



SUSTAINABILITY REPORT 2024



**BUSINESS  
RESILIENCE THROUGH  
SUSTAINABILITY**





## ABOUT THIS REPORT

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## MESSAGE FROM THE CHIEF EXECUTIVE OFFICER AND THE CHAIRMAN OF THE SUSTAINABILITY DEVELOPMENT COMMITTEE

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## ABOUT TCP GROUP

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## About this Report (2-2) (2-3) (2-4) (2-5)

### Sustainability Report Guidelines

Sustainability Report 2024 has been prepared for public disclosure to demonstrate our unwavering commitment to transparency throughout our business operations and supply chain. This report compiles our sustainability initiatives across environmental, social, and governance (ESG) dimensions. The content covers strategies, management approaches, targets, and performance results for the period from January 1 to December 31, 2024, aimed at communicating with all stakeholder groups throughout our value chain.

This report has been prepared in accordance with international standards of the Global Reporting Initiative 2021 (GRI) framework and the United Nations Sustainable Development Goals (SDGs). The content of this report has been reviewed and endorsed by the management of relevant business units and the Company's Sustainability Committee. For the 2024 reporting cycle, external assurance has not yet been obtained.

This report is published in both Thai and English languages in digital format only, to promote sustainability and facilitate easy access for readers through [www.tcp.com](http://www.tcp.com)

### Principles for Report Content Determination

The content determination for this report begins with understanding the organizational operational context and the impacts that occur throughout the organization's value chain on stakeholders. The report addresses material issues that stakeholders are interested in and that are significant to the business strategy.



### Reporting Scope

This report considers business relevance, data availability, and impacts on the company's social and environmental operations, covering the operations of TCP Group and its subsidiaries within Thailand. International business operations will report on selected topics only. The data in this report covers companies within the TCP Group, comprising:

**t.c.pharma**

T.C. Pharmaceutical Industries Co., Ltd.

**T.G.VENDING**

T.G. Vending & Showcase Industries Co., Ltd.

**DURBELL**

Durbell Co., Ltd.

**HI-GEAR**

Hi-Gear Co., Ltd

### Communications Channels

**Corporate Affairs & Communications Department**

T.C. Pharmaceutical Industries Co., Ltd. (Head Office)

📍 288, Ekkachai Road, Khlong Bang Phran Sub-district,  
Bang Bon District, Bangkok 10150

☎ Tel. : 02-408-0900

📠 Fax : 02-417-1200

✉ E-mail : [tcpsustainability@tcp.com](mailto:tcpsustainability@tcp.com)







## Message from the Chief Executive Officer and the Chairman of the Sustainability Development Committee, TCP Group <sup>(2-22)</sup>

Recently, the “Asia and the Pacific SDG Progress Report 2025,” compiled by the United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP), reveals that progress remains far off from achieving the targets. Most goals are advancing slowly, and in some cases, have even regressed amid the ongoing global economic and geopolitical volatility. As we enter the final five years before the 2030 deadline, the global community faces an immense challenge to accelerate efforts toward achieving the 17 Sustainable Development Goals (SDGs). Of particular concern is the goal to “Take urgent action to combat climate change and its impacts,” which is already having a profound impact and continues to worsen each year.

Under the mission of “Energizing a Better World for All,” TCP Group is driving business growth in collaboration with partners and stakeholders, while also caring for society and the environment. I remain confident that a business strategy rooted in the principles of “sustainability” will continue to serve as a guiding compass for long-term, stable growth. Despite the severe impacts of extreme climate events, compounded by a global economic downturn and ever-changing, unpredictable geopolitics, which present challenges to business expansion, TCP Group has taken steps to respond swiftly and effectively. Over the past year, we have enhanced our operations to improve efficiency and resilience, while also adapting our processes accordingly.

For example, in our supply chain, we diversified sources of raw materials and established new regional partnerships. We intensified our corporate water management planning and introduced sustainable water management guidelines to our partners and suppliers during the TCP Sustainability Forum under the theme “Water Resilience in a Changing Climate.” This took place amidst severe flooding in Thailand at the time. These initiatives are part of our effort to ensure a strong, flexible, and adaptive business plan, ready to withstand any situation.

