



## ESG Performance Report for Listed Companies in 2025

**SAHAMITR PRESSURE CONTAINER PUBLIC COMPANY LIMITED**

Fiscal Year End 31 December 2025

Sustainable  
Growth

45<sup>th</sup>

ANNIVERSARY  
1981 - 2026



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# ESG Performance

Company Name : SAHAMITR PRESSURE CONTAINER PUBLIC COMPANY LIMITED

Symbol : SMPC

Market : SET

Industry Group : Industrials

Sector : Packaging

## Environmental management

### Information on environmental policy and guidelines

#### Environmental policy and guidelines

Environmental policy and guidelines : Yes

Environmental guidelines : Electricity management, Fuel management, Water resources and water quality management, Waste management, Greenhouse gas and climate change management, Air quality management, Noise pollution management

The policies are as follows:

- To ensure that all functions relating to the operations/manufacturing are environmental friendly.
- To prevent accidents and to control waste discharge to be below the acceptable level, or in line with the related laws.
- To be responsible and uphold the protection of environment and also the local culture and tradition where the company operate.
- To promptly and effectively respond to any incident impacting the environment and community from the company's operations by providing full cooperation to the government officers and related organizations.
- To not perform any activity that would harm the overall natural resources and environment.
- Committed to development for environmental protection, pollution prevention, and the optimal use of natural resources.
- Instilling environmental awareness in employees

### 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, Fuel 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

Environmental policies, practices and targets are part of the company's sustainability policies. They were reviewed at the Corporate Governance and Sustainability Development Committee meeting No. 2/2024 on December 23, 2024. The results were reported to the Board of Directors' meeting No. 6/2024 on December 23, 2024 for use in

implementing sustainability in 2025. For the environmental policies, goals, and actions for 2025 were reviewed and announced for implementation through the Environmental Management System Team Meeting No. 1/2025 on February 14, 2025.

## Information on compliance with environmental management principles and standards

### Compliance with environmental management principles and standards

Environmental management principles and standards : ISO 14001 - Environmental management systems

### Compliance with energy management principles and standards

Energy management principles and standards : Other : "Follow the criteria and methods for energy management in controlled factories and controlled buildings of the Ministry of Energy."

### 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

#### 1. Air quality management

The company has controlled the rate of exhaust fumes accordance with standards specified by law. Each year, the company and the Environment Management System Committee have set targets and have implemented air pollution management. The goals and operations are as follows.

**Target:** Pass the criteria for measuring the amount of pollutants released from the chimney as required by law.

**Measurement results:** Passed the criteria

#### Performance and results of air quality management

#### Activities to promote air quality management

- SMPC decreases the dust internally before releasing the air out to the community around the factory, by having the outsource company to bring the vacuum cleaner to daily vacuum in the plant.
- The wet scrubber system is used in the production process. So that the fumes and dust generated by the production process are not emitted into the air, hence less effect to the environment.
- The related departments regularly monitor the quality of air, also have audit and maintenance plan for the machinery and equipment.
- Measures to check the water curtain, water spray and dust filter of the Wet Scrubber.

#### **2. Working environment management**

The company measures noise, light and heat levels to provide employees and operators with a good working environment. The company also prevents danger, take care the well-being of operators by setting goals with operational working as follows:

**Target:** Pass the criteria of noise level and lighting measurement as required by law

**Measurement results:** Passed the criteria

#### **Additional workplace environmental management performance and results**

##### Level of noise.

SMPC consistently monitors level of noise according to the required law to ensure of no noise pollution to the community. Wind noise reduction devices (Silencers) is used in the production process. The company also installed soundproof wall, noise barrier tunnel, soundproof room for grinding, a cover room for water and powder spraying blower, cover room for Zinc and sandblasting blower to reduce noise caused by the factory operation. Planting trees around the factory fence is used as a soundproof wall. SMPC also considers other additional directions to prevent and manage the noise pollution in order not to affect the health of employees in the factory as well as communities in nearby areas. For the employee, the company also have noise protection, such as ear plug, and ear muff for the employees who work in the environment at risk of noise pollution. The employees also are encouraged to wear personal protection equipment (PPE). The company organizes to have the hearing test on top of the annual medical checkup, for the employees who work in the loudly noise area.

##### Lighting.

The company manages to have the illumination measurement in the working area at least once a year, so that employees get to work with enough lighting, good working environment. This also to prevent accident while working.

##### Heat.

SMPC arranges the heat measurement in the working area, and immediately correct it, if the hot environment is found to be in improper operation, for example, installing a large ventilation fan, and a screen to block heat radiation from the furnace. There is also a project to drink cool herbal water that helps reduce body heat for employees during the summer.

#### **3. The company is certified ISO14001:2015**

The company has realized that operating a business that is environmentally friendly, is another factor of sustainability. In order to meet international standards and be generally accepted, the company therefore has a policy to encourage employees to use resources, including electricity, water, and oil, efficiently, and control the amount of use appropriately. Since 2017, the company has received ISO 14001:2015, the certification for environmental management system.

#### Educating and training employees about the environment

The company has the policy to raise awareness and spread the concept of efficiently resources utilization and environmental conversation to all employees via training, companys notice board, and posters. The company also organizes activities to inspire all employees to properly use resources and conserve environment as follows

1. ISO 14001 training to new staffs. PR team of the ISO14001 project already made the project into the training course as an annual review.
2. Campaign to separate waste for the general waste, recyclable waste and hazardous waste, which the company has been implementing continuously.
3. Publicize energy conservation both inside and outside of the organization, such as business partners or people in the community, by making brochures, contact manuals and regulations.
4. The company provides the complaint center, which is for submitting the complaint regarding to the environment impact. The center can be reached at tel. 02-895-4139, via email address: em@smpcplc.comr Line@: @smpc\_direct for 24 hrs.
5. For the quarterly meeting of the Board of Directors, there will be an agenda to consider, follow up and take action in case of whistleblowing on a regular basis.

**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 has managed to achieve the most useful and efficient use of energy. Each year, the company and the Environment Management System Committee have set goals and implemented measures to reduce electricity consumption.

### Information on setting goals for managing energy

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

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

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

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased and fuel consumption	2024 : energy consumption 22,512,000.00 Kilowatt-Hours	2025 : Reduced by 3.58% or 21,706,070.40 Kilowatt-Hours

### Information on performance and outcomes of energy management

#### Performance and outcomes of energy management

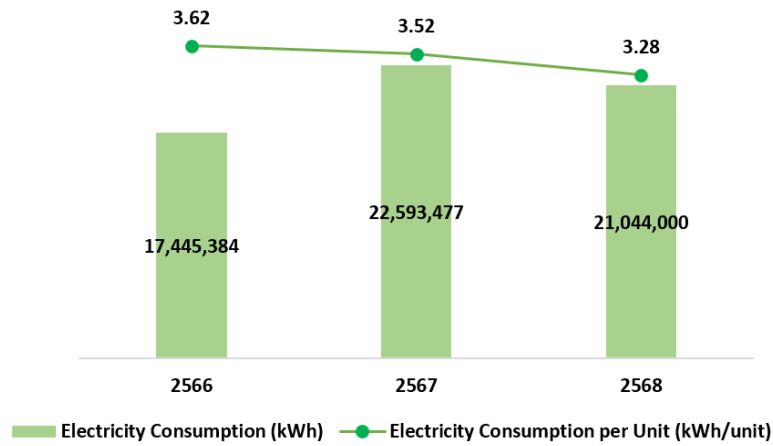
Performance and outcomes of energy management : Yes

The company's electricity consumption in 2025, compared to 2024, shows an overall decrease of 6.52%. Electricity consumption per unit of production also decreased by 6.52% due to lower production volumes in 2025 compared to 2024. However, the company continues its energy conservation campaigns and has increased inspections for leaks at various points, such as leaks in the compressed air and pneumatic systems of the factory. The company has implemented the following activities to promote electricity reduction:

#### The activities to promote the reduction of electricity

- Changing light bulbs to be energy-saving ones.
- Regular maintenance of machinery and equipment
- Using renewable energy from the sun by installing a solar power generation system (Solar Rooftop)
- Increase the efficiency of the Air Compressor to replace the old one with low efficiency and install Central Air Compressor.
- Improve the insulation of the wall and door of furnace and improve paint furnace to reduce energy loss
- Reduce the leakage rate of compressed air systems.

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



**Information on electricity management**

**Company's electricity consumption (\*)**

	2023	2024	2025
<b>Total electricity consumption within the organization (Kilowatt-Hours)</b>	17,445,384.00	22,593,477.00	21,044,000.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	36,268.99	44,041.87	40,941.63

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

**Electricity Consumption Intensity**

	2023	2024	2025
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m <sup>2</sup> )	463.73000000	583.86000000	549.40000000

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

	2023	2024	2025
Total electricity expense (Baht)	80,715,266.41	91,403,447.82	83,692,777.70
Percentage of total electricity expense to total expenses (%) <sup>(**)</sup>	2.28	2.19	2.42
Percentage of total electricity expense to total revenues (%) <sup>(**)</sup>	2.01	1.89	2.05
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	167,807.21	178,174.36	162,826.42

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

##### Companys fuel consumption

	2023	2024	2025
Diesel (Litres)	36,105.00	39,515.00	38,563.24
Gasoline (Litres)	4,297.00	4,717.00	6,250.98
LPG (Kilograms)	2,883,940.00	3,572,780.00	3,487,342.00

Additional explanation : Not include external fuel consumption

##### Companys fuel expense <sup>(\*)</sup>

	2023	2024	2025
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	2023	2024	2025
Total fuel expense (Baht)	71,314,203.40	88,600,550.74	81,937,323.00
Percentage of total fuel expense to total expenses (%) <sup>(**)</sup>	2.01	2.12	2.37
Percentage of total fuel expense to total revenues (%) <sup>(**)</sup>	1.77	1.83	2.01

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)	17,445.38	22,593.48	21,044.00

#### 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>	0.00433763	0.00467601	0.00515443
Intensity of total energy consumption within the organization (Megawatt-Hours / m <sup>2</sup> )	0.46370000	0.58390000	0.54940000

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 manages for efficient water use, by reducing water consumption, and water loss, and managing water quality. Each year, the company and the environmental management system committee have set goals and actions to reduce water usage.

### Information on setting goals for water management

#### Setting goals for water management<sup>(1)</sup>

Does the company set goals for water management : Yes

#### Details of setting goals for water management

Target(s)	Base year(s)	Target year(s)
Reduction of water withdrawal	2024 : Water withdrawal 27,640.57 Cubic meters	2025 : Reduced by 0% or 27,640.57 Cubic meters

Remark: <sup>(1)</sup> - For the water usage target in 2025, the company has set it at the same level as in 2024, aiming to control the actual water usage so that it does not exceed the set target, in order to maintain the standard of efficient resource management

### Information on performance and outcomes of water management

#### Performance and outcomes of water management

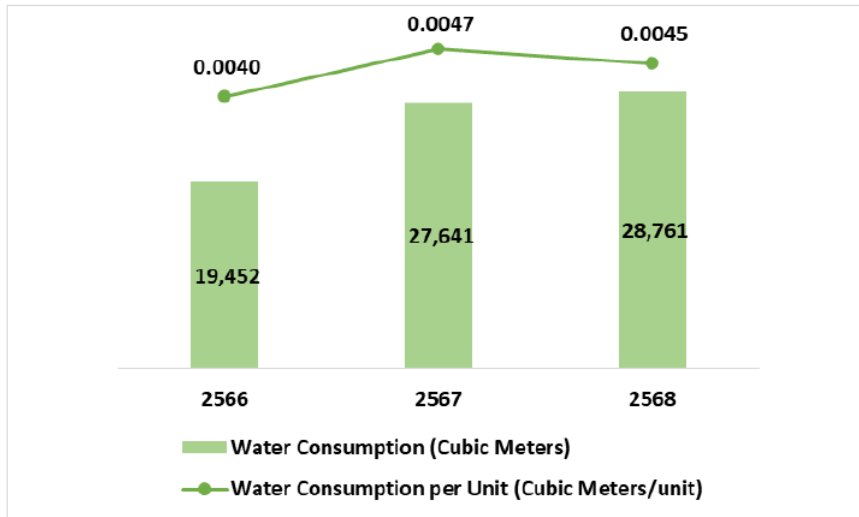
Performance and outcomes of water management : Yes

The Company's tap water consumption in 2025 increased by 4.05% compared to 2024. The primary factor contributing to the overall increase was the implementation of enhanced cleaning measures prior to product export, as well as increased cleaning frequency of production lines to elevate quality and safety standards. Nevertheless, the Company continued to implement water conservation campaigns and initiatives on an ongoing basis and strengthened measures to monitor potential water leakage. The Company carried out the following activities to promote the reduction of tap water consumption as follows:

#### Activities to promote the reduction of water usage

- 100% recycled water used in the production process. The company has treated water with the filtered and disinfected process.
- Expand the amount of water to be able to accommodate more water to be recycled.
- Store rainwater in a reserve pond to be used in the production process.
- Consistently check leakage points of water pipes within the factory to reduce waste.
- Roll out campaign and instill awareness in water usage among employees and increase channels for reporting water leakage.

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



**Information on water management**

**Water withdrawal by source**

	2023	2024	2025
<b>Total water withdrawal (Cubic meters)</b>	19,452.00	27,641.00	28,760.53
Water withdrawal by third-party water (cubic meters)	10,132.00	14,633.00	11,999.53
Water withdrawal by produced water (cubic meters)	9,320.00	13,008.00	16,761.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	40.44	53.88	55.95

	2023	2024	2025
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup>	0.00	0.01	0.01

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

#### Water consumption

	2023	2024	2025
Total water consumption (Cubic meters)	19,452.00	27,641.00	28,760.53

#### Recycled water consumption

	2023	2024	2025
Total recycled water for consumption (Cubic meters)	20,946.00	25,710.00	24,922.00

#### Water Consumption Intensity

	2023	2024	2025
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup>	0.00483656	0.00572065	0.00704448
Intensity of total water consumption (Cubic meters / m <sup>2</sup> )	0.46010000	0.65380000	0.68020000

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

#### Water withdrawal expenses

	2023	2024	2025
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	2023	2024	2025
<b>Total water withdrawal expense (Baht)</b>	405,657.12	516,976.44	606,155.34
Total water withdrawal expense from third-party water (Baht)	405,657.12	516,976.44	606,155.34
Percentage of total water withdrawal expense to total expenses (%) <sup>(*)</sup>	0.01	0.01	0.02
Percentage of total water withdrawal expense to total revenues (%) <sup>(*)</sup>	0.01	0.01	0.01
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	843.36	1,007.75	1,179.29

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 has managed garbage and waste both hazardous and non-hazardous. The company has promoted waste management and separation. There is information on garbage and waste management operations as follows.

### Information on setting goals for waste management

#### Setting goals for waste management<sup>(2)</sup>

Does the company set goals for waste management : Yes

#### Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Reduction of waste generation Waste type: Non-hazardous waste	2024 : non-hazardous waste 1,284,736.35 Kilograms	2025 : Reduced by 0% or 1,284,736.35 Kilograms	• Other : Hire an external specialist company for elimination
Reduction of waste generation Waste type: Hazardous waste	2024 : hazardous waste 350,593.00 Kilograms	2025 : Reduced by 0% or 350,593.00 Kilograms	• Other : Hire an external specialist company for elimination

Remark: <sup>(2)</sup> - The target for non-hazardous waste and hazardous waste in 2025 is calculated as the quantity per piece. The target is set the same as in 2024. Since the target has not yet been achieved, the original target is maintained.

### Information on performance and outcomes of waste management

#### Performance and outcomes of waste management

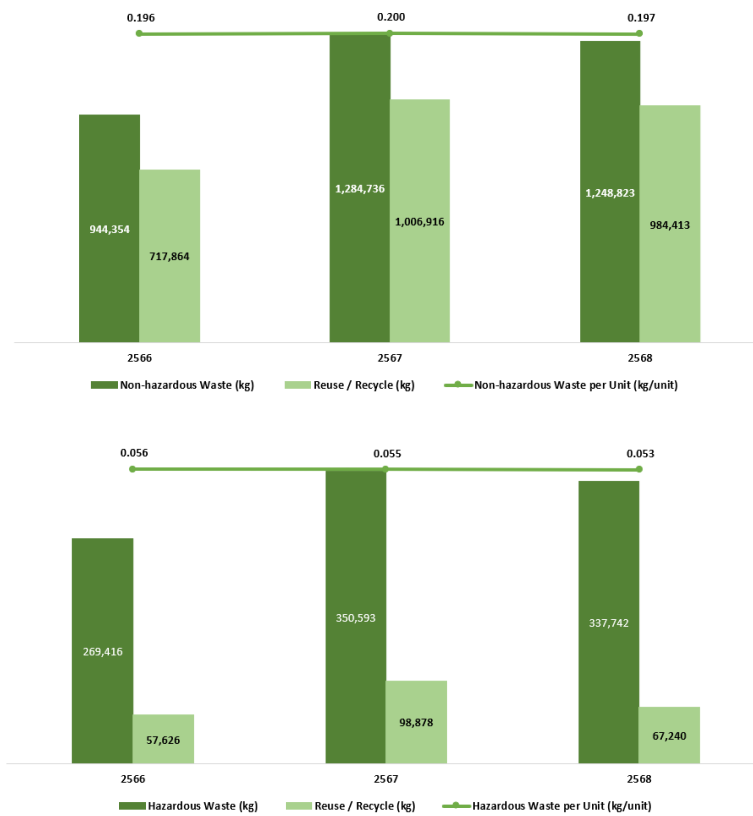
The company's performance and outcomes of waste management : Yes

In 2025, 78.83% of garbage and non-hazardous waste is utilized by recycling. For the hazardous waste, the company has installed a zinc dust collector box in the production line. This makes it 19.91% reusable and recyclable. The company has activities to promote waste and waste management as follows

**Activities to promote garbage and waste management**

- The company has provided suitable waste containers, separated waste and stored each type of waste in an orderly manner.
- The company has built a contaminated waste shed and disposed of with a standardized company when there is an appropriate amount.
- The company has implemented the Waste Bank Project as part of the company's 5S activities, which the company has continued to implement the project. All employees in the company participated in this activity.

**Diagram of performance and outcomes of waste management**



**Information on waste management**

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

	2023	2024	2025

	2023	2024	2025
<b>Total waste generated (Kilograms)</b>	1,213,770.00	1,635,329.00	1,586,564.95
<b>Total non-hazardous waste (kilograms)</b>	944,354.00	1,284,736.00	1,248,822.95
<b>Total hazardous waste (kilograms)</b>	269,416.00	350,593.00	337,742.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.30	0.34	0.39
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.23	0.27	0.31
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.07	0.07	0.08

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>	775,490.00	1,105,794.00	1,051,652.95
<b>Reused/Recycled non-hazardous waste (Kilograms)</b>	717,864.00	1,006,916.00	984,412.95
<b>Reused/Recycled hazardous waste (Kilograms)</b>	57,626.00	98,878.00	67,240.00
Percentage of total reused/recycled waste to total waste generated (%)	63.89	67.62	66.28
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	76.02	78.38	78.83
Percentage of reused/recycled hazardous waste to hazardous waste (%)	21.39	28.20	19.91

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 realizes the importance of climate change and global warming. Risks from climate change affects the company's business operations. The company therefore places importance on reducing greenhouse gas emissions, in response to government and private sector policies both domestically and internationally that focuses on reducing greenhouse gas emissions. The company has established a working team of carbon footprint management, conducting an assessment of the company's greenhouse gas emissions. By setting the year 2021 as the base year. There were a data verification process, data storage, and the measure of the amount of greenhouse gas emissions to a standard. In 2025, the company has hired ECEE Company Limited to be a verifier of the organization's greenhouse gas emissions. This was the information between 1 January 2024 and 31 December 2024. The company was certified Carbon Footprint for Organization from Thailand Greenhouse Gas Management Organization (Public Organization).

Reference link for company's greenhouse gas management plan : [https://www.smpcplc.com/th/environmental\\_management\\_th/](https://www.smpcplc.com/th/environmental_management_th/)

### 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 other greenhouse gas reduction targets

#### Setting other greenhouse gas reduction targets

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

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year
Scope 1-3	2021 : Greenhouse gas emissions 23,420.00 tCO <sub>2</sub> e	2025 : Reduced by 1.8% or 28,960.16 tCO <sub>2</sub> e in comparison to the base year	-

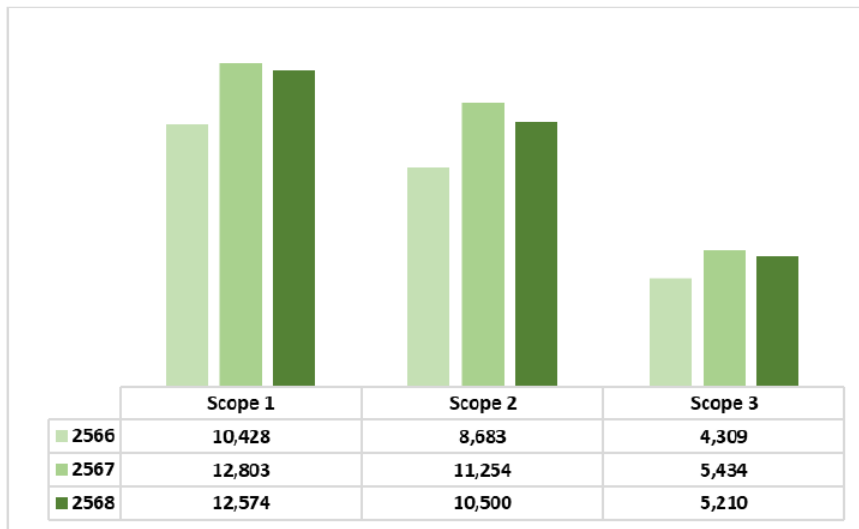
### Information on performance and outcomes of greenhouse gas management

#### Performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

By 2025, the company aims to reduce greenhouse gas emissions by 1.80% compared to 2024. In 2025, the company's total greenhouse gas emissions are projected at 23,074 tons of carbon dioxide equivalent, a decrease of 4.09% compared to 2024. This reduction is primarily due to decreased electricity consumption. However, the company remains committed to continuous efforts to reduce greenhouse gas emissions through plans to improve the efficiency of production processes and reduce energy consumption, in order to achieve its future emission reduction targets.

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



### Information on greenhouse gas management

#### The company's greenhouse gas emissions

	2023	2024	2025
<b>Total GHG emissions (Metrics tonne of carbon dioxide equivalents)</b>	19,111.00	24,057.00	23,074.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	10,428.00	12,803.00	12,574.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	8,683.00	11,254.00	10,500.00

### 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) (*)	0.004752	0.004979	0.005652
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	39.73	46.89	44.89
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / m <sup>2</sup> )	0.55390000	0.69750000	0.66900000

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 : Yes  
emissions

List of greenhouse gas verifier entity : ECEE Company Limited

### 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>	11.92	68.96	0.00
Care the Bear Project (Metric tonnes of carbon dioxide equivalent)	11.92	68.96	0.00
Care the Whale Project (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

#### 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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# ESG Performance

Company Name : SAHAMITR PRESSURE CONTAINER PUBLIC COMPANY LIMITED

Symbol : SMPC

Market : SET

Industry Group : Industrials

Sector : Packaging

## 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

#### Sustainability Management in the Social Dimension

According to the announcement of the Capital Market Supervisory Board Divided, the company has a policy of social responsibility as follows;

##### 3.4.1.1 Community and Social Responsibilities. The policies are as follows:

- To continuously foster awareness of responsibilities towards communities and society on the company and employees at all levels.
- To regularly organize or support activities to develop society, communities, and environment to improve the quality of life of the community where the company operates, whether by our own or jointly with the government and communities.
- To not cooperate or support any parties who conduct illegal business or pose a threat to the society and national security.
- To strictly conduct and control to ensure compliance with laws.
- To not perform any act that would damage the reputation of the country. The company has regularly organized activities to support society and communities.

The company regularly organizes activities to help society and the community. Please see our community and social development activities on the company website under "News and Activities," sub section of "Social News and Activities.

##### 3.4.1.2 Fair Trade Business

The company's policy on fair trade business for all parties is as follows:

- The company shall treat all business partners and creditors with equality and fairness on the basis of mutual benefit for both parties.
- The company shall strictly abide by the contracts and agreed conditions with the business partners and creditors. In the event of non-compliance, the company shall promptly discuss with the business partners and creditors in advance to jointly seek for means to remedy and prevent the problems and possible losses. For repayment of principal, interest and collateral care under the relevant contract, if SPMC is unable to comply with any of the conditions, the company will promptly notify the business partners and creditors immediately.
- The company shall provide financial information that is accurate, complete, truthful and on time to creditors regularly.
- The company shall not demand, accept, or provide any illicit benefits from/to the business partners or creditors, and shall also make every effort to prevent bribery from happening and causing damage to the company.
- The company shall compete for trade under a fair framework.
- The company shall not destroy or defame competitors' reputation, or perform any activity that is untrue and unfair.

- The company shall not seek competitors' confidential information through dishonest or illegal means.
- The company shall support the policy on Anti-Corruption in all forms.
- The company's employees shall not violate any intellectual properties or copyrights by any means such as copying, duplicating, modifying, distributing any materials including computer software. Any intellectual properties or copyrights violation is cause for disciplinary actions and punishable by laws.

In addition, the company shall avoid any activity that may cause conflict of interests except those that are for company's best interest, and the company has disclosed such transactions with possible conflict of interests in their entirety in the section 9.2 "Connected Transactions".

### 3.4.1.3 Anti-Corruption

#### Anti-Corruption Policy

The company does not tolerate any and all corruption including all business and all transactions in all types and all related agencies. At the same time, the company has established the anti-corruption practices in accordance with this policy. The company shall regularly review the practices to ensure compliance with any change of the business laws, and to uphold the company's reputation. All Directors, Management, and Staffs shall comply with this policy.

#### Definitions in Anti-Corruption Policy

**Corruption** means any wrongful or unlawful exploitation to benefit oneself, one's ally, and/or others by offering, promising, requesting, demanding, giving or taking bribe, inducing an illegal action, directly or indirectly, falsifying evidences, taking company's property for personal use, acting with conflict of interest.

**A political contribution** is a contribution, financial or in-kind, to support a political cause. Financial contributions can include loans, donations. In-kind contributions can include gifts of property or services, advertising promoting or endorsing a political party, purchasing of tickets to fundraising events, allowing leave to staffs to join a political campaigning as company representative.

**A government official** means a person holding a political position, state official, or local official holding a permanent position or receiving salary. It also means worker in government agencies or in state enterprises, local management, deputy local administrator, local administrative assistant, member of the local councils of local government organizations, official under the local law, or other official as stated by law. It also includes director, sub-committee, employee of government agencies or state enterprises, and those person or groups of persons who are designated by law to exercise authorities or have been assigned to exercise administrative authorities established in the government system, state enterprises or other state affairs.

**Facilitation costs** are small expenses informally paid to government officials. They are given only to ensure that government officials will proceed the tasks or to encourage quicker action. The process does not require any judgement of government officials. It is an act in accordance with the duties of that state official. It is by right that a legal entity should have under the law, such as applying for a license, requesting a certificate, and receiving public services, etc.

**Bribery** means any form of action that is an offer, a promise, a grant, an acceptance of a claim that produces any form of benefit. It includes gifts, services, cash, or other forms that may be given directly or through another person or for another person in a manner that incentivizes any action, an action against a government official or an officer of an international organization that is against the law or against the duty of responsibility.

**Hiring government officials** refers to a person who is or used to be a government official or politician or adviser to a government agency, come to work for the company and may use the relationships or inside information to benefit the company or create a conflict of interest in the duties of government agencies or business regulators with the company. As a result of such action, the aim is to create an unfair business advantage, or determine policies to be beneficial to the company that former government officials have worked for.

**Conflict of Interest** means any situation, action or activity in which an employee's personal interest conflicts with the interests of the company, whether directly or indirectly. The interests of those involved, whether related by blood or in any other way that affects decision-making, or performing duties in a position for which that person is responsible, or the benefits that a person receives, by using their position to benefit from an individual or a group of people. This affects the public interest of the company. The situation may cause the person to be impartial in making transparent decisions.

**Giving and Receiving Sponsorships** refers to funds given or received from customers, partners, or business associates, or other organizations for business purposes, branding, or the company's reputation, aimed at enhancing commercial credibility and appropriately managing business relationships.

**Donations** refers to providing financial or other forms of assistance, such as knowledge sharing or volunteering, as part of corporate social responsibility activities, donating company products, and publicizing for charitable or public benefits, enhancing the company's image without expecting business returns, and avoiding conflicts between personal and company interests.

**Receiving Donations** refers to accepting cash, goods, or assets intended for donation to charitable organizations.

**Giving Gifts, Hospitality, Entertainment, Travel Expenses, and Other Expenses** refers to offering gifts, hospitality, entertainment, travel expenses, and other costs that do not impact the company's performance but are compliance with relevant laws. These are given in the company's name, not in the employee's name, and are appropriate for occasions such as New Year, Songkran, Chinese New Year, etc., considered customary and conducted openly. They are also given out of necessity, to maintain good business relationships, or for other appropriate reasons.

**Local cultures and norms**, or business practices mean festival or special days in each locality where there may be gift giving, and also including the occasions for congratulations, gratitude, welcomes, condolences, or giving any supports as socially accepted.

**Staff** means permanent staff, daily staff, temporary staff, and contractual staff.

### **Guidelines for compliance with Anti-Corruption Policy**

1. The company's Directors, Management and Staff shall not tolerate nor support any forms of corruption, whether directly or indirectly.

2. The company sets up the guidelines for the activities which are prone to corruption for all Directors, Management and Staffs to comply as follows:

#### 2.1 Political Contributions

- Shall be transparent, legal, and not to be used for corruption.
- Shall prepare documents identifying the recipients, the objectives of the contributions, the details of campaigns and expenditures, and attach supporting documents to be submitted for the Board of Directors' approval.
- The company respects the staffs' right to personally participate in or support any political campaigns. It shall be outside the working hours, and shall not exploit the company's name and properties for such activities.

2.2 All line supervisors at every level is forbidden from ordering or influencing, by any means, the staffs and subordinates to participate in any political campaigns, and shall refrain from voicing political opinions which may cause ideological conflict in the workspace or inside working hours.

#### 2.3 Charity Donations

- The company provides charity donations for the objectives of improving society, economics, cultures, and educations. The donations shall be transparent, legal, and not to be used for corruption.
- To apply for donations, the applicant shall prepare documents identifying the recipients, the donations amount, the objectives of the donations, and attach supporting documents to be submitted for approval as per level of authority.

- The applicant shall acquire the receipts for the donations to ensure that the donations were rightfully made in full, and shall submit the complete receipts to the accounting department for verification as per specified in the list of documents for donations.

2.4 Accepting donations. The company has no policy of accepting donations. The Company will give without expecting anything in return. The said policy is communicated to employees for general acknowledgment. In this regard, the management team and supervisors have the duty to supervise employees in the line of work to strictly comply with the policy.

#### 2.5 Monetary support and other formats which is not money

- The company provides monetary support and other formats (gifts, vouchers, etc.) for the purpose of building the company's reputation, strengthening business relationships. The support must be transparent, legal, and not to be used for corruption.
- Requesting financial support and other formats which is not money. Must prepare documents, specify the name of the organization receiving support, value, and purpose of support, and attach important documents used for decision making, to present to the authorized person to approve according to the regulations on authority.
- Those requesting financial support and other formats which is not money, must follow up on evidence of receipt of money/supporting items to ensure that the money / items provided for support are delivered to the receiving organization in its entirety and used for its intended purpose. The evidences must be submitted to the Finance and Accounting department for verification as per specified in the list of documents for sponsorship.

#### 2.6 Receiving support in the form of money, items, or any other form.

- The applicant receives monetary support and other formats (gift, vouchers, etc.) for the purpose of carrying out related activities within the company that are not directly or indirectly related to personal gain. It must not a bribe. Receiving support must be transparent and legal.
- The requester prepares documents, by specifying the name of the organization requesting support, the value, and the purpose of requesting support. Also attach important documents used for decision making, and present to those with authority to consider the appropriateness of the details of receiving money/support items that it meets the objectives of requesting support that the company has set.
- Money / sponsored items must be in the form of a check or transferring money into the company account only, with the person with authority to control the money/items that are supported for using with activities that actually requesting support.
- The requester prepares a thank you letter and submit evidence of receiving support to the accounting and finance department for verification to prepare a receipt to send to the sponsor.

#### 2.7 Giving and Receiving Gifts

- The Directors, Management, and Staffs shall not request, demand, or giving property or other benefits from and to any persons with business relationship with the company, except for local cultures and norms, or business practices.
- The gifts value should not exceed the value specified in the company's authority. The gifts shall not be money or with monetary value, shall not be illegal, and shall not lead to corruption.
- In the event that any staff is not able to decline gifts with value exceeding the limit, the staff shall prepare the gift receiving form, inform the line supervisor, and deliver the gift together with the form to the human resource department for appropriate processing.
- The company provides reception for the business objectives, and strengthening good relationship between the company and the business related parties.

#### 2.8 Requesting reimbursement for entertainment expenses

- Authorized persons can arrange receptions according to the operating authority of the company. The said entertainment fee must be for a business purpose and to have a good relationship.
- After the reception, the department must make the internal memorandum, by specifying important information, including the organization/customer that received the reception, the amount of money, the date of the reception

and the purpose of the reception, along with attaching evidence of payment, then proposing to authorized person to approve according to the regulations on authority, submitting supporting evidence to the accounting and finance departments for examination according to the payment process.

#### 2.9 Facilitation Payment and Bribery

- The company does not give nor receive facilitation payment or bribery in the business process, whether directly, or through company representatives, advisors, agents, contractual partners, business partners, or intermediaries under the company's direct control, which may lead to corruption.
- The staff shall avoid any activities which may lead to, or imply that the company giving or receiving the facilitation payment or bribery.
- If the staff has been asked to make payment in the name of the company, the staff should request for a receipt with the details and reasons for the payment. If the staff has any doubts, concerns, or questions about such payment, the staff should report to the line supervisors.

#### 2.10 Procurement

- Shall clearly specify the purpose of the procurement for the line supervisor's review as appropriate, and the approval must be as per company's level of authority.
- Have the price comparisons between the suppliers/services providers that are transparent and fair to all parties.

2.11 The company has no policy to demand nor receive, offer or give any monetary or other benefits from/to suppliers/services providers in order to accept materials/services that are not qualified as per order or agreement. In case that any staff becomes aware of such event, the staff shall report to the supervisor and the purchasing section immediately to find solution together. Conflicts of Interest

- Directors, executives and employees avoid making transactions related to themselves, which may cause conflicts of interest with the company. The performance of duties and holding positions must not conflict with the interests of the company. Decisions regarding the company's business operations must be according to the company's best interests.
- Actions and decisions of directors, executives and employees at all levels must be free from the influence of personal desires or of persons related to that directors, executives and employees, whether by their families or others. The price must be fair and reasonable as if making a transaction with the external party. If any employee have to make decision or approve an item that may have a conflict of interest, then one must report it to supervisor or participant in the approval process and withdraw from participation in that item.
- All directors, executives and employees should disclose their own business transactions or partner with family, relatives, dependents or through others, that may cause conflicts of interest in business with the company or affiliated companies.
- Directors, executives, employees must immediately report to the company of their interests and/or of related persons which is a stakeholder related to the management of the company. They must declare the holding of securities of the company, either directly or indirectly. In addition, they are obliged to comply with the regulations of the Stock Exchange of Thailand and the Securities and Exchange Commission regarding disclosure of connected transactions.
- Directors, executives and employees must not seek benefits for themselves or others by the company's confidential information or affiliated companies, such as work plans, income, financial reports, meeting resolutions, business forecasts, results from research, bidding for personal benefits, etc., which may or may not damage the company. They must strictly comply with the company's policy of internal information usage.

#### 2.12 Employment of government officials

- Employing government officials to hold a position of director, executive, employee, or consultant of the company, must pass due diligence, selection and control processes, to ensure that the employment of government officials is not in return for obtaining any benefit to the company and affect the honesty of the duties which has a risk of corruption.

- The company must disclose information about the employment of government officials to the public for transparency and accountability.
- Government officials who hold the position of director, executive, employee, or consultant of the company must not disclose the confidential information of the government agencies that they are affiliated with or were previously affiliated with. Anyhow, the company will not assign tasks to such government officials to deal with the former government agency to which that government official was previously affiliated with or affiliated with.

3. Shall provide for measures to report the financial position with transparency and accuracy, and also establishes an appropriate and effective internal control system to prevent any improper activity.

- All accounting records shall have details that are appropriate and accurate, and shall identify payment, purchase and sales, asset management, clear transaction purpose. There shall be no falsification of the records and related documents to conceal the real transactions.
- There shall be verification process to validate the accounting records or the data in the information system by more than one department to establish check and balance, and to prevent any improper activity.
- There shall be criminal record check and some appraisal with psychological tests and/or reference check to preliminarily ensure that the candidates considered by the company are of good character and possess positive attitudes.
- Thoroughly support and promote the knowledge sharing on the anti-corruption to the Directors, Management and Staff to encourage honesty and responsibility in performing duties by showing company's commitment that corruption is wrong and unacceptable and building the concept into corporate culture.
- The performance appraisal shall be appropriate and fair in accordance with the company's policy on quality.
- No demotion, penalty, nor other adverse consequences for any staff that refuses bribe and corruption, even if such refusal causes the company to lose business opportunity.

#### **Internal Communication**

- For the staff to acknowledge the policy and guidelines on anti-corruption and to pass training sessions. To post sign, to distribute and to file in the E-Document system.
- For the Directors, Management and Staffs to sign and accept the implementation of the anti-corruption policy into practices.

#### **External Communication**

- Prepare anti-corruption policy documents as attachments in the contracts between the company and company representatives, advisors, agents, contractual partners, business partners.
- To publish on the company's website, both in Thai and English.

#### **Requesting for Advices**

Anyone who has question or require advices on implementing the anti-corruption policy can do as follows:

1. Consult with "Human Resources Department Manager"

- by telephone 02-895-4139
- by post to the company address 92 Soi Thientalay7 (4th Intersection), Bangkhunthien Chaitalay Road, Samaedam, Bangkhunthien, Bangkok 10150
- Drop a letter in the comment box.

2. The requester can choose to remain anonymous. However, by providing the name, advices can be sent to the requestor directly and promptly.

In order for directors, executives, and employees to understand the guidelines for complying with the anti-corruption policy, the Company has prepared recommendations for situations that may pose a risk of corruption as preliminary case studies provided at the end of Appendix 5.2 of the Anti-Corruption Policy.

#### **Informing of Misconduct or Lodging of Complaints**

In the event that anyone has information related to corruption, illegal activities or misconduct, or come across flaws in the internal control system of the company that represents the risk or causing damage to business, they can

inform the company directly to the Chairman of the Board, the Chairman of the Audit Committee, Independent Directors, and/or Audit Committee in one of the following channels

1. by post to the company address 92 Soi Thientalay7 (4th Intersection), Bangkhunthien Chaitalay Road, Samaedam, Bangkhunthien, Bangkok 10150
2. by email to the Company Secretary at Email: cs@smpcplc.com

The informing letters or complaints shall be polite, and should include

- First name -surname of the alleged person
- Facts of the offense, evidences, related details, with evidences attached (if any)
- First name-surname of complainant

The company has established measures to protect the informants or complaint lodgers as follows:

1. The company shall treat all information about the informants or complaint lodgers as confidential, and only disclose as necessary by considering the safety of and preventing any damages to the informants or complaint lodgers (in case that the informants or complaint lodgers do not provide their name, they must provide the facts or evidences that are clear enough to identify the alleged corruption or offense).

2. The informants or complaints lodgers may request for protection as necessary and appropriate.

3. The affected parties shall be compensated for their damages under the fair and appropriate process.

Nevertheless, the company does not accept the complaints on the following cases:

1. The case that the inquiry panel has already accepted, or has already issued the final decision, and that there is no new and material evidence.
2. The case that the alleged person employment with the company has been terminated for more than five years.
3. The case that does not provide evidences or the wrongful behavior in clear enough details to allow for investigation.

In 2025, the company has not received any complaints and has not violated any business ethics codes.

#### **Handling of the Informed Offense or Complaints**

The Company Secretary shall be responsible for collecting all the submitted documents from such channels to summarize the recommendations and all topics to present to the Board of Directors for consideration and action. The company has standard in setting up an inquiry panel to ensure fairness in the inquiry and in penalizing the offender. However, in case that there are sufficient evidences that the complaints lodgers has done so in bad faith, there may be repercussion for each case as follows:

1. In case of staffs, they shall be considered for disciplinary punishment according to the company's regulations.
2. In case of external parties and causing the company damages, the company may proceed with legal action against the complaint lodgers.

#### **Confidentiality**

The company shall treat all the information provided by the informants or complaint lodgers as confidential, and shall not disclose anything to unauthorized parties, except in case of necessity in investigation, inquiry, legal action, as witness, in testimony, or any cooperation with the courts or authorized government agencies.

#### **3.4.1.4 Responsibilities towards Employees**

The company conducts the business in accordance with the laws, supports and promotes the fundamental human rights without discrimination based on race, religion, gender, society, or political opinion, by defining in the business code of conduct as follows:

- To provide fair remuneration according to the knowledge, competencies, responsibilities, and performances of individual employee.
- To evenly and regularly support, develop, and enhance knowledge, competencies, and skills of the employees for the progress and stability in their career path.
- To support employees to take part in setting directions and solving problems for the company.
- To provide good working environment, which is safe for life, health and properties of the employees.

- To ensure that the employees' appointment, transfer, and also reward and punishment shall be considered in good faith based on the knowledge, competencies, suitability, righteousness, fairness, and equality.
- To strictly comply with the laws and regulations relating to labor laws, and employee welfare.
- To establish an appropriate human resources management system. To avoid causing any unfairness and unrighteousness that will affect the progress and stability in the employees' career.
- To treat the employees on the basis of human rights, and also respect their personal rights and duties.

#### **3.4.1.5 Responsibilities towards Customer**

The company conducts business with focusing on customers in order to meet the needs and satisfaction of customers as the main priority. Quality and safety are one of the key attributes of our products, the company therefore strives to continuously develop product and production processes to ensure product safety through product design to meet the specified standards. SMPC sources good quality of raw materials that are suitable for the product, develops production process to reduce risks and waste from production. The company checks the quality of the product, checks the product in the production process, and safely delivers of goods. The company has been certified with the well-known international standards, including standard certification from agencies around the world, (More details are shown in Section 1.2.2 Product Information) As a result, the customers have confidence in the quality of the company's products. The policy has been set as follows.

- To disclose the information about the products and services that is complete, correct, fair, and up to date to the customers in order for the customers to have adequate information to make decision without covering up or misrepresenting the facts.
- To provide warrantee on the products and services with appropriate terms.
- To deliver products with quality as per or higher than customers' expectation in their entirety, accurately and timely with fair conditions.
- To not deliver products or services that are substandard to the customers.
- To establish system and measures to respond to and remedy the customers' complaints promptly and to prevent the same problems from reoccurring.
- To continuously search for and develop means to reduce the manufacturing cost while maintaining the quality of the products and services as per the standards.
- To continuously search for means to improve the quality of the products to benefit the customers.
- In the event of not being able to fulfill the agreement with the customers, to immediately notify the customers in advance to jointly seek for means to remedy and prevent the problems and possible losses.
- To safeguard the customer confidential information, and to not abuse it for own or related parties' benefit.

#### **3.4.1.6. Policies and Directions of Information Technology Security.**

Information technology and communication is one the factors that enhances the work efficiency of the company. Therefore, it is the duty of employee to effectively utilize them. Employees are responsible for and maintain their obtained information technology systems, not to be broken by an unauthorized access. Besides, the employees must not disclose important business information to unrelated person. In addition, the employees must use the information technology of the company with ethics, not to have a negative impact on others, nor against the statute. The management of IT department has set the authority of access to use information systems, network operating systems and applications. If there is a requisition to change the information in the information system, it must be approved by the authorized person. The company has installed and tested the system to prevent, cope with, and reduce risks from cyber threats both from inside and outside the country. For personal data protection management, the company applies the Personal Data Protection Act in the organization to protect the rights and freedoms of employees and stakeholders. In addition, to strengthen cyber security, the company has hired an internal audit department to continuously evaluate and inspect the information technology system to ensure that security measures meet the required standards.

#### **3.4.1.7 Policies and Practices of Personal Data Protection.**

The company places great importance on the privacy and security of personal information. We are committed to strictly protecting such information. Therefore, a policy has been established as a guideline for protecting personal information systematically along with strict security measures to ensure that it will be used for legitimate purposes and in accordance with the law. The company has established measures to maintain the security of personal information both in Technical Measures and in Organizational Measures to maintain the security of data processing, including preventing personal data violations. Moreover, there is also continuous assessment of risks and impacts regarding data protection, such as setting security standards for information technology systems and measures to prevent information from being used or disclosed in a way that is not in accordance with the specified purpose. To ensure that operations are standardized and transparent, the company has hired an independent internal audit department to periodically evaluate and inspect the personal information management system to ensure that the measures taken are effective and comply with relevant personal data protection laws and regulations.

#### **3.4.1.8 Policies and Directions for Law.**

The company operates business based on strictly compliance with the relevant laws. Therefore, it is the duty of all employees to comply with the laws, regulations and requirements, with integrity, honest and carefulness. Each department will monitor and ensure that the staff in the department will not abuse or neglect to comply with the law. In addition, the company has hired an internal audit department to conduct a completeness check. and the correctness of legal compliance within the organization to ensure that the company's business operations comply with the principles of good governance and the laws set forth.

#### **3.4.1.9 Key Issues to the Company's CSR Principles**

The company assesses and identifies social responsibility issues that have a short-term impact on business operations, issues that are significant to the sustainability of the business. To set up the direction in accordance with the business strategies and business plans of operating business with social responsibility, and to earn solid support from all stakeholders, the company has studied the nature of business, and contexts such as concerns and interests of the business stakeholders, and then consider all the issues to be in line with the business goals that have been defined which shall create a balance between business and society.

For more than 40 years the company has been a leading gas cylinder manufacturer and aims to sustain its future. As the company adheres to the principles that are the heart and are important to the sustainability of the business as follows:

**Key point that is the core and has significant implication for the sustainability of the company: "The company is determined to be a leader in the LPG cylinder industry of the World, with consideration of environment for sustainable growth."**

which means the products that are manufactured in accordance with each country's specified standards, and that the consumers can be confident that every LPG cylinder that is manufactured by the company and is being used has passed through all the tests at every manufacturing step. The company has strived to improve the manufacturing process, the quality control of raw material, and the quality control of the products to strictly adhere and support all the requirements in each standard that the company's business partners recognize. In addition, the company also develops production processes and various working processes to reduce negative impacts on the environment. SMPC also uses resources for maximum efficiency, controls production costs in order for the prices to be competitive in the market.

Reference link for social and human rights policy and : [https://www.smpcplc.com/th/human\\_rights\\_management/guidelines](https://www.smpcplc.com/th/human_rights_management/guidelines)

## 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-discrimination, Supplier rights

Policies, guidelines, and goals regarding social and human rights are part of the company's sustainability policy. The policies, goals, and guidelines were reviewed at the Corporate Governance and Sustainability Development Committee Meeting No. 2/2024 on December 23, 2024 and reported the results to the Board of Directors' Meeting No. 6/2024 on December 23, 2024 for using in implementing sustainability in 2025.

## Information on Human Rights Due Diligence : HRDD

### Human Rights Due Diligence : HRDD

Does the company have an HRDD process : Yes

#### Human rights

SMPC is well aware of taking good care of shareholders, employees, customers, business partners, communities, the environment, stakeholders, and business value chains. Therefore, the company always ensure that there will be no human right impact on those stakeholders from the production process and business operations of the company. The company has established a "Human Rights Policy" for use in its operations. Details of human rights policy is shown on the company website. [https://www.smpcplc.com/th/human\\_rights\\_management/](https://www.smpcplc.com/th/human_rights_management/)

#### Human Rights Due Diligence: HRDD

The company has set up a comprehensive human rights audit process to be used as guidelines to manage human right issues. The company prioritizes human right risks, and ways to prevent, correct and remedy human rights impacts, which consists of 5 steps as follows:

1. Set and announce human rights policy
2. Define the scope and identify human rights risk issues throughout the value chain.
3. Assess risks and determine measures to mitigate human rights impacts.
4. Follow up and review human right performance.
5. Remedies for impacts and channels for receiving complaints

#### The Assessment of the Risks and Impact of Human Rights.

The company conducts human rights risk assessments and the business value chain to identify, prevent and mitigate the impacts of human rights risks in its operations throughout the value chain. The criteria for human rights risk assessment is based on two factors: the severity of the risk and its possibilities which covers 6 aspects of human rights, labor rights, community rights, supply chain, safety, environment, and consumer rights. No human rights risks were found to be at a high level. Details on human rights risk and impact assessment is shown on the company website [https://www.smpcplc.com/th/human\\_rights\\_management/](https://www.smpcplc.com/th/human_rights_management/)

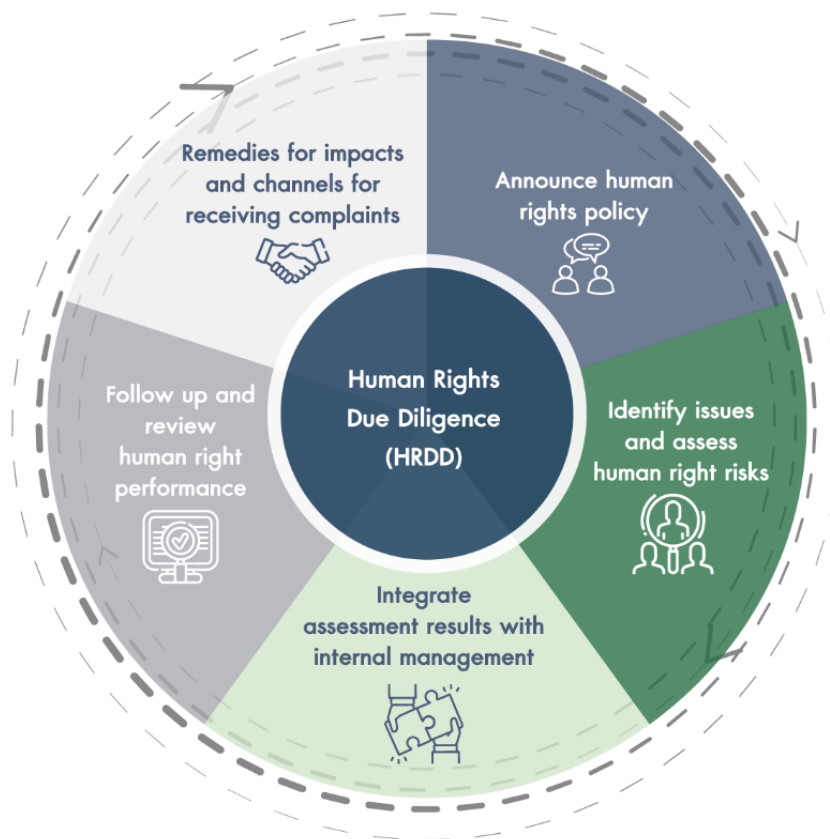
1. by post to the company address 92 Soi Thientalay7 (4th Intersection), Bangkhunthien Chaitalay Road, Samaedam, Bangkhunthien, Bangkok 10150
2. by email : [cs@smpcplc.com](mailto:cs@smpcplc.com)
3. Internal complaint box.

In 2025, the company has not received any complaints from employees, customers, business partners, community and related persons in terms of human rights violations. The company continues to focus on developing communication channels to cover all groups of stakeholders.

Reference link for the information and an HRDD : [https://www.smpcplc.com/human\\_rights\\_management\\_en/process](https://www.smpcplc.com/human_rights_management_en/process)

Page number of the reference link : 1

**HRDD process diagram**



**Information on other social management**

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

**Anti Corruption**

Actions related to the Anti-Corruption

The company still emphasizes on managing business in compliance with corporate governance and supporting anti corruption. The company shall not give nor take any and all bribe, and has a clear and transparent review of all processes to ensure that the company has effective risk protection on anti corruption within the company. The company has established a concrete anti corruption policy and distribute to all staffs, business partners or stakeholders

of the company including all business and all transactions in all countries and all related organizations to be all aware that the company does not tolerate any and all corruption. The company has prepared and distributed case studies including advices and guidelines for the staffs in case they notice any corruption. The company has invited business partners to join the anti corruption network. In addition, the company also regularly reviews the anti corruption policy every year to be in line with the ever-changing business environments. Regarding compliance with this policy, the company specifies that the Directors, Management and Staffs must all comply. (Please see details of the Anti-Corruption Policy in Section 3.4.1.3)

#### Controlling to Prevent and Follow up the Risks from Corruption

In 2025, from the result of internal audit and anti corruption system review, there was no incident or any indication of corruption. All the receptions, donations, and gifts giving, were executed according to normal business practices, and there were no employee receiving or demanding any benefits from the company's business partners. The procurements were in accordance with the companys regulations. SMPC still executed the anti-corruption policy by reviewing it to the existing staffs to ensure the corruption comprehension, and educating the policy to the new staffs via the orientation.

For the year 2025, the Board of Directors meeting No. 6/2025 on December 25, 2025, reviewed and resolved to continue using the revised Anti-Corruption Policy and Guidelines, edition 2, dated August 8, 2024. From 2024 onwards, the company has received approval to renew its membership in the Thai Private Sector Collective Action Against Corruption for the third time, and this renewal is valid for another 3 years (ending March 31, 2028)

#### **Non violation of Intellectual Properties or Copyrights**

Referring to the policy on non violation of intellectual properties or copyrights by any means such as copying, duplicating, modifying, distributing any materials including computer software, the company has specified that the Management has the responsibility to consistently monitor to prevent any violation of intellectual properties by using systematic processes such as preparing annual budget plan for licensed products subscription, preventing personnel outside of System Management department from installing computer software by themselves and also having regular computers check up plans. In addition, these measures also include forbidding distribution of company's confidential information, data from the ideas and technical knowledge related to the business which are company's intellectual properties, whether they are registered under the intellectual property laws or not. Besides, SMPC staffs must protect all kinds of companys trade secrets, secret formula, or commercial secrets. All confidential information must not be revealed to the outsiders.

#### **Selecting Business Partners**

SMPC emphasizes and retains relationship with business traders as business alliances, by holding on to mutual benefits. For sourcing each product and service, the company seeks from many suppliers in order to gain more bargaining power, reduces cost per unit from economy of scale, resulting in increasing more opportunity for business traders. The company has standards to seek for qualified and suitable business partners who can supply the required product and service with no impact on environment. The criterion that the company applies for seeking business partners are as follows

##### Business Partner Selection

1. The production capability per year, and the credible financial status, high potential to grow with the company in long term.
2. Number of employees
3. Name of key customers and after sales service.
4. Accredited by international standards.

##### Partner evaluations (every 6 months year, according to customer grouping)

1. Quality of products/raw materials/services before using in the production process
2. Packaging and packaging methods
3. Delivery results

4. Price and payment period
5. Service, care and contact
6. Reliability of measuring instrument calibration agencies

**Policies and commercial credit term.**

The company has a policy to do business with fairness, treating business partners and creditors equitably, strictly following contract and conditions of the agreement with all partners and creditors. Debt is paid by taking into account the liquidity, according with the cash cycle management policy. Normally, the company receives a credit term between 30-90 days. The company's partners consider from various factors such as the business term of services, on time debt payment, as well as the amount of orders in the past, the average period of payments to trading partners (AP Turnover days) over the past 3 years has the following details:

Year 2025, it is 34 days.

Year 2024, it is 39 days.

Year 2023, it is 38 days.

**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 related to cybersecurity or customer data breaches (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
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

### Information on employees and labor management plan

#### Employees and labor management plan

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

#### Employee development and Welfares

##### Employee Welfares

The welfares that the company has provided, in addition to those required by laws, to enhance quality of life for the employee can be categorized as follows:

1. Welfare to help with the employees' cost of living such as providing employee canteen selling foods at special price, attendance bonuses, shift allowances, living expenses, mileage allowances, employee transport vehicles, life insurances, uniforms.

2. Welfare to help with the employees' saving plan The company has established provident fund for the employees' long-term benefits, and to promote saving, and motivate the employees to stay with company. The employees' contribution will be deducted from the salaries or wages at the chosen rate, and the company will match the contribution at the same rate. When the employment ends, the employees will collect the contribution plus the benefit in accordance with the defined criteria. In addition, the company also has a loan program for employees who are also the member of the provident fund.

3. Welfare in the form of cash for the employees' family events such as wedding, childbirth, death of immediate family, and scholarship for the employees children who study well.

4. Welfare for the future stability of the employees and family such as pension for post retirement, funeral support.

5. Welfare for the employees' quality of life, working environment, and safety such as

- SMPC emphasizes on work life balance as well. Therefore, the company has built the organization culture that the employee prioritizes the result and quality of the outcome much more than the time they spend. Also, the company supports the equipment and the proper working environment. As a result, the employee can fully work during the office hour, and have their own free time after work.
- To provide employees with health insurance, to reduce the burden of medical expenses when they are sick.
- To provide personal protective equipment suitable for the working environment.
- To provide for consistent security in the workplace, 24 hr. security guards, closed circuit cameras, alarm system inside the buildings, fire extinguishers, fire exits.
- To arrange trainings on basic firefighting, fire drill and basic first aid for the employees every year.

- To set up the company infirmary with nurses, and medical supplies and medicine as necessary, and also prepare an ambulance on standby 24 hr. in case of emergency.
- To arrange annual medical checkup for general employees, and additional checkup according to the occupational risk factors to monitor for any impact to the employees' health related to work such as hearing test, visual test, toxicology test such as lead and Xylene in the body, and to arrange for consultation to advice on the healthcare.

Fairness for the Employees

The company will set up a specific inquiry panel in the event of violation of company's regulation or fraud. The employee who is accused of wrongdoing or corruption shall be entitled to defend and prove themselves. The inquiry result shall be recorded and reported to the management for the fair process of punishment consideration, and to avoid unfair dismissal.

In 2025 and throughout the company's history, there has never been any incident of unfair treatment of the employees and there has never been any legal case on this issue.

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

**Setting employee and labor management goals**

Does the company set employee : No  
and labor management goals?

**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

Please see details in section 3.4.2 Social Performance, subtopic Employee and Labor Management.

**Information on employment**

**Employment**

	2023	2024	2025
<b>Total Employment (Person)</b>	481	513	514
Percentage of employees to total employment (%)	100.00	100.00	100.00

	2023	2024	2025
<b>Total employees (persons)</b>	481	513	514
Male employees (persons)	386	415	406
Percentage of male employees (%)	80.25	80.90	78.99
Female employees (persons)	95	98	108
Percentage of female employees (%)	19.75	19.10	21.01

#### Number of employees categorized by age

	2023	2024	2025
Total number of employees under 30 years old (Persons)	130	145	150
Percentage of employees under 30 years old (%)	27.03	28.27	29.18
Total number of employees 30-50 years old (Persons)	251	267	263
Percentage of employees 30-50 years old (%)	52.18	52.05	51.17
Total number of employees over 50 years old (Persons)	100	101	101
Percentage of employees over 50 years old (%)	20.79	19.69	19.65

#### Number of male employees categorized by age

	2023	2024	2025
Total number of male employees under 30 years old (Persons)	102	116	109
Percentage of male employees under 30 years old (%)	26.42	27.95	26.85
Total number of male employees 30-50 years old (Persons)	197	213	214

	2023	2024	2025
Percentage of male employees 30-50 years old (%)	51.04	51.33	52.71
Total number of male employees over 50 years old (Persons)	87	86	83
Percentage of male employees over 50 years old (%)	22.54	20.72	20.44

**Number of female employees categorized by age**

	2023	2024	2025
Total number of female employees under 30 years old (Persons)	28	29	41
Percentage of female employees under 30 years old (%)	29.47	29.59	37.96
Total number of female employees 30-50 years old (Persons)	54	54	49
Percentage of female employees 30-50 years old (%)	56.84	55.10	45.37
Total number of female employees over 50 years old (Persons)	13	15	18
Percentage of female employees over 50 years old (%)	13.68	15.31	16.67

**Number of employees categorized by position**

	2023	2024	2025
Total number of employees in operational level (Persons)	430	463	462
Percentage of employees in operational level (%)	89.40	90.25	89.88

	2023	2024	2025
Total number of employees in management level (Persons)	43	42	43
Percentage of employees in management level (%)	8.94	8.19	8.37
Total number of employees in executive level (Persons)	8	8	9
Percentage of employees in executive level (%)	1.66	1.56	1.75

**Number of male employees categorized by position**

	2023	2024	2025
Total number of male employees in operational level (Persons)	348	377	369
Percentage of male employees in operational level (%)	90.16	90.84	90.89
Total number of male employees in management level (Persons)	33	33	32
Percentage of male employees in management level (%)	8.55	7.95	7.88
Total number of male employees in executive level (Persons)	5	5	5
Percentage of male employees in executive level (%)	1.30	1.20	1.23

**Number of female employees categorized by position**

	2023	2024	2025
Total number of female employees in operational level (Persons)	82	86	93
Percentage of female employees in operational level (%)	86.32	87.76	86.11

	2023	2024	2025
Total number of female employees in management level (Persons)	10	9	11
Percentage of female employees in management level (%)	10.53	9.18	10.19
Total number of female employees in executive level (Persons)	3	3	4
Percentage of female employees in executive level (%)	3.16	3.06	3.70

### 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)	386	415	406

### Number of female employees working in Thailand

	2023	2024	2025
Total female employees working in Thailand (Person)	95	98	108

### 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

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

#### Employment of workers with disabilities

	2023	2024	2025
<b>Total employment of workers with disabilities ( persons)</b>	5	5	5
Percentage of disabled workers to total employment (%)	1.04	0.97	0.97
<b>Total number of employees with disabilities (Persons)</b>	5	5	5
Total male employees with disabilities (persons)	4	4	4
Total female employees with disabilities (persons)	1	1	1
Percentage of disabled employees to total employees (%)	1.04	0.97	0.97
<b>Total number of workers who are not employees with disabilities (persons)</b>	0	0	0
<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>	355,387,231.00	411,259,698.00	359,676,611.00
Total male employee remuneration (baht)	269,630,896.00	314,465,550.00	262,828,247.00

	2023	2024	2025
Percentage of remuneration for male employees (%)	75.87	76.46	73.07
Total female employee remuneration (baht)	85,756,335.00	96,794,148.00	96,848,364.00
Percentage of remuneration for female employees (%)	24.13	23.54	26.93
Average of remuneration of employees (Baht/persons)	738,850.79	801,675.82	699,759.94
Average of remuneration for male employees (Baht/persons)	698,525.64	757,748.31	647,360.21
Average of remuneration for female employees (Baht/persons)	902,698.26	987,695.39	896,744.11
Rate of average of remuneration between female employees and male employees	1.29	1.30	1.39

## Information on provident fund management

### Provident fund management policy and guidelines

Provident fund management policy and guidelines : Yes

Provident Fund of the Fund Management Company by Tisco Asset Management Company Limited, discloses information in accordance with the Investment Governance Code (I Code). It is a responsible fund manager, taking into account environmental, social and governance ESG, and also follows good investment governance practices. It discloses the criteria for selecting fund managers to members. This will lead to investment management with the best interests of the company's provident fund members in the long term.

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)	481	513	514
Number of employees joining in PVD (persons)	433	435	456
Number of PVD members / Total employees (%)	90.02	84.80	88.72
Number of PVD members / Total eligible employees (%)	90.02	84.80	88.72

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

	2023	2024	2025
Total amount of provident fund contributed by employer (baht)	8,136,428.00	8,263,823.00	8,618,538.00
Total amount of provident fund contributed by employee (baht)	10,457,028.00	10,999,646.00	12,293,215.00

#### **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 (%)
SAHAMITR PRESSURE CONTAINER PUBLIC COMPANY LIMITED	Yes	514	514	456	88.72	88.72

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

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

#### **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)	13.14	16.21	19.65
Total amount spent on employee training and development (Baht)	1,827,167.00	3,642,474.00	3,070,317.00
Percentage of training and development expenses to total expenses (%) <sup>(*)</sup>	0.000516	0.000873	0.000888
Percentage of training and development expenses to total revenue (%) <sup>(*)</sup>	0.000454	0.000754	0.000752

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)	3,563,004.00	4,274,732.00	3,648,392.00
Total number of hours worked by employees (Hours)	1,014,443.00	1,183,514.00	1,015,344.00
Total number of hours work by non-employee (Hours)	2,548,561.00	3,091,218.00	2,633,048.00

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

	2023	2024	2025
Total number of lost time injury incidents by employees (Cases)	47	50	66

	2023	2024	2025
Total number of employees that lost time injuries for 1 day or more (Persons)	47	50	66
Percentage of employees that lost time injuries for 1 day or more (%)	9.77	9.75	12.84
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)	46.33	42.25	65.00
Lost time injury frequency rate (LTIFR) (**) (Persons / 200,000 manhours)	9.27	8.45	13.00

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>	54	62	63
Total number of male employee turnover leaving the company voluntarily (persons)	46	52	51
Total number of female employee turnover leaving the company voluntarily (persons)	8	10	12
Proportion of voluntary resignations (%)	11.23	12.09	12.26
Percentage of male employee turnover leaving the Company voluntarily (%)	85.19	83.87	80.95

	2023	2024	2025
Percentage of female employee turnover leaving the Company voluntarily (%)	14.81	16.13	19.05

	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

## Responsibility to customers/ consumers

### Information on responsibility to customers/consumers policy

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

- Consumer data privacy and protection policy and guidelines : Yes
- Consumer data privacy and protection guidelines : Collection of personal data, Use or disclosure of data, Rights of data owners, Retention and storage duration of personal data, Company's measures for third parties' use of customer data, Security measures of personal data
- Reference link to consumer data privacy and protection policy and guidelines : [https://www.smpcplc.com/wp-content/uploads/2022/09/Privacy\\_Notice\\_for\\_Customers\\_Partners\\_and\\_External\\_Visitors\\_EN.pdf](https://www.smpcplc.com/wp-content/uploads/2022/09/Privacy_Notice_for_Customers_Partners_and_External_Visitors_EN.pdf)

#### Responsible sales and marketing policy and guidelines

- Responsible sales and marketing policy and guidelines : No
- 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 : No

### 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 recognizes the importance of personal data. In order to comply with the Personal Data Protection Act (PDPA), B.E. 2562, the company has announced a policy to protect personal information to be a practice guideline regarding the process of storing, collecting, disclosing, using, or transmitting personal information, as well as maintaining information security. The content covers various details as required by law. The company has included PDPA, and request forms regarding personal information on the company's website.

In 2025, the company has established guidelines for protecting personal information which is in accordance with the requirements of the Personal Data Protection Act 2019, adequately and appropriately.

### Information on setting customer management goals

#### Setting customer management goals

Does the company set customer management goals : Yes

#### Details of setting customer management goals

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Development of customer satisfaction and customer relationship	Customer Satisfaction Score	2024: At least 90%	2025: At least 90%

### Information on performance and results of customer management

#### Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

SMPC annually conducts the customer satisfaction survey in order to evaluate the company performance in 3 areas, Product & Quality, Service, and Delivery. The survey result will be used to continuously improve and develop all processes, in order to reach maximum of customer satisfaction.

In 2025, the company has set a customer satisfaction goal of at least 90%. The findings of the survey results showed that overall customer satisfaction points were at 91.2% which was higher than the target. Customers were most satisfied with were the communication, quality of products, services, and reasonable prices. However, the company continues to prioritize improving and developing production processes and operations regularly to maintain product and service quality, maximize customer satisfaction, and foster strong and lasting long-term relationships with customers.

#### Customer satisfaction

	2023	2024	2025
Evaluation results of customer satisfaction	Yes	Yes	Yes

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

Companys channels for receiving complaints from : Yes

customers/consumers

Telephone : 02- 895-4139-54

Fax : -

Email : [marketing@smcplc.com](mailto:marketing@smcplc.com)

Company's website : [https://www.smcplc.com/th/corporate-governance-2\\_](https://www.smcplc.com/th/corporate-governance-2_)

Address : 92 Soi Thientalay 7 (4th Intersection), Bangkhunthien-  
Chaitalay Road, Samaedam, Bangkhunthien, Bangkok 10150

## Responsibility to community/ society

### Information on community development and engagement policies

#### Community development and engagement policies

Community development and engagement policies : No

### 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 : Reducing inequality  
implemented by the company over the past year

The company has various assistance projects or social activities for communities that are in need or in various areas. In 2025, the company has carried out activities with various communities. Details of CSR activities, and company activities, can be found on the company's website in the section News and Activities.

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

#### Setting of community and social management goals

Does the company set community and social : No  
management goals

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

#### Performance and outcomes of community and social management

Performance and outcomes of community and : Yes  
social management

The company has various assistance projects or social activities for communities that are in need or in various areas. In 2025, the company has carried out activities with various communities. Details of CSR activities, and company activities, can be found on the company's website in the section News and Activities subtopic Activities for societies

### 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 : No  
benefits from social development?

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# ESG Performance

Company Name : SAHAMITR PRESSURE CONTAINER PUBLIC COMPANY LIMITED

Symbol : SMPC

Market : SET

Industry Group : Industrials

Sector : Packaging

## Corporate Governance Policy

### Information on overview of the policy and guidelines

#### Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

The Board and Management emphasize on and are following guidelines and controls under the corporate governance consistently. The company has fosters awareness of corporate governance and also business code of conduct on employees at all levels to build the organization with effective management system, to add value and to encourage sustainable growth of the company. The company communicates the corporate governance guidelines to all employees by issuing the employees' handbook from the first day of work for all employees to abide by in treating all of the stakeholders, which are customers, business partners, competitors, shareholders, society, employees and colleagues, with ethics, honesty, responsibilities and transparency. The policy is in line with the new edition of 2017 good corporate governance principles that the SET has distributed as the guidelines for the listed companies. The guidelines are appropriate with the situation and business environments that may have changed. The policy is in 8 sections as follows:

1. To be aware of roles and responsibilities of the Board of Directors for sustainably leading the value of the company.
2. To set the objectives to grow sustainably.
3. To build the effective Board of Directors.
4. To recruit and develop senior executives and people management
5. To support innovation and operate the business with responsibilities.
6. To have the appropriate risk management and internal control.
7. To maintain credibility in terms of finance and information disclosure.
8. To encourage the involvement and communication with shareholders.

#### 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, Other guidelines related to the board of directors

#### Nomination of directors

For more details, please see Section 8.1 Summary of the Boards Performance in the Past Year, Sub-section 8.1.1 Board Selection / Director Development / Director Performance Evaluation.

#### Determination of director remuneration

For more details, please see Section 8.1 Summary of the Boards Performance in the Past Year, Sub-section 8.1.2 Attendance at Meetings and Payment of Remuneration to Individual Directors.

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

For more details, please see Section 7.2 Information of the Board of Directors, Sub-section Measures to Balance the Power between the Board of Directors and Executive Management Team.

## **Director development**

For more details, please see Section 8.1 Summary of the Boards Performance in the Past Year, Sub-section 8.1.1 Board Selection / Director Development / Director Performance Evaluation.

## **Board performance evaluation**

For more details, please see Section 8.1 Summary of the Boards Performance in the Past Year, Sub-section 8.1.1 Board Selection / Director Development / Director Performance Evaluation

## **Anti-Corruption Policy**

For more details, please see Section 3.4.1 Social Policy and Practices, Sub-Section 3.4.1.3 Anti-Corruption or in Appendix 5.2: Anti-Corruption Policy or on the Company's website under the heading Corporate Governance > Anti-Corruption Policy.

## **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

## **Shareholder**

### **The Rights and Equitable Treatment of Shareholders**

The Board of Directors is aware of the vested authority as the representative of the shareholder to manage, make decision, and operate on behalf of shareholders, and therefore set out the policy to perform the duties with honesty and transparency for the best interests of the company, and to fairly treat all shareholders to information that is complete, equitable and truthful. In addition, the Board also establishes guidelines on safekeeping and preventing and the use of insider information, and informed all employees since the signing of employment contracts. The Board attaches great importance to the rights of the shareholders that are to buy/sell or transfer their securities, to share profits of the company, to attend every meeting of the shareholders to exercise their votes to appoint/remove directors, and set remuneration for directors. The remuneration of directors will be considered by the Remuneration Committee before presenting to the Board of Directors, then proposing to the shareholder meeting for consideration and approval. The company also arranges auditors appointment and their remuneration, matters with impact to the company such as dividend payout, establishing and modification of the company's regulation and memorandum of association, decreasing or increasing capital, approval of special transactions, and shall not act in any way to violate or restrict the shareholders' rights, and to support the shareholders to exercise their basic rights.

#### 1. Organizing the Shareholders' Meetings

For shareholders' meetings, the annual general meeting is held once a year within 4 months after the end of fiscal year. The extraordinary meetings of shareholders can also be called in the event of issues affecting shareholders' benefits, any regulations requiring shareholders' approval, or as deemed necessary by the Board of Directors. For each meeting, there must be at least 25 persons attending, or not fewer than half of the total shareholders, and the shareholding is not less than one third of the paid up capital to meet the quorum. The company has a policy to encourage all shareholders, especially the institutional investors, to attend the shareholders' meetings.

At the shareholder meeting, the company facilitates shareholders, whether they are general shareholders or institutional investors. They have the right to participate in the shareholder meeting. The meeting will be held via electronic media (E-AGM) under relevant rules and conditions in accordance with the Decree on Meetings via Electronic

Media B.E. 2020 using efficient technology, in an appropriate and sufficient time for voting by means of no complication and difficulties. The shareholders are able to express their opinions or ask questions equally. The company added company's website as an additional channel for shareholders to receive news, in order to increase efficiency and convenience for shareholders.

The company has prepared meeting invitation letters both in Thai and English, to notify details of the meeting agenda. The company has posted the meeting invitation on the company's website. ([www.smpcplc.com](http://www.smpcplc.com)) 30 days in advance of the meeting date, and also announced news in the stock exchange's news system both in Thai and English, so that shareholders and general investors have sufficient time to study information in advance of the meeting date. In addition, the company has assigned the Thailand Securities Depository Co., Ltd., the company's share registrar, to send a meeting invitation letter that briefly stated the meeting agenda and the directors' opinions, together with Proxy Form B and the procedure manual of meeting registration to all shareholders at least 21 days in advance of the meeting date. Besides, the company has advertised in Thai newspapers regarding the notice of invitation to the general meeting of shareholders for not less than 3 consecutive business days and not less than 3 business days before the meeting date. For shareholders who wish to appoint anyone or the independent committee as a proxy to attend the meeting on their behalf, can use the Proxy Form B that was attached with the meeting invitation letter, or download other proxy forms (Form A and Form C) from the company's website. To provide convenience to shareholders who appoint proxies, the company has affixed stamp duty on the proxy form for shareholders who have provided a proxy at no cost. Information about the independent directors that the company proposes to serve as shareholders' proxies can be found in the attached document of the shareholder meeting invitation letter.

For the registration of Electronic Annual General Meeting of Shareholders (E-AGM), the company allowed shareholders and proxies who wish to attend the meeting to confirm their identity and register according to the procedures specified in the invitation letter. The company also published "User Manual for Electronic Conferencing System (DAP e-Shareholder Meeting)" on the company's website at [www.smpcplc.com/Investor Relations/Shareholders Information/Shareholders' Meeting](http://www.smpcplc.com/Investor%20Relations/Shareholders%20Information/Shareholders%20Meeting). Shareholders can register during 10-31 March 2025, which is a sufficient and appropriate period for shareholders to prepare in advance. After the shareholder has registered to verify their identity, the company will check the correctness of the proof of identity and then notify the shareholders or proxies via email, the result of registration, together with the username and password to log in to the meeting system via (e-Service Platform). Shareholders who do not wish to attend the meeting, can also exercise their rights by appointing an independent director proposed by the company to be the representative of the shareholders attending the meeting as well. Before the meetings, the company will post the list of major shareholders on the company's website, and allow the shareholders to send in their questions in advance until the meeting date by directly contacting the Chairman of the Board of Directors, the Independent Directors, or Investor Relations at Email: [ir@smpcplc.com](mailto:ir@smpcplc.com) or via the company's website.

Regarding the protection of the rights of the minor shareholders, to demonstrate the fairness and transparency, the company has posted the criteria on the shareholders' right to propose agenda to the general meeting of shareholders and to nominate candidates for Directorship, both in Thai and in English, on the company's website under the section "Investor Relations" with the sub section of "Shareholders' Information", titled of Shareholders Meeting. The minor shareholders can propose agenda to the general meeting of shareholders and to nominate candidates for Directorship during 16 September - 15 December 2024 (3 months) of each year, directly through the Company Secretary, and the Investor Relations Department. SPMC has posted rules and practices on the company website, and announced the news on website of the SET since 1 September 2024. During specified period of accepting annual matters for the 2025 Annual General Meeting of Shareholders, there was no shareholder proposing any agenda or any candidate for the Directorship for the Board's consideration.

## 2. Arrangement on the Date of the Shareholders' Meeting

In 2025, the company held 1 shareholders' meeting which was the 2025 annual general meeting of shareholders on 31 March 2025 between 10:00 12:00. The meeting is in electronic format (E-AGM) only. The company allows shareholders and proxies to log-in to the E-AGM from 9.00 am onwards. The vote counting system will be performed

immediately in each agenda and the chairman of the meeting will inform the vote counting results for each agenda. The shareholders who arrived during an ongoing agenda, can attend the meeting and vote on that particular agenda. For the shareholders that could not attend the meeting, the company encouraged the voting rights of the shareholders who cannot attend the meeting by appointing the proxies to take place or proposing the Independent Directors as other choices of proxies who are Mr. Vinai Vittavasgarnvej (Independent Director and Chairman) or Mr. Thanadit Charoenchan (Independent Director and Chairman of Audit Committee). In the 2025 annual general meeting of shareholders, there were shareholders appointing the two Independent Directors as their proxies as follows:

- 9 Shareholders appointed Mr. Vinai Vittavasgarnvej as his/her proxies.
- 22 Shareholders appointed Mr. Thanadit Charoenchan as his/her proxies.

Before the meeting the Chairman of the Board has explained clearly about the voting rights, voting method and vote counting (E-Voting) for the shareholders to acknowledge. There is a time limit of 1 minute to press the agree, disagree and abstain votes in each agenda. If any attendee does not press the voting button within the specified period, the system will process that the shareholders vote agree for that agenda. During the meeting, Miss Kanya Vipanut, Company Secretary, was assigned by the Chairman as the facilitator to run the meeting as per the agenda set in the meeting notice. There was no additional agenda without prior notice to the shareholders.

In the 2025 annual general meeting of shareholders, 100% of the Board of Directors attended the meeting. The committees who attended the meeting are Chairman of the Board, Chairman of the sub-committees, sub-committees, Directors and the Executive Committee, Managing Director, related top management and consultants such as Deputy Managing Director, Assistant Managing Director, Accounting and Finance Director, auditors, and legal advisors who attended to answer the shareholders' questions on the related issues. The Chairman of the meeting allowed sufficient time for each agenda and provided the shareholders with equal opportunities to review and ask the management questions on the company's business operations and rationales behind the Board's decisions on each proposal for shareholders' approval with transparency. In order to comply with the principles of good corporate governance, the 2025 Annual General Meeting of Shareholders was a meeting via electronic media, the company has hired a reliable and transparent external company. Moreover, the system can be investigated. Therefore, the company did not invite any person to be an observer and checking the vote counting system.

### 3. Minutes of Meeting and Disclosure of Shareholders' Meeting Resolution

After the meeting, the company will post the summary of the voting result for each agenda and the meeting resolution immediately via the SET system, and on the next working day on the company's website. The minutes of meeting both in Thai and English will be posted on the company's website within 14 days after the meeting date.

For the report of the 2025 Annual General Meeting of Shareholders in both Thai and English, the company has published it on the company's website on 8 April 2025 (8 days after the meeting date) and has also informed shareholders or general investors in the Stock Exchange's news system on 8 April 2025. The Company Secretary will collect all the questions, and important opinion, and include them in the minutes of meeting to provide opportunities for the shareholders that could not attend the meeting to be aware of the importation information discussed in the meeting, and also disclose the voting procedures and the voting result of approved, disapproved, and abstained votes for each agenda so the shareholders can verify. In case any shareholder has any questions or suggestions about the minutes of meeting, the shareholder may contact the Company Secretary who will coordinate, explain, and proceed accordingly. The minutes of meeting are kept at the company's headquarter for reference.

### 4. Other Rights apart from Voting Rights

- Right to get return that is full, fair and equitable among every groups of investors.
- Right to access the company's information such as quarterly/annual operating results, minutes of shareholders' meeting, right to request for company visit, etc.
- Right to examine the managing of the directors representing the shareholders such as examining documents disclosed to the public including the annual reports and form 56-1, etc.
- Right of remedy or improvement in case of violation of shareholders' rights.

In 2025, there was no incident where the company lessen the rights of the shareholders in studying the information that must be disclosed in compliance with the regulations. There was no additional nor change of meeting agenda without prior notice to the shareholders. There was also no action that limit or obstruct the shareholders from communicating with each other.

#### 5. Other Policy on Equitable Treatment of Shareholders

- Board of directors and executives to report changes in securities holdings to the SEC within 3 business days from the date of change in securities holdings, except in cases where the value of each transaction is less than 3 million baht, in which case the report can be made within 3 business days from the date of the transaction and the accumulated value reaches 3 million baht or after 6 months from the date of the first transaction, whichever comes first, and notify the company secretary to prepare a record of the change and summarize the number of securities of each director and executive for presentation to the board of directors at the next meeting.
- Board of directors and executives to report to the company secretary if there is a transaction by the director or executive related to the use of the company's shares as collateral.
- Board of directors and executives shall report the company transactions with vested interest. So that the company shall have the supporting documents to follow to the regulations related to the connected transactions. The transactions might have caused the conflict of interest, which leading to the benefit transfer. Therefore, the transaction must be reported annually to the company secretary within 31 January of each year, or without delay after any transaction with vested interest. The secretary subsequently shall report to the Board of Directors Meeting.
- Board of directors and executives or any department receiving any insider information shall not disclose such information to external parties or unauthorized persons.
- Board of directors and executives or any department receiving any insider information shall avoid trading the company's share at least 1 month before disclosure of the financial statements, and 24 hours after publicly revealing the financial statement. (unless there is a necessity)
- Board of directors and executives or any department receiving inside information are prohibited from using inside information directly or indirectly for their own benefit.
- The executives shall disclose the stock trading report and shareholding of the company to the Board of Directors Meeting.

In 2025, the management has strictly followed the defined roles and policy.

### **Information Disclosure and Transparency**

#### 1. Information Disclosure

The company has disclosed important information that is accurate, complete, transparent, timely and in accordance with the regulations of SET and SEC. The company disclosed such information both in Thai and English in the annual report and the annual information reporting form 56-1 e-One Report, such as implementation of principles of good corporate governance, the Audit Committee's report of corporate governance, report of the Board of Directors' Responsibilities for Financial Statements together with the Auditor's report and financial statements, Roles and Responsibilities of the Board, important information summarizing the operations in the past year together with the management discussion and analysis to accompany the quarterly disclosure of financial statements, the Board's meetings, and the Directors and top management remuneration. The information is disclosed equitably through SET channel so that all parties related to the company will be aware of the event. Apart from that, the SMPC also publishes the information on the company website [www.smpcplc.com](http://www.smpcplc.com).

#### 2. Relationship with the Investors

The Board of Directors is fully aware that the company's information, both financial and non financial, is critical to the decision making process of the company's investors and stakeholders, and therefore has directed the management to ensure that the disclosed information is complete, accurate, reliable, consistent, timely and equitable to all stakeholders, which the management has always valued and upheld. Regarding the relationship with the investors, the company has set up a specific function since 2013 to communicate with the external parties such as investors,

institutional investors, individual investors, analysts, and related government sectors with equality and fairness. The Board of Directors has appointed the Company Secretary and/or the Director of Accounting and Finance as the head of this function. The company has set up the policy on Investor Relations as follows:

- Perform the duty with dedication, honesty, and professionalism for the benefit of shareholders and stakeholders.
- Disclose the crucial information in full and in fairness to all parties.
- Be accessible to all related parties for information request.
- Keep the company's confidential information and do not abuse insider information for own profit.
- Avoid meeting investors or analysts within 15 days before public announcement of the financial statements.
- Do not trade company's stock at least 1 month before disclose the financial statements, and 24 hours after publicly reveals the financial statement.
- Continue learning to improve the work efficiency.

In 2025, the company's Investor Relations has fully followed this code of conduct. In addition, the Investor Relations has carried out the following activities to communicate the information to all parties. All activities were organized through virtual meeting for the convenience of time, place, and travelling. The company took part and organized the following activities;

1. n line participated 2 times via Microsoft Team in the Opportunity Day events organized by SET.
2. rganized Analyst Meeting 4 times.
3. Answered the questions from investors and shareholders via email, on the website, and on the phone, of which the answers to all are based on the appropriateness under the principles of equality of information.
4. Press conference on the company performance via newspaper, social media, including the interview with the company executives 12 times.
5. Investor can search information of the company from Annual Report. The company performance both in Thai and English can be found in the company website, [www.smpcplc.com](http://www.smpcplc.com). The financial statement has been posted for 5 years from 2020 until present.

Please see the pictures of the activities and the details of the company visit by the analysts and investors in the company website, section of News and Activities.

Regarding the channel to contact the company, the investors can contact the company for information during the office hours (Mon Fri 08:00 17:00)

Contact: Miss Kanya Vipanut (Assistant Managing Director (Office), Director of Accounting and Finance Department and Company Secretary)

Address: Sahamitr Pressure Container Public Company Limited  
92 Soi Thientalay7 (4th Intersection), Bangkhunthien Chaitalay Road, Samaedam, Bangkhunthien, Bangkok 10150

Telephone: 02-895-4139-54

Fax: 02-895-4003

Email [ir@smpcplc.com](mailto:ir@smpcplc.com), or via Contact IR link under topic Investor Relations on the company's website <http://www.smpcplc.com>

### **Responsibilities of the Board of Directors**

Please see section 7 Corporate Governance Structure and important information related to the board, Sub-committees, executives, employees and others, sub-section 7.2 information of the Board of Directors.

### **Employee**

Please see Appendix 5.1 Organization Vision and Mission, Corporate Governance and Business Ethics, Section 2 Policy on Treatment of Various Stakeholders, Subsection 2.2 Guidelines for Treatment of Employees

### **Customer**

Please see Appendix 5.1 Organization Vision and Mission, Corporate Governance and Business Ethics, Section 2 Policy on Treatment of Various Stakeholders, Subsection 2.3 Guidelines for Treatment of Customers

### **Business competitor**

Please see Appendix 5.1 Organization Vision and Mission, Corporate Governance and Business Ethics, Section 11 Anti-Unfair Competition Policy

#### **Business partner**

Please see Appendix 5.1 Organization Vision and Mission, Corporate Governance and Business Ethics Section 2 Policy on Treatment of Various Stakeholders Sub-section 2.4 Guidelines for Treatment of Business Partners and Creditors

#### **Creditor**

Please see more details in Attachment 5.1 Vision and Mission of the Organization, Principles of Corporate Governance and Business Ethics Section 2 Policy on Treatment of Various Stakeholders Sub-section 2.4 Guidelines for Treatment of Business Partners and Creditors

#### **Government agencies**

Please see more details in Attachment 5.1 Vision and Mission of the Organization, Principles of Corporate Governance and Business Ethics Section 2 Policy on Treatment of Various Stakeholders Sub-section 2.6 Guidelines for Treatment of Society, Country and Environment

#### **Community and society**

Please see more details in Attachment 5.1 Vision and Mission of the Organization, Principles of Corporate Governance and Business Ethics Section 2 Policy on Treatment of Various Stakeholders Sub-section 2.6 Guidelines for Treatment of Society, Country and Environment

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

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

Business code of conduct : Yes

For more information, please see Attachment 5.1 Organization Vision and Mission, Corporate Governance and Business Ethics.

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

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

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

For more information, please see Attachment 5.1 Organization Vision and Mission, Corporate Governance and Business Ethics, Section 5 Policy on Conflicts of Interest and Related Party Transactions.

#### **Anti-corruption**

For more details, please see Attachment 5.1 Organization Vision and Mission, Corporate Governance and Business Ethics Section 6 Anti-Corruption Policy

or Attachment 5.2 Anti-Corruption Policy.

### **Whistleblowing and Protection of Whistleblowers**

For more information, please see Attachment 5.2 Anti-Corruption Policy, Sub-section Reporting Complaints.

### **Prevention of Misuse of Inside Information**

For more information, please see Attachment 5.1 Organization Vision and Mission, Corporate Governance and Business Ethics, Section 4 Policy on Trading of the Company's Securities, Use of Inside Information for Benefits, Confidentiality and Reporting of Directors Interests.

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

For more details, please see Attachment 5.1 Organization Vision and Mission, Corporate Governance and Business Ethics Section 6 Anti-Corruption Policy

- r Attachment 5.2 Anti-Corruption Policy.

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

For more information, please see Attachment 5.1 Organization Vision and Mission, Corporate Governance and Business Ethics Section 1 Basic Principles

### **Anti-unfair competitiveness**

For more details, please see Attachment 5.1 Organization Vision and Mission, Corporate Governance and Business Ethics Section 11 Anti-Unfair Competition Policy

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

For more details, please see Attachment 5.1 Organization Vision and Mission, Corporate Governance and Business Ethics Section 13 Data and Information System and Intellectual Property Security Policy

### **Environmental management**

For more details, please see Attachment 5.1 Organization Vision and Mission, Corporate Governance and Business Ethics Section 2 Policy on Treatment of Various Stakeholders Subsection 2.6 Guidelines for Treatment of Society, Country and Environment

### **Human rights**

For more details, please see Attachment 5.4 Human Rights Policy, which was approved by the Board of Directors on December 26, 2022

Reference link for Human rights : <https://www.smpcplc.com/wp-content/uploads/2023/04/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%94%E0%B9%89%E0%B8%B2%E0%B8%99%E0%B8%AA%E0%B8%B4%E0%B8%97%E0%B8%98%E0%B8%B4%E0%B8%A1%E0%B8%99%E0%B8%B8%E0%B8%A9%E0%B8%A2%E0%B8%8A%E0%B8%99.pdf>

### **Safety and occupational health at work**

For more details, please see Attachment 5.1 Organization Vision and Mission, Corporate Governance and Business Ethics" Section 12 "Policy on Safety, Occupational Health and Working Environment"

### **Policy for Stakeholders**

Please see more details in Attachment 5.1 Organization Vision and Mission, Corporate Governance and Business Ethics, Section 2 Policy on Treatment of Various Stakeholders

### **Policy for Investor Relations**

Please see more details in Attachment 5.1 Organization Vision and Mission, Corporate Governance and Business Ethics, Section 3 Policy for Investor Relations

### **Policy on the Composition of the Board of Directors (Board Skill Matrix)**

Please see more details in Attachment 5.3 Board Skill Matrix, which was approved by the Board of Directors on December 22, 2022

#### **Policy on Service of Directorship of the Board of Directors**

Please see more details in Attachment 5.1 Organization Vision and Mission, Corporate Governance and Business Ethics, Section 8 Policy on Service of Directorship of the Board of Directors

#### **Policy on Board of Directors Meetings**

Please see more details in Attachment 5.1 Organization Vision and Mission, Corporate Governance and Business Ethics, Section 9 Policy on Board of Directors Meetings

#### **Monitoring and Reviewing**

For more details, please see Appendix 5.1 Organization Vision and Mission, Corporate Governance Principles and Code of Conduct, Section 14 Monitoring and Reviewing the Implementation

#### **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

For more details, please see Section 6.3 Major Changes and Developments in the Corporate Governance Policy and System in the Past Year, Sub-Section 6.3.2 Implementation of the Principles of Good Corporate Governance for Listed Companies (CG Code)

In 2025, the Company did not receive any complaints and there were no violations of the Company's Code of Business Conduct.

#### **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-Logo-768x768 (2).jpeg

#### **Diagram of participation in anti-corruption networks**



**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 : Yes  
corporate governance policy and guidelines, or  
board of directors charter

Material changes and developments in policy and : No  
guidelines over the past year

Approved by the Corporate Governance and Sustainability Development Committee Meeting No. 2/2025 held on December 25, 2025, and subsequently by the Board of Directors Meeting No. 6/2025 held on December 25, 2025, the Meetings approved the amendment of the Companys Vision, Mission, Corporate Governance Principles, and Code of Conduct to ensure alignment with the Companys current circumstances and operating environment.

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

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

The company realizes that conducting business in accordance with the principles of good corporate governance is the foundation of sustainable growth, helping to strengthen the organizations credibility, transparency, and confidence among investors and stakeholders. Therefore, the company continuously instills a sense of good governance in the organization and encourages all relevant parties to be aware of and implement it in general. The company has

announced the enforcement of the Code of Conduct for employees and the Code of Conduct for all directors, executives, and employees to adhere to as guidelines in performing their duties according to the company's mission with honesty and integrity. The company has disseminated the organization's vision and mission, the principles of good governance, and the Code of Conduct through various channels, including public relations on the company's website and the orientation for new employees.

For monitoring of corporate governance, the company has included this in the internal audit work plan of the internal auditors every year. In addition, the company has provided a channel for reporting clues directly to the Chairman of the Board of Directors, the Chairman of the Audit Committee, independent directors and/or the Audit Committee, and has included this as an agenda in every Audit Committee meeting and Board of Directors meeting. In addition, the company has prescribed disciplinary punishments in cases of violation of the Code of Conduct

#### **Matters not complying with the principles of good corporate governance of the Stock Exchange of Thailand**

1. Section Shareholder Rights and Equal Treatment of Shareholders The company should set a policy requiring directors and senior executives to notify the board of directors of the company's share trading at least 1 day in advance before trading.

##### Company Directions

The board of directors has not yet required directors and senior executives to notify the board of directors of the company's share trading at least 1 day in advance before trading. However, the company requires directors and executives to report changes in their shareholdings to the SEC within 3 business days from the date of change in shareholdings, except in cases where the value of each transaction is less than 3 million baht, which can be reported within 3 business days from the date of transaction and the accumulated value reaches 3 million baht or after 6 months from the date of the first transaction, whichever comes first. The company secretary must be notified to prepare a record of the changes and summarize the number of shares of each director and executive for presentation to the board of directors at the next meeting.

2. Section Responsibilities of Board of Directors The board of directors should clearly specify the term of service of independent directors in the company's corporate governance policy, which should not exceed 9 years without exception.

##### Company Directions

The Board of Directors has a policy that independent directors shall have a term of service of no more than 9 years from the date of their first appointment as independent directors, unless there is a reasonable cause, as each director is a person with knowledge, ability and experience in the company's industry and to provide an opportunity to select more suitable persons to hold director positions, which will be of the utmost benefit to the company.

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

The company has participated in the Corporate Governance Survey of Thai Listed Companies to assess the quality of corporate governance of the company since 2014. In the first year, the company was appraised at the Good level with 3 symbols. The company has continuously improved and developed its corporate governance based on the suggestions received from the assessment agencies, resulting in better assessment results each year. During 2015-2019, the assessment results improved to the Very Good level with 4 symbols and received the highest assessment at the Excellent level with 5 symbols from 2020 to the present.

Although the company received the assessment results for corporate governance at 5 symbols since 2020, the company has continued to develop corporate governance. Therefore, from 2023 to the present, the company has been ranked in the top 25% of all listed companies (Top Quartile) participating in the assessment

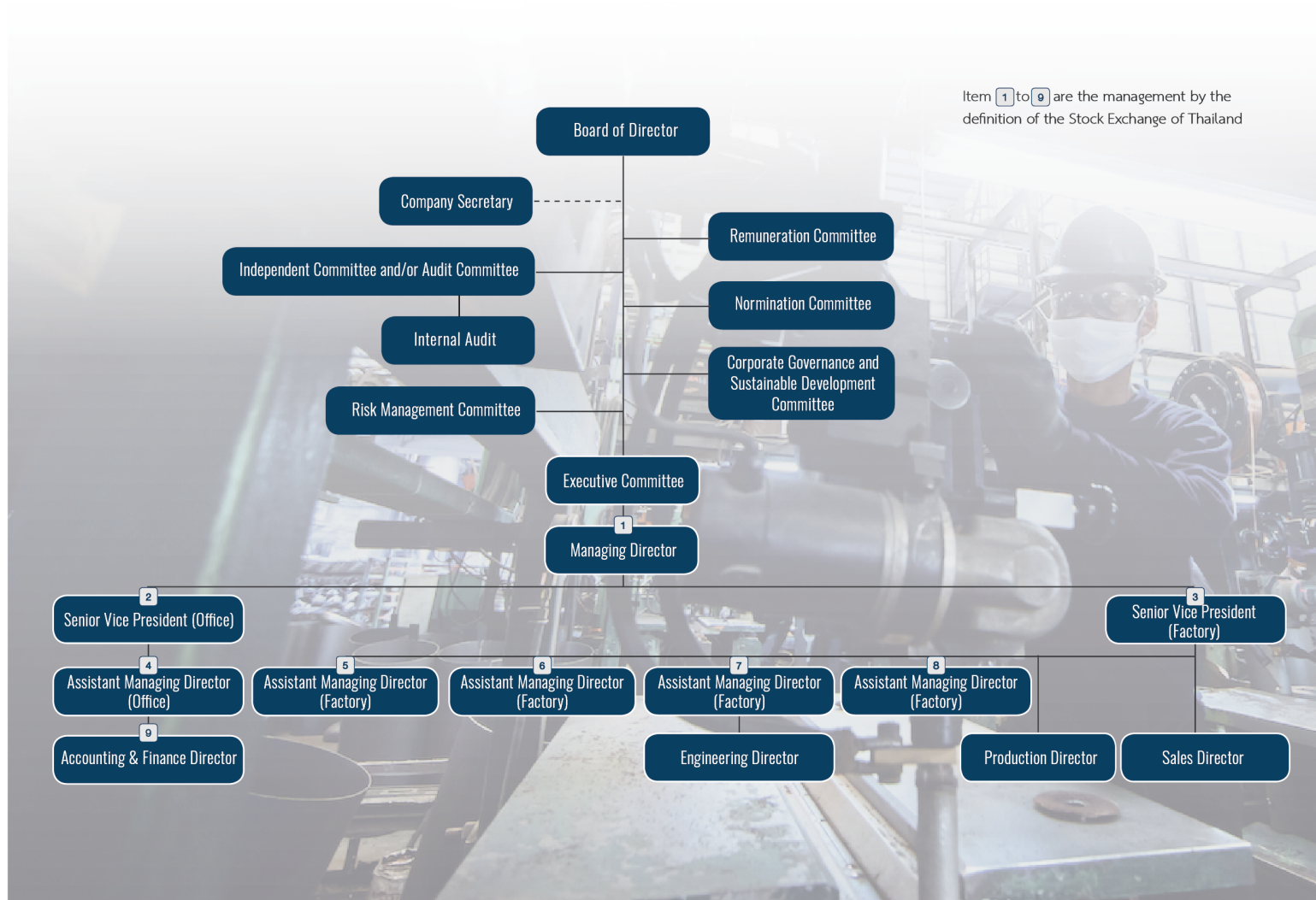
## Corporate Governance Structure

Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

## Corporate governance structure diagram



## Information on the board of directors

### Information on the board of directors

#### Composition of the board of directors

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

	2023		2024		2025	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Total directors	100.00		100.00		100.00	
	66.67	33.33	66.67	33.33	66.67	33.33
Executive directors	33.33		33.33		33.33	
	22.22	11.11	22.22	11.11	22.22	11.11
Non-executive directors	66.67		66.67		66.67	
	44.44	22.22	44.44	22.22	44.44	22.22
Independent directors	44.44		44.44		44.44	
	33.33	11.11	33.33	11.11	33.33	11.11
Non-executive directors who have no position in independent directors	22.22		22.22		22.22	
	11.11	11.11	11.11	11.11	11.11	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	65		66		67	
	65	64	66	65	67	66

The information on each director and controlling person

List of the board of directors<sup>(1)</sup>

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Mr. VINAI VITAVASGARNVEJ  Gender: Male  Age : 75 years  Highest level of education : Master's degree  Study field of the highest level of education : Political Science  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 270,000 Shares (0.050420 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 <sup>(**)</sup> : 0 Shares (0.000000 %)</li> </ul>	<p>Chairman of the board of directors  (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	<p>11 Apr 2012</p>	<p>Accounting, Finance, Strategic Management</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>2. Mrs. PATAMA LAOWONG  Gender: Female  Age : 57 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 : Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 108,876,258 Shares (20.331460 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 <sup>(**)</sup> : 25,469,911 Shares (4.756230 %)</li> </ul> <p><u>Indirect shareholding details</u></p> <p>Mr. Jirasak Lao Wong (husband)</p>	<p>Vice-chairman of the board of directors (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	22 Jun 2021	Accounting, Finance, Strategic Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. SURASAK URPSIRISUK Gender: Male Age : 72 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have DAP course : Yes DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 524,683 Shares (0.097979 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 <sup>(**)</sup> : 0 Shares (0.000000 %)</li> </ul>	<p>Director (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>	<p>4 Apr 1995</p>	<p>Engineering, Strategic Management</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>4. Mrs. SUPHA PHROMSAKA NA SAKOLNAKORN  Gender: Female  Age : 86 years  Highest level of education : Below a bachelor's degree  Study field of the highest level of education : Accounting  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 : 0 Shares (0.000000 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 <sup>(**)</sup> : 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 : Existing director</p>	<p>27 Apr 2001</p>	<p>Strategic Management, Accounting, Finance</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. TAIDEE VISAVAVEJA  Gender: Male  Age : 86 years  Highest level of education : Bachelor's degree  Study field of the highest level of education : Engineering  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 19,631,953 Shares (3.666054 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 <sup>(**)</sup> : 7,910,358 Shares (1.477174 %)</li> </ul> <p><u>Indirect shareholding details</u></p> <p>Dr. Kanjana Visawavej (Wife)</p>	<p>Director  (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	8 Apr 1997	Engineering, Strategic Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>6. Mr. THAMIK EKAHITANOND  Gender: Male  Age : 56 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  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 : 57,035,239 Shares (10.650712 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 <sup>(**)</sup> : 10,000 Shares (0.001867 %)</li> </ul> <p><u>Indirect shareholding details</u></p> <p>Mrs. Jaruwan Ekahitanon (Wife)</p>	<p>Director  (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>	<p>22 Jun 2021</p>	<p>Strategic Management</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Mr. TANADIT CHAROENCHAN  Gender: Male  Age : 58 years  Highest level of education : Master's degree  Study field of the highest level of education : Business Administration  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : Yes  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> <li>• Shareholding by persons related to the directors, executives according to Section 59 <sup>(**)</sup> : 0 Shares (0.000000 %)</li> </ul>	<p>Director  (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	1 Aug 2019	Strategic Management, Accounting, Finance, IT Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>8. Mrs. WERAWAN BOONKWAN  Gender: Female  Age : 56 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 : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 <sup>(**)</sup> : 0 Shares (0.000000 %)</li> </ul>	<p>Director  (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	<p>9 Aug 2013</p>	<p>Accounting, Finance, Strategic Management</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>9. Associate Professor Dr. JADE DONAVANIK Gender: Male Age : 53 years Highest level of education : Doctoral degree Study field of the highest level of education : Law 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> <li>• Shareholding by persons related to the directors, executives according to Section 59 <sup>(**)</sup> : 0 Shares (0.000000 %)</li> </ul>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	31 Mar 2015	Law, Strategic Management

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.

Remark: <sup>(1)</sup> The proportion of independent directors is 44 percent of the total number of directors and non-executive committee is 67 percent of the total number of directors.

## Diagram of list of the board of directors

## Board of Directors



Mr. Vinai Vittavagarnvej



Mr. Surasak Urpsirisuk



Mrs. Patama Laowong



Mrs. Supha Phromsaka Na Sakolnakorn



Mr. Taidee Visavaveja



Mr. Thamik Ekahitanond



Mr. Tanadit Charoenchan



Mrs. Werawan Boonkwan



Associate Professor Dr. Jade Donovanik

SAHAMITRI PRESSURE CONTAINER PUBLIC COMPANY LIMITED

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

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the companys certificate of registration
Total (persons)		3	6	4	2	4

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. VINAI VITAVASGARNVEJ	Chairman of the board of directors		✓	✓		
2. Mrs. PATAMA LAOWONG	Vice-chairman of the board of directors	✓				✓
3. Mr. SURASAK URPSIRISUK	Director	✓				✓
4. Mrs. SUPHA PHROMSAKA NA SAKOLNAKORN	Director		✓		✓	✓
5. Mr. TAIDEE VISAVAVEJA	Director		✓		✓	
6. Mr. THAMIK EKAHITANOND	Director	✓				✓
7. Mr. TANADIT CHAROENCHAN	Director		✓	✓		
8. Mrs. WERAWAN BOONKWAN	Director		✓	✓		
9. Associate Professor Dr. JADE DONAVANIK	Director		✓	✓		
<b>Total (persons)</b>		<b>3</b>	<b>6</b>	<b>4</b>	<b>2</b>	<b>4</b>

#### Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)

Skills and expertise	Number (persons)	Percent (%)
1. Law	1	11.11
2. Accounting	5	55.56
3. Finance	5	55.56
4. IT Management	1	11.11
5. Engineering	2	22.22
6. Strategic Management	9	100.00

#### 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
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	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	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 : Others : Methods to balance the power between the board of directors and executive committee: Others: The

company has clearly defined approval authority and separated responsibilities between the board of directors and executive committee.

The Board of directors has the authority to approve the issues in accordance with the law, rules of the company, resolutions in the shareholders meeting, including with setting and reviewing visions, missions, strategies, master plan of the operation, risk management policy, budget plan, annual business plan, setting up the required target for the work performance, monitoring and evaluating the operating result as per the plan, capital expenditure, connected transaction, subsidiary establishment, merger, business separation, joint venture, if any.

### **Segregation of Duties between the Board of Directors and the Executive Committees**

The Chairman of the Board is not the same person as the Managing Director to separate the duties of making policies and overseeing from the management of operations. The duties can be summarized as follows:

#### Duties and Responsibilities of the Board of Directors

- Perform duties in accordance with the law, objectives and resolutions of the shareholders' meeting with responsibility, honesty and caution, using discretion based on sufficient information, taking into account the benefits of all parties and without conflicts, for the utmost benefit of the company and shareholders.
- Review and supervise the establishment of an efficient internal control system, as well as appropriately manage the company's risks and strictly implement measures to prevent corruption and manage conflicts of interest.
- Consider and approve policies, large investment projects and important transactions of the company.
- Monitor and ensure that the management operates in accordance with the specified policies efficiently and effectively.

#### Duties and Responsibilities of the Executive Committees

- Manage the company's business and determining the business strategies according to the authority delegated by the Board.
- Have authority to approve the general operating expenditures, and also investment, trade agreement, and other matters within the authority limit approved by the Board.
- Report the operation performance to the Board.

### **Relationship with Management Team**

1. The Board of Directors allows the Managing Director to meet for discussion or seeking advices from the Board of Directors openly and straightforwardly.
2. The Board of Directors shows trust and honor on duties of the Managing Director and Management Team.
3. The Board of Directors participates in solving problems as appropriate if the management team's performance does not meet the plan / budget.

### **Authorized Directors according to the Company Affidavit**

4 Authorized Directors of the company are Mrs. Supha Phromsaka Na Sakolnakorn, Mr. Surasak Urbsirisuk, Mrs. Pattama Laowong, and Mr. Thammik Ekahitanond with any two of the four sign jointly with the company's seal affixed.

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

Board charter : Have

Please see the structure, qualifications, policies and terms of office, as well as the roles, duties and responsibilities of the Chairman and the Board of Directors in Attachment 5.5 Board of Directors Charter.

Reference link for the board charter : <https://www.smpcplc.com/wp-content/uploads/2024/03/%E0%B8%81%E0%B8%8E%E0%B8%9A%E0%B8%B1%E0%B8%95%E0%B8%A3%E0%B8%84%E0%B8%93%E0%B8%>

## Information on subcommittees

### Information on subcommittees

### Information on roles of subcommittees

## Roles of subcommittees

### Audit Committee

#### Role

- Audit of financial statements and internal controls

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

Please see the structure, qualifications, policies and terms of services, including the roles, duties and responsibilities of the Chairman and the Board of Directors in Attachment 5.6 Audit Committee Charter.

#### Reference link for the charter

-

### Executive Committee

#### Role

- Corporate governance

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

The Board of Directors has appointed the Executive Committees to help oversee and control the company's operations in accordance with the specified directions, policies and strategies. The Executive Committees play an important role in overseeing the management's operations in line with the policies of the Board of Directors, as well as reporting operating results and necessary information to ensure transparency and enable effective strategic decision-making, with the aim of creating maximum returns and benefits for shareholders.

#### Reference link for the charter

-

### Remuneration Committee

#### Role

- Remuneration

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

Please see the structure, qualifications, policies and terms of services, including the roles, duties and responsibilities of the Chairman and the Board of Directors in Attachment 5.7 Charter of the Remuneration Committee.

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

-

## **Nomination Committee**

### **Role**

- Director and executive nomination

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

Please see the structure, qualifications, policies and terms of services, including the roles, duties and responsibilities of the Chairman and the Board of Directors in Attachment 5.8 Charter of the Nomination Committee.

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

-

## **Corporate Governance and Sustainable Development Committee**

### **Role**

- Sustainability development
- Climate-related risks and opportunities governance

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

Please see the structure, qualifications, policies and terms of services, including the roles, duties and responsibilities of the Chairman and the Board of Directors in Appendix 5.9 Charter of the Corporate Governance and Sustainability Development Committee.

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

-

## **Risk Management Committee**

### **Role**

- Risk management

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

Please see the structure, qualifications, policies and terms of services, including the roles, duties and responsibilities of the Chairman and the Board of Directors in Appendix 5.10 Risk Management Committee Charter.

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

-

## **Information on each subcommittee**

List of audit committee <sup>(2)</sup>

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Mr. TANADIT CHAROENCHAN<sup>(*)</sup>                      Gender: Male                      Age : 58 years                      Highest level of education : Master's degree                      Study field of the highest level of education : Business Administration                      Thai nationality : Yes                      Residence in Thailand : Yes                      Expertise in accounting information review : Yes</p>	<p>Chairman of the audit committee                      (Non-executive directors, Independent director)                        Director type : Existing director</p>	<p>1 Aug 2019</p>	<p>Strategic Management, Accounting, Finance, IT Management</p>
<p>2. Mrs. WERAWAN BOONKWAN<sup>(*)</sup>                      Gender: Female                      Age : 56 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</p>	<p>Member of the audit committee                      (Non-executive directors, Independent director)                        Director type : Existing director</p>	<p>9 Aug 2013</p>	<p>Accounting, Finance, Strategic Management</p>

List of directors	Position	Appointment date of audit committee member	Skills and expertise
3. Associate Professor Dr. JADE DONAVANIK Gender: Male Age : 53 years Highest level of education : Doctoral degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No	Member of the audit committee (Non-executive directors, Independent director)  Director type : Existing director	31 Mar 2015	Law, Strategic Management

Additional explanation :

(\*) Directors with expertise in accounting information review

Remark: <sup>(2)</sup> With Ms. Thanaporn Erbsirisuk, Accounting and Investor Relations Manager, as the Secretary of the Audit Committee

#### 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
1. Mr. SURASAK URPSIRISUK Gender: Male Age : 72 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes	The chairman of the executive committee	22 Jun 2021

List of committee members	Position	Appointment date of executive committee member
<p>2. Mrs. PATAMA LAOWONG  Gender: Female  Age : 57 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>	Member of the executive committee	8 Dec 2009
<p>3. Mrs. SUPHA PHROMSAKA NA SAKOLNAKORN  Gender: Female  Age : 86 years  Highest level of education : Below a bachelor's degree  Study field of the highest level of education : Accounting  Thai nationality : Yes  Residence in Thailand : Yes</p>	Member of the executive committee	27 Apr 2001
<p>4. Mr. TAIDEE VISAVAVEJA  Gender: Male  Age : 86 years  Highest level of education : Bachelor's degree  Study field of the highest level of education : Engineering  Thai nationality : Yes  Residence in Thailand : Yes</p>	Member of the executive committee	8 Apr 1997
<p>5. Mr. THAMIK EKAHITANOND  Gender: Male  Age : 56 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>	Member of the executive committee	22 Jun 2021

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

## Other Subcommittees

Subcommittee name	Name list	Position
Remuneration Committee	Mr. VINAI VITAVASGARNVEJ	The chairman of the subcommittee (Independent director)
	Mrs. WERAWAN BOONKWAN	Member of the subcommittee (Independent director)
	Mrs. PATAMA LAOWONG	Member of the subcommittee
Nomination Committee	Mr. TANADIT CHAROENCHAN	The chairman of the subcommittee (Independent director)
	Associate Professor Dr. JADE DONAVANIK	Member of the subcommittee (Independent director)
	Mrs. PATAMA LAOWONG	Member of the subcommittee
Corporate Governance and Sustainable Development Committee	Mr. VINAI VITAVASGARNVEJ	The chairman of the subcommittee (Independent director)
	Mrs. WERAWAN BOONKWAN	Member of the subcommittee (Independent director)
	Mrs. PATAMA LAOWONG	Member of the subcommittee
Risk Management Committee	Mr. TANADIT CHAROENCHAN	The chairman of the subcommittee (Independent director)
	Associate Professor Dr. JADE DONAVANIK	Member of the subcommittee (Independent director)
	Mrs. PATAMA LAOWONG	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<sup>(3)</sup>

List of executives	Position	First appointment date	Skills and expertise
<p>1. Mr. SURASAK URPSIRISUK  Gender: Male  Age : 72 years  Highest level of education : Bachelor's degree  Study field of the highest level of education : Engineering  Thai nationality : Yes  Residing in Thailand : Yes  Highest responsibility in corporate accounting and finance : No  Accounting supervisor : No</p>	<p>CHAIRMAN OF THE EXECUTIVE BOARD  (The highest-ranking executive)</p>	<p>1 Jan 2013</p>	<p>Engineering, Strategic Management</p>
<p>2. Mrs. PATAMA LAOWONG  Gender: Female  Age : 57 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 : No  Accounting supervisor : No</p>	<p>Senior Vice President (Office)</p>	<p>8 Dec 2009</p>	<p>Accounting, Finance, Strategic Management</p>

List of executives	Position	First appointment date	Skills and expertise
<p>3. Mr. THAMIK EKAHITANOND</p> <p>Gender: Male</p> <p>Age : 56 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Communication Arts</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	<p>Assistant Managing Director (Factory)</p>	<p>1 Apr 2010</p>	<p>Strategic Management</p>
<p>4. Mr. Jerawut Laowong</p> <p>Gender: Male</p> <p>Age : 49 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Master of Arts, Energy and Mineral Resources</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	<p>Assistant Managing Director (Factory)</p>	<p>1 Apr 2010</p>	<p>Engineering, Strategic Management</p>

List of executives	Position	First appointment date	Skills and expertise
<p>5. Mr. Jirasak Phromsaka Na Sakolnakorn Gender: Male Age : 59 years Highest level of education : Bachelor's degree Study field of the highest level of education : Marketing Science Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	<p>Assistant Managing Director (Factory)</p>	<p>1 Feb 2013</p>	<p>Strategic Management</p>
<p>6. Ms. Kanya Vipanut<sup>(*)</sup> Gender: Female Age : 56 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : No</p>	<p>Assistant Managing Director (Office)</p>	<p>28 Jan 2021</p>	<p>Accounting, Finance, Strategic Management</p>

List of executives	Position	First appointment date	Skills and expertise
7. Mrs. Benjawan Tharincharoen Gender: Female Age : 53 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	Assistant Managing Director (Factory)	1 Feb 2025	Procurement, Strategic Management

*Additional Explanation :*

*(\*) Highest responsibility in corporate accounting and finance*

*(\*\*) Accounting supervisor*

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

*Remark: (3) Ms. Benjawan Tharincharoen was appointed to the position of Assistant Managing Director (Factory) on February 1, 2025.*

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

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

### Remuneration policy for executive directors and executives

#### 1) Remuneration of the Board of Directors

The company has clearly and transparently determined the remuneration of the Board by considering the appropriateness and in consistency with the Board's responsibility, and company's performance, which is the rate that were comparable to the other listed companies of similar size, or in the same industrial group as the company, as collected by Thai Listed Companies Association, and sufficient for maintaining the knowledgeable and capable directors. The Board's annual remuneration was determined and reviewed by the management, and to be in line with the principles of good corporate governance, such remuneration of the Board must be approved by the annual general meeting of shareholders.

The remuneration of the Board of Directors is reviewed annually by the Remuneration Committee and the Board of Directors for submission to the Annual General Meeting of Shareholders for approval. The remuneration for 2025 was reviewed at the Remuneration Committee Meeting No. 2/2024 on 23 December 2024 and the Board of Directors Meeting No. 6/2024 on 23 December 2024 and submitted to the Annual General Meeting of Shareholders 2025 on 31 March 2025 for approval.

#### 2) Remuneration of the Executive Committee

The remuneration of the executive committee, including the Managing Director, is in accordance with the principles and policies set out by the Board of Directors, which is specified as short term benefits such as salaries, and

bonuses, relating to the company's performance and individual performance of each executive, and adequately attractive to retain the professional management with qualifications, experiences, and competencies as per company's requirement. Other remuneration are provident fund contribution and social security fund contribution. Long term benefits are post employment benefits.

The Executive remuneration is reviewed by the remuneration committee annually at the Remuneration Committee meeting. For 2025, executive remuneration was reviewed at the 2/2024 Remuneration Committee meeting on December 23, 2024.

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

### Remuneration of executive directors and executives

#### Monetary remuneration of executive directors and executives

	2023	2024	2025
<b>Total remuneration of executive directors and executives (baht)</b>	72,477,163.00	79,518,307.00	79,204,823.00

#### Other remunerations of executive directors and executives

	2023	2024	2025
Company's contribution to provident fund for executive directors and executives (Baht)	2,744,400.00	2,776,440.00	3,069,625.00
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

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

Outstanding remuneration or benefits of executive directors and executives in the past 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. Thanaporn Urpsirisuk	cs@smpcplc.com	02-895-4139

#### List of the company secretary<sup>(4)</sup>

General information	Email	Telephone number
1. Ms. Kanya Vipanut	cs@smpcplc.com	02-895-4139

Remark: <sup>(4)</sup> Ms. Kanya Vipanut has held the position of Company Secretary since December 11, 2014 - present.

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

General information	Email	Telephone number
1. Ms. Chomsurang Suchiraphan	group@dharmniti.co.th	02-596-0500

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

#### Head of investor relations

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

#### List of the head of investor relations<sup>(5)</sup>

General information	Email	Telephone number
1. Ms. Thanaporn Urpsirisuk	ir@smpcplc.com	02-895-4139

Remark: <sup>(5)</sup> Please see details in Part 1 Business Management and Operation Result, Topic 1 Group Structure and Operations, Sub-Topic 1.1.5 General Information of the Company.

#### Company's auditor

#### Details of the company's 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
GRANT THORNTON LIMITED 11TH FLOOR, CAPITAL TOWER, UNIT S1101 , S1102 87/1 ALL SEASONS PLACE, WIRELESS ROAD, LUMPINI, PATHUMWAN, BANGKOK 10330, THAILAND LUMPHINI PATHUM WAN Bangkok 10330 Telephone number +66 2205 8222	1,590,000.00	-	1. Ms. SARANYA AKHARAMAHAPHANIT Email: Saranya. Akharamahaphanit@th.gt.com Telephone number: 02-2058222 License number: 9919

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

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

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

## Performance Report on Corporate Governance

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

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

In 2025, the Board of Directors has fully performed its duties as specified in the Board of Directors Charter through the Board of Directors meetings in order to continuously and promptly supervise, control and oversee the performance of the management. In the term of service for 2025 (April 2025 – March 2026), the Board of Directors held a total of 6 meetings: 4 meetings to approve quarterly and annual financial statements, 1 meeting to monitor the performance of the management on a semi-annual basis, and 1 meeting to review and approve the vision, mission, strategic plan, budget, risk management and internal control system of the organization, including corruption prevention.

In 2025, the Company held meetings of all sub-committees and non-executive committees (details are presented in the table above). In addition, at the 6/2025 Board of Directors Meeting held on December 25, 2025, the Board reviewed the Company's Vision, Mission, Corporate Governance Principles, and Code of Conduct. The Meeting approved amendments to the Vision, Mission, Corporate Governance Principles, and the Company's Code of Conduct as proposed by the Company Secretary (Attachment 5.1: Vision, Mission, Corporate Governance Principles and the Company's Code of Conduct) to ensure alignment with the Company's current circumstances.

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

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

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

List of directors	Position	First appointment date of director	Skills and expertise
Mr. SURASAK URPSIRISUK	Director	4 Apr 1995	Engineering, Strategic Management
Mr. TAIDEE VISAVAVEJA	Director	8 Apr 1997	Engineering, Strategic Management
Mr. THAMIK EKAHITANOND	Director	22 Jun 2021	Strategic Management

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

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

#### Selection of independent directors

## Criteria for selecting independent directors

### Definition of Independent Directors

The Independent Directors are part of the Board of Directors which must consist of Independent Directors with the proportion of at least one third of the total existing Directors, and not fewer than 3. The good corporate governance also requires that the proportion of the Independent Directors must be more than half of the total Directors in the following cases:

1. The Chairman of the Board and the Managing Director is the same person.
2. The Chairman of the Board is not an Independent Director.
3. The Chairman of the Board and the Managing Director are immediate family members.
4. The Chairman of the Board is part of the Executive Committee, or management team, or assigned with the management responsibility.

Currently, the company has 4 Independent Directors. Among these, 3 are Audit Committee. The Chairman of the Board of the Directors is an Independent Director, and does not meet the criteria set by the Securities and Exchange Commission (SEC). The company therefore is not required to have the Independent Directors more than half of the total Directors. However, to be in line with the referenced principles of good corporate governance, the company set a policy relating to the committee component in the Board Skill Matrix to increase the proportion of the Independent Directors to be half of the total existing Board of Directors.

The Independent Directors composition and qualifications are in accordance with the criteria specified in the SEC notifications as follows:

1. Holding shares not exceeding 1% of the total shares with voting right of the company, affiliates, associates, or persons with possible conflict (including related persons under Section 258 of the securities laws).
2. Not being involved with business management, including not being employees, officers, advisors who receive salary, nor having the control of the company, affiliates, associates, nor being persons with possible conflict. Such benefits and interests as mentioned must have ended for at least 2 years before the appointment.
3. Not in business relationships, having neither benefits nor interests, whether direct or indirect, both on the financial and the management of the company, affiliates, associates, or persons with possible conflict, in a manner causing the lack of independence. Unless the foregoing characteristic has been ended not less than 2 years.
4. Shall not be a person related by blood or legal registration with other directors, major shareholders, controlling person of the company or subsidiaries or persons with possible conflict.
5. Shall not be or have never been an auditor of the company, and not be a significant shareholder, controlling person, or partner of an audit firm which employs auditors of the company. Unless the foregoing characteristic has been ended not less than 2 years.
6. Shall not be nor have ever been a provider of any professional services including legal advisor or financial advisor who receives service fees exceeding 2 million baht per year from the company, and not be a significant shareholder, controlling person or partner of the provider of professional services. Unless the foregoing characteristic has been ended than 2 years.
7. Shall not be a director appointed as representative of the Board of Directors, major shareholder, or shareholder who is related to a major shareholder of the company.
8. Shall not undertake any business in the same nature and in competition with the business of the company or its subsidiary, not be a significant partner in a partnership or director with management authority, employee, staff member or advisor who receives salary or holds shares exceeding 1% of the total voting shares of another company which undertakes business in the same nature and in competition with the business of the company or subsidiary.
9. Shall not have any other characteristic that limits his or her ability to express independent opinions regarding the company's operations.

In 2025, all independent directors have no business relationship or provide the company with any professional service. In addition, the company does not have a person appointed as an independent director who has had a business relationship.

## Orientation for New Directors

The orientation for new Directors is organized and managed by the Company Secretary by presenting the documents and information that are beneficial to the duties of the new Directors, such as director's handbook, the company's corporate governance and business code of conduct, company charter, capital structure, shareholders structure, authority, duty and laws which are related to rules and responsibilities of directors of listed company, best practices, related rules and regulations, annual reports, form 56-1, including the past financial statements. So that the directors will understand the overall picture of the performance and the company's business. Secretary also proposes the training courses for the directors that are essential to the duties and the corporate governance. In addition, there is also presentation of important information relating to the company's business to enhance the knowledge and understanding about the business and company's operations of the first time Directors.

During the year 2025, there were no new posted directors.

## Succession Plan

The Board of the Directors realizes that vacancies in senior positions, i.e., Chairman of Executive Committee, Managing Director, Senior Vice President, and other top management, are ones of the risks that company have to be well prepared, because it will disrupt the continuity of the operations. To ensure the smooth transition and internal operation, in the Board of Directors Meeting, the Directors annually review the succession plan, by having preparation in place, such as the structure of delegation authority, decentralization to middle and top management, and necessary training courses in order to prepare and develop the potential of the successors.

Ever since 2024, the management team hired a consultant to plan and implement a concrete succession plan under the project "Career and Succession Planning" to create a succession plan for the important positions and to plan the personnel development. The management team has continuously reported the project progress in the meeting of the Nomination Committee and the Board of Directors.

## 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<sup>(6)</sup>

Number of directors from each group of major : 2

shareholders over the past year (persons)

Remark: <sup>(6)</sup> Ms. Pattama Laowong and Mr. Thammik Ekahithanond are directors representing the company's major shareholders

### Rights of minority shareholders on director appointment

For the right protection of the minority shareholders, in order to show fairness and transparency in accordance with good corporate governance principles, the company has published on website both in Thai and English the criteria for granting the shareholders to propose matters to be included in the agenda of the general meeting of shareholders, and nominate persons to be elected as directors. It is under the clause "Investor Relations", sub-clause "Shareholder Information" titled "Annual General Shareholders Meeting", which allows shareholders to propose matters to be included in the agenda of the Annual General Meeting of Shareholders and nominate persons to be elected as directors during September 16 - December 15 of each year (a total of 3 months), directly through the company secretary, and the Investor Relations Department. The company has published the rules and procedures on the company website, along with publishing the news through the website of the Stock Exchange of Thailand on 2 September 2024 (2 weeks prior to the period of accepting enquiries) to inform all shareholders accordingly.

For the annual opening period during 16 September 2024 - 15 December 2024 of the 2025 Annual General Meeting of Shareholders, no shareholder proposed agenda or name list of persons to be elected as directors for the Board of Directors to consider.

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<sup>(7)</sup>

#### 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
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List of directors	Participation in training in the past financial year	History of training participation
1. Mr. VINAI VITTAVASGARNVEJ (Chairman of the board of directors, Independent director)	Participating	Other <ul style="list-style-type: none"> <li>• 2025: Aligning Strategic Direction Workshop</li> <li>• 2025: Boardroom Stewardship: Governing for Sustainability and Climate Resilience</li> </ul>
2. Mrs. PATAMA LAOWONG (Vice-chairman of the board of directors)	Participating	Other <ul style="list-style-type: none"> <li>• 2025: Aligning Strategic Direction Workshop</li> <li>• 2025: Boardroom Excellence : a key to corporate success</li> <li>• 2025: Professional Image Program</li> <li>• 2025: Succession planning &amp; Talent management</li> </ul>
3. Mr. SURASAK URPSIRISUK (Director)	Participating	Other <ul style="list-style-type: none"> <li>• 2025: Aligning Strategic Direction Workshop</li> </ul>
4. Mrs. SUPHA PHROMSAKANA SAKOLNAKORN (Director)	Participating	Other <ul style="list-style-type: none"> <li>• 2025: Aligning Strategic Direction Workshop</li> </ul>
5. Mr. TAIDEE VISAVAVEJA (Director)	Participating	Other <ul style="list-style-type: none"> <li>• 2025: Aligning Strategic Direction Workshop</li> </ul>
6. Mr. THAMIK EKAHITANOND (Director)	Participating	Other <ul style="list-style-type: none"> <li>• 2025: Aligning Strategic Direction Workshop</li> <li>• 2025: Boardroom Excellence : a key to corporate success</li> <li>• 2025: Succession planning &amp; Talent management</li> </ul>

List of directors	Participation in training in the past financial year	History of training participation
<p>7. Mr. TANADIT CHAROENCHAN (Director, Independent director)</p>	<p>Participating</p>	<p>Other</p> <ul style="list-style-type: none"> <li>• 2025: Accounting &amp; Auditing Issues for IPO and Listed Companies</li> <li>• 2025: Audit Data Analytics</li> <li>• 2025: Audit Quality Enhancement 2025</li> <li>• 2025: Audit Quality Review Insights 2024</li> <li>• 2025: FAP Annual General Meeting 2025</li> <li>• 2025: Key Perspectives on Preventing Fraud &amp; TFRS 18: Presentation and Disclosure in Financial Statements (Exposure Draft)</li> <li>• 2025: Professional Ethics for Accountants</li> <li>• 2025: Succession planning &amp; Talent management</li> <li>• 2025: Sustainability Reporting and Climate Risks 2025</li> <li>• 2025: Thailand Professional Accountants Day 2025</li> <li>• 2025: The Evolving Role of Audit Committee in Fostering Trust and Transparency</li> <li>• 2025: The Evolving Role of Audit Committee in Fostering Trust and Transparency 2025 IESBA Code of Ethics Session</li> </ul>
<p>8. Mrs. WERAWAN BOONKWAN (Director, Independent director)</p>	<p>Participating</p>	<p>Other</p> <ul style="list-style-type: none"> <li>• 2025: Succession planning &amp; Talent management</li> <li>• 2025: The Evolving Role of Audit Committee in Fostering Trust and Transparency</li> </ul>

List of directors	Participation in training in the past financial year	History of training participation
9. Associate Professor Dr. JADE DONAVANIK (Director, Independent director)	Participating	-

Remark: <sup>(7)</sup> 1. Please see the training history of the company's directors and executives in the attached document 1.2 "Executive Training History".

## Information on the evaluation of duty performance of directors

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

#### Self assessment of the Board of Directors, Sub-Committee and the CEO

SMPC conducts self-assessment for the Board of Directors once a year. The committees agreed to use the board self-evaluation form prepared by the Thai Institute of Directors Association. The Nomination Committee considers and reviews the appropriateness of the performance evaluation forms of the Board and sub-committee to ensure that they are still appropriate to the current situation and consistent with the roles, responsibilities of the Board of Directors. They also have to be in line with the latest rules and announcements each year. Then they are presented to the Board of Directors' meeting for consideration and approval. The company will then distribute evaluation forms to all committees to evaluate their performance. The forms are the evaluation of the performance by group, individual, and Chief Executive Officer (CEO). The company secretary collects the assessment form, summarizes the evaluation results and any opinions, and proposes in the next Board of Directors meeting.

The company has evaluation criteria as follows: (4) excellent performance (3) good performance (2) fair performance (1) slight performance (0) no performance

#### The performance evaluation of the individual committee are considered by

1. Personal qualifications
2. Readiness for duty
3. Participation in meetings
4. Roles, duties and responsibilities
5. Relationship with the Board of Directors and Management Team

#### The performance evaluation of the committees as team are considered by

1. The organization and qualification of the committees.
2. Roles, duties, and responsibilities of the committees
3. The Board of Directors meeting.
4. The dynamics of the performance of the Board of Directors
5. Relationship with management team.
6. Development of the committee.

**The performance evaluation of the sub-committee.** The company has 5 sub-committee which are audit, remuneration, nomination, corporate governance and sustainable development, and risk management committee. The evaluations are considered by

1. The organization and qualification of the committees.

2. The Board of meeting.
3. Roles, duties and responsibilities of the committees.
4. Report of the committee.

**The evaluation of the CEO performance are jointly evaluated by the Board of Directors with the followings**

1. Directors Leadership.
2. Strategy set.
3. Execution of the strategies.
4. Planning and financial performance.
5. Relation with the committees
6. Relation with the external parties.
7. Management and relation with employees
8. Succession plan
9. Knowledge of product and service
10. Personal character.

This assessment will take into account progress towards achieving financial, environmental, social, and governance (ESG) performance targets as defined by the Board of Directors, in order to align with the company's sustainable growth and long-term value creation.

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

In the Board of Directors meeting no. 6/2025, on 25 December 2025, SMPC conducted the performance evaluation of the individual, team, sub-committee, and the CEO. The company has informed the results of the evaluation along with recommendations from the committee and analyzed the evaluation results in order to improve and develop efficiency and effectiveness in operations, which was presented at the Board of Directors Meeting No. 1/2026 on February 13, 2026.

For 2025, the performance evaluation of the CEO by the Board of Directors (excluding the CEO) was at a good level, with an average score of 3.75 out of a full score of 4

**Performance evaluation criteria for the executives**

Performance evaluation criteria for the executives : Yes

**The evaluation of the CEO performance are jointly evaluated by the Board of Directors with the followings**

1. Directors Leadership.
2. Strategy set.
3. Execution of the strategies.
4. Planning and financial performance.
5. Relation with the committees
6. Relation with the external parties.
7. Management and relation with employees
8. Succession plan
9. Knowledge of product and service
10. Personal character.

For 2025, the performance evaluation of the CEO by the Board of Directors (excluding the CEO) was at a good level, with an average score of 3.75 out of a full score of 4

## 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 : 31 Mar 2025  
 EGM meeting : No

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

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. VINAI VITAVASGARNVEJ (Chairman of the board of directors, Independent director)	6	/	6	1	/	1		/	
2. Mrs. PATAMA LAOWONG (Vice-chairman of the board of directors)	6	/	6	1	/	1		/	
3. Mr. SURASAK URPSIRISUK (Director)	6	/	6	1	/	1		/	
4. Mrs. SUPHA PHROMSAKA NA SAKOLNAKORN (Director)	6	/	6	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. Mr. TAIDEE VISAVAVEJA (Director)	6	/	6	1	/	1		/	
6. Mr. THAMIK EKAHITANOND (Director)	6	/	6	1	/	1		/	
7. Mr. TANADIT CHAROENCHAN (Director, Independent director)	6	/	6	1	/	1		/	
8. Mrs. WERAWAN BOONKWAN (Director, Independent director)	6	/	6	1	/	1		/	
9. Associate Professor Dr. JADE DONAVANIK (Director, Independent director)	6	/	6	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. VINAI VITAVASGARNVEJ (Chairman of the board of directors)	6/6 (100.00%)	1/1 (100.00%)	N/A
2. Mrs. PATAMA LAOWONG (Vice-chairman of the board of directors)	6/6 (100.00%)	1/1 (100.00%)	N/A

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
3. Mr. SURASAK URPSIRISUK (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
4. Mrs. SUPHA PHROMSAKA NA SAKOLNAKORN (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
5. Mr. TAIDEE VISAVAVEJA (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
6. Mr. THAMIK EKAHITANOND (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
7. Mr. TANADIT CHAROENCHAN (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
8. Mrs. WERAWAN BOONKWAN (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
9. Associate Professor Dr. JADE DONAVANIK (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
<b>Average meeting attendance rate</b>	<b>100.00%</b>	<b>100.00%</b>	<b>N/A</b>

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

### Remuneration of the board of directors

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

The company has clearly and transparently defined the remuneration policy for directors, taking into account the appropriateness and consistency with the scope of duties and responsibilities of the directors and the company's performance, which is a rate comparable to the rate of remuneration of other listed companies in the Stock Exchange of Thailand with similar business sizes or in the same industry group as the company, as compiled by the Thai Listed Companies Association. The annual remuneration for directors will be set at the rate and reviewed by the Remuneration Committee. In order to comply with the principles of good corporate governance, the said remuneration for the Board of Directors must be considered and approved by the Annual General Meeting of Shareholders.

The structure of the remuneration for directors in cash consists of monthly remuneration and meeting allowances. For 2025, the remuneration for directors was approved at the Annual General Meeting of Shareholders 2025 on March

31, 2025, not exceeding 6.0 million baht/year for all 9 directors, including other benefits, such as the right to protection under the directors' liability insurance. At a maximum total of 100 million baht.

Remuneration of the board of directors<sup>(8)</sup>

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. VINAI VITAVASGARNVEJ (Chairman of the board of directors, Independent director)</b>			<b>820,000.00</b>		<b>0.00</b>
Board of Directors (Chairman of the board of directors)	60,000.00	720,000.00	780,000.00	Yes	
Remuneration Committee (The chairman of the subcommittee)	20,000.00	N/A	20,000.00	No	
Corporate Governance and Sustainable Development Committee (The chairman of the subcommittee)	20,000.00	N/A	20,000.00	No	
<b>2. Mrs. PATAMA LAOWONG (Vice-chairman of the board of directors)</b>			<b>540,000.00</b>		<b>N/A</b>
Board of Directors (Vice-chairman of the board of directors)	60,000.00	480,000.00	540,000.00	Yes	
Executive Committee (Member of the executive committee)	N/A	N/A	N/A	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Remuneration Committee (Member of the subcommittee)	N/A	N/A	N/A	No	
Nomination Committee (Member of the subcommittee)	N/A	N/A	N/A	No	
Corporate Governance and Sustainable Development Committee (Member of the subcommittee)	N/A	N/A	N/A	No	
Risk Management Committee (Member of the subcommittee)	N/A	N/A	N/A	No	
<b>3. Mr. SURASAK URPSIRISUK (Director)</b>			<b>780,000.00</b>		<b>N/A</b>
Board of Directors (Director)	60,000.00	720,000.00	780,000.00	Yes	
Executive Committee (The chairman of the executive committee)	N/A	N/A	N/A	No	
<b>4. Mrs. SUPHA PHROMSAKA NA SAKOLNAKORN (Director)</b>			<b>540,000.00</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)	60,000.00	480,000.00	540,000.00	Yes	
Executive Committee (Member of the executive committee)	N/A	N/A	N/A	No	
<b>5. Mr. TAIDEE VISAVAVEJA (Director)</b>			<b>540,000.00</b>		<b>0.00</b>
Board of Directors (Director)	60,000.00	480,000.00	540,000.00	Yes	
Executive Committee (Member of the executive committee)	N/A	N/A	N/A	No	
<b>6. Mr. THAMIK EKAHITANOND (Director)</b>			<b>540,000.00</b>		<b>N/A</b>
Board of Directors (Director)	60,000.00	480,000.00	540,000.00	Yes	
Executive Committee (Member of the executive committee)	N/A	N/A	N/A	No	
<b>7. Mr. TANADIT CHAROENCHAN (Director, Independent director)</b>			<b>500,000.00</b>		<b>N/A</b>
Board of Directors (Director)	60,000.00	N/A	60,000.00	Yes	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Audit Committee (Chairman of the audit committee)	40,000.00	360,000.00	400,000.00	No	
Nomination Committee (The chairman of the subcommittee)	20,000.00	N/A	20,000.00	No	
Risk Management Committee (The chairman of the subcommittee)	20,000.00	N/A	20,000.00	No	
<b>8. Mrs. WERAWAN BOONKWAN (Director, Independent director)</b>			<b>440,000.00</b>		<b>N/A</b>
Board of Directors (Director)	60,000.00	N/A	60,000.00	Yes	
Audit Committee (Member of the audit committee)	40,000.00	300,000.00	340,000.00	No	
Remuneration Committee (Member of the subcommittee)	20,000.00	N/A	20,000.00	No	
Corporate Governance and Sustainable Development Committee (Member of the subcommittee)	20,000.00	N/A	20,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
<b>9. Associate Professor Dr. JADE DONAVANIK (Director, Independent director)</b>			<b>440,000.00</b>		<b>N/A</b>
Board of Directors (Director)	60,000.00	N/A	60,000.00	Yes	
Audit Committee (Member of the audit committee)	40,000.00	300,000.00	340,000.00	No	
Nomination Committee (Member of the subcommittee)	20,000.00	N/A	20,000.00	No	
Risk Management Committee (Member of the subcommittee)	20,000.00	N/A	20,000.00	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	540,000.00	3,360,000.00	3,900,000.00
2. Audit Committee	120,000.00	960,000.00	1,080,000.00
3. Executive Committee	0.00	0.00	0.00
4. Remuneration Committee	40,000.00	0.00	40,000.00

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
5. Nomination Committee	40,000.00	0.00	40,000.00
6. Corporate Governance and Sustainable Development Committee	40,000.00	0.00	40,000.00
7. Risk Management Committee	40,000.00	0.00	40,000.00

#### Summary of the remuneration of the board of directors

	2023	2024	2025
Meeting allowance (Baht)	820,000.00	810,000.00	820,000.00
Other monetary remuneration (Baht)	4,320,000.00	4,320,000.00	4,320,000.00
Total (Baht)	5,140,000.00	5,130,000.00	5,140,000.00

Remark: <sup>(8)</sup> The Executive Committee and/or executives in the sub-committees will not receive meeting allowances.

#### 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 : No  
companies

Mechanism for overseeing subsidiaries and : No / In progress  
associated companies

-The Company has no affiliates or subsidiaries

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

-The Company has no affiliates or subsidiaries-

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

### The monitoring of compliance with corporate governance policy and guidelines

#### Prevention of conflicts of interest

##### Operations for conflict of interest prevention over the past year

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

The company has the following policies

1. Refrain from holding shares of the company's competitor, as this may lead to the action or omission of the tasks that should be performed in accordance with their duties, or affecting on duty. However, if the shares were acquired prior to the employment, before the company entered that business, or acquired through inheritance, the employees must report to their supervisors according to the hierarchy.
2. Employees must make decision on business operations of the company, with regard to the best interests of the company.
3. Avoid getting financially involved, and/or relationships with external parties, which will result in the company having to lose benefits, causing a conflict of interest, or interrupting work efficiency.
4. If any business transaction is considered a connected transaction, the Audit Committee shall check the suitability of the price and the reasonableness of such connected transaction, and the best interest of the company. By using the guidelines for connected transactions under the law on securities and SET, and / or notifications or regulations of the Stock Exchange of Thailand, Securities and Exchange Commission, the company is also to propose to the Board of Directors for approval.

The company has included the review of items that may have conflicts of interest as one of the agendas of every meeting of the Audit Committee and the Board of Directors. In 2025, there was no conflict of interest item that was not considered by the Audit Committee and the Board of Directors. In the past year, the company did not find any actions that violated the conflict of interest policy.

##### Number of cases or issues related to conflict of interest

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

#### Prevention of the use of inside information to seek benefits

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

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

The policy of using inside information to comply with the law and in accordance with the good corporate governance are as follows:

1. Directors and executives to report changes in their securities holdings to the SEC within 3 business days from the date of the change, except in cases where the value of each transaction is less than 3 million baht, in which case the report can be made within 3 business days from the date of the transaction and the accumulated value reaches 3 million baht or after 6 months from the date of the first transaction, whichever comes first. The company secretary must be notified to prepare a record of the changes and summarize the number of securities of each director and executive for presentation to the board of directors at the next meeting.

2. Directors and executives to report to the company secretary if there is a transaction by the director or executive that involves placing the company's shares as collateral

3. Directors and executives to report their interests to the Company Secretary annually or without delay when an interest arises.

4. Directors, executives or agencies that have received inside information are prohibited from disclosing inside information to third parties or non-related persons.

5. Directors, executives or agencies that have received inside information, are to avoid trading the company's securities, at least 1 month before the disclosure of the financial statements and 24 hours after the financial statements are released to the public (unless there is a necessity).

6. It is prohibited for directors, executives or agencies that have received inside information to use inside information for personal benefit, either directly or indirectly.

During the year 2025, the Board of Directors has strictly implemented the above policy. Neither committees nor executives used inside information for their own benefits.

#### 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

The company has disclosed the anticorruption policies, monitoring and assessment, and reporting of fraud (Whistle Blowing) under the clause 3. "Driving Business for Sustainability, subclause 3.4.1.3 "AntiCorruption".

**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 company has a process for handling whistleblowing, which the company has disclosed in the Anti-Corruption Policy, Monitoring and Evaluation, and Whistle Blowing in Section 3 Driving Business for Sustainability, Sub-Section 3.4.1.3 Anti-Corruption.

For 2025, the company did not receive any whistleblowing or complaints

**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

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

### Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 4

List of Directors	Meeting attendance of audit committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. TANADIT CHAROENCHAN (Chairman of the audit committee)	4	/	4	4/4 (100.00%)
2 Mrs. WERAWAN BOONKWAN (Member of the audit committee)	4	/	4	4/4 (100.00%)
3 Associate Professor Dr. JADE DONAVANIK (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

The Audit Committee Meeting is held regularly on a quarterly basis at least 4 times a year or more if necessary, together with the accounting department, internal auditors, and external auditors. For transparency and auditability, additional meetings are held without the participation of the executives, but under the knowledge of the executive committees. In addition, the Board of Directors has included the Audit Committees report in the quarterly Board of Directors meeting (please see attachment 6: Audit Committee Report).

## 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) : 12

List of Directors	Meeting attendance of Executive Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. SURASAK URPSIRISUK (The chairman of the executive committee)	10	/	12	10/12 (83.33%)
2 Mrs. PATAMA LAOWONG (Member of the executive committee)	12	/	12	12/12 (100.00%)
3 Mrs. SUPHA PHROMSAKA NA SAKOLNAKORN (Member of the executive committee)	12	/	12	12/12 (100.00%)
4 Mr. TAIDEE VISAVAVEJA (Member of the executive committee)	10	/	12	10/12 (83.33%)
5 Mr. THAMIK EKAHITANOND (Member of the executive committee)	12	/	12	12/12 (100.00%)
<b>Average meeting attendance rate</b>				<b>(93.33%)</b>

#### The results of duty performance of Executive Committee

In 2025, the Executive Committee held monthly meetings, scheduled for the third Thursday of each month, for a total of 12 meetings per year. The Executive Committee achieved an average attendance rate of 93.33%. The Executive Committee consistently performed its duties as assigned by the Board of Directors, considering and establishing policies, guidelines, and operational plans aligned with the company's business strategy and goals. This included overseeing management's operations to ensure they adhered to established plans, and regularly monitoring financial performance, business operations, and risk management to ensure the company's operations were efficient, transparent, and maximized for the benefit of the company and all stakeholders.

#### Meeting attendance of Remuneration Committee

Meeting Remuneration Committee (times) : 2

List of Directors	Meeting attendance of Remuneration Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	

List of Directors	Meeting attendance of Remuneration Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. VINAI VITAVASGARNVEJ (The chairman of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
2 Mrs. WERAWAN BOONKWAN (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
3 Mrs. PATAMA LAOWONG (Member of the subcommittee)	2	/	2	2/2 (100.00%)
<b>Average meeting attendance rate</b>				<b>(100.00%)</b>

### The results of duty performance of Remuneration Committee

In 2025, there were two meetings of the Remuneration Committee on 26 June 2025 and 25 December 2025, assessing the preliminary remuneration of the Board of Directors and senior executives through appropriate processes, by comparing with other companies in the market with similar business types and sizes, with references of the 2024 Directors' Remuneration Survey conducted by the Thai Institute of Directors. The remuneration assessment also included the company's performance as a basis for maintaining the knowledge and capable committee. It was found that the director's remuneration rate was comparable with the market rate and other companies with similar business types and sizes. The Executive Committee of the company determines the compensation of the employees and the executives of the company for the committees consideration. (Please refer to Attachment 7, Report of the Subcommittee, sub-section 7.1 Report of the Remuneration Committee).

### Meeting attendance of Nomination Committee

Meeting Nomination Committee (times) : 2

List of Directors	Meeting attendance of Nomination Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	

List of Directors	Meeting attendance of Nomination Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. TANADIT CHAROENCHAN (The chairman of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
2 Associate Professor Dr. JADE DONAVANIK (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
3 Mrs. PATAMA LAOWONG (Member of the subcommittee)	2	/	2	2/2 (100.00%)
<b>Average meeting attendance rate</b>				<b>(100.00%)</b>

### The results of duty performance of Nomination Committee

In 2025, there were 2 Nomination Committee meetings held on 26 June 2025 and 25 December 2025, reviewing the rules and practices in granting shareholders' right to propose matters to be included in the agenda, nominating persons to be elected as the company's directors to replace the resigned directors, nominating persons to be elected in replacing those who are due to retire by rotation at the Annual General Meeting of Shareholders for the year 2026, by assessing the qualifications of the directors that are in line with company's operational strategy, and reviewing the suitability of the Board Skill Matrix, etc. (please see Attachment 7, Report of the Sub-Committee, Sub-section 7.2 Report of the Nomination Committee)

### Meeting attendance of Corporate Governance and Sustainable Development Committee

Meeting Corporate Governance and Sustainable Development Committee (times) : 2

List of Directors	Meeting attendance of Corporate Governance and Sustainable Development Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	

List of Directors	Meeting attendance of Corporate Governance and Sustainable Development Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. VINAI VITAVASGARNVEJ (The chairman of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
2 Mrs. WERAWAN BOONKWAN (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
3 Mrs. PATAMA LAOWONG (Member of the subcommittee)	2	/	2	2/2 (100.00%)
<b>Average meeting attendance rate</b>				<b>(100.00%)</b>

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

In 2025, the Corporate Governance and Sustainable Development Committee meeting was held 2 times, on 26 June 2025 and 25 December 2025 to acknowledge the results of the corporate governance assessment (CGR) for the year 2025, the sustainable stock assessment (SET ESG Ratings) along with considering recommendations for improvement and development to meet the project criteria. The meeting was also to review the vision, mission, corporate governance principles, and the company's business ethics for further approval by the Board of Directors meeting. (Please refer to Attachment 7, Report of the Sub-Committee, Sub-section 7.3 Report of the Corporate Governance and Sustainable Development Committee)

### Meeting attendance of Risk Management Committee

Meeting Risk Management Committee (times) : 2

List of Directors	Meeting attendance of Risk Management Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	

List of Directors	Meeting attendance of Risk Management Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. TANADIT CHAROENCHAN (The chairman of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
2 Associate Professor Dr. JADE DONAVANIK (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
3 Mrs. PATAMA LAOWONG (Member of the subcommittee)	2	/	2	2/2 (100.00%)
<b>Average meeting attendance rate</b>				<b>(100.00%)</b>

### The results of duty performance of Risk Management Committee

In 2025, there were 2 Risk Management Committee Meetings, held on 26 June 2025 and 25 December 2025 to review the risk assessment and the company business risk. (Please refer to Attachment 7, Report of the Subcommittee, Sub-section 7.4 Report of the Risk Management Committee)

# Corporate Sustainability Policy

## Information on policy and goals of sustainable management

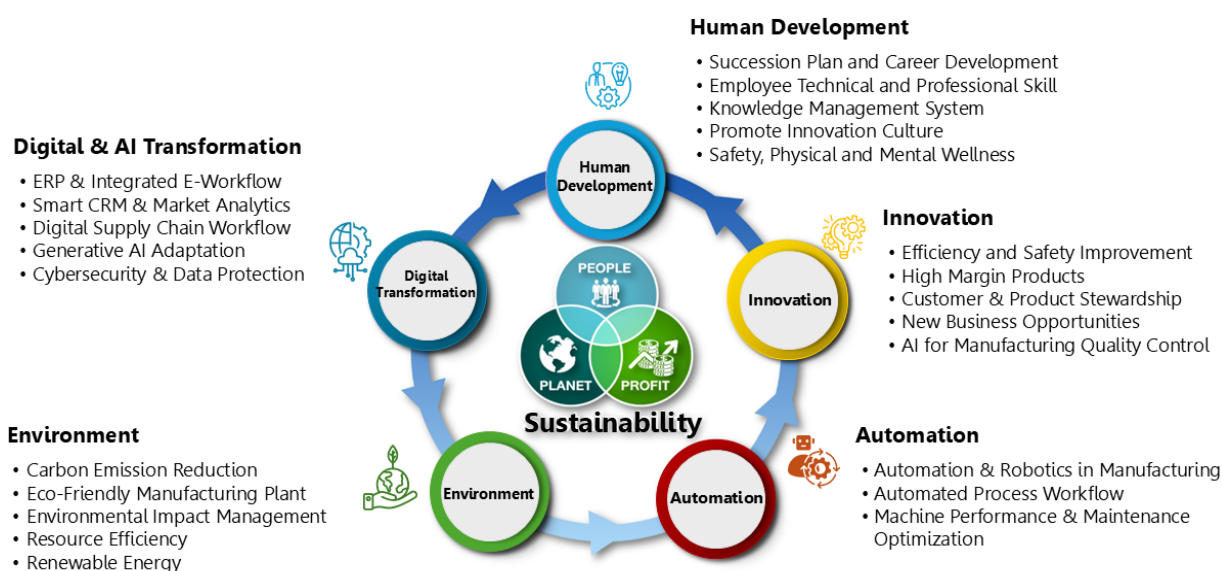
### Sustainability Policy

Sustainability Policy : Yes

Based on the company's vision, "Global leader in sustainable gas cylinder business with innovative spirit for better lives." the Board of Directors recognizes that achieving added value, growth, and sustainable success requires a balance across all dimensionseconomic, environmental, and socialunder the principles of corporate governance, business ethics, respect for human rights, and stakeholder participation throughout the value chain. The board also takes into account the stakeholders under ethics, good corporate governance, and sufficiency economy principles by His Majesty King Bhumibol Adulyadej the Great Borommanat Bophit. The Late King once gave a speech to the Thai people in 1974: to live under the principles of moderation, reasonableness, and immunity on the condition of "knowledge" and "morality". It was integrated with the company's business ethics and operating policies through the most efficient and effective activities.

The company has integrated these principles into its vision, mission, and business context, considering stakeholders and key sustainability issues throughout the value chain. This has resulted in concrete sustainability strategies and operational guidelines to support the United Nations, Sustainable Development Goals (SDGs). The company has established a sustainability policy as a framework for all units, integrating it into the value chain from raw material sourcing, production, delivery, sales and marketing, to after-sales service. This aims to create positive outcomes for People-Planet-Profit through five business sustainability strategies (5 Megatrends Towards Future Sustainability for SMPC) and key sustainability issues such as efficient resource and energy use, water and wastewater management, waste reduction, separation and reuse, pollution and greenhouse gas reduction, development of innovative, safe, and environmentally friendly products and services, enhanced workplace safety and human rights, capacity building for employees and communities, supplier governance, and creating transparent and verifiable value for customers and shareholders.

## 5-Megatrends: SMPC Sustainability Strategy



Reference link for sustainability policy : [https://www.smpcplc.com/sustainability\\_management\\_en/](https://www.smpcplc.com/sustainability_management_en/)

Page number of the reference link : 1

## Sustainability management goals

Does the company set sustainability management : Yes  
goals

### 3.1.1 Human Development

Human resources are the key for driving the organization and are an important force in leading the company to grow sustainably. The company therefore focuses on creating a working environment that supports learning, skill development, and enhancing the potential of employees at all levels. The company is committed to develop employees to be leaders who have both business ability and a good ethics towards society.

The company places importance on comprehensive personnel development by organizing training both internally and externally. The company also creates an organizational culture that promotes learning, opens to the exchange of ideas, encourages employees to innovate and bring new technology to apply in work, and supports employees from various departments to work together on projects and activities to develop teamwork in order to strengthen cooperation between parties and increase operational efficiency. As a result, there are development of working process, production process and new products and services that meet market needs. In addition, the company also carries out a project to develop successors and plan career paths to promote employees' career advancement. The company also cultivates awareness of responsibility towards society, community and the environment through activities that create employee participation. Hence, employees aware of their roles as important members of the organization and society. It also helps strengthen feelings of connection and pride in growing together with the company sustainably.

In terms quality of life, the company also takes care of employees to have a good quality of life, providing them with fair compensation and welfare. Employees have occupational health and safety at work. Moreover, human rights are considered as an important principle, whether it is a matter of rights, liberties, or equality, including the fair protection.

### 3.1.2 Digitization of working processes

The company has developed a process to work into digital systems in order to support a new normal work and life, hence more up to date and flexible. The company has established a policy to bring more digital systems to manage the company's supply chain by implementing e-document and e-workflow to development working process, hence more convenience and less redundant. As a result, the company is able to respond to customer needs more quickly and reduce the use of resources. Besides, the company has further developed its digital capabilities by implementing technology for connecting and retrieving data between systems. This reduces redundant work and manual data entry, minimizing errors and processing time. The company has also developed internal applications to support the workflows of various departments, ensuring employees work according to the same standards and continuously monitoring process status. In addition, the company has upgraded and modernized its core information systems, coupled with the development of a centralized database that links data across departments. This reduces data redundancy and supports more accurate and reliable data analysis for management decision-making.

The company is also aware of the importance of the security of its information systems, so a structured system is put in place to protect information securely on the network, as well as testing and inspecting the information security system to prevent unauthorized access to information. The company also focus on the personal information management by strictly compliance with the Personal Data Protection Act to protect the rights and freedoms of employees and stakeholders for all.

### 3.1.3 Environmental Management

The company places importance on conducting business along with continual care for the environment. The company has adopted the ISO 14001: 2015, environmental management system as direction for operation, along with creating environmental policies, organizing activities and projects to instill in employees awareness and importance of the environment. The company has brought digital systems to work to reduce the natural resource usage. Besides,

developing production processes to reduce waste generation and environment impact, including using a wet scrubber system in the production process can prevent the fumes and dust generated by the production process not to be emitted into the air, hence no effect on the environment. The silencers are also used in the production process. The company installed a sound suppressor and soundproof walls to reduce the noise generated by factory operations. Growing trees around the fence is to create a green area and also a sound proof. The company treats and reuses 100% of the water used in its production processes.

SMPC also takes into account the climate change that the world is facing, thus the company determined to operate its business with environmental responsibility. A working team has been established to manage the carbon footprint of the organization to set goals and guidelines for reducing greenhouse gas emissions. The company has reduced the use of electricity and used renewable energy from the solar rooftop power generation system instead, hence reducing greenhouse gas emissions, resulting in sustainable environmental protection. Please see more details about the operation in the topic 3.3 Sustainability management in the environmental dimension.

#### **3.1.4. Automation**

The company has kept up with new technologies, and developed the production process continuously. The company has used robotic and automated production line systems into the production process, hence more consistent of the quality of work, more production efficiency, and less waste. The company also expands automation system in other processes, i.e., production plant and office station. Please see more details about the operation in the topic 1.2.2.1 Product or service characteristics and business innovation development.

#### **3.1.5. Innovation**

For the company to have sustainability, one of the factors is to innovate and create new innovations in products, services, working system and production process, to be able to reach and meet the needs of customers. In creating company innovation, the company takes into account the needs of customers, society, and environment by bringing opinions and problems of customers and stakeholders to develop products and services. For example, applying RFID to be used with LPG cylinders, this enables customers to record and utilize the information in various ways, including the circulating the cylinder, inventory management, traceability, etc. In addition, the company has developed the new product made from aluminum materials to meet the needs of customers who want lightweight cylinders, which are convenient to use and move, and difficult to get rusty. And at the end of its lifespan, the material can be 100% recycled.

Apart from using the innovations for products and services, The company has provided employees with opportunities to contribute to organizational development through presentation platforms, fostering collaborative efforts to improve efficiency and innovation within the organization. This has led to the adoption of innovation in production processes. There is research and development to improve the production process, adopting technology to stabilize production, making the best use of resources effectively and safely. Please see more details about the operation in the topic. 1.2.2.1 Characteristics of products or services and the development of business innovations.

<p>United Nations SDGs that align with the organization's sustainability management goals</p>	<p>: Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 5 Gender Equality, Goal 6 Clean Water and Sanitation, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 10 Reduce Inequalities, Goal 11 Sustainable Cities and Communities, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 16 Peace, Justice and Strong Institutions</p>
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### **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 : Yes  
of sustainable management over the past year

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

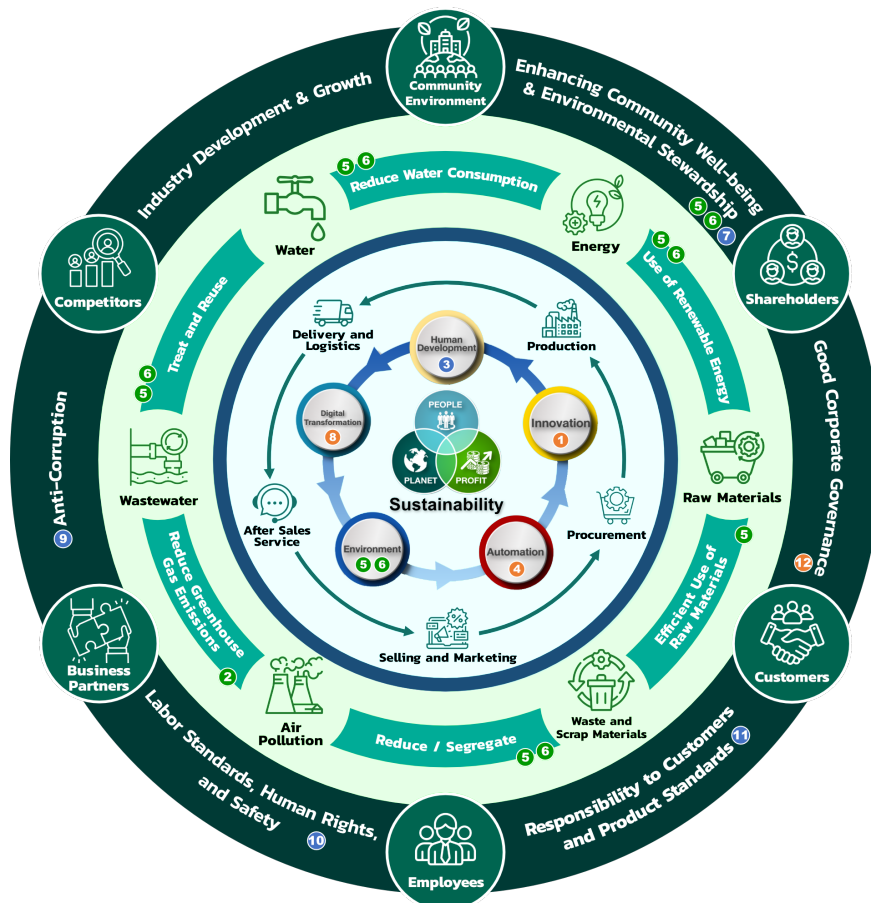
Policies, goals, and guidelines for business sustainability in 5 areas (5 Megatrends Towards Future Sustainability for SMPC) were reviewed at the Corporate Governance and Sustainability Development Committee meeting No. 2/2024 on December 23, 2024, and the results were reported to the Board of Directors meeting No. 6/2024 on December 23, 2024 for implementing the sustainability in 2025. Environmental policies, goals, and actions for 2025 Environmental Implementation were reviewed and announced for execution through the Environmental Management System Team Meeting No. 1/2025 on February 19, 2025.

**Information on impacts on stakeholder management in business value chain**

**Business value chain**

The Board of Directors emphasizes on the importance of all stakeholders, and has set out guidelines on stakeholder engagement equally and fairly in the business code of conduct. The guidelines were distributed to all employees since start working with the company. The company also takes care of stakeholders' rights according to related laws, and shall not perform any activity that would violate the stakeholders' rights.

**Business value chain diagram**



## 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> <li>• Expatriate</li> <li>• Others               <ul style="list-style-type: none"> <li>• Note: Employees mean permanent staffs, daily staffs, temporary staffs, and contractual staffs.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Reasonable compensation and benefits.</li> <li>• Knowledge development, and work skills.</li> <li>• Strong with good progress in work.</li> <li>• Good working environment and safety at work</li> <li>• Employee treatment with humanity principles.</li> </ul>	<ul style="list-style-type: none"> <li>• Fair remuneration and welfare, along with paying bonuses according to the company's performance each year.</li> <li>• Support, develop, and increase the knowledge, abilities and skills of employees to have a good, consistent and secured career path.</li> <li>• Provide opportunities for employees to showcase their potential and contribute to organizational development through</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>• Training / Seminar</li> <li>• Others               <ul style="list-style-type: none"> <li>• Comment or complaint through various channels by contacting HR, executives or directors or informing via comment box or Email: <a href="mailto:cs@smpcplc.com">cs@smpcplc.com</a></li> </ul> </li> </ul>

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
		<p>platforms for presenting process improvement initiatives to enhance efficiency and innovation across the organization.</p> <ul style="list-style-type: none"> <li>• Plan career progression and succession planning.</li> <li>• Take care of the working environment to be safe for life, health and property of employees.</li> <li>• Respect for human rights without discrimination, race, religion, gender, social or political opinion.</li> <li>• Take comments and suggestions from employees to develop and improve</li> </ul>	

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
		employee care. <ul style="list-style-type: none"> <li>• Development and improvement of work processes into digital systems</li> <li>• Provide scholarships to children of employees who meet the specified criteria.</li> </ul>	
<b><u>External stakeholders</u></b>			
<ul style="list-style-type: none"> <li>• Shareholders</li> </ul>	<ul style="list-style-type: none"> <li>• Good and sustainable performance</li> <li>• Good Corporate Governance</li> <li>• Risk control planning</li> <li>• Information disclosure and transparency</li> <li>• Equitable treatment of stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>• Aim to create maximum benefits for shareholders with efficient planning and operation.</li> <li>• Cost management, by developing and reducing production costs to the lowest under the specified standards, without affecting the quality of the</li> </ul>	<ul style="list-style-type: none"> <li>• Online Communication</li> <li>• External Meeting</li> <li>• Annual General Meeting (AGM)</li> <li>• Others               <ul style="list-style-type: none"> <li>• Annual Report</li> <li>• Investor Relation Contact Tel. 02- 895-4139-54</li> <li>• Email: ir@smcplc.com</li> <li>• Website: www.smcplc.com</li> </ul> </li> </ul>

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
		<p>product.</p> <ul style="list-style-type: none"> <li>• Conduct business in accordance with good governance principles, and good corporate governance</li> <li>• Policy and plan for risk management.</li> <li>• The necessary information is disclosed to the public.</li> <li>• Treat investors and all stakeholders equally.</li> <li>• Study and consider investment in various projects continually</li> </ul>	
<ul style="list-style-type: none"> <li>• Customers</li> </ul>	<ul style="list-style-type: none"> <li>• The product is safe.</li> </ul> <p>The quality meets the required standards.</p> <ul style="list-style-type: none"> <li>• Delivery on time</li> <li>• Fair price, able to compete</li> <li>• Quickly</li> </ul>	<ul style="list-style-type: none"> <li>• Accredited to the standards of each country.</li> </ul> <p>Product quality control is conducted at each stage of production, as well as</p>	<ul style="list-style-type: none"> <li>• Visit</li> <li>• Online Communication</li> <li>• External Meeting</li> <li>• Satisfaction Survey</li> <li>• Others <ul style="list-style-type: none"> <li>• Contact sales and marketing Tel: 02-895-4139-54</li> </ul> </li> </ul>

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
	<p>support and solve problems for customers.</p> <ul style="list-style-type: none"> <li>• Conduct business efficiently with international standard.</li> </ul> <p>Does not affect the community, society and environment.</p> <ul style="list-style-type: none"> <li>• Development of product and services.</li> </ul>	<p>being audited by external auditors as required by customers</p> <ul style="list-style-type: none"> <li>• Develop production and work processes in order to be able to produce products quickly according to the customers need.</li> <li>• Develop new product according to market need.</li> <li>• Deliver good quality of products on time</li> <li>• Maintain responsibility and accountability to customers and products.</li> <li>• Maintain good product quality continuously</li> <li>• Before and after sale</li> </ul>	<ul style="list-style-type: none"> <li>• Email: <a href="mailto:marketing@smpcplc.com">marketing@smpcplc.com</a></li> <li>• Website: <a href="http://www.smpcplc.com">www.smpcplc.com</a></li> </ul>

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
		<p>services with engineers and experts to give advice to customers.</p> <ul style="list-style-type: none"> <li>• There are systems and mechanisms in place to respond and act quickly to solve problems and complaints of customers, as well as to take care of and prevent repeating the same problems.</li> <li>• Accredited by international standards of ISO 9001 and ISO 14001.</li> </ul> <p>Operate with responsibility towards communities, society and the environment.</p> <ul style="list-style-type: none"> <li>• Business Review by jointly planning and reviewing</li> </ul>	

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
		business strategies with customers.	
<ul style="list-style-type: none"> <li>• Suppliers</li> </ul>	<ul style="list-style-type: none"> <li>• Transparency and fairness</li> <li>• A clear procurement regulation.</li> <li>• The company complies with the contract or agreed terms</li> <li>• Growing business together.</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct business in accordance with anti-corruption policy, no receiving any benefits from business partners and treating them equally.</li> <li>• Invite business partners to join in the anti-corruption.</li> <li>• Follow up the compliance with the Supplier Code of Conduct, which covers social and environmental issues.</li> <li>• Analyze and assess trading partner risks</li> <li>• Provide them with information of the procurement</li> </ul>	<ul style="list-style-type: none"> <li>• Visit</li> <li>• Others <ul style="list-style-type: none"> <li>• Contact Purchasing Department Tel. 02- 895-4139-54</li> <li>• Complaints about corruption through email: cs@smpcplc.com</li> </ul> </li> </ul>

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
		<p>process</p> <ul style="list-style-type: none"> <li>• Strictly abide by the agreed contracts.</li> <li>• Share knowledge and jointly develop products with partners</li> <li>• Support environmental friendly procurement</li> <li>• Business Review by jointly planning and reviewing business strategies with partners.</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>• Fair trade</li> <li>• Do not damage reputation or accuse</li> <li>• Cooperate to develop and drive the market to grow</li> </ul>	<ul style="list-style-type: none"> <li>• Compete in a framework of fair rules and do not seek confidential information by unjust means</li> <li>• Do not damage the reputation of competitors by defamation or any act without truth and fairness</li> <li>• Develop and drive the industry to grow continuously</li> </ul>	<ul style="list-style-type: none"> <li>• Others</li> <li>• Tel: 02-895-4139</li> <li>• Complaints about corruption through email: cs@smcplc.com</li> </ul>
<ul style="list-style-type: none"> <li>• Community</li> <li>• Others</li> <li>• environment</li> </ul>	<ul style="list-style-type: none"> <li>• Support the community to have a good quality of life, free from environmental problems</li> <li>• Create jobs, support, provide assistance and cooperate with people in the community</li> <li>• Conduct business with</li> </ul>	<ul style="list-style-type: none"> <li>• Carry out environmental management Control and reduce environmental impacts from business operations</li> <li>• There is employment, support, assistance, and cooperation with people in the community.</li> </ul>	<ul style="list-style-type: none"> <li>• Social Event</li> <li>• Complaint Reception</li> <li>• Others</li> <li>• Contact HR or the Environmental Complaint Center Tel: 02-895-4139</li> <li>• Email: em@smcplc.com</li> </ul>

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
	social and environmental responsibilities	<ul style="list-style-type: none"> <li>• The company has continued to create benefits for communities, society and the environment, both self-operating and cooperating with government and community</li> <li>• Implement projects and activities to reduce greenhouse gas emissions.</li> <li>• Improve working processes to move to the Paperless working system.</li> </ul>	

**Information on organization's material sustainability topics**

**Organization's material sustainability topics**

The company has identified its sustainability : Yes  
materiality topics

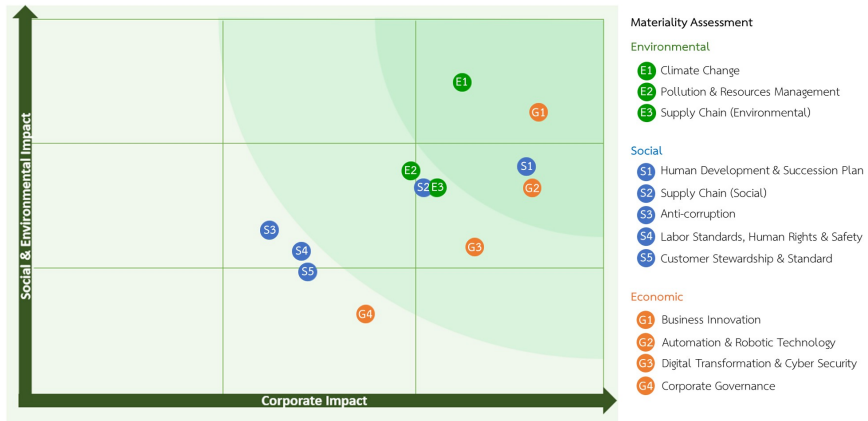
Over the past year, the company has reviewed its : Yes  
sustainability materiality topics

## Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Climate Change (Environmental)	<ul style="list-style-type: none"> <li>• Environmental Management Standards Policy and Compliance</li> <li>• Greenhouse Gas Management</li> </ul>
Pollution & Resources Management (Environmental)	<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> </ul>
Supply Chain (Environmental)	<ul style="list-style-type: none"> <li>• Sustainable Supply Chain Management</li> </ul>
Human Development & Succession Plan (Social)	<ul style="list-style-type: none"> <li>• Sustainability Risk Management</li> <li>• Others : Human Development</li> </ul>
Supply Chain (Social)	<ul style="list-style-type: none"> <li>• Community / Social Responsibility</li> <li>• Sustainable Supply Chain Management</li> </ul>
Anti-corruption (Social)	<ul style="list-style-type: none"> <li>• Community / Social Responsibility</li> <li>• Good Governance</li> <li>• Sustainability Risk Management</li> </ul>
Labor Standards, Human Rights & Safety (Social)	<ul style="list-style-type: none"> <li>• Human Rights</li> <li>• Fair Labor Practices</li> <li>• Community / Social Responsibility</li> <li>• Others : Health &amp; Safety</li> </ul>
Customer Stewardship & Standard (Social)	<ul style="list-style-type: none"> <li>• Customer / Consumer Responsibility</li> <li>• Others : Product Stewardship</li> </ul>
Business Innovation (Economic)	<ul style="list-style-type: none"> <li>• Innovation Development</li> </ul>
Automation & Robotic Technology (Economic)	<ul style="list-style-type: none"> <li>• Sustainability Risk Management</li> <li>• Innovation Development</li> </ul>
Digital Transformation & Cyber Security (Economic)	<ul style="list-style-type: none"> <li>• Sustainability Risk Management</li> <li>• Innovation Development</li> <li>• Others : Cyber Security</li> </ul>

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Corporate Governance (Economic)	<ul style="list-style-type: none"> <li>• Good Governance</li> <li>• Sustainability Risk Management</li> </ul>

**Diagram of organizations material sustainability topics**



**Information on sustainability report**

**Corporate sustainability report**

Corporate sustainability report : Doesnt Have data

**Company sustainability disclosure aligned with standards**

Company sustainability disclosure aligned with : GRI Standards standards or guidelines

## Sustainability risk management

### Information on risk management policy and plan

#### Risk management policy and plan

The company conducts an annual risk review processes through a Risk Management Working Group, which consists of executives from each department who collectively assess operational risks and develop a risk register that evaluates risk levels and establishes measures to reduce or prevent risks. These assessments are then presented to the Executive Committee for approval of the implementation of the established risk reduction plans. The process also includes consideration of enterprise-level risks, including corruption risks, along with defining management approaches that are presented to the Risk Management Committee before submission to the Board of Directors for review. The Board delegates implementation of the established plans to the management team. The organization employs Good Corporate Governance principles and the COSO Enterprise Risk Management Framework (COSO ERM) to ensure that risk management is systematic and aligned with the company's vision and goals. Management is also responsible for regularly monitoring and implementing risk management plans, reporting results to the Risk Management Committee and the Board of Directors through regular board meetings, and updating risk mitigation plans to accommodate changes and potential obstacles. This enables the organization to operate efficiently and achieve sustainable goals.

### 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 Uncertainty of the trade war and protectionist tariff policies of the United States of America

Related risk factors : Strategic Risk

- Policies or international agreements related to business operations

ESG risk factors : Yes

#### Risk characteristics

In 2025, the global economy continued to face the uncertainty from the trade war and protectionist trade policies of the United States, particularly the import tariffs on steel and aluminum under Section 232 of the Trade Expansion Act of 1962, which are constantly changing in terms of conditions and tariff rates. This results in exporters facing uncertainty regarding costs and trade conditions. On February 18, 2025, the United States announced that steel and aluminum products would be subject to the tariffs under this law. Subsequently, on March 12, 2025, the 25% import tariff on steel and aluminum was implemented, covering steel and aluminum products from all countries. In early June 2025, the United States announced an increase in the import tariff rate on steel and aluminum under

Section 232 from 25% to 50%, effective from June 3-4, 2025. Although an exemption was granted only to the United Kingdom, the UK is not a competitor to the company in exporting LPG cylinders to the United States.

Meanwhile, on April 2, 2025, the United States announced the Reciprocal Tariff policy, which imposes additional taxes on all types of goods. On April 5, 2025, the implementation of this measure was temporarily delayed for some countries. For Thailand, the United States rolled out an import tariff rate of 19% under the Reciprocal Tariff, a level at which Thai exporters can compete.

The company's LPG cylinder products fall under the criteria for importers to be subject to both tariffs. However, because the main component of the product is steel, it is subject to the tariff under Section 232, while the remainder is subject to the Reciprocal Tariff. Nevertheless, both of these measures primarily affect importers in the United States.

### **Risk-related consequences**

Normally, any increase in import tariffs increases costs for importers in that country, which may lead to a slowdown in orders. Furthermore, if import tariffs vary between countries, it can affect the competitiveness of exporters. In addition, uncertainty from future changes in trade policy and tariffs can cause fluctuations in purchasing orders, including accelerated orders before the measures take effect and delays in orders at certain times. This directly impacts the company's production plans, inventory management, and logistics costs.

### **Risk management measures**

As mentioned above, since the company's main products consist of steel, importers are largely subject to Section 232 tariffs. Since these tariffs are applied at the same rate regardless of the country of origin, the company considers there is no unfair advantage or disadvantage between countries exporting similar steel products. Furthermore, the impact of the Reciprocal Tariff, with a rate of 19% for Thailand, remains competitive. In addition, domestic production costs in the United States remain relatively high compared to imports, resulting in continued customer orders despite higher import tariffs. However, to mitigate the uncertainty from the trade war and US tariff policies, the company has a policy of diversifying its market and customer base across various regions globally to reduce dependence on a single market and limit the risk of revenue concentration in any one country. This is coupled with efficient production cost management. The company also closely monitors and evaluates international trade policy developments and coordinates with relevant government agencies to prepare for and adapt its business strategies to future changes in trade regulations. Through these actions, the company believes it can mitigate the impact of trade policy uncertainty, maintain competitiveness, and ensure the continuity and sustainability of its long-term business operations.

### **Risk 2 Risk from fluctuations in freight rates**

Related risk factors : Strategic Risk  
• Other : fluctuations in freight rates  
ESG risk factors : No

### **Risk characteristics**

In 2025, although freight rates decreased compared to the previous year in the early part of the year, the situation has remained highly volatile because of the impact of several uncontrollable external factors in Q2, especially geopolitical conflicts in certain key regions such as the Red Sea and the Middle East. This has forced shipping lines to avoid these routes and reroute to longer routes, resulting in longer transit times, hence significantly higher freight costs.

In addition, uncertainty regarding trade policies and protectionist measures of major economic powers, particularly the United States of America and China, continues to affect the export behavior of businesses in the global supply chain. At times, this has led to accelerated exports and a rapid increase in the demand for shipping space, resulting in limitations on container capacity and ship space. Meanwhile, transportation costs tend to rise, causing increased volatility in freight rates in line with global market conditions.

Based on these factors, freight rates in 2025 were fluctuated and increased on many major global routes, especially those to Europe, the United States, and Africa, which are the company's key markets.

### **Risk-related consequences**

Fluctuating increases in transportation costs result in lower profit margins. The company faced the risk of loss from increased transportation costs. In addition, a shortage of containers may cause product delivery to be delayed. Exports do not go as planned, affecting the sales plan and inventory management of the company.

### **Risk management measures**

To mitigate the impact from fluctuations in freight rates that are continually increasing. The company has adjusted its sales price strategy to be selling without including shipping costs (FOB). If customers require consolidated shipping services (CIF), the company will negotiate with the shipping lines to clearly determine shipping costs to maintain the shipping rate throughout the delivery period to reduce the risk of fluctuations in shipping costs or offer options to customers by quoting the shipping cost again before the delivery date. In addition, the company has planned production line to be in line with the shipping schedule of the ship line. Additional storage space to ensure continuous production, and products ready to ship immediately when the container is available to be able to deliver products according to customer needs. The company is increasing the time period for space reservation on ships in advance and recruiting additional freight forwarders to increase negotiation opportunities.

### **Risk 3 The Risk from Major Customer**

Related risk factors : Strategic Risk  
• Reliance on large customers or few customers  
ESG risk factors : Yes

### **Risk characteristics**

In 2025, the company had 1 major customer, which was a customer from America with orders of more than 10 percent and 30 percent of total revenue. This was due to the policy supporting the LPG usage for cooking and domestic traveling. The trade war between China and the United States resulted in Thailand competitive advantage over China in terms of lower import tariffs. Besides, the cost of raw materials and labor in the customer's country has increased considerably, so they turned to import instead.

### **Risk-related consequences**

Reliance on large customer may affect the company's operating results if large customer reduces or delays orders. It may cause the company's sales to decrease significantly and may not meet the goals set. This will affect the overall profit and financial status of the company. Additionally, factory may encounter a shortage of production orders. This can lead to higher unit costs from fixed costs.

### **Risk management measures**

SMPC manages the risks by increasing sales distribution in various regions and penetrating to new market, in order to increase the variety of customers. Normally, customers from different regions have different timing of demand. Therefore, the company can manage to have the consistent production plan throughout the year. Besides, the company has good relationships with major customers as business partners by jointly developing products and setting marketing plans to increase business opportunities, which is part of the customer care strategy to build a long-term customer base. For example, in the past, the company and customers have collaborated on continuous product development. In addition, with consistently good product quality standards, on time delivery and reasonable selling prices, the company is able to respond to customer needs very well.

### **Risk 4 Substitute Products Risk**

Related risk factors : Strategic Risk  
• Other : Substitute  
Products  
ESG risk factors : No

### **Risk characteristics**

At present, the product that can substitute for the steel LPG cylinders is cylinder manufactured from composite material or composite cylinder which are lighter than normal steel cylinders, though it is not yet popular in the market.

## Risk-related consequences

At present, technology and innovation in packaging are continuously evolving. As a result, consumers are beginning to pay more attention to cylinders made from alternative materials. If in the future Composite cylinders are accepted by a wider range of consumers, this may result in the demand for steel cylinders continuing to decrease. The company's customers may reduce the steel cylinder orders. As a result, the market share of steel cylinders may shrink, thus the company is to encounter increased competition.

## Risk management measures

Monitoring the market for composite cylinders reveals that they are not yet popular due to their thermal energy efficiency, durability, and shorter lifespan compared to steel cylinders, as well as their significantly higher price. Therefore, they are not widely used. They are limited to certain countries with labor laws restricting heavy lifting. Furthermore, with the international growing awareness and promotion of environmentally friendly products, steel remains the preferred material because steel cylinders can be repaired or recycled, hence saving energy and conserving natural resources. Consequently, the company believes that the risk of substitutions for steel cylinders will not significantly be affected. However, to expand its customer base and meet market demand, the company offers lightweight cylinders certified to European Union standards (EN Standard). These cylinders boast features such as a lightweight design similar to composite cylinders, comparable durability to conventional steel cylinders, and a lower price.

In addition, the company has developed aluminum cylinders, certified to international standards (ISO) and US standards (DOT), which have been on the market since 2024. Aluminum cylinders offer advantages such as lightweight design, ease of use and transportation, and superior corrosion and rust resistance compared to conventional steel cylinders. The material also is 100% recyclable. While the selling price of aluminum cylinders is 3-4 times higher than steel cylinders, it offers a higher profit margin. Last year, aluminum cylinders received a positive response, and orders have been increasing continuously.

Furthermore, due to the company's long history in the LPG cylinder industry, it has business partners who are key sources of information about market changes. Therefore, the company can adapt its strategies to potential future changes in a timely manner.

## Risk 5 The Risk from New Competitors in International Market, and the Trade Barriers.

Related risk factors : Strategic Risk  
• Other : New Competitors in International Market,  
and  
the Trade Barriers

ESG risk factors : No

## Risk characteristics

The company's customers are mainly from the developing countries, which is currently has low consumption rate of cylinders because the countries just started to invest in storage plants and filling plants. The local manufacturers in these countries just entered into the gas cylinder industry. They are not able to produce the cylinders that meet the standard requirements, hence not enough for the gas demand of the countries. Therefore, their governments encourage the imported cylinder. Nevertheless, if the local manufacturers can develop technology in production and increase capacity to serve the demand in their countries, then it may have an impact on the company sales in the future. There are also other external factors on the international trading and economics policy, such as high tariff and trade barrier. They may affect the company's sales.

## Risk-related consequences

The emergence of new competitors abroad and trade barrier measures may affect the company's sales. If local manufacturers can develop production technology and increase production capacity to meet domestic demand. It may affect sales, market share and the profit rate. In addition, trade barrier policies may lead to higher import tariffs and may cause sales targets to not be achieved.

### **Risk management measures**

SMPC is always monitoring market situation, and studying the possibility to invest in the countries with high potentiality, and take all kinds of risks into account. On top of that, the company plans to do marketing jointly with the high potential local manufacturer, selling product under SMPC brand. As for the impact of international trade and economic policies, such as trade policies between the United States and China, initially, it had a positive effect on the company's sales, with customers in the United States ordering more from the company. However, the company has been closely monitoring the situation in order to prepare timely countermeasure.

### **Risk 6 The Risk from the Lost and Lack of the Successor in Executive Positions**

Related risk factors :

#### Operational Risk

- Reliance on employees in key positions

ESG risk factors : Yes

### **Risk characteristics**

The risk of the lost and lack of senior positions, may have an impact on the effective operation. The company performance may not be achieved as per the target. The development and business growth could be disrupted.

### **Risk-related consequences**

Lack of successors for the key executive positions may affect the stability and efficiency of the company's business operations. In particular, uncertainty in the leadership structure may reduce the confidence of investors, customers and business partners, resulting in a decrease in the company's competitiveness. In addition, the lack of personnel with expertise in specific business management may result in the inability of the corporate strategy to be continuously implemented, which may affect the company's performance and growth.

### **Risk management measures**

Recognizing the significant impact of these issues, the company has established a hierarchical power structure to distribute responsibility among senior and middle management. This allows managers to perform interchangeable roles while adhering to internal control systems, including duties, responsibilities, departmental procedures, and the chain of command. Furthermore, the company has implemented a Career & Succession Planning program as a long-term guideline for recruiting and preparing successors for various positions, ensuring business continuity and efficiency. This also involves developing personnel with the appropriate qualifications for higher-level positions, fostering career advancement and organizational growth. To enhance organizational efficiency, the company has leveraged technology in management to reduce reliance on human resources. Additionally, the company promotes knowledge transfer processes through employee training and documented procedures to ensure the systematic and accurate transfer of critical organizational knowledge. Moreover, the company has established guidelines for executive development through executive training programs to improve knowledge and skills, reducing dependence on individual managers and mitigating potential risks. (Please see section 8.1.1 for more details on Board Selection/Board Development/Board Performance Evaluation).

### **Risk 7 The Risk of Cyber Threats**

Related risk factors :

#### Operational Risk

- Information security and cyber-attack

ESG risk factors : Yes

### **Risk characteristics**

The risk of cyber threats is very important and affects the company's operations, especially the key systems such as network, financial, accounting, internal management and human resources. The said systems contain personal information that the company possesses. If there is any problem with the company's information technology system, or access to personal information, it inevitably affects the operations and reputation of the company.

### **Risk-related consequences**

Cyber-attacks can impact a company in terms of operations, finances, and reputation. If important data, such as customer data, financial data, or personal data, is accessed without authorization, it may lead to data leakage, as well as loss of business advantages. If the company's strategic data is leaked, and personal data is violated, it may cause the company to face legal penalties and fines. In addition, if critical systems such as SAP or the main network system are unavailable, various departments will not be able to operate as scheduled, which may delay important documents and damage work processes. In addition, the inability to back up data during a crisis or if the company's system is hacked, it may result in data loss, as well as opening the way for malware or viruses to spread through the corporate network, leading to the leakage of important data and loss of business opportunities.

### **Risk management measures**

The company has planned, and increased the investment to develop working systems to support new technology and protection against cyber threats, i.e., improving the computer network, and server to enable the system to work successively. The company also set up the strict security control measures, which are the computer security system (Firewall), the access authority to the particular information, and network of backup center to support any emergencies, to ensure the business continuity. From 2025 onwards, the company has upgraded its SAP system to cloud computing to increase flexibility and ensure the stability and continuous operation of its computer systems under the highest level of security

In addition, the company has a computer system security policy that covers measures to prevent cyber threats. The system management team has hired an external agency with expertise to inspect, test, and report the results of the system security assessment regularly at least once a year to ensure that the company's system has sufficient protection and can cope with cyber threats. For 2025, the company has already complied with the specified policy.

### **Risk 8 The Risk from Natural Disasters**

Related risk factors : Strategic Risk  
• Climate change and disasters  
ESG risk factors : Yes

### **Risk characteristics**

The company may be at risk from natural disasters such as floods, which are natural accidents that cannot be avoided.

### **Risk-related consequences**

Natural disasters can cause production disruptions, damage to machinery, inventory and the company's infrastructure. In addition, if transportation routes are cut off or damaged, employees may not be able to travel to work and product deliveries may be delayed. Moreover, prolonged production disruptions can affect business continuity, resulting in reduced sales and profits. The resulting damage may cause the company to postpone or delay investment and business expansion plans.

### **Risk management measures**

Although the company has never been affected or damaged by natural disasters such as floods, but always has prepared a preventive plan. The preventive plans include news updating, protective equipment maintenance and inspection to be in used condition, as well as providing adequate equipment for the situation that is expected to occur. Including the assessment of the natural disasters side affected from the government plans intimately. Also purchasing suitable insurance plans to alleviate the burden of damage that may occur.

### **Risk 9 The Risk from Corruption**

Related risk factors :  
Operational Risk  
• Corruption  
ESG risk factors : Yes

### **Risk characteristics**

The company realizes that corruption is a major obstacle to the development of the country and business operations. Therefore, the company has always been conducting the business with honesty, transparency, and compliance with good corporate governance principles. It is set to be part of the company's mission not to accept any form of corruption. The anti-corruption is also set as company policy for the employees, executives, and stakeholders as directions to follow.

### **Risk-related consequences**

Fraud or corruption may cause the company to lose the confidence of customers, investors and stakeholders, which will affect the company's image and reputation in the long run. It may also cause the company to be prosecuted or fined under relevant regulations, have a financial impact and lose business opportunities. In addition, corruption may cause the company to lose the opportunity to participate in new projects or cooperate with business partners.

### **Risk management measures**

The company has been a member of the Private Sector Collective Action Against Corruption (CAC) since April 22, 2016, by setting the anti-corruption and its procedures in accordance with the company policies. The Audit Committee and the Board of Directors always monitor the anti-corruption performance, providing channels for whistleblowing with preventive measures for the complainants. The company prepared a manual for the implementation of the Anti-Corruption Policy for directors, executives, employees, as well as the related partners to be informed through the company's intranet channel. Assessment of the risks of fraud and preventive control measures was rigorously and continuously conducted. The company has been continuously renewing its certification. In 2024, the company was approved to renew its certification as a member of the Private Sector Collective Action Coalition Against Corruption for the 3rd time, which will be effective for another 3 years (ending on 31 March 2028).

### **Risk 10 Risks related to raw material shortages**

Related risk factors :

#### Operational Risk

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

ESG risk factors : No

### **Risk characteristics**

Hot rolled steel is the main raw material in manufacturing LPG cylinders, and accounts for about 50-60% of the total cost. It cannot be substituted. As there are many suppliers worldwide, so there is no problem of shortage.

### **Risk-related consequences**

If there is a shortage of raw materials, the production process may be disrupted, causing the company to be unable to produce and deliver products to customers on time, which will affect customer confidence. In addition, a shortage of raw materials may cause the company to have to procure steel raw materials from other sources at higher prices, resulting in increased production costs and lower profit margins if the selling price of products cannot be adjusted to be in line with the increased costs.

### **Risk management measures**

The company has set a systematic approach for raw material management to ensure efficiency in production management and sales. When steel prices drop, the company will order some sizes of steel that it is regularly used as inventory, considering the appropriate order quantity from the sales plan, plus the forecast of customer demand based on past order data and the current economic situation. In addition, the company closely monitors changes in raw material prices in the market, using long experience in the industry to forecast steel price conditions in the market before making a purchase decision. Before each purchase, the company compares prices from several steel suppliers with similar credentials to ensure that the company obtains the desired quality raw materials at the best price and

conditions. The above management also reduces the risk of late delivery to customers, increases competitive efficiency, and reduces the cost of holding and reordering raw materials.

### **Risk 11 Risk from Steel Price Fluctuations**

Related risk factors :

Operational Risk

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

ESG risk factors : No

#### **Risk characteristics**

The global price of hot rolled steel is highly volatile due to many factors, such as the global economy, exchange rates, oil prices, and transportation costs. In particular, when there are external factors affecting the industry, such as the demand for steel in China that changes according to government policies or inflation problems in various countries, these all affect the global steel price index, which is an important variable in determining the selling price of LPG cylinders.

#### **Risk-related consequences**

Steel price fluctuations directly affect the company's selling price, cost, and profit. Normally, in the industry, the selling price is based on the global steel price index, which fluctuates according to the economy and the increasing or decreasing cost of oil. Therefore, there is a risk that the company will not be able to achieve its sales targets and profits as estimated. In addition, the company's products are made-to-order products, which have a production period until the customer receives the products (Lead Time) of approximately 2 months. Therefore, in some periods, the cost of raw materials is different from the specified selling price, which affects the company's profits.

#### **Risk management measures**

For long-term contract sales, the contract usually specifies that the company can adjust the selling price to be in line with the current price of steel (Formula Price), so the impact on this matter is not significant. For sales by purchase order, the company manages by ordering steel at the same price as the company offers the price in order to reduce the impact of price fluctuations. In the case of large purchase orders with delivery periods of several months, the company will enter into a steel purchase agreement in advance with the steel manufacturer to reduce the risk of fluctuations in raw material prices. In addition, the management regularly monitors steel price trends in order to adjust sales strategies and raw material purchases in time or to alleviate any impacts that may occur in a timely manner.

### **Risk 12 The Risk of Labor Force Shortages**

Related risk factors :

Operational Risk

- Shortage or reliance on skilled workers

Financial Risk

- Default on payment or exchange of goods

ESG risk factors : Yes

#### **Risk characteristics**

The manufacturing process of SMPC is the Semi-Automatic which is one of the strengths of the company, i.e. flexibility of the production allowing the company to produce cylinders in various types and sizes. The Semi-Automatic needs workers in many steps of production process. Delivery process also needs workers to convey, pack, and load cylinders into the container. Therefore, the number of workforce and their efficiency and expertise are the factors that have an impact on our business.

#### **Risk-related consequences**

Labor shortages may affect the company's production efficiency. If there is an insufficient number of workers or workers lack expertise, production processes may be delayed. The company may not be able to expand production capacity as planned, which may affect the company's sales and revenue. In addition, a shortage of knowledgeable and skilled workers may increase the risk of workplace accidents, affect employee safety, and may increase production errors, resulting in higher production process waste and increased operating costs. In addition, if the company is unable to retain skilled workers, it may have to spend time and resources on training new employees, which may increase personnel costs and affect business continuity.

**Risk management measures**

The company has developed and improved production technology by constantly following up on new technology. The company has begun to develop robots and introduce automatic production lines to replace traditional machines in the production process. It was found that production efficiency improved. Waste from the production process is reduced. It also reduces the use of labor in production. The company has a project to continuously develop and install additional automated production systems for other production steps. The company also focuses on taking care of employees so that they have a good quality of life. The company considers human rights as a major rule. The company have the reasonable package and compensation according to the competency and skills of the employee. The wage levels and benefits are competitive, and attractive. The company set up the Benefit and Welfare Committee to represent the employees to contact with the company for any suggestion and good environment in workplace. The company aims for employees to be happy in workplace and be able to keep the skilled and experienced labors.

**Risk 13 Exchange Rate Fluctuation Risk**

Related risk factors :

Financial Risk

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

ESG risk factors : No

**Risk characteristics**

The company is mainly an exporter (sales from the export contributes more than 90% of total sales revenue) with the income in foreign currencies from trading transactions; mostly in USD, Euro and GBP.

**Risk-related consequences**

Exchange rate fluctuations may affect the company's revenue and profits. If the US dollar, Euro or Pound sterling depreciates against the Thai baht, revenue converted into Thai baht will decrease, affecting the company's profit margin and may result in an increase in product prices, which may result in higher export prices compared to competitors, resulting in a loss of market share. In addition, a stronger US dollar may increase the cost of the company's imported steel raw materials, affecting its cost structure and profit margin, and the company may need to adjust its product prices, which may affect the company's competitiveness. Moreover, currency fluctuations may create uncertainty in the company's cash flow management and budget planning, investment and cost management.

**Risk management measures**

Most of the company's income is in USD, and the company also imports main raw materials: hot rolled steel, and other raw materials from abroad in USD. In 2025, the company has imported raw materials amounting to 98% of the total demand for raw materials and equipment. Therefore, the company has mitigated the risk with natural hedge by using sales revenue in USD to pay for raw materials in the same currency, in order to reduce impact from the exchange rate. As for the sales revenue in other currencies, Euro and GBP, the company is closely monitoring the exchange rate, and also considering other related factors, so that the company can make financial plan and also use the financial tools such as forward contract to efficiently mitigate the additional risks. In addition, the exchange rate trends and situations are reported at the Executive Committee meeting to continuously monitor the situation.

**Risk 14 Trade Credit Risk**

Related risk factors :

Financial Risk

- Other : Trade Credit Risk

ESG risk factors : No

**Risk characteristics**

The company has the risk of late payment, or bad debt that could result in the loss of benefits.

**Risk-related consequences**

The risk of trade credit affects the company in the case that customers make late payments, which may directly affect the company's cash flow. In addition, extending credit for a long period of time may increase liquidity risk because the company may need to allocate additional working capital to cover delays in receiving payments, which will result in higher financial costs. In addition, if some customers experience financial difficulties and are unable to repay their debts, the company may need to set aside provisions for bad debts, which will directly affect profits and financial statements. Besides, strict debt collection may affect business relationships, causing tension between the company and customers. Moreover, if the company does not manage credit risk well, it may affect image and credibility in the eyes of business partners and investors. In addition to the risk arising from granting credit, being too cautious in considering credit limits or setting strict conditions may cause the company to lose business opportunities and make it more difficult to expand customer base.

**Risk management measures**

In general, the company has financial policy on selling by requesting the L/C, in fully or partly advance payment before delivery. The company has procedures in considering the appropriate credit limit with clear authority level. Usually, the credit term ranges from 30-90 days depending on the financial status and the duration the company trades with the customers. In addition, the company also reviews the credit policy and credit limit of all customers together with credit risk assessment regularly, by reviewing financial statement of customers in order to assess the reliability of financial status. The extra assessment will be implemented if there is any special circumstances, such as Covid-19 outbreak. However, most of the company's customers are world class oil and gas traders with strong financial position. Therefore, in all history, the company has never had bad debt.

**Risk 15 The Risk from Non-Compliance with the Related Law.**

Related risk factors :

Compliance Risk

- Violations of laws and regulations

ESG risk factors : Yes

**Risk characteristics**

The company has the risk from not compliance with the related law, which may result in paying a fine or temporarily business shut down.

**Risk-related consequences**

If the company fails to comply with relevant laws and regulations correctly and in a timely manner, it may face fines and the risk of being suspended from operations if it fails to comply with the requirements on time. It may also result in delays in project implementation, affect the company's image, and reduce the confidence of customers, partners, investors, and relevant agencies. If the problem is widespread, the company may encounter legal disputes or more stringent scrutiny, which may affect the company's future business opportunities and growth.

**Risk management measures**

To prevent from the production and business shut down, each department is assigned to consistently consolidate and follow up with the information and related law. The System Administration Unit is the center for collecting legal information from all relevant parties to check the status of the renewal of various licenses, including the process of checking compliance with the current law and the new law to be comprehensive.

## Risk 16 Risk of Waste Disposal from the Manufacturing Process and the Environmental Lawsuit in the future

Related risk factors : Strategic Risk

- ESG risk

Operational Risk

- Impact on the environment

ESG risk factors : Yes

### Risk characteristics

The company has waste from the production process that may have an impact on the environment. The company is aware of the mission to operate in an environmentally sustainable manner and prioritizes the management of waste from the production process in order to avoid environmental problems that may be a significant risk affecting the company and may lead to environmental lawsuits in the future.

### Risk-related consequences

Improper waste management or violation of environmental laws may affect the company's reputation and credibility, including additional costs from compensation for damages and taking corrective measures as required by regulatory agencies. The company may face legal risks and lawsuits from the government or surrounding communities, including the suspension of the company's business operations. In addition, the occurrence of environmental lawsuits may cause the company to lose business opportunities, both from delays in applying for new licenses, being restricted from participating in government projects, or being disqualified from ESG standards and requirements, which are important factors in selecting business partners for customers and investors today. Such risks may affect the stock price and access to sources of capital, as well as cause the company to lose confidence from the investor.

### Risk management measures

SMPC sets the division of Occupational Health, Safety, Environment, and Energy. The division is directly responsible for the efficiency of controlling and managing the environment. As well as the system management division is to consolidate the related law, and follow up the operation status. For the industrial waste disposal, which cannot be disposed during the production process by the company, we hire the certified company, specifically running the waste disposal, to manage it. Besides, the company received the certification approval for ISO 14001:2015, the Environmental Management Standard, on 26 December 2017. Ever since, the certification has been approved for renewal, the latest one is until July 2027. (Please see details in topic 3 Driving Business for Sustainability)

## Information on business continuity plan (BCP)

### Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

The Company recognized the importance of ensuring business continuity in the event of disruptions caused by various disaster situations. Therefore, the establishment of a Business Continuity Plan (BCP) served as an essential tool to mitigate potential damages arising from such incidents.

## Sustainable supply chain management

### Information on sustainable supply chain management policy and guidelines

#### Sustainable supply chain management policy and guidelines

Company's sustainable supply chain management : Yes  
policy and guidelines

### Information on sustainable supply chain management plan

#### Sustainable supply chain management plan

Company's sustainable supply chain management : Yes  
plan

Sahamitr Pressure Container PLC is determined to global leader in sustainable gas cylinder business with innovative spirit for better lives. The company upholds ethical, transparent, and traceable business practices in accordance with the principles of corporate governance, which are crucial factors for achieving sustainable growth. In line with this commitment, the company aims to develop the potential of its suppliers and instill this intent throughout its supply chain. This collaborative effort will lead to long-term value creation and a competitive advantage. To ensure that the company and its suppliers grow together in a sustainable manner, the company has established a Supplier Code of Conduct. This code provides practical guidelines for all suppliers engaged in business dealings with the company. It emphasizes conducting business with transparency and fairness, respecting human rights, treating workers fairly, complying with occupational safety and health standards, and protecting the environment.

### 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 (%)	100.00	100.00	100.00

### Information on supplier code of conduct

#### Supplier code of conduct

Supplier code of conduct : Yes

Reference link to supplier code of conduct : [https://www.smpcplc.com/wp-content/uploads/2023/02/Supplier\\_code\\_of\\_conduct\\_EN\\_060922\\_update.pdf](https://www.smpcplc.com/wp-content/uploads/2023/02/Supplier_code_of_conduct_EN_060922_update.pdf)

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

### Key suppliers acknowledging compliance with the supplier code of conduct

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

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

## Innovation development

### Information on innovation development policy and guidelines in an organizational level

#### Research and development policy (R&D)

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)	0.14	0.04	6.29

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

### Information on organizations innovation culture development and promotion process

#### Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's : Yes  
innovation culture

Business innovation development is one thing that supports the vision and mission of the organization to drive sustainably. The company has a policy to promote the organizational culture of business innovation development by using new technologies and innovations to develop production and working processes, products and services to be better. Therefore, the company can increase production efficiency, use resources efficiently, reduce losses and production cost, respond to customer satisfaction and increase the ability of competition. Such development is a part of enhancing the quality of life for people in society, taking care of the environment for sustainability. In addition, the company has developed the skills and potential of employees so that employees can create new innovations, including supporting various development projects.

The company has set operational guidelines for business innovation and organizational development through the development of the production process, develop a working system and develop products and services. In 2025, the company has worked on innovation as follows

#### **Innovation in Production Process Development**

The company focused on using innovation and technology to increase the efficiency of the production process, by giving importance to continuous development and improvement, and reducing the impact on the environment and climate change. The company has expanded the automated production systems to each production process such as using additional mechanical arms in the molding process. Improving machine efficiency to be consistent with the company's operations, including bringing in automatic machines to replace human work in parts that are at risk for quality. As a result, it can reduce waste from the production process, increase efficiency and accuracy of the production process, carry out production continuously and flexibly and reduce the labor shortage problem.

The company has guidelines for improving efficiency, maintenance process, and inspect machines through the monitoring and analysis system and Real-time Monitoring by the machine operating system that can show the operating status and measure the efficiency of the machine in real time, so that the system can respond immediately,

hence minimize processing time. Some types of machines are very complex and must work continuously all the time. If there is any irregular operation, it may affect the production process to a halt or decrease efficiency.

In order to check and prevent errors that may occur with the machines, a system has been installed to monitor and report work results in real time. So that users or system administrators can retrieve error notification for inspection and correction quickly and analyze the data according to engineering principles, to help improve and increase the efficiency of machines and personnel, and be able to have great planning for solving problems in a timely manner. The company has been applying advanced data analytics technology and artificial intelligence (AI) to cross-check the accuracy and consistency of some manufacturing processes. This helps increase accuracy, reduce the risk of human error, and enhance the reliability of the overall manufacturing process.

In 2025, the company improved and developed the machine which can work more efficiently as follows

#### **Digital and data-driven solutions to enhance work performance**

1. Implemented digital systems in work processes to reduce time and errors, enable traceability, and allow for data storage and further analysis. This began with applying automated data analysis and AI technology in certain processes to help verify the accuracy and consistency of production data.

#### **Automation, robotics, and machine optimization**

1. Improved efficiency of the machine, thus reduced maintenance cost, and labor force.
2. Developed production process, by using robot and automation, hence increasing production efficiency, and reducing waste, resulting in less production cost. The quality of work is more consistent, resulting in increased product quality and preventing the risk of labor shortages in the production process.

#### **Expanding production capacity and infrastructure to support growth**

1. Develop the production line of aluminum cylinder to be able to support customer demand.
2. Expanded storage and delivery area in order to be able to keep products in a systematic way, hence supporting the digital system management.

#### **Environment and community**

1. Develop production process for the paint spraying system to reduce production time and increase safety in work
2. Develop production processes to reduce environmental impacts, by controlling noise so as not to affect the health of employees in the factory as well as nearby community.

#### **Production Flexibility and Quality Control**

1. Develop production processes by increasing the in-house production of certain parts to enhance production flexibility and improve quality control efficiency.
2. Develop more efficient and accurate production quality inspection processes.

#### **Human Resource Development for the Use of New Technologies**

1. Develop the capabilities of personnel to be ready for changes in technology and new, more complex machinery.

#### **Innovation in system development**

The company has developed a working system by transforming the work process into a more digital system. The goal is to increase the efficiency of management, speed in work, reduce the use of resources, and build the sustainability in business operation.

The company has implemented the e-workflow system to improve work processes, together with adapting digital system to develop various application, hence reducing working process and time. It also reduces the use of natural resources and can bring various working information to analyze to solve various problems in the work process in order to develop working processes to be more efficient, and being able to reduce paper usage as well.

In 2025, the company further developed its digital capabilities by implementing technology for connecting and retrieving data between systems. This reduced redundant work and manual data entry, minimizing errors and processing time. Furthermore, internal applications were developed to support the workflows of various departments, ensuring employees follow standardized procedures and continuously monitor process status. The company also upgraded and modernized its core information systems, coupled with the development of a centralized database that

links data across departments. This reduces data redundancy and supports more accurate and reliable data analysis for management decision-making.

In addition, the company also places importance on data security. We have developed a process for checking system vulnerabilities to prevent cyber attacks (Cyber Security) and have installed an automatic fire extinguishing system in the server room to prevent data damage. This is an important part of running a sustainable and stable business.

### **Innovation in Product and Service Development**

The company has continuously developed and improved products and services in order to be able to meet the needs of customers in each group to the maximum appropriately and able to maintain market share and enhance business growth in long term. One of the company's growth strategies is developing high value-added products. These not only create a competitive advantage but also aim to improve consumers' quality of life while minimizing or avoiding environmental impact. The company developed liquefied petroleum gas cylinders for forklifts. This new product is made of aluminum which is difficult to get rust and light, making it easy to transport and move. At the end of its lifespan, the material is to be 100% recycled, just like steel drums. Normally, such products have few sellers. The product requires special skills and knowledge to produce. Not only that the product generates sales for the company, but they also promote the sustainable growth for the company.

The products that the company researched and developed are as follows:

1. RFID / Barcode / QR Code Cylinder Tracking for customers in particular countries that need technology for tracking the LPG cylinder, and inventory management. SMPC has developed production process by increasing the RFID installations, Barcode, and QR Code in the cylinder to satisfy customer. As a result, the company has continuously gained trust and satisfaction from customer.
2. Apart from the 190 kg. LPG cylinder, SMPC jointly with customer from Korea, researched and developed 200 kg., 250 kg., and 300 kg. LPG cylinders which were large for industries. These large cylinders will be more convenient for the customers/consumers, because they replace many small cylinders in the factory, reduce storage area, and save maintenance cost of the gas equipment such as valves, hoses/pipes.
3. The 40 lb., and 100 lb. of LPG cylinders with wheels are the products that serve convenience for customers to move them around.
4. LPG Cylinder installed in recreational vehicles (RV tanks). RVs are popular abroad for residential purposes, and used for travelling. RV Tank will be installed as fuel for RVs, which the company has developed the products to expand the new customer base to meet the needs of these customer groups.
5. LPG cylinders 15 kg for forklifts made from aluminum, is difficult to get rust. It is light and convenient to use and transport. At the end of its lifespan, the material is 100% recyclable, just like steel cylinders.
6. 1 pound cylinder is an environmentally friendly one, replacing disposable cylinders.

## **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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