associates, subsidiaries of the same echelon, major shareholder or controlling person of the Company, except that he has been free from such qualifications for at least 2 years prior to the date of submitting application to the office. Such qualifications do not apply to independent director who was once served as governmental official or advisor of governmental entity which is a major shareholder or controlling person of the Company.

(c) The person shall not have blood relationship with or shall not legally register to be father, mother, spouse, sibling, and offspring, including spouse of offspring or other director, the executive, or major shareholder, or controlling person or person who is proposed to be director or executive or controlling person of the Company/subsidiaries.

(d) The person shall not have or had business relationship with the Company, parent company, subsidiaries, associates, major shareholder, or controlling person of the Company and such relationship may impede his own freedom of judgment, and shall not be or was a significant shareholder or controlling person of the person who has business relationship with the Company, parent company, subsidiaries, associates, major shareholder or controlling person of the Company, except that he has been free from such qualifications for at least 2 years prior to the date of submitting application to the Office.

The business relationship mentioned above includes normal business transactions for conducting the businesses of renting or letting immovable properties, the transactions relevant to assets or services or the grant or acceptance of financial assistance by borrowing or lending, guaranteeing, offering assets as debt collateral, including similar behaviors. Such actions may affect the Company or its counterparty to be obligated to debts owed to another party at a minimum of 3% of the net tangible assets of the Company or 20 million Baht, whichever is lower. The calculation of such debts shall comply with the calculation methods of the value of connected transactions according to the Notification of the Capital Market Supervisory Board on connected transactions mutatis mutandis. By considering such debts, they shall include the debts incurred within 1 year before the date of business relationship with the same person.

(e) The person shall not be or was external auditor of the Company, parent company, subsidiaries, associates, major shareholder or controlling person of the Company, and shall not be a significant shareholder, controlling person or partner of the audit office who is employer of auditor of the Company, parent company, subsidiaries, associates, major shareholder or controlling person of the Company, except that he has been free from such qualifications for at least 2 years prior to the date of submitting an application to the Office.

(f) The person shall not be or was any professional service provider, including legal service or financial advisory service obtaining the service fees of more than 2,000,000 Baht per year from the Company, parent company, subsidiaries, associates, major shareholder or controlling person of the Company, and he shall not be significant shareholder, controlling person, or partner of such professional service providers, except that he has been free from such qualifications for at least 2 years prior to the date of submitting an application to the Office.

(g) The person is not the director who is appointed to be the representative of the Companys director, major shareholder, or shareholder who is related to major shareholder of the Company.

(h) The person shall not conduct business of the same nature which competes significantly with the Company or subsidiaries or not be significant partner in any partnership or be executive director, worker, employee, retained consultant. The person shall not hold shares more than 1% of total the number of voting shares of other company who conducts business of the same nature which competes significantly with the Company or subsidiaries.

(i) The person does not have any other characteristics that prohibit him from expressing opinions freely regarding the Companys operations.

Independent directors may be assigned by the Board of Directors to make decisions on the operations of the Company, parent company, subsidiaries, associates, or other subsidiaries of the same (or equal) level, major shareholders, or a controlling person of the Company, whereby the assigned decision is undertaken as a collective decision.

Business or professional relationships of independent directors over the past year

Business or professional relationships of independent directors over the past year	:	No

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

Method for selecting persons to be appointed as directors through the nomination committee	:	Yes
Method for selecting persons to be appointed as the highest-ranking executive through the nomination committee	:	Yes

Number of directors from major shareholders

Number of directors from each group of major shareholders over the past year (persons)	:	2

Rights of minority shareholders on director appointment

The Company has given the rights and opportunity to all shareholders, without requiring shareholding proportion as specified by law, to nominate qualified candidates for consideration as possible new directors each year, at least 3 months in advance before the end of the fiscal year. This is to allow the Board of Directors to consider whether it is appropriate to include any such proposed agenda or questions as part of the agenda of the Annual General Meeting of Shareholders.

Method of director appointment	:	Method whereby each director requires approval votes more than half of the votes of attending shareholders and casting votes

Setting qualifications for the selection of directors

Details of qualifications for the selection of directors

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation

List of directors	Participation in training in the past financial year	History of training participation
1. Mr. SANAN ANGUBOLKUL (Chairman of the board of directors)	Non-participating	Thai Institute of Directors (IOD) • 2009: Director Accreditation Program (DAP) • 2001: Role of the Chairman Program (RCP) Other • 2012: Executive Program in Energy Literacy for Sustainable Future • 2009: Top Executive Program in Commerce and Trade (TEPCoT) • 2008: Capital Market Academy Leadership Program • 1991: Diploma - National Defence College
2. Mr. ENGHUG NONTIKARN (Director, Independent director)	Non-participating	Thai Institute of Directors (IOD) • 2004: Director Accreditation Program (DAP)
3. Mr. SUCHAT BOONBANJERDSRI (Director, Independent director)	Non-participating	Thai Institute of Directors (IOD) • 2011: Successful Formulation & Execution of Strategy (SFE) • 2002: Director Certification Program (DCP) Other • 2022: Top Executive Program in Commerce and Trade (TEPCoT) • 2012: Capital Market Academy Leadership Program • 2012: Leadership Development Program (LDP) • 2012: Role of the Nomination and Governance Committee (RNG) • 2008: Executive Development Program (EDP) • 2006: Audit Committee Program (ACP)

List of directors	Participation in training in the past financial year	History of training participation
4. Mrs. SIRIPORN SAILASUTA (Director, Independent director)	Non-participating	Thai Institute of Directors (IOD) • 2008: Director Certification Program (DCP) • 2008: Financial Statements for Directors (FSD) Other • 2014: Chartered Director Class (CDC) • 2012: Role of the Nomination and Governance Committee (RNG) • 2009: Role of the Compensation Committee (RCC)
5. Mr. SUPACHOKE LIAMKAEO (Director, Independent director)	Non-participating	Thai Institute of Directors (IOD) • 2018: Advanced Audit Committee Program (AACP) • 2017: Director Accreditation Program (DAP)
6. Mr. NAPHOL LERTSUMITKUL (Director)	Non-participating	Thai Institute of Directors (IOD) • 2006: Director Certification Program (DCP) • 2003: Director Accreditation Program (DAP) Other • 2019: Boards that Make a Difference (BMD) • 2014: Director Certification Program Update (DCPU)
7. Mr. CHAIWAT KULPHATTARAVANICH (Director)	Participating	Thai Institute of Directors (IOD) • 2022: Role of the Chairman Program (RCP) • 2020: Advanced Audit Committee Program (AACP) • 2019: Board Nomination and Compensation Program (BNCP) • 2018: Risk Management Program for Corporate Leaders (RCL)

List of directors	Participation in training in the past financial year	History of training participation
		• 2017: Director Certification Program (DCP) Other • 2025: Anticipate-Fortify-Innovate • 2025: CFO Annual Conference on Capital Markets • 2025: National Director Conference (NDC) • 2025: Powered by Technology • 2025: Role of Independent Directors in Overseas Expansion and International Markets • 2025: TLCA CFO Professional Development Program (TLCA CFO CPD) • 2025: Thailand Insurance Leadership Program • 2025: The Executive Program in Energy Literacy for Sustainable Future • 2024: ESG Integration for Sustainable Business Success • 2024: ESG-related risks and management: A practical guide for listed companies • 2024: Emerging Audit Standards & Implications for Audit Committee • 2024: Insight in SET Growth & Sustainability • 2024: Shaping the Future of Finance • 2024: Top Executive Program in Commerce and Trade (TEPCoT) • 2023: Audit Committee Forum (ACF) • 2023: Board Retreat

List of directors	Participation in training in the past financial year	History of training participation
		• 2023: Governance System for Fraud Detection • 2023: Top Executive Program on China Business Insights and Network (TEPCIAN) • 2021: Administration for Maintaining Public Orders - Joint Public and Private Program • 2020: Capital Market Academy Leadership Program • 2018: Company Secretary Program • 2018: Director Diploma Examination • 2018: Strategic Financial Leadership Program (SFLP) • 2017: CFO In Practice Certification Program • 2017: Certificate in Investor Relations • 2017: Fundamentals for Corporate Secretaries • 2017: Strategic CFO in Capital Markets Program
8. Mr. PICHITPOL PANYAPOL (Director)	Participating	Thai Institute of Directors (IOD) • 2025: Director Certification Program (DCP) • 2024: Director Accreditation Program (DAP)

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

The Board of Directors undertakes a performance assessment of the entire Board of Directors as well as of individual directors; and also carries out an annual performance assessment of the President, who holds the highest executive position of the Company. These assessments cover the following aspects:

A. Performance Assessment of the entire Board of Directors, through a self-evaluation process, is undertaken with regard to these key areas or criteria:

1) Composition, structure and qualifications of the Board of Directors
2) Role, duties and responsibilities of the Board of Directors

3) Board of Directors Meetings
4) Discharging the responsibilities as a board director
5) Relationship with the management
6) Self-development by board directors and development of the members of the management

The Company Secretary uses the respective self-evaluation result of each individual director to calculate an average score for each area together with the overall cumulative average score of all the individual areas. The results are categorized into very good, good, satisfactory, and needs improvement. These scores are then being presented to the Board of Directors.

B. Performance Assessment of individual directors is made through a self-evaluation process, as a mechanism to support and ensure that board directors genuinely understand their respective roles and responsibilities with regard to these key areas:

1) Strategies
2) Moral Ethics and Values
3) Knowledge
4) Commitment and diligence
5) Carrying out the duties of a director
6) Self development
7) Overall evaluation

Each director provides the respective evaluation result to the Company Secretary to keep as confidential information before presenting to the Board of Directors meeting in summary with the overall score categorized as: very good, good, satisfactory, and needs improvement in accordance with the established criteria.

Evaluation of the duty performance of the board of directors over the past year

In 2025, the Board of Directors undertook a performance evaluation of the Board itself that achieved an overall score of 93%, which was classified as very good rating, and the Board Directors undertook a self-evaluation of their respective individual performances that achieved an overall score of 92%, which was classified as very good rating.

Details of the evaluation of the duty performance of the board of directors

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Board of Directors	Group assessment	93%	100%
	Self-assessment	92%	100%
	Cross-assessment (assessment of another director)	None	None

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Audit Committee	Group assessment	98%	100%
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Nomination and Remuneration Committee	Group assessment	93%	100%
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Good Corporate Governance and Sustainable Development Committee	Group assessment	97%	100%
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Risk Management Sub-Committee	Group assessment	None	None
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

Assessment of the President

It is the duty of every Director, except the President, to evaluate the performance of the President according to the following criteria:

1) Leadership skills
2) Strategic planning
3) Business management and oversight
4) Financial management
5) Human resource management
6) Communications skills
7) Relationship with the Board of Directors
8) Performance evaluation

In 2025, all directors undertook a performance evaluation of the President, excluding the Presidents self-assessment, with an overall score of 92%, which was classified as very good rating.

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

Number of the board of directors meeting over the past year (times)	:	7
Date of AGM meeting	:	18 Apr 2025
EGM meeting	:	No

Details of the board of directors' meeting attendance

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. SANAN ANGUBOLKUL (Chairman of the board of directors)	7	/	7	1	/	1		/	
2. Mr. ENGHUG NONTIKARN (Director, Independent director)	7	/	7	1	/	1		/	
3. Mr. SUCHAT BOONBANJERDSRI (Director, Independent director)	6	/	7	1	/	1		/	

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
4. Mrs. SIRIPORN SAILASUTA (Director, Independent director)	7	/	7	1	/	1		/	
5. Mr. SUPACHOKE LIAMKAEO (Director, Independent director)	7	/	7	1	/	1		/	
6. Mr. NAPHOL LERTSUMITKUL (Director)	7	/	7	1	/	1		/	
7. Mr. CHAIWAT KULPHATTARAVANICH (Director)	7	/	7	1	/	1		/	
8. Mr. PICHITPOL PANYAPOL (Director)	5	/	5	1	/	1		/	

Summary of the board of directors meeting attendance rate

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
1. Mr. SANAN ANGUBOLKUL (Chairman of the board of directors)	7/7 (100.00%)	1/1 (100.00%)	N/A
2. Mr. ENGHUG NONTIKARN (Director)	7/7 (100.00%)	1/1 (100.00%)	N/A
3. Mr. SUCHAT BOONBANJERDSRI (Director)	6/7 (85.71%)	1/1 (100.00%)	N/A

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
4. Mrs. SIRIPORN SAILASUTA (Director)	7/7 (100.00%)	1/1 (100.00%)	N/A
5. Mr. SUPACHOKE LIAMKAEO (Director)	7/7 (100.00%)	1/1 (100.00%)	N/A
6. Mr. NAPHOL LERTSUMITKUL (Director)	7/7 (100.00%)	1/1 (100.00%)	N/A
7. Mr. CHAIWAT KULPHATTARAVANICH (Director)	7/7 (100.00%)	1/1 (100.00%)	N/A
8. Mr. PICHITPOL PANYAPOL (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
Average meeting attendance rate	**98.21%**	**100.00%**	**N/A**

Detailed justification for the Company director's non-attendance at the Board of Directors' meeting

Remuneration of the board of directors

Types of remuneration of the board of directors

1. Monetary Remuneration

Overall remuneration for the board directors are approved by the shareholders meeting. Only meeting allowances are paid according to their actual meeting attendance.