In pursuing our corporate sustainability goals and framework, we encountered various challenges along the way. Yet, we are pleased that many objectives are progressing as planned. TCP Group recognizes that overcoming climate change is the greatest challenge we face, and we play a crucial role in helping to address it. We remain committed to reducing greenhouse gas emissions and accelerating our journey toward achieving net-zero carbon emissions by 2050. Furthermore, our efforts to promote a circular economy have met the goal of developing 100% recyclable packaging materials. In terms of sustainable water management, we have returned more water to local communities than we consume at our Prachinburi manufacturing plant. We have also succeeded in delivering high-quality products that meet more than 70% of consumer needs.

However, TCP Group cannot accomplish these goals alone. Achieving them requires collaborative effort between the private sector, government agencies, and civil society. Strong and equitable policies are essential to driving a low-carbon, circular economy and enabling both business and society to transition toward a sustainable future.

More information about the progress and challenges of each goal, covering economic, social, environmental, and governance aspects, is available in this report. TCP Group has disclosed its performance following the internationally recognized Global Reporting Initiative (GRI) standards.

On behalf of TCP Group, I would like to express my sincere gratitude to our suppliers, partners, stakeholders, and all our employees who have played a part in advancing our sustainability goals. TCP Group is proud to be a driving force in helping us all move forward together toward a more sustainable future.



**Mr. Saravoot Yoovidhya**

Chief Executive Officer and Chairman  
of the Sustainability Development Committee



Source of information: <https://unescap.org/kp/2025/asia-and-pacific-sdg-progress-report-2025>





## TCP Group (2-1) (2-6)

Food and beverage manufacturer and distributor that has been part of Thai society for over 69 years, utilizing world-class innovation, systematic creative services, and a robust distribution network to build customer confidence. Our business operations have consistently focused on enhancing quality of life and creating value for society and the environment.

### Purpose

Our legacy in energy drink and our desire to create a positive impact in this world for everyone, whoever, wherever they are, inspire us every day. After all, in the world we live in now, people do need energy for both body and mind as well as refreshment to pursue their life goals and to create bigger impacts on society and planet. (TCP Energizing a Better World for All)



### Promise



#### Fulfilling

Meeting our consumers and partners' needs with quality products and services



#### Growing

Building value for our brands and creating value for our partners throughout the supply chain



#### Caring

Caring for society and environment through the sustainable policy in every work process

### TCP Competency

# รุก บวก สุดพลัง

### Proactive, Positive and Supercharged

- CUSTOMER FOCUS
- COMMITMENT
- HYPER-COLLABORATION
- CHALLENGING SPIRIT
- DATA AND TECH-SAVVY





## Overview of TCP Group



**69** years  
of operations



Head Office,  
**Bang Bon, Bangkok**  
Thailand



Staff  
**5,000+** People



Exports to  
**17** countries in Asia



**16**  
Brands



**7** Product  
Categories

### Production and Distribution of food and beverage products

#### Domestic business

##### Factory in Thailand

- T.C. Pharmaceutical Industries Co., Ltd.

##### Joint-venture packaging factories

- CROWN TCP Beverage Cans Co., Ltd.
- Prachinburi Glass Industry Co., Ltd.

##### Sales promotion activities

- HI-GEAR Co., Ltd.



Providing  
professional sales  
promotion event  
services



Committed to  
responsible  
marketing



Organizing  
nationwide  
events and  
activities

##### Distribute, store, and retail products via automated vending machines

- Durbell Co., Ltd.
- T.G. Vending and Showcase Industries Co., Ltd.
- TC-Trading and Leasing Co., Ltd.



**24** branches, product  
distribution centers, and  
warehouses nationwide



**500+** vehicles  
engaged in sales and  
distribution



Access to  
**140,000+**  
retail stores



**1800+**  
vending machines



**Online**  
Sales Distribution

#### Overseas businesses



**2** Manufacturing facilities  
in China (SMART Factory)

- TC Red Bull (Sichuan) Drink Co., Ltd.
- TC Red Bull (Guangxi) Drink Co., Ltd.



**4** Joint-Venture beverage  
Manufacturing facilities

- Red Bull (Vietnam) Co., Ltd.
- Hainan Red Bull Drink Co., Ltd.
- PT Asia Health Energi Beverages
- Saras Beverages Private Limited



**4** Offices

- TC Red Bull (Beijing) Trading Co., Ltd.
- TC (Beijing) Investment Co., Ltd.
- TCPVN Co., Ltd.
- TCPMM Private Limited



**2** Joint Venture  
Distribution Company

- Yee Lee Marketing Sdn. Bhd.
- Pusheng Food Sales Co., Ltd.

#### Business Operating Region

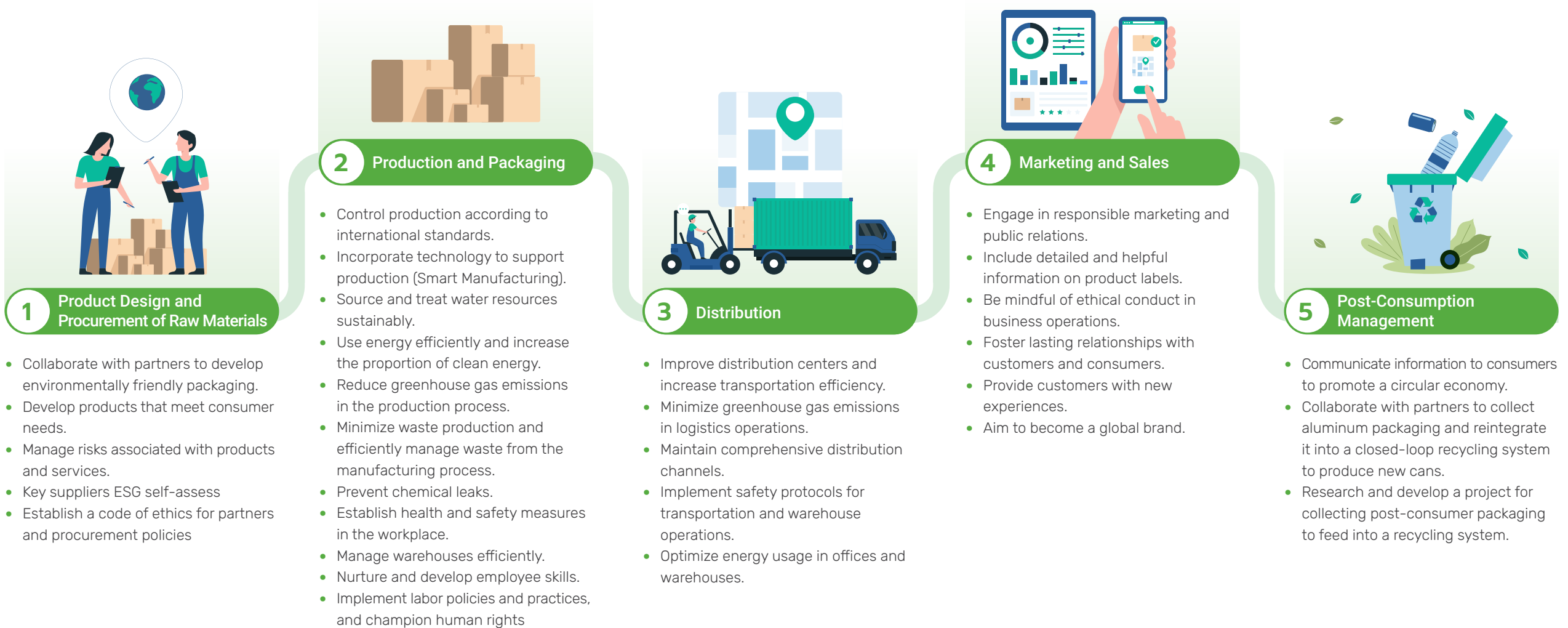
Our manufacturing facilities and food and beverage distribution companies are strategically located across seven countries: Thailand, China, Vietnam, Myanmar, Malaysia, Indonesia, and Nepal.







