



SUSTAINABILITY REPORT 2025

Thai Vegetable Oil Public Company Limited



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Message from the Chief Executive Officer

In 2025, **Thai Vegetable Oil Public Company Limited (TVO)** continued to navigate a challenging operating environment shaped by both domestic and global factors. These include geopolitical uncertainties, trade tensions and protectionist measures, weakening purchasing power across multiple markets, as well as the escalating impacts of climate change. Such dynamics have directly affected the commodities sector and global food value chains in which the Company operates.

Against this backdrop, the Company has closely monitored developments at both regional and global levels and has conducted its business with a strong emphasis on strategic resilience. This includes diversifying sourcing strategies, proactively managing foreign exchange risks, and maintaining disciplined cost control. These measures are designed to strengthen business stability and enhance the Company’s ability to navigate long-term volatility.

At the same time, TVO remains firmly committed to advancing its Environmental, Social, and Governance (ESG) agenda. The Company continues to mitigate climate-related impacts by improving operational efficiency and integrating innovation

into its production processes. This includes investments in technologies that enhance resource efficiency, reduce environmental pollution, and lower greenhouse gas emissions. In parallel, the Company places strong emphasis on human capital development and transparent governance practices, ensuring that TVO remains adaptive and resilient in an evolving business landscape.

Since 2025, TVO has made tangible progress in strengthening both financial and environmental performance through strategic investments in advanced technologies and digital systems. Key initiatives include the implementation of predictive maintenance systems, process optimization, and energy management systems. In addition, the successful recommissioning of TVO 1 following a comprehensive technology upgrade has significantly enhanced production capacity and improved overall operational efficiency.

Beyond operational excellence, the Company is also committed to enhancing employee well-being. TVO has undertaken the renovation of its existing office buildings in alignment with green building principles, aiming to create a working environment that supports health, safety, and productivity.





“ I firmly believe that sustainable growth and business performance must go hand in hand.

TVO remains committed to driving innovation, expanding business opportunities, and strengthening ESG risk management capabilities. Our goal is to advance as a resilient and responsible organization that delivers long-term value to all stakeholders”

Driven by its strong commitment to sustainability, the Company has continued to receive recognition from leading external institutions in 2025. TVO was included in the Sustainability Yearbook based on the S&P Global Corporate Sustainability Assessment (CSA). In addition, the Company achieved an “AAA” rating in the SET ESG Ratings by the Stock Exchange of Thailand and was selected as one of the ESG 100 companies for the 10th consecutive year.

As Chief Executive Officer, I firmly believe that sustainable growth and business performance must go hand in hand. TVO remains committed to driving innovation, expanding business opportunities, and strengthening ESG risk management capabilities. Our goal is to advance as a resilient and responsible organization that delivers long-term value to all stakeholders.

On behalf of the management team, I would like to express my sincere appreciation to our shareholders, employees, business partners, and all stakeholders for your continued trust and support in TVO’s sustainability journey.

Pachai Chanpitaksa
Chief Executive Officer





About This Report

Thai Vegetable Oil Public Company Limited (“TVO”) has continuously published its Sustainability Report for the 12th consecutive year, reflecting the Company’s commitment to conducting business with responsibility, transparency, and accountability. This report covers the Company’s economic and corporate governance, environmental, and social performance for the reporting period from 1 January 2025 to 31 December 2025.

The content of this report is developed based on the assessment of **material topics** that significantly impact both the organization and its stakeholders. TVO aims to address stakeholder needs and expectations in a comprehensive, transparent, and verifiable manner.

Report Objectives

This report aims to communicate TVO’s sustainability performance to all stakeholder groups, while demonstrating the integration of business strategy, risk management, and ESG performance that are material to the Company’s short-, medium-, and long-term growth.

Reporting Scope

The disclosures in this report present information and impacts arising across TVO’s entire value chain. The reporting scope covers the Company’s head office, operational sites, and all relevant stakeholder groups. This report excludes joint ventures and other associated companies.

Reporting Framework and Guidelines

This report has been prepared with reference to the **GRI Standards**, to disclose the Company’s significant impacts on the economy, environment, and society. In addition, TVO has taken into consideration evolving global sustainability disclosure trends and is in the process of exploring reporting approaches aligned with internationally recognized sustainability standards that integrate financial information, such as the **IFRS Sustainability Disclosure Standards**, to continuously enhance the quality and alignment of its disclosures with global best practices.

Governance and Data Review

The information presented in this report has undergone a structured process of data collection and verification by relevant internal functions, in accordance with the Company’s internal control and risk management systems. The Board of Directors and management play an active role in overseeing the Company’s sustainability performance to ensure that disclosures are accurate, transparent, and verifiable.

Assurance

Economic performance data disclosed in this report is consistent with that presented in the Company’s Annual Report, which is prepared in accordance with applicable accounting standards and audited by a certified external auditor.

Environmental and social performance data has been independently assured by an external assurance provider for accuracy and alignment with the **GRI Standards (2021)**, as detailed in pages 119-123.

Feedback and Contact

TVO values feedback and suggestions from stakeholders as an important input for improving both its sustainability performance and reporting practices. Stakeholders are invited to share their feedback via the QR Code provided.



Feedback Survey
2025

For Further Information, Please Contact:

ESG Department

Thai Vegetable Oil Public Company Limited

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Thonburi, Bangkok 10600, Thailand

+66 2 477 9020

sd@tvothai.com





About TVO



About TVO



Our Business

Thai Vegetable Oil Public Company Limited

Stock Symbol:

TVO

Founded in 1985, the Company was listed on the Stock Exchange of Thailand in 1990.

Industry Group:

Agro and Food Industry

Sector: Food and Beverage

Products:

TVO is manufacturer and distributor of edible oil under the “**A-Ngoon**” brand, and animal feed ingredients under the “**TVO**” brand. With two main product categories, namely:

- **Edible Vegetable Oil Products** - Including soybean oil as the primary product, along with corn oil, sunflower oil, and canola oil under the "A-Ngoon" brand. Additionally, TVO is the exclusive distributor of high-quality Italian olive oil, “MONINI” brand in Thailand. Furthermore, TVO exports soybean oil under the “Healthy Chef” and “Queen” brands to international markets, including Cambodia, Myanmar, and the Philippines.
- **Soybean Meal Products** - Covering products such as soybean meal and lecithin, which are key components in the animal feed industry.

Head Office:

149, Ratchadapisek Road (Thapra-Taksin),
Bukhalow, Thonburi, Bangkok 10600

Factory:

81/7 Moo 1, Thaiyawas Sub-district,
Nakorn Chaisri District, Nakorn Pathom 73120

Paid-up registered capital: 889,471,248 baht

Number of employees: 1,131 (As of 31st December 2025)

Membership of associations:





Products

Cooking Oil for Domestic Market

TVO is proud to be a company that produces superior quality and reliable products. Our products Angoon Soybean Oil are a trustworthy product and acquire widely acceptance in Thailand.



Cooking Oil for International Market

TVO is proud to be a part of exporting soybean oil and canola oil, that has been standardized in exporting quality to the food industry, resin or paint industry, and general household customers with the Healthy Chef and Queen brands that are recognized and well-known



Industrial Oil

TVO distribute vegetable oil not only for retail customers but also industrial customers in order to satisfy the needs of a huge amount of vegetable oil usages and to be selected in diversify industries.



Feed Ingredients

TVO selects high protein content soybean which suitable for compound feed ingredients. We use Biosecurity system as production process standard resulted in high quality, sterile and fresh products used as growth promoters in animals.



Other Products

Apart from being producer and distributor of soybean oil and soybean meal, TVO is an official distributor of high quality olive oil from Italy and other safe and nutrient-dense products.





Philosophy

The company is committed to achieving quality, stable, and sustainable growth, producing high-quality products to enhance people's quality of life, while creating added value for shareholders and contributing to the well-being of society and the environment.



Vision

To expand into the food business while maintaining strong leadership in the vegetable oil and animal feed ingredients industries.

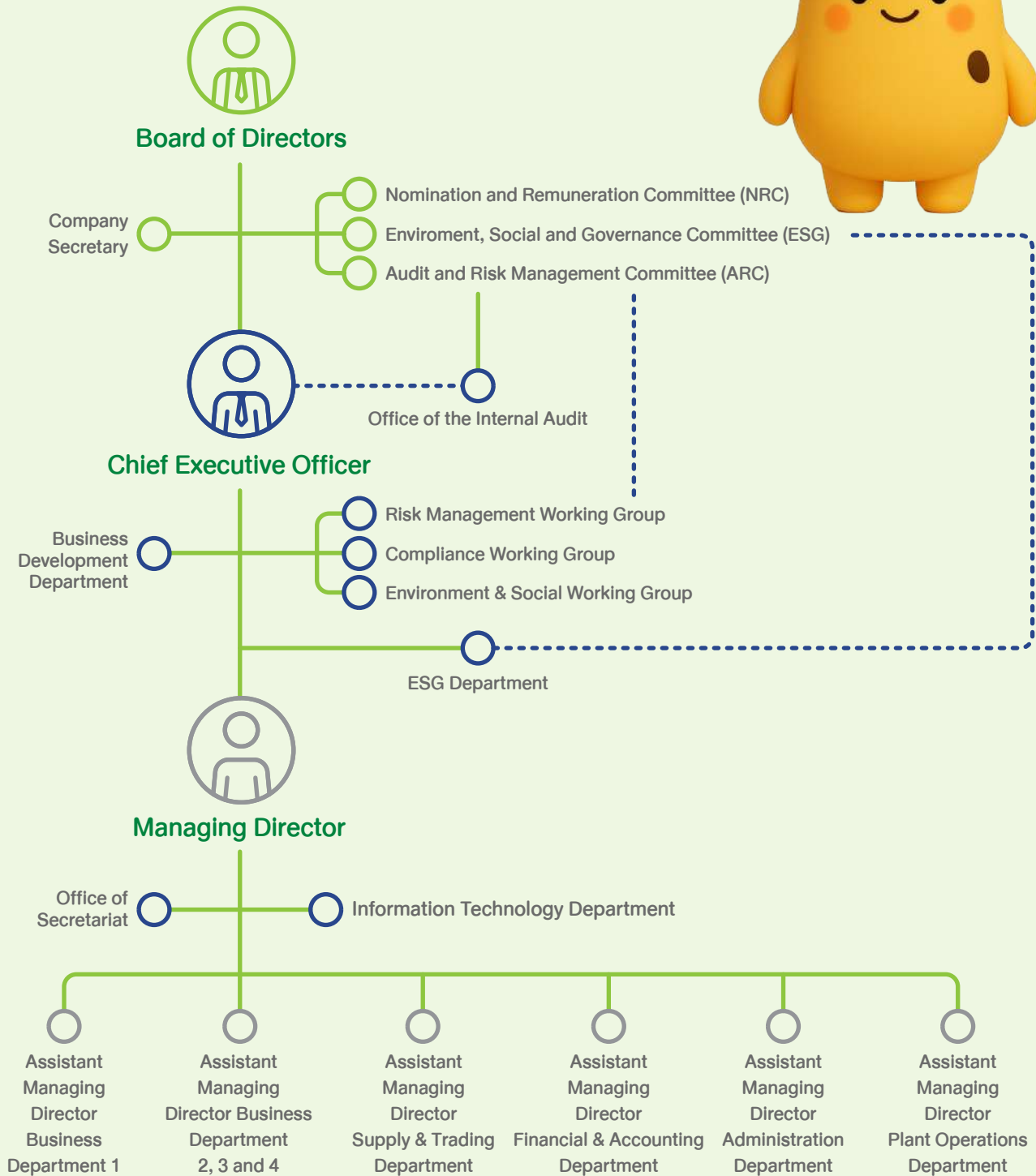
Mission

- Develop and recruit talents equipped with knowledge and skills in technology and digital innovation.
- Enhance production efficiency to strengthen competitiveness and elevate the quality and standards of products and services to meet the diverse needs of customers.
- Advance into the food and future food businesses across the entire value chain, encompassing both existing and new businesses.
- Foster the development of technology and innovation in alignment with ESG principles, reinforcing leadership in industries that grow alongside communities, care for society, and respect the environment.



Organization Chart

(as of April 1, 2026)





The Rewards of Our Pride



Corporate Governance Report of Thai Listed Companies (CGR) 2025

Thai Vegetable Oil Public Company Limited was rated “Excellent” (5 stars) in the 2025 Corporate Governance Report of Thai Listed Companies (CGR), conducted by the Thai Institute of Directors Association. The Company has maintained this highest rating for seven consecutive years and was ranked in the Top Quartile among companies with a market capitalization between THB 10,001–30,000 million, as well as within the Agro and Food Industry group. This recognition reflects TVO’s strong commitment to transparent and effective corporate governance practices, reinforcing stakeholder confidence and supporting sustainable long-term value creation.



CAC Membership Certification

TVO has been granted its second renewal of certification as a member of the Thai Private Sector Collective Action Against Corruption (CAC) by the Thai Private Sector Collective Action Against Corruption Council. The certification is valid for a three-year period (2025–2028). This achievement reflects the Company’s continued commitment to transparency, strong corporate governance, and ethical business conduct, reinforcing trust and confidence among all stakeholders.



CAC Change Agent

TVO has been recognized as a CAC Change Agent by the Thai Private Sector Collective Action Against Corruption. This recognition reflects the Company’s commitment to extending a culture of transparency and ethical business conduct across its value chain. TVO actively supports and encourages its business partners to declare their commitment to anti-corruption principles under the CAC Change Agent program.



AGM Checklist Assessment 2025

TVO was evaluated under the AGM Checklist Assessment 2025, conducted by the Thai Investors Association. The Company achieved a full score of 100 and was rated “Excellent – A Model AGM”, maintaining this top rating for five consecutive years.



SET ESG Ratings – AAA

TVO has been included in the SET ESG Ratings 2025, awarded by the Stock Exchange of Thailand, for the ninth consecutive year within the Agro and Food Industry group. In 2025, the Company achieved the highest rating of AAA, reflecting its strong commitment to integrating sustainability into all aspects of its operations across environmental, social, and governance (ESG) dimensions. This recognition underscores TVO’s dedication to responsible business practices and its accountability to all stakeholder groups, supporting long-term sustainable value creation.



ESG100 Recognition 2025

TVO has been selected as one of the ESG100 companies for 2025, organized by the ThaiPAT Institute. The Company has been recognized for its outstanding performance in sustainable business practices across environmental, social, and governance (ESG) dimensions for 10 consecutive years (2016–2025), from a total of 921 listed securities evaluated.



CSR-DIW Continuous Award 2025

TVO has received the CSR-DIW Continuous Award 2025 from the Department of Industrial Works. The Company has been recognized for its sustained commitment, with TVO1 plant receiving the award for six consecutive years, and TVO3 and OP3 plants for two consecutive years. This achievement reflects TVO’s dedication to maintaining high standards in corporate social responsibility, environmentally responsible operations, and active community engagement, contributing to sustainable development at both the operational and community levels.



Sustainability Disclosure Award 2025

TVO received the Sustainability Disclosure Award 2025, recognizing the Company’s commitment to sustainable development across all dimensions, as well as its transparent and comprehensive disclosure to the public and relevant stakeholders. The award reflects TVO’s adherence to internationally recognized reporting practices, with disclosures prepared in accordance with the Global Reporting Initiative (GRI) Standards.



No. 1 Sales Achievement by NielsenIQ (NIQ)

TVO, has been recognized as the No. 1 brand in soybean oil sales by NielsenIQ for 2025. This recognition, based on market data and analytics in the consumer goods sector, reaffirms the Company’s strong market leadership and reflects the continued trust placed in its products by consumers nationwide.



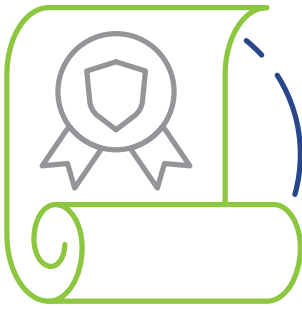
FDA Quality Award 2025

TVO, received the FDA Quality Award 2025 in the Outstanding Food Establishment category from the Thai Food and Drug Administration under the Ministry of Public Health. This recognition reflects the Company’s strong commitment to delivering high-quality products that contribute to improving the quality of life for consumers. It also reinforces TVO’s leadership in the industry, operating with a balanced focus on community well-being, social responsibility, and environmental sustainability.



Thailand’s Most Admired Brand 2025

TVO, the manufacturer and distributor of “A-Ngoon” edible oil, received the Thailand’s Most Admired Brand 2025 award from BrandAge Magazine. The Company was recognized as the most trusted edible oil brand in Thailand, reflecting its position as the No. 1 market leader consistently trusted by consumers for five consecutive years.



Quality Products



ISO 9001

Quality Management System



ISO 14001

Environmental Management System



FSSC 22000

Food Safety System Certification



ISO 45001:2018

Occupational Health and Safety
Management



ISO 50001

Energy Management System



Thai Labor Standard (TLS)

MRL 8001-2563, Basic Level.



Green Industry



Halal



ISO/IEC 17025

General requirements
for the competence of testing and
calibration laboratories



GHPs

Good Hygiene Practices



HACCP

Hazard Analysis and
Critical Control Point



GMP Plus

Good Manufacturing Practices



Kosher



The Company has been certified by
SEDEX / SMETA

Sedex Members Ethical Trade Audit for its practices in labor protection, health and safety, environmental management, and business integrity. This certification demonstrates the company's compliance with relevant laws and regulations for vendors supplying goods and services to customers, ensuring ethical and responsible business operations.



The company has been certified under the sustainability standards of the **Round Table on Responsible Soy Association (RTRS)**,

an internationally recognized certification for responsible soybean production and usage. The certification covers key sustainability aspects, including labor rights and working conditions, land rights and natural resource use, and the reduction of the environmental and biodiversity impacts associated with soybean cultivation.



The Company has been certified as an **AOCS Approved Chemist by the American Oil Chemists' Society (AOCS)**,

demonstrating expertise in analyzing the quality of oil and soybean meal products using internationally recognized methods.



“Thai Vegetable Oil Public Company Limited
has been selected for inclusion in the Sustainability Yearbook 2026
by S&P Global, recognizing its strong sustainability performance
within the Food Products industry”



S&P Global

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Thai Vegetable Oil Public Company Limited
Food Products

Sustainability Yearbook Member

Corporate Sustainability Assessment (CSA) 2025

71/100 | Score date February 11, 2026

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S&P Global

Corporate Sustainability Assessment (CSA)

In 2025, Thai Vegetable Oil Public Company Limited was selected for inclusion in the Sustainability Yearbook, based on the Corporate Sustainability Assessment (CSA) conducted by S&P Global, within the Food Products industry.


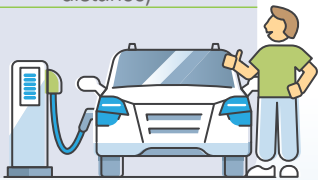
This recognition underscores the Company’s strong ESG performance aligned with international benchmarks. Notably, TVO is the first vegetable oil producer in Thailand to achieve inclusion in this prestigious global sustainability benchmarking.

TVO Elevates Its Office Building to Green Building Standards Advancing Environmental Performance and Sustainable Workplace Well-being


TVO has undertaken an office renovation project to enhance environmental standards, energy efficiency, and employee well-being. The project is managed by a dedicated working team responsible for planning, execution, and systematic performance monitoring. An operation and maintenance (O&M) manual has also been developed to support long-term building performance.

Beyond reducing environmental impacts, the renovation creates a workplace that is open, comfortable, well-ventilated, and energy-efficient—supporting long-term employee productivity and well-being.

Sustainable Site & Green Space, Integrating nature into the workplace

 <p>Expanded green and open spaces, with more than 90 trees planted</p>	<p>Reduced urban heat and enhanced outdoor relaxation areas</p> <p>Promoted low-carbon transportation with proximity to public transit (within 500 meters walking distance)</p>
<p>Supported sustainable mobility through EV charging stations and bicycle parking</p> 	

Indoor Environmental Quality



<p>Fresh air ventilation in accordance with ASHRAE 62.1-2007</p>	<p>Daylight access for more than 56% of occupied areas</p>
<p>Thermal comfort designed based on ASHRAE 55-2004, controlling temperature, humidity, and air movement</p>	
<p>Negative pressure system in chemical-use areas (e.g., copy rooms)</p>	<p>100% smoke-free building</p>
<p>Use of low-emitting materials (Low VOCs) such as paints and adhesives</p>	<p>High-efficiency air filtration system to reduce dust and pollutants</p>

Energy Efficiency


Enhancing building energy performance

<p>Installation of heat-reducing glass to minimize heat transfer</p>	<p>Full conversion to LED lighting</p>	<p>Installation of solar rooftop panels, generating approximately 1.5% of total electricity consumption</p>
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Advancing Materials and Resource Efficiency Through Circular Economy Practices

Preserved more than 75% of the existing building structure	 Reused or recycled over 75% of construction waste generated during the renovation process
Selected environmentally certified materials, including Green Label and Carbon Label products, representing at least 10% of the total construction material value	
Utilized recycled materials accounting for more than 30% of the total construction material value	Used locally sourced materials representing more than 20% of the total construction material value

Environmental Protection Across All Dimensions

Waste separation stations installed on every floor, supported by a systematic waste management program	Use of refrigerants and fire suppression systems that are free from ozone-depleting substances
Reduced heat transfer to surrounding areas by locating air compressor units more than 4 meters away from adjacent properties	Wastewater quality monitoring prior to discharge, with energy metering systems installed for wastewater treatment operations




Intelligent Building Systems

Integrated audiovisual (AV) systems that fully support hybrid and online meetings	24-hour CCTV surveillance systems to enhance safety and security throughout the building
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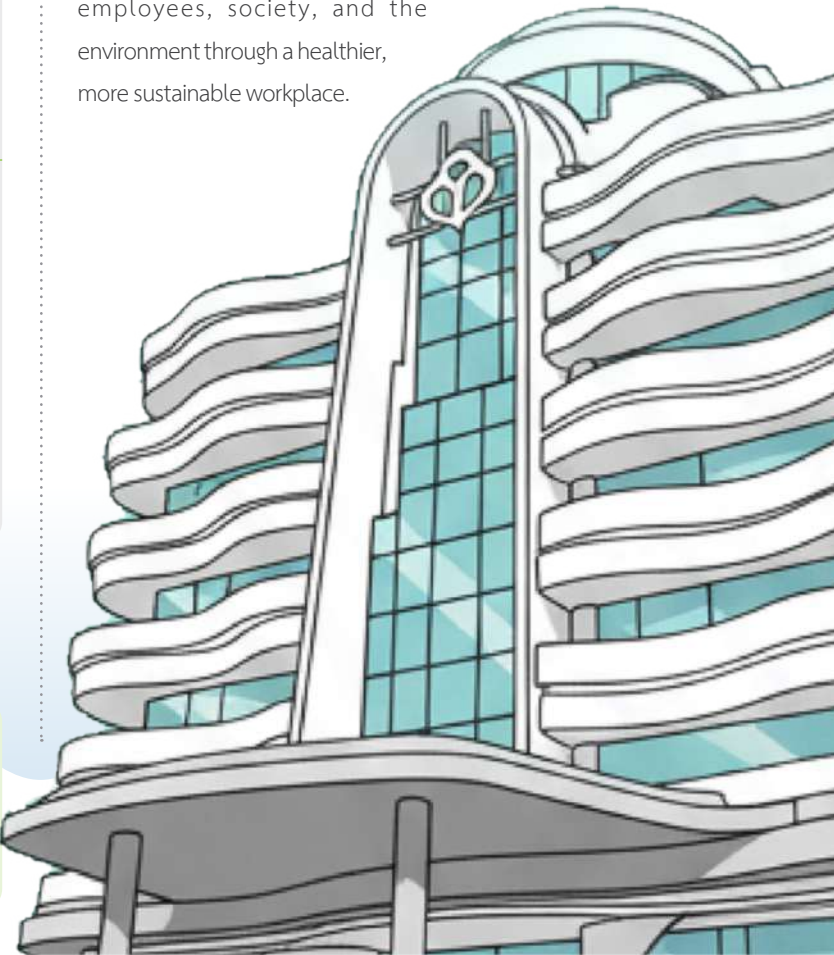
Water Efficiency

Installation of water-efficient sanitary fixtures and faucets can water consumption by **more than 45%** compared to baseline



TVO Advancing Toward a Fully Sustainable Workplace

TVO continues to drive sustainability across all dimensions of its business operations. The office renovation project marks another important milestone, reflecting the belief that “a quality working environment is the foundation of quality performance.” This transformation also demonstrates TVO’s readiness to achieve TREES Platinum green building standards while creating long-term shared value for employees, society, and the environment through a healthier, more sustainable workplace.





TVO Sustainability



Sustainability Management

Thai Vegetable Oil Public Company Limited recognizes that Environmental, Social, and Governance (ESG) factors, including climate change, may materially impact its competitiveness, operational performance, and financial position across the short, medium, and long term. The Company has therefore integrated sustainability considerations into its governance framework, corporate strategy, and enterprise risk management processes. ESG factors are systematically embedded into strategic planning, resource allocation, and performance evaluation to effectively manage related risks and opportunities, strengthen business continuity, and drive long-term value creation.

The Board of Directors places strong emphasis on ESG oversight and has established an ESG Committee to govern and guide the Company's sustainability agenda. The ESG management structure is organized across three levels policy, management, and operational to ensure clear accountability and effective execution. Key performance indicators (KPIs) are defined and regularly monitored to ensure that ESG performance delivers measurable outcomes and remains aligned with business objectives.



The Company conducts a Double Materiality Assessment to identify and prioritize key sustainability issues. This approach considers both the financial impacts of ESG factors on the Company (outside-in perspective) and the Company's impacts on the economy, society, and the environment (inside-out perspective). The results are used to inform strategic direction, target setting, risk and opportunity management, as well as investment prioritization and sustainability initiatives.

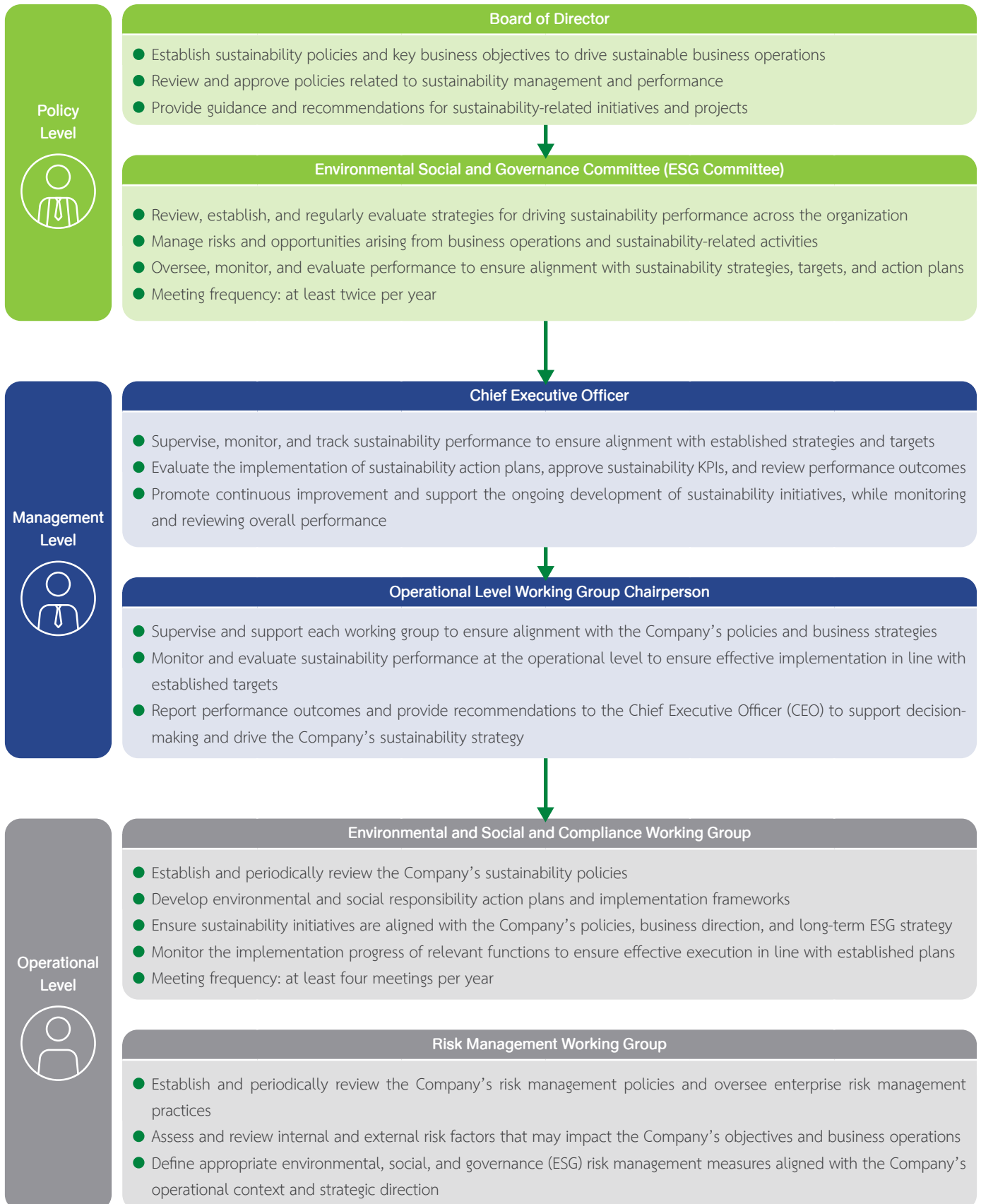
In addition, ESG performance is regularly monitored and disclosed to ensure transparency and accountability. The Company actively engages with stakeholders and continuously enhances its disclosure practices. TVO's sustainability management and reporting are aligned with internationally recognized frameworks, including the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), Task Force on Climate-related Financial Disclosures (TCFD), and the United Nations Sustainable Development Goals (SDGs).



Sustainability
Policy



Board's Oversight of Sustainability Risks and Opportunities.





Sustainability Strategy

The Company has developed a sustainability strategy to align its operations with its sustainability policy, support the delivery of its core business strategy, and integrate sustainability considerations into its business practices, in alignment with the United Nations Sustainable Development Goals (SDGs), as outlined below.



Foster strategic collaborations throughout the value chain to develop sustainable products



The Company actively engages stakeholders across its value chain under sound corporate governance principles, from sustainable raw material sourcing to environmentally responsible production and food safety, supported by advanced technologies. This integrated approach enables the Company to respond to evolving consumer trends while delivering high-quality products that promote better nutrition and enhance consumer well-being.



Integrate a Green Culture in the operation throughout the product lifecycle



The Company is committed to the continuous improvement of its production processes through the application of innovation and advanced technologies to maximize resource efficiency. These efforts contribute to achieving its net zero greenhouse gas emissions ambition, while preserving ecosystem balance and enabling long-term sustainable growth.



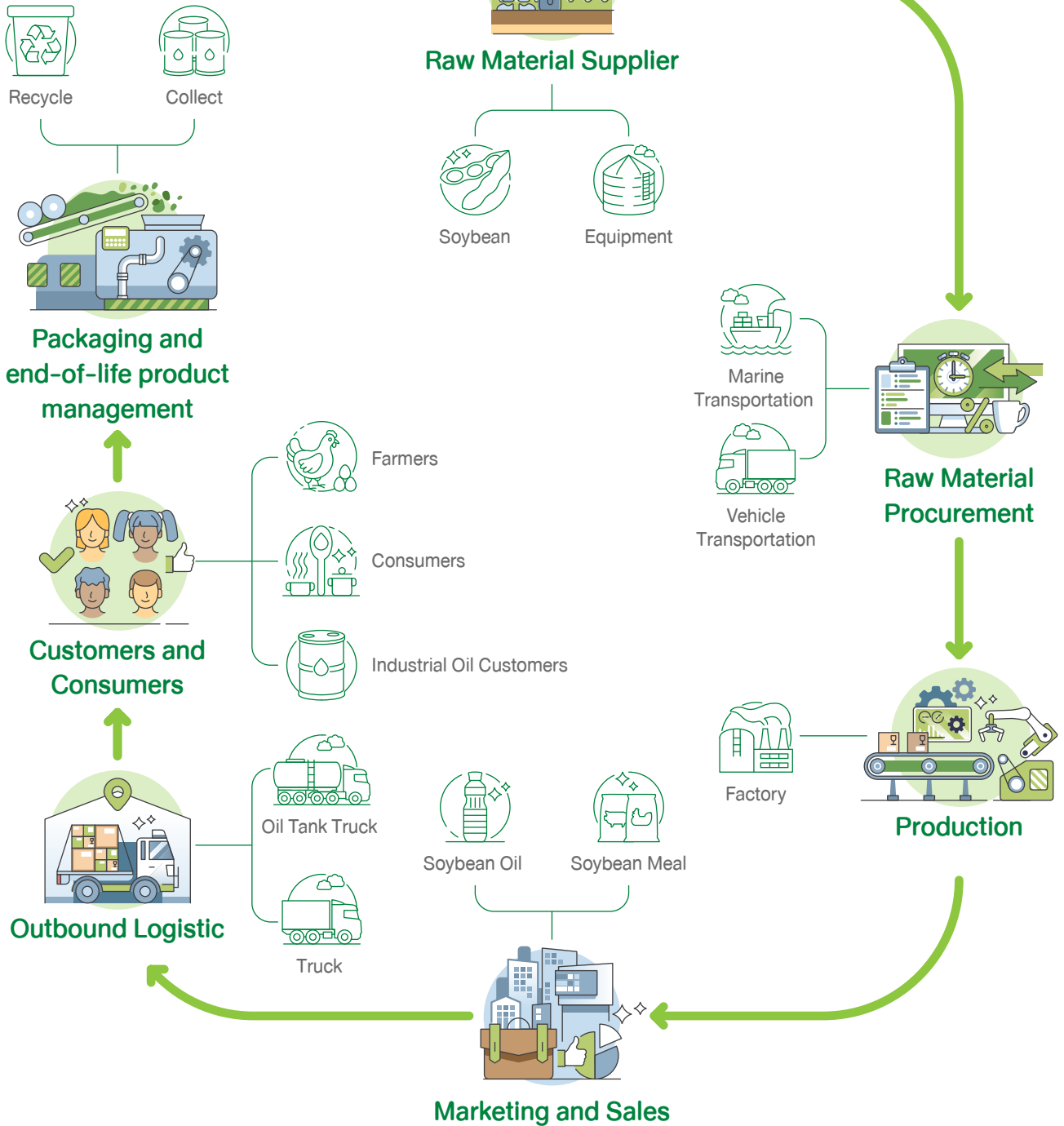
Creating Shared Value for All Stakeholders



The Company promotes inclusive engagement with all stakeholder groups under strong corporate governance principles, while contributing to social development and community well-being. This includes efforts to reduce social inequality and enhance the quality of life of surrounding communities, supporting long-term sustainable value creation.



Value Chain





TVO places importance on sustainable value chain management by integrating risk management practices across its operations to address potential impacts on business performance, environmental and social aspects, as well as corporate governance.

Value Chain

Raw Material Procurement

- Prioritize the procurement of sustainably sourced raw materials in accordance with internationally recognized standards.
- Promote domestic soybean cultivation to enhance crop yield and improve the quality of raw materials produced by Thai farmers in line with the Company’s quality standards.
- Encourage business partners to operate ethically, respect human rights, and demonstrate social responsibility by integrating ESG (Environmental, Social, and Governance) criteria into supplier selection and evaluation processes to support sustainable value chain management.

Relevant stakeholders



Suppliers
Raw Material
Supplier



Communities & Societies



Employees



Government Agencies

Inbound Logistic

- Prioritize transportation safety for raw material logistics by requiring business partners to comply with applicable laws, transportation regulations, and safety standards to minimize potential transportation-related impacts.
- Provide mandatory safety orientation and workplace safety training for all business partners prior to entering operational areas to promote occupational health, safety, and workplace environment standards.



Suppliers
Raw Material
Supplier



Communities & Societies



Employees



Government Agencies

Production

- Adopt digital technologies to enhance competitiveness, improve production processes, increase the use of renewable energy, reduce greenhouse gas emissions, and optimize resource efficiency throughout operations.
- Mitigate potential impacts from production processes on communities, society, and the environment by establishing a community relations team responsible for impact monitoring, remediation, preventive actions, and strengthening relationships with communities surrounding the Company’s operations.



Suppliers
Raw Material
Supplier



Communities & Societies



Employees



Government Agencies

Value Chain

Marketing and Sales

- Continuously develop products and improve service quality to meet customer needs, enhance customer experience, and strengthen customer engagement across both animal feed ingredient products and consumer edible oil products.
- Expand into international markets by upholding product quality, nutrition, and food safety standards under fair and appropriate pricing practices.
- Develop low-carbon products to support customers' carbon neutrality and net zero greenhouse gas emissions targets.

Relevant stakeholders



Employees



Customers
and
Consumers



Competitors

Outbound Logistic

- Manage distribution and logistics operations efficiently to ensure timely and reliable product delivery to customers and consumers in both domestic and international markets.
- Provide mandatory safety orientation and workplace safety training for all business partners prior to entering operational areas to promote occupational health, safety, and workplace environment standards.



Suppliers



Communities
&
Societies



Employees



Government
Agencies

Customers and Consumers

- Conduct research and development of new products to address evolving consumer trends and market demands.
- Promote awareness and understanding of proper nutrition through the Company's products while continuously strengthening TVO brand recognition among customers and consumers.
- Conduct customer and consumer satisfaction assessments to improve products, services, and logistics management, with the aim of maximizing customer satisfaction across all customer groups.



Customers
and
Consumers



Employees

Packaging and end-of-life product management

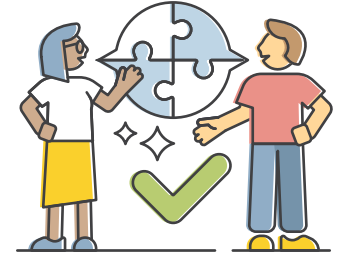
- Packaging and end-of-life product management
- Explore the use of environmentally friendly materials and packaging in line with circular economy principles, including recyclable and recycled materials.
- Eliminate the use of single-use packaging materials.
- Study and develop effective end-of-life product and packaging management systems.



Communities &
Societies



Stakeholder Engagement



The Company recognizes stakeholder engagement as a key mechanism for driving sustainable business operations. TVO implements a systematic, transparent, and ongoing stakeholder management process, with an emphasis on two-way communication to understand stakeholders' perspectives, expectations, concerns, and recommendations comprehensively. The information obtained is incorporated into corporate strategy development, risk and opportunity management, materiality assessment and review processes, as well as the enhancement of ESG practices in alignment with international standards.





TVO categorizes its stakeholders into seven key groups: **1** Employees **2** Customers and Consumers **3** Suppliers **4** Shareholders **5** Community and Society **6** Competitors and **7** Government and regulatory authorities. The Company establishes appropriate engagement approaches and communication channels tailored to each stakeholder group, while continuously monitoring, evaluating, and incorporating stakeholder feedback into its operational improvement processes. This enables the Company to effectively respond to stakeholder expectations and strengthen sustainable business operations. Key stakeholder engagement approaches are summarized as follows:





Stakeholder		
	 Needs and Expectations	<ul style="list-style-type: none"> ● Fair compensation and employee benefits ● Career growth and job security ● Workplace health and safety ● Employee knowledge and skill development
	 TVO's Response	<ul style="list-style-type: none"> ● Develop competitive compensation and welfare programs aligned with market practices and employee well-being. ● Implement flexible working hour arrangements to support work-life balance and employee well-being. ● Strengthen occupational health and safety standards across all operational areas. ● Establish performance management and talent development systems to support employee capability enhancement and career progression. ● Foster a collaborative organizational culture and enhance employee competencies through comprehensive training programs across all levels. ● Operate in line with human rights principles and fair labor practices.
	 Engagement Approach	<ul style="list-style-type: none"> ● Establish a welfare committee in the workplace to represent employees and support employee well-being initiatives. ● Conduct employee engagement and satisfaction surveys to assess employee perspectives and improve workforce management practices. ● Provide internal communication channels and grievance mechanisms to promote transparent communication and employee participation. ● Implement training and capability development programs to enhance employees' knowledge, skills, and professional competencies.

Stakeholder		
<p>Customers and Consumers</p>	<p>Needs and Expectations</p>	<ul style="list-style-type: none"> ● Product quality, standards, and safety ● Accurate and transparent product information disclosure ● Efficient product delivery and service performance
	<p>TVO's Response</p>	<ul style="list-style-type: none"> ● Enhance production processes and product quality control systems to maintain product quality and safety standards ● Develop products in line with market demand and relevant regulatory and industry standards ● Establish complaint handling and corrective action tracking systems to improve customer responsiveness and service quality ● Organize cooking competitions, seasonal campaigns, and consumer education activities to promote knowledge and awareness regarding soybean oil consumption ● Conduct online and offline promotional activities throughout the year to strengthen customer and consumer engagement ● Participate in trade fairs and exhibitions to enhance brand recognition and market presence ● Organize the “Monthly Market Update by TVO” seminar on a monthly basis via Microsoft Teams to provide updates on agricultural commodity market trends and industry developments
	<p>Engagement Approach</p>	<ul style="list-style-type: none"> ● Digital communication channels and direct customer engagement ● Customer satisfaction surveys ● Complaint and feedback channels ● Customer engagement and educational activities ● Development of educational content through social media platforms, including “น้ำมันอ่อนๆ ทุกหยดใส่ใจ” and “น้ำมันพืช ตราอ่อนๆ” to enhance consumer awareness and engagement

Stakeholder		
<p>Suppliers</p>	<p>Needs and Expectations</p>	<ul style="list-style-type: none"> ● Transparent and fair procurement practices ● Long-term business partnership and collaboration ● Compliance with environmental, social, and governance (ESG) standards
	<p>TVO's Response</p>	<ul style="list-style-type: none"> ● Establish transparent and fair procurement criteria and processes. ● Conduct ESG and Code of Conduct assessments as part of supplier screening and evaluation processes. ● Perform supplier assessments and promote sustainable supply chain practices through self-declaration questionnaires and on-site audits. ● Communicate the Company's anti-corruption Manual, No Gift Policy, and Supplier Code of Conduct to business partners. ● Announce and enforce a policy prohibiting all forms of improper benefits, whether direct or indirect. ● Encourage business partners to participate in the Thai Private Sector Collective Action Against Corruption (CAC). ● Make payments for goods and services within agreed credit terms and contractual conditions established between the Company and suppliers.
	<p>Engagement Approach</p>	<ul style="list-style-type: none"> ● Supplier meetings and communication channels ● Supplier assessment and monitoring processes ● Complaint and grievance channels for business partners



Stakeholder		
 <p>Shareholders</p>	 <p>Needs and Expectations</p>	<ul style="list-style-type: none"> ● Strong and stable business performance ● Good corporate governance ● Risk management ● ESG disclosure and transparency
	 <p>TVO's Response</p>	<ul style="list-style-type: none"> ● Conduct business operations in accordance with good corporate governance principles. ● Comply with applicable laws and regulations while ensuring transparent and fair disclosure of information. ● Implement systematic risk management processes across business operations. ● Provide appropriate dividend payments to shareholders in line with the Company's dividend policy. ● Develop production processes and products that support sustainable business growth.
	 <p>Engagement Approach</p>	<ul style="list-style-type: none"> ● Annual General Meeting of Shareholders (AGM) ● Analyst meetings and investor relations activities ● Opportunity Day activities ● Communication and information disclosure to retail investors, institutional investors, and analysts through telephone and email channels ● Media communication through Facebook Live sessions ● Feedback and grievance channels ● Information disclosure through the Annual Report, Sustainability Report, and the Company's website

Stakeholder		
 <p>Communities and Societies</p>	 <p>Needs and Expectations</p>	<ul style="list-style-type: none"> ● Safe and responsible business operations with minimized impacts on the environment and surrounding communities ● Participation in activities that support community development and improve quality of life ● Accessible complaint channels and effective grievance management processes with timely response mechanisms
	 <p>TVO's Response</p>	<ul style="list-style-type: none"> ● Conduct operations responsibly and in compliance with applicable laws and regulations. ● Apply technology and innovation to reduce environmental impacts across operations. ● Support local employment and income generation while strengthening community self-reliance through the "TVO Career Promotion for Communities" project. ● Promote quality of life, contribute to community and social development, and preserve local traditions and cultural heritage. ● Establish a community relations team to receive complaints and recommendations, including implementing corrective and preventive action measures to prevent recurrence.
	 <p>Engagement Approach</p>	<ul style="list-style-type: none"> ● Community engagement visits and stakeholder consultations to receive feedback, suggestions, and complaints ● Meetings with community leaders and government authorities ● Participation in activities that promote local culture and community relations ● Community relations committee meetings ● Communication and grievance channels for surrounding communities

Stakeholder		
<p>Competitors</p>	<p>Needs and Expectations</p>	<ul style="list-style-type: none"> ● Fair competition and business operations conducted in accordance with business ethics principles ● Compliance with applicable industry standards and practices
	<p>TVO's Response</p>	<ul style="list-style-type: none"> ● Conduct business operations under fair competition practices. ● Support the enhancement of industry standards and responsible business practices. ● Refrain from actions that could damage the reputation of stakeholders or related parties.
	<p>Engagement Approach</p>	<ul style="list-style-type: none"> ● Company grievance channels and industry-level information exchange mechanisms

Stakeholder		
<p>Government and regulatory authorities</p>	<p>Needs and Expectations</p>	<ul style="list-style-type: none"> ● Compliance with applicable laws, regulations, government policies, and environmental standards ● Social and environmental responsibility ● Cooperation and participation in relevant activities and initiatives
	<p>TVO's Response</p>	<ul style="list-style-type: none"> ● Strictly comply with applicable laws, regulations, and relevant requirements. ● Continuously improve operations to ensure alignment with regulatory requirements and standards. ● Cooperate with government authorities and continuously support social initiatives in collaboration with the public sector, such as the CSR-DIW program.
	<p>Engagement Approach</p>	<ul style="list-style-type: none"> ● Monitoring government policies and participating in public sector programs and initiatives ● Community relations committee meetings ● Regulatory reporting and legal disclosures ● Participation in meetings, consultations, and public hearings to gather stakeholder feedback

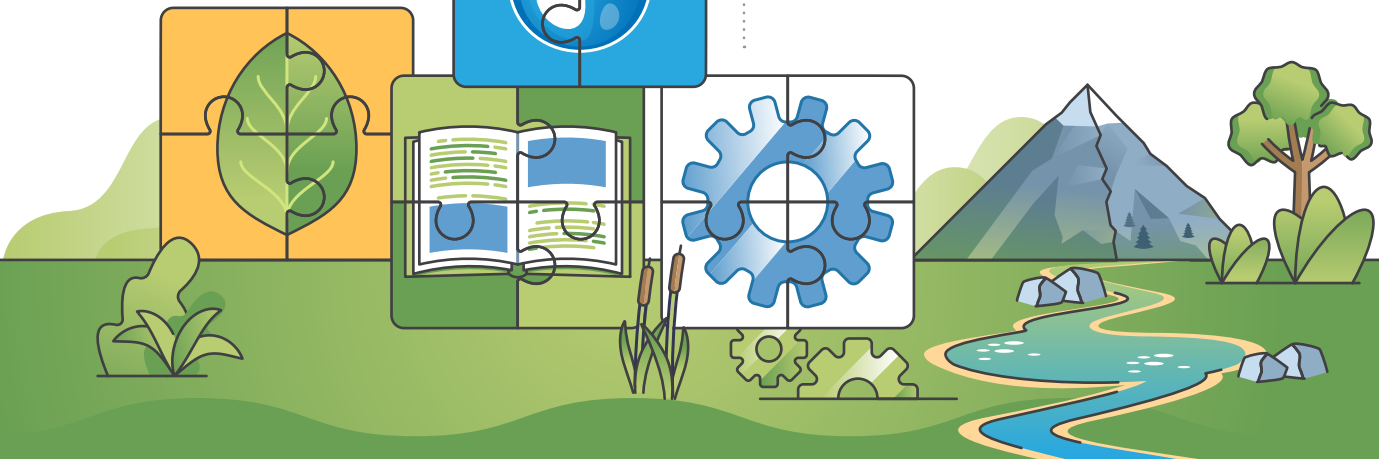
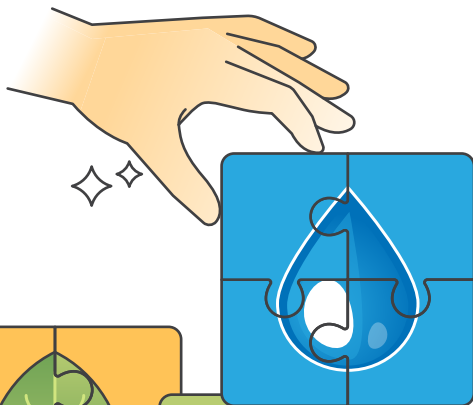


Materiality Assessment

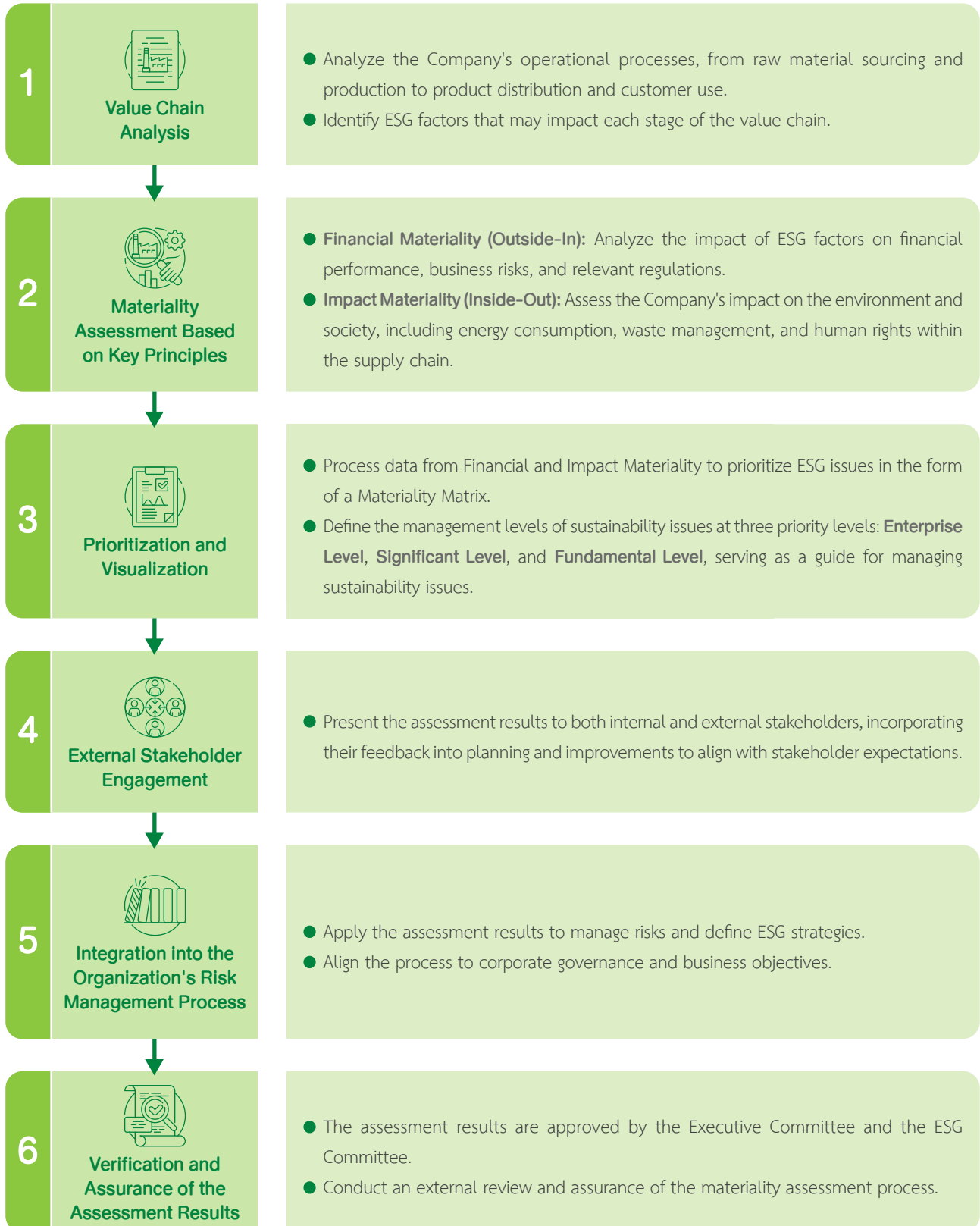
In 2025, Thai Vegetable Oil Public Company Limited enhanced its Materiality Assessment approach by transitioning toward a **Double Materiality** approach, which considers both:

- 1 Financial Materiality (Outside-In):** The impacts of environmental, social, and governance (ESG) factors on the Company's financial performance, business continuity, and regulatory compliance.
- 2 Impact Materiality (Inside-Out):** The impacts of the Company's business activities on the environment and society, including greenhouse gas emissions, natural resource consumption, and labor rights within the supply chain

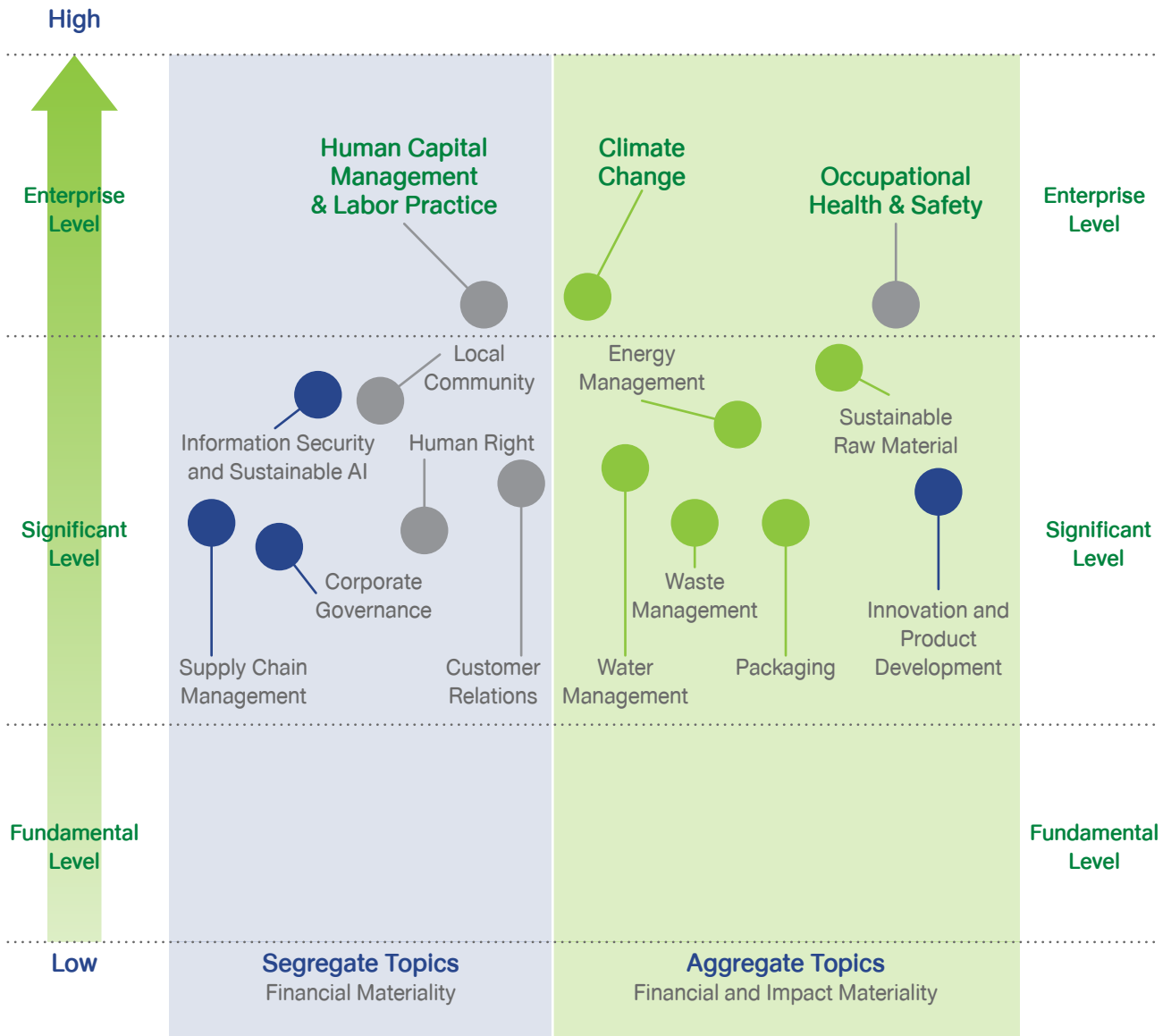
This enhanced approach enables the Company to identify and prioritize ESG topics more comprehensively, in alignment with the Global Reporting Initiative (GRI) Standards, as well as the expectations of investors and regulatory authorities that increasingly emphasize transparency and sustainability.



TVO conducts a Materiality Assessment at least once annually by considering key topics relevant to its business operations across economic, environmental, social, and human rights dimensions throughout the Company's value chain. The assessment process consists of the following key steps:



Double Materiality Matrix



Segregate Topics = Issues that can be clearly distinguished as either Financial or Impact Materiality.

Aggregate Topics = Issues that encompass both Financial and Impact Materiality.

Remark: The Double Materiality assessment in 2025 did not identify any topics that could be classified solely as Impact Materiality.

Enterprise-Level Sustainability Material Topics

Materiality Issues	Occupational Health & Safety
Business Impact	Risk
Business Case	Effective Safety and Occupational Health Management can reduce the risk of accidents and incidents in the workplace. Conversely, ineffective safety and occupational health management can result in loss of life and property, interruptions in business operations due to damaged assets, legal penalties, and negative impacts on the Company's reputation and credibility. The business interruption caused at least 36 million THB in revenue loss due to operational discontinuity or suspension of operations from high-consequence work-related injuries
Business strategies	<ul style="list-style-type: none"> ● Determine Quality, Occupational Health, Safety, and Environmental Policy by communicating them to all employees. ● Establish a safety, occupational health, and environmental committee for the workplace. ● Promote a safety culture and enforce ISO 45001 standards.
Target/Metric	<ul style="list-style-type: none"> ● No work-related lost time injury continuous for 6,000,000 working hours within 2028 ● The TRIR value was lower than the industry average in Starch and Vegetable Fats and Oil Manufacturing (NAICS 311220), with a value of 1.8
Progress	<ul style="list-style-type: none"> ● No work-related lost time injury continuous for 728,200 working hours ● TRIR 0.33

Materiality Issues	Climate Change
Business Impact	Cost
Business Case	Effective energy management can help mitigate the impacts of climate change, increase business opportunities, and instill investor confidence. The utilization of renewable energy has been replacing fossil fuels over 85% of the total energy consumption per year, the biomass energy and the solar energy can reduce GHG emissions by 162,600 tons of carbon dioxide equivalent per year. The result of solar roof installation in 2024 can reduce electricity cost 7.2 million THB.
Business strategies	<ul style="list-style-type: none"> ● Optimize production processes and upgrade equipment for maximum energy efficiency. ● Increase the proportion of clean energy usage to replace fossil fuel consumption. ● Study innovations and technologies, aiming to reduce the carbon footprint per product. ● Evaluate the risks and opportunities arising from climate change
Target/Metric	Reduce energy consumption in production by 2% from the 2025 baseline to 1.5 gigajoules per ton of soybeans by 2025
Progress	Energy consumption in the production process: 1.51 gigajoules per ton of soybeans



Materiality Issues	Human Capital Management and Labor Practice		
Business Impact	Revenue		
Business Case	Talent attraction and development initiatives can contribute to organizational development in alignment with strategic objectives, thereby enhancing competitiveness within the business environment and operational efficiency. On the contrary, insufficient efforts in talent development and attraction may result in challenges retaining quality employees, production errors, and delivery inaccuracies.		
Business strategies	<ul style="list-style-type: none"> ● Provide equal basic benefits and welfare to all levels of employees. ● Promote employee development by organizing training courses ● Foster a positive corporate culture and encourage employee engagement. 		
Target/Metric	<ul style="list-style-type: none"> ● Increasing the average training hours for employees at all levels to a minimum of 18 hours/person/year by the year 2025 ● Employee engagement level with the organization of at least 80% by the year 2027 		
Progress	<ul style="list-style-type: none"> ● The average training hour for all level of employees were 20 hours/person/year ● Employee Engagement was 73.6% 		

Material Issues for External Stakeholders

Impact	Climate Change Management can significantly reduce cost and material scarcity risks. Additionally, effective energy management and the use of renewable energy can help mitigate the impacts of climate change.		
Business Value Chain	Operation		
Topic relevance on external stakeholders	<p>Efficient resource management is significantly towards environmental protection in preventing and taking responsibility for the environmental impacts. TVO aims for reductions of the natural resources and the cause issues for surrounding communities, helping to mitigate environmental impacts from production processes, especially the clean energy usage to reduce the company's GHG emissions.</p> <ul style="list-style-type: none"> ● The utilization of renewable energy has been replacing fossil fuels over 85% of the total energy consumption per year, the biomass energy and the solar energy can reduce GHG emissions by 162,600 tons of carbon dioxide equivalent per year ● Additionally, the primary fuel source to generate steam energy during the manufacturing process derived from agricultural residues such as chaff and palm shells, replacing the fossil fuels by more than 60,000 tons per year. 		
External Stakeholder	Environment		
Metric	<p>Output Metric</p> <ul style="list-style-type: none"> ● Total number and intensity of energy consumption 	<p>Impact Valuation</p> <ul style="list-style-type: none"> ● Environmental value lost/gained ● Increase of renewable energy use 	<p>Impact Metric</p> <ul style="list-style-type: none"> ● 1.43 % GHG emission reduction per year

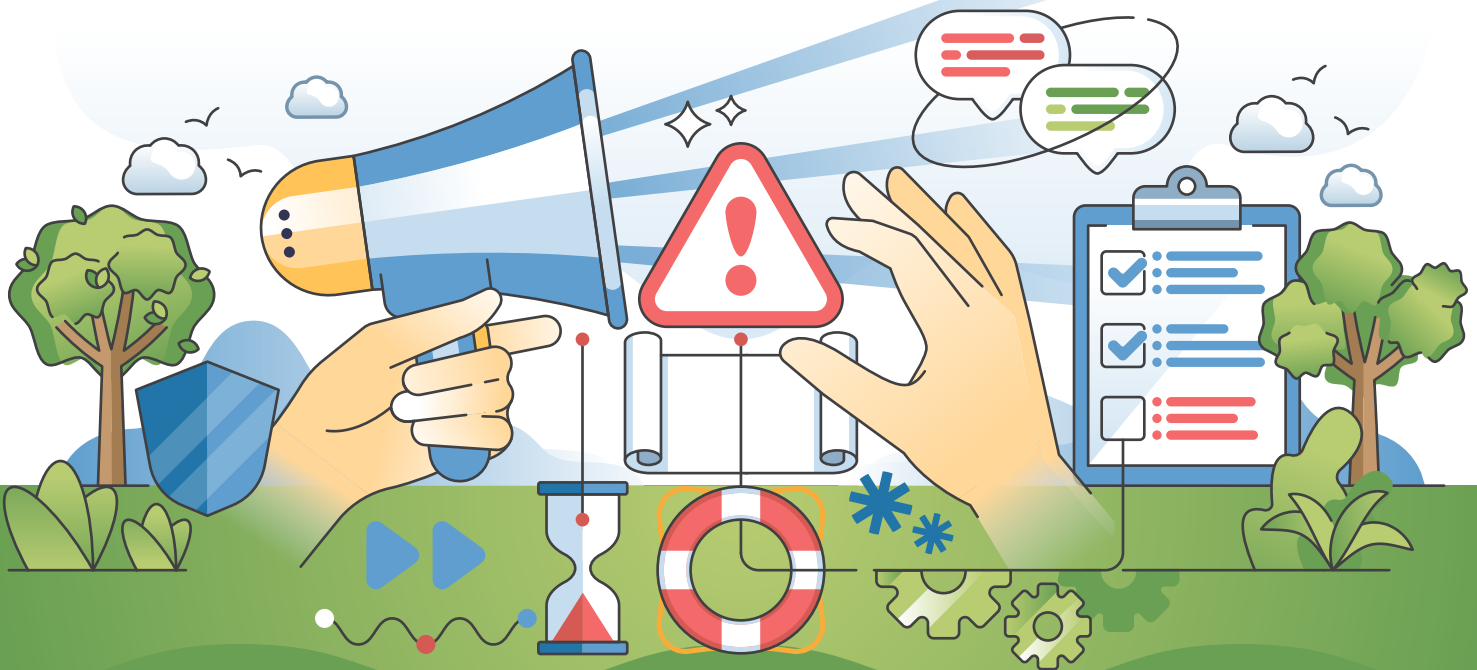
<p>Impact</p>	<p>Effective Safety and Occupational Health Management reduces workplace risks, ensures business continuity, and builds confidence among employees, suppliers, communities, and government agencies</p>		
<p>Business Value Chain</p>	<p>Operation And Supply Chain</p>		
<p>Topic relevance on external stakeholders</p>	<p>Safety and Occupational Health Management addresses workplace accidents and incidents impacting employees, contractors, and surrounding communities' health and property. TVO fosters a safety culture by promoting safety awareness and careful work practices across value chain.</p> <ul style="list-style-type: none"> ● The Quality, Occupational Health, Safety, and Environmental Policy, along with the workplace committee is established to ensure compliance with relevant laws, regulations, and ISO 45001 standards. ● The safety awareness programs are provided to employees and suppliers. In 2023, 100% of total employee work in factory was trained by using OHS Program. ● The commitment extends to suppliers' safety and occupational health management as one of key criteria in supplier screening and assessment. TVO has guidelines and collaborations support suppliers align with the Supplier Code of Conduct and standards. In 2023, 100% of new suppliers acknowledged and signed acceptance of the Supplier CoC. 		
<p>External Stakeholder</p>	<ul style="list-style-type: none"> ● Social ● External employees (e.g. contractors) 		
<p>Metric</p>	<p>Output Metric</p> <ul style="list-style-type: none"> ● Number of work-related injuries and fatalities 	<p>Impact Valuation</p> <ul style="list-style-type: none"> ● Health costs caused/avoided ● Caused health cost of assurance or medical treatment per person 	<p>Impact Metric</p> <ul style="list-style-type: none"> ● Increase cost of work-related medical expense



Enterprise Risk Management

Thai Vegetable Oil Public Company Limited recognizes uncertainties arising from both internal and external factors that may affect the achievement of the Company's strategic objectives. The Company has therefore integrated the internal control framework based on the internationally recognized standards of the Committee of Sponsoring Organizations of the Treadway Commission (COSO) with its Enterprise Risk Management (ERM) framework under the COSO-ERM Framework to strengthen its risk management system in a systematic, transparent, and internationally aligned manner.

The framework covers the management of all material business risks, including strategic, operational, financial, and compliance risks, as well as environmental, social, and governance (ESG) risks, emerging risks, and climate-related risks and opportunities. This approach supports strategic decision-making and strengthens the Company's long-term sustainable growth and resilience.



Risk Management Structure

TVO established a clearly defined risk management structure consisting of three levels: the policy level, management level, and operational level. Each level plays a complementary role in supporting effective risk management across the organization.

Policy Level



The Audit and Risk Management Committee

The Audit and Risk Management Committee is appointed by the Board of Directors and is responsible for the following duties:

- Establishing risk management policies, frameworks, and the organization's risk appetite based on recommendations from the Risk Management Working Committee, for submission to the Board of Directors for approval.
- Providing recommendations, preventive guidelines, and risk mitigation measures to maintain risks within acceptable levels, as well as reviewing significant risk exposures in alignment with the directions of the core business, related businesses, and new business investments. The Committee also assigns relevant responsibilities to management and the risk management working team and continuously monitors progress.
- In cases where incidents may significantly impact the organization, the Audit and Risk Management Committee promptly reports such matters to the Board of Directors to ensure timely response and decision-making.

Management Level



Chief Executive Officer

Authorized by the Audit and Risk Management Committee to implement risk management policies across the organization. Responsibilities include establishing enterprise-wide risk management strategies and measures, as well as regularly monitoring and reviewing performance and risk management effectiveness.

Operational Level Working Group Chairperson

The Chief Executive Officer has appointed a **Risk Management Working Committee, chaired by the Managing Director**, with responsibility for developing the Risk Management Plan together with risk owners across all business functions.

Operational Level



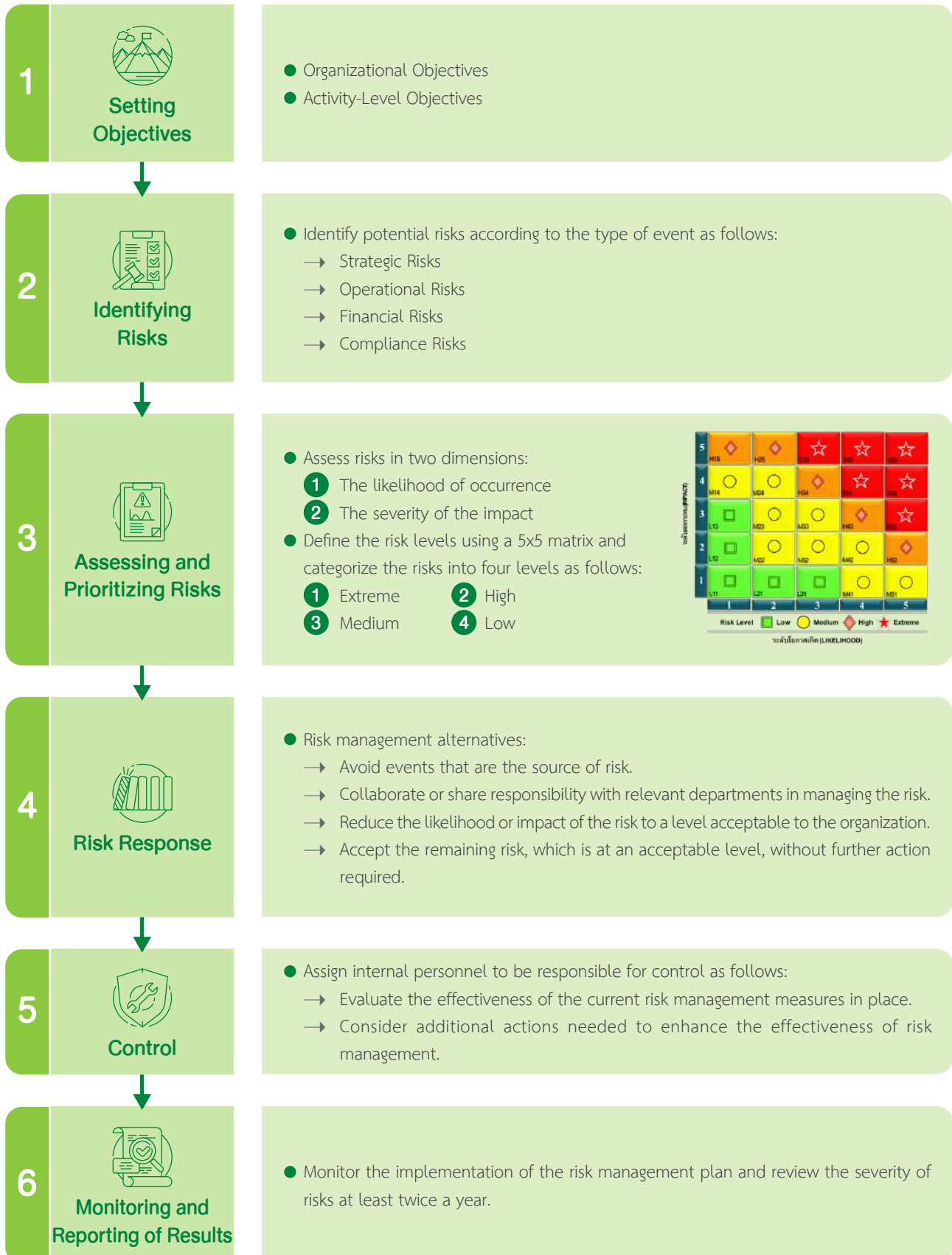
The Company has integrated risk management processes into its corporate governance and strategic management practices. The Audit and Risk Management Committee is responsible for overseeing material risks, while management is responsible for identifying, assessing, and managing risks in alignment with the Company's strategic direction and objectives.

At the operational level, risk owners across each business function are responsible for analyzing and assessing risks that may affect the achievement of business objectives. Risks are systematically linked to strategic plans, performance indicators, and organizational targets, together with the establishment of Key Risk Indicators (KRIs), control measures, and mitigation plans to ensure that risks remain within the Company's defined Risk Appetite and Risk Tolerance levels.

Risks are reviewed annually, and the progress of risk mitigation measures is continuously monitored. Where risks exceed established thresholds, additional response measures are implemented and reported to the Managing Director, Chief Executive Officer, and the Audit and Risk Management Committee, respectively.

The Company's risk management process covers strategic, operational, financial, and compliance risks, as well as sustainability-related risks, including climate-related risks and opportunities. This approach supports strategic decision-making and strengthens the Company's ability to create sustainable value over the short, medium, and long term.

Risk Identification, Assessment, and Management Process



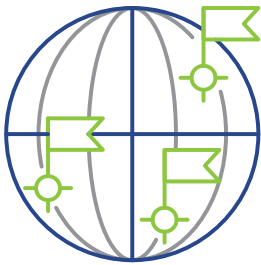
Emerging Risks



Cybersecurity

Description: TVO relies on computer systems, networks, and internet technologies across various business activities, including database management, information exchange, stakeholder communication, customer engagement, advertising, and sales channels. The Company recognizes the increasing frequency, sophistication, and advancement of cyberattacks, which have significantly heightened cybersecurity risks and information security threats.

Impact	Inherent Risk Level	Risk Management Measures
<p>Unavailability of critical infrastructure and software systems, unauthorized access to or misuse of sensitive and confidential information, which may result in reputational damage and loss of stakeholder confidence and corporate image</p>	<p>Very high</p>	<ul style="list-style-type: none"> ● Engage specialized Cyber Security experts or external consultants to assess, improve, and provide recommendations on preventive and corrective measures to minimize potential impacts on business operations. ● Conduct regular assessments and continuously improve IT Risk and Security management processes. ● Strengthen System Engineer and Security teams responsible for monitoring, preventing, and responding to cyber threats, with regular reporting to management. In addition, the Company may engage specialized Cyber Security service providers equipped with effective cyber threat detection and monitoring tools to ensure timely incident response and minimize potential impacts.



Geopolitical Conflict Risk

Description: Geopolitical tensions across various regions of the world, including U.S.–China relations, the Russia–Ukraine conflict, escalating tensions in the Middle East, as well as increasing trade protectionism and economic sanctions, have contributed to growing volatility and uncertainty in global supply chains. These situations may result in both direct and indirect impacts on business operations.

Impact	Inherent Risk Level	Risk Management Measures
<ul style="list-style-type: none"> ● Increased soybean import costs from Brazil, resulting in higher production and raw material procurement costs. ● Reduced sales volumes of soybean meal and soybean oil, leading to weaker revenue performance. ● Combined impacts placing pressure on profit margins and potentially reducing short-term profitability. ● Increased risks associated with commodity price volatility, global supply chain disruptions, logistics constraints, and transportation uncertainties ● Potential adverse impacts on financial performance if import costs remain elevated while market demand continues to weaken. 	<p>High</p>	<ul style="list-style-type: none"> ● Increase forward sales volumes to enhance revenue stability and maintain financial liquidity amid commodity price volatility. ● Expand the customer base for soybean meal products, particularly within poultry and duck feed segments, to diversify market demand. ● Expand business operations into Asian and Southeast Asian markets to reduce dependence on domestic demand and strengthen export resilience. ● Establish minimum market demand thresholds. If sales volumes or capacity utilization fall below defined levels, strategic reviews of plant size and production capacity will be conducted to maintain operational efficiency and cost competitiveness. ● Strengthen inventory and supply chain management through appropriate safety stock planning and supplier diversification to mitigate potential supply chain disruptions and logistics uncertainties.



Climate Change Risk

Description: TVO relies significantly on water transportation for the import of key raw materials, while its manufacturing facilities are located near river areas. As a result, water levels and climate conditions are directly linked to business continuity. Floods, droughts, or fluctuations in water levels may disrupt transportation, raw material deliveries, and production processes, potentially causing delays or interruptions to business operations.

In addition, increasingly stringent climate-related regulations and measures in both domestic and international markets, such as greenhouse gas reduction requirements, carbon pricing mechanisms, and disclosure obligations, may significantly impact the Company's operating costs, investment requirements, and long-term competitiveness.

Impact	Inherent Risk Level	Risk Management Measures
<p>Physical Risk (Flooding)</p> <ul style="list-style-type: none"> ● Inability to transport raw materials to the manufacturing facilities via water transportation routes. ● Temporary disruption to production processes and manufacturing operations. ● Inability to deliver finished products to customers. 	<p>High - Very High</p>	<ul style="list-style-type: none"> ● Continuously monitor and assess risks related to natural disasters, while establishing flood response plans and Business Continuity Management (BCP/BCM) measures. ● Maintain a list of alternative logistics and transportation providers capable of supporting operations during crisis situations, including cases where key raw material suppliers (e.g., soybean suppliers) are unable to deliver materials due to natural disaster impacts.
<p>Transition Risk (Carbon Tax)</p> <ul style="list-style-type: none"> ● Increased operating expenses (OPEX) resulting from carbon tax implementation. ● Increased capital expenditures (CAPEX) associated with investments in low-carbon technologies and machinery. ● Reduced profitability due to rising operating costs. 	<p>High</p>	<ul style="list-style-type: none"> ● Review relevant climate-related policies, regulations, and mitigation measures on an ongoing basis. ● Assess the Company's carbon footprint to support emissions management and climate-related decision-making. ● Study and develop technologies and projects aimed at reducing greenhouse gas emissions from operations.

Additionally, TVO has disclosed details of various risk factors, potential impacts, and management approaches in the 56-1 One Report for the year 2025, Section 1, Topic 2.

Summary of Sustainability Performance in 2025

Sustainability in Governance and Economic Aspects

Corporate Governance



0 case of business ethics violations in any form

Supply Chain Management

100% of Critical Tier-1 Suppliers acknowledged and signed the Supplier Code of Conduct

Anti-Corruption



0 case of corruption or bribery in any form



100% of Critical Tier-1 Suppliers have undergone evaluation for environmental, social, and governance (ESG) risks

100% new suppliers in 2025 acknowledged and signed the Supplier Code of Conduct



Summary of Sustainability Performance in 2025

Sustainability in Environmental Aspects

Carbon Footprint and Greenhouse Gas Emissions



Received **Carbon Footprint of Organization Certification** from Thailand Greenhouse Gas Management Organization (Public Organization) or TGO



Received **Carbon Footprint of Product Certification (CFP)** in 19 products from TGO



Direct and Indirect Greenhouse Gas Emissions (Scope 1 and Scope 2)
48,614 ton of carbon dioxide equivalent representing a **4.75%** reduction



Water Management

Water Withdrawal **0.97 Cubic meters/ton of soybean**

Energy Management



Energy Consumption **1.51 gigajoules/ton of soybean**

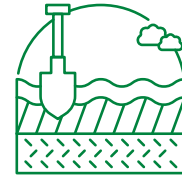


Proportion of Renewable Energy usage **84.5%**

Waste Management



100% Waste Utilization*



No hazardous waste has been sent to landfill continuously since 2020**

* Waste diverted from disposal is defined in accordance with GRI 306-4 and GRI 306-5

** Hazardous waste excludes municipal waste





Summary of Sustainability Performance in 2025

Sustainability in Social Aspects

Human Rights



0 case of human rights violation

Employee Caring and Development



Average training hours for all employees reached **20 hours/person/year**



Average employee engagement score of **73.60%**

Safety and Occupational Health



Number of work-related injuries and fatalities **3 cases**

No work-related lost time injury continuous for **728,200 working hours**



Total Recordable Incident Rate (TRIR) was **0.33**, which is lower than the average in Starch and Vegetable Fats and Oil manufacturing (NAICS 311220), recorded at **1.8**



Participation in Community and Social Development

The number of projects that TVO contributes to the community **59 projects**



Customer Relations and Engagement

Average customer satisfaction score resulted in **92.9%**





Governance and Economic Sustainability





Corporate Governance

TVO operates under a robust corporate governance framework, which serves as a key mechanism for effective risk management, building stakeholder trust, and supporting long-term sustainable value creation. The Company has established clear governance structures and mechanisms to ensure that its operations are conducted with transparency, accountability, and in compliance with applicable laws and international standards.



Target

Zero substantiated cases
of business ethics violations



2025 Performance

No reported cases
of business ethics violations in all forms

Management

TVO has established a corporate governance framework aligned with international standards, applicable laws, and ESG practices to ensure that its business operations are transparent, accountable, and responsive to stakeholders. Key implementation approaches include:

- Regularly reviewing and updating the Code of Conduct and related policies to ensure alignment with international standards and regulatory requirements, including the ASEAN CG Scorecard, the Principles of Good Corporate Governance for Listed Companies, the Securities and Exchange Act, regulations of the Securities and Exchange Commission (SEC), and the requirements of the Stock Exchange of Thailand.
- Establishing a Compliance working group to define guidelines, communicate policies, and systematically monitor implementation, while strengthening internal control systems and risk management to enhance overall governance effectiveness.

Performance

In 2025, the Company continuously reviewed and updated its governance policies and practices to align with applicable laws, international standards, and the evolving risk landscape. This included **the Charter of the Board of Directors, Code of Conduct, and Whistleblowing Policy**, which serve as guiding frameworks for directors, executives, and employees at all levels to ensure effective compliance with legal requirements, international standards, and ESG practices. The Company has also established clear governance structures and mechanisms by appointing a Compliance working group to define guidelines, communicate policies, and systematically monitor implementation. This approach reinforces strict adherence to applicable laws, rules, regulations, and relevant standards.

The Company oversees its value chain across all business operations by implementing transparent and traceable procurement processes. It has established a **Supplier Code of Conduct** to promote responsible business practices among suppliers, in alignment with environmental, social, and governance (ESG) standards, while collaboratively enhancing sustainability performance throughout the supply chain.



Charter of the Board of Directors



Code of Conduct



Whistleblowing Policy

In addition, the Company integrates good corporate governance principles into its annual employee performance evaluation process. The assessment covers compliance with the Code of Conduct, Company policies, applicable laws, and the promotion of corporate culture. The results are subsequently used to determine compensation and performance-based incentives in a fair and appropriate manner.

As a result of its continuous governance improvements, the Company has been rated “**Excellent**” (5 stars) in the Corporate Governance Report (CGR) for the seventh consecutive year by the Thai Institute of Directors Association (IOD), and has been ranked in the top quartile of the Agro & Food Industry group. This reflects the effectiveness of the Company’s governance framework and internal control systems in ensuring transparent and sustainable business operations.

In 2025, the Company reported no significant cases of business ethics violations. It continues to strengthen its internal control systems, as well as preventive and monitoring measures, to maintain high operational standards and reinforce stakeholder confidence over the long term.

	2022	2023	2024	2025
Number of substantiated complaints related to business ethics violations	0 case	0 case	0 case	0 case
● Corruption or bribery	0	0	0	0
● Harassment or discrimination	0	0	0	0
● Customer data privacy breaches	0	0	0	0
● Conflicts of interest	0	0	0	0
● Money laundering or insider trading	0	0	0	0
Percentage of complaints investigated and resolved	100%*	100%*	100%*	100%*

* No significant cases reported during the year





Anti-Corruption

TVO conducts its business in accordance with good corporate governance principles, upholding transparency, fairness, and accountability across the value chain. It places strong emphasis on the prevention of and zero tolerance for corruption and bribery, operating in full compliance with applicable laws. This approach reinforces stakeholder confidence and supports sustainable growth.



Target

Zero

corruption and bribery cases

100% of employees in high-risk functions* complete assessments on business ethics, anti-corruption, and ESG by 2026

2025 Performance

No reported cases

of corruption or bribery in any form

65%



Management

- Regularly review and update the Anti-Corruption Manual to ensure alignment with applicable laws, regulations, and international best practices, and communicate them effectively to employees across the organization.
- Provide secure, confidential, and traceable whistleblowing channels, supported by a structured process for receiving, investigating, and following up on cases, ensuring whistleblower protection and operational transparency.
- Enhance awareness and capability of employees in high-risk functions through training and assessments on Code of Conduct, Anti-Corruption, and ESG practices.

** High-risk functions include Procurement, Legal, Administration (Factory), and Marketing 1-4

- Support and encourage suppliers to participate in self-assessment and progressively achieve certification as members of Thailand's Private Sector Collective Action Against Corruption (CAC), with a target of onboarding at least one additional participant per year.

Performance

The Company reviews and implements its **Anti-Corruption Manual** to ensure alignment with applicable laws, regulations, and relevant requirements. It provides secure and confidential whistleblowing channels, and establishes clear guidelines on the giving and receiving of gifts, souvenirs, or other benefits to prevent conflicts of interest. In addition, a gift declaration system is in place to support transparent disclosure and traceability.

“The Company has set a target for 100% of employees in high-risk functions to **complete assessments on the Code of Conduct, anti-corruption, and ESG by 2026.**”



TVO integrates legal compliance, business ethics, and anti-corruption measures into its operational processes and performance evaluation systems. The Company also provides ongoing training on Code of Conduct, anti-corruption, and ESG for employees at all levels. In 2025, the training covered 100% of total employees. Among employees in high-risk functions (79 employees), 65% successfully passed the post-training assessment, reflecting the Company’s systematic approach to monitoring and strengthening ethical standards and corporate governance practices.



Anti-Corruption
Manual

In addition, TVO continuously communicates its Anti-Corruption Manual and Supplier Code of Conduct to business partners to promote transparent business practices across the value chain. The Company also issues formal letters requesting cooperation in refraining from giving or receiving gifts, aiming to reduce corruption risks and prevent conflicts of interest. Furthermore, TVO encourages its business partners to become members of Thailand’s Private Sector Collective Action Against Corruption (CAC), supporting higher standards of transparency and strengthening stakeholder confidence.

Approach to Communicating Anti-Corruption Policies and Measures

Communication and Training for Employees

- Conduct annual training on “**Code of Conduct, Anti-Corruption, and ESG**” for employees
- Disclose the Anti-Corruption Manual on the **Company’s website**
- Announce the “No Gift Policy” via Intranet and email.

Communication with Key Business Partners, Both Domestic and International

- Send a Letter requesting cooperation to refrain from accepting gifts during the New Year Holiday to promote a culture of transparency within the organization.
- Disclose the Anti-Corruption Manual and Supplier Code of Conduct on the **Company’s website**.
- Invite business partners to join the Thai Private Sector Collective Action Coalition Against Corruption (CAC).

Handling Complaints

The Company provides whistleblowing channels via mail, email, telephone, and **website** for stakeholders to report concerns. All complaints are reviewed by the independent Audit and Risk Committee, with initial screening and investigation conducted by Internal Audit or designated persons appointed by the Committee Chair.



Supply Chain Management

Thai Vegetable Oil Public Company Limited places strong emphasis on sustainable supply chain management across environmental, social, and governance (ESG) dimensions. The Company aims to minimize risks that may affect business operations and corporate reputation by promoting transparent, fair, and equitable collaboration with business partners through communication and the provision of relevant policies, regulations, and operational guidelines.

In addition, the Company encourages suppliers to comply with environmental, human rights, and occupational health and safety standards, while collaboratively enhancing capabilities and innovation to build a sustainable supply chain and achieve long-term mutual growth.



Target

100% of new suppliers acknowledge and sign the Supplier Code of Conduct

100% of Critical Tier 1 Suppliers undergo environmental, social, and governance (ESG) risk assessments



Performance 2025

100%
(132 suppliers)

100%
(30 suppliers)

Management

- Conduct procurement processes in a transparent and fair manner under clearly defined business ethics and governance frameworks. Purchasing practices are regularly reviewed to ensure alignment with the Company's Supplier Code of Conduct and to prevent potential conflicts with ESG requirements.
- Establish and enforce the **"Supplier Code of Conduct,"** requiring all new suppliers to acknowledge and accept the requirements prior to commencing business transactions with the Company.
- Screen and assess supplier risks across environmental, social, and governance (ESG) dimensions, including supplier risk classification to determine appropriate monitoring approaches. Suppliers that fail to meet minimum ESG requirements within a specified timeframe may be excluded from future contracting opportunities.

- Categorize critical suppliers to establish enhanced monitoring, assessment, and risk management measures based on business significance.
- Regularly monitor and review supplier performance, with Corrective Action Plans (CAPs) implemented in cases of non-compliance. Suppliers demonstrating strong ESG performance are given favorable consideration during supplier selection and contract awarding processes.
- Implement the Supplier ESG Program to strengthen supplier capabilities and enhance collaboration on ESG disclosure, traceability, and compliance with relevant international requirements and standards.

Governance and Oversight of the Supplier ESG Program

TVO recognizes the importance of strong governance and oversight for the Supplier ESG Program. Responsibility for strategic direction, implementation, and performance monitoring resides with the ESG Committee, which oversees the alignment of the program with the Company’s sustainability vision and business strategy, as well as reviews program effectiveness and supervises the management of ESG risks throughout the supply chain.

Sustainable Procurement Process and 2025 Performance

1. Supplier Application and Initial Screening

TVO requires all new suppliers to undergo a comprehensive screening process through the completion of a **“Supplier Application Form,”** which covers key environmental, social, and governance (ESG) topics, including labor and community responsibility. Suppliers are required to demonstrate compliance with applicable labor laws, including the prohibition of child labor and forced labor. In addition, suppliers must ensure that no underage workers are assigned to hazardous work and must implement occupational health and safety training programs to help ensure safe working conditions for employees.

Furthermore, all new suppliers are required to formally acknowledge and sign the **“Supplier Code of Conduct”** and commit to compliance with its requirements as part of the supplier registration process. This demonstrates the supplier’s commitment to conducting business in accordance with ethical principles, transparency, human rights, labor standards, and responsible environmental management practices.

2. Supplier Screening and Categorization

In addition to the supplier application and initial screening process, the Company classifies suppliers as part of its supplier risk management process to strengthen supply chain oversight and enhance procurement effectiveness. Suppliers are categorized based on their business significance and potential supply chain risks, enabling the Company to implement appropriate monitoring and risk management measures. The supplier categories are as follows:



Critical Tier 1 Supplier

Definition

- Suppliers with high procurement value, limited alternatives, or suppliers providing key raw materials critical to the production process.
- Disruptions involving these suppliers may significantly impact the Company’s business operations.

Criteria

- Products or services with limited substitutability or a limited number of qualified suppliers.
- High procurement value.
- Requirement for strict compliance with applicable laws, regulations, and relevant requirements.



Critical Non-Tier 1 Supplier

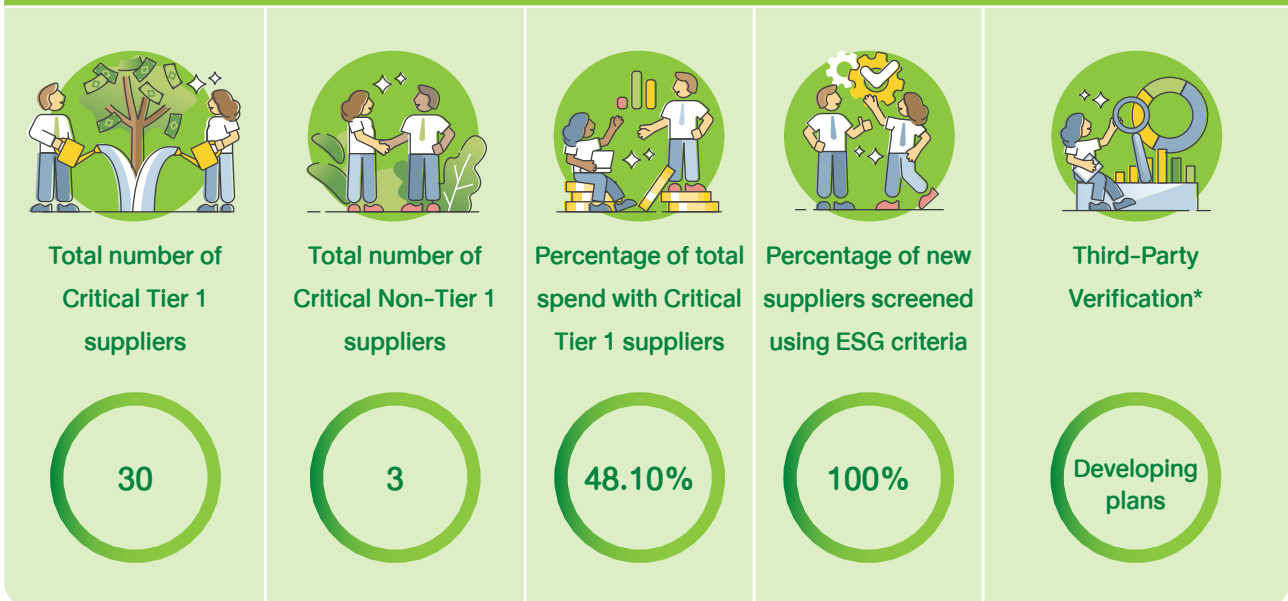
Definition

- Suppliers that may not represent high direct procurement value but are considered critical due to other factors, such as:
 - Being the sole supplier of components essential to operations
 - Having strong linkage to high ESG risks, or
 - Having significant impact on the Company’s sustainability objectives (e.g., traceability)

Criteria

- Indirect suppliers.
- Products or services with limited substitutability or limited alternatives.
- Risks that may directly and materially impact the Company.

Result of Supplier Screening



* Developing plans for future third-party verification of this data.

3. Supplier Registration (Approved Vendor List - AVL)

Suppliers that pass the initial screening process are required to submit supporting documents for further evaluation and formally acknowledge and sign the TVO Supplier Code of Conduct to confirm compliance with legal, ethical, quality, environmental, safety, and governance requirements. Qualified suppliers are subsequently included in the Approved Vendor List (AVL).

Evaluation Criteria

Products and Services

- Maintenance of product quality and safety standards.
- Capability to deliver products and services on time in accordance with agreed conditions and requirements.

Business Operations

- Transparent, fair, and competitive business practices.
- Implementation of clear anti-corruption measures.

Social and Labor Standards

- Compliance with labor laws and internationally recognized human rights principles.
- Prohibition of child labor and respect for diversity and freedom of opinion.
- Fair and equitable treatment of employees, including safe and hygienic working conditions.

Environmental Responsibility

- Implementation of environmental impact management systems in compliance with applicable laws and regulations.
- Continuous improvement of operational processes to mitigate climate change impacts.
- Promotion of efficient and sustainable resource utilization

This supplier registration process enables TVO to select responsible business partners and promote greater transparency and sustainability throughout the supply chain in alignment with ESG principles.



4. Product and Service Quality Assessment

TVO places importance on evaluating the quality of products and services received from suppliers to ensure their ability to consistently meet delivery schedules and quality requirements. Suppliers associated with key raw materials are also required to provide evidence of traceability processes to demonstrate the ability to trace the origin of raw materials and products.

Assessment Method		
Assessment Method	Detail	Performance 2025
On-site Audit	Conducted for suppliers based on risk level, business significance, and domestic Critical Tier 1 Suppliers. <u>Assessment topics</u> include compliance with the Supplier Code of Conduct, ESG performance, and progress on corrective actions and improvements.	9 domestic Critical Tier 1 Suppliers completed on-site audits.
Self-Assessment Questionnaires (SAQs) / Self-Declaration	Conducted for both domestic and international Critical Tier 1 Suppliers. <u>Assessment topics</u> include compliance with the Supplier Code of Conduct, ESG performance, and progress on corrective actions and improvements.	30 Critical Tier 1 Suppliers completed supplier self-assessments.
Third-Party Onsite Assessments	Planned to enhance independence and transparency through the involvement of external experts.	The Company is developing plans for future third-party assessments.

Traceability

TVO requires suppliers to establish and provide evidence of traceability systems to enable clear identification and verification of the origins of raw materials and products associated with the Company’s operations.

This process is particularly important for key raw materials such as soybeans and is intended to:

- Trace the origin of raw materials.
- Verify compliance with sustainability standards and requirements.
- Confirm that sourcing is not linked to deforestation-related areas.
- Promote responsible agricultural practices.
- Monitor labor conditions at the farm level.

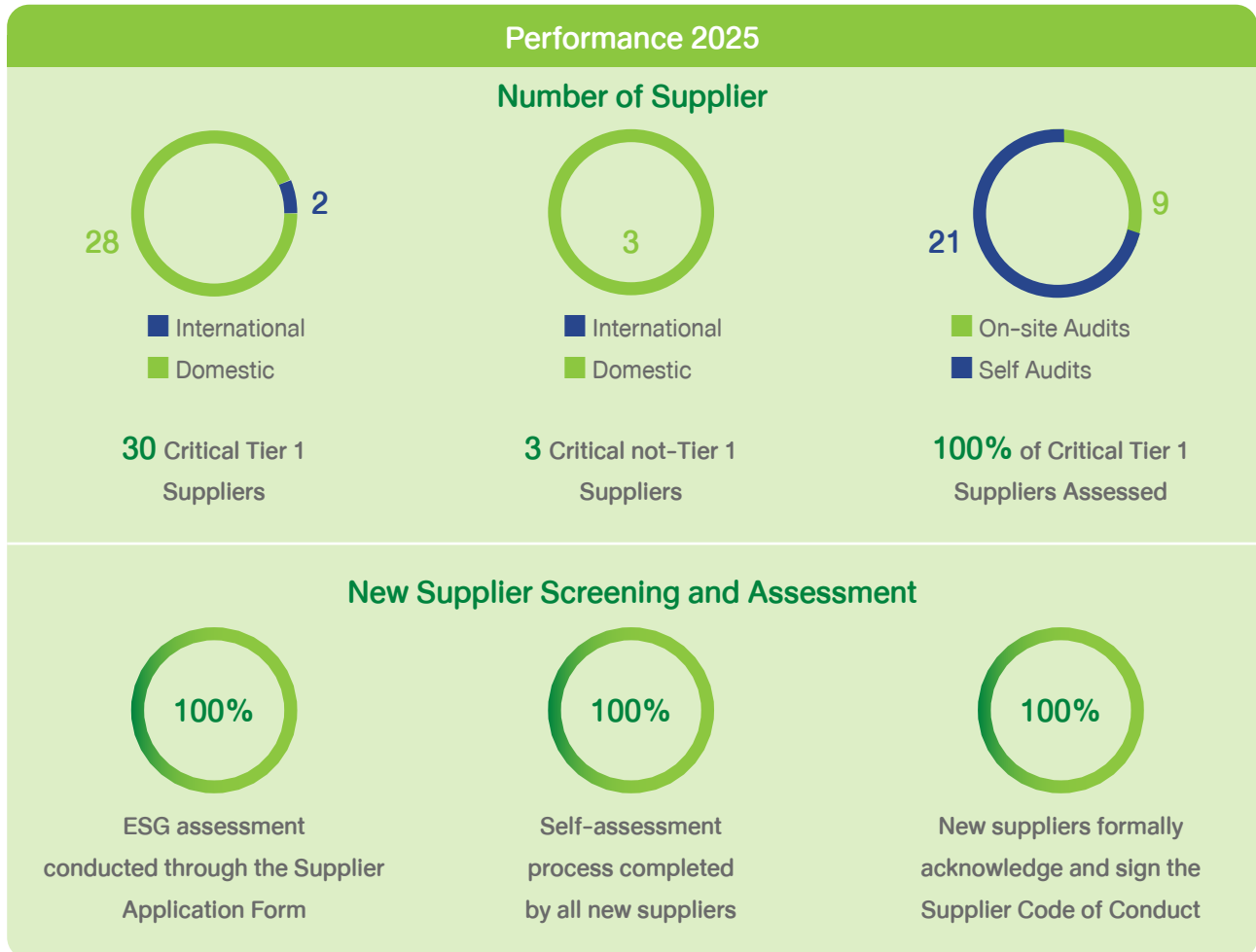
This approach strengthens transparency throughout the supply chain and enhances confidence in supplier performance and responsible sourcing practices.

Performance Review, Corrective Actions, and Supplier Capacity Development

TVO regularly monitors and reviews supplier ESG performance based on on-site audit results, Self-Assessment Questionnaires (SAQs), and direct engagement with suppliers to assess compliance with the Supplier Code of Conduct (SCOC) and the Company’s requirements. The Company also reviews purchasing practices to ensure alignment with the Supplier Code of Conduct and to avoid potential conflicts with ESG requirements.

In cases where non-conformances are identified, the Company collaborates with suppliers to establish Corrective Action Plans (CAPs), including defined timelines, responsible parties, and measurable indicators. Progress is continuously monitored, and suppliers that are unable to meet minimum ESG requirements within the specified timeframe may be subject to re-evaluation and may be excluded from future contracting opportunities. The business relationship may also be reviewed if critical issues cannot be appropriately resolved.

In parallel with supplier oversight, the Company emphasizes long-term supplier capability development through the provision of ESG-related information and training, guidance on operational improvement, and the development of technical support approaches for key or high-risk suppliers. Suppliers demonstrating strong ESG performance are given favorable consideration during supplier selection and contract awarding processes. These efforts aim to strengthen a responsible, transparent, and resilient supply chain with effective risk management capabilities.



“TVO implements a sustainable procurement process

by integrating ESG principles throughout the supplier lifecycle, including standard setting, supplier screening and risk assessment, supplier registration, monitoring, and capacity development.

This approach supports systematic supply chain risk management and strengthens long-term supply chain resilience.”





Environmental Sustainability





Environmental Management and Policy

TVO recognizes the importance of preventing and taking responsibility for environmental impacts arising from its operations, both within and beyond its operations. The Company has established and publicly disclosed its **Environmental Policy** on its [website](#) to promote environmentally friendly production processes, reduce greenhouse gas emissions, and enhance resource efficiency. This includes systematic water management, as well as contributing to the protection of ecosystems and biodiversity.



Environmental Policy

To strengthen governance and execution, the Company has established the **Environmental, Social and Compliance Working Group (ES&C Working Group)** as a key mechanism to oversee, plan, and drive environmental and social performance. The working group is chaired by senior management and comprises representatives from relevant functions. It ensures alignment with international reporting frameworks and standards, including the Global Reporting Initiative, IFRS S2, and Task Force on Climate-related Financial Disclosures.

The ES&C Committee is responsible for collecting, analyzing, monitoring, and reporting environmental, social and compliance data on key topics such as climate change and energy management, water resource management, and waste management from production processes. These insights are used to define both short- and long-term targets and action plans.

The Committee meets on a quarterly basis to review performance, assess the effectiveness of mitigation measures, and ensure timely resolution of stakeholder complaints. Performance outcomes are subsequently reported to the ESG Committee to support ongoing sustainability oversight at the Board level.

The Company also regularly monitors and reports environmental performance to management, including root cause analysis of key issues. Findings are used to continuously improve operational processes and ensure alignment with established environmental targets.

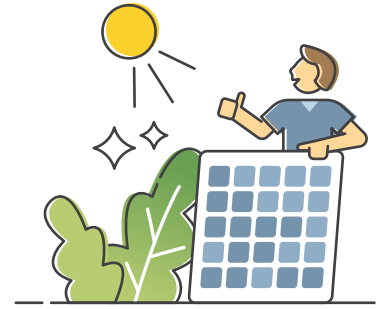
In addition, TVO conducts systematic and continuous internal audits on environmental aspects and impacts, covering all relevant operations and activities across its production facilities, including TVO1 and TVO3 plants. These audits are performed in accordance with ISO 14001 requirements, with regular internal reviews to support continuous improvement in environmental management practices.

Currently, the **TVO1 plant** is certified to ISO 14001, representing approximately **50% of the Company's total production area**.





Remark: TVO operates four facilities:

- TVO1 and TVO3: production sites
- TVO2: warehouse
- Head Office (HO): corporate office



Climate Change and Energy Management

 Targets	 Performance 2025
Reduce energy consumption in the production process by 2% from 2024 levels to 1.5 gigajoules per ton of soybean by 2025	Energy consumption in the production process: 1.51 gigajoules per ton of soybean
Increase the share of renewable energy consumption to more than 85% by 2026	Renewable energy consumption ratio = 84.5%*
Reduce greenhouse gas emissions by 20% from the 2021 base year by 2035	Scope 1 and 2 greenhouse gas emissions: 48,614 tonnes of carbon dioxide equivalent (tCO ₂ e), representing a 4.75% reduction
Obtain Carbon Reduction Label certification for the 1-liter A-Ngoon product by 2026	Currently under certification process

* The proportion of fossil fuel consumption increased due to boiler maintenance at TVO3, requiring the temporary use of fuel oil as a substitute for rice husk biomass.

TVO has established long-term targets to achieve Carbon Neutrality by 2045 and Net Zero greenhouse gas emissions by 2060. The Company has also set an interim target to reduce Scope 1 and Scope 2 greenhouse gas emissions by at least 20% by 2035, compared to the 2021 base year. These commitments are aligned with Thailand's national goals and international climate ambitions to help mitigate the impacts of climate change on the economy, society, and the environment.

Management

- Continuously improve production processes, including upgrading machinery and equipment to maximize efficiency and reduce energy consumption per unit of production.
- Increase the proportion of clean and renewable energy consumption to reduce reliance on fossil fuels and lower greenhouse gas emissions from operations.
- Invest in innovation, research, and development to improve production processes and enhance energy efficiency, with a focus on reducing organizational greenhouse gas emissions and lowering product carbon footprints.



- Assess climate change-related risks and opportunities and integrate such issues into the enterprise risk management process, while disclosing climate-related information in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

Performance

ISO 50001 Energy Management System

The Company has been certified to ISO 50001, the international standard for Energy Management Systems, which serves as an important framework for systematically governing and improving energy efficiency. Regular energy assessments are conducted at least once annually to identify opportunities for efficiency improvements throughout operations, and the assessment results are used to develop and implement continuous energy conservation plans. In addition, the Company places strong emphasis on enhancing employee capabilities through energy management training programs to promote awareness, accountability, and practical implementation across the organization. These initiatives serve as an important foundation for reducing environmental impacts and supporting long-term sustainable business operations.

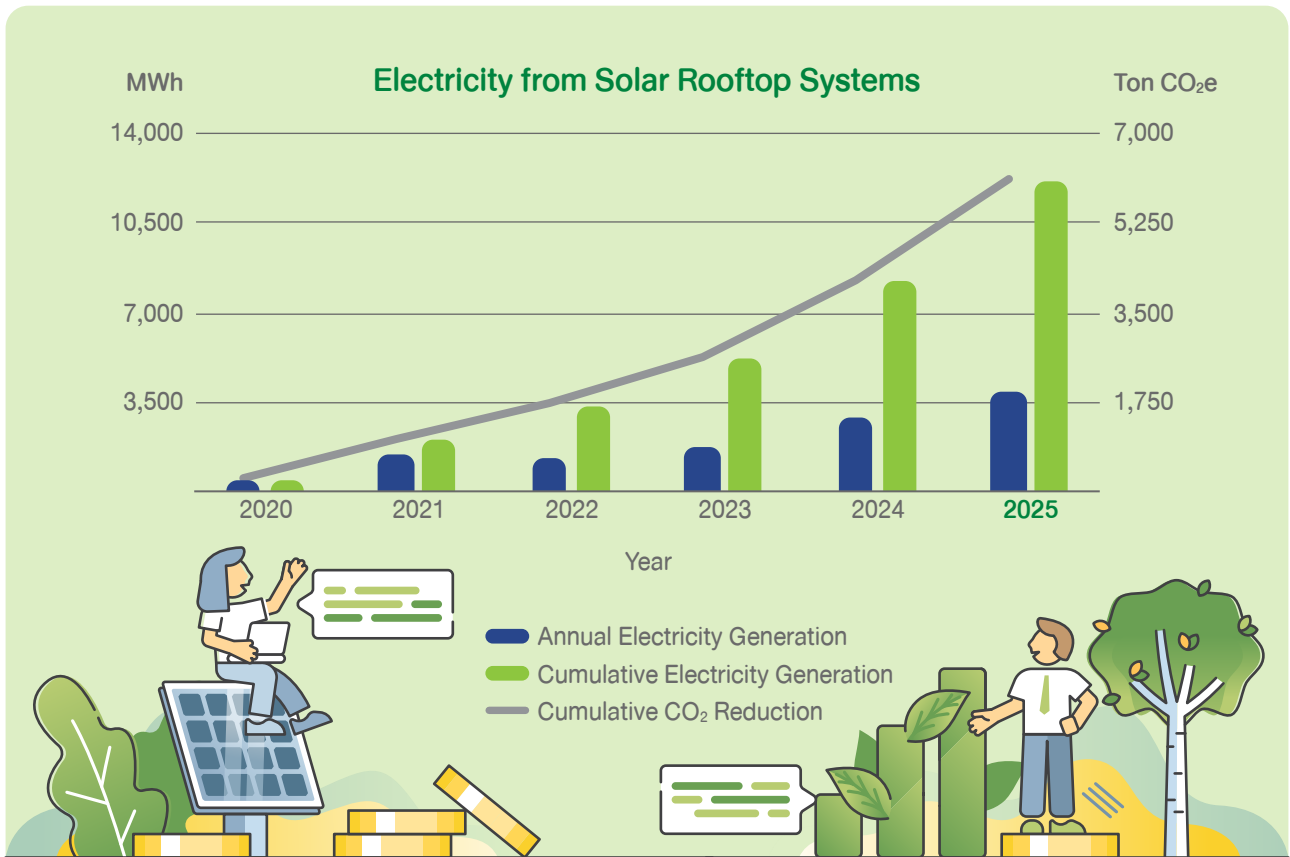
Renewable Energy Consumption

TVO recognizes the transition toward clean energy as a key mechanism for reducing greenhouse gas emissions, mitigating climate change impacts, and minimizing environmental impacts, while also enhancing resilience and strengthening energy risk management amid volatility in the global energy market.

The Company is committed to continuously reducing its reliance on fossil fuels by prioritizing the use of renewable energy sources since the beginning of its operations. Biomass fuels derived from agricultural residues, such as rice husk and wood chips, are utilized as the primary fuel for steam generation in the production process. This approach aligns with the principles of resource efficiency, sustainable energy management, and long-term value creation.

In addition, TVO began installing Solar Rooftop systems in 2020 and has continuously expanded the projects to date. The total installed capacity currently stands at 3.5 megawatts, contributing to an estimated reduction of approximately **6,000 tonnes of carbon dioxide equivalent (tCO₂e)** throughout the project lifetime. The Company also plans to further expand its solar energy capacity in the future to support the achievement of its Net Zero greenhouse gas emissions target.

As a result of its commitment to clean energy utilization, renewable energy currently accounts for 84.5% of TVO's total energy consumption, consisting of 99.2% biomass energy and 0.8% solar energy. This reflects the Company's tangible strategic progress in energy transition and climate change management.



Greenhouse Gas Management in 2025

In 2025, TVO continued to strengthen its greenhouse gas management through two key initiatives: the installation of Solar Rooftop systems and the development of a data management system for Scope 3 greenhouse gas emissions. These initiatives aim to enhance the completeness and accuracy of emissions data across the value chain, contributing to a reduction trend in greenhouse gas emissions across all scopes compared to the base year. However, the Company’s greenhouse gas emissions in 2025 increased compared to the previous year, primarily due to higher production levels associated with the capacity expansion of the TVO1 plant. Despite this increase, the Company remains committed to continuously enhancing energy efficiency and implementing greenhouse gas reduction initiatives to support its long-term climate goals.

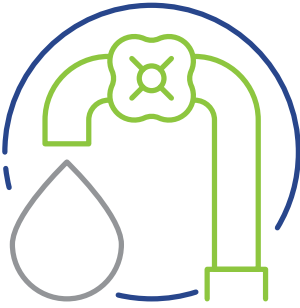
Climate Change Management and Disclosure (In Alignment with IFRS S2 and the Task Force on Climate-related Financial Disclosures (TCFD))

TVO places strong importance on managing climate change-related risks and opportunities by systematically integrating these issues into its governance structure, corporate strategy, and enterprise risk management processes. The Company adopts the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) as a framework for assessing and evaluating climate-related impacts from both operational and financial perspectives. This includes the assessment of physical and transition risks, as well as the identification of business opportunities that may arise from climate change throughout the value chain.

The Company continuously prepares and discloses climate-related information in alignment with the recommendations of the TCFD and IFRS S2 to reflect a prudent, transparent, and verifiable approach to climate change management. Such disclosures support informed decision-making among investors and stakeholders, strengthen resilience against long-term uncertainties, and contribute to the Company’s stable and sustainable growth.



TCFD



Water and Waste Water Management

Water is a critical resource throughout the value chain of TVO, from soybean cultivation as the Company's primary raw material to manufacturing processes that require water for energy generation and production activities. The Company recognizes that ineffective water management may lead to risks related to water scarcity, water quality, and environmental impacts, which could affect long-term business continuity.

Therefore, the Company places strong emphasis on systematic water resource management, covering water risk assessment, efficient water utilization, wastewater management, and water reuse and recycling practices. These efforts aim to mitigate environmental impacts, support sustainable business operations, and strengthen the Company's long-term competitiveness.



Target

Water consumption intensity at **0.91 cubic meters per ton of soybean** processed

Zero wastewater discharge



Performance 2025

0.97 cubic meters per ton of soybean processed*

No wastewater is discharged outside the facility.
All treated wastewater is fully reused within the production process.

* Water consumption in the production process was higher than the target due to additional water treatment processes implemented to accommodate changes in raw water quality.

Management

- Assess and monitor water consumption systematically to enhance water resource management efficiency throughout operations.
- Improve and optimize production processes to reduce water withdrawal from external sources in accordance with the 3Rs principle (Reduce, Reuse, Recycle), while controlling and minimizing water loss within the production process.
- Treat wastewater to ensure compliance with legal requirements, while directing wastewater from production processes into treatment systems for reuse, with no wastewater discharged externally (Zero Discharge).
- Regularly assess water-related risks and develop water management and mitigation plans to strengthen long-term water management efficiency.

Performance

Assessment of Water Use to Enhance Water Resource Management Efficiency

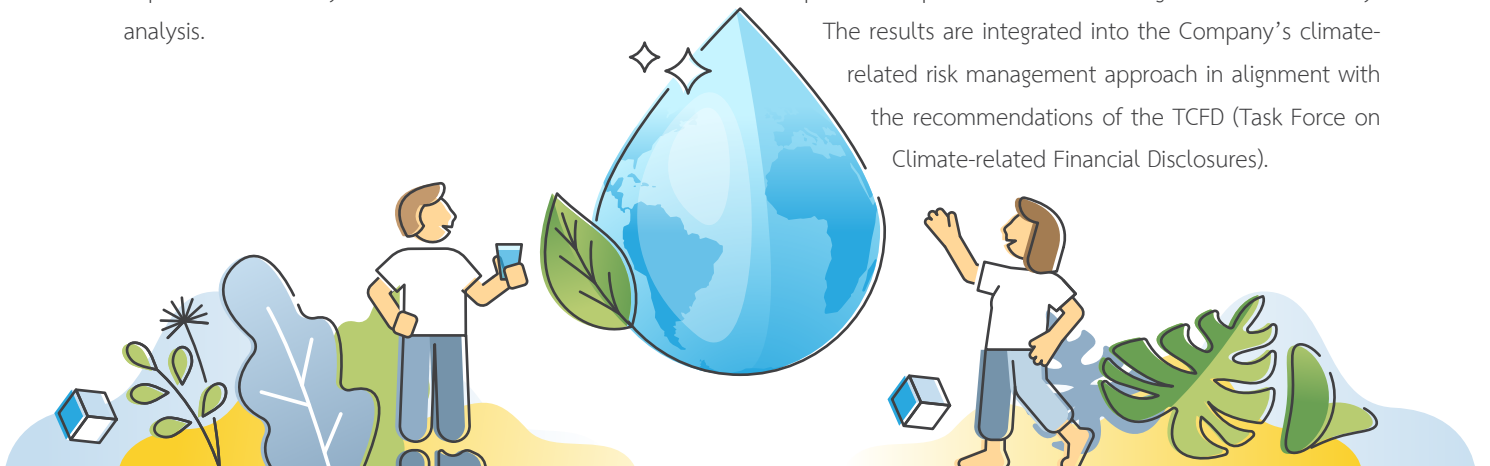
TVO applies **Water Balance** assessments to systematically analyze water consumption patterns and identify inefficient water use within operations in order to implement improvement measures. The process consists of the following key approaches:



- **Water Balance Assessment:** Monitoring water withdrawal, consumption, reuse, and discharge throughout the production process to gain a comprehensive understanding of water flows within the facilities.
- **Benchmarking:** Analyzing water consumption data and comparing performance against industry benchmarks to identify areas for improvement and operational inefficiencies.
- **Technological Integration:** Utilizing advanced technologies such as flow meters and IoT-based monitoring systems to improve the accuracy and effectiveness of water balance analysis.

- **Opportunity Identification:** Using insights from water balance assessments to identify efficiency improvement opportunities, including process optimization and water leakage detection.
- **Integration with Water Risk Assessment:** Assessing water-related risks, including water availability and water stress, through the use of the Aqueduct tool across soybean cultivation areas and operational sites. The assessment supports forecasting water resource availability throughout the Company's operations and supply chain, including potential impacts from climate change on water availability.

The results are integrated into the Company's climate-related risk management approach in alignment with the recommendations of the TCFD (Task Force on Climate-related Financial Disclosures).





Water and Climate Change Risk Management

TVO places strong emphasis on water risk management and the impacts of climate change throughout the supply chain by continuously monitoring, assessing, and preparing mitigation measures for both physical and transition water-related risks.

The Company incorporates the results of climate-related risk and opportunity assessments conducted in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) into strategic decision-making processes. This includes integrating water-related issues that may affect long-term business continuity, operating costs, and supply chain resilience.

Water Risk Assessment and Management Measures

Physical Risk		
Water-Related Risk Issues	Water quantity risks arising from droughts, floods, and rainfall variability	Raw water quality risks in operational areas
Business Impacts	<ul style="list-style-type: none"> ● Production disruptions ● Supply chain interruptions ● Increased operating costs 	<ul style="list-style-type: none"> ● Reduced production efficiency ● Increased water treatment costs ● Environmental impacts
Management Measures	<ul style="list-style-type: none"> ● Secure and manage backup water sources ● Prepare flood protection equipment and response measures ● Develop logistics plans to maintain continuity of raw material supply and product delivery 	<ul style="list-style-type: none"> ● Regularly monitor and assess raw water quality ● Optimize water treatment processes according to water quality conditions ● Improve water efficiency and increase water reuse practices

Transition Risk		
Water-Related Risk Issues	Changes in laws, regulations, and policies related to water and environmental management	Conflicts with external stakeholders, such as surrounding communities, regulators, or business partners, related to water use, wastewater discharge, or environmental impacts
Business Impacts	<ul style="list-style-type: none"> ● Regulatory compliance risks ● Additional costs and reputational impacts 	<ul style="list-style-type: none"> ● Complaints, disputes, operational delays, or shutdowns ● Reputational impacts
Management Measures	<ul style="list-style-type: none"> ● Closely monitor and assess relevant regulatory and policy changes ● Adjust operational processes to ensure compliance ● Leverage higher standards as opportunities to improve operational efficiency and competitiveness 	<ul style="list-style-type: none"> ● Transparently communicate and disclose water use and water management information through tripartite meetings ● Systematically collect and address feedback and complaints from communities and stakeholders ● Implement environmental impact mitigation and control measures in compliance with applicable requirements ● Coordinate with relevant authorities and business partners to prevent conflicts

“TVO operates in accordance with the 3Rs principles (Reduce, Reuse, Recycle) and a Zero Discharge approach by reusing treated wastewater in key production processes.

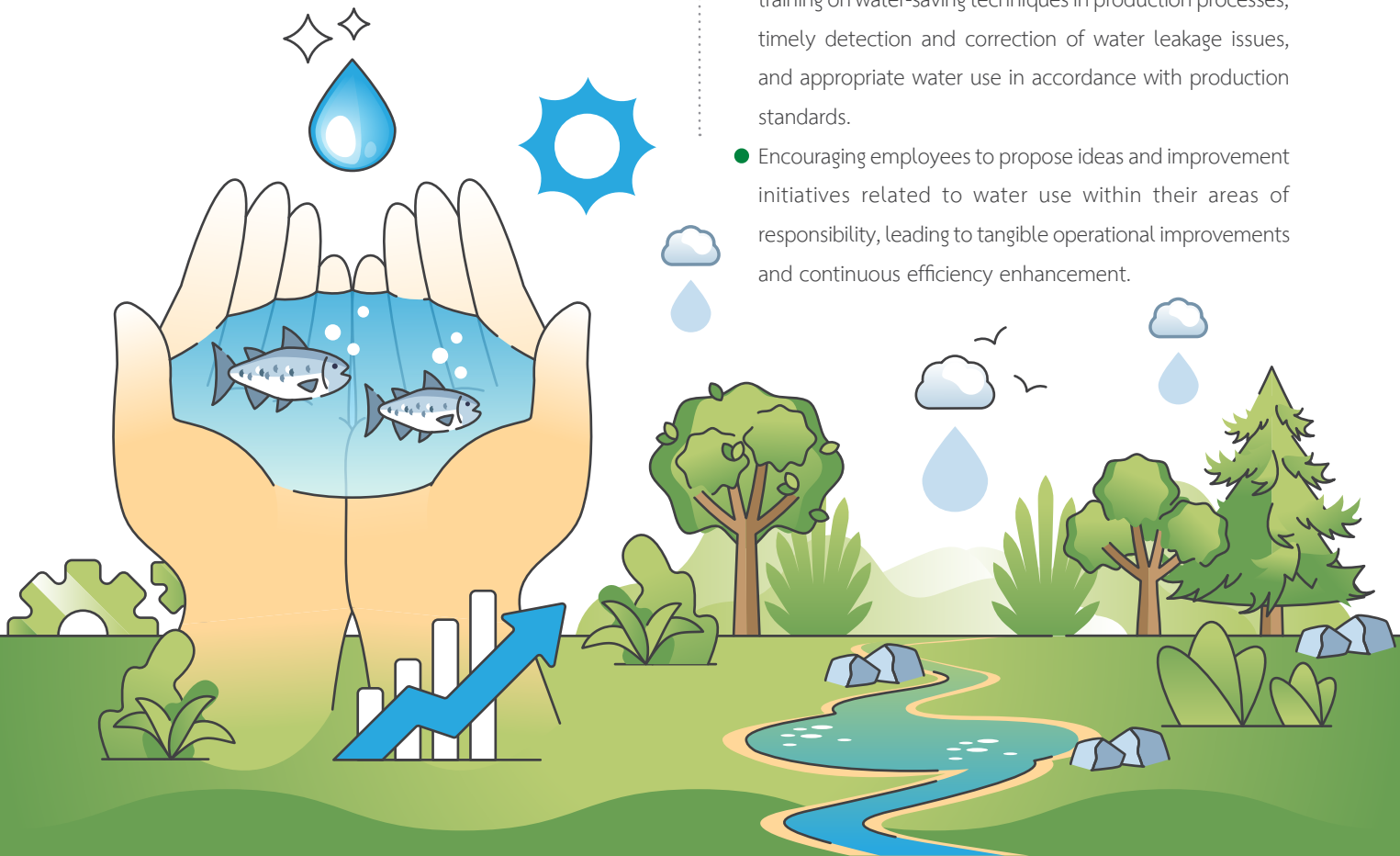
This helps reduce water withdrawal from external sources, control wastewater discharge, and minimize environmental impacts.”

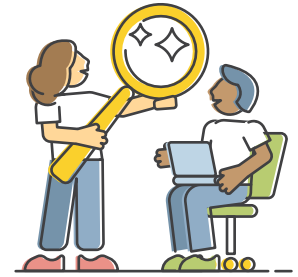
Raising awareness and training employees on water management

TVO places strong emphasis on improving water use efficiency through employee participation at all levels. The Company encourages employees to understand their roles in water management and apply water conservation practices in their daily operations, at both operational and management levels, to ensure continuous and measurable improvements in water management performance.

Key implementation approaches include:

- Conducting training programs and awareness-building activities on efficient water use to enhance employees’ understanding of water-related impacts and practical water conservation measures in the workplace, while fostering a culture of responsible water use and encouraging participation across all levels of the organization.
- Enhancing technical knowledge and specialized skills for employees in key functions, such as operations, plant management, and utility departments, including practical training on water-saving techniques in production processes, timely detection and correction of water leakage issues, and appropriate water use in accordance with production standards.
- Encouraging employees to propose ideas and improvement initiatives related to water use within their areas of responsibility, leading to tangible operational improvements and continuous efficiency enhancement.





Sustainable Raw Material

TVO conducts its business in accordance with sustainable sourcing principles, placing strong emphasis on supply chain management aligned with Environmental, Social, and Governance (ESG) considerations. This is particularly important for soybeans, the Company's primary raw material, which are associated with risks related to land use, native ecosystems, and biodiversity.

To manage such risks, the Company has established policies and guidelines for business partners covering environmental, social, and governance issues. The Company also continuously monitors and assesses supply chain performance to manage impacts and enhance transparency throughout the raw material sourcing process.

Management

TVO has established a sustainable agriculture policy under its Supplier Code of Conduct, covering the following key principles:

- Require suppliers to manage natural resources efficiently and implement programs to reduce water consumption, reduce environmental pollution, protect soil health, prevent the destruction of ecosystems, and reduce GHG emissions throughout the supply chain. Suppliers are also required to implement deforestation-free measures and promote the responsible and environmentally friendly use of chemicals.
- Require suppliers to operate in accordance with internationally recognized human rights and labor standards, including the prevention of child labor, forced labor, and all forms of discrimination. Suppliers are also required to establish grievance channels and transparent, fair, and traceable complaint management processes.

- Suppliers involved in livestock and animal-related products are required to comply with the "Five Freedoms" principles of animal welfare to ensure ethical and responsible operations.
- Develop the Company's traceability system to enable the tracking of raw material origins and the assessment of risks throughout the supply chain. ESG criteria are integrated into supplier selection, evaluation, and performance monitoring processes, including supplier capability development and corrective action measures in cases of non-compliance.

Promoting Soybean Cultivation in Thailand

Soybean cultivation in Thailand has continuously declined since 2014, primarily due to low average crop yields of only 256–264 kilograms per rai. As a result, farmers have reduced soybean cultivation areas and shifted to crops offering higher economic returns. This trend may increase risks to raw material security within the supply chain and lead to greater dependence on imported soybeans, which could be affected by price volatility, climate change, and long-term trade restrictions.





To address these challenges, Thai Vegetable Oil Public Company Limited places strong emphasis on supply chain risk management through responsible sourcing practices. The Company aims to promote and develop domestic soybean cultivation to increase the proportion of locally sourced raw materials, reduce import dependency, and strengthen supply chain resilience, while also enhancing farmers' income, promoting efficient resource utilization, and supporting the development of a sustainable food system throughout the value chain.

In 2022, the Company initiated research and development projects to study soybean cultivation approaches suitable for Thailand's climate and agricultural conditions. Pilot plots were established in Mae Taeng and Mae Rim districts, Chiang Mai Province, with harvesting completed in May 2024. The collected data has been used to assess productivity, crop quality, and factors contributing to yield variability.

In 2025, the Company expanded its research efforts to improve cultivation efficiency and reduce climate-related risks by promoting off-season soybean cultivation following rice harvesting in central Thailand. This initiative helps improve land-use efficiency and generate additional income for farmers.

The Company also supports seed and crop quality testing, while establishing environmental and good agricultural management practices to ensure that raw materials are high-quality, safe, and aligned with environmental and social standards.

In addition, the Company promotes soybean cultivation within crop rotation systems to maintain soil fertility, reduce environmental impacts, and improve agricultural resource efficiency. These efforts are complemented by farmer education and technical support programs aimed at strengthening sustainable agricultural capabilities. Through these initiatives, the Company seeks to create shared economic, social, and environmental value for stakeholders across the supply chain while supporting the long-term development of a sustainable food system.

International Standards for Sustainable Sourcing

TVO sources soybeans from major global cultivation areas, including Brazil and the United States, under a responsible sourcing approach that emphasizes transparency and traceability throughout the supply chain. The sourced raw materials are certified under internationally recognized standards, including RTRS (Round Table on Responsible Soy Association) and Non-Amazon Biome Declaration, which cover environmentally responsible production practices, efficient resource utilization, deforestation prevention, and respect for human rights throughout the supply chain.







Raw material risk management is integrated into the Company’s sourcing processes through the development of a traceability system that enables the tracking of raw material origins from cultivation areas to delivery. The Company also assesses risks related to supply and demand, climate change, raw material quality, and cost fluctuations to strengthen supply chain continuity and mitigate environmental and social risks.

The Company has established ESG criteria for supplier selection and evaluation, covering human rights protection, the prohibition of child labor and forced labor, deforestation-free sourcing practices, and transparent business conduct. Supply chain governance is further supported through assessments based on SEDEX/SMETA standards. In addition, the Company has prepared for compliance with the European Union Deforestation Regulation (EUDR) to ensure that sourced raw materials align with international environmental conservation and land-use requirements.

For “**Siam Yim**” canned fish products, which are distributed by the Company, the products are certified under GMP (Good Manufacturing Practice) standards covering quality control, product safety, and hygiene throughout the manufacturing process. The products also comply with the Five Freedoms principles of animal welfare to ensure appropriate quality, safety, and responsible governance standards.

Raw Material	Certification or Accreditation	The Coverage of Products Certified	Exposure of Product Certified
 Soybean	Round Table on Responsible Soy Association (RTRS)	4.85%	100%
	Non-Amazon Biome/ Declaration	95.15%	100%
 Sardines	GMP Certificate issued by the Department of Fisheries, Ministry of Agriculture and Cooperatives, Government of Thailand	100%	100%



Waste Management

TVO places strong emphasis on waste management throughout the supply chain, covering waste generated from production processes, packaging, and product usage. The Company is committed to managing waste in compliance with applicable laws and regulations while promoting efficient resource utilization in line with circular economy principles.



Targets

Zero hazardous waste

from production processes sent to landfill

At least **95%** of total waste generated to be reused, recycled, or recovered**

Study the potential use of production waste as alternative raw materials for other industries



Performance 2025

No hazardous waste from production processes has been sent to landfill continuously since 2020*

100%

Currently conducting a **feasibility study** on the utilization of at least one type of production waste as raw material for other industries

* Hazardous waste excludes municipal waste.

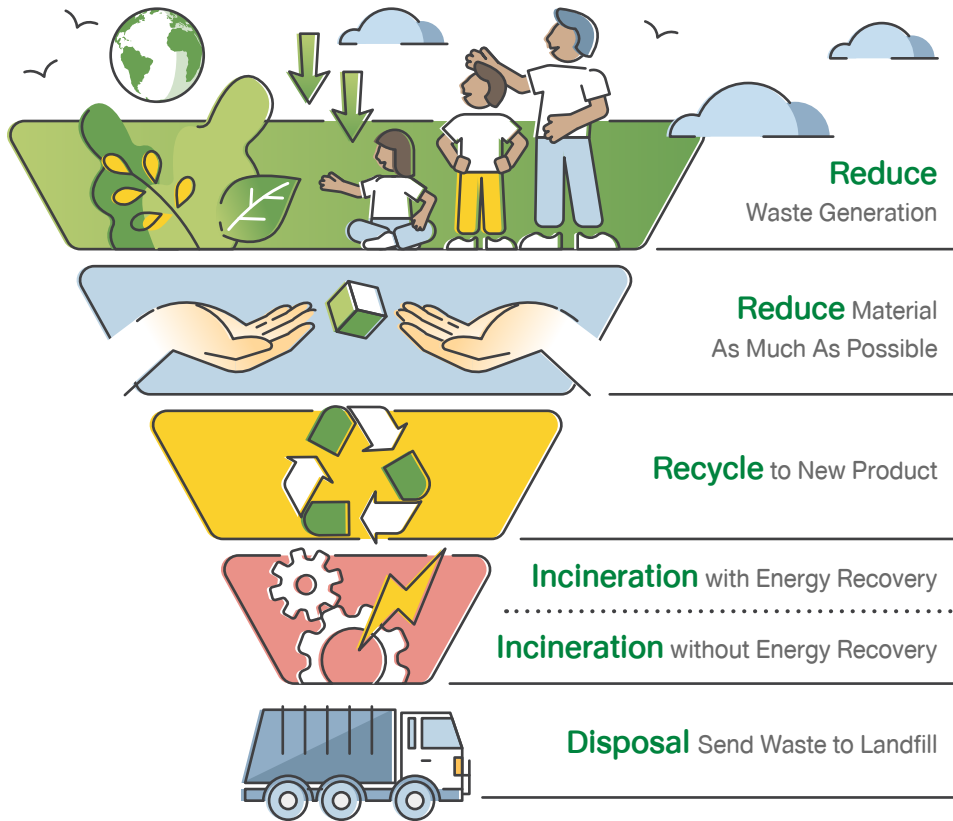
**Waste diverted from disposal is defined in accordance with GRI 306-4 and GRI 306-5.

Management

- Reduce waste generation at the source by selecting environmentally friendly raw materials and improving production processes to minimize waste generation from the beginning of the value chain.
- Manage waste in accordance with the Waste Hierarchy approach, prioritizing waste prevention, reuse, recycling, and energy recovery.

- Implement operations under the Zero Waste to Landfill concept by ensuring that all hazardous waste is either utilized or managed appropriately in compliance with applicable legal requirements.
- Study innovations and approaches for waste reuse and value creation, while expanding waste utilization practices across all areas of operations.
- Promote a waste segregation culture throughout the organization, beginning at the head office and expanding to manufacturing facilities, to encourage employee participation and strengthen awareness of sustainable waste management.

Management



TVO manages waste under a clearly defined control system that covers waste source identification, the assessment of environmental, health, and community-related risks and impacts, and compliance with applicable laws and regulations. Particular attention is given to waste requiring off-site treatment. The Company has established strict contractor selection and monitoring processes to ensure that waste transportation and disposal are conducted properly and safely.

The Company has continuously achieved Zero Hazardous Waste to Landfill since 2020 and maintains this as its waste management standard across all operations. The Company focuses on reducing waste generation at the source through the selection of low-waste raw materials, production process improvements, and proper waste segregation practices. These measures increase waste recovery and utilization while minimizing final disposal, helping reduce contamination risks and long-term environmental impacts.

Under the “**Waste to Value**” concept, TVO aims to enhance resource efficiency and minimize final disposal by promoting waste utilization and converting waste into alternative raw materials for other industries in line with circular economy principles. The Company is currently studying the potential use of rice husk ash generated from steam production as a bio-based raw material for industrial applications, as well as oil recovery from spent bleaching earth, to create added value from residual materials and reduce long-term waste impacts.

Waste Management Audits

To enhance waste management efficiency, TVO conducts systematic internal audits in accordance with the requirements of the ISO 14001 Environmental Management System*. The audits cover waste management processes across operational areas to control environmental risks and regularly review operational effectiveness.

* TVO1, which is certified under ISO 14001, represents 50% of the Company’s total production capacity.

The audits are conducted by appointed internal auditors and cover key areas, including:

- Proper waste segregation and handling at the source
- Maintenance of waste storage areas and waste management infrastructure in compliance with applicable requirements
- Communication of waste management practices to ensure employees understand and properly implement the required procedures

Audit findings are used to improve operational processes, reduce environmental risks, and continuously enhance waste management performance.

Food Loss and Waste Management

To further strengthen Food Loss and Food Waste management, TVO has developed a monitoring and assessment system for food loss and food waste throughout its operations. The system supports the establishment of measurable group-wide targets that can be systematically monitored and evaluated, with the aim of reducing resource loss, improving raw material utilization efficiency, and supporting circular economy principles over the long term. The Company has set targets to achieve zero Food Loss from production processes, while minimizing waste from near-expiry products and transportation damage.

The Company has designed and continuously improved its soybean oil extraction processes to maximize resource efficiency. The main outputs from the production process include soybean oil and animal feed ingredients, while by-products such as lecithin, soybean hulls, and crude soybean oil are fully utilized for commercial purposes. This approach ensures that raw materials are fully utilized throughout the production process.

Performance of Food Loss and Waste Management

In 2025, the Company systematically measured and categorized food loss and food waste throughout the product life cycle.



Raw Material Management

No Food Loss from spoiled soybeans during transportation



Production Process

No Food Loss from production processes due to efficient soybean oil extraction processes and the commercial utilization of by-products for animal feed applications



Post-Consumer Products

- 23.85 tons of Food Loss and Food Waste associated with near-expiry products and transportation damage
- 23.17 tons of returned soybean oil products reprocessed into new products through the production system
- 0.68 tons of waste generated from returned products



Employee-Supporting Activities

240 kilograms of food waste from the employee cafeteria reused as animal feed



Food Loss & Food Waste Intensity

0.0006 kilograms per ton of soybean processed



Sustainable Packaging



Plastic packaging is an essential component of vegetable oil products. Therefore, TVO places strong emphasis on reducing the environmental impacts of packaging throughout its lifecycle through efficient packaging management and responsible resource utilization. The Company has established its “**Sustainable Packaging Policy and Guidelines**” as an operational framework for the development and application of packaging innovations, with the aim of balancing functionality, product quality, and environmental sustainability



Target

Achieve at least a **2%** reduction in the carbon footprint of 1-liter A-Ngoon soybean oil products by 2025 through reducing plastic packaging usage.



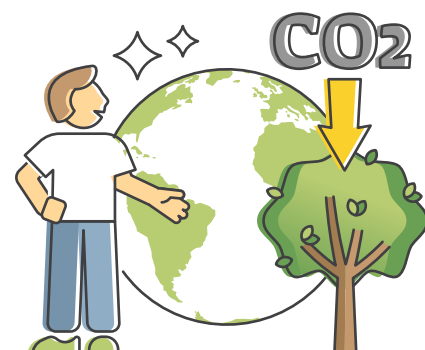
Performance

Currently **undergoing Carbon Footprint** for Product (CFP) certification.

Management

- Establish a Sustainable Packaging Policy to enhance awareness and align operational directions consistently across the organization.
- Conduct research and development (R&D) on sustainable packaging and alternative solutions, including bioplastics, recyclable packaging, reusable packaging, recycled materials, and increased recycled content in packaging, while ensuring product quality, safety, and shelf life are maintained.
- Eliminate unnecessary single-use plastic packaging to reduce waste generation and environmental impacts.
- Develop post-consumer packaging management systems, including collection, reuse, and recycling processes, while designing packaging to improve recyclability and support effective recycling practices.

“**TVO is committed to eliminating unnecessary plastic packaging, reducing the use of single-use plastics, and minimizing plastic consumption in packaging in order to reduce plastic waste and lower the carbon footprint of its products.**”



Significant Progress



Since 2022, Thai Vegetable Oil Public Company Limited has **eliminated bottle cap seals** (single-use plastic), reducing unnecessary plastic waste by up to **3,600 kilograms per year**.



Replaced PVC bottle labels with OPP materials to improve recyclability and increase the use of environmentally friendly packaging materials.



In 2025, the Company further improved the design of its **1-liter vegetable oil bottles** by **reducing plastic usage by 7 grams per bottle** compared to the 2020 baseline, while maintaining packaging strength and durability. This initiative resulted in a total reduction of **629,050 kilograms of plastic per year**, equivalent to a reduction of approximately **2,706,922 kilograms of carbon dioxide equivalent (kgCO₂e) emissions annually**.

The Company systematically **reused industrial oil containers** in line with circular economy principles, reducing the use of new containers by **35,000 units**. This initiative reduced plastic consumption by approximately **315,000 kilograms**, equivalent to a reduction of **1,038,744 kilograms of carbon dioxide equivalent (kgCO₂e) emissions annually**.



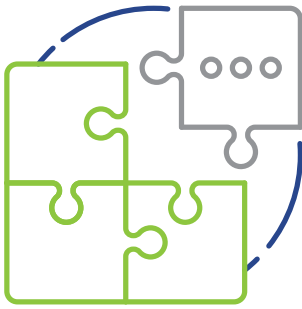
Performance

Material type of Packaging used in 2025

Materials	Coverage (% of cost of goods sold)	Total Weight (metric tonnes)	Recycled and/or Certified Material (% of total weight)
Wood/Paper fiber packaging	100	3,292	91
Metal (e.g. aluminum or steel) packaging	100	864	0
Glass packaging	100	N/A	N/A

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Plastics Packaging	unit	2022	2023	2024	2025
Total weight of all plastic packaging	tons	N/A	2,754	3,620	5,195
Percentage of recyclable plastic packaging	% of the total weight of all plastic packaging	N/A	99.7	99.7	99.7
Percentage of compostable plastic packaging		N/A	0	0	0
Percentage of recycled content within plastic packaging		N/A	0	0	0
Coverage	%	N/A	100	100	100



Impact and Complaint Management



Target

No significant*
community complaints



Performance 2025

1 community complaint received and resolved,
with no environmental fines or penalties

* Significant environmental fines or penalties refer to individual fines or penalties exceeding USD 10,000, or the equivalent amount in local currency.

Thai Vegetable Oil Public Company Limited places strong emphasis on managing the environmental and social impacts arising from its operations, particularly within surrounding communities. Appropriate mitigation measures are implemented alongside stakeholder engagement activities to build trust and maintain long-term positive relationships with local communities.

A “**Community Complaint Management Process**” has been established through multiple accessible communication channels. A dedicated community relations team is responsible for coordinating and maintaining close communication with local communities through regular site visits and household engagement activities to receive feedback and complaints. The team also conducts preliminary investigations and coordinates with relevant departments to ensure timely and appropriate corrective actions in line with impact mitigation and stakeholder engagement principles.

In cases where impacts from production processes occur, a dedicated task force comprising relevant departments is established to jointly investigate root causes, determine corrective actions, and develop systematic preventive measures to avoid recurrence. Under the principle of transparent communication, the community relations team communicates findings and corrective actions to external parties and the Community Relations Committee, chaired by the District Chief Officer of Nakhon Chai Si District. The committee also includes local community leaders, village heads, local administrative organizations, and Company representatives, who collectively review performance and evaluate improvement measures to enhance the effectiveness and appropriateness of management approaches.



Community Complaint Handling Process



Complaint Receiving Channels
(e.g., Suggestion boxes, telephone hotline, public forums)



Community Relations Team Receives and Records the Complaint
The issue is logged into the system and reported to the Environmental and Social Committee Chair, who appoints a task force to handle the matter



Problem Analysis and Resolution
The task force analyzes the root cause, implements corrective actions, and sets preventive measures. (Task force includes representatives from production, engineering, technical, and logistics departments)



Monitoring and Verification
The Environmental and Social Committee Chair follows up on the progress and verifies the results of corrective actions.



Communication of Resolution
The Community Relations Team and Committee Chair communicate the outcomes to the complainant and affected community via the Community Relations Committee forum.



Closure and Documentation
The Community Relations Team officially closes the case and documents the results for further process improvement.

In 2025, TVO received one formal complaint related to noise and dust impacts from its operations. Relevant government authorities conducted an inspection of the operational area, during which the Company provided factual clarification and implemented air pollution control and treatment measures, together with continuous monitoring of system performance.



Additional preventive measures and stricter monitoring practices were also introduced to prevent recurrence, while operational improvements were implemented in accordance with recommendations from relevant authorities. The complaint was subsequently officially closed, reflecting compliance with applicable laws and regulatory requirements.

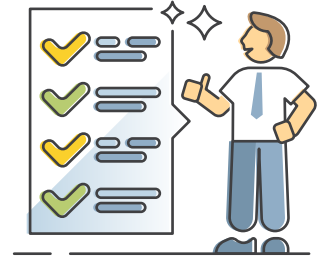


Social Sustainability





Human Rights



TVO places strong emphasis on respecting human rights throughout its business operations. The Company adheres to internationally recognized principles, alongside compliance with applicable laws and regulations, to ensure that its activities do not result in human rights violations affecting employees, communities, or other stakeholders.

Social performance is overseen by the **Environmental Social and Compliance Working Group**, which drives initiatives both internally and externally. Key areas of focus include employee welfare, occupational health and safety, as well as community and social engagement, all aimed at supporting TVO's sustainable development.



Target

No human rights violation



2025 Performance

0 case
of human rights violation

* In 2025, the Company has no unacceptable human rights risks and no human rights violation case.

Management

- Regular announcements and reviews of the Human Rights Policy, Child Labor Prevention and Remediation Policy, and Zero Tolerance practices are conducted to ensure alignment across operations and business partners. These are supported by control measures, monitoring mechanisms, and strict adherence to internationally recognized human rights principles.
- A comprehensive Human Rights Due Diligence (HRDD) process is integrated into the risk management framework to proactively identify, prevent, and mitigate potential human rights impacts throughout business operations.
- Equal employment opportunities are promoted, with respect for freedom of association, the right to collective bargaining, and fair and equitable treatment of all employees.

- Welfare Committees are established at both office and factory levels, comprising representatives from various employee groups. These committees serve as a channel for communicating employee concerns and welfare-related suggestions to management, supporting the continuous improvement of the working environment.

- Secure and confidential grievance mechanisms are in place, including suggestion boxes, hotlines, and email channels, enabling employees and stakeholders to raise concerns in a transparent, accessible, and fair manner.



Human Rights Policy



Quality, Occupational Health, Safety, and Work Environment Policy

Performance

The Company manages human rights systematically across its value chain by implementing a Human Rights Policy aligned with the United Nations Guiding Principles on Business and Human Rights (UNGP). A Child Labor Prevention and Remediation Policy are also established as a common practice for both the Company's operations and all business partners, with suppliers required to strictly comply with applicable labor laws and relevant human rights standards to prevent risks related to child labor, forced labor, discrimination, and workplace rights violations. The Company has also established a structured supplier management process, covering pre-qualification risk assessments, ongoing compliance monitoring, and corrective actions in cases of non-compliance, alongside grievance and remediation mechanisms for employees, suppliers, and stakeholders to raise concerns, thereby promoting transparency, fairness, and responsible business conduct in line with internationally recognized human rights principles.

The Company promotes employee engagement at all levels by providing opportunities to express opinions and submit welfare-related suggestions through the Welfare Committee, which serves as a central mechanism for dialogue and communication with management. The committee convenes regularly, four times per year, to review and enhance welfare provisions in alignment with employee needs. In addition,

multiple feedback channels are provided to further strengthen employee participation and continuously improve the effectiveness of human resource management.

In 2025, the Company reviewed its Human Rights Due Diligence (HRDD) procedures and continued the implementation of HRDD for the fourth consecutive year, covering 100% of business activities. This process aims to identify, assess, and mitigate human rights risks, with systematic measures in place for impact mitigation and remediation to ensure that risk levels remain within acceptable thresholds while aligning management practices with international standards. For labor-related risks within the supply chain, a comprehensive supplier management approach is applied, including supplier traceability, self-declaration assessments, and on-site audits, to continuously enhance supplier standards and reduce human rights risks.

In addition, the Company has established and communicated a Supplier Code of Conduct covering human rights, legal compliance, and relevant standards. The Company also implements an ongoing supplier monitoring and evaluation process to ensure compliance with requirements and promote responsible business practices throughout the value chain.



Supplier Code of
Conduct

“TVO conducts training on business ethics, anti-corruption, and ESG performance at least once per year. The Human Rights Policy is regularly reviewed and updated in alignment with the United Nations Guiding Principles on Business and Human Rights (UNGPs), with clear communication and reinforcement to ensure strict compliance by employees at all levels.”



Human Rights Due Diligence (HRDD)

A Statement of Policy Commitment to Respect Human Rights



- Announcement and communication of a Human Rights policy to all stakeholders
- Auditing the human rights performance of business partners through annual assessments, human rights issues are one of the main ESG topics considered

Assessment of Actual and Potential Human Rights Impacts of Company Activities and Relationship



- Assessment of the Human Rights Due Diligence throughout the value chain, including core business activities, support activities, and new business process

Incorporating into Company Procedures and Addressing Impacts



- Identification of relevant human rights issues, specification of affected stakeholder groups, risk assessment, prioritization of key human rights risks, and development of appropriate impact mitigation measures and remediation processes.

Remediation and Remedy



- Establishment a whistleblowing system for reporting and receiving complaints regarding human rights violations, along with ensuring measures to protect complainants according to the law.
- In cases of human rights violations, the Company has a fair process for investigation, measures for punishment, and provisions for appropriate mitigation measures in accordance with the company's regulations and relevant laws.

Tracking and Reporting Performance



- Conducting monitoring of progress and remedial efforts, with the results being reported annually through sustainability reports published on the **Company's website**.



Employee Caring and Development



Target

Increasing the average training hours for employees at all levels to a minimum of **18 hours/person/year** by the year 2025.

Employee engagement score of **not less than 80%** by 2027

Increase Human Capital Return on Investment (HCROI) to **above 4.800** by 2030

2025 Performance

Average training hours for all employees reached **20 hours/person/year**

Average employee engagement score of **73.60%**

4.238



Management

- Establish fair and equitable compensation and benefits practices for all employee levels, benchmarked against leading organizations, labor market trends, and national average wage levels, while implementing employment policies that support local community hiring opportunities.
- Promote continuous employee development through structured training programs and learning activities aligned with functional needs, supporting ongoing skill and competency development.
- Foster an inclusive and collaborative working environment by encouraging employee participation, feedback, and suggestions to strengthen organizational engagement.
- Implement a transparent and fair performance evaluation system based on measurable outcomes to support employee development and career progression.





Performance

Labor Practices

Fair Compensation, Benefits, and Welfare

TVO implements compensation and benefits policies based on fairness, transparency, and non-discrimination. It ensures a living wage by setting remuneration in line with local living costs, industry standards, and applicable labor laws. The Company regularly reviews and adjusts its salary structure to remain competitive with the labor market and applies clear job grading criteria based on roles, responsibilities, and performance to ensure appropriate recognition of employee capability. In addition, the Company assesses living wage adequacy using references such as the Asia Floor Wage Alliance to ensure that employee compensation supports a decent standard of living.

The Company provides additional welfare and benefits to enhance employee motivation and long-term engagement, alongside systematic working hour management to prevent excessive working time and ensure compliance with applicable labor regulations. Furthermore, the Company promotes employee well-being through continuous enhancement of healthcare benefits and improved access to medical services. This includes expanding healthcare and dental facilities near production sites to facilitate more convenient access for employees. Seasonal vaccination programs are also provided to help prevent communicable diseases. In addition, the Company offers financial security benefits, such as a provident fund and supplementary medical coverage, to support employees' overall quality of life and long-term security.

Program	Detail
Flexible Working Hours	Implement flexible working arrangements by allowing employees to select their start and end working hours within a defined framework to promote work-life balance, employee well-being, and operational efficiency.
Lactation Room Facilities	Provide dedicated lactation rooms with privacy and allocated break time to support female employees, enhance well-being, and promote work-family balance.
Maternity Leave	Provide maternity leave of up to 16 weeks with full pay to support employee well-being, childcare responsibilities, and adjustment to parental roles.
Extended Childcare Leave	Grant 15 days of childcare leave in cases where a child is ill, at risk of complications, has abnormalities, or has disabilities to support family stability and employee quality of life.
Paternity Support Leave <small>(for assisting spouse during childbirth)</small>	Provide 15 days of paid paternity leave to support employees in assisting their spouse during childbirth and to promote shared parental responsibility.
Spousal Benefits	Extend benefits to legally registered spouses regardless of gender to promote equality, diversity, and non-discrimination in the workplace.

Continuous Employee Development

Human capital is a key driver of the Company’s long-term sustainable growth. Attracting, retaining, and developing employees is therefore a core mechanism in executing its long-term strategy. The Company aims to continuously enhance employees’ knowledge, skills, and capabilities at all levels to prepare them for evolving business conditions and technological change, while strengthening organizational competitiveness.

The Company promotes continuous learning through both internal training programs and external development courses to build competencies aligned with organizational needs and future roles. Dedicated budgets for training and development are consistently allocated. In 2025, the Company invested a total of THB 5,579,710 in employee development. A total of 90% of employees received training, with an average training duration of 20 hours per employee per year (Social Performance table on page 103-106 for further details).

Human Capital Development Programs

Root Cause Analysis (RCA) Capability Development Program



Root cause analysis (RCA) is a key foundation for systematic problem-solving. The Company conducted a training program titled **“In-depth Theory and Principles of RCA with Industrial Applications”** to enhance employees’ capabilities in root cause identification, decision-making, and process improvement, with an emphasis on learning through practical application to reduce losses and improve operational efficiency. The program is delivered through a blended learning approach, including team-based coaching, collaborative work, and cross-functional knowledge sharing to support real workplace application.

Program Type	Capability Development (analytical thinking and problem-solving) and Leadership Development (decision-making and management)
Learning Methods	Team-based coaching, on-the-job training, and cross-functional knowledge sharing
Objectives and Outcomes of the Program	<ul style="list-style-type: none"> ● Employees are able to accurately identify and analyze root causes of problems, reducing recurring issues and production disruptions. ● Analytical thinking, decision-making, and systematic process improvement skills are strengthened. ● The application of technologies such as AI and sensor systems is supported to enhance operational efficiency.
Quantitative Business Impact	Approximately THB 14.3 million per year from reduced production downtime
Participant Type	Permanent employees
Number of Participants	20 employees (2% of total workforce)

Human Capital Development Programs

Supervisor Skill Development with TMC Techniques Program



The Company implemented a structured training program to strengthen supervisory capabilities and people management skills among frontline supervisors, who play a key role in driving operational performance and workforce development. The program focuses on enhancing supervisory competencies through the integration of **TMC (Tutor – Mentor – Counselor)** principles to enable effective team leadership and employee development.

Program Type	Leadership Development (people management and supervisory capability)
Learning Methods	Lecture-based training, case studies, role-playing simulations, and experience sharing sessions
Objectives and Outcomes of the Program	<ul style="list-style-type: none"> ● Supervisors are able to plan, assign, and monitor work systematically, reducing operational errors and improving workforce management effectiveness. ● Cross-functional collaboration is strengthened, improving coordination and teamwork across departments. ● Supervisors are able to apply the TMC approach in their leadership roles as tutors, mentors, and counselors.
Quantitative Business Impact	Improvement in employee engagement survey score on teamwork and relationships to 74.3%
Participant Type	Permanent employees
Number of Participants	44 employees (4% of total workforce)

Human Capital Development Programs

Effective Coaching and Feedback Skills Program



The Company emphasizes leadership development at all levels to strengthen coaching capability, communication effectiveness, and constructive feedback delivery. The “**Effective Coaching and Feedback Skills**” training program was conducted for supervisors and junior executives to support a growth-oriented leadership culture within the organization.

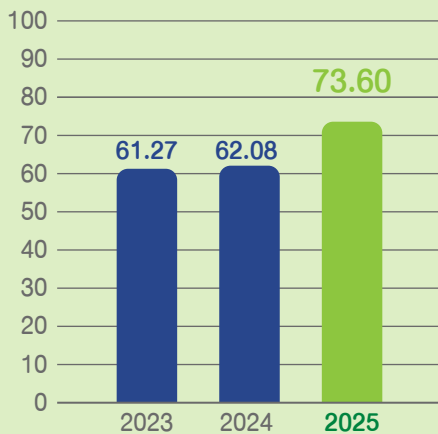
Program Type	Leadership Development (coaching and people development)
Learning Methods	Interactive training, role-playing simulations, and practical coaching and feedback exercises
Objectives and Outcomes of the Program	<ul style="list-style-type: none"> ● Managers are able to apply coaching techniques to effectively develop employees and provide clear, actionable feedback. ● Communication gaps within teams are reduced, improving mutual understanding between supervisors and employees. ● Employees demonstrate greater openness to feedback, supporting continuous performance improve
Quantitative Business Impact	Improvement in employee engagement survey score on teamwork and relationships to 74.3%
Participant Type	Permanent employees
Number of Participants	44 employees (4% of total workforce)

Promoting a Happy Work Place and Fostering Organizational Engagement

TVO has implemented the Happy Workplace program since 2024, alongside structured employee engagement assessments, to strengthen human capital management and support sustainable business performance. The employee engagement score was 73.60%, indicating the level of employee commitment, trust in the Company, and the effectiveness of workforce management practices.

The assessment covers key indicators, including job satisfaction, sense of purpose, workplace happiness, stress levels, and employee participation in achieving the Company’s long-term objectives.

Employee Engagement Score (%)



Happy Workplace Activities: Promoting Employee Well-being and Quality of Life

In 2025, TVO implemented a range of employee engagement initiatives designed to address employees’ needs, strengthen organizational engagement, and foster a sense of belonging.



Happy Body: Promoting Physical and Mental Well-being

The Company promotes employees’ physical and mental well-being to support quality of life, work-life balance, and overall work performance through continuous health and wellness initiatives. Key activities include:

- **TVO Cup:** An annual football tournament open to employees across all levels, including both office and factory, aimed at promoting physical health, strengthening relationships, and enhancing teamwork within the organization.





- **“Buddy Run – Two Heart Together”**: A health and charity run held at Wachirabenchathat Park (Rot Fai Park), Bangkok, encouraging employees to engage in physical activity while contributing to social initiatives. The Company also organized activity booths and provided souvenirs to participants.

These initiatives contribute to improved employee well-being, strengthened organizational engagement, and a supportive work environment that enhances long-term operational effectiveness.



Happy Relax: Creating a Supportive and Relaxing Work Environment

The Company promotes a work environment that supports both physical and mental well-being by fostering a positive and relaxed workplace atmosphere. This approach aims to strengthen employee relationships, support work-life balance, and enhance overall quality of life through ongoing engagement activities designed to reduce stress and increase employee participation. Key activities include:



- **Seasonal Engagement Activities**: Events such as New Year, Valentine’s Day, and Songkran celebrations, as well as the “TVO Loves Mom” campaign, which encourages employees to share moments with their families, fostering stronger connections between employees, their families, and the organization.
- **“Nong A-Ngoon Hunting” Activity**: A gamified engagement activity designed to enhance employee participation, strengthen teamwork, and reinforce organizational identity through the Company’s mascot.



- **CSR-DIW Activities**: To strengthen employees’ life skills and well-being through vocational skills training, including banana chip production, and relaxation massage training.

These activities contribute to a positive organizational culture, strengthen employee engagement, and support a work environment that promotes long-term employee well-being.

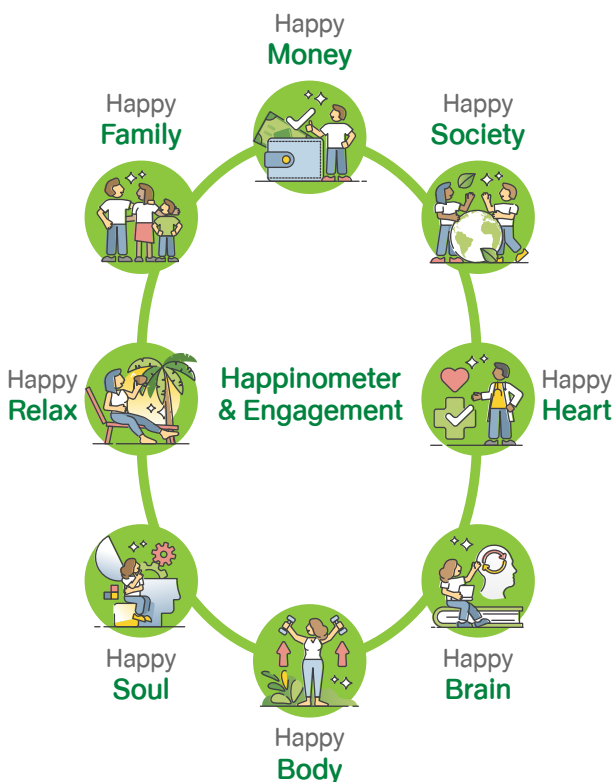


Happy Money: Strengthening Financial Well-being

The Company promotes employees' financial well-being to support long-term quality of life, future planning, and resilience to financial risks. This is achieved through initiatives that enhance financial literacy and money management skills, enabling employees at all levels to plan and manage their finances effectively and sustainably. Key activities include:

- **Financial Literacy Training:** Programs focused on personal financial management, savings, and retirement planning to strengthen employees' financial planning capabilities and long-term financial security.
- **Online Financial Courses:** Learning programs provided by the Stock Exchange of Thailand, covering key topics such as savings planning, personal financial management, and wealth planning. The courses are designed to be accessible, practical, and applicable to employees' daily financial decisions.

These initiatives help strengthen financial discipline, reduce personal financial risks, and support employees' long-term financial stability.



Performance Appraisal Method

Management by Objectives (MBO) via Performance Management System (PMS)

Description: The Company sets annual performance targets through the PMS by integrating role-based KPIs, including ESG-related indicators aligned with employees' responsibilities. Performance results are transparently linked to compensation, rewards, and employee development. In 2025, the Company continuously reviewed and refined evaluation criteria to ensure alignment with business operations and to enhance employee performance effectiveness.

Frequency: Semi-annually

360-degree Feedback

Description: The Company applies a 360-degree feedback system to assess behavioral competencies and soft skills. The evaluation incorporates feedback from supervisors, peers, and subordinates, covering areas such as teamwork, leadership, and communication skills. The results provide employees with insights into strengths and areas for development, supporting continuous improvement and capability development.

Frequency: Semi-annually

Performance Management and Fair Evaluation

TVO places importance on a structured, equitable, and fair performance management system. Employees receive equal pay for work of equal value, based on comparable roles, qualifications, and responsibilities. Performance evaluations are aligned with organizational objectives to enhance transparency and ensure that compensation reflects actual performance, contributions, and accountability. The Company also supports continuous employee development through goal setting, regular performance reviews, and tailored development plans, reinforcing employee motivation and enabling long-term career progression.





Safety and Occupational Health



Target

Zero accidents,

No work-related lost time injury continuous for
6,000,000 working hours within 2028

The **TRIR** (Total Recordable Incident Rate)
is lower than the industry average for
Starch and Vegetable Fats and Oil Manufacturing
(NAICS 311220), which stands at **1.8**.

2025 Performance

3 cases of work-related accidents
No work-related lost time injury continuous
for **728,200 working hours**

0.33



Management

- Establish a Quality, Occupational Health, Safety, and Work Environment (QHSE) policy covering employees at all levels, including contractors. Regularly review, update, and communicate the policy to ensure alignment with applicable laws, regulations, and the evolving operational context, reinforcing effective governance and compliance.
- Establish a Safety, Occupational Health, and Working Environment Committee to provide oversight, recommendations, and systematic monitoring of safety performance, ensuring continuous improvement and accountability across operations.



- Implement a robust process for compliance audits, incident investigation, and root cause analysis, covering incidents, accidents, and near misses. Focus preventive measures on risk mitigation at the source through the Hierarchy of Controls, complemented by emergency response planning, regular drills, and continuous improvement actions based on lessons learned to minimize workplace risks.
- Promote a strong Safety Culture through continuous training, communication, and awareness campaigns to foster appropriate safety behaviors and employee engagement. Align safety and occupational health practices with ISO 45001, legal requirements, and best-practice occupational health and safety management systems, ensuring rigorous and consistent implementation.

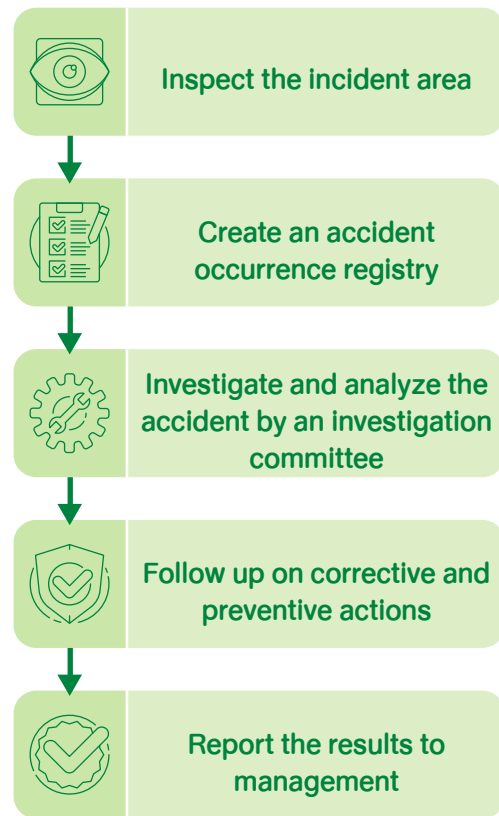
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The Company prioritizes the health and safety of employees, contractors, and stakeholders across the value chain, recognizing it as a shared responsibility at all levels. It has established a **Quality, Occupational Health, Safety, and Work Environment policy** to guide operations, ensuring strict implementation through effective governance, oversight, and communication to employees, suppliers, and contractors. A **Safety, Occupational Health, and Working Environment Committee** has been established to define policies, strategies, targets, and key performance indicators (KPIs), as well as to systematically monitor, evaluate, and enhance performance. This approach strengthens a structured, transparent, and accountable management system, aligned with international standards, including ISO 45001 and Occupational Health and Safety (OHS) standards.

Additionally, the Company conducts compliance and performance assessments according to the Occupational Health and Safety Management System standard (ISO 45001) through internal audits at least once a year, as well as annual surveillance visits by external auditors. The results from these assessments are used to implement corrective and preventive actions to continuously improve operations.

In the event of an unexpected incident, the Company conducts systematic incident investigation and analysis to identify the root causes leading to work-related injuries, occupational illnesses and diseases, as well as emergency situations. The approach emphasizes corrective actions at the source, prevention of recurrence, and proactive control of unsafe conditions and near-miss events, ensuring continuous improvement in occupational health and safety performance.

Additionally, the investigation process is aligned with the standards for collecting, gathering, and reporting occupational health and safety incident information (Safety Incident Information and Reporting Standard) as well as the standards for incident investigation and analysis (Incident Investigation & Analysis) as follows:



To strengthen a **Safety Culture**, the Company continuously implements initiatives to raise awareness and enhance essential competencies for safe working practices among employees and business partners. These initiatives cover **accident prevention, health management, and emergency preparedness and response**, supported by the following key approaches:

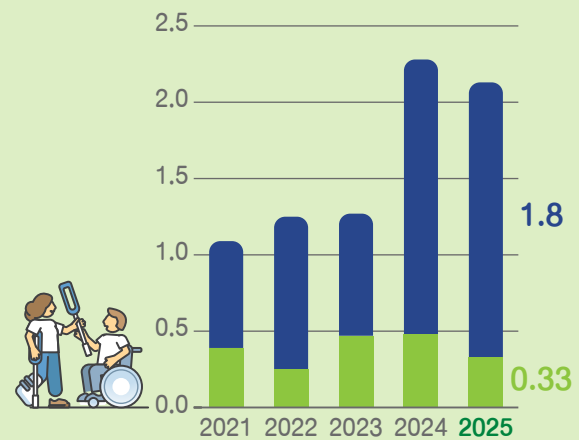
- Conduct regular training and capacity-building programs on occupational health and safety for employees, engaging qualified experts and delivering comprehensive courses that cover job-specific operations, task-related risks, and emergency response. Ensure that all new employees and contractors complete mandatory safety training prior to commencing work or accessing operational areas.
- Promote awareness of safety, environmental protection, and health management through multi-channel communication, including on-site signage and company-wide email communications, ensuring broad and effective outreach.
- Provide occupational health services, including risk-based health examinations, surveillance of occupational diseases, and employee health promotion programs, to prevent and mitigate long-term health impacts associated with workplace exposure.



- Conduct regular emergency preparedness and response drills for chemical incidents and fire emergencies, covering both daytime and nighttime scenarios. Implement fire safety training, firefighting drills, and evacuation exercises annually across both manufacturing sites and the head office to enhance knowledge, awareness, and safety mindset, fostering a sustainable organizational Safety Culture.

Through the management of safety and occupational health as outlined above, in 2025, TVO achieved a Total Recordable Injuries Rate (TRIR) of 0.33, which is significantly lower than the industry average of 1.80 for the Starch and Vegetable Fats and Oil Manufacturing sector (NAICS 311220). Further details are disclosed in the performance table on safety and occupational health data on page 107-108.

Total Recordable Injuries Rate or TRIR



Total Recordable Injuries Rate or TRIR
 The industry average for Starch and Vegetable Fats and Oil Manufacturing



Participation in Community and Social Development

TVO recognizes that sustainable business growth must go hand in hand with social and community development. The Company is committed to creating shared value through proactive community engagement and improving the quality of life of people living around its operational sites through initiatives covering education, healthcare, cultural preservation, and career development. TVO systematically manages social impacts by integrating social responsibility into business operations throughout the value chain to strengthen community well-being, enhance local economic resilience, and build long-term relationships with stakeholders for sustainable and inclusive growth.



Target

The number of projects or activities aims at promoting the quality of life in the community is **no less than 3 projects**

The average community satisfaction rating for activity or project evaluation is **no less than 90%**

2025 Performance

59 Projects

94.16%



Management

- Established a “**Community Relations Committee**” to define policies and management approaches for social and environmental issues, with the “**Community Relations Department**” responsible for engaging with local communities, gathering feedback, handling complaints, and addressing concerns to effectively manage impacts arising from business operations.
- Integrated ESG principles into business operations by considering environmental, social, and governance dimensions alongside community-specific approaches, ensuring a balance between business growth and the creation of long-term economic and social value.
- Promoted employee and community participation through capacity-building activities, cultural preservation, local wisdom conservation, and economic empowerment programs to strengthen community self-reliance and support long-term sustainable development.



Performance

2025 CSR - DIW Continuous Project

TVO has continuously participated in the CSR-DIW Continuous program for the sixth consecutive year by integrating the CSR in Process concept into business operations and management throughout the value chain. This approach aims to create shared value while systematically minimizing social and environmental impacts at the local level. The Company focuses on strengthening community capacity in career development, income generation, and long-term quality of life improvement, alongside efficient resource utilization and value creation from business operations.



TVO places strong importance on stakeholder engagement by continuously organizing community dialogue and consultation sessions with communities surrounding its operational sites. Feedback gathered is used to assess key social issues and define appropriate actions that respond to community needs in a transparent, accountable, and measurable manner, with a focus on tangible outcomes and impact assessment.

The Company also implements community capacity-building programs aligned with its core business by transferring practical knowledge that can be applied commercially. These initiatives help create career opportunities, improve the quality of life of surrounding communities, and strengthen long-term relationships with local stakeholders.



Community Culinary Skills Empowerment Program

- Heritage Pork Dumpling Workshop with Khun Kaeo Community
- Thai Fish Cake and Traditional Fried Pork Workshop with Thaiyawat Community
- Shredded Pork and Crispy Banana Chips Workshop with Ngjo Rai Community





TVO provided raw materials, equipment, and necessary facilities to support the implementation of these activities, while incorporating the Company’s high-quality vegetable oil products as key ingredients in practical training sessions. Local expert trainers were invited to share knowledge on production techniques, raw material selection, quality control, and product development for commercial purposes. In addition, employee participation was encouraged in sharing knowledge on selecting suitable vegetable oils for different types of cooking, helping participants enhance their skills, create career opportunities, and generate sustainable income.

In addition, TVO supports community product development to enhance business competitiveness, covering customized recipe development to create product differentiation, packaging design to increase product value and extend shelf life, pricing strategies aligned with market conditions, and knowledge transfer to support long-term income generation. These efforts help strengthen the capabilities of community entrepreneurs and promote local economic development.

This reflects the Company’s commitment to creating shared value between business and society through systematic community capacity building, strengthening local economic resilience, and supporting responsible business practices for long-term sustainable development.

Support for Youth Education

TVO supports youth education to enhance access to education, develop youth potential, and improve the quality of life in communities surrounding its operational sites. In 2025, the Company provided 134 scholarships to 9 schools and 2 child development centers, while also promoting student



well-being through improvements to school environments that support hygiene, health, and suitable living conditions, including cafeteria renovation, clean drinking water systems, and charity mini-marathon walk–run activities. The Company also contributed to educational development fundraising initiatives to help cover teacher salaries in underserved and remote areas, helping improve learning quality, reduce educational inequality, strengthen community resilience, and support long-term sustainable development.

Community Health Promotion



TVO supports the development of community healthcare systems to improve access to medical services, enhance convenience and timely treatment, and improve the quality of life of people in surrounding communities. In 2025, the Company collaborated with local health promoting hospitals to support medical supplies and healthcare equipment, helping reduce travel expenses for patients who would otherwise need to visit larger hospitals, while ensuring access to effective primary treatment and improving safety through adequate medical equipment and supplies. In addition, TVO contributed funding through community merit-making initiatives to support the renovation of rehabilitation medicine buildings and the procurement of medical equipment for local hospitals, strengthening healthcare services and long-term community well-being.

Preserving Traditions and Culture

TVO places importance on preserving local traditions, cultural heritage, and community identity while strengthening relationships with surrounding communities through continuous employee participation in religious, cultural, and community development activities. Key initiatives include:

- **Religious Preservation:** TVO supports and sponsors religious activities such as annual temple festivals, Kathin ceremonies, merit-making events, candle casting ceremonies for Buddhist Lent, and summer novice ordination programs to help preserve Buddhism and promote spiritual well-being within the community.



- **Promotion of Local Traditions:** The Company provides financial support and encourages employee participation in community activities, including food service booths, recreational games, and local festivals such as Songkran Festival, River and Canal Day, and traditional long-boat racing events to strengthen relationships and collaboration with local communities.





● **Community Environment and Quality of Life Development:**

TVO enhances community well-being through volunteer programs in which employees actively participate in proposing and implementing projects together with local communities, such as repairing village water filtration systems, community cleaning activities, and community landscape improvement projects.



In 2025, TVO implemented a total of 59 community development projects aimed at strengthening community self-reliance and long-term sustainability. The Company also supported local community products for use in corporate activities, including food, beverages, and souvenirs, with a total value of THB 195,592.47. This reflects TVO's strong commitment to caring for surrounding communities, improving quality of life, and conducting business with continuous social and environmental responsibility. As a result, the average community satisfaction score for these activities and projects reached 94.16%, demonstrating positive engagement and trust from local stakeholders.





Customer Relations and Engagement



Target

The customer satisfaction assessment criteria require a minimum satisfaction rate of **80%** for each product category.



2025 Performance

The average satisfaction score across all product groups was **92.90%**.

Management

- Enhance customer experience through a customer-centric approach by developing communication strategies and marketing campaigns that align with consumers' needs and lifestyles.
- Leverage digital technologies and online platforms for communication, service delivery, and customer data management to improve efficiency and support diverse communication channels.
- Systematically manage the Voice of Customer (VoC) by regularly collecting customer and consumer feedback, satisfaction levels, and complaints, and analyzing the results to continuously improve products, services, and operational processes.
- Conduct research and development to deliver products that meet quality, health, and market trends, taking into account product quality, safety, nutritional value, and consumer expectations.
- Communicate product information transparently and responsibly to consumers by providing accurate, clear, and verifiable information to build trust in the company's accountability and corporate governance.

Performance

Customer and Consumer Care Edible Oil Products

TVO is committed to enhancing customer experience through a customer-centric approach by developing healthier edible oil products that align with modern consumer lifestyles. The Company's core product is "A-Ngoon" soybean oil, complemented by healthier alternatives including "A-Ngoon" sunflower oil, canola oil, and corn oil, as well as "Monini" olive oil. These products are rich in good fats, which help reduce the risk of non-communicable diseases (NCDs), and are produced in accordance with recognized food safety standards.

The Company places importance on communication and building relationships with consumers through digital channels, utilizing social media and online platforms as primary tools to convey information on nutrition, product quality, and food safety. This ensures that consumers have access to accurate, clear, and verifiable information, in alignment with consumer protection principles and responsible disclosure practices.



Facebook: "น้ำมันอู่น ทุกหยดใส่ใจ"



Line Official: "น้ำมันพืช ตราอู่น"



The Company has established a communication strategy aimed at retaining its existing customer base, expanding to new consumer segments, and adapting communication approaches to align with market dynamics. This enhances the effectiveness of reaching target audiences and strengthens brand awareness. The Company communicates the health benefits of its products under the concept of “Good fats, 0 grams trans fat, and no cholesterol,” promoting responsible consumption and supporting the well-being of consumers.

In addition, the Company continuously conducts consumer engagement activities to strengthen brand loyalty, provide education on selecting healthier cooking oils, and gather consumer feedback. These insights are then utilized to further develop products and enhance service delivery in a way that effectively and sustainably meets consumer needs.

Health Fair Hospital Road Show

TVO organized the “Health Fair Hospital Road Show” in collaboration with Thai Good Health Magazine, conducting activities across 20 hospitals nationwide throughout the year. The initiative aimed to provide knowledge on health, nutrition, and everyday wellness to patients and the general public, promoting sustainable preventive healthcare behaviors. During the events, Company representatives were present to share guidance on selecting appropriate and healthier vegetable



oils, while also supporting access to products at reasonable prices. This reflects the Company’s commitment to delivering practical knowledge and tangible value to consumers through trusted healthcare institutions.



Gourmet & Cuisine Young Chef 2025 – From Local Flavors to the Global Stage

TVO continued the “Gourmet & Cuisine Young Chef 2025: Local to Global” initiative from 2024 to support and develop the capabilities of young chefs nationwide. The program provided opportunities for youth to create innovative dishes using “A-ngoong” vegetable oil as a key ingredient, while blending the uniqueness of Thai cuisine with inspiration from international culinary styles. This initiative aims to promote culinary education, foster creativity, and support sustainable food culture, while elevating the potential of young chefs and Thai cuisine to international standards.



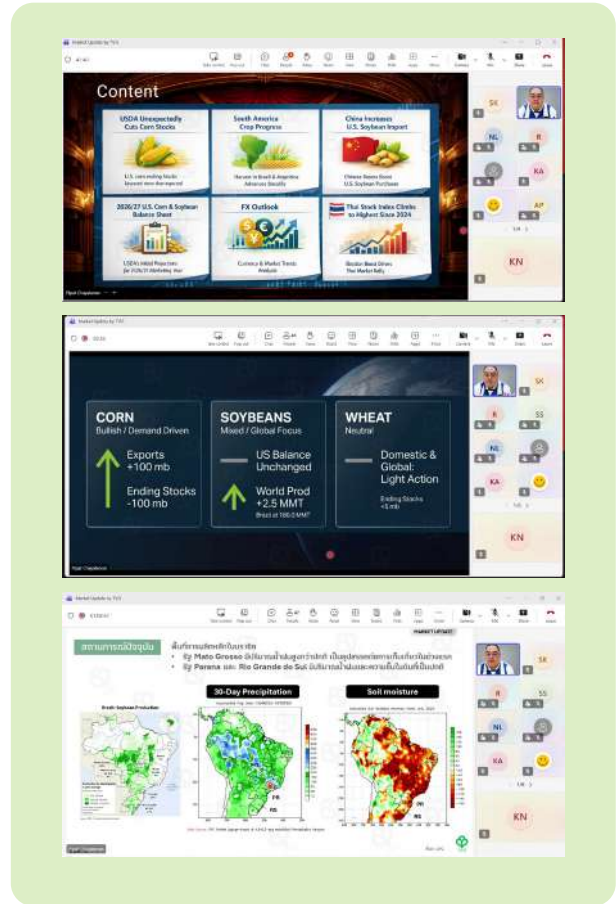
2025 Vegetarian Festival

TVO supported the provision of “Angoon” vegetable oil for lamp lighting and the preparation of vegetarian food for religious ceremonies at five temples in urban Phuket and more than 15 temples in urban Bangkok. This initiative reflects the Company’s commitment to preserving cultural traditions, promoting community well-being, and supporting participation in significant religious activities within society.



Soybean Meal Products

TVO places importance on managing relationships with customers in the animal feed industry, with a focus on communicating key information related to market trends, raw material prices, and supply chain factors. This supports effective risk management and procurement planning for customers. The Company regularly organizes the “Monthly Market Update by TVO” to provide in-depth insights on key developments that may impact the animal feed industry. These include disease outbreaks in the livestock sector, soybean cultivation trends in major producing countries, as well as global economic



conditions and price movements of soybeans and soybean meal, which are influenced by economic and international trade factors.

In addition, TVO has expanded its communication channels through @TVO Official to facilitate convenient and timely access to key information, such as product price updates, market trends, supply chain developments, as well as product information and usage guidance. This supports informed and appropriate decision-making by customers.

These initiatives enable customers to utilize the information for risk analysis, procurement planning, and more effective production cost management. At the same time, the Company gathers customer feedback and suggestions through various activities and digital communication channels. These insights are analyzed and continuously used to improve content, communication approaches, and service delivery—reflecting the practical integration of the Voice of Customer (VoC) into business operations.

Customer Satisfaction Survey Results 2025

TVO places strong emphasis on delivering attentive service in every detail while comprehensively meeting customer needs through products that prioritize health and good nutrition. This aims to enhance quality of life and support sustainable well-being across all dimensions.

In 2025, the Company conducted a customer satisfaction survey across four key segments: animal feed ingredients, industrial oils, edible oils, and international customers. The survey aimed to evaluate operational performance and further enhance service quality in alignment with the expectations of customers and stakeholders

The survey results indicate that overall customer satisfaction remained at a high level, with an average satisfaction score of 92.90% across all product groups. All assessment criteria were met, reflecting the effectiveness of the Company’s customer relationship management and its ability to consistently maintain high standards of product and service quality.

Nevertheless, the Company has further enhanced its delivery processes to improve operational efficiency and mitigate risks associated with shipment delays. Building on continuous improvements from the previous year, the following initiatives were implemented:

- **Developed an E-Ticket system to streamline operations**, reduce coordination time, and improve accuracy in order management.
- **Introduced an online shipment tracking system**, enabling customers to monitor delivery status in real time, enhancing transparency and improving customer experience.
- **Improved warehouse management and logistics systems to reduce waiting time for dispatch and delivery**, increase process agility, and enhance overall operational efficiency.

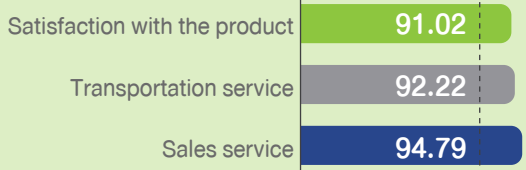
The Company has established a systematic complaint management system, whereby complaints are promptly investigated, root causes are analyzed, and corrective actions are implemented in a timely manner. This approach helps mitigate operational risks and continuously enhance service quality.

In addition, customer satisfaction results are regularly utilized to monitor performance and improve operational processes, reinforcing stakeholder confidence and creating long-term value.

Customer Satisfaction Survey 2025 (%)



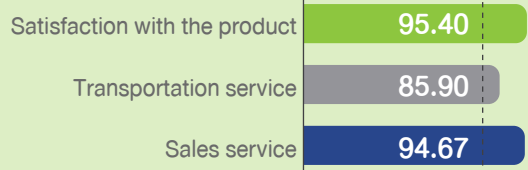
Animal Feed Ingredients



Evaluation Criteria= 80.00



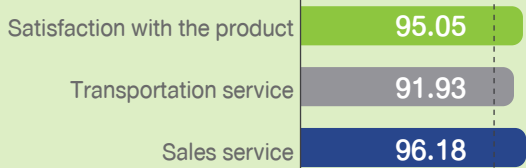
Edible Oil



Evaluation Criteria = 80.00



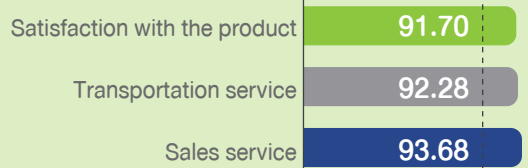
Industrial Oil



Evaluation Criteria = 85.00



International Customers



Evaluation Criteria = 80.00



Appendix



Governance and Economics Performance

GRI Standard/ Other	Data	Unit	2021	2022	2023	2024	2025
GRI 201	Economic performance						
GRI 201-1	Direct Economic Value Generated and Distributed						
	Total revenue ¹	THB Million	31,800.04	39,322.17	34,539.15	30,848.32	28,011.21
	Net profit ¹	THB Million	2,067.61	1,604.17	729.56	2,103.11	2,188.79
	Total Operating Expenses ¹	THB Million	29,170.58	37,281.81	33,590.75	28,182.59	25,271.33
	Total employee-related expenses (salaries + benefits) ¹	THB Million	758.12	734.29	695.13	766.43	846.1
	Human Capital Return on Investment (HCROI)	-	4.467	3.778	2.361	4.478	4.238
	Dividends paid for annual performance ¹	THB Million	1,849.86	1,045.18	738.69	1,587.08	1,752.26
	Interest and financial expenses to the lender ¹	THB Million	4.19	5.81	19.72	11.48	3.93
	Taxes paid to the government ^{1,2}	THB Million	512.02	509.38	91.01	499.08	519.496
	Number of local suppliers, services, or outsourcers within a 5-kilometer radius or in a province	case	N/A	182	193	83	31
GRI 204	Procurement Practices						
GRI 204-1	Proportion of spending on local suppliers	%	28.40	22.00	16.90	23.16	18.02
GRI 205	Anti-Corruption						
GRI 205-3	Actual cases of corruption	time	0	0	0	0	0
	Number of employees being fired causes corruption	person	0	0	0	0	0
	Number of business partners were terminated due to corruption	case	0	0	0	0	0
	Number of corruption case were prosecuted	time	0	0	0	0	0
GRI 308	Supplier Environmental Assessment						
GRI 308-1, 308-2, 414-1	Percentage of new suppliers were passed the sustainability screening (ESG)	%	N/A	100	100	100	100
	Number of new suppliers were passed the sustainability screening (ESG)	case	N/A	117	131	118	132
	Number of new suppliers has signed the code of conduct	case	N/A	117	131	118	132
	Number of suppliers assessed for ESG	case	N/A	3	11	30	28



GRI Standard/ Other	Data	Unit	2021	2022	2023	2024	2025	
GRI 413	Local Communities							
GRI 413-1	The total cost of development projects for the local community	THB Million	N/A	7.04	9.90	6.56	9.70	
SET ESG Ratings	Innovation, research, and development expenses	THB Million	N/A	7.29	7.18	8.3	9.61	
	Code of Conduct							
	Number of business ethics violations from the company's complaint channel	time	0	0	0	0	0	
	In processing case	time	0	0	0	0	0	
	Solved case	time	0	0	0	0	0	
	Customer satisfaction							
	Satisfaction assessment results	%	90.88	92.84	90.32	93.76	92.90	

Remark

● N/A : Not Available

● ¹ Financial Performance from the Company's Consolidated Financial Statements

● ² Taxes paid to the government¹ e.g. corporate income tax, local maintenance tax, property tax, land and building tax



Environment Performance

GRI Standard/ Other	Data	Unit	2021	2022	2023	2024	2025
GRI 301	Materials						
GRI 301-1 ¹	Renewable Material Used						
	- Soybean	Tons	1,487,189	1,547,900	1,352,883	1,363,241	1,458,201
	Non-renewable Material Used						
	- Chemicals	Tons	N/A	N/A	N/A	11,986	11,626
	Packaging	Tons	N/A	N/A	N/A	6,784	9,260
	- Plastics	Tons	N/A	N/A	N/A	3,620	5,195
	- Paper	Tons	N/A	N/A	N/A	2,270	3,202
	- Metals	Tons	N/A	N/A	N/A	894	863
GRI 302	Energy						
GRI 302-1 ¹	Total Energy Consumption within organization	GJ	2,419,570	2,335,730	2,085,835	2,229,403	2,234,859
	Non-renewable Energy sources						
	- Diesel	GJ	34,320	70,182	59,370	61,892	62,206
	- Gasoline	GJ	N/A	2,258	2,332	2,520	2,374
	- Fuel Oil	GJ	N/A	N/A	1,675	391	5,660
	- Purchased Electricity	GJ	232,204	277,121	255,563	254,734	271,730
	Renewable Energy sources						
- Chaff and Wood chips	GJ	2,147,532	1,981,098	1,760,364	1,895,441	1,878,615	
	- Solar power	GJ	5,513	5,071	6,530	14,425	14,273
GRI 302-3	Total Energy Intensity	GJ/Ton Soybean	1.63	1.51	1.54	1.64	1.53
GRI 303	Water and Effluent						
GRI 303-3 ¹	Water Withdrawal	m ³	182,745	895,464	1,263,244	1,518,341	1,442,278
	Total water withdrawal from all areas						
	- Groundwater	m ³	38,097	25,528	34,234	27,740	27,969
	- Surface water	m ³	144,648	869,936	1,229,010	1,484,551	1,408,784
	- Municipal water supply	m ³	N/A	N/A	N/A	6,050	5,525
	Total water withdrawal from areas with water stress ²						
	- Groundwater	m ³	38,097	25,528	34,234	27,740	27,969
	- Surface water	m ³	144,648	869,936	1,229,010	1,484,551	1,408,784



GRI Standard/ Other	Data	Unit	2021	2022	2023	2024	2025			
GRI 303-4 ¹	Total fresh water discharge to all area	m ³	N/A	N/A	N/A	0	0			
	Total water discharge to fresh water	m ³	N/A	N/A	N/A	0	0			
	- Groundwater	m ³	N/A	N/A	N/A	0	0			
	- Surface water	m ³	N/A	N/A	N/A	0	0			
	Total fresh water discharge to stress area	m ³	N/A	N/A	N/A	0	0			
GRI 303-5	Total water consumption	m ³	N/A	N/A	N/A	1,518,341	1,442,278			
GRI 305	Emission									
GRI 305-1 ^{1,3}	Direct emission of greenhouse gas (scope 1)	tons CO ₂ eq	9,986	9,188	10,246	8,853	10,881			
GRI 305-2 ^{1,3}	Indirect emission of greenhouse gas (scope 2)	tons CO ₂ eq	41,054	38,744	35,780	35,373	37,733			
GRI 305-3 ³	Others emission of greenhouse gas (scope 3)	tons CO ₂ eq	722,072	749,920	691,677	652,701	756,962			
GRI 305-4 ³	Concentration of greenhouse gas mission (scope 1 and 2)	tons CO ₂ eq / Ton Soybean	0.036	0.032	0.033	0.032	0.033			
GRI 306	Waste									
GRI 306-3 ¹	Total Waste Generated	Tons	37,386	57,541	45,889	52,767	56,005			
	- Total hazardous waste	Tons	48	31	17	25	29			
	- Total non hazardous waste	Tons	37,338	57,510	45,872	52,742	55,976			
GRI 306-4 ¹					onsite	offsite	onsite	offsite	onsite	offsite
	Waste diverted from disposal	Tons	37,370	57,541	2,023	40,944	0	45,132	0	44,564
	Hazardous waste diverted from disposal	Tons	32	31	0	17	0	13	0	20
	- Prepare for reuse	Tons	0	0	0	0	0	0	0	0
	- Recycling	Tons	32	31	0	17	0	13	0	20
	- Other recovery operations	Tons	0	0	0	0	0	0	0	0
	Total non hazardous waste diverted from disposal	Tons	37,338	57,510	2,023	40,927	0	45,119	6,077	44,544
	- Prepare for reuse	Tons	0	0	0	0	0	0	0	0
	- Recycling	Tons	33,798	53,930	0	40,927	0	45,119	6,077	44,544
- Other recovery operations	Tons	3,540	3,580	2,023	0	0	0	0	0	



GRI Standard/ Other	Data	Unit	2021	2022	2023		2024		2025	
					onsite	offsite	onsite	offsite	onsite	offsite
GRI 306-5 ¹	Waste directed to disposal	Tons	16	0	0	2,922	0	7,635	0	5,363
	Total hazardous waste directed to disposal	Tons	16	0	0	0	0	11	0	9
	- Incineration (with energy recovery)	Tons	16	0	0	0	0	11	0	9
	- Incineration (without energy recovery)	Tons	0	0	0	0	0	0	0	0
	- Landfilling	Tons	0	0	0	0	0	0	0	0
	Total non hazardous waste directed to disposal	Tons	0	0	0	2,922	0	7,623	0	5,354
	- Incineration (with energy recovery)	Tons	0	0	0	2,922	0	7,623	0	5,354
	- Incineration (without energy recovery)	Tons	0	0	0	0	0	0	0	0
- Landfilling	Tons	0	0	0	0	0	0	0	0	
SET ESG Ratings	Environmental Complaints from External Agencies									
	Number of Environmental Complaints	Times	1	0	0	0	0	1	0	1

Remark

- N/A : Not Available
- ¹ The data has been certified by The British Standards Institution (BSI)
- ² All of TVO's total water withdrawal is from areas with water stress
- ³ Greenhouse gas emissions data for 2021-2024 verified by a registered verifier of the Thailand Greenhouse Gas Management Organization (Public Organization)
Greenhouse gas emissions data for 2025 is undergoing verification



Social Performance

Employee and Social Development

GRI	Data	Unit	2021	2022	2023	2024	2025
GRI 2-7	Total Employees	person	1,318	1,298	1,214	1,176	1,131
	- Office	person	N/A	N/A	N/A	N/A	164
	- Factory	person	N/A	N/A	N/A	N/A	967
GRI 2-30	Percentage of employees covered by collective bargaining agreements ¹	%	100	100	100	100	100
	Number of employee benefit and welfare negotiations	time	4	4	4	4	4
GRI 401	Employment						
GRI 401-1	New Employee Hire and Employee Turnover						
	New Hires	person	240	178	46	88	100
	Percentage of total employees	%	18.21	13.71	3.79	7.48	8.84
	By Gender (Male : Female)	%	96:4	96:4	54:46	70:30	67:33
	- Male	person	231	171	25	62	67
	- Female	person	9	7	21	26	33
	By age group (<30 yr : 30-50 yr : >50 yr)	%	55:45:0	44:55:1	37:63:0	56:44:0	45:54:1
	- Under 30 years old	person	132	79	17	49	45
	- 30-50 years old	person	108	98	29	39	54
	- Over 50 years old	person	0	1	0	0	1
	By management level	%	N/A	N/A	N/A	0:10:23:67	1:3:25:71
	- Top Management	person	N/A	N/A	N/A	0	1
	- Middle Management	person	N/A	N/A	N/A	9	3
	- Junior management	person	N/A	N/A	N/A	20	25
	- Employees	person	N/A	N/A	N/A	59	71
	Percentage of open positions filled by internal candidates (internal hires)	%	N/A	N/A	28	74	83
	Turnover	person	116	178	145	134	165
	Percentage of total employees	%	8.80	13.71	11.94	11.39	14.59
	By gender (Male : Female)	%	72:28	79:21	68:32	75:25	54:46
	- Male	person	83	140	99	101	89
	- Female	person	33	38	46	33	76
	By age group (<30 yr : 30-50 yr : >50 yr)	%	44:28:28	38:37:25	36:46:18	28:49:23	19:59:22
	- Under 30 years old	person	51	68	52	37	31
- 30-50 years old	person	33	66	67	65	98	
- Over 50 years old	person	32	44	26	32	36	



GRI	Data	Unit	2021	2022	2023	2024	2025
GRI 401-1	By management level	%	N/A	N/A	N/A	2:8:10:80	0:5:11:84
	- Top Management	person	N/A	N/A	N/A	3	0
	- Middle Management	person	N/A	N/A	N/A	11	8
	- Junior management	person	N/A	N/A	N/A	13	18
	- Employees	person	N/A	N/A	N/A	107	139
	Voluntary employee turnover	person	N/A	N/A	N/A	109	86
	Percentage of total employees	%	N/A	N/A	N/A	9.27	7.60
GRI 401-3	Parental Leave						
	Employees taking parental leave	person	8	7	7	5	8
	Employees returning to work after parental leave	person	8	7	7	5	5
	Resignation rate after maternity leave	%	100.00	100.00	100.00	100.00	62.50
GRI 404	Training and Educations						
GRI 404-1	Average training hours	hour/person/year	20	15	17	17	20
	Percentage of employees trained	%	53	86	93	97	90
	Average amount spent on training and development	Baht/year	642,008.89	601,259.68	1,484,032	3,665,637	5,579,710
	Average amount spent per FTE on training and development.	THB	487	463	1,222	3,117	4,933
	By gender						
	- Male	hour	N/A	N/A	N/A	N/A	16,915
	- Male	hour/person/year	N/A	N/A	6.24	21.64	19.00
	- Female	hour	N/A	N/A	N/A	N/A	5,060
	- Female	hour/person/year	N/A	N/A	59.10	70.15	21.00
	By Age						
	- Under 30 years old	hour/person/year	N/A	N/A	N/A	9	13
	- 30 – 50 years old	hour/person/year	N/A	N/A	N/A	18	19
	- Over 50 years old	hour/person/year	N/A	N/A	N/A	18	20
	By level						
	- Top Management ²	hour/person/year	2	8	51	95	108
	- Middle Management ²	hour/person/year	13	14	46	33	26
- Junior management ²	hour/person/year	85	38	58	54	40	
- Employees	hour/person/year	25	11	9	9	9	



GRI	Data	Unit	2021	2022	2023	2024	2025
GRI 404-1	By Nationality						
	Thai (100%)	hour/person/ year	N/A	N/A	N/A	17	20
GRI 405	Diversity and Equal Opportunity						
GRI 405-1 ³	Diversity of Governance Bodies and Employees						
	Employee Diversity (By Level)						
	Top Management ²	person	7	8	7	5	6
	By gender (male : female)	%	71 : 29	75 : 25	71 : 29	80:20	83:17
	Middle Management ²	person	64	50	53	86	60
	By gender (male : female)	%	67 : 33	68 : 32	62 : 38	52:48	65:35
	Junior management ²	person	129	233	144	203	155
	By gender (male : female)	%	64 : 36	73 : 27	65 : 35	77:23	57:43
	Employees	person	1,118	1,007	1,010	882	910
	By gender (male : female)	%	79 : 21	76 : 24	79 : 21	79:21	83:17
	Share of women in management positions in revenue-generating functions	% all such managers	N/A	N/A	N/A	65.0	61.9
	Share of women in STEM-related positions	% total STEM positions	N/A	N/A	N/A	17	15
	Employee Diversity (By Age)						
	Under 30 years old	person	333	292	234	201	238
	Percentage of employees under 30 years old	%	25.27	22.50	19.28	17.09	21.04
	30 – 50 years old	person	831	850	832	826	768
	Percentage of employees between 30 – 50 years old	%	63.05	65.49	68.53	70.24	67.90
	Over 50 years old	person	154	156	148	149	125
	Percentage of employees over 50 years old	%	11.68	12.02	12.19	12.67	11.05
	Employee Diversity (By gender)						
	Male	person	1,017	974	933	899	890
	Percentage of total employees	%	77.16	75.04	76.85	76.45	78.69
	Female	person	301	324	281	277	241
	Percentage of total employees	%	22.84	24.96	23.15	23.55	21.31
	Employee Diversity (By contract)						
	Permanent by gender (male : female)	%	77:23	75:25	77:23	76:24	79:21
	- Male	person	1,017	974	933	899	890
- Female	person	301	324	281	277	241	



GRI	Data	Unit	2021	2022	2023	2024	2025	
GRI 405-1	Contractor by gender (male : female)	%	0	0	0	0	0	
	- Male	person	0	0	0	0	0	
	- Female	person	0	0	0	0	0	
	Employee Diversity (By nationality)							
	- Thai	%	100	100	100	100	100	
	- Others	%	0	0	0	0	0	
	Employee Diversity (By other indicators)							
	Number of disabled employees	person	13	13	12	12	11	
Percentage of disabled employees per total employees	%	0.99	1.00	0.99	1.02	0.97		
GRI 405-2	Employee salary and remuneration ratio (male: female)	%	69 : 31	69 : 31	84 : 16	70 : 30	73 : 27	
ESG Data Platform	Provident Fund							
	Number of employees eligible to participate in PVD	person	N/A	N/A	1,117	1,161	1,112	
	Number of employees who are members of the provident fund	person	879	951	840	893	789	
	Number of PVD members / Total employees	%	66.69	73.27	69.19	75.94	69.76	
	Number of PVD members / Total eligible employees	%	N/A	N/A	75.20	76.92	70.95	
	Amount of company spent for the provident fund	Million Baht	12	12	16	16	16	
	Motivating and retaining high potential employees							
	Employee engagement with the company survey	%	N/A	N/A	61.27	62.08	73.60	
	Creating opportunities to communities and societies							
	Number of local employees	person	962	963	1,070	1,057	951	
	Percentage of assigned careers to local compared to the total employees	%	73	74	88	90	84	
	Interns	person	N/A	1	3	2	7	
	Scholarship Schools/ organizations	locations	9	9	13	13	13	
	Contributed projects in community and society	projects	29	65	25	64	59	
	Labor disputes that are significant to the business	yes/no	No	No	No	No	No	
	Number of human rights complaints	case	0	0	0	0	0	

Remark

- N/A : Not Available
- ¹ Employees covered by Welfare Committee
- ² Since 2024, data collection methods have been refined to be more comprehensive and aligned with various requirements and standards, as follows:
 - Top Management: Includes the CEO up to Assistant Managing Directors.
 - Middle Management: Includes Directors up to Deputy Managers.
 - Junior Management: Includes Department Heads.
- ³ TVO is committed to 40% of all manager position to be held by women, by 2030 (target year)



Social Performance

Safety and Occupational Health

GRI	Data	Unit	2021	2022	2023	2024	2025
GRI 403	Occupational Health						
GRI 403-9 ¹	Work-related injuries						
	Fatalities as a result of work-related injury						
	Number of fatalities as a result of work-related injury	Case	0	0	0	0	0
	- Employee	Case	0	0	0	0	0
	- Contractor	Case	N/A	N/A	N/A	N/A	N/A
	Rate of Fatalities as a Result of Work-Related Injury	Case/200,000 hours worked	0	0	0	0	0
	- Employee	Case/200,000 hours worked	0	0	0	0	0
	- Contractor	Case/200,000 hours worked	N/A	N/A	N/A	N/A	N/A
	Number of high-consequence work-related injuries (Excluding Fatalities)	Case	0	0	0	0	0
	- Employee	Case	0	0	0	0	0
	- Contractor	Case	N/A	N/A	N/A	N/A	N/A
	Rate of high-consequence work-related injuries (Excluding Fatalities)	Case/200,000 hours worked	0	0	0	0	0
	- Employee	Case/200,000 hours worked	0	0	0	0	0
	- Contractor	Case/200,000 hours worked	N/A	N/A	N/A	N/A	N/A
	Total Recordable worked-related injuries Case	Case	7	4	7	8	5
	- Employee	Case	7	4	7	8	5
	- Contractor	Case	N/A	N/A	N/A	N/A	N/A
	Total Recordable Incident Rate (TRIR)	Case/200,000 hours worked	0.39	0.25	0.47	0.48	0.33
	- Employee	Case/200,000 hours worked	0.39	0.25	0.47	0.48	0.33
	- Contractor	Case/200,000 hours worked	N/A	N/A	N/A	N/A	N/A
	Number of Lost Time Injuries (LTI)	Case	N/A	N/A	N/A	2	3
	- Employee	Case	N/A	N/A	N/A	2	3
	- Contractor	Case	N/A	N/A	N/A	N/A	N/A
Loss Time Injury Frequency Rate (LTIFR) ²	Case/200,000 hours worked	N/A	N/A	N/A	0.12	0.20	



GRI	Data	Unit	2021	2022	2023	2024	2025
GRI 403-9 ¹	- Employee	Case/200,000 hours worked	N/A	N/A	N/A	0.12	0.20
	- Contractor	Case/200,000 hours worked	N/A	N/A	N/A	N/A	N/A
	Number of Working Hours	hours	3,550,549	3,190,188	2,964,072	3,331,764	3,020,622
	- Employee	hours	3,550,549	3,190,188	2,964,072	3,331,764	3,020,622
	- Contractor	hours	N/A	N/A	N/A	N/A	N/A

Remark

- N/A : Not Available
- ¹ The data has been certified by The British Standards Institution (BSI)
- ² Lost-Time Injuries Frequency Rate (LTIFR) = Total number of lost time injuries (cases) over the reporting period x 200,000 hours worked / Total hours worked (over the reporting period).




GRI Content Index

Statement of use	Thai Vegetable Oil Public Company Limited has reported in accordance with the GRI Standards for the period 1 January 2025 to 31 December 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not applicable

GRI Standard/ Other Source	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
General Disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	SR 8 AR 16-21			
	2-2 Entities included in the organization's sustainability reporting	SR 6			
	2-3 Reporting period, frequency and contact point	SR 6			
	2-4 Restatements of information	SR 6			
	2-5 External assurance	SR 6			
	2-6 Activities, value chain and other business relationships	SR 10 SR 22-24			
	2-7 Employees	SR 103-106			
	2-8 Workers who are not employees	SR 103-106			
	2-9 Governance structure and composition	SR 11 SR 20 AR 106-108 AR 219-237			
	2-10 Nomination and selection of the highest governance body	AR 129-149			
	2-11 Chair of the highest governance body	AR 107-116			
	2-12 Role of the highest governance body in overseeing the management of impacts	SR 20 AR 107-116			
	2-13 Delegation of responsibility for managing impacts	SR 11 SR 20			
	2-14 Role of the highest governance body in sustainability reporting	SR 6 SR 20			
	2-15 Conflicts of interest	AR 143-145			
	2-16 Communication of critical concerns	SR 20 SR 71-72			
	2-17 Collective knowledge of the highest governance body	AR 130-131			
	2-18 Evaluation of the performance of the highest governance body	AR 121-122			

GRI Standard/ Other Source	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-19 Remuneration policies	AR 141-142 			
	2-20 Process to determine remuneration	AR 136-138 AR 141-142 			
	2-21 Annual total compensation ratio	-		Confidentiality constraints	This information is for internal use
	2-22 Statement on sustainable development strategy	SR 4-5			
	2-23 Policy commitments	SR 74-76			
	2-24 Embedding policy commitments	SR 19-21			
	2-25 Processes to remediate negative impacts	SR 25-28 SR 71-72			
	2-26 Mechanisms for seeking advice and raising concerns	SR 25-28			
	2-27 Compliance with laws and regulations	SR 45-46			
	2-28 Membership associations	SR 8-9			
	2-29 Approach to stakeholder engagement	SR 25-28			
2-30 Collective bargaining agreements	SR 75 SR 103				
Material Topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	SR 29-34			
	3-2 List of material topics	SR 29-34			
Economic Performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	AR 11-38			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	AR 8-9			
	201-2 Financial implications and other risks and opportunities due to climate change				
	201-3 Defined benefit plan obligations and other retirement plans	SR 77-84 SR 103-106			
	201-4 Financial assistance received from government	AR 205			



GRI Standard/ Other Source	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
Market Presence					
GRI 3: Material Topics 2021	3-3 Management of material topics	AR 11-38			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	-		Information unavailable/incomplete	In process of collecting information
	202-2 Proportion of senior management hired from the local community	-	a,b,c,d	Information unavailable/incomplete	In process of collecting information
Indirect Economic Impacts					
GRI 3: Material Topics 2021	3-3 Management of material topics	AR 11-38 SR 88			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	SR 88-92			
	203-2 Significant indirect economic impacts	SR 88-92			
Procurement Practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 49			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	SR 98-99			
Anti-corruption					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 47			
GRI 205: Anti- corruption 2016	205-1 Operations assessed for risks related to corruption	SR 47-48			
	205-2 Communication and training about anti-corruption policies and procedures	SR 47-48 AR 102-103			
	205-3 Confirmed incidents of corruption and actions taken	SR 41			
Anti-competitive Behavior					
GRI 3: Material Topics 2021	3-3 Management of material topics				
GRI 206: Anti- competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	SR 47-48			



GRI Standard/ Other Source	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
Tax					
GRI 3: Material Topics 2021	3-3 Management of material topics				
GRI 207: Tax 2019	207-1 Approach to tax				
	207-2 Tax governance, control, and risk management				
	207-3 Stakeholder engagement and management of concerns related to tax	SR 25-28			
	207-4 Country-by-country reporting				
Materials					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 56			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	SR 100			
	301-2 Recycled input materials used	SR 100	a	Not applicable	There are limitations in using recycled materials due to food safety and hygiene concerns
	301-3 Reclaimed products and their packaging materials	-	a	Information unavailable/incomplete	Food products is consumable
Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 56			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	SR 56-58 SR 100			
	302-2 Energy consumption outside of the organization	SR 100			
	302-3 Energy intensity	SR 100			
	302-4 Reduction of energy consumption	SR 100			
	302-5 Reductions in energy requirements of products and services	SR 56-58			



GRI Standard/ Other Source	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
Water and Effluents					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 59			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	SR 59-62			
	303-2 Management of water discharge-related impacts	SR 59-62			
	303-3 Water withdrawal	SR 100-101			
	303-4 Water discharge	SR 100-101			
	303-5 Water consumption	SR 100-101			
Biodiversity					
GRI 3: Material Topics 2021	3-3 Management of material topics	-	a,b	Information unavailable/incomplete	TVO's location is not in an areas of high biodiversity value
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-	a,b	Information unavailable/incomplete	TVO's location is not in an areas of high biodiversity value
	304-2 Significant impacts of activities, products and services on biodiversity	-	a,b	Information unavailable/incomplete	TVO's location is not in an areas of high biodiversity value
	304-3 Habitats protected or restored	-	a,b	Information unavailable/incomplete	TVO's location is not in an areas of high biodiversity value
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	-	a,b	Information unavailable/incomplete	TVO's location is not in an areas of high biodiversity value



GRI Standard/ Other Source	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 56-58 SR 71-72			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	SR 101			
	305-2 Energy indirect (Scope 2) GHG emissions	SR 101			
	305-3 Other indirect (Scope 3) GHG emissions	SR 101			
	305-4 GHG emissions intensity	SR 101			
	305-5 Reduction of GHG emissions	SR 56-58			
	305-6 Emissions of ozone-depleting substances (ODS)	-	a,b,c,d	Not applicable	Collection of data is not required by Thai regulations
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	SR 71-72			
Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 66			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	SR 66-68			
	306-2 Management of significant waste-related impacts	SR 66-68			
	306-3 Waste generated	SR 101-102			
	306-4 Waste diverted from disposal	SR 101-102			
	306-5 Waste directed to disposal	SR 101-102			
Supplier Environmental Assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 49			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	SR 49-53 SR 98			
	308-2 Negative environmental impacts in the supply chain and actions taken	SR 49-53 SR 98			



GRI Standard/ Other Source	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 77			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	SR 103			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR 106	a,b	Confidentiality constraints	Confidential information
	401-3 Parental leave	SR 104			
Labor/Management Relations					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 74			
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	-		Information unavailable/incomplete	Complied with Labor Protection Act.
Occupational Health and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 85			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	SR 85-87			
	403-2 Hazard identification, risk assessment, and incident investigation	SR 85-87			
	403-3 Occupational health services	SR 85-87			
	403-4 Worker participation, consultation, and communication on occupational health and safety	SR 85-87			
	403-5 Worker training on occupational health and safety	SR 85-87			
	403-6 Promotion of worker health	SR 85-87			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR 85-87			
	403-8 Workers covered by an occupational health and safety management system	SR 85-87			
	403-9 Work-related injuries	SR 107-108			
	403-10 Work-related ill health	SR 107-108			



GRI Standard/ Other Source	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
Training and Education					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 77			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	SR 77 SR 104-105			
	404-2 Programs for upgrading employee skills and transition assistance programs	SR 79-84			
	404-3 Percentage of employees receiving regular performance and career development reviews	-	a	Information unavailable/incomplete	In process of collecting information
Diversity and Equal Opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	AR 107			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	SR 103-106 AR 107-108			
	405-2 Ratio of basic salary and remuneration of women to men	SR 106			
Non-discrimination					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 74			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	SR 74-76			
Freedom of Association and Collective Bargaining					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 74			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	SR 74-76			
Child Labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 49 SR 63 SR 74			



GRI Standard/ Other Source	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	SR 51 SR 65 SR 74-76			
Forced or Compulsory Labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 49 SR 74			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	SR 49-53 SR 74-76			
Security Practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 63			
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	SR 74-76			
Rights of Indigenous Peoples					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 74			
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	SR 74-76			
Local Communities					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 88			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	SR 88-92			
	413-2 Operations with significant actual and potential negative impacts on local communities	SR 71-72 SR 88-92			
Supplier Social Assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 49			



GRI Standard/ Other Source	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	SR 49-53 SR 98			
	414-2 Negative social impacts in the supply chain and actions taken	SR 49-53 SR 98,102			
Public Policy					
GRI 3: Material Topics 2021	3-3 Management of material topics				
GRI 415: Public Policy 2016	415-1 Political contributions				
Customer Health and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 93			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	SR 93-96 AR 22-23			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	-			No case found
Marketing and Labeling					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 14			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	SR 14			
	417-2 Incidents of non-compliance concerning product and service information and labeling	-			No case found
	417-3 Incidents of non-compliance concerning marketing communications	-			No case found
Customer Privacy					
GRI 3: Material Topics 2021	3-3 Management of material topics				
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	-			No case found

Remark

AR = One Report

SR = Sustainability Report



External Certification



INDEPENDENT ASSURANCE OPINION STATEMENT

2025 – Thai Vegetable Oil Public Company Limited – Sustainability Report

The British Standards Institution is independent to Thai Vegetable Oil Public Company Limited (hereafter referred to as Thai Vegetable Oil in this statement) and has no financial interest in the operation of Thai Vegetable Oil other than for the assessment and verification of the sustainability statements contained in this report.

This independent assurance opinion statement has been prepared for the stakeholders of Thai Vegetable Oil only for the purpose of verifying its statements relating to its environmental, social and governance (ESG), more particularly described in the Scope, below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read.

This independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by Thai Vegetable Oil. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate.

Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to Thai Vegetable Oil, only.

Scope

The scope of engagement agreed upon with Thai Vegetable Oil includes the following:

- 1) The assurance covers the whole report and focuses on systems and activities during the 2025 calendar year at Thai Vegetable Oil Public Company Limited. with the following materiality:
 - GRI 3-1: Process to determine the material topics
 - GRI 301-1: Materials used by weight or volume
 - GRI 302-1: Energy Consumption within the organization
 - GRI 302-3: Energy Intensity
 - GRI 303-3: Water Withdrawal
 - GRI 303-4: Water Discharges & Quality
 - GRI 303-5: Water Consumption
 - GRI 305-1: Direct (Scope 1) GHG emissions
 - GRI 305-2: Energy indirect (Scope 2) GHG emissions
 - GRI 305-3: Other indirect (Scope 3) GHG emissions*
 - GRI 306-3: Waste generated
 - GRI 306-4: Waste diverted from disposal

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- GRI 306-5: Waste directed to disposal
- GRI 403-9: Works-related injuries

*GRI 305-3: Other indirect (Scope 3) GHG emissions inventory has been established in considering of the Thailand Greenhouse Gases Organization's guidance and report only for category 3 and 4

2) The evaluation of the nature and extent of Thai Vegetable Oil's adherence to all four AA1000 AccountAbility Principles and the reliability of specified sustainability performance information in this report as conducted in accordance with type 2 of AA1000AS v3 sustainability assurance engagement.

Opinion Statement

We conclude, that the Sustainability Report Review provides a fair view of Sustainability report programs and performances during 2025. We believe that the Sustainability report economic, social and environment performance indicators are accurate and are supported by robust internal verification processes.

Based on our work described in the verification report, nothing has come to our attention that causes us to believe that data and information stated in the Reporting Organization's Sustainability Report is not correctly presented or with omission, in any material respects or that Inclusivity, Materiality Responsiveness and Impact based on AA1000 criteria are not correctly addressed.

Our work was carried out by a team of sustainability report assurers in accordance with the AA1000 Assurance Standard v3. We planned and performed this part of our work to obtain the necessary information and explanations we considered to provide sufficient evidence that Thai Vegetable Oil description of their approach to AA1000 Assurance Standard and their statement that the Sustainability Report has been prepared with reference to the GRI Standards, were fairly stated.

Methodology

Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- a top level review of issues raised by external parties that could be relevant to Thai Vegetable Oil's policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers and staffs on Thai Vegetable Oil's approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.
- review of key organizational developments.
- review of the findings of internal audits.

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- review of supporting evidence for claims made in the reports.
- the verification of performance data and claims made in the report through meeting with managers responsible for gathering data
- review of the processes for gathering and ensuring the accuracy of performance data
- review of supporting evidence for claims made in the performance data
- an assessment of the company's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality, Responsiveness and Impact as described in the AA1000 AccountAbility Principles Standard (2018).

Conclusions

A detailed review against the AA1000 AccountAbility Principles of Inclusivity, Materiality, Responsiveness and Impact and the GRI Standards is set out below:

Inclusivity

This report has reflected a fact that Thai Vegetable Oil is seeking the engagement of its stakeholders. The participation of stakeholders has been initiated in developing and achieving an accountable and strategic response to sustainability. The reporting systems are being developed to deliver the required information. There are fair reporting and disclosures for economic, social and environmental information in this report, so that appropriate planning and target-setting can be supported. In our professional opinion the report covers Thai Vegetable Oil's inclusivity issues.

Materiality

Thai Vegetable Oil publishes sustainability information that enables its stakeholders to make informed judgments about the company's management and performance. In our professional opinion the report covers the Thai Vegetable Oil's material issues; however, the future report could be further enhanced by the following areas:

- The organization is encouraged to adopt a risk-based assessment framework that integrates ESG considerations to improve the identification of significant suppliers and enhance supply chain sustainability management.

Responsiveness

Thai Vegetable Oil has implemented the practice to respond to the expectations and perceptions of its stakeholders. An Ethical Policy for Thai Vegetable Oil is developed and provides the opportunity to further enhance Thai Vegetable Oil's responsiveness to stakeholder concerns. In our professional opinion the report covers the Thai Vegetable Oil's responsiveness issues; however, the future report could be further enhanced by the following areas:

- The organization can strengthen its documentation and retain appropriate evidence to support the disclosed management approach, in order to enhance transparency and reliability of sustainability reporting.

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- The organization can improve and implement a structured QA/QC process to systematically review and validate data before final reporting, in order to enhance data integrity and consistency.

Impact

Thai Vegetable Oil has demonstrated a process on identify impacts that encompass a range of environmental, social and governance topics, and fairly represented the impacts in the report. In our professional opinion the report covers the Thai Vegetable Oil's impacts; however, the future report could be further enhanced by the following areas:

- It is recommended that the organization consider using heating values derived from actual sample testing within the reporting year, where feasible, to improve the accuracy and representativeness of energy data.
- The organization can enhance its risk-based assessment approach by incorporating the criteria and guidance outlined in the GHG Protocol, especially for Category 1, to ensure that significant emission sources are appropriately identified, evaluated, and included within the reporting boundary.

GRI-reporting

Thai Vegetable Oil provided us with their self-declaration of compliance within GRI Standards (In accordance). Based on our review, we confirm that social responsibility and sustainable development indicators with reference to the GRI Index are reported, partially reported or omitted. In our professional opinion the self-declaration covers the Thai Vegetable Oil's social responsibility and sustainability issues.

Assurance level

The moderate level assurance provided is in accordance with AA1000 Assurance Standard v3 in our review, as defined by the scope and methodology described in this statement.

Responsibility

This Sustainability Report is the responsibility of the Thai Vegetable Oil's CEO as declared in his responsibility letter. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

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Competency and Independence

The assurance team was composed of Lead Auditors and Carbon Footprint Verifiers experienced in industrial sector, and trained in a range of sustainability, environmental and social standards including AA1000 AS, GRI, ISO14001, ISO14064-1, ISO20400 and experience on the SRA Assurance service provisions. BSI is a leading global standards and assessment body founded in 1901.

For and on behalf of BSI:

Parnuwat Usapein

Parnuwat Usapein, Lead Assurer

For and on behalf of BSI:

Kuldhaj Bunbongkarn, Managing Director Assurance, Thailand



AA1000
Licensed Report
000-4/V3-1AGKB

Statement No: SRA 823569
2026-04-10

Thailand Headquarters: 127/29 Panjathani Tower, 24th Floor, Nonsee Road, Chongnonsee, Yannawa, Bangkok 10120, Thailand.
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United Nations Sustainable Development Goals

Goal	Description	Chapter
<p>1 NO POVERTY</p>	End poverty in all its forms everywhere	<ul style="list-style-type: none"> ● Participation in Community and Social Development ● Sustainable Sourcing Raw Materials
<p>2 ZERO HUNGER</p>	End hunger, achieve food security and improved nutrition and promote sustainable agriculture	<ul style="list-style-type: none"> ● Customer Relations and Engagement ● Participation in Community and Social Development
<p>3 GOOD HEALTH AND WELL-BEING</p>	Ensure healthy lives and promote well-being for all at all ages	<ul style="list-style-type: none"> ● Customer Relations and Engagement ● Participation in Community and Social Development ● Safety and Occupational Health
<p>4 QUALITY EDUCATION</p>	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	<ul style="list-style-type: none"> ● Participation in Community and Social Development
<p>5 GENDER EQUALITY</p>	Achieve gender equality and empower all women and girls	<ul style="list-style-type: none"> ● Human Rights
<p>6 CLEAN WATER AND SANITATION</p>	Ensure availability and sustainable management of water and sanitation for all	<ul style="list-style-type: none"> ● Water and Wastewater Management
<p>7 AFFORDABLE AND CLEAN ENERGY</p>	Ensure access to affordable, reliable, sustainable and modern energy for all	<ul style="list-style-type: none"> ● Climate Change and Energy Management



Goal	Description	Chapter
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	<ul style="list-style-type: none"> ● Employee Caring and Development ● Human Rights ● Safety and Occupational Health
	Reduce inequality within and among countries	<ul style="list-style-type: none"> ● Human Rights ● Sustainable Sourcing Raw Materials
	Ensure sustainable consumption and production patterns	<ul style="list-style-type: none"> ● Climate Change and Energy Management ● Water and Wastewater Management ● Waste Management ● Sustainable Procurement ● Sustainable Sourcing Raw Materials
	Take urgent action to combat climate change and its impacts	<ul style="list-style-type: none"> ● Climate Change and Energy Management
	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	<ul style="list-style-type: none"> ● Sustainable Sourcing Raw Materials
	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	<ul style="list-style-type: none"> ● Human Rights ● Management of Impacts and Complaints ● Anti-Corruption
	Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development	<ul style="list-style-type: none"> ● Sustainable Procurement ● Sustainable Sourcing Raw Materials



Opinion Survey on the 2025 Sustainable Development Report



Please mark an **X** in the box or provide additional comments in the space.

1. Please specify your relationship status with Thai Vegetable Oil Public Company Limited (TVO).

- Employees
- Customers
- Business Partners
- Shareholders
- Social and Community
- Farmers
- Competitors
- Government Agencies

2. How do you receive this Sustainable Development Report?

- AGM Meeting
- Company's Website
- Others (Please specify).....

3. What is the objective of reading this Sustainable Development Report?

- Investment decision-making
- Getting to know the Company
- Research and study
- Others (Please specify).....

4. Please provide feedback on the 2025 Sustainable Development Report.

The opinion on the 2025 Sustainable Development Report	Rating Score				
	Least	Low	Moderate	High	Highest
The comprehensive overview presented in this sustainability report aligns precisely with the information you seek.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The presentation of content is both easily comprehensible and interesting.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The content is reliable.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The sustainability report is of an appropriate size and format.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overall satisfaction with this report.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5 Do you consider that the critical sustainability aspects of the company have been thoroughly reported in the sustainability development report?

- Yes
- No
- Others (Please specify).....

6. Additional comments and suggestions.

.....

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You may also share your comments and suggestions online by scanning the provided QR code



The comments and suggestions will be used to refine the subsequent sustainability report.

We extend our sincere gratitude for your cooperation.



Thai Vegetable Oil Public Company Limited

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