2. Other remuneration

No other monetary and non-monetary remuneration is given to the members of the Board of Directors and Board Committees.

In addition, in 2025, certain subsidiaries paid meeting allowances remuneration to the Companys directors for holding the position of director in the subsidiaries, totaling Baht 0.13 million.

Remuneration of the board of directors

Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
1. Mr. SANAN ANGUBOLKUL (Chairman of the board of directors)			**440,000.00**		**50,000.00**
Board of Directors (Chairman of the board of directors)	400,000.00	0.00	400,000.00	No	
Nomination and Remuneration Committee (Member of the subcommittee)	40,000.00	0.00	40,000.00	No	
2. Mr. ENGHUG NONTIKARN (Director, Independent director)			**640,000.00**		**0.00**
Board of Directors (Director)	250,000.00	0.00	250,000.00	No	
Audit Committee (Chairman of the audit committee)	350,000.00	0.00	350,000.00	No	
Nomination and Remuneration Committee (Member of the subcommittee)	40,000.00	0.00	40,000.00	No	
3. Mr. SUCHAT BOONBANJERDSRI (Director, Independent director)			**422,000.00**		**0.00**

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors (Director)	222,000.00	0.00	222,000.00	No	
Audit Committee (Member of the audit committee)	150,000.00	0.00	150,000.00	No	
Good Corporate Governance and Sustainable Development Committee (The chairman of the subcommittee)	50,000.00	0.00	50,000.00	No	
4. Mrs. SIRIPORN SAILASUTA (Director, Independent director)			**340,000.00**		**0.00**
Board of Directors (Director)	250,000.00	0.00	250,000.00	No	
Nomination and Remuneration Committee (The chairman of the subcommittee)	50,000.00	0.00	50,000.00	No	
Good Corporate Governance and Sustainable Development Committee (Member of the subcommittee)	40,000.00	0.00	40,000.00	No	
5. Mr. SUPACHOKE LIAMKAEO (Director, Independent director)			**450,000.00**		**0.00**

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors (Director)	250,000.00	0.00	250,000.00	No	
Audit Committee (Member of the audit committee)	200,000.00	0.00	200,000.00	No	
6. Mr. NAPHOL LERTSUMITKUL (Director)			**250,000.00**		**0.00**
Board of Directors (Director)	250,000.00	0.00	250,000.00	No	
7. Mr. CHAIWAT KULPHATTARAVANICH (Director)			**290,000.00**		**80,000.00**
Board of Directors (Director)	250,000.00	0.00	250,000.00	No	
Risk Management Sub-Committee (The chairman of the subcommittee)	0.00	0.00	0.00	No	
Good Corporate Governance and Sustainable Development Committee (Member of the subcommittee)	40,000.00	0.00	40,000.00	No	
8. Mr. PICHITPOL PANYAPOL (Director)			**168,000.00**		**0.00**

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors (Director)	168,000.00	0.00	168,000.00	No	
9. Ms. LADDA NAMJARUSATHIENCHAI (Member of the subcommittee)			**0.00**		**40,000.00**
Risk Management Sub-Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
10. Mr. JIRASAK CHOOSAKUL (Member of the subcommittee)			**0.00**		**0.00**
Risk Management Sub-Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
11. Ms. WORAKARN PHAI-NGAM (Member of the subcommittee)			**0.00**		**0.00**
Risk Management Sub-Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
12. Ms. NATCHATA WONGSOONTORN (Member of the subcommittee)			**0.00**		**0.00**

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Risk Management Sub-Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
13. Mr. KAJONYOS SUKTONG (Member of the subcommittee)			**0.00**		**0.00**
Risk Management Sub-Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
14. Mrs. AKKANIDA SUKJAI (Member of the subcommittee)			**0.00**		**0.00**
Risk Management Sub-Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
15. Mr. NOPPADON WAE-O (Member of the subcommittee)			**0.00**		**0.00**
Risk Management Sub-Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
16. Ms. CHANIKA RASAMEE (Member of the subcommittee)			**0.00**		**0.00**

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Risk Management Sub-Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
17. Mr. AUTTAKRON CHANAROM (Member of the subcommittee)			**0.00**		**0.00**
Risk Management Sub-Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
18. Mr. WICHARN WONGPAKORN (Member of the subcommittee)			**0.00**		**0.00**
Risk Management Sub-Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
19. Mr. SARAN CHUTIKANJANAKUL (Member of the subcommittee)			**0.00**		**0.00**
Risk Management Sub-Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
20. Ms. NITTAYA SANSATHIT (Member of the subcommittee)			**0.00**		**0.00**

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Risk Management Sub-Committee (Member of the subcommittee)	0.00	0.00	0.00	No	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	2,040,000.00	0.00	2,040,000.00
2. Audit Committee	700,000.00	0.00	700,000.00
3. Nomination and Remuneration Committee	130,000.00	0.00	130,000.00
4. Good Corporate Governance and Sustainable Development Committee	130,000.00	0.00	130,000.00
5. Risk Management Sub-Committee	0.00	0.00	0.00

Summary of the remuneration of the board of directors

	2023	2024	2025
Meeting allowance (Baht)	2,780,000.00	2,910,000.00	3,000,000.00
Other monetary remuneration (Baht)	0.00	0.00	0.00
Total (Baht)	2,780,000.00	2,910,000.00	3,000,000.00

Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the board of directors over the past year (Baht) : 0.00

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated companies	:	Yes
Mechanism for overseeing subsidiaries and associated companies	:	Yes
Mechanism for overseeing management and taking responsibility for operations in subsidiaries and associated companies approved by the board of directors	:	The appointment of representatives as directors, executives, or controlling persons in proportion to shareholding, The determination of the scope of duties and responsibilities of directors and executives as company representatives in establishing important policies, Disclosure of financial condition and operating results, Transactions between the company and related parties, Other significant transactions, Acquisition or disposal of assets, Internal control system of the subsidiary operating the core business is appropriate and sufficient in the subsidiary operating the core business

At present, the Company has made investments in several subsidiaries and associates - in Thailand and overseas. The subsidiaries and associates operate under the same core business structure of the Company, which include Plastics Business Line (comprising industrial products and household products) and Moulds Business and Other Businesses Line. The Company has defined its core business strategy to reduce dependency on parties outside of the Group, as well as to strengthen its competitiveness.

In order to monitor the performances of the subsidiaries and associates, the Company has appointed key personnel to represent the Company. The Companys directors and/or executives take up directorships or executive positions in these subsidiaries and associates, in proportion to number of shares held by the Company, so as to look after its overall interests as a shareholder. Even though those persons sent as representatives of the Company have been considered from the Board of Directors, they must be well qualified and suitable as well as gain approval from the management. In addition, they must be Company executives already in charge of the same business line as that of the subsidiaries or associates so that their oversight activities can be fully effective.

In terms of voting in the Board of Directors meetings or shareholders meetings of these subsidiaries or associates, the Companys representatives are empowered to make decisions or undertake tasks relating to the general business operations of those companies without having to obtain approval from the Companys Board of Directors prior to casting their votes or making decisions. In such activities, they must always take into consideration the maximum benefits for the subsidiaries or associates as a priority, together with the possible impacts on the Company as a shareholder. For example, a decision involving connected transactions, prices and trading terms must be on an arms length basis or closest to normal current market conditions. However, in the event that the representatives need to cast votes on any significant agenda items, they must first obtain approval from the Companys Board of Directors.

In the case of the subsidiaries, the Company mostly holds a 100% equity interest and has full legal power to set policies and manage the operations. The Company has established regulations and requirements that the appointed Company representatives will manage and encourage the subsidiaries to comply with the same guidelines as those of the Company when undertaking any connected transactions, acquisitions or disposals of assets, or any other important transactions; as well as disclosing their financial position and operational results in an accurate and complete manner. This also includes the supervision of recording and maintaining the financial data of the subsidiaries, so that the Company can easily monitor and collect the required information for the preparation of the financial reports accurately and completely. Moreover, the Audit Committee assigns the Companys Internal Audit Department to audit the operations of the subsidiaries and associates, in order to review the effectiveness of the internal control system and ensure that they effectively comply with the agreed annual audit plans or detect any possible misconduct.

Policy for the Investment in Corporate Governance of Subsidiaries and Associate Companies has been published in full version on the Companys website at www.srithaisuperware.com under the topic of Good Corporate Governance and Sustainable Development.

Disclosure of agreements between the company and shareholders in managing subsidiaries and associated companies (Shareholders agreement)

In 2025, none of the Companys subsidiaries and associates executed any shareholders agreements that would have any significant effect on restricting or limiting the power of the Company in managing the businesses, nor in casting votes according to its proportion of the shares held, nor in receiving any benefits other than those gained under normal business conditions based on the proportion of shares held.

Information on the monitoring of compliance with corporate governance policy and guidelines

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

Has the company operated in preventing conflicts of interest over the past year	:	Yes

The Board of Directors has the policy requiring the Company and its subsidiaries to strictly comply with the established guidelines, procedures and required disclosure of connected transactions, as specified by the Capital Market Supervisory Board and the Stock Exchange of Thailand and the Connected Transaction Policy that the Company to control and oversee transactions between the Company and its subsidiaries with any connected parties (such as, executives, major shareholders, or controlling persons) which may result in a conflict of interests. The Internal Audit Unit has monitored and stored data to investigate for irregularities or transactions that do not comply with the framework approved by the Board of Directors and report to the Audit Committee on a quarterly basis. This is to ensure full transparency in such transactions and prevent potential conflicts of interest for optional benefits to the Company and its shareholders. During the year 2025, apart from connected transactions that were considered part of its normal business activities to support normal ongoing business operations, and/or related to short-term rental of properties, the Company observed both the prices and terms on an arms length basis and/or under the criteria specified by the Board of Directors. Such transactions are disclosed under Item 9 : Internal Control and Related-Party Transactions. The Group entered into one connected transaction involving the purchase and sale of machinery between two subsidiaries, with a total value of Baht 2.5 million. The transaction was approved by a resolution of the Board of Directors at Meeting No. 6/2025 held on November 11, 2025. The Company disclosed the information relating to such connected transaction through the Stock Exchange of Thailands information dissemination system within the date on which the Board of Directors passed the resolution. The purchase and sale of machinery was conducted on an arms length basis, as if the transaction had been made with a general third party, and was undertaken with the objective of optimizing the utilization of the Groups assets.

The Company requires that the Companys board directors and executives provide information and report on any conflict of interests situations on their part with any connected persons. Such reports will be maintained by the Company Secretary, in compliance with all applicable and relevant laws. In the Board of Directors meeting, if any matters under consideration may be associated with a conflict of interests on the part of any director present, then that director shall leave the meeting during the discussion of that matter in order to ensure complete transparency and fairness. The Company has defined a regulation relating to trading transactions of the Company shares by directors and executives.

In addition, The Board of Directors has established policies on transactions associated with the acquisition or disposal of assets including the accurate and complete information disclosure, in compliance with the criteria and procedures of the Capital Market Supervisory Board. During the year 2025, the Company did not have any acquisition or disposal of assets of any material value or that required approval from the shareholders meeting as required by the law and related regulatory agencies.

Number of cases or issues related to conflict of interest

	2023	2024	2025
Total number of cases or issues related to conflict of interest (cases)	0	0	0

Prevention of the use of inside information to seek benefits

Operations for prevention of the use of inside information to seek benefits over the past year

Has the company operated in preventing the use of inside information to seek benefits over the past year : Yes

The Company has implemented measures on preventing the possible use of inside information by directors and executives for personal benefits, or on trading of Companys shares. Any trading of Companys shares is strictly prohibited during the period 30 days prior to the disclosure of the quarterly and annual financial statements to the Stock Exchange of Thailand and the general public. Another measure is the requirement for directors and executives to report their Companys shares trading transactions. Apart from being subject to the penalty codes of the Company, offenders of this requirement are also personally subject to the legal penalties imposed by the Securities and Exchange Act. The Company has announced the Company's securities trading policies and practices and the use of internal information for clarity and conciseness and communicated to directors and executives for acknowledgment and strict compliance.

Additionally, according to the Companys Good Corporate Governance Policies, board directors are required to report the acquisition and/or disposal of Companys shares to the Board of Directors every quarter through the Company Secretary who prepares the summary report. Executives are also required to report any such share transactions to the Company Secretary on a quarterly basis. In 2025, there were no changes in the shares trading transactions of the Company's directors and executives.

Further, the Company Secretary has informed and communicated to all Companys board directors and executives, the details of the newly amended laws and regulations regarding trading of the Company shares.

Number of cases or issues related to the use of inside information to seek benefits

	2023	2024	2025
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

Anti-corruption action

Operations in anti-corruption in the past year

Has the company operated in anti-corruption over the past year	:	Yes
Form of operations in anti-corruption	:	Review of appropriateness in anti-corruption, The participation in anti-corruption projects, Assessment and identification of corruption risk, Communication and training for employees on anti-corruption policy and guidelines, The monitoring of the evaluation of compliance with the anti-corruption policy, Review of the completeness and adequacy of the process by the Audit Committee or auditor

In 2014, the Board of Directors approved the Company to officially declare its position and intent through participating in the Private Sector Collective Action Coalition Against Corruption (CAC) initiative. The Company has also established policies and practice guidelines on anti-corruption, based on the Companys commitment to conducting its businesses in a fully transparent and accountable manner, with equitable treatment towards all stakeholder groups, as well as giving great importance to being against all forms of corruption. As such, these policies and practice guidelines have been communicated to all of the Companys Board Directors, members of executives and employees at all levels together with all stakeholders.

The Company first received the Thai Private Sector Collective Action Against Corruption (CAC) certification in March, 2017, and in December, 2025, the Company received the renewal for another 3 years until March 2029. This reflects the genuine success of the Company from its endeavors to actively participate and have a role in fighting all forms of corruption for the development of the nation.

The Group does not accept any corruption, which covers all businesses both domestically and abroad. The Board, executives and employees have duties and responsibilities to strictly comply with the anti-corruption policy (Revision No. 3, 2025). It is prohibited from involvement in any corruption, directly or indirectly as follows:

1. No behavior should be displayed indicating an intention to engage in corruption, including giving or receiving bribes to/from government or private officials or any stakeholders related to the Company, to secure or maintain business advantages, or to benefit personally or on behalf of others.

2. Employees must not ignore or overlook corruption-related activities involving the Company. It is their duty to report such matters to supervisors or responsible departments, and to cooperate in fact finding investigations.

3. The Company undertakes to treat fairly and protect individuals who refuse to participate in fraud or corruption, or who report, submit evidence, or provide information about behaviors or incidents that may lead to fraud or corruption, in accordance with the Companys Whistleblower Protection Measures. This also applies to individuals who cooperate in reporting, investigating, or expanding the scope of examinations into fraud or corruption

4. Any employee proven to have committed or been involved in fraud or corruption regardless of whether or not they have gained any benefit will be subject to disciplinary action under the Companys Employee Discipline Regulations, and may also face legal penalties if the act is unlawful.

5. The Company has a policy of not demoting, penalizing, or retaliating against employees who refuse to engage in corruption, even if such actions may result in business losses for the Company.

6. The Company places importance on The Company places great importance on communicating, disseminating knowledge, and ensuring understanding among all parties involved in any of the Companys business activities regarding compliance with this Policy and Guidelines, as well as the potential impacts on the Company and all stakeholders involved.

7. The Company ensures there are sufficient and appropriate internal controls and audit processes, overseen by the Audit Committee, to prevent and detect corruption-related activities.

8. The Company ensures that its human resource management processes reflect its commitment to anticorruption practices, including recruitment, training, performance evaluations, compensation, and promotions.

9. The Company may consider granting recognition or rewards to employees who provide information, report, or submit useful evidence that leads to the detection, prevention, or deterrence of fraud or corruption, in order to foster a sense of shared responsibility in protecting the Companys interests and reputation.

10. To ensure clarity in handling matters with a high risk of fraud or corruption, it is stipulated that all Directors, executives, and employees at all levels of the Company carry out their duties with caution in the following matters.

10.1 Political Contributions

This refers to providing financial support, goods, and/ or participating in activities, as well as encouraging employees to engage in political activities on behalf of the Company to gain business or commercial advantages.

The Company is committed to political neutrality and has a policy of not providing direct or indirect political support to political parties, party officials, election candidates, or organizations or individuals involved in politics, to prevent the use of such support for bribery purposes. Additionally, the Company does not permit executives or employees to engage in any political activities during their tenure with the company, nor does it allow the use of company resources for such purposes. The following guidelines are established to govern these practices.

1) The Company does not support or contribute financial or material resources to any political party, candidate, or election campaign for business advantage.

2) Employees have the right and freedom to participate in political activities under the provisions of the Constitution. However, they must not falsely claim to represent the company or use any company property, equipment, or resources for political purposes. If participating in political activities, employees must exercise caution to ensure that their actions do not create the impression that the company supports or is aligned with any particular political party.

10.2 Charitable Donations and Financial Support

The Company may make charitable donations or provide financial support as part of its corporate social responsibility activities, aimed at promoting and enhancing the Companys positive image. These donations should not be made with the expectation of receiving business returns. Such activities may include providing education, supporting cultural activities, social and environmental initiatives, and supporting educational and sports programs. The following guidelines are established for these practices.

1) Charitable Donations in Cash or Company Assets

Charitable donations must be made on behalf of the Company only. The recipients of the donations should be foundations, charitable organizations, temples, hospitals, healthcare facilities, or organizations that operate for the benefit of society, which are certified or credible and can be verified.

Charitable donations or support, whether in the form of money, assets, or activities/projects for charitable causes, must be carried out transparently and in compliance with the law. The name of the donor or the entity making the donation should be listed as "the Company" only, and the payment must go through the companys approval process as specified in the Companys regulations.

2) Charitable Donations in Personal Capacity

Directors, executives, and all employees may donate cash or assets in their personal capacity. However, such donations must not be associated with or raise suspicions of misconduct, including bribery, corruption, or any unethical intentions that could harm the Companys integrity.

10.3 Gifts and Entertainment Expenses

The Company acknowledges the importance of maintaining good business relationships. However, the giving and receiving of gifts, hospitality, or entertainment must follow clear guidelines to avoid corruption risks:

1) The type of gift or entertainment, including its value, must be appropriate for the situation or in accordance with customary practices for specific occasions or festivals.

2) It must not be an act of coercion, inducement, or providing a reward to any individual to engage in inappropriate actions in order to gain an advantage or provide assistance or benefits to the Company or creating a conflict of interest or biased decision-making.

3) It must be given on behalf of the company, not on behalf of directors, executives, or employees, and must be conducted transparently.

4) It must comply with the Company's rules and regulations.

10.4 Facilitation Payments

Facilitation payments refer to any monetary or non-monetary expenditures made informally to public officials to ensure that they carry out actions in accordance with the process, or to expedite such actions. These processes do not require the discretion of the public official but are based on the proper performance of their official duties and the rights that any individual is entitled to under applicable law.

The Company has a strict policy of not making facilitation payments in any form, whether directly or indirectly. The Company will neither engage in nor accept any action in exchange for facilitating business operations. However, legally sanctioned expedited processes that are available to all individuals (e.g., fast-track lanes at airports, expedited visa or passport services) are acceptable, provided that no payment is made directly to any specific individual. Fees paid under such legitimate expedited processes shall not be considered facilitation payments.

10.5 Hiring of Government Officials

Government officials refer to political officeholders, civil servants, or local employees with permanent positions or salaries; employees or personnel working in state enterprises or government agencies; local executives; and members of local councils who are not political officeholders; officials under local administrative law. This definition also includes directors, subcommittees, employees of government agencies, state enterprises, or government bodies, and any individual or group authorized or assigned to exercise administrative powers under the law, whether established within the civil service, state enterprises, or other government-related entities. The operational guidelines regarding the engagement of government officials are as follows:

1) Do not hire or appoint government officials who are currently holding office, except in the case of state enterprises where the establishing agencys regulations allow representatives from government agencies to perform duties within the Company.

2) Establish a cooling-off period of 2 years for the appointment of former government officials who have left their positions, or individuals who have previously worked for regulatory agencies directly related to the Company.

3) The Company shall conduct due diligence on individuals being recruited or appointed as directors, advisors, or executives to identify any potential conflicts of interest prior to appointment.

4) The aforementioned government officials are prohibited from exercising their authority improperly, particularly in situations involving conflicts of interest, such as disclosing confidential information of the government agency in which they currently serve or previously served, attempting to influence decision-makers through improper allocation of benefits, or being assigned to interact with their former government agency.

5) Disclose the names and background information of former government officials appointed as advisors, directors, or executives, along with the rationale for their appointment, in the Companys public documents to ensure transparency in the appointment process.

10.6 Business Relationships and Procurement with Government Agencies

The giving or receiving of bribes in any business process is strictly prohibited. All interactions or coordination with government agencies must be conducted with transparency, honesty, and integrity, and in strict compliance with applicable laws and regulations.

10.7 Conflicts of Interest

A conflict of interest refers to any action that may cause a person in a position of responsibility to perform duties, make decisions, issue orders, approve, or grant permissions in a biased manner or that deviates from what a reasonable person would normally decide, or from standard practices, for personal benefit, thereby adversely affecting the interests of the organization.

The Company adheres to a policy of prioritizing the best interests of the Company. All activities or actions must not involve or give rise to conflicts between the Companys and the personal interests of directors, executives, employees, as well as customers, business partners, and competitors. The Company has established the following guidelines:

1) Directors shall not hold directorships in more than five listed companies and shall not serve as directors in businesses of the same nature that compete with the Company.

2) Employees shall comply with the Companys rules and regulations and devote their full working time and best efforts to their duties, without using Company time to conduct other businesses that do not serve the Companys interests.

3) Employees shall not hold external positions or own shares in competing businesses that may give rise to conflicts of interest with the Company, unless prior approval is obtained from senior management or the Board of Directors.

In cases where such positions or shareholdings were held prior to becoming a director, executive, or employee of the Company, or prior to the Company entering into competition with such business, the matter must be disclosed to the immediate supervisor, senior management, or the Board of Directors, as applicable, for consideration.

4) Confidential information of the Company shall not be disclosed to any party for personal benefit, both during and after employment with the Company.

5) Insider information that has not been publicly disclosed in accordance with the regulations of the Stock Exchange of Thailand, regulatory authorities, and applicable laws shall not be used for the benefit of oneself, family members, or third parties.

6) All operations shall be conducted with transparency and without the intent of obtaining personal or specific third-party benefits. Transactions shall be carried out on an arms length basis, as if conducted with general third parties, and shall involve fair and transparent selection, review, and comparison processes in accordance with the Companys procurement regulations, as well as the relevant rules of the Stock Exchange of Thailand and regulatory authorities, including those governing related party transactions and acquisitions or disposals of assets.

7) The Companys resources shall be used efficiently, with due care, and for the maximum benefit of the Company, and shall not be used for personal gain.

The Company has communicated these anti-corruption policies and practice guidelines (Revision No. 3, 2025) on the Company website: www.srithaisuperware.com under the topic of Good Corporate Governance and Sustainable Development.

In 2025, the Company has continuously adhered to the corporate governance policies and the anti-corruption policies as follows:

- Communicated and disseminated business ethics, policy and practice in accordance with the Practice Guidelines of Good Corporate Governance on Role of Stakeholders by providing training for the executives and employees of a subsidiary.
- Set the Companys policies on good corporate governance and anti-corruption as part of the orientation for new employees of the Company, together with undertaking campaigns to give relevant information on an ongoing basis such as in On the Job Training, various internal publications or announcements within the Company.
- Arranged to have tests on a quarterly basis for 4 consecutive quarters, on the staffs knowledge and understanding about good corporate governance policies and practices as well as the policy on Anti-corruption. As such, there was increasing involvement from staff with improved knowledge and understanding on these topics with higher average test scores.
- Assigned Good Corporate Governance and Sustainable Development Working Group, under the responsibility of the Good Corporate Governance and Sustainable Development Committee, followed up on the achievement of 3Por Strategy (to change, to instill, and to prevent), aimed at informing, educating and instilling positive anti-corruption behaviors towards all forms of corruptions to the Company staff at all levels throughout the organization.
- Reviewed and monitored any complaints received, internally and from external parties, via the whistleblower program, and took appropriate actions in accordance with established procedures in an equitable and confidential manner while ensuring the protection of the information or complaint providers. As such, during 2025, the Company did not receive any complaints about any alleged acts of corruption.
- Communicated the Companys No Gift Policy during the New Year's festival via the Company's website and issued formal letters to business partners.

In addition, the Good Corporate Governance and Sustainable Development Committee has assigned the Risk Management Sub-Committee to review the assessment of risks as a result of any acts of corruption within the organization in regards to key transactions during 2025. As such, there were no incidents that may have caused any significant risks for the Company.

Number of cases or issues related to corruption

	2023	2024	2025
Total number of cases or issues related to corruption (cases)	0	0	0

Whistleblowing

Operations related to whistleblowing over the past year

Has the company implemented whistleblowing procedures over the past year : Yes

The Company makes available the internal control systems and gives the stakeholders the opportunity to provide information and tips on corruption or non-compliance with laws, rules and regulations (whistle blower). The Company clearly defines the practice procedures when receiving any complaint, from gathering facts by keeping confidentiality, forming a fact-checking task force, setting up an investigative committee, protection of the complainers or reporters, consideration and approval of penalty, including reporting of complaints according to the whistle blowing policy and practices. The Company has announced and communicated these anti-corruption policies and practice guidelines on the Company website: www.srithaisuperware.com under the topic of Good Corporate Governance and Sustainable Development as follows:

1. The Company requests that complaint or report on information concerning corruption or non-compliance with laws, rules and regulations be made in writing only.
2. Complainer can report information on complaint to an independent director by the following methods:

* Via e-mail address, being publicized on the Companys website in the whistleblower channel, of which the complainer can choose to send the information to an independent director or all of them comprising

1) Mr. Enghug Nontikarn E-mail address : enghug_non@srithaisuperware.com
2) Mr. Suchat Boonbanjerdsri E-mail address : suchat_boo@srithaisuperware.com
3) Mrs. Siriporn Sailasuta E-mail address : siriporn_sai@srithaisuperware.com
4) Mr. Supachoke Liamkaeo E-mail address :supachoke_liam@srithaisuperware.com

* Via Direct letter to independent director by specifying the name of the independent director and the address of Srithai Superware Public Company Limited or PO Box 84 Rasburana District, Bangkok 10140

* Submit information in a sealed envelope addressed to an independent director through the Secretary of the Audit Committee (Head of Internal Audit)

For complaints as in the aforementioned guideline no. 1 and 2, the complainer is not required to reveal his/her identity. However, if the complainer is able to identify him/herself, the complainer is requested to disclose the complainers first and last names, telephone number, facsimile, or email address. The Company can later inform outcome of the action or ask for additional information.

Number of cases or issues related to whistleblowing

	2023	2024	2025
Total number of cases or issues received through whistleblowing channels (cases)	0	0	0

The monitoring of compliance with other corporate governance policy and guidelines

In 2025, the Company has monitored its compliance with good corporate governance practices continuing in the following :

* Disclosure and treatment of all stakeholders equally.

* Human Rights, Employee practices and non-discrimination, especially healthcare practices and employees safety and to ensure workplaces are safe, hygienic from standardized safety, health and environment management system.

* Care for the environment by minimizing the impact on the Company's production process and operations.

* Security and safety of information systems and the protection of personal data.

* Openness to suggestions from employees to improve operations via mobile phones, website and QR Code, together with a summary of recommendations through the QR Code, distributed to all employees.

Information on report on the results of duty performance of the audit committee in the past year

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 4

List of Directors	Meeting attendance of audit committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. ENGHUG NONTIKARN (Chairman of the audit committee)	4	/	4	4/4 (100.00%)
2 Mr. SUCHAT BOONBANJERDSRI (Member of the audit committee)	3	/	4	3/4 (75.00%)
3 Mr. SUPACHOKE LIAMKAEO (Member of the audit committee)	4	/	4	4/4 (100.00%)
Average meeting attendance rate				**(91.67%)**

The results of duty performance of the audit committee

The Audit Committee has performed its duties and responsibilities with all due care, and has strictly adhered to the requirements of the Stock Exchange of Thailands Announcement (B.E. 2551) and Charter of the Audit Committee. In 2025, the Audit Committee held 4 meetings with the external auditors together with the Companys financial and accounting executives, and the internal auditors, and another meeting with the Companys external auditors without any executives being present. Mr. Enghug Nontikarn, Chairman of the Audit Committee, and Mr. Supachoke Liamkaew, Audit Committee Member, attended all meetings, while Mr. Suchat Boonbanjerdsri was absent from one meeting due to prior commitments. The Audit Committee must report its activities and performance to the Board every quarter. The Audit Committees Report is also prepared for disclosure in the Companys Annual Report, as stipulated by the Stock Exchange of Thailand.

The Audit Committee undertakes through a self-evaluation process of the Audit Committee every year in order to assess its overall performance within the scope of authority and responsibilities of the Audit Committee as specified by the Stock Exchange of Thailand and uses the same evaluation practices as the Board of Directors' assessment. The evaluation results for 2025 was 98% at the level of very good. The performance of the Audit Committee is shown in Attachment 6 : Audit Committee Report. The details are as follows:

Report of the Audit Committee

To: The Shareholders,
Srithai Superware Public Company Limited

The Audit Committee of Srithai Superware Public Company Limited comprises the following 3 independent directors, who are all well-qualified and possess extensive relevant experiences in finance and banking, accounting and management:

1. Mr. Enghug Nontikarn Chairman of the Audit Committee
2. Mr. Suchat Boonbanjerdsri Audit Committee Member
3. Mr. Supachoke Liamkaeo Audit Committee Member

And the Deputy Internal Audit Manager acting as Secretary to the Audit Committee

During the year 2025, the Audit Committee held a total of 5 meetings, 4 of which were held with the external Auditors, Executives and Internal Audit Department in order for the Audit Committee to be informed of and to exchange various viewpoints with the external Auditors on the outcome of their review and audit of the Companys accounts and financial statements, as well as to allow the Audit Committee to discuss various important issues and observations relating to the financial reports. The other one meeting was held with the independent directors and external auditors, without any member of the Executives being present, so as to hear their independent opinions regarding any key issues relating to the conduct and operations of the Companys businesses.

An overview of the Audit Committees activities in compliance with the Audit Committees Charter for the year can be summarized as follows:

1. Review the Quarterly and Annual Consolidated Financial Statements and those of the Separate Company as presented by the Companys Auditors after their review and audit. Further, the Audit Committee views that the Quarterly and Annual Financial Statements of the Company for the year 2025 have been prepared in accordance with the financial reporting standards, and that they have presented fairly all the material aspects together with timely, sufficiently, and appropriate information disclosures and the Audit Committee has presented those financial statements to the Board of Directors for approval.
2. Review and advise on Risk Management activities, the Companys policies on risk management, associated plans and directions on risk management practices performed and reported on a quarterly basis by the Risk Management Sub-Committee. The Audit Committee views that the Company has in place appropriate risk management measures that are adequate for the current business operations of the Company.
3. Review compliance with all laws and regulatory requirements of the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET), as well as with all associated legal requirements applicable to the business operations of the Company. As such, the Audit Committee views that the Companyhas fully complied wth all applicable regulatory and legal requirements as specified.
4. Review all connected transactions together with those transactions that may involve any conflict of interests; whereby the Audit Committee views that these connected transactions have been undertaken in accordance with the policies as specified by the Board of Directors of the Company and in compliance with the announcements of the Stock Exchange of Thailand (SET) in a fully transparent manner with reasonableness and equitability for the

best interest of the Company, as well as without any conflict of interests and with disclosure of information in an adequate and timely manner.

5. Review the effectiveness of the internal control systems and activities that are in accordance with the annual internal audit plans as approved by the Audit Committee whereby the Audit Committee has been informed of the results of the internal audit activities in a timely manner and without any significant deficiencies being found in the internal control systems that would have any impact on the business operations and Financial Statements of the Company.

6. Consider the qualifications, independence and credibility of external Auditor of the Company, as well as propose the appointment of the external Auditor of the Company for the 2026 financial year together with the associated audit fee for consideration by the Board of Directors and for proposing to the Annual General Shareholders meeting for final approval. As such, the Audit Committee concurred with the appointment of EY Office Limited as the external Auditor of the Company, with either one of

1) Ms. Isaraporn Wisutthiyan CPA No. 7480 or

2) Ms. Kessirin Pinpuvadol CPA No. 7325 or

3) Ms. Krongkaew Limkittikul CPA No. 5874

One of the aforementioned auditors is designated to conduct the audit and express an opinion on the Companys Financial Statements. In 2025, Ms. Isaraporn Wisutthiyan, Certified Public Accountant No. 7480, performed the Companys audit for the second year time. The audit fee for 2026 has been set at Baht 2,400,000 (Two million four hundred thousand Baht), representing an increase of Baht 50,000 or 2.13% from the previous year, in line with annual wage adjustments and inflation rates.

7. Review jointly with the Good Corporate Governance and Sustainable Development Committee on the Companys compliances with established policies on good corporate governance, the established risk management measures and measures on anti-corruption; and also consider information received relating to the established whistle blower program with details given in the Report of the Good Corporate Governance and Sustainable Development Committee.

8. Undertake an annual self-evaluation of the activities performed by the Audit Committee for the year 2025 resulted in a score of 98%, rated as Excellent; whereby the Audit Committee considers that the result has been effective and productive, as well as has been achieved the established goals as set by the Board of Directors of the Company.

The Audit Committee has undertaken its activities in accordance with the scope of responsibilities as assigned by the Companys Board of Directors and specified in the Charter of the Audit Committee, as well as in accordance with announcements by of the Stock Exchange of Thailand (SET) in 2008 with regard to the qualifications and scope of activities of the Audit Committee. The Audit Committee has carried out its assigned duties with full independence through making use of its combined extensive knowledges and experiences with due care and discreet as well as has expressed its opinions in a straight forward manner for the maximum and sustainable benefit of all stakeholders of the Company. The Audit Committee is confident that the Consolidated Financial Statements of the Company and its Subsidiaries and also the Financial Statements for the Separate Company are accurate, reliable and comply in conformity with the financial reporting standards with sufficient disclosure of information, effective internal control systems, appropriate risk management, good corporate governance practices, together with full compliance with all applicable laws and regulatory requirements.

On Behalf of the Audit Committee
Srithai Superware Public Company Limited
Mr. Enghug Nontikarn
Chairman of the Audit Committee

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance of Nomination and Remuneration Committee

Meeting Nomination and Remuneration Committee (times) : 2

List of Directors	Meeting attendance of Nomination and Remuneration Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mrs. SIRIPORN SAILASUTA (The chairman of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
2 Mr. SANAN ANGUBOLKUL (Member of the subcommittee)	2	/	2	2/2 (100.00%)
3 Mr. ENGHUG NONTIKARN (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
Average meeting attendance rate				**(100.00%)**

The results of duty performance of Nomination and Remuneration Committee

The Nomination and Remuneration Committee performs duties in accordance with the scope of duties specified in the Charter of the Nomination and Remuneration Committee of the Company. In 2025, the Nomination and Remuneration Committee held 2 meetings which all Nomination and Remuneration Committee members attended both meetings and reported its performance to the Board of Directors. Moreover, a Report of the Nomination and Remuneration Committee is included in the Companys Annual Report.

The Nomination and Remuneration Committee undertakes through a self-evaluation process of the Nomination and Remuneration Committee every year in order to assess its overall performance within the scope of authority and responsibilities of the Nomination and Remuneration Committee and uses the same evaluation practices as the Board of Directors' assessment. The evaluation results for 2025 was 93% at the level of very good. The performance of of the Nomination and Remuneration Committee is shown in Report of the Nomination and Remuneration Committee. The details are as follows:

Report of the Nomination and Remuneration Committee

To: The Shareholders,
Srithai Superware Public Company Limited

The Nomination and Remuneration Committee has performed its duties in accordance with the Charter of the Nomination and Remuneration Committee. The Committee has the responsibilities of supporting the Board of Directors in determining appropriate remuneration and compensation for the Companys Board Directors and Executives, as well as for screening and selecting qualified persons to be proposed for appointment as Board Directors and Executives in a fully transparent equitable manner. The Nomination and Remuneration Committee has also updated operational guidelines to ensure alignment with current trends and the Company's business strategy, while taking the best interest of all Stakeholder groups into consideration.

Members of the Nomination and Remuneration Committee are appointed with a term of office equal to 3 financial years. The current Nomination and Remuneration Committee has its term of office until the end of 2027.

Performance of the Nomination and Remuneration Committee

During the year 2025, the Nomination and Remuneration Committee held 2 meetings, with all committee members attending every meeting in full.

The mission and activities of the Nomination and Remuneration Committee during the year 2025 are summarized as follows:

1. Considered the renewal of the expired term of office and the appointment a new director of the Company's directors for the Board of Directors to propose to the Annual General Meeting of Shareholders No. 44 (Year 2025);
2. Determined the appropriate remunerations of the Board Directors for consideration by the Board of Directors before proposing to the Annual General Meeting of Shareholders No. 44 (Year 2025);
3. Considered special remuneration for executives and employees of the Company for the year 2025;
4. Revised the Charter of the Nomination and Remuneration Committee to ensure its appropriateness in response to the evolving business environment, replacing the previous version issued in 2011, with effect from January 1, 2026;
5. Undertook a self assessment of the Nomination and Remuneration Committees performance for the year 2025; and
6. Prepared the Report of the Nomination and Remuneration Committee for disclosure in the Companys Annual Report for the year 2025.

On Behalf of the Nomination and Remuneration Committee
Srithai Superware Public Company Limited
Mrs. Siriporn Sailasuta
Chairperson of the Nomination and Remuneration Committee

Meeting attendance of Good Corporate Governance and Sustainable Development Committee

Meeting Good Corporate Governance and Sustainable Development Committee (times) : 3

List of Directors	Meeting attendance of Good Corporate Governance and Sustainable Development Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. SUCHAT BOONBANJERDSRI (The chairman of the subcommittee, Independent director)	3	/	3	3/3 (100.00%)

List of Directors	Meeting attendance of Good Corporate Governance and Sustainable Development Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
2 Mrs. SIRIPORN SAILASUTA (Member of the subcommittee, Independent director)	3	/	3	3/3 (100.00%)
3 Mr. CHAIWAT KULPHATTARAVANICH (Member of the subcommittee)	3	/	3	3/3 (100.00%)
Average meeting attendance rate				**(100.00%)**

The results of duty performance of Good Corporate Governance and Sustainable Development Committee

The Good Corporate Governance and Sustainable Development Committee performs duties in accordance with the scope of duties specified in the Charter of the Good Corporate Governance and Sustainable Development Committee of the Company. In 2025 the Good Corporate Governance and Sustainable Development Committee held 3 meetings which all Good Corporate Governance and Sustainable Development Committee members attended all meetings. The performance of of the Good Corporate Governance Committee is shown in Report of the Good Corporate Governance and Sustainable Development Committee.

The Good Corporate Governance and Sustainable Development Committee undertakes through a self-evaluation process of the Good Corporate Governance Committee every year in order to assess its overall performance within the scope of authority and responsibilities of the Good Corporate Governance and Sustainable Development Committee and uses the same evaluation practices as the Board of Directors' assessment. The evaluation results for 2025 was 97% at the level of very good. The performance of of the Good Corporate Governance and Sustainable Development Committee is shown in Report of the Good Corporate Governance Committee. The details are as follows:

Report of the Good Corporate Governance and Sustainable Development Committee

To: The Shareholders,
Srithai Superware Public Company Limited

The Companys Board of Directors has established the Good Corporate Governance Committee, as a sub-committee in 2012, and later approved the name change to the Corporate Governance and Sustainable Development Committee at the beginning of 2024 to assist the Board in controlling and supporting the oversight of compliance with the Companys policies on good corporate governance as well as measures on anti-corruption contribute to driving the business towards sustainability.

The Good Corporate Governance and Sustainable Development Committee has appointed both working group and sub-working group on good corporate governance and sustainable development, responsible for coordinating and working together with various operating business units of the Company, in order that the policies on good corporate governance as well as on anti-corruption policy, sustainable development policy and corporate social responsibility policy are implemented comprehensively for the benefit of all Stakeholders in an effective and efficient manner.

During the year 2025, the Good Corporate Governance and Sustainable Development Committee held 3 meetings, with all committee members attending every meeting in full.

The Good Corporate Governance and Sustainable Development Committee is responsible for overseeing that the Company has complied with the established policies on good corporate governance, the policy on Anti-Corruption together with associated operating guidelines can be summarized in 2025 as follows:

1. Communicate the Companys Business Ethics, Policy and Practice in accordance with Good Corporate Governance Principles under the section of the role of stakeholders by training to executives and employees of subsidiaries.
2. Arranged to incorporate a Section on the Policy on Good Corporate Governance and Policy on Anti-Corruption as part of the orientation program for new Company employees; as well as undertook ongoing activities to promote giving information to the Companys staff such as: through on the job training programs, disseminating information through various printed media or via the internal broadcasting system within the Companys offices and facilities.
3. Arranged to assess and test on a quarterly basis, totaling 4 quarters, the level of knowledge and understanding gained and retained by the Companys employees with regard to the Policy on Good Corporate Governance as well as the Policy on Anti-Corruption. As such, it was apparent that more and more employees have become engaged on these aspects, and higher average test scores results showed an increasing level of knowledge and understanding on these issues.

Furthermore, the Good Corporate Governance and Sustainable Development Committee has monitored the outcomes relevant to the policy assigned to the Company's management as follows:

1. Followed up on the results of the Whistle Blower program via various channels of communications, whereby the Good Corporate Governance and Sustainable Development Committee has approved establishing various investigation committees to follow up on the information received in an equitable manner to all parties involved, together with protecting those who have informed any matter. As such, during the year 2025, there were no complaints that were deemed to be a risk of corruption.
2. Supported the Company to participate in the survey on good corporate governance practices of Thai listed companies that has been undertaken by the IOD Association continuously since 2008; whereby in 2025 the Company was given an Excellent rating for the 10th consecutive year.
3. Supported the Company in submitting an application for the renewal of its membership certification with the Thai Private Sector Collective Action Against Corruption (CAC) to the CAC Council. According to the CACs announcement in December 2025, the Companys certification was renewed for the third time for a further period of three years, extending until March 2029.
4. Followed up on a work plan to review the appropriateness of implementing Good Corporate Governance Principle for listed companies in 2017 (Corporate Governance Code for Listed Companies 2017) or CG Code by the Securities and Exchange Commission to be continuously in line with the business.
5. The Company encourages external assessments of its sustainability performance to measure the progress of its sustainability initiatives and to identify areas for improvement and further development. In 2025, the Company was recognized as a Sustainable Stock (SET ESG Ratings) for the year 2025 by the Stock Exchange of Thailand, ranking in the A category within the Industrials sector for the third consecutive year. The Company was selected as one of the ESG100 companies for 2025 by the Thaipat Institute, marking the fourth year of recognition.

In 2025, the Good Corporate Governance and Sustainable Development Committee has undertaken a self-evaluation of the performance as a group for 2025 was 97%. The assessment result is concluded that the Committee has discharged all assigned duties and responsibilities in an appropriate, adequate and effective manner.

On Behalf of the Good Corporate Governance Committee
Srithai Superware Public Company Limited
Mr. Suchat Boonbanjerdsri
Chairman of the Good Corporate Governance Committee

Meeting attendance of Risk Management Sub-Committee

Meeting Risk Management Sub-Committee : 4 (times)

List of Directors	Meeting attendance of Risk Management Sub-Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. CHAIWAT KULPHATTARAVANICH (The chairman of the subcommittee)	4	/	4	4/4 (100.00%)
2 Ms. LADDA NAMJARUSATHIENCHAI (Member of the subcommittee)	4	/	4	4/4 (100.00%)
3 Mr. JIRASAK CHOOSAKUL (Member of the subcommittee)	4	/	4	4/4 (100.00%)
4 Ms. WORAKARN PHAI-NGAM (Member of the subcommittee)	4	/	4	4/4 (100.00%)
5 Ms. NATCHATA WONGSOONTORN (Member of the subcommittee)	4	/	4	4/4 (100.00%)
6 Mr. KAJONYOS SUKTONG (Member of the subcommittee)	4	/	4	4/4 (100.00%)
7 Mrs. AKKANIDA SUKJAI (Member of the subcommittee)	4	/	4	4/4 (100.00%)
8 Mr. NOPPADON WAE-O (Member of the subcommittee)	4	/	4	4/4 (100.00%)
9 Ms. CHANIKA RASAMEE (Member of the subcommittee)	4	/	4	4/4 (100.00%)
10 Mr. AUTTAKRON CHANAROM (Member of the subcommittee)	4	/	4	4/4 (100.00%)
11 Mr. WICHARN WONGPAKORN (Member of the subcommittee)	4	/	4	4/4 (100.00%)

List of Directors	Meeting attendance of Risk Management Sub-Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
12 Mr. SARAN CHUTIKANJANAKUL (Member of the subcommittee)	4	/	4	4/4 (100.00%)
13 Ms. NITTAYA SANSATHIT (Member of the subcommittee)	4	/	4	4/4 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Risk Management Sub-Committee

The Risk Management Sub-Committee performs duties in accordance with the scope of duties specified in the Charter of Risk Management Sub-Committee and the Risk Management Policy of the Company. In 2025, the Risk Management Sub-Committee held 4 meetings which the Company disclosed the number of meetings of the Risk Management Sub-Committee in Section 7.3. Board Sub-Committees. The Risk Management Sub-Committee reported its performance to the Audit Committee for consideration before reporting to the Board of Directors on a quarterly basis. The performance of Risk Management Sub-Committee in 2025 is summarized as follows:

1. Reviewed and evaluated all 5 areas of risk for the preparation of risk management plan including
   * Strategic Risks
   * Operational Risks
   * Financial Risks
   * Compliance Risks
   * Emerging Risks
2. Monitored the performance of each business unit closely, including the strategic plans to mitigate various risks that may impact the sales and operating performance of the Company.
3. Monitored performance in various areas, including
   * Building good relationship with customers and partners in various fields
   * Cash flow management and supply chain management
   * Compliance with rules and regulations
   * Information technology management
   * Analysis of KPIs to evaluation

   to ensure that the Company's performance is in accordance with the goals set or any back-up plan to respond in a timely manner when changes or impacts exceed the scope specified by the Company.
4. Supported safety, health and environment (SHE) to enhance standards and reduce risks that may impact employees and the organization.
5. Monitored information technology systems and established a key foundation by developing an AI Readiness Roadmap, focusing on data governance alongside the assessment of cybersecurity risks, to ensure that the future adoption of artificial intelligence will be efficient, transparent, and capable of creating sustainable value for the organization.
6. Evaluate risk management practices to ensure alignment with the Company's strategies and direction, while overseeing risk levels to keep them within acceptable limits.

7. Promote training and development of risk management knowledge for executives and relevant employees to ensure understanding and the ability to apply risk management practices within the organization.

8. Improve the Company's standard sales contracts to ensure fairness and maximize benefits for both the Company and partners.

9. Evaluated and management Competitive Advantage Risks resulting from

   * The rapidly changing business environments
   * The increase in potential competitors both domestically and internationally
   * The intense price competition
   * The impact of the trade war and technology war between major powers, as well as geopolitical conflicts

   Preventive measures were analyzed to mitigate risks that may affect long-term performance, while ESG principles were integrated into the Companys operations and products to support the Company in maintaining its competitiveness and strengthening its brand confidence.

Overall, in 2025, the Risk Management Sub-Committee operated under the role of a Proactive Monitoring & Support Unit, with a focus on establishing a comprehensive risk management foundation across all dimensions. This has enabled the Company not only to prevent potential losses but also to effectively create competitive advantages from changing environment (turning risk into opportunity).

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

Sustainable Development Policy

Srithai Superware Public Company Limited is committed to conducting business in alignment with sustainable development principles, taking into account the impacts on all stakeholders throughout the value chain. Our approach encompasses economic, social, and environmental dimensions, ensuring a balance between corporate growth and social responsibility. This commitment aligns with the Companys vision and mission and is implemented through internationally recognized standards and operational frameworks as follows:

Economic Dimension

- **Conducting Business with Integrity:** The Company places great importance on strict compliance with laws, regulations, and trade requirements. It upholds the principles of good corporate governance, transparency, and business ethics while supporting anticorruption efforts, preventing unfair advantages, and prohibiting the misuse of power. These commitments aim to build trust and ensure sustainable benefits for all stakeholders.
- **Innovation Development:** The Company is dedicated to fostering and developing innovations that promote social and environmental responsibility. It focuses on designing high-quality products and services that fully meet customer needs while creating value for the organization. Additionally, the Company strives to implement processes that benefit both business partners and the community.
- **Risk Management:** The Company systematically and comprehensively manages risks to enhance the likelihood of operational success while mitigating potential risks and damages. It adheres to international standards to ensure business stability and resilience.
- **Process Improvement:** The Company emphasizes the continuous improvement and development of work processes and services across the entire value chain. It promotes stakeholder engagement and implements efficient management practices to support long-term growth while remaining adaptable to changes in the business environment.

Environmental Dimension

- **Eco-Friendly Processes:** The Company promotes environmentally responsible business operations by optimizing the use of natural resources and integrating appropriate technologies to minimize environmental impacts. This includes pollution control, water management, waste reduction and utilization, energy efficiency enhancement, promotion of renewable energy, and biodiversity conservation. These efforts support the goal of achieving net-zero greenhouse gas emissions.
- **Environmental Awareness Development:** The Company is committed to educating and fostering environmental awareness among employees at all levels. It promotes the efficient use of resources and raises awareness of environmental impacts in both work processes and daily life.
- **Utilization of Environmentally Friendly Products:** The Company supports the use of environmentally friendly products, equipment, and raw materials in its operations to minimize environmental impact and promote long-term sustainability.

Social Dimension

- **Respect for Human Rights**: The Company prioritizes respect for human rights and ensures fair and equal treatment of employees, stakeholders, and vulnerable groups in society. It upholds non-discrimination and adheres to principles of fairness in all processes.
- **Safety and Occupational Health:** The Company is committed to providing a safe working environment for employees, partners, and visitors. It implements preventive measures to mitigate accidents and operational risks, ensuring the protection of lives and assets.

• **Employee Development:** The Company promotes continuous development of employees' skills, abilities, and potential. It provides opportunities for career growth and offers fair and appropriate benefits to motivate and foster organizational commitment.
• **Community and Social Development:** The Company promotes and supports sustainable community and social development by participating in activities that benefit and enhance the quality of life in communities in areas such as education, healthcare, and the environment.

Reference link for sustainability policy	:	https://www.srithaisuperware.com/wp-content/uploads/2025/03/Corporate-Social-Responsibility-Policy_eng.pdf
Page number of the reference link	:	1

Sustainability management goals

Does the company set sustainability management goals	:	Yes

Corporate Sustainability Development Goals

The Company is committed to business development for economic growth, in line with setting long-term economic, social,
and environmental goals aspects to ensure sustainability, as well as the Companys sustainability, as part of driving and supporting the
country development to achieve the United Nations for Sustainable Development Goals (SDGs).

Economic

Promote good image, transparency, fairness in operation and anticorruption.

5 years long term Goals (2022 2026): The results of corporate governance
assessment of Thai listed companies by the Thai Institute of Directors
Association (CGR) with score of not less than 90 points

Social

Promote a safe and stable working environment for all groups of employees.

5 years long term Goals (2022 2026): Zero workplace accident

Promote impact assessment, establishing risk preventive measures, and developing remedies in case of human rights violations.

In 2025 Goals: Zero human rights complaints

Environment

Managing waste and chemicals in an environmentally friendly way

5 years long term Goals (2022 2026): Zero waste to landfill

Promote efficient use of water resources in business operations.

In 2025 Goals:
Suksawat plant reduced the use of tap water by 2%
Bangpoo plant reduced the use of tap water by 2%
Amata City Chonburi plant reduced the use of tap water by 2%

Air pollution management, control air pollution emissions to reduce both internal and external impacts

5 years long term Goals (2022 2026): Zero breach of legal standard

Climate change, control and reduction of greenhouse gas emission, which are a significant cause of climate change, aim to mitigate changes in weather patterns.

Goal: Suksawat plant is to reduce direct and indirect greenhouse gas emissions (Scope 1 + 2) no less than by 5% (from the baseline year 2021) within year 2026, which equates to a reduction no less than of 359 tCO2e.

Promote efficient energy utilization in business operations.

Target for 2025

Suksawat plant

Food Packaging : Energy consumption per unit of production not exceeding 1.60 kWh/kg

Industrial Packaging : Energy consumption per unit of production not exceeding 1.25 kWh/kg

Bangpoo plant : Energy consumption per unit of production not exceeding 1.00 kWh/kg

Amata City Chonburi plant : Energy consumption per unit of production not exceeding 1.00 kWh/kg

United Nations SDGs that align with the organization's sustainability management goals	:	Goal 3 Good Health and Well-being, Goal 6 Clean Water and Sanitation, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 10 Reduce Inequalities, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 16 Peace, Justice and Strong Institutions

Information on review of policy and/or goals of sustainable management over the past year

Review of policy and/or goals of sustainable management over the past year

Has the company reviewed the policy and/or goals of sustainable management over the past year	:	No
Has the company changed and developed the policy and/or goals of sustainable management over the past year	:	No

Information on impacts on stakeholder management in business value chain

Business value chain

The Companys business value chain can be divided according to the main activities, as follows:

Delivering value to customers through products and services

The Company places great importance on developing sales and marketing strategies that focus on continuously delivering value to customers. This is achieved by offering high-quality products and services that prioritize customer needs and satisfaction while maintaining rigorous standards throughout the production process and ensuring accountability at every stage of operations. Furthermore, the Company is committed to fostering long-term trust and confidence, strengthening the entire value chain.

Procurement and purchase

The Company is committed to building a value chain that aligns with its sustainability goals. The procurement process prioritizes sourcing high-quality raw materials at optimal costs while being environmentally friendly. Business partners are selected based on ESG criteria to ensure transparency and shared responsibility for society and the environment. Additionally, the Company has enhanced inventory management efficiency from storage and inspection to product rotation planning to minimize waste and support long-term sustainability.

Production

The Company places great importance on environmentally conscious and sustainable production processes, using energy and raw materials efficiently and with value to minimize waste while increasing the proportion use of renewable energy and incorporating replacement materials into the production process. The Company also works to reduce greenhouse gas emissions at every stage of production. Operations are conducted under the Companys international safety and quality standards, ensuring that its products are not only of high quality and safety but also capable of meeting the needs of customers and communities sustainably. All employees receive regular training to drive success and build trust within the business's value chain.

Logistics by sustainable value chain

The Company manages logistics and delivery operations with a focus on efficiency and minimizing environmental impact. It employs an appropriate product arrangement system within containers to reduce waste and maximize load capacity per trip, thus reducing redundant transport and minimizing energy consumption and greenhouse gas emissions. In addtion, all vehicles used for transportation undergo regular quality and safety inspections to ensure that goods are delivered nationwide safely, quickly, and sustainably.

After sales services

The Company focuses on developing a highly efficient after-sales service system with operations that highlight quality and attentive service at every step. We provide convenient communication channels for customers to report issues and complaints at any time. Complaints are thoroughly investigated and analyzed in collaboration with the relevant departments to respond quickly and fairly, with the most effective and appropriate solutions. The Company also conducts customer satisfaction assessments to continuously improve the service.

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
Internal stakeholders			
• Employees	• Good compensation and benefits • Workplace and environment • Health and Safety • Career Path • Quality of life	• Appropriate and fair compensation • Safe & Healthy Environment • Provided appropriate knowledge, advice and assistance to live with families happily	• Online Communication • Internal Meeting • Complaint Reception • Training / Seminar

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
External stakeholders			
• Suppliers	• Business Equality • Speed of procurement process	• Implemented a transparent and fair procurement process	• Visit • External Meeting • Complaint Reception
• Customers	• Products with good quality and fair price • Fast/On-time delivery • Environmentally friendly business operations and products	• On-time delivery of quality products with safety at fair price • Develop environmentally friendly products	• External Meeting • Complaint Reception • Satisfaction Survey
• Shareholders	• Good performance and continuous growth • Satisfactory dividend payment • Equitable Treatment of Shareholders • Accurate, fast, and timely communication	• Good management to build trust for shareholders • Appropriate dividend payment to shareholders according to the Company's policy • Disclosure of information which is transparent and fair, accurate, timely and verifiable	• Online Communication • Annual General Meeting (AGM) • Complaint Reception

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
• Creditor	• Compliance with specified conditions • full payment of credit on a timely basis	• Strictly complied with the terms & conditions of the contracts. • Gave confidence & trust by having good financial position and debt service capability	• Visit • External Meeting • Complaint Reception
• Government agencies and Regulators	• Compliance with rules and regulations completely within the specified time • Cooperation in various activities	• Complied with the rules and regulations strictly • Cooperated and supported certain projects	• External Meeting • Others • • Announcement of rules, regulations, procedures and practices
• Contractors	• Business Equality • Rapid execution in the procurement process	• Implemented a transparent and fair procurement process	• Visit • External Meeting • Complaint Reception • Others • • Performance Evaluation

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
• Community	• Operation without impact on the communities and environment • Participation in supporting community activities • Good quality of life in the communities	• Operated responsibly without impact on the communities and environment • Compiled with regulations and laws • Developed the communities, created jobs and income for the communities	• Complaint Reception • Others • • Communication via leaders/representatives of the communities
• Business partners	• Joint product development according to specifications and market demand • Doing business with Environmentally friendly production process	• Delivered quality products according to the requirements • Created innovation and environmentally friendly production process	• External Meeting • Complaint Reception

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability materiality topics : No

Over the past year, the company has reviewed its sustainability materiality topics :

Details of organization's material sustainability topics

Information on sustainability report

Corporate sustainability report

Corporate sustainability report	:	Have data
Reference link for corporate sustainability report	:	https://sithai.listedcompany.com/misc/one-report/sithai-or2025-en.pdf
Page number of the reference link	:	48-93

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or guidelines	:	Others : Sustainability Reporting Framework for Listed Companies

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

The Company recognizes the importance of risk management which covers the overall management of organization, processes and systems throughout the organization. The Company believes that risk management process enables the Company to achieve the objectives and manage risks at an acceptable risk appetite level. Effective risk management not only reduces obstacles or unexpected incidents which might affect companys performance, operation and trust from shareholders and stakeholders but also prevents damages on the Companys resources. In addition, Good management and internal control system help enhance trust and add value for the Company for sustainable growth in the future. The Company has therefore established the risk management policy as follows:

1. The Board of Directors is responsible for overseeing the risk management under the established policies, screening & giving recommendations, and monitoring the implementation of risk management effectively, including regularly reviewing and evaluating the risk management system.
2. The Audit Committee is responsible for reviewing the suitability & efficiency as well as the risk management process of the Company to ensure that the internal control and risk management practices are effective to cover the possible risks.
3. The Management is responsible for determining the direction, goals for the business operations of the Company, strategy and as well as establishing significant corporate policies of the Company and providing recommendation on risk management relating to the key governance policies & plans.
4. The Risk Management Sub-Committee, appointed by the Board of Directors, is responsible for formulating the risk management policy and framework to cover the strategic plans and key business goals of the Company, defining the Risk Appetite for approval from the Board of Directors prior to implementation, as well as overseeing the risk management system effectively to cover the entire organization by the preparation of risk management manual as a framework for executives and employees to practice in the same direction. It also oversees, screens, assesses, monitors the risk management appropriately to prevent damage or adverse events under changing circumstances, and manages the risks to an appropriate and acceptable level with the summary and reports presented to the Audit Committee and the Board of Directors on a quarterly basis.
5. The Company determines risk management of the organization in accordance with international standards with efficiency and effectiveness following the principles of Good Corporate Governance to reduce the likelihood and impact of risks as well as uncertainty or damage to the overall performance and increase the chances of success for the organization.
6. The Company implements and supports successful risk management across the organization by effectively using limited resources to identify, assess, and manage risks appropriately.
7. The Company promotes and stimulates risk management as the organizational culture by the mutual awareness of risk management.

The Company reviews and updates the risk management plan annually by the Risk Management Sub-Committee consisting of representatives from all business and operating lines including hiring external experts in certain cases to analyze, evaluate, and improve appropriately in response to the changing business and environment.

The plan will cover the identification of risks and opportunities, the assessment, and the determination of risk indicators, the establishment of Key Risk Indicators (KRIs). The risk management measures shall be at an acceptable level before submission to the Audit Committee and the Board of Directors for approval. Then it is extended to the practical sectors where representatives from each business line or operating line conduct communication within their lines and public relations within the organization for the correct knowledge and understanding of employees at all levels and to incorporate risk management as an integral part of the Companys operations and organizational culture in a sustainable manner.

Reference link to risk management policy and plan	:	https://www.srithaisuperware.com/wp-content/uploads/2025/03/Risk-Management-Policy_eng.pdf
Page number of the reference link	:	1-2

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management	:	Yes
Standards on ESG risk management	:	COSO - Enterprise risk management framework (ERM)

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 Risk from Reliance on a Few Major Customers

Related risk factors	:	Strategic Risk • Reliance on large customers or few customers
ESG risk factors	:	No

Risk characteristics

In 2025, the Groups proportion of income from the food and beverage packaging products has increased from last year or accounting for approximately more than one-third of the total core income of the Group; whereby there is an opportunity for this proportion to increase due to continuing high market demand for these products, of which the sales growth rate is higher than that of other products especially in Vietnam.

At present, sales from the food and beverage packaging products are generated from 3 to 4 major customers in the food and cinema industries and 4 to 5 customers in the beverage industry, who have contracts with the Group. This is not a large number of customers. There are many competitors in the food and beverage packaging industries, and some of the products are not complicated to produce. Therefore, it is likely that these customers may switch to competitors or even invest in producing some of the products themselves.

Risk-related consequences

In case the Group loses its current customers and cannot immediately replace them with new ones, it will affect the consistent and continuing income generation, or result in declining income for a while.

Risk management measures

The Groups products have their strength in patent and quality as they are produced with modern and efficient technology, such as the in-mould labeling technology that consumes less raw materials but produces durable and beautiful products, and the patent on closure which also consumes less raw materials, making it light-weighted. This helps reduce costs and promote CSR activities for customers. The Company has received the rights to produce and sell closures under the patent in 14 countries. As the Company has a stable financial position, it is ready to invest in the food and beverage packaging business that requires high-value machinery and production equipment. Moreover, having a large manufacturing base for these same products located in both Thailand and Vietnam is a unique strength in complementary production of the Group. That creates greater confidence, on the part of the major soft drinks and beverages producers, in terms of the Groups product quality, continuity of production operations and ability to deliver the products as required by our major clients. With these reasons, the Company is confident that its food and beverage packaging products can compete in the market very well, and the Company has laid out approaches to handle risks as follows:

1. Maintain good relationship with current and potential customers from whom the Company is not able to take orders due to limited production capacity. This is one of the reasons why the Group only takes large orders from a few major customers. The Company keeps its customer relations by providing the knowledge and production assistance when there is an opportunity or when necessary;
2. Increase production output by investing both domestically and abroad and/or by improving the production process to increase its production capacity as well as managing production costs to be able to compete with the world market;
3. Consider extension of sale contracts when there is an opportunity, and carry out negotiations with customers;
4. Jointly research and develop products with customers, raw material producers and mould-makers in order to have products that meet the needs of customers;
5. Organize regular marketing campaigns to promote the strengths of the products particularly by encouraging participation in environmental preservation activities in order to further enhance the brands reputation in the public;
6. Focus on providing a comprehensive service together with quality products by investing in integrated businesses such as bottle blowing service. This not only helps lessen the investment burden or the chances of customers switching to the competitors, but also transportation costs. As such, the Group has successfully received more consistent and certain orders of closures and preforms, as well as additional income from the blowing service;
7. Adjust the overall customer base together with the production bases for food and beverage packaging products. It can be done through relocating machinery and equipment to those countries where demand for such products is high or where there is ongoing economic growth such as Vietnam. This is in accordance with its objective to expand the production bases and market base to overseas and in order to utilize the production assets to its maximum capacity and to achieve maximum value and able to respond to the needs of customers in a timely manner and reduce transportation costs;
8. Keep a close watch on the trend and direction of production technologies, particularly new patents or technologies that might replace the current ones. The Company then can appropriately adapt its strategies to suit these changes in advance even though they do not happen easily or often since these changes will have impact on the production line of packaging and beverage producers. Moreover, with the expertise in plastic injection technology, regular research and development of production techniques and products, and good relationship with business operators in this supply chain, the Company will be enhanced with ability to communicate and adapt with customers and become a market leader in changing or leading to innovation for new products.
9. Be committed and giving importance to making new investment and expanding the customer base for the industrial products that have good potential in line with the countrys overall economy and industrial sectors. These include materials handling sector, battery case sector and other packaging sectors so as to mitigate the possible contraction if orders for food and beverage packaging products are reduced.

Risk 2 Risk of Raw Material Price

Related risk factors :

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources

ESG risk factors : No

Risk characteristics

The core income of the Group comes from industrial products that account for not less than 80% of the total income. As such, this products group uses various types of plastic resins as the core raw material that account for 60% of the raw materials costs. At present, the Company sources and purchases raw materials mostly from domestic producers, since these plastic resins are a by-product of the oil refinery industry; hence the price of this raw material always changes with the price of global crude oil and the volatility of the Baht/US Dollar exchange rate in the currency market, together with the level of production supply and consumer demand - both locally and overseas.

Risk-related consequences

If the price of plastic resins fluctuates upwards greatly, this results in the Company having a risk of fluctuations in the cost price of its products together with the resultant risk of not being able to adjust selling prices in a timely that are appropriate and correspond with timely the fluctuation in cost prices.

Risk management measures

1. Monitor and assess the movement of raw material prices from domestic and international suppliers and manufacturers, as well as considering the consumption from order estimates, production plans, and deliveries with customers and suppliers of the raw materials. The operational objectives are to support the continuous and efficient production of the Company, to store the raw materials at an appropriate and sufficient level for production under normal circumstances as well as during emerging periods of uncertainty, and to negotiate prices with suppliers;
2. Consistently seek for additional qualified and standardized raw materials from local and overseas sources to secure sufficient raw material supply and to be alternative sources by comparing material prices from various suppliers or producers prior to the placing of orders to meet the best trade term;
3. Examine and monitor quality of raw materials regularly according to predetermined standard by random sampling check of raw materials by an external company or any governmental entity which provides quality testing services;
4. Buy raw materials to support production for a certain period of time if price tends to rise in the future so that goods can be produced and delivered to customers as agreed, or place order more frequently in case of price volatility;
5. Import raw materials in case that price in offshore market is lower than that of domestic market;
6. Negotiate with customers to sign agreements in accepting price adjustments as appropriate, subject to result of negotiation;
7. Determine selling prices for some product groups under a cost plus framework as well as on changes in the prices of raw materials for a specific period as mutually agreed with the customers, or else for cases where customers manage their own raw material procurement and pricing. This will enable the Company to maintain its profit margins at an appropriate level without much fluctuation due to changing raw materials prices;
8. Regularly negotiate the credit terms with suppliers in order to receive discounts on raw materials prices, appropriately matched with cost of funds.

Risk 3 Strategic Risk

Related risk factors : Strategic Risk
• Behavior or needs of customers / consumers

ESG risk factors : Yes

Risk characteristics

The Group has adjusted strategic plans in response to different situations, changing internal and external factors as well as uncertainty. The adjustment is performed appropriately with respect to business conditions, trade partners, situations or effects from the world economy, inflation, interest rate, exchange rate including factors about war and international conflicts, energy price, natural disasters, environmental problems, the government measures, new lifestyles, changing trend and consumer behaviors. The purpose is to enable the Company to deliver good performance with sustainable business operation amid various emerging crises.

Risk-related consequences

The adjusted strategic plans may not be executed in time or unable to respond to rapid changes. If those factors become more rapidly severe, the Group must plan and execute strategies carefully while growing the business and investment and cope with uncertainty and risks. As a result, the Group may not be able to grow as planned.

Risk management measures

The Group is constantly improving its operational plans to prevent any issue which might occur. The overall business is not aimed at exponential growth, but rather is focused on working closely with all customers and partners for sustainable growth, as well as adjusting strategies correspondingly to the situations and changes, as follows:

1. Closely and continuously monitor the liquidity and working capital of the Company with a focus on order management, cash flow, working capital and cash reserves necessary for operations and investment;
2. Negotiate with business partners to extend credit terms, payments for purchases of goods and assets;
3. Give confidence to business partners and customers that the business and operations will be continued without disruption, especially in the production and delivery of products, as well as the ability to make payments, in line with the business continuity plan (BCP) to support any emergency;
4. Expand more online marketing to increase sales via e-commerce channels and select product groups appropriate for online sales;
5. Alter the organizational structure and management to be concise and in line with the Groups future growth plans;
6. Enhance and develop personnel to increase work efficiency and quality, and recruit new generation employees to help drive the business to grow continuously;
7. Create the business with responsibility of environment, society, and corporate governance (ESG) for sustainable growth;
8. Look for new businesses or potential partners for expansion of the businesses of the Group for as well as Mergers and Acquisitions (M&A) or joint investment for future growth and/or increase competitiveness.

In this regard, the Group has continued to monitor and evaluate every step's results closely to ensure that the strategies and plans have been implemented and reviewed regularly as well as adjusted in response to the changing situations.

Risk 4 Information Technology Risk

Related risk factors :

Operational Risk

- Information security and cyber-attack

Compliance Risk

- Violations of laws and regulations

ESG risk factors : Yes

Risk characteristics

1. The Company makes use of information technologies as an essential tool for business competition in various areas such as communication, storage, processing, and analysis of information and also adopt them as part of business operations. The risk assessment of IT and plans to mitigate the risks are very important, especially the risk from cyber security threats.
2. The risk may arise from the violation or offense related to the law about the use of computers, such as the Computer Crimes Act, the Personal Data Protection Act, 2019 ("PDPA").

Risk-related consequences

1. A vast impact on a number of work systems, including personal computers and data security.
2. The Company's business may be interrupted or prosecuted.

Risk management measures

The Company has prepared plans, systems, and measures to prevent and mitigate the impact of risks as follows:

1. Announce the Personal Data Protection policy and issue practical guidelines and measures for the collection, use, disclosure, and transfer of personal information which requires consent in accordance with PDPA. In addition, training is provided for all relevant executives and employees to gain knowledge and understanding about the main contents of PDPA;

2. Announce the information technology security policy and determine the information technology policy of the Group consisting of guidelines for use, governance, prevention, security, and penalties, including providing relevant technology education in daily life, raising awareness and responsibility about using social media among employees through email notifications, training and activities, as well as providing employees with knowledge and understanding of proper use of technology and violation of law and data security against cyber threats, including pros and cons of using social media that will affect the society;

3. Build protection and security systems starting from computer networks to personal computers in the organization including devices that may be vulnerable to attack from third parties;

4. At the network level, a firewall is installed to prevent and verify the transmission of information via the specified channel and the allowed destination only;

5. At the device level, computer antivirus software is installed on all computers and connected to a central server to control and fix problems in computer machines accurately and quickly. In addition, the cause of the threat can be identified in order to fix the root cause problems and prevent future repeating issues;

6. Determine employees' rights to access various systems in order to categorize the level of confidentiality and management of information by ensuring that access to information is for the benefit of users and as needed only. This will prevent unwanted access to confidential information or espionage, a logging system will be installed to monitor and investigate access to information in various systems effectively;

7. Data center with backup of essential data is established to retrieve backup data when the main system has any problem. As a result, the business can operate continually without disruption;

8. Collect network usage data in accordance with the regulations of the Computer Crime Act, and oversight access to websites that are at risk of hacking or breaching the law;

9. Install the software to detect its illegal use on all computers to prevent any piracy or intellectual property infringement. On the part of the server system, the licenses are checked, verified and renewed every year. This is to ensure that all of the Company's software is used with all the legal licenses;

10. Install a system to record and track problems and solutions of computers and equipment in order for IT department to review such matters and communicate with users for future solutions effectively.

Risk 5 Labour's Health and Safety Risk

Related risk factors	:	<u>Operational Risk</u> • Human error in business operations • Safety, occupational health, and working environment
ESG risk factors	:	Yes

Risk characteristics

The Group is a major manufacturer of plastic industrial products and melamine household products. It has production bases in several locations in Thailand, Vietnam and India. As the Group's production processes being automated or semi-automated with modern machinery and production technologies, human labour remains essential to the manufacturing process. Therefore, workplace safety and compliance with legal standards in both production lines and offices are our top priority as well as providing necessary manuals and equipment for work and creating a safe environment for the health, life, and property of both our employees of the Group and external contract workers. Effective monitoring and control measures can also help prevent or reduce the risks of accidents, health hazards, and damage to production and property of the Group. This also includes fostering confidence and motivation among both internal employees and external contractors to give importance to workplace safety within the organization.

Risk-related consequences

1. Health hazards and damage to production and property of the Group.
2. Confidence in the safety of the workplace.

Risk management measures

1. Announce the implementation of the "Safety, Health and Environment in the Workplace Policy" and the "Business Operator Safety Measures Policy" to ensure that all employees including external individuals are informed and adopt them as guidelines for work practices;
2. Establish Safety, Health and Environment Committees in each plant, comprising working groups and professional occupational safety officers. These Committees are tasked with assessing, monitoring, and controlling various risks that may arise, including those of critical and imminent nature, as well as identifying preventive and corrective measures;
3. Conduct regular surveys and assessments of the working environment and equipment used in operations, as well as potential impacts arising from production processes. This includes testing the operational readiness of various systems and inspecting the work environment by external experts as mandated by law, such as fire prevention systems and electrical systems, among others. This is aimed at identifying proactive solutions or developing investment plans to procure or maintain resources appropriately based on necessity and urgency;
4. Regularly assess the risk in each job process to enhance or rectify operations for increased efficiency and safety;
5. Provide continuous safety training manuals and sessions for employees, including briefing and explanation of work procedures to external individuals before entering the Companys premises. Also, organize ongoing safety awareness activities to collectively foster a safety culture within the organization;
6. Provide basic welfare benefits and appropriate relief measures when incidents occur to employees or affected individuals, such as conducting annual health check-ups suitable for employees in each position or before commencing work, accident insurance coverage as well as both monetary and non-monetary relief measures.

Risk 6 Risk of Breaching Financial Covenants

Related risk factors	:	Financial Risk • Other : Risk of Breaching Financial Covenants
ESG risk factors	:	No

Risk characteristics

The Company has to comply with financial covenants, as required by the loan agreements between the Company and financial institutions. The agreements are still effective until outstanding loans being fully repaid.

Risk-related consequences

In case the Company is unable to comply with the terms and conditions, this may risk the Company being in breach of those financial covenants.

Risk management measures

The Company has prepared a financial projection for internal use. It can be used as a tool by management to forecast financial ratios of the future. Actual data in subsequent interim periods are closely monitored to lessen the chance of breaching any financial covenant.

Risk 7 Risk of Foreign Exchange Rates

Related risk factors	:	Financial Risk • Fluctuation in exchange rates, interest rates, or the inflation rate

ESG risk factors : No

Risk characteristics

The Group's exports of products and imports of raw materials, finished goods and machines & equipment are also exposed to risk of foreign exchange fluctuation.

Risk-related consequences

The Group cannot forecast income, cost and cash flow accurately.

Risk management measures

In 2025, the Company and a domestic subsidiary had export sales of approximately 5% and 50% of sales, respectively. Most of the export sales are in US Dollar and increase in line with the expansion of the export business. Most imports of the raw materials, machinery, and production equipment of the Company and its subsidiaries are managed via Natural Hedge by balancing foreign currency inflows and outflows. This includes maintaining Foreign Currency Deposit (FCD) accounts, particularly in US Dollar, to facilitate the matching of export proceeds with foreign currency payments and obligations. This also includes considering the use of foreign exchange forward contracts, as appropriate, to hedge against the risk arising from fluctuations in foreign currency exchange rates. Such arrangements enable the Company to achieve greater certainty over its cash flows and to formulate appropriate strategic plans accordingly.

In addition, negotiation and quotation of goods prices denominated in currencies other than US Dollar - such as in Thai Baht. The purpose of having a variety of foreign exchange currencies is for the sake of having a diversification of foreign exchange risk and lessening the impact on being dependent on any particular currency. Furthermore, negotiations are also made with major customers to allow adjustments of selling prices in the event of any significant foreign currency fluctuations.

With regard to overseas subsidiaries, their revenues are recorded in the respective local currencies approximately 95% of their total sales were made to local customers. At the same time, they import raw materials, production machinery and equipment in US Dollar based on the demand for raw materials, annual investment budget. The subsidiaries manage their foreign exchange related risks in line with the Companys guidelines depending on their respective situations. As such, their customer bases are extended to include overseas customers that will derive revenues in foreign currencies, while some raw materials are sourced locally in order to reduce the import quantity, or negotiations are made with some suppliers/distributors to transact in currencies other than the US Dollar. Effective planning of required investment as well as entering into the appropriate forward foreign exchange contracts are additional means to minimize the foreign exchange rates risks.

Risk 8 Interest Rate Risk

Related risk factors :

Financial Risk

- Fluctuation in exchange rates, interest rates, or the inflation rate

ESG risk factors : No

Risk characteristics

As of December 31, 2025, the Companys borrowing from local commercial banks, consisted of:

1. Working capital facilities which are based on MOR or Money Market Rate, a floating rate.
2. Long-Term loans to invest under the annual business expansion plan, to increase production capacity and efficiency with floating interest based on Prime rate.

The Company therefore, has risk exposure to movements of interest rates, particularly those floating rates when market interest rates fluctuate.

Risk-related consequences

Increased financial costs.

Risk management measures

The Company has implemented risk countermeasures for managing interest rate risk, as follows:

* Prepare cash flow projections and investment plans in advance so that the Company has sufficient time to find source of funds with appropriate finance costs, terms and conditions;

* Source additional revolving credit facilities from various financial institutions, in order to have more options in choosing the most appropriate source of short term funds;

* Prepay principal amount as deemed appropriate based on the Companys excess liquidity and the types of applicable interest rates of the respective credit facilities. Some credit facilities can be prepaid without incurring extra expense nor breaching financial covenants;

* Monitor the movement of market interest rates and other factors that may affect the change in interest rates in order to evaluate its trend, and consider appropriate interest rates when more long-term loan is needed. Comparison of the overall costs of financing from other alternatives than loan from commercial banks are taken into account;

* Consider an option of using fixed interest rate or floating rate which is based on various parameters for future borrowing of long-term loans in order to balance or diversify the risk of fluctuation of interest rate in the market;

* Use financial tools to mitigate risk on fluctuation of interest rates and ascertain financing cost for the Company.

Risk 9 Credit Risk

Related risk factors :

Financial Risk

• Other : Credit Risk

ESG risk factors : No

Risk characteristics

Most of the sales both domestic and export are on credit for existing and new customers, and expansion of customer base are under different credit terms, the Company therefore has exposure to credit risk that customers might not be able to pay when due.

Risk-related consequences

Inability to collect payments from customers, resulting in bad debts and causing the Company to experience liquidity issues.

Risk management measures

The Company has determined criteria for customer credit rating, sought information about customers, and analyzed their respective credit worthiness before granting credit lines. In addition, the majority of the Companys customers are large and medium-sized entities with strong financial standing; therefore their credit risk is relatively low. The overall concentration of credit risk remains at an acceptable level. Although there are a limited number of small customers within certain business line, these customers maintain substantial operations with sound financial positions. Nevertheless, the Company mitigates risk by maintaining a diversified portfolio that includes a broad range of smaller customers across various segments. Given our past experience in collection of accounts receivable, credit control & approval processes, the Company analyzes and closely monitor customers ability to pay on a regular basis. There may be a review and adjustment of the credit line and terms offered depending on customers payment behavior. Strict measure is in place to chase up those customers with slow or overdue payments. All in all, management believes that there is no significant credit risk or additional provision needed beyond the amounts provided as allowance for doubtful accounts.

With respect to overseas customers, export customers are required to open letter of credit or make partial or full payment before shipment if they are new customers or their financial circumstances are still in doubt.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

Summary of Business Continuity Plan (BCP) of Srithai Superware Public Company Limited

The Company has developed a Business Continuity Plan (BCP) to ensure the organization's readiness to respond effectively to emergencies and crises, including natural disasters, accidents, pandemics, and man-made disruptions. The goal is to maintain uninterrupted operations, minimize impacts, and enable a swift recovery of critical business processes.

Key Objectives of the BCP

* To ensure operational continuity and service delivery during crises.
* To minimize potential damage and losses.
* To build stakeholder confidence in the Company's crisis management capability.
* To define clear roles and responsibilities for crisis response.
* To comply with international standards for business continuity management.

Covered Risk Scenarios

1. Floods.
2. Storms.
3. Fires.
4. Power outages.
5. Acts of terrorism or sabotage.
6. Public demonstrations or riots.
7. IT or Internet system failures.
8. Pandemics or emerging infectious diseases.

Business Continuity Strategies

* Designated backup operation sites (e.g., Bangpoo and Amata City Chonburi branches).
* Availability of backup equipment, computer, IT systems, and sanitation supplies.
* Implementation of flexible work arrangements (e.g., Work from Home, staggered hours).
* Use of replacement personnel in critical roles.
* Coordination with government and external agencies.

BCP Team Structure

The BCP Team includes senior executives, department heads (Administration, HR, IT, Production, Engineering, Warehouse, Finance, Marketing, etc.), and liaison officers. Responsibilities and communication protocols are clearly defined for emergency situations.

Core Elements of the BCP

1. Understanding the business and governance structure.
2. Defining business continuity strategies.
3. Developing and implementing the BCP.
4. Testing, reviewing, and maintaining the plan regularly.
5. Embedding Business Continuity Management (BCM) awareness into organizational culture.

Impact and Risk Assessment Areas

The BCP identifies 6 key impact areas:

1. Buildings and primary operation sites.
2. Critical equipment and supplies.
3. Information technology and data systems.
4. Key personnel.
5. Vendors and service providers.
6. Corporate reputation and public image.

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

Companys sustainable supply chain management policy and guidelines	:	No

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Companys sustainable supply chain management plan	:	Yes

Supply chain management plays a crucial role in enhancing sustainability across all dimensions of business operations. The Company is committed to fostering collaboration with partners based on principles of transparency, equality, and open information sharing, leading to the development of products and services that sustainably meet customer needs. In this regard, the Company has established guidelines and criteria for selecting partners, requiring them to undergo screening based on their ESG (Environment, Social, Governance) practices. In 2025, the screening of sustainability-related issues for new suppliers focusing specifically on products and services relating to production revealed that all new suppliers successfully passed the Companys sustainability screening, which includes certain considerations such as labor welfare, promoting the use of environmentally friendly materials, and minimizing environmental impacts at every stage of business operations. The Company believes that collaboration among all stakeholders in managing the supply chain according to ESG principles will create added business value and drive mutual sustainable growth.

The Company recognizes the importance of "partners" in driving success within the supply chain and sustainable business development. Therefore, the Company has set a key goal of building strong relationships with its partners and has established a "Supplier Code of Conduct" as a framework for guiding partners in conducting business with social, environmental, and governance responsibilities. This framework ensures that both the Company and its partners are aligned in their efforts and direction, covering compliance with laws, respect for human rights, safety management, and proper environmental stewardship. In 2025, all suppliers signed and acknowledged their commitment to complying with the Companys Supplier Code of Conduct. The Company believes that close and transparent collaboration will enhance competitiveness and mutual success, enabling both parties to grow together. In this regard, the Company has published the full version of the "Supplier Code of Conduct" on its website at www.srithaisuperware.com under the topic "Good Corporate Governance and Sustainability".

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening criteria with new suppliers?	:	Yes

	2023	2024	2025
Percentage of new suppliers undergoing sustainability screening criteria over the past year (%)	100.00	100.00	100.00

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes

Reference link to supplier code of conduct : https://www.srithaisuperware.com/wp-content/uploads/2025/03/Business-Partner-Code-of-Conduct_eng.pdf

Page number of the reference link : 1-4

Information on key suppliers acknowledging compliance with the supplier code of conduct

Key suppliers acknowledging compliance with the supplier code of conduct

Does the company require key suppliers to acknowledge compliance with the supplier code of conduct? : Yes

	2023	2024	2025
Percentage of key suppliers acknowledging compliance with the supplier code of conduct over the past year (%)	100.00	100.00	100.00

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

Companys research and development (R&D) policy	:	No

Additional explanation for research and development (R&D) expenses over the past 3 years

Information on organizations innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's innovation culture	:	No

Information on innovation development benefits and research and development (R&D) expenses

Benefits of innovation development

Financial benefits

Does the company measure the financial benefits from innovation development?	:	No

Non-financial benefits

Does the company measure the non-financial benefits from innovation development?	:	No