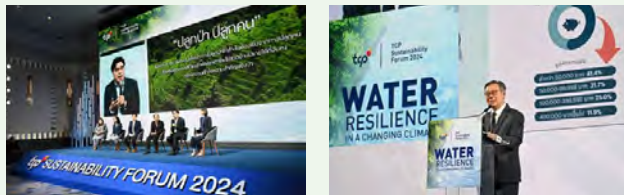
## Supply Value Chain <sup>(2-6)</sup>







## Driving sustainability



### TCP Sustainability Forum 2024

The 3<sup>rd</sup> TCP Sustainability Forum, themed ‘TCP Water Resilience in a Changing Climate,’ was held to foster knowledge sharing regarding the effects of climate change on water resources and business adaptation approaches. This event focused on reducing water scarcity risks and future challenges, encouraging organizations to improve supply chain operations through cross-sector partnerships.

[Read More Click](#)



### The 17<sup>th</sup> Thailand Congress of Nutrition

The company supported collaborative research with higher education institutions, focusing on studying and developing approaches to prevent dehydration in workplace settings. The presentation highlighted the relationship between high-temperature environments, bodily fluid and electrolyte losses, and their impact on sustainable work performance.



### Investment Forum 2024

The Thai Chamber of Commerce and the Board of Trade of Thailand co-hosted a discussion on “In-depth Investment in Thailand: Opportunities and Challenges.” This session presented government investment promotion measures and facilitated an exchange of views with the private sector. Key strengths of Thailand were highlighted, including its geography with low natural disaster risk, comprehensive infrastructure, readily available food raw materials, and international geopolitical connectivity, alongside its adaptability to global shifts.



### Open House for Knowledge Exchange: Building Sustainable Organizations

Welcome executives and employees from STC Group. They received an overview of TCP Group’s sustainability efforts, including our operational approach guided by a comprehensive sustainability strategy. The session also included a Q&A segment for exchanging ideas and discussing sustainability work.



### The Standard Economic Forum 2024

Delivering a keynote address on ‘Water Resilience: Guiding Thailand’s Businesses Through the Climate Crisis Era,’ a practical guide for water resource management was unveiled, designed to help Thai businesses navigate the global warming crisis. The presentation pinpointed three critical water challenges businesses must urgently address: floods, droughts, and deteriorating water quality. Emphasized was the need for businesses to adapt to these issues while also committing to reducing greenhouse gas emissions-tackling the root cause of global warming. This dual approach is essential for achieving long-term business sustainability in our rapidly changing climate.

[Read More Click](#)





## Driving sustainability



### 3-Sector Collaboration: Uniting to Build a Sustainable Future for Thai Education conference

Commitment was expressed to drive national education alongside working committees for Strategy 3 (developing school administrators and teachers) and Strategy 4 (learner-centered curriculum development, allowing students to learn according to their interests). This reaffirmed the ambition to elevate national education quality, fostering capable, good, and ethical individuals to be key forces in social and national development.



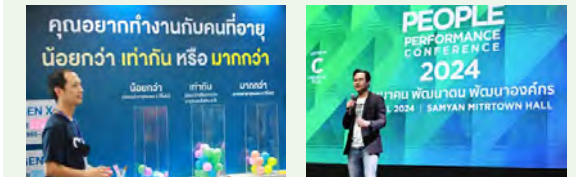
### Naresuan University Seminar: Adapting Education for Digital Disruption

Strategic Issues Seminar at Naresuan University, Phitsanulok, a lecture was given on “How the Education Sector Adapts to Survive in the Digital Disruption Era.” The session aimed to convey private sector knowledge and experience in management, along with concepts for problem management and methods for coping with and adapting to Digital Disruption’s impact on education.



### GCNT Forum 2024

Participated in the GCNT Forum 2024, reaffirming a strong stance on sustainable business with the concept of “**Inclusive Business for Equitable Society**.” This vision aims to transform future business models to create a more equal and sustainable society, emphasizing the engagement of all stakeholders to drive business growth alongside generating a positive social impact.



### People Performance Conference 2024

Participated in a panel discussion on “**How to Create an Employee Value Proposition**” in a highly competitive job market. Retaining and engaging talent long-term is crucial for organizations today.



## Awards and standards of pride in 2024



### Top Outstanding Brand

"Ready, a brand with outstanding performance and remarkable growth in the sport and energy drink categories

By Kantar (Thailand) Co., Ltd.



### Prime Minister's Export Award 2024

Category: Best Exporter Award

By the Department of International Trade Promotion, Ministry of Commerce.



### Future Trends Ahead & Awards 2024

Category: The Most Impactful Corporate  
The organization with the greatest positive impact on the

By Future Trends



### Steward Leadership 25 Award (Asia Pacific)

This award reflects our commitment to sustainable water resource management through the TCP Thai Water Partnership project (groundwater management).

By Stewardship Asia Centre (SAC)



### Asia Responsible Enterprise Awards (AREA)

Category Social Empowerment

By Enterprise Asia in Vietnam



### Climate Action Leading Organization Awards

Excellence Level

By Thailand Greenhouse Gas Management  
Organization (Public Organization)



### Sustainability Disclosure 2024

by Thaipat Institute  
(Continuous Award for the 4<sup>th</sup> year)



## Awards and standards of pride in 2024



### The National Occupational Safety and Health Award

- T.C. Pharmaceutical Industries Co., Ltd. (Head Office)
- Durbell Co., Ltd. (Head Office and Bangkok Branch 1)

### Safe Transport Safe Life

- “Excellent” Level Recognition: T.C. Pharmaceutical Industries Co., Ltd. (Head Office), Durbell Co., Ltd. (21 branches) and T.G. Vending and Showcase Industries Co., Ltd.

### Thai labor standards (TLS8003-2023)

- Durbell Co., Ltd. (Head Office)
- T.G. Vending and Showcase Industries Co., Ltd.

By the Department of Labor Protection and Welfare, Ministry of Labor



### CSR-DIW CONTINUOUS AWARD (Continuous Award for the 10<sup>th</sup> year)

T.C. Pharmaceutical Industries Co., Ltd.

By Department of Industrial Works



### Friendly Design Awards 2024

Legacy Museum - Learning and Tourism Destination for All Categories

By Friendly Design for All Organization (FDFA)



### Platinum Level for Safety, Occupational Health, and Working Environment Management System

T.G. Vending and Showcase Industries Co., Ltd.

By Thailand Institute of Occupational Safety and Health (Public Organization) (TOSH)



### Waste Management Model for Office and Factory Buildings Awards

T.C. Pharmaceutical Industries Co., Ltd. (Head Office)

By the Environment Office, Bangkok Metropolitan Administration



### Green Office Awards

Gold Level

By Department of Climate Change and Environment





## Membership associations (2-28) (2-13)



Network Thailand  
UN Global Compact  
Network Thailand



Board Of Trade  
of Thailand



สภาอุตสาหกรรมแห่งประเทศไทย  
THE FEDERATION OF THAI INDUSTRIES  
The Federation  
of Thai Industries



Thai Beverage Industry  
Association



Thailand Carbon Neutral  
Network



Thailand Institute  
of Packaging and Recycling







# Stakeholder Engagement (2-13) (2-29)

TCP Group focuses on creating mutual benefits with stakeholders throughout the value chain. The company has established stakeholder engagement approaches to promote participation through operations and communication channels by creating feedback channels for each stakeholder group that can provide valuable recommendations for formulating strategies, plans, and approaches for sustainable business development, and to prevent risks or impacts from business operations on consumers.

Stakeholder Group	Engagement Channels	Focus Topic of Stakeholders	The Company's Approach	Accountability
1. Consumers	<ul style="list-style-type: none"> <li>Marketing activities and communication through online and offline channels</li> <li>Consumer product opinion surveys</li> <li>Consumer information center</li> <li>Regular Brand Use Most Often surveys</li> </ul>	<ul style="list-style-type: none"> <li>Communicating health information on labels.</li> <li>Products that fulfill health needs.</li> <li>Social and environmental focus.</li> <li>Business transparency.</li> </ul>	<ul style="list-style-type: none"> <li>Corporate Governance</li> <li>Product Excellence</li> <li>Circular Economy</li> </ul>	<ul style="list-style-type: none"> <li>Sale Department</li> <li>Marketing Department</li> <li>Corporate Affairs &amp; Communications Department</li> <li>Consumer information center</li> </ul>
2. Communities	<ul style="list-style-type: none"> <li>Unofficial community visits.</li> <li>Participation in community relations activities and support for traditional activities.</li> <li>Assistance to communities facing natural disasters or disease outbreaks.</li> <li>Development of engagement projects to develop communities.</li> <li>Survey of community opinion and satisfaction</li> </ul>	<ul style="list-style-type: none"> <li>Safety control around the factory</li> <li>Management of air pollution from factory activities.</li> <li>Water resource management.</li> <li>Continuous support for community development projects.</li> </ul>	<ul style="list-style-type: none"> <li>Sustainable Society and Community</li> <li>Water Sustainability Management</li> <li>Low-Carbon Economy</li> </ul>	<ul style="list-style-type: none"> <li>Corporate Affairs and Sustainability Department</li> <li>Engineering, Safety and Sustainability Department</li> </ul>
3. Employees	<ul style="list-style-type: none"> <li>Town Hall meetings.</li> <li>Company volunteer activities.</li> <li>TCP Voice, employee satisfaction survey.</li> <li>TCP Community-Internal</li> <li>Yay! Friday activity</li> <li>TCP Club</li> </ul>	<ul style="list-style-type: none"> <li>Product quality and safety control and New Product Development</li> <li>Development of environmentally-packaging.</li> <li>Business adjustment in response to pandemic, aging society and declining working age population.</li> <li>Giving importance to work safety.</li> <li>Giving importance to water resource management.</li> <li>Organization impacts from climate-related disasters.</li> </ul>	<ul style="list-style-type: none"> <li>Product Excellence</li> <li>Human Resources Management</li> <li>Water Sustainability Management</li> <li>Circular Economy</li> <li>Low-Carbon Economy</li> </ul>	<ul style="list-style-type: none"> <li>Human Resources &amp; Administration Division</li> <li>Corporate Affairs and Sustainability Department</li> </ul>





Stakeholder Group	Engagement Channels	Focus Topic of Stakeholders	The Company's Approach	Accountability
4. NGO/SE/ Academics	<ul style="list-style-type: none"> <li>• Participation in networks to build relations with the organization through sustainability projects.</li> <li>• Surveying opinions, recommendations and satisfaction in sustainability.</li> <li>• Involvement in volunteer activities.</li> <li>• Organizing TCP sustainability forum</li> </ul>	<ul style="list-style-type: none"> <li>• Providing accurate consumer information.</li> <li>• No-sugar products.</li> <li>• Recyclable packaging and post-consumption packaging management.</li> <li>• Organizing marketing activities that create significant waste.</li> <li>• Greenhouse gas reduction activities.</li> <li>• Production waste management.</li> <li>• Business transparency.</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate Governance</li> <li>• Product Excellence</li> <li>• Circular Economy</li> <li>• Low-Carbon Economy</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate Affairs and Sustainability Development Section</li> </ul>
5. Government Agencies	<ul style="list-style-type: none"> <li>• Reports on business performance to government agencies at required intervals.</li> <li>• Government meetings, seminars, training and activities.</li> <li>• Implementation of sustainability projects in collaboration with the government.</li> </ul>	<ul style="list-style-type: none"> <li>• Communication of accurate labelling information.</li> <li>• Development of new products to introduce to the market.</li> <li>• No-sugar products.</li> <li>• Post-consumption packaging management.</li> <li>• Operating business with consideration to communities.</li> <li>• Personnel care.</li> <li>• Water resource shortage problems.</li> <li>• Greenhouse gas reduction activities.</li> <li>• Building of collaboration with environmental government agencies.</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate Governance</li> <li>• Product Excellence</li> <li>• Human Resources Management</li> <li>• Circular Economy</li> <li>• Low-Carbon Economy</li> <li>• Water Sustainability Management</li> <li>• Sustainable Society and Community</li> </ul>	<ul style="list-style-type: none"> <li>• Legal Division</li> <li>• Government and Regulatory Affairs Section</li> <li>• Corporate Affairs and Sustainability Department</li> </ul>
6. Suppliers	<ul style="list-style-type: none"> <li>• Supplier Meeting</li> <li>• Supplier ESG self-assessment</li> <li>• Collaboration in sustainability projects.</li> <li>• Complaint handling channel via Integrity Line.</li> </ul>	<ul style="list-style-type: none"> <li>• Developing new products to strengthen marketing.</li> <li>• Drive business through innovation.</li> <li>• Development of environmentally friendly packaging with Business partners.</li> <li>• