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Purpose

Tong Thai Rubber Group recognizes the impact of operations on the environment and is dedicated to protecting the environment by conducting our operations in an environmentally responsive manner. This environment policy outlines our commitment and principles to various aspects of environmental management. By adhering to this policy, we commit to sustainable growth and environmental stewardship, creating a positive impact on the environment and the communities we do business.

Scope of Application

This policy applies to all full-time, part-time and contractual employees of all entities under Tong Thai Rubber Group:

- Tong Thai Rubber Co., Ltd.
- Tongthai Technical Rubber Co., Ltd.
- Sin Tong Thai Rubber Co., Ltd.
- Grand Rubber Co., Ltd.
- TTN Rubber Co., Ltd.

This policy also encompasses all processes, products and services.

Environment Policy

1. Energy Consumption and Greenhouse Gas Emissions

Commitment

We recognize the importance of combatting the climate crisis and are dedicated to reducing our energy consumption and greenhouse gas (GHG) emissions to mitigate climate change. This includes transitioning to renewable energy by installing solar panels, improving energy efficiency by upgrading our outdated equipment, reducing travel-related emissions whenever possible, and adopting afforestation projects.

Additionally, we are also committed to conducting energy audits to identify opportunities for efficiency improvements and raising awareness among our employees about the importance of energy conservation and reducing GHG emissions through series of educational programs.

Targets:

- To train at least 80% of our employees in responsible energy management by 2030.
- To achieve transition to at least 10% of our total energy consumption from renewable sources by 2030.
- To reduce Scope 1 carbon emission by 5% from the baseline year 2025, by 2030.
- To reduce Scope 2 carbon emission by 5% from the baseline year 2025, by 2030.
- To reduce Scope 3 carbon emission by 5% from the baseline year 2025, by 2030.
- To conduct energy audit covering at least 80% of our operation sites by 2030.



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2. Water Management

Commitment

Effective water management is crucial to ensuring the sustainability of our group operations and the preservation of this vital resource for future generations. Our priority is to ensure sustainable use, conservation, and management of water resources in all aspects of the organization's operations. This policy underscores our dedication to reducing water consumption, minimizing wastewater generation and pollution, and protecting water sources for future generations. We are committed to water conservation technology and equipment update, wastewater treatment and recycling. We also strive to reduce our reliance on freshwater sources by implementing rainwater harvesting for non-potable applications such as irrigation and cleaning. We also engage with stakeholders to raise awareness of the importance of water conservation and encourage water management practices throughout our supply chain.

Target

- To reduce our water consumption by 5% by year 2030 against our base year 2025.
- To recycle 100% of the waste water from production by 2030 against our base year 2025.
- To implement rainwater harvesting in at least 80% of our operations sites by 2030.
- To train at least 80% of our employees in water conservation and management by 2030.

3. Biodiversity

Commitment

Biodiversity is essential as it maintains the health and balance of ecosystems which in turn support human well-being. Tong Thai Rubber Group is committed to maintaining healthy and functioning ecosystems in the areas where we operate, preventing biodiversity loss through sustainable practices. We implement sustainable rubber farming, such as agroforestry and intercropping system. We conduct appropriate impact assessments, identify potential risks and adopt mitigation strategies to reduce any adverse environmental impacts as well as protecting native species and their habitats. We are diligently supporting reforestation and afforestation projects to restore damaged ecosystems and regulate unsustainable land use. We are also committed to educating our employees and stakeholders about the importance of biodiversity and the role they can play in its protection.

Targets

- To conduct biodiversity impact assessments covering at least 80% of our operation sites by 2030.
- To train 80% of our employees in biodiversity protection by 2030.

4. Air and Noise Pollution

Commitment

To ensure public health and safety, we are committed to minimizing air and noise pollution resulting from our rubber manufacturing operations, supply chain, and products. By adopting sustainable practices and investing in clean technologies and air filtration system, we strive to reduce harmful emissions and contribute to a cleaner environment. We conduct regular air and noise assessments to ensure compliance



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with local and international standards. Additionally, we invest in pollution control technologies, such as air filtration systems, to capture VOCs and particulate matter. We also implement noise mitigation methods and enforce regular maintenance of noise-generating equipment.

Targets

- To implement air quality monitoring covering at least 80% of our operational sites by 2030.
- To implement noise level assessment covering at least 80% of our operational sites by 2030.
- To reduce the emissions of air pollutants by 10% by 2030.
- To train at least 80% of our employees in air and noise pollution control by 2030.

5. Materials and Chemicals Management

Commitment

Effective materials and chemicals management is integral to our commitment to sustainability and operational safety in our operations. We prioritize the use of raw materials and chemicals that are safe, sustainable, and compliant with regulatory standards. Our processes include rigorous screening and approval of all materials and chemicals to ensure compliance with environmental, health and safety guidelines. We only source rubber that utilizes sustainable agricultural practices. We also ensure safe handling of chemicals by conducting rigorous screening and approval processes to ensure compliance with environmental, health and safety guidelines, implementing best practices in storage, handling and disposal of chemicals to minimize risk of pollution, as well as actively seeking alternatives to hazardous substances whenever possible. We purchase chemicals in minimal necessary quantities to avoid surplus and ensure that all chemicals are clearly labelled and stored according to their Material Safety Data Sheets (MSDS) guidelines. We provide comprehensive training for employees in handling chemicals and the use of proper Personal Protective Equipment (PPE) during chemical operations. We have emergency plans for chemical spills, leaks, or exposure incidents and provide training to employees to effectively handle such situations.

Targets:

- To ensure at least 80% of employees handling chemicals are trained in safety protocols and emergency response plans by 2030.
- To reduce chemical spill incidents by 80% through enhanced storage, handling, and employee training programs by 2030.

6. Waste Management

Commitment

Effective waste management is a cornerstone of our commitment to sustainability and environmental stewardship. We strive to minimize waste generation across all operations by implementing the principles of reduction, reuse, and recycling. We implement responsible disposal of waste materials including proper waste segregation (categories include hazardous, non-hazardous, recyclable and biodegradable) and labelling of waste bins. Hazardous waste is carefully classified and stored in compliance with regulations and will be handed over exclusively to licensed and certified waste management vendors. Additionally, we enforce recycling programs for recyclables such as paper, plastics, and metals. Our employees are trained



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in waste reduction strategies and proper waste sorting techniques to ensure efficient waste management and promote sustainability across all operations.

Targets

- To train at least 80% of our employees in waste reduction and sorting by 2030.
- To reduce 10% of total waste generated by 2030.
- To reduce 10% of hazardous waste generated by 2030.

7. Product End-of-Life

Commitment

At Tong Thai Rubber Group, we recognize the environmental impact of used rubber products and are committed to responsible end-of-life management in line with circular economy principles. We work towards reducing landfill waste and maximizing resource recovery by collaborating with stakeholders that align with our environmental commitment in material recovery. Continuously seeking innovative solutions, we aim to minimize our ecological footprint and contribute to a more resource-efficient future.

Target:

- To engage at least 1 stakeholder in developing innovative solutions for used product recovery by 2030.

8. Customer Health and Safety

Commitment

We are committed to ensuring the health, safety, and well-being of all customers who interact with our rubber products, services, or facilities. Our commitment includes adhering to stringent product safety standards and conducting comprehensive quality testing to prevent harm and ensure reliability. We only use safe and compliant materials in our products and actively engage in continuous improvement. To promote transparency, we provide clear safety guidelines for product use and establish accessible channels for customer to obtain health and safety information and to report any health or safety concerns.

Target

- To publish 100% of the product safety data sheet on our website by 2030.
- To establish accessible reporting channels for customer safety concerns in at least 100% of operation sites by 2030.

Responsibilities

1. Management

The management team is responsible for overseeing the effective implementation of this environmental policy, periodically reviewing and updating it to ensure its relevance, and providing adequate resources to support all teams in understanding and applying sustainable environmental practices across operations.



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2. Employees

All employees are responsible for adhering to the principles and requirements outlined in the environmental policy. This includes actively participating in energy and water conservation, minimizing waste, proper handling of materials and chemicals, as well as followed established procedures to ensure product safety.

Communication of Policy

The policy is introduced during the onboarding process for new staff and shared via hardcopy or email. Updates or amendments to the policy are to be communicated through announcement or email to all full-time, part-time, and contractual employees. An annual refresher course is conducted for all employees to reinforce the organization's commitment to ethics and the principles outlined in this policy.

Review of Policy

The group will review this policy to evaluate its relevance every 2 years, to monitor compliance and to drive continuous improvement. Tong Thai Rubber Group welcomes feedback and encourages dialogue with any interested party. We ensure the organization remains at the forefront of environmental practices.

Sanctions

Tong Thai Rubber Group takes this policy very seriously. We expect all employees and suppliers to abide by the principles laid out in this policy. Failure to comply with this policy may result in disciplinary action, up to and including termination of employment.

We encourage all stakeholders to report any potential or actual infringements of this policy at the soonest. Any potential or actual infringements may be reported to feedback@tongthai.co.th. All reports are treated with the utmost confidentiality. While it is helpful for follow-up if you identify yourself, you have the option to make anonymous report to the helpline +66 9 1889 2288, within the limit of the law. Concerns should be raised in good faith, meaning you are making genuine effort to provide accurate and honest information. Tong Thai Rubber Group has a strict no-retaliation policy for individuals who report concerns or participate in investigations. Any employee found to be engaging in retaliation will face disciplinary action.

Signature

General Manager of
Tong Thai Rubber Group
Ms. Shi Ching Chien
Date: 10/01/2025