



# ESG Performance Report for Listed Companies in 2025

PMC Label Materials Public Company Limited

Fiscal Year End 31 December 2025



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# ESG Performance

Company Name : PMC Label Materials Public Company Limited      Symbol : PMC

Market : mai      Industry Group : Industrials      Sector : SECTOR 0

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## Environmental management

### Information on environmental policy and guidelines

#### Environmental policy and guidelines

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

The Company recognizes the importance of environmental stewardship, which has become a critical global challenge widely emphasized by both public and private sectors. Accordingly, the Company has established its Environmental, Social, and Governance (ESG) Policy and related operational guidelines based on internationally accepted standards, reaffirming its commitment to responsible, transparent, and sustainable business practices. The Company places strong emphasis on preventing, controlling, mitigating, and managing environmental impacts that may arise from its operations, covering raw material usage, energy consumption, water use, renewable resource utilization, waste and pollution management, as well as greenhouse gas emissions control. These measures are implemented to ensure that the Company's business activities do not impose an undue burden on the environment and society at large.

The Company strictly complies with all applicable environmental laws and regulatory requirements, including the **Enhancement and Conservation of National Environmental Quality Act B.E. 2535 (1992)**, the **Factory Act B.E. 2535 (1992)**, and the application of **ISO 14001** standards. The Company also promotes environmental awareness across all levels of personnel through continuous communication, training, and monitoring, thereby fostering an organizational culture oriented toward sustainability.

With respect to greenhouse gas emissions reduction, the Company acknowledges the impact of global warming and therefore manages energy and fuel consumption in its production processes efficiently, particularly through the use of **Liquefied Petroleum Gas (LPG)**, which provides cleaner combustion. The Company submits regular air-quality monitoring reports from its emission stacks to the Industrial Estate Authority of Thailand (IEAT), all of which consistently comply with the legal thresholds. In addition, the Company continuously monitors and manages potential impacts related to gas emissions, odors, and noise to prevent any adverse effects on surrounding communities.

The Company has also established policies on biodiversity protection and the prevention of deforestation, adhering to relevant international conventions such as **CBD**, **CITES**, **CMS**, **Ramsar**, and **WHC**. In addition, the Company has obtained **FSC certification** for paper products sourced from responsibly managed forests and **APR Certification** for label products that enhance the recyclability of PET packaging.

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

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

- Review of environmental policies, guidelines, and/or goals over the past year : Yes
- Changes in environmental policies, guidelines, and/or goals : Electricity management, Renewable/clean energy management, Water resources and water quality management, Waste management, Biodiversity management, Greenhouse gas and climate change management, Air quality management, Noise pollution management

The Company recognizes the importance of environmental protection and conservation, which is a critical global issue receiving significant attention from both public and private sector organizations. Accordingly, the Company has established policies and operational guidelines regarding **Environmental, Social and Governance (ESG)** responsibilities, with reference to internationally recognized frameworks and practices.

The Company is committed to conducting its business with due responsibility toward society and the environment by implementing preventive measures, mitigation, management, and monitoring processes to ensure that its operations do not create or cause adverse environmental impacts. Such commitment encompasses responsible management in areas including raw material utilization, energy consumption, water usage, the use of renewable resources, emissions and waste management arising from business operations, as well as the control and reduction of greenhouse gas emissions.

## Information on compliance with environmental management principles and standards

### Compliance with environmental management principles and standards

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

### Compliance with water management principles and standards

- Water management principles and standards : 3Rs or 5Rs

### Compliance with waste management principles and standards

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

### Compliance with greenhouse gas or climate change management principles and standards

- Greenhouse gas or climate change management principles and standards : Thailand Greenhouse Gas Management Organization (TGO)

## Information on other environmental management

Plans, performance, and outcomes related to other environmental management

## Information on incidents related to legal violations or negative environmental impacts

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

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

## Energy management

### Disclosure boundary in energy management in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

### Information on energy management

#### Energy management plan

The company's energy management plan : Yes

The Company places importance on efficient energy utilization and the maintenance of occupational safety standards. It has established systematic energy-saving measures, including the scheduling of operating hours for air-conditioning systems, the reduction of unnecessary electricity consumption, and the regular maintenance of electrical equipment to ensure that it remains in proper working condition. In addition, the Company arranges for annual inspections of its electrical systems and related equipment by licensed engineers in accordance with the criteria prescribed by the Department of Industrial Works, in order to ensure that its operations comply with safety standards and energy efficiency requirements.

At the same time, the Company complies with the Occupational Safety, Health and Environment Act B.E. 2554 (2011), which requires business operators to conduct annual monitoring and assessment of workplace environmental factors. Such assessments cover physical, chemical, and biological factors, including lighting levels, heat, noise, and air quality, in order to prevent and control risks from exceeding the legal standards prescribed by law. The Company also prepares and submits the results of such assessments to the Department of Labour Protection and Welfare completely and accurately in accordance with the relevant regulations. These measures reflect the Company's commitment to the efficient use of energy, the reduction of occupational safety risks, and the conduct of business under good governance principles, while sustainably caring for its employees and workplace environment.

### Information on setting goals for managing energy

#### Setting goals for managing electricity and/or oil and fuel

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

#### Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Increase of electricity consumption from renewable energy sources	2024 : electricity consumption from renewable sources 842,525.81 Kilowatt-Hours	2025 : Increased by 5% or 112,856.50 Kilowatt-Hours

**Information on performance and outcomes of energy management**

**Performance and outcomes of energy management**

Performance and outcomes of energy management : Yes

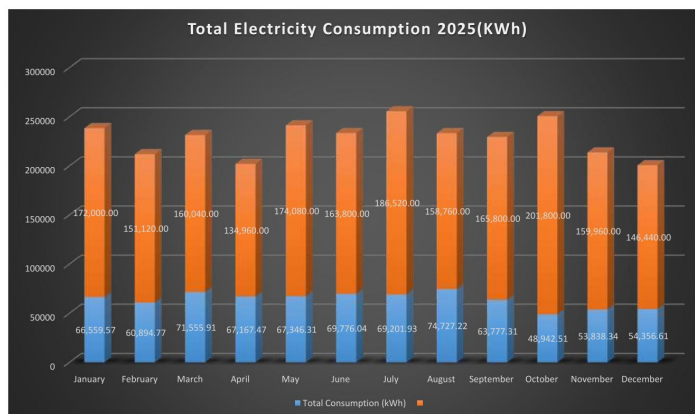
**Energy Management**

**Energy Conservation:** The company has implemented energy-saving measures by setting specific times for turning air conditioning units on and off, reducing unnecessary electricity usage, and ensuring that electrical equipment is well-maintained. In addition, the company conducts regular inspections of electrical systems and equipment by licensed engineers, as required by the regulations of the Department of Industrial Works, annually.

**Carbon Footprint Project (Clean Energy):**

In 2020, the company consumed over 2 million kilowatt-hours of energy across the group. As part of its efforts to reduce electricity consumption and align with future environmental policies, the company installed a grid-connected solar power system (Solar Rooftop) on the roofs of its factory buildings, warehouses, and office buildings. The goal is to reduce electricity consumption by 20% annually. Currently, the company is in the process of installing a second phase of Solar Rooftop systems on the parking area and additional factory buildings, which is expected to reduce overall electricity consumption by 40% annually. This reduction is equivalent to cutting approximately 500 tons++ of carbon dioxide emissions, or the equivalent of planting approximately 1,800 trees. This initiative is part of the company's commitment to meeting future environmental policies.

**Diagram of performance and outcomes in energy management**



Overview of electricity consumption in 2025

## Information on electricity management

### Company's electricity consumption <sup>(\*)</sup>

	2023	2024	2025
<b>Total electricity consumption within the organization (Kilowatt-Hours)</b>	2,886.18	3,099.66	2,743.71
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	2,285.71	2,257.13	1,975.28
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	600.47	842.53	768.43
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	18.15	19.37	18.79

Additional explanation : <sup>(\*)</sup> Exclude electricity consumption outside of the Company

### Electricity Consumption Intensity

	2023	2024	2025
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m <sup>2</sup> )	2,285,705.68000000	2,257,130.00000000	1,975,280.00000000

### Electricity Expense <sup>(\*)</sup>

	2023	2024	2025
Total electricity expense (Baht)	13,418,811.11	12,039,472.95	10,210,369.41
Percentage of total electricity expense to total expenses (%) <sup>(**)</sup>	1.69	1.49	1.39
Percentage of total electricity expense to total revenues (%) <sup>(**)</sup>	1.62	1.37	1.24

	2023	2024	2025
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	84,395.04	75,246.71	69,934.04

Additional explanation : <sup>(\*)</sup> Exclude electricity expense outside of the Company

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

## Information on fuel management

### Company's fuel consumption

	2023	2024	2025
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	62,235.30	58,656.45	52,705.33
Gasoline (Litres)	19,461.53	18,792.26	17,633.49
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard Cubic Feet)	0.00	0.00	0.00
LPG (Kilograms)	399,540.00	449,901.00	386,181.00
Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

Additional explanation : Not include external fuel consumption

### Company's fuel expense <sup>(\*)</sup>

	2023	2024	2025
Total fuel expense (Baht)	11,560,052.39	12,591,054.16	11,004,173.24
Percentage of total fuel expense to total expenses (%) <sup>(**)</sup>	1.46	1.56	1.50

	2023	2024	2025
Percentage of total fuel expense to total revenues (%) <sup>(**)</sup>	1.39	1.43	1.34

Additional explanation : <sup>(\*)</sup> Exclude electricity expense outside of the Company

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

## Information on total energy management (electricity + fuel)

### Energy Consumption

	2023	2024	2025
Total energy consumption within the organization (Megawatt-Hours)	22,369,668.88	24,855,657.23	21,373,151.63

### Energy Consumption Intensity

	2023	2024	2025
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) <sup>(*)</sup>	26.98850936	28.19035013	25.95533187
Intensity of total energy consumption within the organization (Megawatt-Hours / m <sup>2</sup> )	0.46000000	0.45000000	0.35000000

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Water management

### Disclosure boundary in water management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

### Information on water management plan

#### Water management plan

The Company's water management plan : Yes

The Company promotes water conservation among employees at all levels and ensures that water supply systems and equipment are regularly inspected for leakage in order to ensure that such systems remain in proper working condition and do not result in unnecessary loss of water resources.

As the Company is located in an industrial estate in Samut Sakhon Province, it manages wastewater in accordance with the requirements of the Industrial Estate Authority of Thailand (IEAT). The entire wastewater drainage system has been designed and managed in compliance with the following key requirements:

- The wastewater piping system must be a **closed system** and must be **strictly separated from the rainwater drainage system** in order to prevent rainwater from entering the central wastewater drainage system and to prevent wastewater from flowing into the industrial estates rainwater drainage system.
- A **sluice gate** must be installed prior to discharging wastewater into the central system.
- Wastewater pipes must be connected to the industrial estates central wastewater drainage system an inspection chamber for water quality monitoring, and all joints must be properly sealed to prevent leakage.

The Company also operates in accordance with **ISO 14001:2015** standards with respect to wastewater control and management. Wastewater generated from every stage of production is collected at designated containment points and disposed of by a company duly licensed by the Department of Industrial Works in accordance with applicable laws.

In addition, all effluent quality must comply with the standards prescribed under the **IEAT Notification on General Standards for Wastewater Discharge into the Central Wastewater Treatment System B.E. 2560 (2017)** and its revised notification **B.E. 2567 (2024)**.

These measures are intended to ensure that the Companys wastewater discharge does not cause adverse impacts on the environment or surrounding communities, and that it remains in strict compliance with the environmental requirements of the industrial estate.

### Information on setting goals for water management

#### Setting goals for water management

Does the company set goals for water management : Yes

#### Details of setting goals for water management

Target(s)	Base year(s)	Target year(s)
Reduction of water consumption	2024 : Water consumption 313,708.25 Liter / Baht	2025 : Reduced by 2% or 6,275.00 Liter / Baht

## Information on performance and outcomes of water management

### Performance and outcomes of water management

Performance and outcomes of water management : Yes

The Company has complied with the requirements of ISO 14001:2015 in relation to wastewater control. All wastewater generated from the factory's production processes is collected in designated containers at specified collection points and stored at a designated wastewater collection area. The Safety Officer (SHE Officer) is responsible for coordinating the disposal of such wastewater through a company duly licensed by the Department of Industrial Works and in compliance with applicable legal regulations.

The quality of the discharged wastewater must not exceed the effluent standards as specified in the Announcement of the Industrial Estate Authority of Thailand (IEAT) on General Criteria for Wastewater Discharge into Central Wastewater Treatment Systems within Industrial Estates, B.E. 2560 (2017), and the amended Announcement of IEAT, B.E. 2567 (2024).

## Information on water management

### Water withdrawal by source

	2023	2024	2025
<b>Total water withdrawal (Cubic meters)</b>	7,100.00	9,368.00	9,093.00
Water withdrawal by third-party water (cubic meters)	7,100.00	9,368.00	9,093.00
Water withdrawal by surface water (cubic meters)	0.00	0.00	0.00
Water withdrawal by groundwater (cubic meters)	0.00	0.00	0.00
Water withdrawal by seawater (cubic meters)	0.00	0.00	0.00

	2023	2024	2025
Water withdrawal by produced water (cubic meters)	0.00	0.00	0.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	44.65	58.55	62.28
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup>	0.01	0.01	0.01

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

#### Water discharge by destinations

	2023	2024	2025
Percentage of treated wastewater (%)	100.00	100.00	100.00
<b>Total wastewater discharge (cubic meters)</b>	7,100.00	9,368.00	9,093.00
Wastewater discharged to third-party water (cubic meters)	7,100.00	9,368.00	9,093.00
Wastewater discharged to surface water (cubic meters)	0.00	0.00	0.00
Wastewater discharged to groundwater (cubic meters)	0.00	0.00	0.00
Wastewater discharged to seawater (cubic meters)	0.00	0.00	0.00

#### Water consumption

	2023	2024	2025
Total water consumption (Cubic meters)	7,100.00	9,368.00	9,093.00

#### Recycled water consumption

	2023	2024	2025
Total recycled water for consumption (Cubic meters)	0.00	0.00	0.00

#### Water Consumption Intensity

	2023	2024	2025
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup>	0.00856599	0.01062483	0.01104244
Intensity of total water consumption (Cubic meters / m <sup>2</sup> )	7,100.00000000	9,368.00000000	9,093.00000000

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

#### Water withdrawal expenses

	2023	2024	2025
<b>Total water withdrawal expense (Baht)</b>	236,614.46	313,708.25	304,341.73
Total water withdrawal expense from third-party water (Baht)	236,614.46	313,708.25	304,341.73
Total water withdrawal expense from other sources (Baht)	0.00	0.00	0.00
Percentage of total water withdrawal expense to total expenses (%) <sup>(*)</sup>	0.03	0.04	0.04
Percentage of total water withdrawal expense to total revenues (%) <sup>(*)</sup>	0.03	0.04	0.04
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	1,488.14	1,960.68	2,084.53

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Waste management

### Disclosure boundary in waste management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

### Information on waste management plan

#### Waste management plan

The company's waste management plan : Yes

The Company is located within the Industrial Estate Authority of Thailand (IEAT) area in Samut Sakhon Province and has implemented strict industrial-waste, municipal-waste, and sewage-management practices in full compliance with the IEAT Notifications on Industrial Waste and Solid Waste Management within Industrial Estates. The Company also adheres to all applicable laws and fully complies with ISO 14001:2015 requirements.

The Company is committed to continuously improving the efficiency of its waste-management system in an environmentally responsible manner while promoting the reuse and recycling of materials to minimize long-term environmental impacts.

Under the ISO 14001:2015 framework for the management of unused materials, the Company has established a clear and systematic segregation system for all waste categories, including general waste, recyclable waste, hazardous waste, infectious waste, production residues, sewage, and wastewater.

Waste-collection containers are designed to be safe, appropriate for each waste type, and clearly labelled using standardized colors, text, or symbols in accordance with IEAT requirements and ISO 14001:2015.

The Company ensures that all waste-handling and disposal processes are carried out in a systematic, transparent, and safe manner to protect employees, nearby communities, and the environment, while contributing to sustainable development within the industrial estate.

#### Color Coding for Waste Segregation

- **Blue:** General waste from canteen and office activities
- **Green:** Organic waste (e.g., food scraps)
- **Yellow:** Recyclable waste (e.g., plastic cups, glass bottles)
- **Red:** Infectious waste

#### Management of Waste and Contaminated Materials from Production Processes

The Company has established strict standards for the storage of contaminated waste generated from production processes, in accordance with the Factory Act, Ministry of Public Health Notifications, and IEAT regulations. The key requirements are as follows:

##### Containers for Infectious Waste (Rigid Boxes or Bins)

- Made from durable, puncture-resistant, and chemical-resistant materials such as rigid plastic or metal
- Equipped with a tight-fitting lid to prevent leakage
- Designed for safe handling without direct contact by personnel

##### Containers for Infectious Waste (Bags)

- Made of strong, tear-resistant plastic

- Waterproof, leak-proof, and non-absorbent

## Color and Labelling Requirements

Containers for infectious waste must:

- Be **opaque red**
- Bear clear **white text** stating Infectious Waste
- Display the **international toxic symbol (skull and crossbones)** as prescribed by the Ministry of Public Health
- Include additional statements: **Do Not Reuse** and **Do Not Open**

The Company strictly complies with these guidelines across all stages: collection, segregation, transportation, and final disposal ensuring that waste management processes are safe, legally compliant, and do not negatively impact the environment or surrounding communities.

Additionally, the Company engages licensed contractors for the lawful disposal and recycling of production-related waste. A portion of such waste is converted into **Alternative Fuels (AF)**, helping reduce waste volume, lower greenhouse-gas emissions, and support circular-economy practices.

## Waste Classification Framework (Reviewed and Updated by the Company)

The Company has reviewed its waste-management and control practices and classified waste into **five categories**:

### 1. Non-Hazardous Waste (General Waste)

Examples include:

- Vegetable scraps, food waste, meat scraps, fruit peels
- Leaves, dust, tissue wrappers
- Food plastic bags, drinking straws, snack wrappers, candy wrappers
- Food containers

### 2. Recyclable Waste

Non-hazardous materials that can be recovered or reprocessed, including:

- Scrap metals, aluminum
- PET bottles, glass bottles
- Clean paper and cardboard

### 3. Wastewater

Water generated from employee activities, factory buildings, offices, and canteens, including:

- General used water
- Rainwater
- Tap water not used in production

### 4. Hazardous Waste

Hazardous industrial waste or residues from production with characteristics such as being flammable, corrosive, reactive, toxic, solvent-contaminated, or sludge from production processes.

The Company engages licensed contractors for disposal in strict compliance with the Ministry of Industry Notification on Disposal of Sewage or Unused Materials.

## Non-Hazardous Waste Management

Following the 3R waste-management principle, the Company provides regular training for employees and onboarding for new hires. All employees must segregate waste before disposal into central collection bins. The bins are categorized by color as follows:

- **Green Bin**: General biodegradable waste (vegetable scraps, food waste, meat scraps, fruit peels, leaves, dust, etc.)

- **Blue Bin:** General non-biodegradable waste (e.g., food packaging, plastic containers, straws, snack wrappers, tissues), which is disposed of through landfill by licensed agencies
- **Yellow Bin:** Recyclable waste (paper, scrap metal, glass bottles, plastic bottles, beverage cans)
- **Red Bin:** Waste contaminated with hazardous substances (chemical-contaminated containers, batteries, pens, printer ink, carbon paper, aerosol cans)

### Recyclable Waste Management

Recyclable waste is separated into two main groups:

- **Wooden Pallets**

Reused internally or sent for recycling depending on operational requirements.

- **Glass Bottles, Plastic Bottles, and Other Plastics**

Collected by the Human Resources Department and delivered to the **Khok Kham Subdistrict Administrative Organization**

### Management of Production Waste and Unused Materials

Production-related wastesuch as unused adhesives, wooden pallets, paper cores, and paperare collected and disposed of or recycled through licensed private contractors. Some materials are further converted into **Alternative Fuel** for industrial facilities.

### Hazardous Waste Management

Hazardous wasteincluding production wastewater, chemical-contaminated materials, solvents, and toxic sludgeis disposed of through legally licensed contractors in full compliance with the Ministry of Industry Notification on Disposal of Sewage or Unused Materials.

### Information on setting goals for waste management

#### Setting goals for waste management

Does the company set goals for waste management : Yes

#### Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Increase of waste recovery Waste type: Non-hazardous waste	2023 : non-hazardous waste 143,413.00 Kilograms	2025 : Increased by 5% or 2,868.26 Kilograms	<ul style="list-style-type: none"> <li>• Reuse</li> <li>• Recycle</li> </ul>

### Information on performance and outcomes of waste management

#### Performance and outcomes of waste management

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

### Waste and Residue Management Targets

- Reduce landfill waste by **5% by 2025**
- Zero mixing of hazardous waste and industrial waste with general solid waste
- Zero mixing of recyclable waste (glass bottles, plastic bottles, aluminum drink cans) with hazardous waste and general waste

## Performance in 2025

The Company places strong emphasis on effective waste control and management to ensure that all waste generated from production processes and internal activities is handled in accordance with technical requirements and applicable laws, regulations, and other obligations. This includes managing waste throughout the entire lifecycle from disposal, storage, segregation, internal transfer, and transportation through to final treatment and authorized sale to minimize environmental impacts.

## Recyclable Waste Management

### Wooden Pallets

The Company reuses and/or recycles wooden pallets for internal use across relevant departments.

For wooden pallets that become unusable from production processes, the Company implemented the project

**Transforming Waste into Value: Leisure Chairs for Students in the PMC Community Area.** Under this initiative, the Company delivered outdoor seating chairs to students at Khok Kham School, located in the community surrounding the PMC facility.

The project repurposes unused wooden pallets into functional furniture instead of selling them for destruction, reinforcing resource efficiency, circular use, and community value creation. After observing that students lacked seating areas during lunch breaks, the Company sought to transform unused pallet waste into meaningful items, ultimately providing resting chairs for the students.

### Glass Bottles, Plastic Bottles, and Other Recyclables

Recyclable waste such as glass bottles, drinking water bottles, and other plastic containers is separated from general waste. The Human Resources Department collects and delivers them to the local Subdistrict Administrative Organization.

### Employee Engagement and Behavioral Change

The Company promotes correct waste segregation practices among employees at all levels through the **PMC Waste Segregation Before Disposal Project** and its **Waste-for-Points Program**. These initiatives aim to foster awareness and embed proper waste disposal culture throughout the organization.

Daily inspections are conducted, with clearly assigned zones of responsibility. A monthly evaluation system and recognition program are implemented to reward employees and departments with outstanding waste segregation compliance.

### Recyclables Submitted to the Local Community Waste Bank

Properly segregated waste is delivered to the Subdistrict Administrative Organization under the **Recycling Waste Bank** initiative pursuant to a Memorandum of Understanding (MOU) with community partners. This collaboration supports waste reduction based on the **3Rs principles (Reduce, Reuse, Recycle)**, promotes circular resource use, and encourages conversion of waste into community income or welfare benefits. Particular emphasis is placed on separating plastic and hazardous waste to strengthen sustainable environmental management.

### Waste Sent for Disposal (2023-2025)

Type of Waste	Source	2023 (kg)	2024 (kg)	2025 (kg)	Increase/ (Decrease)	% Change
Paper	Production	110,244	94,582	67,368	(27,214)	(28.77%)
Wooden Pallets*	Production	6,500	21,000	35,000*	14,000	66.67%
Paper Cores	Production	33,169	22,271	27,464	5,193	23.32%

**Notes:**

- In 2025, the Company initiated data collection on office waste.
- 
- Wooden pallets are reused until they reach end-of-life, and some are reintroduced during raw material handling.
- The significant increase in wooden pallet waste resulted from higher raw material imports and the restructuring of warehouse storage areas, requiring additional pallet base platforms.
- Paper cores are reused until no longer functional.

**Targets for Hazardous Waste and Residual Waste Management**

- Reduce landfill hazardous waste by **5% by 2025**

**Hazardous Waste for Landfill Disposal (kg)\***

Category / Year	2023	2024	2025*
Landfill (1)*	650	800	0
% Landfill / Production Volume	0.001%	0.001%	2%
Incineration (2)*	99,843	185,401	586,527**
% Incineration / Production Volume	0.161%	0.270%	0.96%

**Notes**

*Hazardous waste volumes for landfill and incineration represent cumulative quantities.*

- **Landfill** = Code 073 (e.g., fluorescent tubes, spray cans)
- **Incineration** = Code 042 (e.g., contaminated materials, glue-contaminated liquids, contaminated rags, sticker waste used as mixed fuel)
- **Incineration** = Code 046 (e.g., alternative fuel for industrial kilns, such as sticker waste)

In 2025, the significant increase in incineration volume was due to changes in disposal methods by two contracted waste management service providers:

**Changes by Waste Disposal Contractors**

**Contractor 1**

- **2024:** Disposal Code (011) Sorting for resale
- **2025:** Disposal Code (042) Converted into mixed fuel for incineration

**Contractor 2**

- **2024:** Disposal Code (049) Recovery through alternative reuse methods
- **2025:** Disposal Code (046) Converted into alternative industrial fuel for electricity generation

**Hazardous Waste Management Plan**

In 2025, the Company achieved **zero hazardous waste to landfill**. The Company reviewed and strengthened its hazardous waste control procedures, including waste collection, storage, and off-site treatment, with enhanced employee training on proper hazardous waste and wastewater management. The Company also conducted audits of waste disposal contractors to ensure that all hazardous waste entrusted for treatment was processed in full compliance with applicable laws, technical standards, and environmental regulations.

Diagram of performance and outcomes of waste management



Garbage separation point



Training activities to educate people about waste sorting.

Information on waste management

Waste Generation<sup>(\*)</sup>

	2023	2024	2025
<b>Total waste generated (Kilograms)</b>	717,502.00	845,865.00	897,054.00
<b>Total non-hazardous waste (kilograms)</b>	612,989.00	627,626.00	689,727.00
Non-hazardous waste - Landfilling (Kilograms)	124,040.00	77,160.00	68,200.00
Non-hazardous waste - Incineration with energy recovery (Kilograms)	482,449.00	529,466.00	586,527.00
Non-hazardous waste - Incineration without energy recovery (Kilograms)	0.00	0.00	0.00
Non-hazardous waste Others (kilograms)	6,500.00	21,000.00	35,000.00
<b>Total hazardous waste (kilograms)</b>	104,513.00	218,239.00	207,327.00
Hazardous waste - Landfilling (Kilograms)	650.00	800.00	0.00
Hazardous waste - Incineration with energy recovery (Kilograms)	103,863.00	217,439.00	207,327.00
Hazardous waste - Incineration without energy recovery (Kilograms)	0.00	0.00	0.00
Hazardous waste Others (kilograms)	0.00	0.00	0.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.87	0.96	1.09
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.74	0.71	0.84
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.13	0.25	0.25

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

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

## Waste reuse and recycling

	2023	2024	2025
<b>Total reused/recycled waste (Kilograms)</b>	33,169.00	22,271.00	27,464.00
<b>Reused/Recycled non-hazardous waste (Kilograms)</b>	33,169.00	22,271.00	27,464.00
Reused non-hazardous waste (Kilograms)	33,169.00	22,271.00	27,464.00
Recycled non-hazardous waste (Kilograms)	0.00	0.00	0.00
<b>Reused/Recycled hazardous waste (Kilograms)</b>	0.00	0.00	0.00
Reused hazardous waste (Kilograms)	0.00	0.00	0.00
<b>Recycled hazardous waste (Kilograms)</b>	0.00	0.00	0.00
Percentage of total reused/recycled waste to total waste generated (%)	4.62	2.63	3.06
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	5.41	3.55	3.98
Percentage of reused/recycled hazardous waste to hazardous waste (%)	0.00	0.00	0.00

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

## Greenhouse gas management

### Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

### Information on greenhouse gas management plan

#### Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

The Company places strong emphasis on the management and reduction of greenhouse gas (GHG) emissions. Based on the assessment results, the primary emission sources include:

- (1) electricity consumption from office air-conditioning systems, and
- (2) fuel consumption from the Company's vehicle fleet.

In response, the Company has implemented continuous energy conservation measures, including scheduled preventive maintenance of air-conditioning units, periodic performance inspections, and the promotion of efficient energy usage across the organization.

In parallel, the Company is preparing for emerging environmental regulations that may affect its operations or stakeholders. The Company is also accelerating efforts to enhance its GHG management framework in alignment with international standards.

To demonstrate its commitment, the Company has participated in and registered with the Thailand Greenhouse Gas Management Organization (Public Organization) for GHG management initiatives. The Company has prepared and submitted its application for the **Carbon Footprint for Organization (CFO)** certification, covering **Scope 1, Scope 2, and Scope 3** emissions from 2023 to 2025.

The Company engaged the Mae Fah Luang Foundation under Royal Patronage as its consultant and data preparer. For the 2024 reporting year, the Company received official verification results on **22 August 2025**. The 2025 GHG emissions data have also been reviewed and assessed (as presented in the following table).

The Company is currently in the process of completing the registration for the **Carbon Footprint for Organization (CFO)** certification with the Thailand Greenhouse Gas Management Organization, with expected completion by **April 2025**.

### Information on setting greenhouse gas emission goals

#### Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : Yes

Company's existing targets : Setting net-zero greenhouse gas emissions targets, Setting carbon neutrality targets, Setting other greenhouse gas reduction targets

#### Setting net-zero greenhouse gas emissions targets

### Details of setting net-zero greenhouse gas emissions targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year	Certification
Scope 2	2025 : Greenhouse gas emissions 939.00 tCO <sub>2</sub> e / Metric ton of product	2025 : Reduced by 10% or 231.00 tCO <sub>2</sub> e / Metric ton of product in comparison to the base year	2065 : Reduced by 0% or 0.00 tCO <sub>2</sub> e / Metric ton of product in comparison to the base year	<ul style="list-style-type: none"> <li>Thailand Greenhouse Gas Management Organization (TGO) : Net zero</li> <li>Science-based Targets (SBTi) : Commit</li> </ul>
Scope 1-2	2025 : Greenhouse gas emissions 2,311.00 tCO <sub>2</sub> e / Metric ton of product	2030 : Reduced by 5% or 2,195.00 tCO <sub>2</sub> e / Metric ton of product in comparison to the base year	2065 : Reduced by 0% or 0.00 tCO <sub>2</sub> e / Metric ton of product in comparison to the base year	<ul style="list-style-type: none"> <li>Thailand Greenhouse Gas Management Organization (TGO) : Net zero pathway</li> <li>Science-based Targets (SBTi) : Commit</li> </ul>

### Setting carbon neutrality targets

#### Details of setting carbon neutrality targets

Greenhouse gas emission scope	Base year(s)	Target year(s)	Certification
Scope 1-2	2025 : Greenhouse gas emissions 2,311.00 tCO <sub>2</sub> e / Metric ton of product	2050 : Reduced by 10% or 1,155.50 tCO <sub>2</sub> e / Metric ton of product	<ul style="list-style-type: none"> <li>Thailand Greenhouse Gas Management Organization (TGO)</li> </ul>

### Setting other greenhouse gas reduction targets

#### Details of setting other greenhouse gas reduction targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year
Scope 3	2025 : Greenhouse gas emissions 25,716.00 tCO <sub>2</sub> e / Kilometer	2028 : Reduced by 10% or 2,571.60 tCO <sub>2</sub> e / Kilometer in comparison to the base year	2030 : Reduced by 10% or 2,571.60 tCO <sub>2</sub> e / Kilometer in comparison to the base year

### Information on performance and outcomes of greenhouse gas management

## Performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

### Greenhouse Gas Emissions (Scope 13) for 20242025

(Unit: Tonnes of Carbon Dioxide Equivalent TonCo<sub>2</sub>eq)

Greenhouse Gas Emissions	2024	2025
Direct GHG Emissions (Scope 1)	1,589	1,457
Indirect GHG Emissions Energy (Scope 2)	1,129	939
Other Indirect GHG Emissions (Scope 3)	25,214	25,716
Total GHG Emissions (Scope 1 + 2)	2,718	2,396
Total GHG Emissions (Scope 1 + 2 + 3)	27,932	28,112

### Assessment Results for 2025

The 2025 assessment indicates the following:

- **Scope 1 and Scope 2 emissions declined**, driven by the Companys continued implementation of energy conservation measures and improvements in resource efficiency across operations.
- **Scope 3 emissions increased slightly** during the year. This was primarily due to the Companys enhanced and more comprehensive data collection on raw material weights, resulting in more accurate and representative calculations. Additionally, the increase in the volume of raw material purchases aligned with higher production levels contributed to the rise in Scope 3 emissions.

Despite this increase, the Company is in the process of developing **long-term greenhouse gas management and reduction measures** to mitigate environmental impacts and strengthen sustainability performance on a continuous basis.

### Diagram of performance and outcomes in greenhouse gas management

#### 4. สรุปผลการทวนสอบ

ผลการทวนสอบ รายงานการปล่อยและดูดซับก๊าซเรือนกระจกขององค์กรตามวิธีในข้อ 3. พบว่า ข้อมูลที่มีสาระสำคัญมีความถูกต้อง (Materially correct) และมีการแสดงปริมาณคาร์บอนฟุตพริ้นท์ของ องค์กรตามสมควร (Fair representation)

คาร์บอนฟุตพริ้นท์ขององค์กรภายใต้ขอบเขต บริษัท ทีเอ็มซี เลเบิล แมททีเรียลส์ จำกัด (มหาชน) ที่ถูก รายงาน

ประเภทข้อมูล	Historical Data
ประเภทที่ 1	1,457 ตันคาร์บอนไดออกไซด์เทียบเท่า
ประเภทที่ 2	939 ตันคาร์บอนไดออกไซด์เทียบเท่า
ประเภทที่ 3 (ถ้ามี) Category 1: Purchased goods and services* Category 5: Waste generated in operations*	25,716 ตันคาร์บอนไดออกไซด์เทียบเท่า
รายงานแยกเพิ่มเติม	21 ตันคาร์บอนไดออกไซด์เทียบเท่า
การหักเก็บ (ถ้ามี)	- ตันคาร์บอนไดออกไซด์เทียบเท่า

\*หมายเหตุ องค์การเลือกรายงานเฉพาะบางรายการที่มีนัยสำคัญ โดย

- Category 1 รายงานการได้มาซึ่งวัตถุดิบ จำนวน 7 รายการ (Film, Glue, Paper, PE, PET, PVC และ Silicone) จากทั้งหมด 12 รายการ

- Category 5 รายงานการกำจัดของเสียที่เกิดจากการดำเนินกิจกรรมขององค์กร จำนวน 2 รายการ (การกำจัดขยะทั่วไป และการกำจัดขยะ RDF) จากทั้งหมด 3 รายการ

### Information on greenhouse gas management

#### The company's greenhouse gas emissions

	2023	2024	2025
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	22,895.00	27,932.00	28,112.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	1,437.00	1,589.00	1,457.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	1,162.00	1,129.00	939.00
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	20,296.00	25,214.00	25,716.00

#### Greenhouse Gas Emissions Intensity

	2023	2024	2025
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) (*)	0.027622	0.031679	0.034139
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	143.99	174.58	192.55
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / m <sup>2</sup> )	0.00031800	0.00046800	0.00046000

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

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

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

Verification of the company's greenhouse gas emissions : Yes

List of greenhouse gas verifier entity : The Mae Fah Luang Foundation under Royal Patronage

## Information on reduction and absorption of greenhouse gas

### Reduction of Greenhouse Gas

	2023	2024	2025
<b>Total reduced GHG (Metric tonnes of carbon dioxide equivalent)</b>	22,895.00	27,932.00	28,027.00
Climate Care Platform reduced GHG (Metric tonnes of carbon dioxide equivalent)	1,437.00	1,589.00	1,372.00
Care the Bear Project (Metric tonnes of carbon dioxide equivalent)	1,162.00	1,129.00	939.00
Care the Whale Project (Metric tonnes of carbon dioxide equivalent)	20,296.00	25,214.00	25,716.00

### Absorption and removal of Greenhouse Gas

	2023	2024	2025
<b>Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)</b>	0.00	0.00	0.00
Care the Wild Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

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**Remarks** - This document is automatically generated based on information processed as received from the listed company on as is basis. The Stock Exchange of Thailand (SET) does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

# ESG Performance

Company Name : PMC Label Materials Public Company Limited      Symbol : PMC

Market : mai      Industry Group : Industrials      Sector : SECTOR 0

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## Human rights

### Information on social and human rights policies and guidelines

#### Social and human rights policy and guidelines

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

#### Social Policy and Practices

The Company is committed to conducting its business responsibly in accordance with the principles of the rule of law and good corporate governance. This commitment includes strict and continuous compliance with applicable laws, regulations, and requirements issued by governmental authorities, as well as domestic and international standards established by regulatory and standard-setting bodies. The Company places strong emphasis on operating in a manner that is mindful of surrounding communities and society by promoting engagement, transparent communication, and responsiveness to the needs and expectations of stakeholders throughout the value chain.

In line with this commitment, the Company has established its **Good Corporate Governance Policy** and **Business Code of Conduct**, both of which incorporate key social considerations. These policies serve as the operational framework that underpins fairness, accountability, and long-term sustainability across all business activities.

#### Key Social Practices

##### 1. Human Rights Respect and Protection

The Company upholds equality, freedom, and fairness, and is committed to non-discrimination on the basis of race, nationality, religion, language, skin color, gender, age, education, physical condition, or social status. The Company has implemented a Human Rights Policy that ensures all stakeholders including employees, communities, and surrounding society are treated with dignity and respect.

The Company strictly adheres to the principle of zero tolerance toward human rights violations, including child labor, sexual harassment, forced labor, or any form of direct or indirect discrimination. Continuous monitoring and due diligence processes are conducted to ensure compliance with human rights standards and to strengthen human rights governance.

The Company has established accessible channels for feedback and complaints related to potential human rights violations associated with its business operations. All complaints are investigated thoroughly, and appropriate remedies are provided in accordance with fair, transparent, and lawful procedures.

##### 2. Personal Data Protection

The Company treats employees, customers, and business partners with fairness, transparency, and integrity. The protection of personal data and privacy is a priority. The Company ensures that the collection, use, disclosure, and processing of personal data is carried out strictly on a necessity basis and in compliance with applicable personal data protection laws.

Appropriate safeguards are implemented to maintain data confidentiality, prevent misuse, and protect the rights, safety, and dignity of all stakeholders. These measures reinforce stakeholder trust and support responsible business operations.

##### 3. Occupational Health, Safety, and Working Environment (OHS / QSHE)

The Company places utmost importance on the health and safety of employees and individuals within its value chain. Occupational health and safety (OHS) standards are embedded into the Company's management processes to prevent and mitigate operational risks.

To ensure safe operations and compliance with relevant laws, the Company has developed a **Workplace Safety Manual**, which outlines safety policies, preventive measures, standard operating procedures (SOPs), and guidance for minimizing accident-related risks.

The Company has established a **Safety, Occupational Health, and Working Environment Committee** responsible for overseeing safety management. Safety working groups within each department ensure that employees work safely, follow established rules, and utilize appropriate Personal Protective Equipment (PPE). These groups also recommend preventive and corrective measures when risks arise and manage safety-promotion initiatives such as annual Safety Week, awareness campaigns, and safety slogan competitions.

**The Company's Safety, Occupational Health, and Environmental Policy includes the following commitments:**

- Producing quality products, ensuring customer satisfaction, and promoting energy conservation
- Protecting and preventing environmental impacts in compliance with legal requirements and stakeholder expectations, while adopting international standards to drive continuous improvement
- Ensuring a safe and hygienic working environment to prevent work-related injuries and illnesses, aligned with the Company's objectives, size, context, and OHS-related risks and opportunities
- Establishing quality, safety, occupational health, and environmental objectives
- Ensuring full compliance with all applicable laws and other requirements
- Eliminating hazards, reducing risks, and enhancing management systems continuously
- Promoting consultation and participation of workers and their representatives

The Company communicates these policies organization-wide and provides training to ensure effective implementation of relevant QSH systems. The Company periodically reviews its objectives to ensure continuous improvement and alignment with evolving operational needs.

In 2025, based on an average annual workforce of 146 employees, the Company achieved the following performance results in employee capability development:

- **All 146 employees** received training through both internal and external programs, representing **100%** of the average annual workforce.
- A total of **105 employees** completed **no less than six (6) training hours per course**, accounting for **71.92%** of all employees.
- **Ninety-five (95) employees**, or **65%**, successfully completed training programs accredited and certified by the Department of Skill Development, exceeding the minimum threshold requirement of **not less than 50%** of the average annual workforce as prescribed by the Skill Development Institute.

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

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

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

Changes in social and human rights policies, guidelines, and/or goals : Employee Rights, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and occupational health at work, Non-

## Strengthening Organizational Culture and Risk-Based Management

In 2025, the Company continued to reinforce risk awareness among management and employees at all levels by integrating the Company's **Core Values** into daily operations. Performance related to risk management was established as one of the key organizational Key Performance Indicators (KPIs).

To ensure systematic implementation, the Company appointed a **Core Values Committee**, designated as **Risk Owners**, independent from the central risk management unit. The Committee is responsible for overseeing, monitoring, and driving the practical adoption of the Company's Core Values across all functions. Additionally, risk considerations were incorporated into personnel development and performance evaluation processes to ensure full alignment between individual and departmental operations and the Company's enterprise-wide risk management framework.

To translate these efforts into practice, the Company organized various **Core Values activities** aimed at fostering constructive behavior, strengthening organizational culture, and enhancing effective collaboration. The objectives included:

- Embedding Core Values into routine work and reinforcing a strong organizational culture
- Ensuring unified internal communication across all functions
- Promoting teamwork and minimizing internal conflict
- Encouraging employees to express opinions and propose new ideas
- Cultivating positive thinking and constructive behavior across all employee levels

Expected outcomes from these activities included:

- Improved employee understanding of the Company's culture
- Increased employee participation in Company activities
- Enhanced employee perspectives and attitudes toward the organization
- Noticeably improved workplace atmosphere
- Strengthened relationships between employees and management
- Managements enhanced understanding and role-modeling of the Company's Core Values

## Information on Human Rights Due Diligence : HRDD

### Human Rights Due Diligence : HRDD

Does the company have an HRDD process : Yes

**The Company has conducted comprehensive Human Rights Due Diligence (HRDD) to identify, assess, and manage potential human rights risks that may arise across all stages of its business operations.** The Company remains committed to preventing adverse impacts on stakeholders and to fostering practices that uphold human dignity throughout every step of its operations.

The Company employs a **Value Chain Analysis** approach to identify and assess activities that may pose human rights risks, prioritize key issues, and establish appropriate and equitable measures for prevention, mitigation, or remediation. In this regard, the Company has implemented a systematic Human Rights Due Diligence (HRDD) framework that covers both internal operations and the Company's entire value chain. The framework consists of six key steps as follows:

1. **Scoping and Defining the Assessment Boundaries**
2. **Identification and Assessment of Human Rights Risks**
3. **Establishment of Risk Controls and Measures to Mitigate Adverse Impacts**

4. Monitoring, Reviewing, and Evaluating Human Rights Performance
5. Stakeholder and Public Communication
6. Remediation and Compensation for Affected Individuals

## Information on other social management

### Plans, performance, and outcomes related to other social management

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

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

	2023	2024	2025
<b>Total number of cases or incidents of significant legal or social and human rights violations (cases)</b>	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0
Total number of incidents or complaints related to business partners rights violations (cases)	0	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	0	0	0
Total number of cases or incidents related to workplace safety and occupational health (cases)	0	0	0

## Fair labor practice

### Disclosure boundary in fair labor practice in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	0.00

### Information on employees and labor management plan

#### Employees and labor management plan

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

#### Employee Care and Protection Practices

The Company has established comprehensive guidelines to ensure the wellbeing, safety, and fair treatment of all employees across the following key areas:

- **Health and Safety**

The Company provides a safe and healthy working environment in accordance with applicable laws and regulatory standards. This includes the provision of adequate personal protective equipment (PPE), regular assessment and management of occupational health and safety risks, and the implementation of preventive measures to reduce workplace accidents and occupational illnesses.

- **Fair Compensation and Benefits**

The Company ensures fair, transparent, and market-competitive compensation aligned with employees qualifications, job responsibilities, and performance. In addition to fixed salary, employees are provided with essential benefits such as a provident fund, health insurance, and other appropriate welfare programs.

- **Diversity, Equity, and Inclusion (DEI)**

The Company upholds a non-discriminatory employment policy, ensuring that no employee is treated unfairly on the basis of race, gender, age, appearance, or socio-economic background. All employees are provided with equal access to development opportunities and career advancement.

- **Training and Development**

The Company implements a structured approach to employee development through internal and external training programs, as well as on-the-job training. These initiatives aim to strengthen employee competencies, enhance skillsets (Upskill/Reskill), and ensure workforce readiness to support the Company's long-term growth.

- **Human Rights Protection**

The Company strictly complies with labor laws and relevant regulations, prohibiting the use of child labor, forced labor, and any practice that may constitute human trafficking. The Company also enforces measures to prevent sexual harassment and any form of rights violations in the workplace.

- **WorkLife Balance**

The Company promotes appropriate and flexible work arrangements suited to job characteristics, including Work-from-Home arrangements where applicable, in order to enhance employees quality of life.

● **Employee Engagement**

The Company continuously conducts internal engagement activities such as monthly core-value programs and the monthly Happy Friday luncheon to foster a positive working environment and strengthen employee engagement and organizational cohesion.

**Information on setting employee and labor management goals**

**Setting employee and labor management goals**

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

**Details of setting goals for employee and labor management**

Target(s)	Indicator(s)	Base year(s)	Target year(s)
<ul style="list-style-type: none"> <li>• Fair employee compensation</li> <li>• Employee training and development</li> <li>• Promoting employee relations and participation</li> <li>• Migrant/foreign labor</li> <li>• Child labor</li> <li>• Safety and occupational health at work</li> <li>• Non-discrimination</li> </ul>	Key Performance Indicator	2025: Improve operational efficiency and optimize the utilization of human resources.	2028: Improve operational efficiency and optimize the utilization of human resources.

**Information on performance and outcomes for employee and labor management**

**Performance and outcomes for employee and labor management**

Performance and outcomes for employee and labor : Yes  
management

In 2025, the Company implemented various training and capability-building programs across multiple areas of expertise to enhance essential skills required for effective job performance and to support the Companys long-term organizational growth. In addition, the Company encouraged executives and employees at all levels, including those within the SEALIK Group, to participate in the ESG DNA for Employees Program organized by the **Stock Exchange of Thailand**. This program focuses on strengthening knowledge of sustainability, improving the management of ESG-related matters, and embedding social and environmental responsibility into employees daily work practices.

All employees participated in the learning modules through the e-learning platform, resulting in an overall training participation rate of more than 70% of the total workforce. As a result of this achievement, the Company received an **Honorary Certificate of Recognition** from the Stock Exchange of Thailand for its commitment to developing employee competencies in sustainability.

Furthermore, employees successfully completed an average of more than 6 learning hours per person per year, representing 100% completion, as the program was designated as mandatory for all employees. This underscores the Company's dedication to institutionalizing ESG knowledge and strengthening a sustainability-driven organizational culture.

**Diagram of performance and outcomes for employee and labor management**



**Information on employment**

**Employment**

	2023	2024	2025
<b>Total Employment (Person)</b>	159	160	146
Percentage of employees to total employment (%)	100.00	100.00	100.00
Percentage of non-employee workers to total employment (%)	0.00	0.00	0.00
<b>Total employees (persons)</b>	159	160	146
Male employees (persons)	96	97	89
Percentage of male employees (%)	60.38	60.63	60.96

	2023	2024	2025
Female employees (persons)	63	63	57
Percentage of female employees (%)	39.62	39.38	39.04
<b>Total of workers who are not employees (Person)</b>	0	0	0
Male workers who are not employees (Person)	0	0	0
Percentage of male non-employee workers (%)	0.00	0.00	0.00
Female workers who are not employees (Person)	0	0	0
Percentage of female non-employee workers (%)	0.00	0.00	0.00

#### Number of employees categorized by age

	2023	2024	2025
Total number of employees under 30 years old (Persons)	51	53	40
Percentage of employees under 30 years old (%)	32.08	33.13	27.40
Total number of employees 30-50 years old (Persons)	99	97	97
Percentage of employees 30-50 years old (%)	62.26	60.63	66.44
Total number of employees over 50 years old (Persons)	9	10	9
Percentage of employees over 50 years old (%)	5.66	6.25	6.16

#### Number of male employees categorized by age

	2023	2024	2025
--	------	------	------

	2023	2024	2025
Total number of male employees under 30 years old (Persons)	24	27	25
Percentage of male employees under 30 years old (%)	25.00	27.84	28.09
Total number of male employees 30-50 years old (Persons)	67	65	60
Percentage of male employees 30-50 years old (%)	69.79	67.01	67.42
Total number of male employees over 50 years old (Persons)	5	5	4
Percentage of male employees over 50 years old (%)	5.21	5.15	4.49

#### Number of female employees categorized by age

	2023	2024	2025
Total number of female employees under 30 years old (Persons)	27	26	15
Percentage of female employees under 30 years old (%)	42.86	41.27	26.32
Total number of female employees 30-50 years old (Persons)	32	32	37
Percentage of female employees 30-50 years old (%)	50.79	50.79	64.91
Total number of female employees over 50 years old (Persons)	4	5	5
Percentage of female employees over 50 years old (%)	6.35	7.94	8.77

#### Number of employees categorized by position

	2023	2024	2025
Total number of employees in operational level (Persons)	145	149	133
Percentage of employees in operational level (%)	91.19	93.13	91.10
Total number of employees in management level (Persons)	8	7	7
Percentage of employees in management level (%)	5.03	4.38	4.79
Total number of employees in executive level (Persons)	6	4	6
Percentage of employees in executive level (%)	3.77	2.50	4.11

**Number of male employees categorized by position**

	2023	2024	2025
Total number of male employees in operational level (Persons)	87	89	81
Percentage of male employees in operational level (%)	90.63	91.75	91.01
Total number of male employees in management level (Persons)	4	5	4
Percentage of male employees in management level (%)	4.17	5.15	4.49
Total number of male employees in executive level (Persons)	5	3	4
Percentage of male employees in executive level (%)	5.21	3.09	4.49

**Number of female employees categorized by position**

	2023	2024	2025
--	------	------	------

	2023	2024	2025
Total number of female employees in operational level (Persons)	58	60	52
Percentage of female employees in operational level (%)	92.06	95.24	91.23
Total number of female employees in management level (Persons)	4	2	3
Percentage of female employees in management level (%)	6.35	3.17	5.26
Total number of female employees in executive level (Persons)	1	1	2
Percentage of female employees in executive level (%)	1.59	1.59	3.51

### Significant changes in the number of employees

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

### Number of male employees working in Thailand

	2023	2024	2025
Total male employees working in Thailand (Person)	N/A	N/A	90
Bangkok Metropolitan (Person)	4	4	5
Northern (Person)	1	1	1
Central (Person)	58	63	57
Northeastern (Person)	28	28	25
Southern (Person)	4	4	1

	2023	2024	2025
Eastern (Person)	1	1	1

#### Number of female employees working in Thailand

	2023	2024	2025
Total female employees working in Thailand (Person)	N/A	N/A	56
Bangkok Metropolitan (Person)	2	2	2
Northern (Person)	0	0	0
Central (Person)	43	44	39
Northeastern (Person)	18	15	13
Southern (Person)	0	2	2
Eastern (Person)	0	0	0

#### Number of employees working abroad

	2023	2024	2025
Total employees working abroad (Person)	0	0	0
Total male employees working abroad (Person)	0	0	0
Total female employees working abroad (Person)	0	0	0

#### Employment of workers with disabilities

	2023	2024	2025
Total employment of workers with disabilities (persons)	2	2	2
Percentage of disabled workers to total employment (%)	1.26	1.25	1.37

	2023	2024	2025
<b>Total number of employees with disabilities (Persons)</b>	0	0	0
Total male employees with disabilities (persons)	0	0	0
Total female employees with disabilities (persons)	0	0	0
Percentage of disabled employees to total employees (%)	0.00	0.00	0.00
<b>Total number of workers who are not employees with disabilities (persons)</b>	2	2	2
Percentage of disabled non-employee workers to total non-employee workers (%)	0.00	0.00	0.00
<b>Contributions to empowerment for persons with disabilities fund</b>	Yes	Yes	Yes

## Information on compensation of employees

### Employee remuneration by gender

	2023	2024	2025
<b>Total employee remuneration (baht)</b>	96,768,603.56	77,176,130.04	66,063,712.13
Total male employee remuneration (baht)	59,034,934.25	46,788,028.84	40,464,023.68
Percentage of remuneration for male employees (%)	61.01	60.62	61.25
Total female employee remuneration (baht)	37,733,669.31	30,388,101.20	25,599,688.45
Percentage of remuneration for female employees (%)	38.99	39.37	38.75
Average of remuneration of employees (Baht/persons)	608,607.57	482,350.81	452,491.18

	2023	2024	2025
Average of remuneration for male employees (Baht/persons)	614,947.23	482,350.80	454,651.94
Average of remuneration for female employees (Baht/persons)	598,947.13	482,350.81	449,117.33
Rate of average of remuneration between female employees and male employees	0.97	1.00	0.99

## Information on provident fund management

### Provident fund management policy and guidelines

Provident fund management policy and guidelines : Yes

PMC Label Materials Public Company Limited (the Company) has established a **Provident Fund (PVD)** in accordance with the **Provident Fund Act B.E. 2530 (1987), as amended**. The Company recognizes that the Provident Fund serves as an important mechanism to promote employees long-term financial security. The fund encourages employees to accumulate savings for use upon retirement, termination of employment, or disability, and also serves as financial security for their families in the future.

### Overview of methods for determining employee and employer contribution Rates

Membership Period	Employer Contribution Rate (% of Salary)
Less than 3 years	3%
3 years but less than 5 years	4%
5 years or more	5%

Implementation of Investment Governance Code for : Yes

Institutional Investors ("I Code") by Company's  
Provident Fund Committee

### Participation in provident fund membership

#### Details of provident fund participation

#### Number of employees joining in PVD (persons)

	2023	2024	2025
Number of employees eligible to participate in PVD (persons)	154	153	130
Number of employees joining in PVD (persons)	54	45	111
Number of PVD members / Total employees (%)	33.96	28.13	76.03
Number of PVD members / Total eligible employees (%)	35.06	29.41	85.38

#### **Amount of provident fund**

	2023	2024	2025
Total amount of provident fund contributed by employer (baht)	531,479.54	630,103.59	1,582,648.35
Total amount of provident fund contributed by employee (baht)	2,013,506.39	1,946,427.16	2,090,313.13

#### **Summary of employee PVD participation over the past year**

Company name	Employees participating in PVD (Yes/No)	Total number of employees (persons)	Number of employees eligible to participate in PVD (persons)	Number of employees joining in PVD (persons)	Number of PVD members / Total employees (%)	Number of PVD members / Total eligible employees (%)
PMC Label Materials Public Company Limited	Yes	146	130	111	76.03	85.38

#### **Policy and guidelines on promoting savings through the provident fund for non-participating employees**

Policy and guidelines on promoting savings through the provident fund for non-participating employees (PVD) : Initiatives to encourage employees to achieve sufficient retirement savings, Providing education or information on selecting appropriate investment policies

#### **Initiatives to encourage employees to achieve sufficient retirement savings**

The Company continues to encourage employees to participate in the Provident Fund (PVD), with a focus on enhancing their understanding of tax benefits, long-term retirement savings, and the selection of investment plans appropriate to their individual risk profiles. These efforts aim to strengthen employees awareness of long-term financial security and increase voluntary participation in the fund.

The Company's training and promotional initiatives to support employee participation in the Provident Fund include the following:

- **Clear communication of employee benefits**

Providing detailed information on the key benefits available to employees, including employer contributions, tax deductions, and long-term investment growth potential. These sessions are delivered by specialists from the asset management company (AMC).

- **Foundational training on retirement financial planning**

Offering training on the structure and requirements of the Provident Fund, enrollment procedures, applicable rules and regulations, and the importance of early retirement savings.

- **Risk assessment and investment plan selection**

Encouraging employees to complete a suitability assessment (Suitability Test) to select an investment plan aligned with their financial goals, risk tolerance, and investment horizon.

- **Consistent and ongoing knowledge building**

Organizing regular communications, seminars, and workshops, as well as providing training for new employees to encourage fund enrollment from the start of employment.

- **Promoting long-term financial awareness**

Reinforcing the message that the Provident Fund is not merely a salary deduction mechanism, but a strategic savings and investment tool essential for long-term financial stability.

## **Providing education or information on selecting appropriate investment policies**

### **Guidelines for Employee Communication and Awareness**

The Company provides employees with essential information and knowledge through the following key practices:

#### **2.1 Regular Training and Communications**

- Conducting ongoing training sessions on financial planning and Provident Fund (PVD) knowledge for both new and existing employees.
- Providing information on the fund structure, investment options, historical performance, risk levels, and the criteria for adjusting investment policies.
- Disseminating information through internal communication channels such as brochures, the intranet, internal LINE announcement groups, and one-on-one advisory sessions.

#### **2.2 Expert Consultation Services**

- Inviting asset management companies (AMCs) or qualified investment experts to deliver accurate, unbiased, and up-to-date information.
- Providing consultation channels for employees to seek guidance on investment planning, risk diversification, and portfolio allocation suitable for their age and financial objectives.

#### **2.3 Employee Risk Profiling (Suitability Test)**

- Requiring employees to complete a suitability assessment prior to selecting or adjusting their investment policy.
- Offering recommendations based on assessment results, such as low-risk (fixed income), medium-risk (mixed assets), or high-risk (equity) investment plans.
- Emphasizing the importance of selecting an investment strategy aligned with employment tenure, investment horizon, and individual risk tolerance.

#### **2.4 Provision of Decision-Support Materials**

- Preparing summary documents on the fund's investment policies, including risk levels, investment objectives, fund fees, and policy changes.

- Ensuring that employees can access up-to-date information at any time to support informed decision-making.

### 3. Governance and Regular Review

The Company conducts an annual review and assessment of the effectiveness of its employee communication and support practices related to the Provident Fund.

- Ensuring that all information provided to employees is accurate, current, and compliant with regulatory requirements.
- Coordinating with the asset management company to adjust or enhance the investment plan structure if any plan is found to be unsuitable for employees.

### 4. Expected Outcomes

- Employees are able to select investment policies that align with their financial objectives and individual risk profiles.
- Employees develop a sound understanding of long-term savings and improve their financial preparedness for retirement.
- Enhanced transparency, confidence, and employee participation in the Provident Fund.
- Reduced risk of employees selecting inappropriate investment options.

## Information on employee development

### Employee training and development

	2023	2024	2025
Employee development plans as part of annual performance reviews	Yes	Yes	Yes
Average employee training hours (Hours / Person / Year)	8.00	8.00	9.50
Total amount spent on employee training and development (Baht)	254,268.28	318,785.73	394,811.02
Percentage of training and development expenses to total expenses (%) <sup>(*)</sup>	0.000321	0.000394	0.000537
Percentage of training and development expenses to total revenue (%) <sup>(*)</sup>	0.000307	0.000362	0.000479

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Information on safety, occupational health, and work environment

### Number of working hours

	2023	2024	2025
Total number of hours work (Hours)	379,056.00	381,440.00	349,232.00
Total number of hours worked by employees (Hours)	379,056.00	381,440.00	349,232.00
Total number of hours work by non-employee (Hours)	0.00	0.00	0.00

#### Statistic of accident and injuries of employees from work

	2023	2024	2025
Total number of lost time injury incidents by employees (Cases)	6	4	5
Total number of employees that lost time injuries for 1 day or more (Persons)	4	1	5
Percentage of employees that lost time injuries for 1 day or more (%)	2.52	0.63	3.42
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (*) (Persons / 1 million-manhours)	10.55	2.62	14.32
Lost time injury frequency rate (LTIFR) (**) (Persons / 200,000 manhours)	2.11	0.52	2.86

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

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

#### Information on promoting employee relations and participation

##### Employee engagement

	2023	2024	2025
<b>Total number of employee turnover leaving the company voluntarily (persons)</b>	52	51	57
Total number of male employee turnover leaving the company voluntarily (persons)	36	35	40
Total number of female employee turnover leaving the company voluntarily (persons)	16	16	17
Proportion of voluntary resignations (%)	32.70	31.88	39.04
Percentage of male employee turnover leaving the Company voluntarily (%)	69.23	68.63	70.18
Percentage of female employee turnover leaving the Company voluntarily (%)	30.77	31.37	29.82

	2023	2024	2025
Evaluation result of employee engagement	Yes	Yes	Yes

**Employee internal groups**

Employee internal groups : Yes

Types of employee internal groups : Welfare committee, Employee committee

## Responsibility to customers/ consumers

### Information on responsibility to customers/consumers policy

#### Consumer data privacy and protection policy and guidelines

- Consumer data privacy and protection policy and guidelines : Yes
- Consumer data privacy and protection guidelines : Collection of personal data, Use or disclosure of data, Rights of data owners, Retention and storage duration of personal data, Company's measures for third parties' use of customer data, Security measures of personal data

#### Responsible sales and marketing policy and guidelines

- Responsible sales and marketing policy and guidelines : Yes
- Responsible sales and marketing guidelines : Marketing communications that respect the law, adhere to relevant regulations, and consider consumer rights.
- Reference link for responsible sales and marketing policy and guidelines :  
Page number of the reference link :

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

- Policy and guidelines on communicating the impact of products and services to customers / consumers : Yes
- Policy and guidelines on communicating the impact of products and services to customers / consumers : Prohibition of exaggerated, inaccurate, or misleading marketing claims, Labeling of goods and products with legally required information, Appropriate marketing communications for vulnerable groups, including children or youth under 12 years old

### Information on customer management plan

#### Customer management plan

- Company's customer management plan : Yes
- Customer management plan implemented by the company in the past year : Responsible production and services for customers, Communication of product and service impacts to customers / consumers, Development of customer satisfaction and customer relationship, Consumer data privacy and protection

- The Company is committed to creating customer satisfaction and confidence by delivering quality products and services at reasonable prices, while maintaining strong and sustainable relationships with its customers.
- Deliver products and services that meet high quality standards.
- Treat customers fairly with respect to products and services without discrimination, and strictly comply with all agreements and contractual terms with customers in a fair and transparent manner.

## Information on setting customer management goals

### Setting customer management goals

Does the company set customer management goals : Yes

### Details of setting customer management goals

Target(s)	Indicator(s)	Base year(s)	Target year(s)
<ul style="list-style-type: none"> <li>• Responsible production and services for customers</li> <li>• Communication of product and service impacts to customers/consumers</li> <li>• Development of customer satisfaction and customer relationship</li> <li>• Protection of customer personal information</li> </ul>	KPI	2025: -	2028: de

## Information on performance and results of customer management

### Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

The Company is committed to creating customer satisfaction and confidence by delivering high-quality products and services at reasonable prices, while maintaining good and sustainable relationships with its customers.

- Deliver products and services that meet high quality standards.
- Treat customers fairly with respect to products and services without discrimination, and comply with all agreements and contractual terms with customers in a fair and transparent manner.
- Maintain the quality and standards of products and services, while striving to meet customers needs as comprehensively as possible.
- Provide appropriate channels for customers to report issues or concerns regarding products and services so that the Company can promptly address and resolve such matters.

- Ensure that information relating to products and services is provided in a complete, accurate, and non-misleading manner, including offering appropriate product knowledge to enable customers to select products suitable for their intended use.

#### Customer satisfaction

	2023	2024	2025
Evaluation results of customer satisfaction	Yes	Yes	Yes

#### Channels for receiving complaints from customers/consumers

Companys channels for receiving complaints from : Yes  
customers/consumers

Telephone : 034-452-000

Fax : 034-452019

Email : directors@pmclabel.com

Companys website : <https://investor.pmclabel.com/th/information-inqui>

Address : 30/28 Moo. 2, Khok Kham Subdistrict, Mueang Samut  
Sakhon District,  
Samut Sakhon Province, Thailand 74000

## Responsibility to community/ society

### Information on community development and engagement policies

#### Community development and engagement policies

Community development and engagement policies : Yes

### Information on community and social management plan

#### Community and social management plan

Company's community and social management plan : Yes

Community and social management plan : Employment and professional skill development, implemented by the company over the past year Education, Religion and culture, Occupational health, safety, health, and quality of life, Disadvantaged and vulnerable groups, Water and sanitation management

**The Company recognizes its responsibility as an organization that forms part of the surrounding society and local communities.** Accordingly, the Company is committed to supporting community and social development initiatives within the areas in which it operates, as well as fostering and promoting innovations that enhance the environmental performance of its products. The Company also strictly complies with all applicable environmental laws, regulations, and requirements throughout its business operations.

Such policies and practices constitute a core component of the Companys commitment to driving sustainable development across the dimensions of **Economic, Social, Environmental, and Corporate Governance (ESG)**. All directors, executives, and employees are responsible for supporting, advancing, and adhering to the Companys sustainability policies with rigor and integrity.

In addition, the Company encourages its business partners and counterparties to adopt and apply these practices, as appropriate to their respective operations relating to the Company. This approach aims to elevate responsible business conduct across the value chain and collectively contribute to building a resilient and sustainable society over the long term.

### Information on setting of community and social management goals

#### Setting of community and social management goals

Does the company set community and social : Yes  
management goals

#### Details of community and social management goal setting

Target(s)	Indicators(s)	Base year(s)	Target year(s)
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Target(s)	Indicators(s)	Base year(s)	Target year(s)
<ul style="list-style-type: none"> <li>• Employment and professional skill development</li> <li>• Education</li> <li>• Religion and culture</li> <li>• Forests and natural resources</li> <li>• Sports and recreation</li> <li>• Occupational health, safety, health, and quality of life</li> <li>• Disadvantaged and vulnerable groups</li> <li>• Water and sanitation management</li> <li>• Reducing inequality</li> </ul>	KPI	2025: -	2028: KPI

**Information on outcomes and results of community and social management**

**Performance and outcomes of community and social management**

Performance and outcomes of community and social management : Yes

The Company conducts its business with a strong sense of responsibility toward the community and society, placing priority on minimizing environmental impacts and avoiding any operational activities that may adversely affect the quality of life of surrounding communities. In 2025, **there were no community complaints** relating to social or environmental matters.

In addition, the Company continued to contribute to community well-being and foster community engagement. In 2025, the Company implemented the following community initiatives:

1. **Donation of gifts to senior citizens** in collaboration with the Khok Kham Health Station.
2. **Provision of small gifts, food, and snacks** through the *Sharing Dreams & Spreading Love Doing Good for Humanity* initiative.
3. **Traditional Thai massage training** to enhance local vocational skills under the *PMC CSR Thai Massage Training Project* (a continuation from 2024).
4. **Value-creation project using waste materials**, involving the donation of PE plastic film residual material from the Company's production process for community reuse or upcycling.
5. **Donation of essential supplies** to support victims of flooding in Southern Thailand.
6. **Participation in the Kathin Robe Offering Ceremony** in support of local religious and cultural traditions.
7. **Implementation of the Turning Waste into Value initiative**, through which the Company supported the creation of outdoor seating for students in nearby communities using recycled materials.

**Diagram of performance and outcomes in community and social management**



Donation of tables and chairs made from recycled materials.





**Benefit from implementing social development project**

Financial benefits

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

Non-financial benefits

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

	2023	2024	2025
Educational beneficiaries (Places)	1.00	1.00	1.00

**Expenses from social and environmental development project**

	2023	2024	2025
Total financial contribution to community/social development projects or activities (Bath)	95,000.00	82,985.74	97,375.00
Percentage of financial contribution for community/social development projects or activities to total expense (%) <sup>(*)</sup>	0.011975	0.010260	0.013251
Percentage of financial contribution for community/social development projects or activities to total revenue (%) <sup>(*)</sup>	0.011462	0.009412	0.011825

Additional explanation : <sup>(\*)</sup> Total revenues and total expenses from total financial statement

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## ESG Performance

Company Name : PMC Label Materials Public Company Limited      Symbol : PMC

Market : mai      Industry Group : Industrials      Sector : SECTOR 0

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### Corporate Governance Policy

#### Information on overview of the policy and guidelines

##### Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

PMC Label Materials Public Company Limited (the Company) is committed to conducting its business in accordance with the Corporate Governance Code of the Securities and Exchange Commission of Thailand. The Company firmly believes that effective, transparent, and accountable management constitutes a key factor contributing to its long-term success. The Board of Directors places strong emphasis on ethical business conduct, appropriate information disclosure, and transparent operations, as well as on respecting the rights and fulfilling the responsibilities owed to shareholders. The Company also takes into account the interests of all stakeholders, while striving to continuously develop the organization and create sustainable value for the business.

The Company has established a Business Code of Conduct (Code of Conduct) to ensure alignment with its Corporate Governance principles and to serve as fundamental guidelines for directors, executives, employees at all levels, and all relevant stakeholders. These guidelines are consistent with the recommended best practices for directors of listed companies and comply with the Good Corporate Governance principles prescribed by the Stock Exchange of Thailand. The Companys Corporate Governance Policy encompasses key principles ranging from governance structure to good governance practices relating to the Board of Directors, including nomination, remuneration determination, defined roles, duties and responsibilities, as well as the Boards independence from management. The scope further covers director development and performance evaluation, oversight of subsidiaries and affiliates, and operational policies regarding shareholder relations, the rights and equitable treatment of shareholders and stakeholders, adequate information disclosure, risk control and management, prevention of insider information misuse, prevention of conflicts of interest, and the effectiveness of internal audit. The Policy also emphasizes conducting business with integrity and transparency, complying with applicable laws and relevant regulations, upholding business ethics, and promoting anti-corruption measures. These components collectively serve as essential foundations enabling the Company to conduct its business sustainably and earn the trust and acceptance of all relevant parties.

The Board of Directors has established policies and guidelines in accordance with the Corporate Governance Code for Listed Companies B.E. 2560 (2017) (CG Code), and has also prepared a written Code of Conduct to reflect the Companys commitment to operating in compliance with the prescribed governance principles. The Board further requires that these documents be reviewed at least once a year. The Board has assessed the Companys compliance with the Corporate Governance Code for Listed Companies B.E. 2560 issued by the Office of the Securities and Exchange Commission, and continuously monitors adherence to the Code of Conduct by directors, executives, and employees at all levels to ensure strict compliance with the Companys corporate governance policies and practices. In addition, the Board annually reviews and updates the governance guidelines to ensure their appropriateness and alignment with the Companys business operations and current corporate governance standards. Most recently, the Board approved the revised version of the Corporate Governance Principles at Meeting No. 6/2568 held on 12 December 2568, replacing the previous version. This updated version is intended to inform and serve as a practical guideline for all directors, executives, and employees of the Company. It is also communicated and published on the Companys website ([www.pmclabel.com](http://www.pmclabel.com)), with details as follows:

- **The Corporate Governance Policy**
- **The Corporate Governance Code Principles and Policies**

Principle 1: Establish Clear Leadership Role and Responsibilities of the Board

Principle 2: Define Objectives that Promote Sustainable Value Creation

Principle 3: Strengthen Board Effectiveness.

Principle 4: Ensure Effective CEO and People Management.

Principle 5: Nurture Innovation and Responsible Business

Principle 6: Strengthen Effective Risk Management and Internal Control

Principle 7: Ensure Disclosure and Financial Integrity

Principle 8: Ensure Engagement and Communication with Shareholders

- **Code of Conduct**

- **Code of Conduct for Directors, Executives, and Employees**

### **The Corporate Governance Policy**

The Company recognizes that good corporate governance is essential to enhancing operational efficiency and fostering sustainable growth. This, in turn, delivers maximum benefit to all stakeholders, including employees, investors, shareholders, and other related parties. Accordingly, the Board of Directors deems it appropriate to develop and implement an enhanced corporate governance policy that encompasses the key principles relating to the structure, roles, duties, and responsibilities of the Board, as well as the principles governing transparent, clear, and auditable management practices. This policy serves as a framework for organizational management and provides assurance that all Company operations are conducted fairly and in the best interests of shareholders and all stakeholders.

To strengthen the Company's credibility among shareholders and stakeholders, and to support sustainable value creation in line with the expectations of the business sector, investors, the capital market, and society at large, the Company has developed its Corporate Governance Policy in accordance with the Corporate Governance Code for Listed Companies B.E. 2560 (2017) issued by the Securities and Exchange Commission of Thailand. The policy serves as a framework for the Company's governance practices as follows:

1. The Board of Directors, executives, and all employees are committed to adhering to the principles of good corporate governance and the Company's Code of Business Conduct in all business operations.
2. The Board of Directors, executives, and all employees shall perform their duties with responsibility, prudence, integrity, and loyalty, in compliance with applicable laws, the Company's Articles of Association, and relevant regulations and announcements.
3. The Company shall ensure that its management structure clearly defines the authorities, duties, and responsibilities of each Board committee and the management team.
4. The Company shall maintain appropriate internal control and risk management systems, including accurate and reliable accounting and financial reporting systems.
5. The Company shall disclose material information adequately, reliably, and in a timely manner, to the extent that such disclosure does not prejudice the legitimate interests of the Company.
6. The Company shall recognize and respect the ownership rights of shareholders and ensure equitable treatment of all shareholders.
7. The Company shall operate with due consideration for its responsibilities to shareholders, stakeholders, communities, society, and the environment.
8. The Company is committed to business excellence by prioritizing customer satisfaction, actively listening to feedback, and continuously reviewing and improving its operations to enhance managerial capabilities and deliver the highest quality products and services.
9. The Company shall foster ethical conduct, integrity, and a strong sense of responsibility, treat employees fairly, and remain dedicated to continuously developing and strengthening employee competencies.
10. The Company opposes all forms of fraud and corruption, respects intellectual property rights, and complies with all applicable laws and human rights principles.

11. The Company shall manage conflicts of interest with due care, objectivity, and sound judgment, placing the Company's best interests as the primary consideration.

Reference link for the full version of corporate governance policy and guidelines : <https://investor.pmclabel.com/storage/downloads/corporate-governance/corporate-documents/20260430-pmc-cg-code-policy-th.pdf>  
Page number of the reference link : 2

### Policy and guidelines related to the board of directors

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

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

### Nomination of directors

The Company's Corporate Governance Policy encompasses key governance principles, including the governance structure and practices relating to the Board of Directors, Board composition, director nomination, remuneration determination, roles, duties and responsibilities of the Board, and the independence of the Board from management. The Policy also covers the development and performance evaluation of directors, oversight of subsidiaries and associates, as well as operational policies concerning shareholder relations, the rights and equitable treatment of shareholders and stakeholders, adequate disclosure of information, internal control and risk management, prevention of insider trading, prevention and management of conflicts of interest, and the establishment of an effective internal audit function. These principles guide the Company in conducting its business with integrity, transparency, legal and regulatory compliance, adherence to ethical business practices, and a strong commitment to anti-corruption serving as essential foundations for sustainable business operations and stakeholder trust.

### Director Nomination Criteria and Procedures

In selecting and nominating individuals to serve as members of the Board of Directors, the Board based on the recommendations of the Nomination and Remuneration Committee considers qualified candidates from various sources, including:

- **Allowing both major and minority shareholders to propose qualified candidates** for election to the Board of Directors;
- **Identifying candidates from director databases (Director Pools)** maintained by relevant external organizations;
- **Engaging external advisors or professional search firms** to assist in identifying suitable candidates; and
- **Considering other nomination channels** deemed appropriate and suitable by the Nomination and Remuneration Committee.

#### 1. Defining Nomination Criteria

The Company establishes a process to identify and nominate suitable candidates for the Board of Directors, taking into account the nature of the business and organizational operations. The Board specifies the required qualifications, skills, and expertise for each nomination, which are then submitted to the Board for approval of the selection criteria for each nomination cycle.

## 2. Director Nomination

When a directors term is due, the nomination process may involve reappointment of existing directors, shareholder nominations, engagement of external search firms, consideration of candidates from professional director databases, or recommendations from current directors, as deemed appropriate

## 3. Evaluation of Incumbent Directors

If the Nomination and Remuneration Committee proposes the reappointment of a director whose term is expiring, the Committee shall evaluate the candidates past year performance as a key consideration in the decision.

## 4. Candidate Selection

The Committee reviews all proposed candidates and selects those whose qualifications align with the predetermined criteria.

## 5. Legal and Regulatory Compliance

All prospective director candidates must be verified to ensure compliance with applicable laws, regulations, and relevant regulatory requirements.

## 6. Consent and Willingness

Qualified candidates are approached to confirm their willingness to accept the appointment if elected by the shareholders.

## 7. Proposal to the Board and Shareholders

The Committee submits the shortlisted candidates to the Board for approval and inclusion in the notice of the shareholders meeting for election approval.

## 8. Succession Planning

The Company considers policies and procedures for succession planning to ensure continuity in leadership in a structured manner, particularly for the Chief Executive Officer (CEO) and other senior executive positions.

Reference link for Nomination of directors : <https://investor.pmclabel.com/storage/downloads/corporate-governance/corporate->

## Determination of director remuneration

### Director & Executive Remuneration

1. Review and establish criteria for the remuneration of directors and senior executives to ensure appropriateness, fairness, and alignment with expected performance, including benchmarking against remuneration practices of comparable companies in the same industry.
2. Assess all forms of remuneration, including fixed remuneration, performance-based incentives, and meeting allowances, considering industry practices, company size, business performance, and the responsibilities, knowledge, skills, and experience required of directors and senior executives.
3. Determine performance evaluation criteria for the Chief Executive Officer, executive directors, and senior management as assigned by the Board of Directors.
4. Establish annual cash and non-cash remuneration for directors, the CEO, line executives, and senior management in accordance with approved criteria, and submit proposals to the Board for approval of CEO and senior management remuneration; director remuneration is submitted to shareholders for approval at the general meeting.
5. Review and consider the overall framework for annual salary adjustments, annual bonuses, and other benefits, including:

- Evaluate the structure of remuneration, annual salary increases, annual bonuses, and other benefits for senior executives and employees, based on management proposals, to ensure appropriateness, fairness, and alignment with expected performance.
- Review the budget for annual salary adjustments and any additional special compensation provided to employees.

## **Independence of the board of directors from the management**

### **Independent Directors & Board Composition**

Independent directors must possess the independence qualifications as defined by the Company and in alignment with the qualifications of audit committee members under the regulations of the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET) regarding the scope and responsibilities of the audit committee. Independent directors are expected to safeguard the interests of all shareholders equally and avoid conflicts of interest. They must actively participate in Board meetings and provide independent opinions.

For the purpose of this policy, an independent director is defined as a director who:

- Is not involved in the management of the Company;
- Is independent from the management and controlling shareholders;
- Has no business or other relationships with the Company that could interfere with the independent exercise of judgment; and
- Meets additional qualifications as set forth in the Company's Board Charter.

To ensure an effective Board of Directors, the Company has established the following guidelines regarding the independence of directors:

#### **Practice 3.1 Board Structure and Independence**

- The Board is responsible for determining and reviewing the Board's structure, including its size, composition, and the proportion of independent directors necessary to achieve the Company's strategic objectives and corporate goals.

#### **Guidelines:**

1. The Board shall comprise directors with diverse qualifications, skills, experience, expertise, and personal attributes beneficial to the Company, without gender restrictions and in compliance with legal requirements. The Board must include at least one non-executive director with experience in the Company's core business or industry.
2. The Board shall determine an appropriate number of directors to ensure effective performance, with a minimum of 5 and a maximum of 12 directors, depending on the size, type, and complexity of the business.
3. The Board shall maintain a balanced proportion between executive and non-executive directors, ensuring that the majority of directors are non-executive, capable of providing independent oversight of management. The number and qualifications of independent directors shall comply with SEC and SET regulations, and independent directors shall work effectively with the entire Board while providing independent opinions.
4. The Company shall disclose its policy on Board composition, emphasizing diversity, and provide information on each director, including age, gender, educational background, experience, shareholding, tenure, and positions held in other listed companies, in the Annual Report and on the Company's website.

### **Director development**

The company provides introductory training and knowledge about the organization to newly appointed directors to help them understand their roles, responsibilities, and duties. Additionally, it promotes continuous development of knowledge and understanding among directors, covering all aspects to ensure the effective execution of their duties, adapting to external environmental changes, and supporting the sustainable development of the company.

### **Board performance evaluation**

**Practice 3.7** Strengthen Board Effectiveness.

The Board of Directors shall conduct an annual performance evaluation of the Board, its sub-committees, and individual directors to review achievements, challenges, and obstacles encountered during the year. The evaluation results shall be used to enhance the effectiveness of the Board and its sub-committees.

**Guidelines:**

- The Board and its sub-committees shall perform a **Board Self-Assessment** at least once a year.
- The assessment shall include both:
  1. Collective evaluation of the full Board and each sub-committee;
  2. Individual self-assessment of each director.
- The results of the evaluation shall be disclosed in the Annual Report.
- The Board shall use the evaluation outcomes to identify areas for improvement and to enhance the performance of the Board and its sub-committees

**Corporate governance of subsidiaries and associated companies**

The Company has a policy to invest in companies whose business objectives align with the Company's goals and strategic growth plan, which will increase the Company's performance. Alternatively, the Company may invest in businesses that benefit the Company to enhance its competitive capabilities. The Company, its subsidiaries, and/or joint ventures may consider investing in other businesses if they have growth potential, can be expanded into new business areas, or are beneficial to the Company's operations and can generate good returns on investment.

When considering investments, the Company, its subsidiaries, and/or joint ventures will conduct a feasibility study and evaluate the potential and risks associated with the investment, following appropriate investment analysis procedures. Approval and/or consent from the Board of Directors and/or the Company's Shareholders Meeting (as applicable) is required.

Furthermore, when seeking approval for investments in subsidiaries and/or joint ventures, such investments must comply with the Securities and Exchange Commission's regulations on significant transactions related to the acquisition or disposal of assets and the Securities and Exchange Commission's regulations on disclosure and the operations of listed companies in acquiring or disposing of assets, B.E. 2547 (2004).

The Company may also consider investing in businesses outside its current core business operations. However, any such investment must align with the Company's business environment, policies, goals, growth direction, and strategic plan. The investment policy applies to the Company's subsidiaries and joint ventures as well.

**Principle 1: Roles and Responsibilities of the Board of Directors**

**Practice 1 Establish Clear Leadership Role and Responsibilities of the Board**

The Board of Directors recognizes its critical role and responsibility as the organizational leader in creating sustainable value for the company. The Board ensures effective corporate governance to protect the interests of shareholders and stakeholders, setting strategic direction and long-term business objectives, establishing oversight processes, and promoting transparency to enhance organizational value sustainably.

**Practice 1.1 Vision, Mission, and Strategic Alignment**

The Board defines the company's vision and mission to ensure alignment among the Board, management, and employees. Annual review and strategic workshops with senior management are conducted to:

1. Establish vision, mission, objectives, strategies, operational policies, and budget with independent input from directors.

2. Review objectives and targets annually to monitor managements adherence to the companys strategic direction.
3. Facilitate open discussion with management to define organizational direction and prepare for economic or market changes.
4. Provide guidance for clear action plans and resource allocation to achieve corporate objectives.
5. Communicate policies, goals, and strategic direction to employees at all levels via meetings and internal communications.
6. Monitor and evaluate performance through quarterly management reporting to the Board.

### **Practice 1.2 Corporate Culture and Ethical Leadership**

The Board plays a key role in fostering organizational culture and promoting good corporate governance, ethical business practices, and sustainable performance, considering social and environmental impacts. The Board:

1. Defines success by emphasizing ethics, social and environmental responsibility, alongside financial performance, approving related policies accordingly.
2. Demonstrates ethical leadership, serving as role models in good corporate governance.
3. Establishes written policies for directors, executives, and employees covering corporate governance, business ethics, and codes of conduct.
4. Ensures policies are communicated, implemented, and regularly reviewed for effectiveness.
5. Monitors external changes, particularly economic and crisis impacts, aligning strategies and risk management practices with the companys risk appetite to maintain sustainable business operations.

### **Practice 1.3 Duty of Care and Compliance**

The Board ensures that directors, executives, and employees perform their duties responsibly (duty of care), loyally (duty of loyalty), and in compliance with applicable laws, the companys articles, relevant regulations, and shareholders resolutions. Specifically, the Board:

1. Requires directors and executives to act responsibly, prudently, and with integrity, following applicable laws, rules, and regulations.
2. Oversees sufficient mechanisms to ensure company operations comply with laws, regulations, shareholders resolutions, and internal policies, including approval processes for major transactions (e.g., investments, related-party transactions, acquisition/disposition of assets, dividend payments).

### **Practice 1.4 Clear Role Definition and Delegation**

The Board understands its authority and responsibilities and clearly defines the roles of the CEO and management. The Board:

1. Establishes sub-committees to review key matters before presenting to the Board.
2. Develops and reviews the Board and sub-committees charters annually, specifying roles and responsibilities as a reference for all directors.
3. Distinguishes responsibilities between the Board and management, delegates duties accordingly, and monitors managements performance against assigned responsibilities.

### **Policy and guidelines related to shareholders and stakeholders**

Policy and guidelines related to shareholders and stakeholders : Yes

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

## Shareholder

### Practice 8 Ensure Engagement and Communication with Shareholders

#### 8.1 Shareholder Participation in Key Decisions

The Board ensures that shareholders can exercise their rights and participate in major corporate decisions. Key practices include:

1. Respecting shareholder ownership rights and treating all shareholders fairly, enabling both domestic and foreign, large and minority shareholders, as well as institutional shareholders, to exercise their rights, access timely and sufficient information, and attend meetings affecting material company decisions.
2. Preparing the AGM agenda in accordance with the company's Articles of Association and applicable laws, with explanations and rationale provided for each agenda item.
3. Allowing minority shareholders to propose agenda items and/or nominate candidates for election as directors at the AGM.
4. Enabling shareholders to submit questions related to the meeting in advance.
5. Ensuring AGM notices contain accurate and complete information with supporting documents in both Thai and English, published on the company website at least 28 days before the meeting.
6. Providing shareholders with sufficient time to consider meeting documents, distributed at least 21 days prior to the meeting.
7. Treating all shareholders equally, with one share equating to one vote for shares of the same class.
8. Facilitating proxy voting for shareholders unable to attend in person, with shareholders able to specify voting instructions, including at least one independent director as a proxy option.

#### 8.2 Conduct of Shareholder Meetings

The Board ensures that shareholder meetings are conducted in an orderly, transparent, and efficient manner, enabling shareholders to exercise their rights. Key practices include:

1. Scheduling meetings at convenient times and locations to facilitate shareholder participation.
2. Ensuring no actions restrict shareholders' opportunity to attend the meeting.
3. Promoting the use of technology to support meetings.
4. Establishing meeting procedures:
  - The Chairman of the Board acts as the meeting chair.
  - No additional agenda items are introduced without prior notice.
  - Directors, sub-committee chairpersons, CFO, and relevant executives attend the meeting.
  - Prior to the meeting, the number and proportion of attending shareholders, both in person and by proxy, are announced, along with procedures for voting and vote counting.
  - Director elections are conducted on an individual basis.
  - Approval of director remuneration is subject to shareholder vote.
  - Ballot papers are used, with independent witnesses overseeing vote counting.

#### 8.3 Disclosure of Meeting Resolutions

The Board ensures accurate and complete disclosure of shareholder meeting resolutions and minutes. Key practices include:

1. Publicly disclosing meeting resolutions and vote results for each agenda item on the same day or, at the latest, by 9:00 a.m. on the next business day via the Stock Exchange of Thailand and the company website.

2. Preparing detailed minutes of the meeting, including explanations, procedures, vote counts, names of attending directors, sub-committee members, and executives, attendance proportions, questions and answers, and disclosing them on the company website.
3. Submitting meeting minutes to the Stock Exchange of Thailand within 14 days and to the Department of Business Development, Ministry of Commerce, within the legal timeframe.

## Employee

### Responsibility to Employees

The Board regards employees as valuable resources and key success factors of the company. The following practices are implemented to uphold employee rights and promote a supportive work environment:

1. **Respect and Dignity** Treat employees with respect for human dignity and fundamental labor rights, ensuring confidentiality of personal and employment-related information.
2. **Compliance with Labor Laws** Conduct all employment practices in accordance with applicable laws, regulations, and company policies.
3. **Equality and Non-Discrimination** Promote equal employment opportunities and prohibit discrimination based on gender, race, religion, age, disability, or any other status unrelated to job performance.
4. **Learning and Development** Support training, knowledge sharing, and career development to enhance employee capabilities and provide opportunities for advancement based on individual potential.
5. **Employee Engagement** Encourage employee participation in shaping the company's direction and contributing to organizational development.
6. **Fair Compensation** Provide fair and appropriate remuneration based on knowledge, skills, responsibilities, and performance.
7. **Benefits and Welfare** Offer suitable benefits, such as provident fund contributions, medical care, and other welfare programs.
8. **Communication Channels** Provide mechanisms for employees to voice suggestions, concerns, or complaints, with proper review and resolution to promote mutual benefit and positive workplace relationships.
9. **Work Environment and Safety** Ensure necessary facilities and a safe working environment in compliance with occupational health and safety standards to enhance employee well-being.
10. **Corporate Social Responsibility Participation** Encourage employee involvement in company-led social responsibility activities at all organizational levels.

## Customer

### Responsibility to Customers

The Board recognizes that customer satisfaction and confidence in receiving high-quality products and services at reasonable prices, along with maintaining good relationships, are essential to the company's sustainable success. The following practices are implemented:

1. **Quality and Transparency** Deliver products and services that meet quality standards and provide complete, accurate, and truthful information about them.
2. **Innovation and Continuous Improvement** Commit to business excellence by developing products and services, fostering innovation, and adding value to meet customer needs consistently, while providing all necessary information for informed decision-making.
3. **Fair Treatment** Treat all customers fairly without discrimination and provide mechanisms for customers to raise complaints regarding products and services appropriately.
4. **Confidentiality** Protect customer information and ensure it is not disclosed without consent, except as required by law.
5. **Compliance with Agreements** Honor all agreements and contractual terms with customers fairly, and promptly notify customers if obligations cannot be met, seeking mutually acceptable solutions.

## Business competitor

### Responsibility to Competitors

The Board conducts business in compliance with applicable laws and supports free and fair competition. The following practices are observed:

1. **Fair Competition** Operate within the framework of fair competition, adhering to business ethics and competition laws in all countries where the company operates.
2. **Ethical Information Practices** Do not employ any practices to obtain competitors information illegally or unethically.
3. **Reputation Respect** Avoid actions that could damage the reputation of competitors.

## Business partner

### Responsibility to Business Partners

The Board treats business partners equitably and considers mutual benefits, recognizing that partners play a key role in creating value for customers. The following practices are observed:

1. **Fair and Responsible Selection** Select partners in the supply chain who operate in compliance with applicable laws, adhere to safety and occupational health standards, and demonstrate environmental responsibility. All partners are treated fairly and with mutual respect.
2. **Confidentiality** Safeguard the confidentiality of partners information and do not use it improperly for personal or related parties gain.
3. **Collaboration and Value Creation** Foster strong relationships, share knowledge, and collaborate to develop and enhance the value of products and services for mutual growth.
4. **Compliance with Agreements** Adhere to contractual agreements and provide accurate information. In cases where compliance is not possible, promptly negotiate with partners to find joint solutions and prevent potential losses.
5. **Prohibition of Improper Benefits** Do not solicit, accept, or allow acceptance of assets or benefits outside the scope of agreed commercial terms.collaboration.

## Creditor

### Responsibility to Creditors

The Board is committed to conducting business with discipline and integrity to build trust with creditors. The following practices are observed:

1. **Fair Treatment** Treat all creditors equitably, fairly, and responsibly.
2. **Adherence to Agreements** Comply strictly with contractual terms and conditions, including timely debt repayment and proper management of collateral.
3. **Financial Reliability** Manage the business to ensure creditors confidence in the companys financial position and repayment ability.
4. **Transparency** Disclose the companys financial position accurately and timely.
5. **Proactive Communication** In cases where compliance with any term is not possible, promptly inform creditors in advance and collaborate to find solutions to prevent potential losses.

## Government agencies

### Responsibility to Government Agencies

The Board ensures that the Company conducts its business in compliance with applicable laws and regulations. Key practices include:

1. Studying and understanding relevant laws and regulations, and refraining from any actions that violate them.
2. Conducting all transactions with government officials or agencies properly and in accordance with legal requirements.

3. Maintaining appropriate and constructive relationships with government authorities.
4. Complying with laws, customs, and regulations applicable to business operations in each country or locality.

## **Community and society**

### **Responsibility to Community and Society**

The Board ensures that the Company conducts its business with due consideration of its duties and responsibilities toward the community and society, as well as respecting local customs and traditions, to help maintain a sustainable and healthy social environment. Key practices include:

1. Avoiding business activities that harm society or infringe on the rights of community members.
2. Fostering a sense of social responsibility among all levels of the Company and employees.
3. Establishing measures to prevent and mitigate negative impacts on communities and society arising from the Company's operations.
4. Promoting the preservation of local culture and traditions.
5. Collaborating with relevant organizations to support community development.
6. Supporting activities that provide public benefits.
7. Contributing to local economic growth by promoting employment and community products.
8. Building and maintaining positive relationships with communities and society based on integrity, transparency, and fairness.

## **Principle 7: Maintaining Financial Integrity and Transparency in Disclosure**

### **Principle 7.1 Ensure Disclosure and Financial Integrity**

The Board of Directors is responsible for ensuring that the company's financial reporting and key disclosures are accurate, sufficient, timely, and in accordance with financial reporting standards and applicable regulations.

#### **Guidelines:**

1. Ensure that personnel involved in preparing and disclosing information have appropriate knowledge, skills, experience, and sufficient capacity. This includes the CEO, CFO, accountants, internal auditors, company secretary, investor relations personnel, and other relevant staff.
2. Approve the disclosure of financial information and prepare a Board Responsibility Statement regarding financial reporting.
3. Ensure that disclosed information including financial statements, annual reports, Form 56-1, and Management Discussion and Analysis (MD&A) adequately reflects the company's financial position and performance for each quarter or fiscal year.
4. Disclose any information related to directors and executives in compliance with the rules of the Securities and Exchange Commission (SEC), the Stock Exchange of Thailand (SET), and relevant laws.

### **Principle 7.2 Oversight of Financial Liquidity and Debt Servicing**

The Board monitors the adequacy of financial liquidity and the company's ability to meet its debt obligations.

#### **Guidelines:**

1. Ensure management regularly monitors and assesses the company's financial position and reports to the Board. If early signs of liquidity or debt-servicing issues arise, the Board and management promptly seek solutions.
2. When approving transactions or proposing matters for shareholder approval, the Board ensures such actions do not negatively impact the company's going concern, liquidity, or debt-servicing capacity.

### **Principle 7.3 Financial Contingency Planning**

When the company faces financial liquidity issues, the Board ensures that the company has plans or mechanisms to address such issues, taking into account stakeholder rights.

#### **Guidelines:**

1. Operate with prudence and comply with disclosure requirements. Closely monitor financial liquidity issues.
2. Ensure the company develops financial remediation plans that are fair to stakeholders, including creditors, and regularly follow up on progress, with management reporting consistently.
3. Ensure that decisions made to resolve financial issues are reasonable and well-considered.

#### **Principle 7.4 Sustainability Reporting**

The Board considers the appropriateness of preparing sustainability reports.

##### **Guidelines:**

1. Evaluate whether to disclose information on compliance with laws, business ethics, corporate governance, anti-corruption policies, employee and stakeholder treatment, fairness, human rights, and social and environmental responsibility. Consider internationally recognized reporting frameworks. This information may be included in the annual report or a separate publication, as deemed appropriate.
2. Ensure disclosed information is material and reflects practices that contribute to the sustainable creation of value for the company.

#### **Principle 7.5 Investor Relations**

The Board oversees the establishment of a unit or responsible personnel for investor relations, ensuring communication with shareholders, stakeholders, investors, analysts, and the media is appropriate, fair, and timely.

##### **Guidelines:**

1. Assign the CEO or other knowledgeable personnel to communicate and disclose information to external parties through appropriate channels.
2. Ensure management establishes an investor relations unit or designates responsible personnel.

#### **Principle 7.6 Use of Information Technology for Disclosure**

The Board promotes the use of information technology to disseminate information.

##### **Guidelines:**

1. Ensure information is disclosed in both Thai and English via the Stock Exchange of Thailand and the company's website.

### **Information on business code of conduct**

#### **Business code of conduct**

Business code of conduct : Yes

Sustainable business growth requires the integration of several key factors, including good corporate governance and ethical business conduct. Compliance with the **Code of Business Conduct of PMC Label Materials Public Company Limited and its subsidiaries (collectively referred to as the Company)** may be based on applicable laws, rules and regulations, and/or on the customs, traditions, and accepted practices of Thai society. However, such conduct must be clearly defined and sufficiently robust to prevent any improper behavior or misconduct that may lead to corruption within the organization.

In performing duties for the Company, whether as directors, executives, or employees, individuals may encounter situations and/or uncertainties relating to ethical considerations or legal matters. Such circumstances may lead to hesitation as to whether the actions being considered or undertaken are appropriate, inconsistent with the Code of Conduct, contrary to ethical principles, or in violation of applicable laws. In practice, beyond compliance with legal requirements, there may not always be definitive answers, and decisions may need to be made based on the specific circumstances of each situation.

Accordingly, the Board of Directors has established this **Code of Business Conduct** in alignment with the Company's **Good Corporate Governance Principles**. This Code serves as a fundamental guideline for directors, executives, employees, and all relevant stakeholders to adhere to. All parties are encouraged to carefully study and thoroughly understand this Code to ensure its proper and appropriate implementation. In the event of any uncertainty or questions, individuals should consult their supervisors or contact the designated channels established by the Company.

Reference link for the full version of business code of conduct : <https://shorturl.asia/YEi2I>

## **Policy and guidelines related to business code of conduct**

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

### **Prevention of Conflicts of Interest**

#### **2. Conflicts of Interest**

Situations may arise where the personal interests of directors, executives, or employees conflict with the interests of the company. These conflicts can take various forms. The following guidelines apply to all personnel:

##### **2.1 Acceptance of Money or Benefits**

Directors, executives, and employees must not accept any money or benefits directly or indirectly from customers, business partners, or any other person as a result of their work on behalf of the company. They must not borrow money or solicit goods from customers or business partners, except for borrowing from banks or financial institutions in the normal course of being a customer of such institutions.

##### **2.2 Engaging in Outside Business**

Any personal business activities of directors, executives, or employees must not interfere with their duties or working hours at the company. They are prohibited from engaging in or participating in businesses that compete with the company, whether directly or indirectly.

##### **2.3 Transactions with the Company**

Any business transactions with the company whether in a personal, family, or corporate capacity where a director, executive, or employee has an interest must be disclosed to the company prior to the transaction.

- Interested directors, executives, or employees must not approve or conduct the transaction on behalf of the company.
- Company personnel responsible for transactions must verify whether the counterparty is related to any director, executive, or employee to prevent potential conflicts of interest.
- Definitions of relationships follow the rules regarding related-party transactions under the Securities and Exchange Commission of Thailand.

## 2.4 External Board Memberships

The company does not generally allow executives to serve as directors of other companies, except for subsidiaries or joint ventures, in accordance with the company's subsidiary and joint venture control policy. Such appointments must be approved by the company's authorized personnel.

## 2.5 Acceptance of Gifts or Business Hospitality

Directors, executives, and employees should avoid receiving gifts or business hospitality for personal benefit. Exceptions include:

### 1. Festivals or customary occasions:

1. Gifts given on behalf of the company.
2. Gifts valued at no more than THB 3,000, with reporting to a supervisor.
3. Gifts exceeding THB 3,000 must be reported and handed over to the company immediately.

### 1. Special company regulations:

Business hospitality may be accepted for legitimate business purposes but must be reasonable and appropriate.

## 3. Offering Incentives or Rewards

The company does not offer money, incentives, gifts, or special privileges to customers, business partners, or third parties to secure business, except for customary business hospitality, trade discounts, or approved promotional activities.

## 4. Labor and Human Rights

The company respects labor rights and treats employees fairly and equitably, strictly complying with labor laws regarding employment, labor protection, compensation, and working hours. The company also respects human rights and prohibits discrimination based on physical or mental differences, race, religion, gender, age, education, or other characteristics. Any human rights violations within the company are strictly prohibited.

## 5. Personal Data Protection

The company recognizes the importance of protecting personal data (Data Privacy) as a fundamental privacy right, safeguarded under the Thai Constitution and the Universal Declaration of Human Rights. The company has a strict personal data protection policy covering internal and external data handling, with appropriate security and reliability measures.

## 6. Political Activities

The company maintains political independence and does not support any political party financially or otherwise. Employees may participate in political activities under the constitution but must not represent the company or use company resources for political purposes. They should avoid activities that may imply company support for a specific party.

## 7. Charitable Donations and Sponsorship

Donations or sponsorships must be approved in writing and executed transparently, with receipts, acknowledgments, or photographs as evidence. Donations may take the form of money, goods, or participation in activities such as scholarships, school supplies, essential items for temples, or disaster relief. All donations must not be used as a cover for corruption.

## 8. Protection of Company Assets

Directors, executives, and employees are responsible for safeguarding company assets and using them solely for company purposes. Misuse for personal benefit or unrelated activities is prohibited. The company maintains proper records of all assets for verification purposes.

## **9. Use of Insider Information and Securities Trading**

Directors, executives, employees, and any insider must not use non-public information for securities trading until the information is publicly disclosed. Insider information cannot be used to manipulate securities prices.

- Trading of company securities is prohibited 30 days before quarterly financial disclosure and allowed only 24 hours after public release.
- Directors and executives must report any changes in shareholding to the SEC within three working days, including changes by spouses and minor children.

## **10. Providing Information to the Media or Public**

All company-related information must be accurate and provided with caution. Unauthorized personnel cannot communicate or give interviews that may affect the company's reputation or business. Confidential information must be safeguarded, and documents containing such information must be properly stored.

## **11. Related-Party Transactions**

All related-party transactions within the company or group must follow approval procedures and be conducted on an arms length basis to ensure the company's best interest.

## **12. Anti-Money Laundering**

The company prohibits accepting, transferring, or altering assets derived from illegal activities to prevent misuse of company channels for laundering or concealing unlawful origins, whether or not it causes harm to the company or stakeholders.

## **13. Intellectual Property**

Directors, executives, and employees must protect the company's intellectual property, including copyrights, patents, trademarks, and trade secrets, and use such rights responsibly while respecting others intellectual property.

## **14. Anti-Corruption**

The company has an anti-corruption policy prohibiting directors, executives, and employees from soliciting or accepting bribes, gifts, or other benefits for personal gain, family, or associates. Strict compliance with anti-corruption policies is mandatory.

## **15. Compliance with Laws, Regulations, and Policies**

Directors, executives, and employees must act within the law and company regulations and must not participate in or assist any illegal or improper activity.

## **16. Occupational Health, Safety, and Environment**

The company conducts business in compliance with safety, occupational health, and environmental laws and policies, considering employee, partner, and stakeholder safety. Safety standards, procedures, and work conditions are regularly monitored, evaluated, and improved in line with risk management.

### **Anti-corruption**

#### **Anti-Corruption Policy and Practices**

##### **1. General Responsibilities**

- All employees and executives must strictly comply with the company's anti-corruption policy. Supervisors and managers are responsible for ensuring their subordinates understand and adhere to this policy.
- Employees must not offer or provide gifts, benefits, or other advantages to external parties with the intent to induce illegal actions, improper conduct, or preferential treatment.
- Employees are prohibited from soliciting or accepting gifts, benefits, or other advantages for themselves or others to influence proper performance of duties.
- Business dealings with government entities must be conducted transparently, fairly, and in compliance with applicable laws.

## 2. Guidelines for Anti-Corruption Compliance

Directors, executives, and employees must follow:

- The company's Anti-Corruption Policy
- The Code of Conduct
- The Corporate Governance Policy
- Relevant company regulations and operational procedures

The company promotes a corporate culture of honesty, fairness, and accountability, emphasizing integrity in business conduct.

## 3. Gifts, Business Hospitality, and Donations

- **Customary gifts and souvenirs:** Permissible if lawful, aligned with local traditions, and not exceeding THB 3,000 per person per occasion. Gifts should enhance the company's corporate image (e.g., diaries, calendars, promotional items) and follow consistent standards to prevent favoritism.
- **Prohibition on gifts to related parties:** Do not give gifts or benefits to spouses, children, or related persons of government officials, customers, business partners, or any external contacts, as it may constitute indirect bribery.
- **Business hospitality:** Expenses for meals, drinks, or related activities directly linked to business operations or customary commercial practices are allowed if reasonable, and must not influence business decisions or create conflicts of interest.
- **Mandatory disclosure and donation of gifts:** Any gifts or benefits that cannot be returned must be collected by the responsible department and donated to charity or public benefit, except for:
  1. Consumables expiring within one month (manager discretion).
  2. Company promotional items like diaries or calendars may be retained personally.
  3. Organizational-to-organizational gifts (e.g., contract signings) must remain company property.
  4. Sales promotion incentives must not constitute bribery; only company-to-company transfers with proper documentation are allowed.
  5. Business-related support from partners or customers must be transparent, properly documented, and approved according to the company's authorization process.
  6. Donations or sponsorships must be given to legitimate, legally established organizations, conducted transparently in the company's name, and monitored to ensure public benefit and proper purpose.

## 4. Reporting and Whistleblowing

- Employees must report suspected corruption or misconduct to supervisors, responsible personnel, or the Audit Committee and cooperate with investigations.
- Employees are encouraged to consult supervisors or the company secretary for guidance.
- The company ensures protection for employees who refuse or report corruption, safeguarding them from retaliation, unfair treatment, reassignment, or harassment. The company appoints responsible personnel to review all whistleblower reports.

## 5. Prevention and Monitoring

- **Risk Assessment:** Conduct an annual risk assessment to identify potential corruption events, evaluate likelihood and impact, and refine anti-corruption measures.
- **Training:** Provide at least annual training for executives and employees on corporate governance, business ethics, and anti-corruption practices.
- **Internal Controls:** Implement and regularly review internal controls and risk management across key business processes to prevent and monitor corruption. Recommendations for corrective actions must be documented.
- **Whistleblowing Channels:** Maintain multiple accessible channels for reporting violations or complaints, ensuring whistleblower protection. Procedures follow the company's Whistleblower Policy and Complaint Handling Process.

## Whistleblowing and Protection of Whistleblowers

### Reporting of Whistleblowing or Complaints

The Company's Board of Directors provides an opportunity for employees and stakeholders to report any whistleblowing or complaints in cases where there may be violations of the law, fraud, or misconduct by employees, as well as behaviors that may cause harm to the Company. This also includes complaints where employees or stakeholders have their rights violated or are treated unfairly. Reports should be submitted through channels and procedures designated by the Company.

The Company will review and handle all complaints fairly, transparently, and justly. A systematic protection mechanism is in place for whistleblowers, and all information provided by the whistleblower will be kept confidential. Directors, executives, and employees have a duty to report any actions that may contravene the business code of conduct. In cases where such actions are observed or if an individual is pressured/coerced into conduct that violates the code of conduct, they should immediately report to their supervisor, senior management, or via the Company's designated complaint channels as follows:

1. Internal suggestion boxes within the office.

#### 2. By mail to:

**PMC Label Materials Public Company Limited**

**Subject: Complaint Submission**

**Address: 30/28 Moo 2, Khok Kham Subdistrict, Mueang District, Samut Sakhon Province 74000, Thailand**

3. Email: [directors@pmclabel.com](mailto:directors@pmclabel.com)

4. Telephone: +66 3445200019

Fax: +66 3445201819

The Company has a policy to maintain confidentiality and protect whistleblowers to prevent any adverse consequences arising from reporting or submitting complaints.

## Prevention of Misuse of Inside Information

### Insider Trading Policy

Directors, executives, and employees at all levels, including those with access to internal information about the Company's operations, must not use such information to engage in securities trading of the Company's shares from the moment they become aware of the information until it is publicly disclosed. Furthermore, they are prohibited from using non-public information to manipulate or influence the price of the securities.

Directors, executives, and employees of the Company have the right to invest in and trade the Company's securities. However, to prevent conflicts of interest, they are prohibited from engaging in any securities trading within 30 days before the financial statements are publicly disclosed. Trading may only occur after the information has been disclosed to the public, and a minimum of 24 hours have passed since the disclosure.

The Company has a strict policy of not releasing any information before the financial statements for the relevant period are disclosed through the Stock Exchange of Thailand's information dissemination system.

### Money laundering prevention

## Policy on Prohibited Transactions and Asset Transfers

The Company will not accept the transfer or alteration of any assets, nor will it support or facilitate the transfer or alteration of assets that are associated with illegal activities. This is to prevent individuals from using the Company's business channels to conceal, disguise, or launder assets obtained through unlawful means, regardless of whether such actions result in harm to the Company and/or its stakeholders.

## Gift giving or receiving, entertainment, or business hospitality

### Anti-Bribery and Anti-Corruption Policy

The Company does not engage in or support any form of bribery in all activities under its supervision, including management, charitable donations, political contributions, business gifts, and sponsorships. All such activities must be conducted transparently and must not be intended to influence public or private officials to perform improper acts. The Company maintains appropriate and consistent internal controls to prevent employees from engaging in improper conduct, particularly in sales and procurement operations. For clarity in managing high-risk activities that may involve corruption, all directors, executives, and employees at every level must exercise caution regarding the following:

- **Gifts or souvenirs in customary practices:** These may be provided as long as they do not violate applicable laws or local customs and traditions, and the value does not exceed THB 3,000 per person per occasion. Gifts should enhance the Company's and its Groups image, such as diaries, calendars, or promotional items, and should be standardized to avoid discrimination.
- **Prohibition on providing gifts to related parties:** Employees must not give gifts, souvenirs, assets, or any other benefits to spouses, children, or associates of government officials, clients, business partners, or other stakeholders, as such acts may be deemed indirect bribery.
- **Business hospitality and expenditures:** Business entertainment, including meals, beverages, or other expenditures directly related to business operations or customary trade practices, as well as business training or educational programs, may be provided, provided they are reasonable, do not influence business decision-making, and do not create conflicts of interest.
- **Acceptance of gifts by employees:** Employees of the Company and its subsidiaries must refrain from accepting gifts, souvenirs, or other benefits in all circumstances and are responsible for informing external parties about this policy.
- **Necessary exceptions:** If receiving a gift, souvenir, or other benefit is unavoidable and cannot be returned, the responsible unit shall collect such items for donation to charitable or public benefit organizations, except in the following cases:
  1. Consumable items with an expiration date of less than one month may be disposed of at the discretion of supervisors.
  2. Calendars or diaries used as company promotional materials may be accepted by employees as personal gifts.
  3. Gifts or souvenirs received in an organizational-to-organizational context (e.g., contract signing) may be accepted, provided they remain the property of the Company.
  4. Sales promotion incentives must not constitute bribery to secure business agreements or benefit any individual; they may be accepted on a company-to-company basis, provided they comply with anti-corruption policies and are properly documented for audit purposes.
  5. Sponsorships or funding from or to business partners, clients, or shareholders must be transparent, properly documented for accounting purposes, and specify the persons involved, purpose, activity details, and amounts. Approval and control procedures must follow the Company's authority matrix.
  6. Donations and sponsorships must be made to reputable and legally established organizations, on behalf of the Company or its subsidiaries, transparently, in compliance with laws and Company regulations. Monitoring and verification are required to ensure that donations or sponsorships are used for public benefit or for the intended purpose.
- **Employee responsibility:** Employees must not ignore any acts of corruption or misconduct related to the Company. Any suspicious activity must be reported to supervisors, responsible personnel, or the Audit Committee,

and employees are expected to cooperate in fact-finding investigations. For guidance, employees may consult supervisors or the Company Secretary via official communication channels.

- **Protection of whistleblowers:** The Company ensures fairness and protection for employees who refuse to engage in or report acts of corruption related to the Company. Whistleblowers will be protected from punishment, transfer, unfair treatment, or retaliation. This includes appointing personnel to investigate all reported cases thoroughly.

## **Compliance with laws, regulations, and rules**

### **Compliance with Laws and Regulations**

Directors, executives, and employees must conduct themselves in accordance with the law, regulations, and internal policies. They must not be involved in, assist, or engage in any actions that violate or breach any laws, regulations, or internal rules.

### **Information and assets usage and protection**

#### **Asset Management and Utilization Policy**

Directors, executives, and all employees have the duty and responsibility to safeguard the Company's assets and use them in the most efficient and beneficial manner for the Company. They must not use these assets for personal gain or for activities unrelated to the Company without prior authorization. The Company has a policy to maintain comprehensive and accurate records of its assets to facilitate proper monitoring and verification.

### **Anti-unfair competitiveness**

#### **Fair Competition Policy**

The Company is committed to supporting and promoting free and fair competition in accordance with good competitive practices. The Company does not engage in, nor does it support, any form of competitive practices that involve the illegal or unethical acquisition of competitor information.

### **Information and IT system security**

#### **Disclosure of Information and Confidentiality Policy**

All disclosures regarding the Company must be based on accurate and truthful information and must be made with due care. Any individual who is not authorized or assigned by the Company's authorized personnel is strictly prohibited from disclosing information, giving interviews to the media, or making public statements related to the Company that may affect its reputation or business operations.

Directors, executives, and employees must maintain strict confidentiality and must not disclose or communicate any material, non-public information regardless of how the information was obtained, whether through work-related duties or other channels. Every effort must be made to protect such confidential information, including the secure storage and handling of confidential documents.

### **Environmental management**

#### **Corporate Social and Environmental Responsibility Policy**

The Company considers itself an integral part of society and acknowledges its responsibility to support and participate in local community activities in the areas where it operates. The Company is also committed to seeking innovations for the development of environmentally friendly products and to strictly complying with environmental laws to prevent pollution and mitigate global warming, which can negatively impact human quality of life and the ecosystem.

The Company has adopted a policy to avoid any actions that may harm natural resources and the environment, with the following practices:

**Efficient use of resources**, including implementing energy-saving measures and considering the reuse and recycling of materials.

**Product development** must not negatively impact the environment and must ensure user safety.

**Application of standardized technologies and production processes** that focus on pollution reduction and proper treatment before release into the environment.

**Consistent support for activities** that contribute positively to society and environmental sustainability.

## Human rights

### Labor Rights and Human Rights Policy

The Company is committed to upholding labor rights by treating all employees with fairness and equality, and by strictly complying with labor laws in all aspects, including employment, labor protection, compensation, and working hours.

Furthermore, the Company respects human rights and does not discriminate against individuals based on physical or mental condition, race, religion, gender, age, education, or any other status. The Company does not tolerate any form of human rights violations within the organization.

### Safety and occupational health at work

#### Employee Care and Development Policy

The Company values all employees at every level and treats them with equality and fairness. It provides appropriate compensation based on each individual's knowledge and capabilities and is committed to the continuous development of employee potential, knowledge, and skills.

The Company also prioritizes maintaining a safe and healthy working environment by ensuring workplace safety and occupational health. Furthermore, the Company strictly complies with labor laws in all respects.

## Promotion of compliance with the business code of conduct

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

## Duties and Responsibilities

The Board of Directors recognizes the importance of good corporate governance and has continuously undertaken initiatives to ensure that directors, executives, and employees are aware of and adhere to consistent practices under the framework of the Code of Conduct. All individuals are expected to act with integrity, honesty, diligence, and prudence for the best interests of the Company and all stakeholders. The Code of Conduct is therefore established as follows:

### Directors and Executives

- Perform their duties with responsibility, prudence, and integrity, in compliance with applicable laws, the Company's regulations, and resolutions of the shareholders meetings.
- Exercise their duties to the fullest extent to maximize benefits to the Company, including regular attendance at meetings, except when excused for legitimate reasons.
- Act with impartiality; directors and executives shall abstain from voting on matters in which they have a personal interest.
- Manage conflicts of interest prudently and reasonably, prioritizing the Company's interest to ensure transparent and fair management.
- In the acquisition or disposal of the Company's securities, directors, executives, and their spouses or minor children must comply with relevant rules and report to the Board at the next meeting.
- Directors and executives are prohibited from trading the Company's securities during the one-month period preceding public disclosure of financial statements and within 24 hours after disclosure.
- Report any personal interests or interests of related parties in accordance with prescribed rules.
- Senior directors and executives must notify the Company Secretary at least one day in advance of any securities transactions.

- Commit to preventing and eliminating any acts of corruption swiftly and decisively, promoting the Company's values and reputation.
- Adhere to and serve as role models for good corporate governance and ethical conduct, exemplifying compliance with the Company's Code of Conduct.
- The performance of the Board of Directors is assessed annually.

#### Employees

- Support and cooperate with the Company's operations consistently, performing assigned duties to the best of their ability for the benefit and advancement of both the Company and employees.
- Comply with laws, Company policies, regulations, and related internal rules and announcements.
- Treat all stakeholders with courtesy, goodwill, and excellent service, maintaining the Company's reputation.
- Maintain the confidentiality of trade secrets and internal Company information.
- Employees are prohibited from borrowing money from clients, client-related persons, or business partners, except from banks or financial institutions.
- Follow lawful instructions from supervisors.
- Work collaboratively as a team, promoting mutual assistance and respect for the rights of others.
- Treat colleagues with kindness and good interpersonal relations, avoid making false statements, and refrain from claiming others work as their own.
- Perform duties with diligence, integrity, and honesty, refraining from seeking improper personal or third-party gain through Company positions.
- Carry out responsibilities with care, prudence, and accountability, avoiding negligence that could harm the Company's operations or assets.
- Act as a responsible citizen in compliance with constitutional and applicable laws, exercising political rights appropriately, and avoiding participation in unlawful or unethical activities.
- Management and Compliance with the Code of Conduct
  - Directors, executives, and employees must understand and comply strictly with the Company's Code of Conduct. Violations or non-compliance may result in verbal or written warnings, suspension, dismissal without severance pay, or legal action, in accordance with anti-corruption policies and the Company's internal disciplinary regulations.
  - All personnel must acknowledge and sign the Code of Conduct upon joining the Company and review updates whenever changes are made. The Company will disseminate updates and require adherence.
  - No person shall circumvent the Code of Conduct, including actions taken by family members, relatives, or close associates, for indirect personal gain.
  - Supervisors and executives are responsible for setting an example in observing the Code of Conduct and ensuring subordinates comply.
  - Any exemption from the Code of Conduct for directors or executives must be approved by the Board of Directors.
  - Reporting non-compliance
 

Directors, executives, and employees must report any actions potentially violating the Code of Conduct, whether observed directly or under coercion, to supervisors, senior executives, or through Company-designated channels:

    - Suggestion boxes at two points within the office premises
    - Located in front of the guardhouse
    - On the bulletin board at the factory entrance
    - By mail to **PMC Label Materials Public Company Limited Complaint Notification**, 30/28 Moo 2, Krok Kham Subdistrict, Mueang District, Samut Sakhon 74000

- Email: [directors@pmclabel.com](mailto:directors@pmclabel.com)
- Phone: 034-452-00019, Fax: 034-452-01819
- Complaint Handling Process
  - The **Corporate Governance and Sustainable Development Committee** is responsible for handling complaints regarding non-compliance with the Code of Conduct, corruption, or policy violations.
  - A designated investigation team will collect facts and evidence, maintaining independence and suitability for each complaint.
  - The investigation team presents the findings to the Corporate Governance Committee for evaluation and appropriate action.
  - The Committee determines sanctions for violators according to Company regulations.
  - The Committee assesses and mitigates damages to affected parties and whistleblowers in accordance with protective measures.
  - Cases requiring Board-level reporting will be escalated with details of investigation, sanctions, and measures taken.
  - Whistleblowers will be informed of outcomes if they choose to disclose their identity.
- Sanctions
  - The Company's Code of Conduct is mandatory. Violations constitute non-compliance with Company policy. Individuals causing Company damage or business loss through such violations will face disciplinary action under the Company's regulations, including potential violations of the **Securities and Exchange Act**.

#### Participation in anti-corruption networks

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

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

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

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

#### Practice 1.2 Board of Directors Role in Driving Corporate Culture

The Board of Directors plays a key role in shaping and driving the corporate culture across all aspects of the organization. It promotes and supports good corporate governance, enabling the Company to remain competitive, achieve sustainable financial performance, conduct business ethically, respect rights, and act responsibly towards shareholders and stakeholders. The Board also ensures that the Company's operations benefit society, mitigate or reduce negative environmental impacts, and adapt to changing conditions to create sustainable value for the business.

#### **Guidelines / Practices**

##### **1. Defining Success of Operations**

The Board of Directors considers ethics, social, and environmental impacts in addition to financial performance. It reviews and approves policies on environmental management and corporate social responsibility (CSR).

##### **2. Promoting an Ethical Corporate Culture**

The Board plays a central role in fostering an ethics-driven corporate culture by serving as role models and leaders in implementing and adhering to good corporate governance principles.

##### **3. Documented Policies for Directors, Executives, and Employees**

The Board ensures that written policies are established to outline principles and operational guidelines. This includes the formulation and approval of policies on corporate governance, business ethics, and the Code of Conduct for directors, executives, and employees.

##### **4. Communication and Implementation Oversight**

The Board supervises the communication of policies to ensure that all directors, executives, and employees understand them. Adequate mechanisms are provided to enable practical adherence to governance policies. The Board monitors compliance and regularly reviews policies and their implementation.

##### **5. Adaptation to Changing Conditions**

The Board continuously monitors and evaluates relevant developments, especially economic conditions and other crises that may impact the Company's operations. Strategies and business outcomes are aligned with acceptable risk levels, promoting risk management as a core part of the corporate culture. The Board oversees risks that may affect the achievement of the Company's objectives and strategies, delegating oversight responsibilities to the Risk Management Committee to ensure effective risk governance.

#### **Implementation of the CG Code for listed companies**

Implementation of the CG Code as prescribed by the : Fully implement  
SEC

**PMC Label Materials Public Company Limited (the Company)** is committed to conducting its business in accordance with the principles of good corporate governance as set forth by the **Corporate Governance Code** of the Securities and Exchange Commission and the Stock Exchange of Thailand. The Company believes that effective, transparent, and accountable management is a key factor for its long-term success.

The Board of Directors emphasizes ethical business conduct, transparent disclosure, and responsible operations that respect the rights of shareholders while considering the interests of all stakeholders. The Board is also committed to creating and sustaining long-term value for the Company.

Accordingly, the Board has established the **Principles of Good Corporate Governance** in alignment with the Corporate Governance Code, to ensure that all directors, executives, and employees of the Company are aware of and adhere to these principles as a framework for their conduct and decision-making.

#### **Other corporate governance performance and outcomes**

As this was the Company's first year following its listing on the **Stock Exchange of Thailand**, and having implemented good corporate governance practices for listed companies, the Company underwent an assessment of its compliance with the **Corporate Governance Code**. In 2025, the Company received the evaluation of its corporate governance performance from the **Thai Institute of Directors Association (IOD)** and was rated at the highest level of **Excellent (5-Star Rating)**.

## Corporate Governance Structure

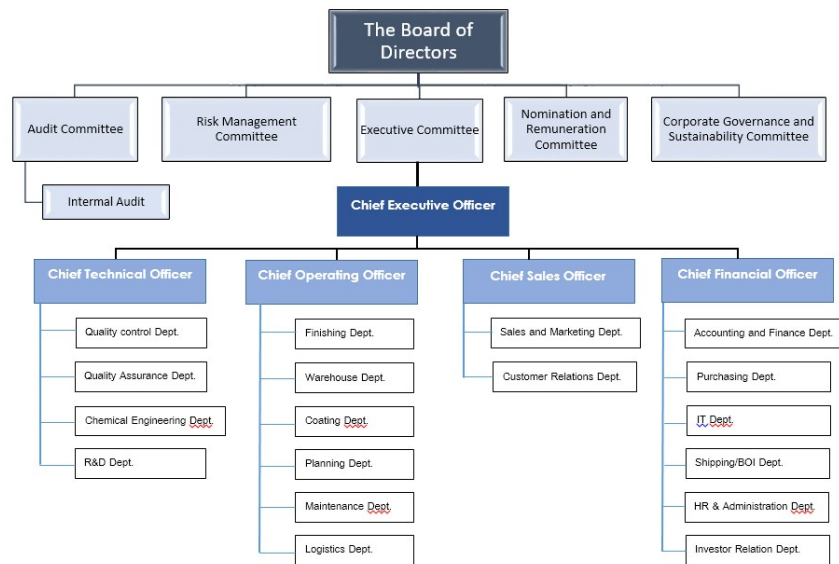
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2025

Corporate governance structure diagram



PMC LABEL MATERIALS ORGANIZATION CHART

Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2023		2024		2025	
	Male (persons)	Female (persons)	Male (persons)	Female (persons)	Male (persons)	Female (persons)
Total directors	8		9		9	
	4	4	6	3	6	3
Executive directors	0		2		2	
	0	0	2	0	2	0
Non-executive directors	6		7		7	
	3	3	4	3	4	3
Independent directors	6		6		6	
	3	3	4	2	4	2
Non-executive directors who have no position in independent directors	0		1		1	
	0	0	0	1	0	1

	2023		2024		2025	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Total directors	100.00		100.00		100.00	
	50.00	50.00	66.67	33.33	66.67	33.33
Executive directors	0.00		22.22		22.22	
	0.00	0.00	22.22	0.00	22.22	0.00
Non-executive directors	75.00		77.78		77.78	
	37.50	37.50	44.44	33.33	44.44	33.33
Independent directors	75.00		66.67		66.67	
	37.50	37.50	44.44	22.22	44.44	22.22
Non-executive directors who have no position in independent directors	0.00		11.11		11.11	
	0.00	0.00	0.00	11.11	0.00	11.11

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

	2023		2024		2025	
	Male (years)	Female (years)	Male (years)	Female (years)	Male (years)	Female (years)
Average age of board of directors	0		50		51	
	0	0	49	51	50	52

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Mr. ATHAVUDHI HIRUNBURANA  Gender: Male  Age : 70 years  Highest level of education : Master's degree  Study field of the highest level of education : Engineering  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : No  DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> </ul> <p><u>Indirect shareholding details</u></p> <p>None</p>	<p>Chairman of the board of directors  (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	<p>4 Jan 2019</p>	<p>Energy &amp; Utilities, Engineering, Petrochemicals &amp; Chemicals, Sustainability, Corporate Management</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>2. Mr. EK SUWATTHANAPHIM Gender: Male Age : 49 years Highest level of education : Master's degree Study field of the highest level of education : Science Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have DAP course : No DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 1,132,100 Shares (0.285983 %)</li> </ul> <p><u>Indirect shareholding details</u></p> <p>Hold shares in Selic (holding 17.71% of SELIC shares).</p>	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	4 Jan 2019	Business Administration, Paper & Printing Materials, Economics, Corporate Management, Petrochemicals & Chemicals

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. M.L. THIRACHET SONAKUL Gender: Male Age : 48 years Highest level of education : Bachelor's degree Study field of the highest level of education : Marketing Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have DAP course : Yes DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> </ul>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	4 Jan 2019	Marketing, Corporate Management, Internal Control, Sustainability, Governance/ Compliance

List of directors	Position	First appointment date of director	Skills and expertise
<p>4. Mr. PHAYAT WUTTHIRONG  Gender: Male  Age : 49 years  Highest level of education : Doctoral degree  Study field of the highest level of education : Doctor of Public Administration (DPA)  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 25,017 Shares (0.006320 %)</li> </ul>	<p>Director  (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	<p>24 Aug 2020</p>	<p>Human Resource Management, Risk Management, Corporate Management, IT Management</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mrs. JAMJUREE SIROVETNUKUL  Gender: Female  Age : 61 years  Highest level of education : Master's degree  Study field of the highest level of education : Finance  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> </ul>	<p>Director  (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	28 Jun 2021	Accounting, Finance, Economics, Human Resource Management, Risk Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>6. Mrs. ANGELI SUWATTHANAPHIM  Gender: Female  Age : 48 years  Highest level of education : Master's degree  Study field of the highest level of education : Economics  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : No  DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> </ul>	<p>Director  (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	28 Jun 2021	Economics, Business Administration, Corporate Management, Insurance, Risk Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Ms. PIMSIRI CHIWAMIT  Gender: Female  Age : 48 years  Highest level of education : Doctoral degree  Study field of the highest level of education : Accounting  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 24,000 Shares (0.006063 %)</li> </ul>	<p>Director  (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	17 Sep 2021	Finance, Accounting, Economics, Internal Control, Marketing

List of directors	Position	First appointment date of director	Skills and expertise
<p>8. Mr. BOONRAT LOHWONGWATANA  Gender: Male  Age : 48 years  Highest level of education : Doctoral degree  Study field of the highest level of education : Engineering  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years<sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : No</p>	<p>Director  (Non-executive directors, Independent director)   Authorized directors as per the companys certificate of registration : Yes   Type of director : Existing director</p>	<p>17 Sep 2021</p>	<p>Engineering, Petrochemicals &amp; Chemicals, Sustainability, Governance/ Compliance</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>9. Mr. SITTHA SUWATTANAPHIM Gender: Male Age : 34 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have DAP course : Yes DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>Direct shareholding : 1,700 Shares (0.000429 %)</li> </ul> <p><u>Indirect shareholding details</u></p> <p>Hold shares in Selic ( 1.90% ).</p>	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Newly appointed director to replace the ex-director</p>	23 Feb 2024	Business Administration, Petrochemicals & Chemicals, Risk Management, Marketing

Additional explanation:

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

(1) Dishonest act or gross negligence

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

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

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

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

List of directors	Position	Date of resignation / termination	Replacement director
<p>1. Mr. ATHAVUDHI HIRUNBURANA  Gender: Male  Age : 70 years  Highest level of education : Master's degree  Study field of the highest level of education : Engineering  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : No  DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> </ul> <p><u>Indirect shareholding details</u></p> <p>None</p>	<p>Chairman of the board of directors  (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p>	<p>28 Apr 2025</p>	<p>Mr. ATHAVUDHI HIRUNBURANA</p> <p>Appointment date of replacement director : 28 Mar 2025</p>

List of directors	Position	Date of resignation / termination	Replacement director
<p>2. Mr. EK SUWATTHANAPHIM  Gender: Male  Age : 49 years  Highest level of education : Master's degree  Study field of the highest level of education : Science  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : No  DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 1,132,100 Shares (0.285983 %)</li> </ul> <p><u>Indirect shareholding details</u></p> <p>Hold shares in Selic (holding 17.71% of SELIC shares).</p>	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p>	<p>28 Apr 2025</p>	<p>Mr. EK SUWATTHANAPHIM</p> <p>Appointment date of replacement director : 28 Apr 2025</p>

List of directors	Position	Date of resignation / termination	Replacement director
<p>3. Mr. SITTHA SUWATTHANAPHIM Gender: Male Age : 34 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have DAP course : Yes DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>Direct shareholding : 1,700 Shares (0.000429 %)</li> </ul> <p><u>Indirect shareholding details</u></p> <p>Hold shares in Selic ( 1.90% ).</p>	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p>	28 Apr 2025	<p>Mr. SITTHA SUWATTHANAPHIM</p> <p>Appointment date of replacement director : 28 Apr 2025</p>

Additional explanation:

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

(1) Dishonest act or gross negligence

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

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

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

### List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the companys certificate of registration
1. Mr. ATHAVUDHI HIRUNBURANA	Chairman of the board of directors		✓	✓		✓
2. Mr. EK SUWATTHANAPHIM	Director	✓				✓
3. M.L. THIRACHET SONAKUL	Director		✓	✓		✓
4. Mr. PHAYAT WUTTHIRONG	Director		✓	✓		✓
5. Mrs. JAMJUREE SIROVETNUKUL	Director		✓	✓		✓
6. Mrs. ANGELI SUWATTHANAPHIM	Director		✓		✓	✓
7. Ms. PIMSIRI CHIWAMIT	Director		✓	✓		✓
8. Mr. BOONRAT LOHWONGWATANA	Director		✓	✓		✓
9. Mr. SITTHA SUWATTHANAPHIM	Director	✓				✓
<b>Total (persons)</b>		<b>2</b>	<b>7</b>	<b>6</b>	<b>1</b>	<b>9</b>

#### Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)

Skills and expertise	Number (persons)	Percent (%)
1. Economics	4	44.44
2. Insurance	1	11.11
3. Paper & Printing Materials	1	11.11
4. Petrochemicals & Chemicals	4	44.44
5. Energy & Utilities	1	11.11
6. Marketing	3	33.33
7. Accounting	2	22.22
8. Finance	2	22.22
9. Human Resource Management	2	22.22
10. Sustainability	3	33.33
11. IT Management	1	11.11
12. Corporate Management	5	55.56
13. Engineering	2	22.22
14. Risk Management	4	44.44
15. Internal Control	2	22.22
16. Governance/ Compliance	2	22.22
17. Business Administration	3	33.33

**Information about the other directors** <sup>(\*)(\*\*)</sup>

	2023	2024	2025
The chairman of the board and the highest-ranking executive are from the same person	-	No	No

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

Additional explanation :

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

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

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

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

Methods of balancing power between the board of directors and Management : Increasing the proportion of independent directors to more than half

The Board of Directors comprises executive directors, non-executive directors, and independent directors, with at least one-third of the Board and not fewer than three persons being independent directors. The Company currently has six independent directors. The qualifications of the independent directors are in accordance with the requirements prescribed by the Office of the Securities and Exchange Commission (the SEC Office) and the Stock Exchange of Thailand.

The Board elects one non-executive director to serve as the Chairman of the Board.

The Chairman of the Board must not hold the positions of Chairman of the Executive Committee or Chief Executive Officer, in order to ensure a clear segregation of duties and an appropriate balance of power in the Company's operations.

### Information on the roles and duties of the board of directors

Board charter : Have

**PMC Label Materials Public Company Limited** (the Company) places significant importance on strict compliance with corporate governance principles in performing its duties pursuant to the Company's Articles of Association and all applicable laws and regulations. Accordingly, the Company has established the Board of Directors Charter to clearly define the roles and responsibilities of the Board in alignment with good corporate governance principles.

As representatives of the shareholders, the Board of Directors plays a pivotal role in enhancing the Company's corporate value and generating investment returns for shareholders. Generally, the Board delegates day-to-day

management responsibilities to the management team. Therefore, the Boards principal duties can be classified into two key areas:

1. **Setting the Companys direction, policies, and business strategies** to ensure that the Company operates in a manner that maximizes the shareholders best interests; and
2. **Overseeing managements performance** to monitor, balance, and ensure accountability for the Companys operating results on behalf of the shareholders.

## Information on subcommittees

### Information on subcommittees

### Information on roles of subcommittees

## Roles of subcommittees

### Board of Directors

#### Role

- Others
- To perform their duties with responsibility, honesty and integrity (Duty of Loyalty), due care (Duty of Care), accountability, and ethical conduct, while taking into consideration the equitable interests of all shareholders. Directors must also ensure full compliance with applicable laws, the Companys objectives, the Articles of Association, and the resolutions of the shareholders meeting, except for matters that require prior approval from the shareholders meetingsuch as those prescribed by
- To consider and approve the Companys business policies, operational objectives, business strategies, and annual budget.

#### Scope of authorities, role, and duties

Powers, Duties, and Responsibilities of the Board of Directors

In addition to the principal duties as representatives of the shareholders as previously described, the powers, duties, and responsibilities of the Board of Directors shall be in accordance with applicable laws, the Companys Articles of Association, and the resolutions of the shareholders meeting. These include the following actions:

1)

To perform duties with responsibility, loyalty (Duty of Loyalty), care (Duty of Care), accountability, and ethical conduct, taking into consideration the equitable interests of all shareholders, and to ensure that all actions comply with applicable laws, the Companys objectives, the Articles of Association, and resolutions of the shareholders meeting. Matters requiring prior approval from the shareholders meeting (e.g., those stipulated by law, connected transactions, and significant asset acquisitions or disposals under the regulations of the Stock Exchange or other government agencies) must be submitted to the shareholders for approval. This includes compliance with the Companys Anti-Corruption Policy.

2)

To consider and approve the Companys business policies, objectives, annual business plan, business strategies, and annual budget.

3)

To consider and approve the appointment of qualified persons, who possess no prohibited characteristics under the Public Limited Companies Act B.E. 2535 (1992), the Securities and Exchange Act, and relevant notifications, rules, or regulations, to fill a vacancy on the Board of Directors other than a vacancy due to retirement by rotation.

4)

To appoint Independent Directors and Board Committees, such as the Audit Committee, Nomination and Remuneration Committee, Risk Management Committee, Corporate Governance Committee, Executive Committee, and/or any other sub-committees as appropriate, to support the Board in performing its duties. The Board shall consider the qualifications and prohibited characteristics under the Securities and Exchange Law and the relevant rules and/or regulations of the Stock Exchange of Thailand, or may recommend such appointments to the shareholders meeting for approval.

5)

To appoint any person to act on behalf of the Company under the supervision of the Board or grant authority to such person as deemed appropriate within any period of time. The Board may revoke, withdraw, amend, or modify such authority as necessary.

6)

To appoint the Chief Executive Officer (CEO) and determine the framework of policies and remuneration structure for the CEO, based on recommendations from the Nomination and Remuneration Committee.

7)

To determine and amend the authorized directors of the Company who are empowered to sign on behalf of the Company.

8)

To establish the Companys vision, policies, business direction, business strategies, and annual budget, and to supervise management to ensure effective and efficient implementation in order to maximize economic value for shareholders and promote sustainable growth.

9)

To ensure the preparation of the Companys balance sheet and profit and loss statement as of the end of each fiscal year and to sign such financial statements for submission to the Annual General Meeting of Shareholders for approval.

10)

To approve the proposal for the appointment of external auditors and their annual audit fees for submission to the shareholders meeting for approval.

11)

To ensure that the Company and its subsidiaries maintain appropriate and effective accounting systems and financial reporting systems, including proper risk management, internal control, and internal audit systems. The Board shall assign the Risk Management Committee and the Audit Committee to review such systems to ensure their adequacy and effectiveness.

12)

Independent Directors shall exercise independent judgment in determining strategies, management practices, resource utilization, board appointments, and standards of business operations, and shall oppose any actions of management or other directors when such actions are deemed to adversely affect the equitable treatment of shareholders.

13)

To establish a Code of Business Conduct for directors, executives, and employees as a standard guideline for the Company's business operations.

14)

To implement a succession plan for senior management positions.

15)

To regularly review and update key policies and business plans to ensure alignment with current business circumstances.

16)

To review and amend the Board of Directors Charter to ensure its relevance and adequacy.

17)

To appoint any person to manage the Company under the Board's control, or to delegate authority to such person as appropriate and within any timeframe deemed suitable. The Board may revoke, withdraw, amend, or modify such authority as necessary.

(Note: repeated with No. 5, but translated as provided.)

18)

To consider and approve asset acquisition or disposal transactions, except where such transactions require approval

from the shareholders meeting. Such approval must comply with the notifications of the Capital Market Supervisory Board and relevant rules and/or regulations of the Stock Exchange of Thailand.

19)

To consider and approve related-party transactions, except where such transactions require approval from the shareholders meeting. Such approval must comply with the notifications of the Capital Market Supervisory Board and the relevant rules and/or regulations of the Stock Exchange of Thailand.

20)

To supervise subsidiaries to ensure compliance with applicable laws, including accurate disclosure of financial position, operating results, related-party transactions, significant asset acquisitions or disposals, and other material information.

21)

To ensure accurate, complete, transparent, reliable, timely, and equitable disclosure of information to shareholders and all stakeholders.

22)

To assume continuous responsibility to shareholders by acting in their best interests, disclosing all material information accurately and transparently, and ensuring good governance practices.

23)

To approve interim dividend payments to shareholders when the Company has adequate profits to do so, and report such dividend payments to the next shareholders meeting.

24)

To appoint a qualified Company Secretary with appropriate knowledge and experience to assist the Board in carrying out its duties and ensuring compliance with applicable laws, notifications, and relevant regulations.

#### **Reference link for the charter**

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### **Audit Committee**

#### **Role**

- Audit of financial statements and internal controls

#### **Scope of authorities, role, and duties**

##### 1. Duties and Responsibilities of the Audit Committee

###### 1.1

To review and ensure that the Company and its subsidiaries prepare accurate, reliable, and adequately disclosed

financial reports.

1.2

To review and ensure that the Company and its subsidiaries maintain an effective Internal Control System and Internal Audit function.

1.3

To consider, select, and recommend for appointment an independent external auditor, including the recommendation of the auditors remuneration, for further approval by the Board of Directors.

1.4

To review and ensure that the Company complies with relevant securities and exchange laws, the regulations and requirements of the Stock Exchange, internal policies, rules, procedures, and any other applicable laws relating to the Companys business operations.

1.5

To review and approve the Internal Audit Plan, ensuring that the audit methodology and standards applied are in accordance with generally accepted practices.

1.6

To review and provide opinions regarding the Companys disclosure of information in respect of related-party transactions or transactions that may give rise to conflicts of interest.

1.7

To review the Companys financial management policies, risk management practices, and the managements compliance with the Code of Business Conduct, in collaboration with the Companys management team.

1.8

To prepare and disclose the Audit Committees Activity Report in the Companys Annual Report. The report must be signed by the Chairman of the Audit Committee and shall include, at a minimum, the following information:

**Reference link for the charter**

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## **Executive Committee**

### **Role**

- Others
- The Executive Committee is responsible for managing the Companys operations in alignment with its objectives and business purposes.

## **Scope of authorities, role, and duties**

### 6.1

The Executive Committee is responsible for managing the Companys operations in alignment with its objectives. All business operations must comply with the policies, regulations, and directives prescribed by the Board of Directors. In addition, the Executive Committee shall review and screen matters prior to submitting them to the Board of Directors for consideration and approval.

### 6.2

To supervise the Companys management in accordance with the policies established by the Board of Directors, including exercising approval authority as stipulated in the Companys Executive Committee Approval Authority Manual, to facilitate the Companys ordinary business operations. The Committee shall also report operational results to the Board of Directors.

### 6.3

To determine appropriate authorities and approval limits for each individual, and to ensure segregation of duties to prevent potential fraud. The Committee shall also establish procedures and methods for entering into transactions with major shareholders, directors, executives, or related persons, to prevent the transfer of benefits, and present the principles for approval by the Board of Directors, as well as ensure compliance with such approved principles and requirements.

### 6.4

To review the annual budget and budget utilization procedures for submission to the Board of Directors, and to supervise expenditures to ensure compliance with the budget approved by the Board.

### 6.5

To review and improve the Companys business plans to ensure appropriateness and alignment with the Companys best interests.

### 6.6

To consider and approve investments and determine investment budgets in accordance with the authority defined in the Operational Authority Manual.

### 6.7

To consider entering into contracts that create binding obligations on the Company, in accordance with the authority defined in the Operational Authority Manual.

### 6.8

To ensure that the Company maintains adequate and essential information for use in decision-making by the Board of Directors and shareholders, including preparing reliable financial reports that meet good standards and transparency requirements.

### 6.9

To review the Companys profit and loss results and propose annual dividend payments to the Board of Directors.

### 6.10

To consider new business operations or business discontinuation for submission to the Board of Directors.

#### 6.11

To ensure that procedures are established requiring personnel to promptly report unusual events or unlawful acts to the Executive Committee. In cases where such events have material impacts, the Executive Committee must report them to the Board of Directors for timely corrective actions.

#### 6.12

To perform any acts necessary to support the above duties or as deemed appropriate by the Board of Directors, or as delegated by the Board.

#### 6.13

Any matters resolved and/or approved by the Executive Committee shall be reported to the Board of Directors at the next Board meeting.

Moreover, the Executive Committee shall not approve any transactions in which its members or related persons have a conflict of interest, vested interest, or any potential conflict of interest with the Company or its subsidiaries.

### Reference link for the charter

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## 3. Risk Management Committee

### Role

- Risk management

### Scope of authorities, role, and duties

#### 4. Responsibilities of the Risk Management Committee

##### 4.1

To review, evaluate, and recommend the Companys Risk Management Policy and Risk Management Framework which includes the risk management policy, organizational structure, and risk management processes and to conduct regular reviews at least annually to ensure that the framework remains effective, aligned with international standards, and consistent with the Companys strategic direction and business plan, prior to submitting it to the Board of Directors for acknowledgment and consideration.

##### 4.2

To consider and approve the determination of the Companys Risk Appetite, and subsequently submit such determination to the Board of Directors for acknowledgment.

##### 4.3

To oversee the development and implementation of the Risk Management Policy and Framework to ensure that the Company and its subsidiaries maintain an effective enterprise-wide risk management system and consistently adhere to the established framework.

##### 4.4

To review risk management reports to monitor material and significant risks and to ensure that the Company has

adequate and appropriate risk management measures that allow such risks to remain within acceptable levels and in alignment with the Risk Management Policy.

4.5

To coordinate with the Audit Committee on significant risks, with the Internal Audit Department acting as the reviewing body, to ensure that the Company has an appropriate internal control system to support effective risk management, including the proper implementation and company-wide compliance of the Risk Management Framework.

4.6

To regularly report significant risks and key risk management activities to the Board of Directors for acknowledgment.

4.7

To provide advice and consultation to the Sub Risk-Management Committee (SRM) and/or relevant departments and/or working groups on risk management matters, including reviewing appropriate approaches for improving and developing the Companys risk management system.

4.8

To consider the appointment of additional or replacement members for the Sub Risk-Management Committee and/or relevant departments and/or working groups, as deemed appropriate, including defining their roles and responsibilities to support the achievement of the Committees objectives.

4.9

To strictly comply with the Companys Anti-Corruption Policy and related guidelines in executing its duties.

4.10

In performing its duties, the Risk Management Committee may seek advice from independent advisors when deemed necessary and appropriate, with the Company bearing all related expenses.

4.11

To communicate, exchange information, and coordinate with the Audit Committee regularly on matters relating to risk and internal control.

4.12

To perform any other tasks related to risk management as assigned by the Board of Directors.

**Reference link for the charter**

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## 4. Nomination and Remuneration Committee

### Role

- Director and executive nomination
- Remuneration

### Scope of authorities, role, and duties

#### 5.1 Nomination Functions

1) To perform nomination duties by (1) determining the criteria and procedures for nominating the Company's directors, sub-committee members, directors of subsidiaries, and key executives (the Chief Executive Officer and the first four top executives), as well as other critical positions such as the Company Secretary, as assigned by the Board of Directors; (2) considering the criteria and procedures for nominating and appointing senior executives in collaboration with the Chief Executive Officer; (3) reviewing and setting the structure, size, composition, and qualifications of the Board of Directors, sub-committees, and directors of subsidiaries to ensure suitability in light of the Company's strategies and evolving circumstances; and (4) identifying, selecting, and nominating qualified individuals who possess knowledge, expertise, skills, and experience beneficial to the Company's business operations for appointment as directors, sub-committee members, directors of subsidiaries, and key executives (the Chief Executive Officer and the first four top executives). The Committee shall also verify that such nominees meet all legal and regulatory qualifications and do not contravene any laws governing the Company's business operations. Sufficient information regarding nominated individuals shall be provided to shareholders to support their decision-making.

2) To oversee the preparation of a Succession Plan for the Chief Executive Officer and senior executives in the event of retirement, resignation, or inability to perform duties, ensuring continued and uninterrupted business operations. The Nomination Committee shall report the progress of the Succession Plan to the Board of Directors periodically, at least once a year, and oversee that the Company has appropriate human resource management and development to ensure adequate personnel with suitable knowledge, skills, experience, and motivation.

3) To review the criteria and procedures for director nomination and present them to the Board of Directors prior to the nomination of directors whose terms are due to expire.

4) To assess the independence of each independent director to ensure full compliance with applicable requirements.

5) In cases where the Nomination Committee proposes the re-appointment of a retiring director, the Committee shall consider the director's past performance, contributions, and attendance at Board meetings and shareholders meetings, and such information shall be provided to shareholders for consideration.

6) To ensure that the Company provides proper orientation for newly appointed directors and distributes documents and information beneficial to their duties. The Committee shall also consider and formulate continuous development plans for directors, sub-committee members, and the Chief Executive Officer to enhance understanding of the Company's business, roles and responsibilities, and important developments such as economic and industry conditions, and relevant laws and regulations.

7) To carry out any other duties assigned by the Board of Directors with the approval of the Nomination Committee.

#### 5.2 Remuneration Functions

1) To consider the forms and criteria for determining remuneration for directors, sub-committee members, directors

of subsidiaries, and key executives (the Chief Executive Officer and the first four top executives), ensuring that the remuneration structure is appropriate, fair, and aligned with the following:

#### 1.1

To review the current remuneration criteria and structure by referring to remuneration data of other companies within the same industry.

#### 1.2

To review the types of remuneration, considering the amount and proportionality of each type to ensure suitability. For example, fixed remuneration may be determined based on the Company's performance, business size, as well as the directors' knowledge, ability, and experience.

Director remuneration must be appropriate and sufficient to ensure directors limit the number of other companies in which they hold directorships so that they can dedicate adequate time to the Company.

2) To consider and determine the annual monetary and non-monetary remuneration for directors, sub-committee members, the Chief Executive Officer, and the first four top executives in accordance with the prescribed criteria and structure.

Remuneration for the Chief Executive Officer and senior executives shall be submitted to the Board of Directors for approval, while the remuneration for directors, sub-committee members, and directors of subsidiaries shall be submitted to the Annual General Meeting of Shareholders for approval.

3) To consider and review the remuneration framework, annual salary increment, annual bonus, and other benefits as follows:

#### 3.1

To consider the overall remuneration structure, annual salary increment framework, and annual bonus for senior executives and employees as proposed by management, ensuring appropriateness, fairness, and alignment with expected performance and contributions to the Company's success.

#### 3.2

To consider the budget for annual salary increments, annual bonuses, and special compensation for executives and employees.

4) To review and endorse the performance evaluation forms for the Board of Directors, sub-committees, and the Chief Executive Officer, for submission to the Board of Directors for approval and implementation. The Nomination and Remuneration Committee shall use the evaluation results as a basis for determining directors' remuneration.

#### Reference link for the charter

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## 5. Corporate Governance and Sustainability Committee

### Role

- Corporate governance

- Sustainability development
- Climate-related risks and opportunities governance

### **Scope of authorities, role, and duties**

To establish the Corporate Governance and Sustainability Development Policy, the Anti-Corruption Policy, the Environmental, Social and Governance (ESG) Policy, as well as the Companys Ethics and Business Code of Conduct, ensuring that all such policies and requirements comply with the applicable laws, rules, regulations, the Companys Articles of Association, and the guidelines of relevant regulatory agencies, including the Stock Exchange of Thailand (SET) and the Office of the Securities and Exchange Commission (SEC). These policies shall be submitted to the Board of Directors for consideration and approval and shall serve as the guiding principles for the Companys good governance practices.

5.2 To oversee, propose policies, and promote practices ensuring that directors, executives, and employees perform their duties and responsibilities in compliance with the Corporate Governance Policy and the Anti-Corruption Policy, as well as uphold the ethical standards and business conduct requirements established for directors, executives, employees, and workers. This is to enhance and elevate the Companys corporate governance standards to align with international best practices.

5.3 To consider, review, and regularly update the Corporate Governance Policy and the Anti-Corruption Policy to ensure that these policies, including the ESG Policy and the Companys Ethics and Business Code of Conduct for directors, executives, employees, and workers, remain consistent with applicable laws, rules, regulations, and the Articles of Association, as well as take into account any recommendations from shareholders relating to good corporate governance.

#### Governance-Related Duties

5.4 To establish mechanisms for monitoring and evaluating the performance of directors and management in accordance with the Corporate Governance Policy, and to conduct an annual corporate governance assessment for submission to the Board of Directors together with necessary opinions and recommendations.

5.5 To study and prepare draft policies and relevant manuals relating to good corporate governance that are clear, practical, and aligned with the Companys operations, in accordance with current laws, cabinet resolutions, rules, regulations, and guidelines issued by supervisory authorities, including international corporate governance standards.

5.6 To consult with advisors or experts in corporate governance as necessary to ensure the effective implementation of this Charter.

5.7 To perform any other duties relating to corporate governance as assigned by the Board of Directors.

#### Anti-Corruption Duties

5.8 To assess corruption risks in collaboration with the Risk Management Committee in order to regularly identify and summarize corruption risks across all processes and propose appropriate preventive and corrective measures.

5.9 To receive whistleblower complaints or allegations relating to corruption directly through the Companys designated email channel, and to review, investigate, consider, and conclude such complaints and provide feedback to the complainant.

5.10 To supervise and oversee the unit responsible for the Company's anti-corruption efforts.

#### Sustainability-Related Duties

5.11 To establish comprehensive sustainability management policies covering ESG dimensions, including economic, environmental, social, and governance aspects, and to monitor the implementation of such policies.

5.12 To establish policies and operational plans for the Company's Corporate Social Responsibility (CSR) activities for submission to the Board of Directors for approval, and to supervise and monitor the implementation of CSR activities. The CSR Working Group shall prepare CSR reports and sustainability reports for submission to the Corporate Governance Committee and the Board of Directors.\*\*

#### Reference link for the charter

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#### Information on each subcommittee

##### List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
1. Mrs. JAMJUREE SIROVETNUKUL <sup>(*)</sup> Gender: Female Age : 61 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Chairman of the audit committee (Non-executive directors, Independent director)  Director type : Continuing director (Full term of directorship and being re- appointed as a director)	28 Jun 2021	Accounting, Finance, Economics, Human Resource Management, Risk Management

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>2. Mr. PHAYAT WUTTHIRONG</p> <p>Gender: Male</p> <p>Age : 49 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Doctor of Public Administration (DPA)</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : No</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	24 Aug 2020	Human Resource Management, Risk Management, Corporate Management, IT Management
<p>3. Ms. PIMSIRI CHIWAMIT<sup>(*)</sup></p> <p>Gender: Female</p> <p>Age : 48 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Accounting</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	17 Sep 2021	Finance, Accounting, Economics, Internal Control, Marketing

Additional explanation :

(\*) Directors with expertise in accounting information review

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

#### List of executive committee members

List of committee members	Position	Appointment date of executive committee member
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List of committee members	Position	Appointment date of executive committee member
<p>1. Mr. EK SUWATTHANAPHIM  Gender: Male  Age : 49 years  Highest level of education : Master's degree  Study field of the highest level of education : Science  Thai nationality : Yes  Residence in Thailand : Yes</p>	<p>The chairman of the executive committee</p>	<p>4 Jan 2019</p>
<p>2. Mrs. Sethaporn Sundaravibhata  Gender: Female  Age : 54 years  Highest level of education : Master's degree  Study field of the highest level of education : Finance  Thai nationality : Yes  Residence in Thailand : Yes</p>	<p>Member of the executive committee</p>	<p>1 Dec 2021</p>
<p>3. Mr. SITTHA SUWATTHANAPHIM  Gender: Male  Age : 34 years  Highest level of education : Master's degree  Study field of the highest level of education : Business Administration  Thai nationality : Yes  Residence in Thailand : Yes</p>	<p>Member of the executive committee</p>	<p>23 Feb 2024</p>
<p>4. Mr. Surapong Laosutthi  Gender: Male  Age : 52 years  Highest level of education : Bachelor's degree  Study field of the highest level of education : Communication Arts  Thai nationality : Yes  Residence in Thailand : Yes</p>	<p>Member of the executive committee</p>	<p>23 Feb 2024</p>

List of committee members	Position	Appointment date of executive committee member
5. Ms. Nida Thiangtham Gender: Female Age : 47 years Highest level of education : Master's degree Study field of the highest level of education : Science Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	23 Feb 2024

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

**Other Subcommittees**

Subcommittee name	Name list	Position
3. Risk Management Committee	Mr. PHAYAT WUTTHIRONG	The chairman of the subcommittee (Independent director)
	Mrs. JAMJUREE SIROVETNUKUL	Member of the subcommittee (Independent director)
	M.L. THIRACHET SONAKUL	Member of the subcommittee (Independent director)
	Mrs. ANGELI SUWATTHANAPHIM	Member of the subcommittee
4. Nomination and Remuneration Committee	M.L. THIRACHET SONAKUL	The chairman of the subcommittee (Independent director)
	Mr. BOONRAT LOHWONGWATANA	Member of the subcommittee (Independent director)
	Mr. EK SUWATTHANAPHIM	Member of the subcommittee
5. Corporate Governance and Sustainability Committee	M.L. THIRACHET SONAKUL	The chairman of the subcommittee (Independent director)
	Mr. BOONRAT LOHWONGWATANA	Member of the subcommittee (Independent director)

Subcommittee name	Name list	Position
	Mr. EK SUWATTHANAPHIM	Member of the subcommittee

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

Information on the executives

Information on the executives

List and positions of the executive

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

List of executives	Position	First appointment date	Skills and expertise
1. Mr. EK SUWATTHANAPHIM Gender: Male Age : 49 years Highest level of education : Master's degree Study field of the highest level of education : Science Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Chief Executive Officer (The highest-ranking executive)	4 Jan 2019	Business Administration, Paper & Printing Materials, Economics, Corporate Management, Petrochemicals & Chemicals

List of executives	Position	First appointment date	Skills and expertise
<p>2. Mrs. Sethaporn Sundaravibhata<sup>(*)(**)(***)</sup>  Gender: Female  Age : 54 years  Highest level of education : Master's degree  Study field of the highest level of education : Finance  Thai nationality : Yes  Residing in Thailand : Yes  Highest responsibility in corporate accounting and finance : Yes  Accounting supervisor : Yes</p>	<p>Chief Financial Officer: CFO  (The highest-ranking executive)</p>	<p>1 Dec 2011</p>	<p>Finance, Accounting, Corporate Management, Petrochemicals &amp; Chemicals, Budgeting</p>
<p>3. Mr. Surapong Laosutthi<sup>(***)</sup>  Gender: Male  Age : 52 years  Highest level of education : Bachelor's degree  Study field of the highest level of education : Communication Arts  Thai nationality : Yes  Residing in Thailand : Yes  Highest responsibility in corporate accounting and finance : No  Accounting supervisor : No</p>	<p>Chief Technical Officer (CTO)  (The highest-ranking executive)</p>	<p>1 Feb 2021</p>	<p>Paper &amp; Printing Materials, Petrochemicals &amp; Chemicals, Corporate Management</p>

List of executives	Position	First appointment date	Skills and expertise
4. Mr. SITTHA SUWATTHANAPHIM Gender: Male Age : 34 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Director and Chief Operating Officer (The highest-ranking executive)	23 Feb 2025	Business Administration, Petrochemicals & Chemicals, Risk Management, Marketing
5. Ms. Nida Thiengtham Gender: Female Age : 47 years Highest level of education : Master's degree Study field of the highest level of education : Science Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Chief Sales Officer (The highest-ranking executive)	23 Feb 2024	Petrochemicals & Chemicals, Paper & Printing Materials, Information & Communication Technology, Marketing

Additional Explanation :

(\*) Highest responsibility in corporate accounting and finance

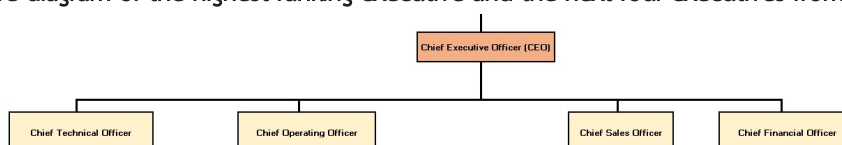
(\*\*) Accounting supervisor

(\*\*\*) Appointed after the fiscal year end of the reporting year

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

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

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



The top four executives in the organizational structure.

### Remuneration policy for executive directors and executives

The Nomination and Remuneration Committee shall consider and determine the remuneration in accordance with the established criteria to ensure appropriateness, taking into account various factors such as relevant knowledge and experience, among others. The Committee shall also conduct a benchmarking analysis against remuneration data of other companies within the same industry and propose the results to the Board of Directors and the Shareholders Meeting for consideration and approval, as applicable.

The Company does not prescribe any remuneration for executive directors or the Company's executives in respect of their management roles in the subsidiaries.

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

Consider the structure and criteria for the remuneration of directors, sub-committee members, subsidiary company directors, and senior executives (Chief Executive Officer and the top four executives) to ensure that the structure and criteria for remuneration are appropriate and fair.

### Remuneration of executive directors and executives

#### Monetary remuneration of executive directors and executives

	2023	2024	2025
<b>Total remuneration of executive directors and executives (baht)</b>	12,713,687.03	11,289,545.89	14,180,658.53
Total remuneration of executive directors (baht)	0.00	0.00	0.00
Total remuneration of executives (baht)	12,713,687.03	11,289,545.89	14,180,658.53

**Executive Directors Remuneration** None

**Management Remuneration** includes **salary, bonus, and position allowance.**

#### Other remunerations of executive directors and executives

	2023	2024	2025
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	2023	2024	2025
Company's contribution to provident fund for executive directors and executives (Baht)	798,342.26	798,752.88	596,503.33
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	Yes	Yes	Yes

**Other Benefits:** Provident Fund contributions and compensation under the EJIP program.

#### Outstanding remuneration or benefits of executive directors and executives

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

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

#### Other significant information

Other significant information

#### Assigned person

##### List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. Suwannee Boonchuay	suwannee.b@pmclabel.com	-

##### List of the company secretary

General information	Email	Telephone number
1. Ms. Jarunluk Rongkrathok	jarunluk.r@pmclabel.com	-

##### List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
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General information	Email	Telephone number
1. Ms. Patchira Mingkhwan	patchira@dir.co.th	02-596-0500 ต่อ 509

#### List of the head of the compliance unit

General information	Email	Telephone number
1. Ms. Jarunluk Rongkrathok	jarunluk.r@pmclabel.com	034452000

#### Head of investor relations

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

#### List of the head of investor relations

General information	Email	Telephone number
1. Mrs. Sethaporn Sundaravibhata	lr@pmclabel.com	-

#### Company's auditor

##### Details of the companys auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
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Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
KPMG PHOOMCHAI AUDIT COMPANY LIMITED No. 1 Empire Tower Building, 50th Floor, Sathorn South Road. YAN NAWA SATHON Bangkok 10120 Telephone number 0 2677 2000	1,530,000.00	-	<p>1. Mr. WAIYAWAT KORSAMARNCHAIYAKIJ Email: waiyawat@kpmg.co.th Telephone number: +66 2 677 2382 License number: 6333</p> <p>2. Ms. CHANARAT CHANWA Email: chanaratc@kpmg.co.th Telephone number: + 662 677 2381 License number: 9052</p> <p>3. Mr. KRIT DHAMMATHATTO Email: kritt@kpmg.co.th Telephone number: + 662 677 2392 License number: 11915</p>

#### Assigned personnel in case of a foreign company

Does the company have any individual assigned to : Yes  
be representatives in Thailand

#### List of designated individuals as representatives in Thailand

General information	Email	Telephone number	Address / Location
1. Mrs. Sethaporn Sundaravibhata	Sethaporn.S@pmclabel.com	034452000	30 Loyang Way #02-20 Singapore Foreign county 50876

## Performance Report on Corporate Governance

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

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

In 2025, both the global and Thai economies continued to face persistent volatility driven by multiple factors, including geopolitical tensions, natural disasters, shifts in trade policies, and rapid technological disruptions. Key events throughout the year such as earthquakes, floods, the Trump administrations tax policy, armed conflicts along the Thai-Cambodian border, and Thailand's domestic political instability collectively contributed to Thailand's modest economic growth of below 3%, signaling an incomplete recovery. Domestic consumption slowed, partly cushioned by the governments Khon La Khrueng Plus scheme, while exports, especially among SMEs, expanded only marginally. These challenges underscore the urgency for decisive policy actions by the new government to revitalize the Thai economy.

Amid these complexities, the Company recognized the critical need for comprehensive adaptation to navigate uncertainty effectively. Reliable information, in-depth analysis, and data-driven decision-making became essential foundations for managing risks and strengthening stakeholder confidence.

Despite the challenging business landscape in 2025, the Company achieved notable progress and met key operational milestones, reflecting its continued management capabilities. Total revenue amounted to THB 823.46 million, a decrease of 6.2% from the previous year due to a slowdown in both domestic and international sales. Nevertheless, the Company effectively managed its cost of sales, resulting in a net profit of THB 61.92 million, an increase of 33.3% year-on-year. This profit growth was driven by the strategic focus on expanding sales of film products and other specialty products, which carry higher gross margins and growing demand across industries. These efforts enabled the Company to sustain sales momentum while enhancing gross profit margins, thereby maintaining strong net profitability despite market volatility.

Throughout the year, the Company continued to strengthen collaborations with business partners and strategic alliances to jointly develop new and environmentally friendly products, emphasizing the use of raw materials sourced from renewable plantations. This collaboration allowed the Company to broaden its product portfolio and effectively respond to the growing customer demand for sustainable solutions. The Company firmly believes that innovation through partnership and the use of sustainable materials are key drivers for long-term growth and industry leadership. This commitment is demonstrated through the Company's renewal of its Organizational Carbon Footprint certification by the Thailand Greenhouse Gas Management Organization (Public Organization) and its continued certification for recyclable product manufacturing from the Association of Plastic Recyclers since 2022.

In addition, the Company was selected into the **ESG100** Universe and achieved a **5-Star Excellent CG Scoring** Corporate Governance Score, a remarkable achievement especially in its first year as a listed company. This reflects the Company's progress in environmentally responsible product development and its dedication to transparent disclosure aligned with international standards. In terms of governance, the Company participated in the anti-corruption whistleblowing campaign **Speak Up Against Corruption** and the **CAC Change Agent Program**, attaining the highest recognition level of **CAC Change Agent 3 Stars**, signifying strong commitment to transparency not only within the organization but also across the entire supply chain.

To address the evolving business landscape, the Company has established clear sustainability policies and guidelines by integrating sustainability principles as a core foundation across all business activities. These principles have been embedded throughout the organization to ensure balance across economic, social, environmental, and governance dimensions, supporting long-term sustainability and maximizing value for all stakeholders.

Finally, on behalf of the Board of Directors and executive management, we extend our sincere appreciation to our shareholders, partners, customers, stakeholders, and all related parties. The achievements of the past year were made possible through your continued trust and support. We also express our gratitude to all executives and employees for their dedication and hard work, which have been instrumental in driving the Company toward becoming one of the leading manufacturers and distributors of sticker products in Thailand. The Company remains firmly committed to

conducting business with integrity and good corporate governance to ensure sustainable growth and long-term value for all stakeholders.

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

### Information about the selection of the board of directors

#### List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
M.L. THIRACHET SONAKUL	Director	4 Jan 2019	Marketing, Corporate Management, Internal Control, Sustainability, Governance/ Compliance
Mrs. JAMJUREE SIROVETNUKUL	Director	28 Jun 2021	Accounting, Finance, Economics, Human Resource Management, Risk Management
Mrs. ANGELI SUWATTHANAPHIM	Director	28 Jun 2021	Economics, Business Administration, Corporate Management, Insurance, Risk Management

#### List of newly appointed director to replace the ex-director

List of directors	Position	First appointment date of director	Skills and expertise
Mr. SITTHA SUWATTHANAPHIM	Director	23 Feb 2024	Business Administration, Petrochemicals & Chemicals, Risk Management, Marketing

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

Selection of independent directors

Criteria for selecting independent directors

Holds no more than 1% of the total voting shares of the company, the parent company, subsidiary, affiliate, major shareholders, or the controlling persons of the company. This includes shares held by the related parties of the independent director.

Has never been a director involved in the management of the company, the parent company, subsidiary, affiliate, or a related company, or a major shareholder of the company.

Has never been an employee, staff, consultant receiving a fixed salary, or a controlling person of the company, the parent company, subsidiary, affiliate, related company, or a major shareholder or controlling person of the company, unless they have been free from such roles for at least 2 years before assuming the position of audit committee member.

Has never been a director benefiting financially, either directly or indirectly, from the company, the parent company, subsidiary, affiliate, or major shareholders of the company.

Has never been the auditor of the company, the parent company, subsidiary, affiliate, or related company, or major shareholders or controlling persons of the company, nor a shareholder with significant influence, a controlling person, or a partner in the auditing firm that audits the company, the parent company, subsidiary, affiliate, or major shareholders or controlling persons of the company, unless they have been free from such roles for at least 2 years before being appointed as an independent director.

Has never been a provider of professional services, including legal or financial consulting, receiving more than 2 million baht per year in fees from the company, the parent company, subsidiary, affiliate, major shareholders, or controlling persons of the company, nor a shareholder with significant influence, a controlling person, or a partner in the professional service provider, unless they have been free from such roles for at least 2 years before being appointed as an independent director.

Is not a person with close blood or legal relationships such as parents, spouses, siblings, and children, including the spouse of a child of executives, major shareholders, controlling persons, or those proposed to be executives or controlling persons of the company, the parent company, or subsidiary.

Is not a director appointed as a representative to protect the interests of the company's directors, major shareholders, or shareholders related to major shareholders of the company.

Is not a director involved in the management of a business with the same nature of activities and significant competition with the company or its subsidiaries, nor a partner in a partnership, nor a director involved in the management, employee, staff, consultant with a fixed salary, or a shareholder holding more than 1% of the total voting shares of another company that competes in the same business as the company or its subsidiaries.

Is able to perform their duties, express opinions, or report on the execution of their duties as assigned by the board of directors independently, without being under the control of the management or major shareholders of the company, including those related or closely related to these individuals.

Business or professional relationships of independent directors over the past year

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

## Selection of directors and the highest-ranking executive

### Method for selecting directors and the highest-ranking executive

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

### Number of directors from major shareholders

- Number of directors from each group of major shareholders over the past year (persons) : 4

### Rights of minority shareholders on director appointment

The Company has provided an opportunity for minority shareholders to nominate individuals for consideration as directors at the Annual General Meeting of Shareholders in accordance with the prescribed criteria. This year marks the first time such an opportunity is offered, as the Company was listed on the mai Stock Exchange in 2024. Shareholders may nominate individuals who possess the knowledge and expertise, are willing to dedicate sufficient time to perform their duties, and meet the qualifications prescribed by law and regulations, without restriction on gender, religion, or nationality. The Company accepts advance nominations for consideration as directors for the 2025 Annual General Meeting of Shareholders during the period from 1 October 2024 to 31 December 2024. Details and procedures for nominating directors are available on the Companys websit ([www.pmclabel.com](http://www.pmclabel.com))

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

### Setting qualifications for the selection of directors

### Details of qualifications for the selection of directors

## Information on the development of directors

### Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
<p>1. Mr. ATHAVUDHI HIRUNBURANA (Chairman of the board of directors, Independent director)</p>	<p>Participating</p>	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> <li>• 2006: Director Certification Program (DCP)</li> </ul> <p>Other</p> <ul style="list-style-type: none"> <li>• 2025: Corporate Governance (CG) and ESG</li> </ul>
<p>2. Mr. EK SUWATTHANAPHIM (Director)</p>	<p>Participating</p>	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> <li>• 2022: Subsidiary Governance Program (SGP)</li> <li>• 2017: Board Nomination and Compensation Program (BNCP)</li> <li>• 2016: Advanced Audit Committee Program (AACP)</li> <li>• 2016: Ethical Leadership Program (ELP)</li> <li>• 2005: Director Certification Program (DCP)</li> </ul> <p>Other</p> <ul style="list-style-type: none"> <li>• 2025: Corporate Governance (CG) and ESG</li> </ul>
<p>3. M.L. THIRACHET SONAKUL (Director, Independent director)</p>	<p>Participating</p>	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> <li>• 2022: Subsidiary Governance Program (SGP)</li> <li>• 2017: Board Nomination and Compensation Program (BNCP)</li> <li>• 2016: Advanced Audit Committee Program (AACP)</li> <li>• 2015: Director Accreditation Program (DAP)</li> </ul> <p>Other</p> <ul style="list-style-type: none"> <li>• 2025: Corporate Governance (CG) and ESG</li> </ul>

List of directors	Participation in training in the past financial year	History of training participation
4. Mr. PHAYAT WUTTHIRONG (Director, Independent director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2022: Director Accreditation Program (DAP)</li> </ul> Other <ul style="list-style-type: none"> <li>• 2025: Corporate Governance (CG) and ESG</li> </ul>
5. Mrs. JAMJUREE SIROVETNUKUL (Director, Independent director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2025: Director Certification Program (DCP)</li> <li>• 2004: Advanced Audit Committee Program (AACP)</li> <li>• 2004: Director Accreditation Program (DAP)</li> </ul> Other <ul style="list-style-type: none"> <li>• 2025: Corporate Governance (CG) and ESG</li> </ul>
6. Mrs. ANGELI SUWATTHANAPHIM (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2012: Director Certification Program (DCP)</li> </ul> Other <ul style="list-style-type: none"> <li>• 2025: Corporate Governance (CG) and ESG</li> </ul>
7. Ms. PIMSIRI CHIWAMIT (Director, Independent director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2022: Director Accreditation Program (DAP)</li> </ul> Other <ul style="list-style-type: none"> <li>• 2025: Corporate Governance (CG) and ESG</li> </ul>
8. Mr. BOONRAT LOHWONGWATANA (Director, Independent director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2022: Director Accreditation Program (DAP)</li> </ul> Other <ul style="list-style-type: none"> <li>• 2025: Corporate Governance (CG) and ESG</li> </ul>

List of directors	Participation in training in the past financial year	History of training participation
9. Mr. SITTHA SUWATTHANAPHIM (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2024: Director Accreditation Program (DAP)</li> </ul> Other <ul style="list-style-type: none"> <li>• 2024: Sustainability &amp; ESG Risk Management</li> </ul>

## Information on the evaluation of duty performance of directors

### Criteria for evaluating the duty performance of the board of directors

#### Evaluation Criteria

The performance evaluation of the Board of Directors is conducted using an assessment form developed based on the guidelines of the Stock Exchange of Thailand, adapted to suit the characteristics and structure of the Board. The evaluation results serve as an important tool for enhancing the Boards effectiveness and efficiency in performing its duties and operations.

#### Self-Assessment of the Entire Board

The Boards collective self-assessment covers six areas:

- Board structure and qualifications
- Roles, duties, and responsibilities of the Board
- Board meetings
- Performance of directors
- Relationship with management
- Director and executive development

#### Self-Assessment of Individual Directors and Sub-Committees

The self-assessment of individual directors and sub-committees, both collectively and individually, covers three areas:

- Board structure and director qualifications
- Board meetings
- Roles, duties, and responsibilities of directors

#### Scoring Method

Each director provides their assessment by marking (/) a single box on the evaluation form with a score ranging from 0 to 4, indicating their level of agreement or performance from strongly disagree / not implemented to strongly agree / excellently implemented. The total scores are then calculated as a percentage of the maximum possible score, with the following criteria:

- 90% or above = Excellent
- 80% or above = Very Good
- 70% or above = Good
- 60% or above = Satisfactory
- Below 60% = Needs Improvement

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

### Board of Directors Performance Evaluation

The Board of Directors performance evaluation is conducted annually. The scores and comments from the evaluation are used to improve the Boards performance each year and to enhance the overall effectiveness of the Board.

The evaluation is carried out annually in two formats:

1. **Board and Subcommittee Evaluation** assessing the performance of the Board as a whole and its subcommittees.
2. **Individual Evaluation (Self-Assessment)** assessing the performance of each director individually.

The Company Secretary is responsible for preparing the evaluation forms, summarizing the results, analyzing recommendations for performance improvement, and reporting the evaluation outcomes to the Board. The evaluation results are also disclosed in the companys annual report (One Report, Form 56-1).

### Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

#### ● CEO Performance Evaluation

The Board of Directors has established an annual evaluation process for the Chief Executive Officer (CEO). The Nomination and Remuneration Committee is assigned to conduct the evaluation to monitor and review whether the CEOs management aligns with the organizations objectives and key goals, and whether it supports the companys long-term interests.

The company conducts this evaluation every year, using the following approach:

#### 1. Performance Indicators (60%)

- Evaluation based on annual performance targets set for the year 2025 (B.E. 2568). The weighting for this component is 60%.

#### 2. CEO Assessment Form (40%)

- Evaluation based on the CEO Assessment Form issued by the Stock Exchange of Thailand (SET), updated to the latest version. The weighting for this component is 40%.

The CEO Assessment Form is divided into three main sections:

#### 1.1 Progress of Plans

- Review the implementation progress of the CEOs plans.

#### 1.2 Performance Evaluation

- Leadership
- Strategy formulation
- Strategy implementation
- Financial planning and performance
- Relationship with the Board of Directors
- External relations
- Management and employee relations
- Succession planning
- Product and service knowledge
- Personal attributes

## Information on meeting attendance and remuneration payment to each board member

### Meeting attendance and remuneration payment to each board member

#### Meeting attendance of the board of directors

#### Meeting attendance of the board of directors

Number of the board of directors meeting over the : 6  
past year (times)

Date of AGM meeting : 28 Apr 2025

EGM meeting : Yes

#### Details of the board of directors' meeting attendance

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. ATHAVUDHI HIRUNBURANA (Chairman of the board of directors, Independent director)	6	/	6	1	/	1	1	/	1
2. Mr. EK SUWATTHANAPHIM (Director)	6	/	6	1	/	1	1	/	1
3. M.L. THIRACHET SONAKUL (Director, Independent director)	6	/	6	1	/	1	1	/	1
4. Mr. PHAYAT WUTTHIRONG (Director, Independent director)	6	/	6	1	/	1	1	/	1

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
5. Mrs. JAMJUREE SIROVETNUKUL (Director, Independent director)	6	/	6	1	/	1	1	/	1
6. Mrs. ANGELI SUWATTHANAPHIM (Director)	6	/	6	1	/	1	1	/	1
7. Ms. PIMSIRI CHIWAMIT (Director, Independent director)	6	/	6	1	/	1	1	/	1
8. Mr. BOONRAT LOHWONGWATANA (Director, Independent director)	6	/	6	0	/	1	0	/	1
9. Mr. SITTHA SUWATTHANAPHIM (Director)	6	/	6	1	/	1	1	/	1

#### Summary of the board of directors meeting attendance rate

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
1. Mr. ATHAVUDHI HIRUNBURANA (Chairman of the board of directors)	6/6 (100.00%)	1/1 (100.00%)	1/1 (100.00%)
2. Mr. EK SUWATTHANAPHIM (Director)	6/6 (100.00%)	1/1 (100.00%)	1/1 (100.00%)
3. M.L. THIRACHET SONAKUL (Director)	6/6 (100.00%)	1/1 (100.00%)	1/1 (100.00%)

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
4. Mr. PHAYAT WUTTHIRONG (Director)	6/6 (100.00%)	1/1 (100.00%)	1/1 (100.00%)
5. Mrs. JAMJUREE SIROVETNUKUL (Director)	6/6 (100.00%)	1/1 (100.00%)	1/1 (100.00%)
6. Mrs. ANGELI SUWATTHANAPHIM (Director)	6/6 (100.00%)	1/1 (100.00%)	1/1 (100.00%)
7. Ms. PIMSIRI CHIWAMIT (Director)	6/6 (100.00%)	1/1 (100.00%)	1/1 (100.00%)
8. Mr. BOONRAT LOHWONGWATANA (Director)	6/6 (100.00%)	0/1 (0.00%)	0/1 (0.00%)
9. Mr. SITTHA SUWATTHANAPHIM (Director)	6/6 (100.00%)	1/1 (100.00%)	1/1 (100.00%)
<b>Average meeting attendance rate</b>	<b>100.00%</b>	<b>88.89%</b>	<b>88.89%</b>

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

All directors attended the Board of Directors meetings. However, one director was unable to attend the Annual General Meeting and the Extraordinary General Meeting of Shareholders due to commitments abroad.

### Remuneration of the board of directors

#### Types of remuneration of the board of directors

The Board of Directors has determined the remuneration of directors to align with the Company's performance, the responsibilities, and the individual performance of each director. The remuneration is set at a level comparable to industry standards and sufficient to incentivize and retain qualified directors. The policy and structure of director remuneration include monthly fees, meeting allowances, the Employment Joint Investment Program (EJIP), and bonuses. (Director remuneration is also subject to approval by shareholders.) The details are as follows:

1. **1. Board of Directors Monthly Fees (THB/month/person)**

- Chairman of the Board: 22,000
- Chairman of the Audit Committee: 10,000
- Independent Directors: 10,000
- Executive Directors: 10,000

1. **2. Sub-Committees Meeting Allowances (THB/meeting/person)**

- **Audit Committee**

○ Chairman: 13,000

○ Director: 10,000

● **Risk Management Committee**

○ Chairman: 10,000

○ Director: 8,000

● **Nomination and Remuneration Committee**

○ Chairman: 10,000

○ Director: 5,000

● **Corporate Governance and Sustainability Committee**

○ Chairman: 10,000

○ Director: 5,000

*Note: Executive Directors do not receive meeting allowances.*

1. **3. Director Bonuses**

- Up to THB 4 million, based on the Company's performance for the year 2025.

1. **4. Other Benefits**

- Participation in the Employment Joint Investment Program (EJIP)
- Directors and officers liability insurance with coverage up to THB 100 million

Remuneration of the board of directors

Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
<b>1. Mr. ATHAVUDHI HIRUNBURANA</b> (Chairman of the board of directors, Independent director)			<b>264,000.00</b>		<b>0.00</b>
Board of Directors (Chairman of the board of directors)	0.00	264,000.00	264,000.00	No	
<b>2. Mr. EK SUWATTHANAPHIM</b> (Director)			<b>135,000.00</b>		<b>0.00</b>
Board of Directors (Director)	0.00	120,000.00	120,000.00	No	
Executive Committee (The chairman of the executive committee)	0.00	0.00	0.00	No	
4. Nomination and Remuneration Committee (Member of the subcommittee)	10,000.00	0.00	10,000.00	No	
5. Corporate Governance and Sustainability Committee (Member of the subcommittee)	5,000.00	0.00	5,000.00	No	
<b>3. M.L. THIRACHET SONAKUL</b> (Director, Independent director)			<b>182,000.00</b>		<b>0.00</b>

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors (Director)	0.00	120,000.00	120,000.00	No	
4. Nomination and Remuneration Committee (The chairman of the subcommittee)	20,000.00	0.00	20,000.00	No	
5. Corporate Governance and Sustainability Committee (The chairman of the subcommittee)	10,000.00	0.00	10,000.00	No	
3. Risk Management Committee (Member of the subcommittee)	32,000.00	0.00	32,000.00	No	
<b>4. Mr. PHAYAT WUTTHIRONG (Director, Independent director)</b>			<b>440,000.00</b>		<b>0.00</b>
Board of Directors (Director)	0.00	360,000.00	360,000.00	-	
Audit Committee (Member of the audit committee)	40,000.00	0.00	40,000.00	No	
3. Risk Management Committee (The chairman of the subcommittee)	40,000.00	0.00	40,000.00	No	
<b>5. Mrs. JAMJUREE SIROVETNUKUL (Director, Independent director)</b>			<b>684,000.00</b>		<b>0.00</b>

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors (Director)	0.00	600,000.00	600,000.00	No	
Audit Committee (Chairman of the audit committee)	52,000.00	0.00	52,000.00	No	
3. Risk Management Committee (Member of the subcommittee)	32,000.00	0.00	32,000.00	No	
<b>6. Mrs. ANGELI SUWATTHANAPHIM (Director)</b>			<b>152,000.00</b>		<b>0.00</b>
Board of Directors (Director)	0.00	120,000.00	120,000.00	No	
3. Risk Management Committee (Member of the subcommittee)	32,000.00	0.00	32,000.00	No	
<b>7. Ms. PIMSIRI CHIWAMIT (Director, Independent director)</b>			<b>400,000.00</b>		<b>0.00</b>
Board of Directors (Director)	0.00	360,000.00	360,000.00	No	
Audit Committee (Member of the audit committee)	40,000.00	0.00	40,000.00	No	
<b>8. Mr. BOONRAT LOHWONGWATANA (Director, Independent director)</b>			<b>130,000.00</b>		<b>0.00</b>

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors (Director)	0.00	120,000.00	120,000.00	No	
4. Nomination and Remuneration Committee (Member of the subcommittee)	5,000.00	0.00	5,000.00	No	
5. Corporate Governance and Sustainability Committee (Member of the subcommittee)	5,000.00	0.00	5,000.00	No	
<b>9. Mr. SITHA SUWATTHANAPHIM (Director)</b>			<b>236,054.28</b>		<b>0.00</b>
Board of Directors (Director)	0.00	236,054.28	236,054.28	No	
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
<b>10. Mrs. Sethaporn Sundaravibhata (Member of the executive committee)</b>			<b>0.00</b>		<b>N/A</b>
Executive Committee (Member of the executive committee)	0.00	N/A	0.00	No	
<b>11. Mr. Surapong Laosutthi (Member of the executive committee)</b>			<b>0.00</b>		<b>N/A</b>

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
<b>12. Ms. Nida Thiengtham (Member of the executive committee)</b>			<b>0.00</b>		<b>N/A</b>
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	

#### Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	0.00	2,300,054.28	2,300,054.28
2. Audit Committee	132,000.00	0.00	132,000.00
3. Executive Committee	0.00	0.00	0.00
4. 3. Risk Management Committee	136,000.00	0.00	136,000.00
5. 4. Nomination and Remuneration Committee	35,000.00	0.00	35,000.00
6. 5. Corporate Governance and Sustainability Committee	20,000.00	0.00	20,000.00

#### Summary of the remuneration of the board of directors

	2023	2024	2025
Meeting allowance (Baht)	0.00	328,000.00	323,000.00
Other monetary remuneration (Baht)	0.00	2,184,000.00	2,300,054.28
Total (Baht)	0.00	2,512,000.00	2,623,054.28

### Remunerations or benefits pending payment to the board of directors

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

### Information on corporate governance of subsidiaries and associated companies

#### Corporate governance of subsidiaries and associated companies

#### Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated : Yes  
companies

Mechanism for overseeing subsidiaries and : Yes  
associated companies

Mechanism for overseeing management and taking : The appointment of representatives as directors,  
responsibility for operations in subsidiaries and executives, or controlling persons in proportion to  
associated companies approved by the board of shareholding  
directors

The Board of Directors is responsible for overseeing the establishment of frameworks and mechanisms to govern the policies and operations of subsidiaries (if any) and other significant investee businesses, at a level appropriate to each entity, ensuring that both subsidiaries and investee businesses have a clear and consistent understanding.

#### 3.6.1 The Board shall consider and establish policies for subsidiary governance (if any), including:

##### 1. Appointment authority:

Determining the level of authority for appointing directors, executives, or controlling persons in subsidiaries. The Board shall make appointments, except in the case of small subsidiaries that function as operating arms of the Company, where the Board may delegate appointment authority to the Chief Executive Officer.

##### 2. Roles and responsibilities:

Define the roles and responsibilities of the Companys representatives appointed under point (1) and ensure that they oversee the subsidiary in accordance with its policies. In cases where the subsidiary has other investors, the Board shall set policies for the representatives to act in the best interests of the subsidiary and in alignment with the parent companys policies.

##### 3. Internal controls:

Ensure that the subsidiary has an adequate and robust internal control system, and that all transactions are conducted in compliance with applicable laws and relevant regulations.

#### 4. **Disclosure and reporting:**

Require subsidiaries to disclose financial positions and operational results, related-party transactions, acquisition or disposal of assets, other significant transactions, capital increases or reductions, dissolution of the subsidiary, and other material matters.

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

#### **Governance of Subsidiaries and Associates**

At the 2/2022 Board of Directors Meeting held on 25 February 2022, the Board approved the policy for overseeing the operations of subsidiaries. The policy establishes both direct and indirect measures and mechanisms to enable the Company to manage subsidiaries effectively, as if they were the Companys own units, in compliance with the Public Limited Companies Act, the Civil and Commercial Code, the Securities and Exchange Act, and other relevant laws, as well as related rules, regulations, and guidelines issued by the Securities and Exchange Commission and the Stock Exchange of Thailand. The objective is to safeguard the Companys investments in subsidiaries and enhance shareholder confidence. The policy details are as follows:

##### **1. Appointment of Representatives:**

The Company shall appoint representatives to serve as directors or executives in subsidiaries. The number of representatives on the subsidiarys board shall reflect the Companys shareholding in the subsidiary and/or any agreements between the Company and the subsidiary. This ensures that the subsidiarys operations are managed effectively and efficiently in accordance with the Companys policies, legal requirements, and business plans.

##### **2. Monitoring and Oversight:**

The Company shall regularly monitor the performance of invested subsidiaries, ensuring proper maintenance of records, accounting, and reporting of financial position and operational results. This includes related-party transactions, acquisition or disposal of assets, or other significant transactions, in accordance with the Companys disclosure and transaction guidelines, and in compliance with the Securities and Exchange Act, SEC rules, and the Stock Exchange of Thailand. The information shall also be disclosed to the Company.

##### **3. Internal Control System:**

The Company shall require subsidiaries to establish an adequate and robust internal control system to ensure that all transactions are conducted in accordance with applicable laws and relevant regulations.

##### **4. Conflict of Interest Management:**

Directors and executives representing the Company in subsidiaries must ensure that any person with a direct or indirect interest, or a potential conflict of interest with the subsidiary, does not participate in the approval of such matters.

##### **5. Performance Reporting:**

The Company shall regularly review performance reports from subsidiaries to plan and set operational targets.

To ensure the subsidiary governance policy remains appropriate and aligned with changing business conditions, regulations, and circumstances, the Company shall review this policy annually.

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

#### **The monitoring of compliance with corporate governance policy and guidelines**

### Operations for conflict of interest prevention over the past year

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

The Board of Directors shall monitor and manage potential conflicts of interest between the Company, management, directors, and shareholders, including preventing improper use of the Company's assets, information, and opportunities, as well as ensuring that transactions with related parties are conducted appropriately.

#### 6.3.1 Information Security

The Board shall oversee the establishment of an information security system, including policies and procedures to ensure confidentiality, integrity, and availability of information, as well as the management of market-sensitive information. The Board shall ensure that directors, senior executives, employees, and relevant external parties such as legal and financial advisors comply with the information security system.

#### 6.3.2 Conflict of Interest Management

The Board shall manage and monitor potential conflicts of interest, establishing guidelines and procedures to ensure that such transactions are conducted in accordance with legal requirements, proper processes, and disclosure obligations, with the primary aim of safeguarding the interests of the Company and its shareholders. Stakeholders with a potential conflict of interest should not participate in related decision-making.

#### 6.3.3 Disclosure of Interests

The Board shall require directors to report any personal interests at least prior to consideration of agenda items, with such disclosures recorded in the Board meeting minutes. Directors with significant interests that may compromise their independent judgment shall abstain from participating in discussions or decisions on the relevant agenda items.

### Number of cases or issues related to conflict of interest

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

## Prevention of the use of inside information to seek benefits

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

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

PMC Label Materials Public Company Limited (the Company) places great importance on preventing the misuse of inside information. The Company's policy prohibits directors, executives, employees, and staff from disclosing confidential or non-public information of the Company, or using such information for personal gain or for the benefit of

others, whether directly or indirectly, and whether or not any remuneration is received. Furthermore, the policy prohibits trading the Company's securities based on inside information. The Company has established guidelines to prevent the misuse of inside information.

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

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

### Anti-corruption action

#### Operations in anti-corruption in the past year

Has the company operated in anti-corruption over the past year : Yes

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

#### Anti-Corruption and Anti-Bribery Policy

The company will comply with all relevant laws and standards, and establish a public policy on anti-corruption and anti-bribery. The company may consider joining networks aimed at fighting corruption and bribery. Additionally, the company encourages other businesses and partners to adopt and publicly declare their anti-corruption and anti-bribery policies and to join relevant networks as well.

#### Number of cases or issues related to corruption

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

## Whistleblowing

### Operations related to whistleblowing over the past year

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

The Board of Directors shall ensure the establishment of clear policies and procedures for whistleblowing. Channels are provided for reporting directly to the Companys Independent Directors. The Company shall maintain the confidentiality of all whistleblowers.

### Independent Directors of the Company Contact Information:

- **Telephone:** (+66) 03 445 2000
- **E-mail:** directors@pmclabel.com
- **Postal Address:** Independent Directors, PMC Label Materials Public Company Limited, 30/28 Moo 2, Khok Kham Subdistrict, Mueang Samut Sakhon District, Samut Sakhon Province 74000, Thailand

### Number of cases or issues related to whistleblowing

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

### The monitoring of compliance with other corporate governance policy and guidelines

The Company recognizes the importance of equipping new directors with the knowledge necessary to perform their duties effectively. Accordingly, an orientation program is provided, covering an overview of the Companys operations, corporate structure, subsidiaries, and associates, to ensure directors understand the business operations and shareholding structure. In addition, essential information and materials are provided, including the Board of Directors Charter, organizational structure, Company bylaws, the Corporate Governance Policy, and other key Company policies, to support directors in their roles.

As this was the first year following the Companys listing on the Stock Exchange of Thailand and its adherence to good corporate governance principles, the Company received the following recognitions in 2025 (B.E. 2568):

1. The Company received the Thai Listed Company Corporate Governance Report (CGR) 2025 assessment by the Institute of Directors (IOD) of Thailand, achieving the Excellent level (5 stars).
2. The Company was evaluated for the quality of its Annual General Meeting of Shareholders (AGM) 2025, receiving a score of 98, rated as Very Good by the Thai Investors Association.
3. The Company promotes training for directors, executives, and all employees through the ESG DNA: Sustainability Knowledge Program for All Organizational Levels by the Stock Exchange of Thailand (E-Learning ESG Knowledge Modules). All participants complete mandatory courses and examinations appropriate to their role, earning the ESG DNA certificate from the Stock Exchange of Thailand.
4. The Company was selected as an investable security in the ESG Emerging group (ESG100) for new listed stocks by the Thaipat Institute.
5. The Company participated in the anti-corruption whistleblowing campaign You ReportWe Act and the CAC Change Agent Program, receiving the highest recognition, CAC Change Agent 3 Stars, reflecting its commitment to conducting business with transparency, extending ethical practices not only internally but also to suppliers and partners throughout the supply chain.

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

### Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 4

List of Directors	Meeting attendance of audit committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mrs. JAMJUREE SIROVETNUKUL (Chairman of the audit committee)	4	/	4	4/4 (100.00%)
2 Mr. PHAYAT WUTTHIRONG (Member of the audit committee)	4	/	4	4/4 (100.00%)
3 Ms. PIMSIRI CHIWAMIT (Member of the audit committee)	4	/	4	4/4 (100.00%)
<b>Average meeting attendance rate</b>				<b>(100.00%)</b>

### The results of duty performance of the audit committee

#### Roles and Responsibilities of the Audit Committee

1.1 Review and ensure that the Company and its subsidiaries prepare financial statements that are accurate, complete, and adequately disclosed, coordinating with external auditors and responsible management for both quarterly and annual reports. The Audit Committee may recommend the external auditors to review or examine any transactions deemed necessary and significant during the audit process.

1.2 Review and ensure that the Company and its subsidiaries maintain an appropriate and effective internal control and internal audit system, coordinating with the internal audit function. Consider the independence of the internal audit unit and approve the appointment, reassignment, or termination of the head of internal audit or any other unit responsible for internal audit. Recommend reviews or audits of transactions deemed necessary and significant and propose suggestions to improve the Company's key internal controls to the Board of Directors, in coordination with external auditors and the head of internal audit.

1.3 Select and propose independent individuals to serve as the Company's external auditors, including recommending their remuneration to the Board, taking into account their credibility, adequacy of resources, and audit workload. Meet with external auditors without management present at least once a year.

1.4 Review and ensure compliance with relevant laws, including the Securities and Exchange Act, Stock Exchange regulations, Company policies, rules, and other laws related to the Company's business.

1.5 Review the Company's internal audit plans according to generally accepted standards and practices.

1.6 Examine related-party transactions or transactions with potential conflicts of interest to ensure compliance with applicable laws and stock exchange regulations and to confirm that disclosures are accurate, complete, and reasonable, in the best interest of the Company.

1.7 Review the Company's financial management, risk management, and adherence to the business ethics of management, in coordination with management, for significant reports required to be disclosed to the public by law.

1.8 Prepare an Audit Committee activity report for disclosure in the Company's annual report, signed by the Chair of the Audit Committee. The report should include, at a minimum:

- Opinions on the preparation and disclosure of the Company's financial statements for accuracy, completeness, and reliability
- Opinions on the adequacy of the Company's internal control system
- Reasons supporting the suitability of the external auditor for reappointment
- Opinions on compliance with securities laws, stock exchange regulations, or other applicable laws
- Opinions on transactions with potential conflicts of interest
- Number of Audit Committee meetings and individual attendance
- Overall observations or comments obtained from performing duties under the Audit Committee Charter
- Any other matters deemed necessary for shareholders and investors within the scope of the Audit Committee's responsibilities

1.9 Conduct meetings to review matters assigned, including:

- Financial statements, accounting principles and practices, compliance with accounting standards, going concern status, and significant policy changes and management's rationale before submission to the Board and public disclosure
- Internal control and internal audit systems
- Issues or limitations identified during internal audits and review of internal audit operations
- Issues or limitations arising from the external audit of financial statements
- Planning and review of electronic data processing and IT security projects to prevent fraud or misuse by employees or third parties
- Compliance with securities laws, stock exchange regulations, and other relevant laws
- Other tasks assigned by the Board
- Self-assessment of the Audit Committee's performance and responsibilities

1.10 Ensure the Company prepares financial statements accurately and adequately.

1.11 Participate in the appointment, removal, and performance evaluation of internal audit staff.

1.12 Review with management policies and adequacy of key risk management practices.

1.13 Review the Company's financial management policies.

1.14 Submit Audit Committee activity reports to the Board of Directors.

1.15 Perform other duties as assigned by the Board within the Audit Committee's authority and responsibilities.

- 1.16 Review the Audit Committee Charter at least once a year.
- 1.17 Comply with the Companys anti-corruption policies.
- 1.18 Perform any other tasks as assigned by the Board of Directors.

## Information on summary of the results of duty performance of subcommittees

### Meeting attendance and the results of duty performance of subcommittees

#### Meeting attendance of Executive Committee

Meeting Executive Committee (times) : 6

List of Directors	Meeting attendance of Executive Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. EK SUWATTHANAPHIM (The chairman of the executive committee)	6	/	6	6/6 (100.00%)
2 Mrs. Sethaporn Sundaravibhata (Member of the executive committee)	6	/	6	6/6 (100.00%)
3 Mr. SITTHA SUWATTHANAPHIM (Member of the executive committee)	6	/	6	6/6 (100.00%)
4 Mr. Surapong Laosutthi (Member of the executive committee)	6	/	6	6/6 (100.00%)
5 Ms. Nida Thiengham (Member of the executive committee)	6	/	6	6/6 (100.00%)
<b>Average meeting attendance rate</b>				<b>(100.00%)</b>

#### The results of duty performance of Executive Committee

In addition to their primary role as representatives of the shareholders, the powers, duties, and responsibilities of the Companys directors shall be in accordance with the law, the Companys Articles of Association, and resolutions of the shareholders meetings. These include, but are not limited to, the following:

1. Perform duties with responsibility, honesty, loyalty, due care, accountability, and ethics, taking into consideration the interests of all shareholders equally, and in compliance with applicable laws, the Companys objectives, Articles of Association, and shareholders resolutions. This includes actions that require prior shareholder approval, such as transactions under the law, related-party transactions, and acquisition or disposal of significant assets, as well as compliance with the Companys Anti-Corruption Policy.
2. Review and approve business policies, corporate objectives, operational plans, business strategies, and the annual budget of the Company.

3. Consider and approve the appointment of individuals with the required qualifications and without prohibited characteristics under the Public Limited Companies Act B.E. 2535 (1992) and the Securities and Exchange Act, including relevant notifications, regulations, or rules, to serve as directors in cases of vacancies other than regular term expirations.
4. Appoint independent directors and sub-committees, such as the Audit Committee, Nomination and Remuneration Committee, Risk Management Committee, Corporate Governance Committee, Executive Committee, and/or other sub-committees to assist the Board, in accordance with applicable laws and regulations, or propose such appointments to the shareholders meeting for approval.
5. Appoint other individuals to conduct the Companys operations under the control of the Board, granting such authority as deemed appropriate by the Board, and the Board may revoke, modify, or amend such authority at any time.
6. Appoint the Chief Executive Officer (CEO) and determine the framework for the CEOs compensation as proposed by the Nomination and Remuneration Committee.
7. Determine and update the list of authorized directors who can legally bind the Company.
8. Establish the vision, policies, and strategic direction of the Company, approve the annual budget, and oversee management to ensure effective and efficient implementation for maximum shareholder value and sustainable growth.
9. Prepare and sign the Companys balance sheet and profit and loss statement at the end of the fiscal year for submission to the Annual General Meeting of Shareholders for approval.
10. Approve the appointment of the external auditor and review the annual audit fees for submission to the shareholders for approval.
11. Ensure that the Company and its subsidiaries have appropriate and effective accounting and financial reporting systems, risk management systems, internal control systems, and internal audit systems. Assign the Risk Management Committee and Audit Committee to review these systems for adequacy and effectiveness.
12. Independent directors should exercise independent judgment in strategic decisions, management oversight, resource allocation, board appointments, and business standards, including dissenting where necessary to protect the interests of all shareholders equally.
13. Establish a Code of Business Conduct for directors, executives, and employees as a standard for corporate conduct.
14. Develop a succession plan for senior management.
15. Regularly review and update key policies and plans to ensure they remain current and appropriate to the business environment.
16. Periodically review and update the Board Charter to reflect changing circumstances.
17. Appoint other individuals to manage the Company under the Boards supervision or delegate authority as deemed appropriate, with the Board retaining the right to revoke, amend, or modify such authority.
18. Approve acquisition or disposal of assets, except where shareholder approval is required, in compliance with the relevant regulations of the Securities and Exchange Commission and/or Stock Exchange of Thailand.
19. Approve related-party transactions, except where shareholder approval is required, in compliance with regulations of the Securities and Exchange Commission and/or Stock Exchange of Thailand.
20. Oversee subsidiaries to ensure legal compliance, including accurate and complete disclosure of financial position, operational results, related-party transactions, significant asset acquisitions or disposals, and other material information.
21. Ensure the disclosure of information to shareholders and stakeholders is accurate, complete, transparent, reliable, timely, and equitable.
22. Act responsibly toward shareholders by safeguarding their interests and providing accurate, complete, and transparent disclosure of material information.
23. Approve interim dividend payments when the Company has sufficient profit, and report such payments to shareholders at the next shareholders meeting.

24. Appoint a Company Secretary with the appropriate knowledge, experience, and qualifications to assist the Board in performing its duties and ensuring the Company operates in compliance with laws, notifications, and relevant regulations.

### Meeting attendance of 3. Risk Management Committee

Meeting 3. Risk Management Committee : 4  
(times)

List of Directors	Meeting attendance of 3. Risk Management Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. PHAYAT WUTTHIRONG (The chairman of the subcommittee, Independent director)	4	/	4	4/4 (100.00%)
2 Mrs. JAMJUREE SIROVETNUKUL (Member of the subcommittee, Independent director)	4	/	4	4/4 (100.00%)
3 M.L. THIRACHET SONAKUL (Member of the subcommittee, Independent director)	4	/	4	4/4 (100.00%)
4 Mrs. ANGELI SUWATTHANAPHIM (Member of the subcommittee)	4	/	4	4/4 (100.00%)
<b>Average meeting attendance rate</b>				<b>(100.00%)</b>

### The results of duty performance of 3. Risk Management Committee

#### Roles and Responsibilities of the Risk Management Committee

1.1 Review, examine, and present the Company's risk management policies and framework including risk management policies, organizational structure, and processes and conduct regular reviews at least annually to ensure the risk management framework is effective, aligned with international standards, and consistent with the Company's strategic direction and business plans, before presenting to the Board of Directors for acknowledgment.

1.2 Consider and approve the Company's Risk Appetite levels and present them to the Board of Directors for acknowledgment.

1.3 Oversee the development and ongoing implementation of risk management policies and frameworks to ensure an effective enterprise-wide risk management system and consistent adherence throughout the Group.

1.4 Review risk management reports to monitor significant risks and ensure that the organization manages risks adequately and appropriately for the Company's operations, keeping risks within acceptable levels and in line with the risk management policy.

1.5 Coordinate with the Audit Committee regarding key risks, and ensure that the internal audit function reviews and validates the risk management system, confirming that the Company maintains adequate internal controls and appropriately applies the risk management system throughout the organization.

- 1.6 Regularly report on key risk management activities and significant risk mitigation measures to the Board of Directors.
- 1.7 Provide guidance and advice to the Sub Risk-Management Committee (SRM), relevant departments, and/or working groups on risk management, including proposing appropriate approaches for addressing and improving risk management systems.
- 1.8 Consider the appointment of additional or replacement sub-committee members, staff, or working groups related to risk management, and define their roles and responsibilities to facilitate effective achievement of objectives.
- 1.9 Strictly comply with the Companys anti-corruption policies and procedures.
- 1.10 When performing its duties, the Risk Management Committee may seek advice from independent consultants if deemed necessary and appropriate, with all related costs borne by the Company.
- 1.11 Maintain regular communication and exchange of information with the Audit Committee regarding risks and internal controls.
- 1.12 Perform other risk management-related duties as assigned by the Board of Directors.

*In addition, executives, departments, internal auditors, and external auditors are required to report or submit relevant information and documentation to the Risk Management Committee to support its operations and ensure the Committee fulfills its assigned responsibilities effectively.*

#### Meeting attendance of 4. Nomination and Remuneration Committee

Meeting 4. Nomination and : 2  
Remuneration Committee (times)

List of Directors	Meeting attendance of 4. Nomination and Remuneration Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 M.L. THIRACHET SONAKUL (The chairman of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
2 Mr. BOONRAT LOHWONGWATANA (Member of the subcommittee, Independent director)	1	/	2	1/2 (50.00%)
3 Mr. EK SUWATTHANAPHIM (Member of the subcommittee)	2	/	2	2/2 (100.00%)
<b>Average meeting attendance rate</b>				<b>(83.33%)</b>

#### The results of duty performance of 4. Nomination and Remuneration Committee

##### 5.1 Recruitment Responsibilities

1. **Establish recruitment criteria and processes** for the Companys directors, sub-committee members, directors of subsidiaries, and senior executives (CEO and the next four top executives) or other key positions such as Company Secretary, as assigned by the Board.

2. **Determine recruitment and appointment criteria for senior executives** in coordination with the Chief Executive Officer.
3. **Review and determine the structure, size, composition, and qualifications** of the Board of Directors, sub-committees, and directors of subsidiaries to ensure alignment with the Companys strategy and changing business environment.
4. **Recruit, select, and propose qualified candidates** with knowledge, expertise, skills, and experience beneficial to the Companys business to serve as directors, sub-committee members, subsidiary directors, and senior executives (CEO and next four top executives). Ensure that candidates meet all legal requirements and do not conflict with applicable laws governing the Companys business. Provide sufficient information to shareholders about proposed candidates for informed decision-making.
5. **Oversee the succession plan** to ensure continuity of leadership in the event of retirement, resignation, or incapacity of the CEO or senior executives. The Nomination Committee shall report the status of the succession plan to the Board at least once a year and supervise the management and development of personnel to maintain adequate numbers, skills, experience, and motivation.
6. **Review recruitment criteria and procedures for directors** prior to the nomination of directors whose terms are ending.
7. **Assess the independence of each independent director** to ensure compliance with independence requirements.
8. **When proposing reappointment of directors**, evaluate their performance, contributions, and attendance at Board and shareholder meetings to provide shareholders with relevant information for decision-making.
9. **Oversee orientation programs for new directors** and provide useful materials and information to facilitate their duties. Continuously consider training and development programs for directors, sub-committee members, and the CEO to enhance understanding of the Companys business, roles, and relevant developments such as economic and industry conditions, regulations, and applicable laws.
10. **Perform other duties as assigned** by the Board, subject to the approval of the Nomination Committee.

## 5.2 Remuneration Responsibilities

1. **Review and determine the remuneration framework** for directors, sub-committee members, subsidiary directors, and senior executives (CEO and next four top executives) to ensure fairness and appropriateness:
  - 1.1 **Review current remuneration structures** by referencing compensation practices of peer companies in the same industry.
  - 1.2 **Evaluate each type of remuneration**, considering amounts, ratios, and appropriateness of fixed and variable compensation, taking into account company performance, business scale, and the knowledge, ability, and experience of directors. Ensure remuneration is sufficient to attract qualified directors who can dedicate adequate time to the Company.
2. **Determine annual monetary and non-monetary remuneration** for directors, sub-committee members, CEO, and top four executives according to the approved framework. Propose CEO and senior executive compensation to the Board for approval. Director and sub-committee remuneration should be submitted to the Annual General Meeting of shareholders for approval.
3. **Review and approve the overall remuneration framework, annual salary adjustments, bonuses, and other benefits:**
  - 3.1 **Assess the proposed compensation framework** for senior executives and employees to ensure fairness, incentivize performance, and align with the Companys success.
  - 3.2 **Review the budget for annual salary increases, annual bonuses, and other special remuneration** for executives and employees.
4. **Approve and review performance evaluation mechanisms** for the Board, sub-committees, and CEO. The results of such evaluations shall be used as a reference for determining director remuneration.

Meeting attendance of 5. Corporate Governance and Sustainability  
Committee

Meeting 5. Corporate Governance and : 1

Sustainability Committee (times)

List of Directors	Meeting attendance of 5. Corporate Governance and Sustainability Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 M.L. THIRACHET SONAKUL (The chairman of the subcommittee, Independent director)	1	/	1	1/1 (100.00%)
2 Mr. BOONRAT LOHWONGWATANA (Member of the subcommittee, Independent director)	1	/	1	1/1 (100.00%)
3 Mr. EK SUWATTHANAPHIM (Member of the subcommittee)	1	/	1	1/1 (100.00%)
<b>Average meeting attendance rate</b>				<b>(100.00%)</b>

**The results of duty performance of 5. Corporate Governance and Sustainability Committee**

**1.1 Corporate Governance, Anti-Corruption, and Sustainability Policies**

**1.1 Policy Development**

- Formulate the Corporate Governance and Sustainability Development Policy, the Anti-Corruption Policy, the Environmental, Social, and Governance (ESG) Policy, as well as the Companys Business Ethics and Code of Conduct.
- Ensure that all policies comply with applicable laws, regulations, and the Companys internal rules, including oversight by regulatory authorities such as the Stock Exchange of Thailand (SET) and the Securities and Exchange Commission (SEC).
- Submit the policies to the Board of Directors for approval and use them as guidelines for best practices within the organization.

**1.2 Policy Oversight and Implementation**

- Supervise and propose measures to promote adherence to corporate governance and anti-corruption policies by directors, executives, and employees.
- Ensure compliance with business ethics and code of conduct, thereby enhancing the Companys corporate governance standards to align with international best practices.

**1.3 Policy Review and Improvement**

- Regularly review and update the corporate governance and anti-corruption policies, ESG policies, and business ethics/code of conduct to ensure consistency with legal requirements, regulations, and shareholder proposals regarding good corporate governance.

**Corporate Governance Responsibilities**

**1.4 Monitoring and Evaluation**

- Monitor and evaluate the performance of the Board of Directors and management in accordance with corporate governance policies.

- Conduct annual assessments of corporate governance practices and present recommendations and necessary observations to the Board of Directors.

#### 1.5 Documentation and Guidelines

- Develop drafts of policies, manuals, and other documents related to good corporate governance, ensuring clarity, practicality, and alignment with applicable laws, Cabinet resolutions, regulations, and international standards.

#### 1.6 Consultation

- Consult with independent advisors or corporate governance experts as necessary to achieve the objectives of the charter.

#### 1.7 Other Duties

- Perform any additional corporate governance tasks as assigned by the Board of Directors.

### Anti-Corruption Responsibilities

#### 1.8 Risk Assessment

- Evaluate corruption and fraud risks in collaboration with the Risk Management Committee, summarizing potential risks in each business process and proposing appropriate preventive and corrective measures.

#### 1.9 Whistleblowing and Complaint Handling

- Receive complaints or whistleblowing reports related to corruption via the Company's official email.
- Investigate, make decisions, and respond to whistleblowers regarding reported corruption cases.

#### 1.10 Supervision

- Oversee and supervise the Company's anti-corruption unit to ensure effective implementation of anti-corruption measures.

### Sustainability Responsibilities

#### 1.11 Sustainability Policy

- Establish comprehensive organizational sustainability policies covering ESG dimensions: economic, environmental, social, and corporate governance aspects.
- Monitor and ensure adherence to these sustainability policies.

#### 1.12 Corporate Social Responsibility (CSR)

- Define CSR policies and implementation plans for approval by the Board of Directors.
- Oversee CSR activities and ensure proper reporting of CSR and sustainability initiatives to the Corporate Governance and Sustainability Committee and the Board of Directors.

## Corporate Sustainability Policy

### Information on policy and goals of sustainable management

#### Sustainability Policy

Sustainability Policy : Yes

The Company believes that achieving sustainable business growth must go hand in hand with creating real benefits for society, communities, and the environment. The Company has established policies and operational directions that align with the goals of the United Nations Sustainable Development Goals (SDGs) under the principles of good corporate governance, covering all aspects including economic, social, environmental, and governance (Environmental, Social, and Governance or ESG). This is to address the changing global situation.

The Company has set clear policies and practices for conducting business, integrating sustainable development concepts as a core principle in every operational process. These principles are communicated to various operational levels within the organization and integrated into operational plans to ensure that they are interconnected and balanced across all dimensions, including the supply chain. This approach aims to achieve sustainable development outcomes, bringing maximum benefits to all stakeholders, with a focus on social and environmental responsibility.

#### Sustainability management goals

Does the company set sustainability management goals : Yes

In line with the United Nations Sustainable Development Goals (SDGs), which comprise 17 key objectives, the Company places emphasis on development that balances the three dimensions of economy, society, and environment. The Company adheres to the principles of integration and participation to ensure that no one is left behind.

The Company has established operational guidelines aligned with the SDG framework, which not only contribute to addressing global structural challenges but also enhance business value, strengthen the Company's international reputation, and serve as a key mechanism for driving the Company's sustainable development objectives, as outlined below.

United Nations SDGs that align with the organization's sustainability management goals : Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 15 Life on Land

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

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

Has the company reviewed the policy and/or goals of sustainable management over the past year : Yes

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

Adapt to align with the current situation

## Information on impacts on stakeholder management in business value chain

### Business value chain

The Company considers all stakeholders and emphasizes the management of sustainability throughout the value chain of its business activities. The Company's value chain starts with the procurement of raw materials, sourcing valuable materials, product and service processing, testing and quality control according to established standards, transportation and distribution of products, after-sales services, and addressing issues encountered from usage and customer complaints. These are used to research and develop new products that can meet the specific needs of each customer (Tailor-Made), in order to respond to the demands and expectations of all stakeholders, guided by principles of good governance and environmental care.

### Analysis of stakeholders in the business value chain

#### Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<b><u>Internal stakeholders</u></b>			
<ul style="list-style-type: none"> <li>• Employees</li> </ul>	<ul style="list-style-type: none"> <li>- Treat employees equally and fairly.</li> <li>- Provide compensation commensurate with knowledge and capabilities, along with appropriate benefits.</li> <li>- Focus on the continuous development of employees potential, knowledge, and skills.</li> <li>- Ensure occupational</li> </ul>	<ul style="list-style-type: none"> <li>- Manage wages and benefits in line with market and industry standards.</li> <li>- Provide uniforms and safety shoes for employees.</li> <li>- Offer annual health check-ups, health insurance, accident insurance, and establish a provident fund.</li> <li>- Conduct comprehensive</li> </ul>	<ul style="list-style-type: none"> <li>• Online Communication</li> <li>• Internal Meeting</li> <li>• Complaint Reception</li> <li>• Employee Engagement Survey</li> <li>• Satisfaction Survey</li> <li>• Training / Seminar</li> </ul>

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
	<p>safety and health, and strictly comply with labor laws.</p>	<p>training, seminars, and workshops for all employees.</p> <ul style="list-style-type: none"> <li>- Utilize the SAP Business One system to integrate departmental operations, generate reports, and facilitate easy-to-understand analysis.</li> <li>- Implement accident prevention measures, ensure a safe workplace, and promote a safety-conscious culture among employees.</li> </ul>	
<p><u>External stakeholders</u></p>			

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> <li>Shareholders</li> </ul>	<p>Distribute dividends at an appropriate and satisfactory level.</p> <p>Achieve continuous and sustainable growth in operational performance while maximizing long-term shareholder value.</p> <p>Apply good corporate governance principles, including transparent, efficient, and reliable disclosure of information.</p>	<p>Distribute dividends to shareholders in accordance with the Companys dividend policy.</p> <p>Conduct business under good corporate governance principles and adhere to sound governance practices.</p> <p>Comply with applicable laws and provide clear disclosure of corporate governance information, such as the Companys Good Corporate Governance Policy, Code of Business Conduct, and Anti-Corruption Policy.</p>	<ul style="list-style-type: none"> <li>Online Communication</li> <li>Annual General Meeting (AGM)</li> <li>Complaint Reception</li> </ul>

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> <li>Customers</li> </ul>	<ul style="list-style-type: none"> <li>Commit to ensuring customer satisfaction and confidence by providing high-quality products and services at reasonable prices, while maintaining good relationships.</li> <li>Deliver products and services of high quality.</li> <li>Treat customers fairly in all matters related to products and services, without discrimination.</li> <li>Adhere to all agreements and terms with customers in a fair and transparent manner.</li> </ul>	<ul style="list-style-type: none"> <li>Maintain the quality and standards of products and services, and strive to meet customer needs as comprehensively as possible.</li> <li>Provide channels for customers to report inappropriate products or services, enabling the Company to resolve issues promptly.</li> <li>Emphasize the provision of complete, accurate, and truthful information about products and services, including guidance on appropriate product use for customers.</li> <li>Uphold the Company's Anti-Corruption Policy.</li> </ul>	<ul style="list-style-type: none"> <li>Online Communication</li> <li>Complaint Reception</li> <li>Others <ul style="list-style-type: none"> <li>The Company's website has been enhanced with additional contact channels, including an official LINE account, to keep pace with current technology and provide greater convenience for customers.</li> </ul> </li> </ul>

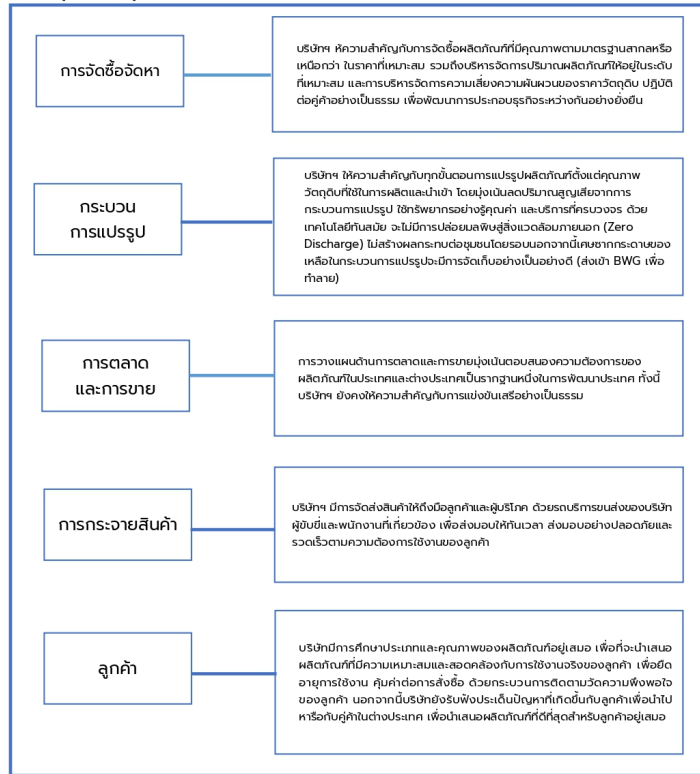
Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> <li>Suppliers</li> </ul>	<p>Conduct procurement operations in a transparent and fair manner.</p>	<ul style="list-style-type: none"> <li>Implement a fair partner/vendor selection process based on equal access to information and objective evaluation criteria in accordance with the Companys supplier assessment and selection guidelines.</li> <li>Establish a monitoring system to ensure that the Company fully complies with commercial terms and payment schedules.</li> <li>Uphold the Companys Anti-Corruption Policy.</li> </ul>	<ul style="list-style-type: none"> <li>Online Communication</li> <li>Complaint Reception</li> <li>Satisfaction Survey</li> </ul>
<ul style="list-style-type: none"> <li>Creditor</li> </ul>	<p>Honor contracts and strictly adhere to the terms and conditions with creditors.</p>	<p>Ensure timely repayment of principal and interest, as well as proper management of collateral.</p>	<ul style="list-style-type: none"> <li>Online Communication</li> <li>Complaint Reception</li> </ul>

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> <li>• Competitors</li> </ul>	<ul style="list-style-type: none"> <li>- Implement policies that support and promote free and fair trade, in accordance with established competition rules.</li> <li>- Conduct business with ethical competition, fully complying with applicable laws.</li> </ul>	<ul style="list-style-type: none"> <li>- Conduct business transparently and in full compliance with applicable laws.</li> <li>- Avoid gaining unfair competitive advantages.</li> </ul>	<ul style="list-style-type: none"> <li>• Online Communication</li> <li>• Complaint Reception</li> </ul>

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> <li>• Community</li> <li>• Society</li> </ul>	<ul style="list-style-type: none"> <li>-Support and promote local community activities</li> <li>- Source and develop innovations to create environmentally friendly products</li> <li>- Strictly comply with environmental laws and regulations</li> </ul>	<ul style="list-style-type: none"> <li>- Promote environmental awareness and responsibility among employees by minimizing pollution and using resources and energy efficiently.</li> <li>- Implement the Sharing for Thai Society program, which includes activities such as providing scholarships, supporting educational materials and equipment, and supplying sports equipment to schools in nearby areas, in collaboration with the Industrial Estate Authority of Thailand.</li> </ul>	<ul style="list-style-type: none"> <li>• Visit</li> <li>• Social Event</li> <li>• Online Communication</li> <li>• Complaint Reception</li> <li>• Training / Seminar</li> </ul>

Diagram of the stakeholder analysis in the business value chain

**ห่วงโซ่คุณค่าของธุรกิจ**



**Information on organization's material sustainability topics**

**Organization's material sustainability topics**

The company has identified its sustainability : Yes  
materiality topics

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

**Details of organization's material sustainability topics**

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
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The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Value Chain	<ul style="list-style-type: none"> <li>• Environmental Management Standards Policy and Compliance</li> <li>• Energy Management</li> <li>• Water Management</li> <li>• Waste and Waste Management</li> <li>• Greenhouse Gas Management</li> <li>• Biodiversity Management</li> <li>• Human Rights</li> <li>• Fair Labor Practices</li> <li>• Customer / Consumer Responsibility</li> <li>• Community / Social Responsibility</li> <li>• Good Governance</li> <li>• Sustainability Risk Management</li> <li>• Sustainable Supply Chain Management</li> <li>• Innovation Development</li> </ul>

**Information on sustainability report**

**Corporate sustainability report**

Corporate sustainability report : Doesnt Have data

**Company sustainability disclosure aligned with standards**

## Sustainability risk management

### Information on risk management policy and plan

#### Risk management policy and plan

Therefore, the Company places significant importance on comprehensive risk management and has integrated sustainability risk (ESG Risk) into the processes of defining the Company's mission, corporate strategy, and the analysis of sustainability risks and material issues (Sustainability Risk and Materiality Analysis). This integration is used to assess and manage risks at all levels of the organization, helping to reduce risks, create business opportunities, enhance transparency, and strengthen the confidence of all stakeholders.

The Company adopts an enterprise-level risk management framework in accordance with **COSO ERM 2017: Enterprise Risk Management Integrating with Strategy and Performance**, which is an international standard for risk management. This framework establishes the structure, processes, and principles for managing risks across the organization in alignment with good corporate governance principles, supporting the achievement of the Company's objectives and goals effectively and sustainably.

### Information on ESG risk factors management standards

#### ESG risk factors management standards

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

### Information on ESG risk factors

#### Risk factors on business operation

#### Operational risk associated with the Company or the group of companies

##### Risk 1 Operations Risk

- Related risk factors : Strategic Risk
  - Business operations of partners in the supply chain
  - Reliance on large partners / distributors or few partners / distributors
  - Other : -

ESG risk factors : No

#### Risk characteristics

##### 2.1.1.1 Risk of Raw Material Shortages and Volatility in Raw Material Prices

The Company is engaged in the manufacture and distribution of stickers (Self-Adhesive Labels), which serve as upstream products for product labeling and packaging applications. The key raw materials used in the production of such labels include paper, adhesive, and film. These raw materials are sourced from both overseas and domestic suppliers, accounting for approximately 61% and 39% of total raw material purchases, respectively.

The Company does not enter into long-term raw material supply contracts with any particular supplier, but instead procures raw materials on a purchase-order basis. Accordingly, any disruption in the production processes of raw material suppliers arising from extraordinary circumstances such as labor strikes, natural disasters, outbreaks of infectious diseases including COVID-19, or international trade conflicts may result in temporary shortages in raw material supply and could affect the Company's production capabilities and cost structure.

### **Risk-related consequences**

The prices of raw materials may continue to be adversely affected by unfavorable changes in macroeconomic factors beyond the Company's control, such as pulp prices, crude oil prices, global market demand, domestic and international economic conditions, as well as fluctuations in foreign exchange rates. In the event of significant volatility in raw material prices, the Company may incur higher procurement costs, which could materially affect the Company's operating results.

In addition, disruptions in the global supply chain or logistics industry may negatively impact the Company's ability to procure sufficient raw materials in a timely manner, and may also affect the Company's ability to deliver products to customers as scheduled. Furthermore, the global shortage of shipping containers may cause delays in raw material deliveries and may result in a substantial increase in transportation costs. Higher freight service charges contributed to a rise in the Company's raw material import costs in 2023, accounting for 85.6%. However, as these circumstances gradually improved, raw material costs began to decline, with a slight reduction to 85.2% in 2024, and further decreasing to 83.7% in 2025, respectively.

### **Risk management measures**

To mitigate the risks arising from raw material price volatility, the Company's procurement department compares raw material prices among multiple suppliers to ensure that the Company procures raw materials at prices and on terms most favorable to the Company. The Company also maintains a policy of fostering strong relationships with its raw material suppliers, while continuously monitoring market information, news, and events that may directly or indirectly affect the availability and pricing of raw materials. This enables the Company to assess potential risks relating to raw material shortages or price fluctuations. In addition, the Company's management reports significant changes in raw material prices to the Board of Directors on a quarterly basis, ensuring that the Company can adequately prepare for and promptly respond to any emerging risks.

## **Information on business continuity plan (BCP)**

### **Business Continuity Plan (BCP)**

Business Continuity Plan (BCP) : Yes

**PMC Label Materials Public Company Limited (the Company)** has established guidelines for formulating a Business Continuity Management (BCM) Plan to ensure preparedness for crisis situations or emergency events, whether arising from natural disasters such as floods, fires, or earthquakes or from intentional acts that may disrupt the organization, such as protests or riots. Such events may cause operational disruptions or hinder the Company's ability to provide services continuously, which could adversely affect the Company's operational performance and its ability to achieve organizational objectives. Therefore, a comprehensive Business Continuity Plan is essential to enable each unit to effectively respond to emergency situations, restore operations within an appropriate timeframe, and mitigate the severity of any adverse impacts.

Recognizing the importance of crisis management, the Company has developed a **Business Continuity Plan (BCP)** to be used as a framework for responding to and operating during emergency situations. These emergencies or disasters may necessitate the temporary suspension of operations or disruptions in service delivery. Without an adequate continuity

framework, such disruptions could significantly impair the Company's operations. Accordingly, the formulation of the Company's BCP is crucial to ensuring that the Company can effectively manage unforeseen emergency events and promptly resume critical business processes at normal capacity or at the predefined acceptable service level. This, in turn, helps minimize the overall severity of the impacts on the organization.

## Sustainable supply chain management

### Information on sustainable supply chain management policy and guidelines

#### Sustainable supply chain management policy and guidelines

Companys sustainable supply chain management : Yes  
policy and guidelines

### Information on sustainable supply chain management plan

#### Sustainable supply chain management plan

Companys sustainable supply chain management : Yes  
plan

The Company places great importance on its stakeholders and on the sustainable management of activities throughout its business value chain. The Companys value chain begins with the procurement of raw materials and the sourcing of quality and value-added inputs, followed by product manufacturing processes and service delivery. These include product testing and quality control in accordance with established standards, as well as the transportation and distribution of finished products.

Furthermore, the Company provides after-sales services and actively gathers feedback on issues encountered during product usage, including customer complaints. Such information is used for research and development to explore and design products that meet the specific needs of each customer (Tailor-Made). All of these efforts are aimed at fulfilling the expectations and requirements of all stakeholders, in alignment with the principles of good corporate governance and environmental stewardship.

### Information on new suppliers undergoing sustainability screening criteria

#### New suppliers undergoing sustainability screening criteria

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

	2023	2024	2025
Percentage of new suppliers undergoing sustainability screening criteria over the past year (%)	1.46	2.87	2.87

### Information on supplier code of conduct

#### Supplier code of conduct

Supplier code of conduct : Yes

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

#### Key suppliers acknowledging compliance with the supplier code of conduct

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

	2023	2024	2025
Percentage of key suppliers acknowledging compliance with the supplier code of conduct over the past year (%)	0.00	0.00	100.00

## Innovation development

### Information on innovation development policy and guidelines in an organizational level

#### Research and development policy (R&D)

Company's research and development (R&D) policy : Yes

#### Research and development (R&D) expenses over the past 3 years

	2023	2024	2025
Research and development (R&D) expenses over the past 3 years (Million Baht)	1,487.46	824.15	824.15

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

The Company places great importance on developing sticker products that incorporate new technologies in production to meet the needs of customers across various industries. The Company has its own research and development department, which is primarily responsible for developing products that address issues related to product usage. This includes inventing and developing adhesive formulas in the sticker production process to enhance adhesive performance on surfaces.

The R&D department works closely with the sales and production departments to develop new products that align with market demand. This involves understanding customer needs, studying issues related to product usage, and analyzing changes in the relevant industries both domestically and internationally. This approach guides the development of new products and expansion of product types to ensure that the Company can successfully market these products in the future.

Over the past 2-3 years, the Company's R&D department has successfully developed several products for the market, such as the creation of adhesive formulas specifically for labeling beverage bottles to ensure they are both aesthetically pleasing and durable. Additionally, the Company has developed environmentally friendly products, such as wash-off labels that can be removed with water without leaving residue. These products have been tested and certified by the Association of Plastic Recyclers (APR) in the United States, ensuring that they allow PET plastic packaging bottles to be fully recyclable (100%). As a result, the Company is currently the only Thai company and one of the few sticker manufacturers globally capable of producing products that have received this international certification.

### Information on organizations innovation culture development and promotion process

#### Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's : Yes  
innovation culture

1. Focus on Sustainable Product Development, Specialty Adhesive Innovation, and Advanced Industrial Solutions

In 2025, the Company remained committed to its vision of being an innovation-driven industry leader, placing strong emphasis on the continuous research and development of high-performance products that offer clear differentiation from conventional goods in the market. This direction aligns with the Company's environmentally responsible business strategy to ensure long-term sustainable growth. During the year, the Company significantly expanded the proportion of products manufactured from environmentally friendly raw materials, particularly through a shift toward water-based adhesives to replace solvent-based adhesives, thereby effectively reducing volatile emissions and unpleasant odors. In addition to its achievement in 2022 when the Company obtained certification from the **Association of Plastic Recyclers (APR)** in the United States for its No Residue removable label that enables 100% recyclability of PET packaging, the Company's R&D team has further advanced its specialty adhesive innovations. These innovations now support applications under demanding conditions, including adhesives resistant to extreme heat and cold, addressing increasingly complex requirements across modern industrial sectors. The Company also continues to emphasize compliance with global standards such as **UL** for electrical and electronic appliances, as well as **RoHS** and **REACH**, confirming that its products are free from hazardous substances and safe for consumers in accordance with European Union regulations.

To expand its product portfolio, the Company has made strategic inroads into the **electronics industry**, developing labels with electrical insulation properties and high chemical resistance. The Company has also ventured into **graphic media materials** for decorative applications and outdoor signage requiring high flexibility and UV durability. These products are classified within the Specialty Products category, alongside the Company's successful offerings such as **tire labels** and **luggage tags**. The Company firmly believes that focusing on high-technology, value-added products characterized by superior pricing and higher margins compared with conventional labels will be a key driver of profit growth and will reinforce the Company's long-term competitive advantage within the region.

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

### Benefits of innovation development

#### Financial benefits

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

#### Non-financial benefits

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

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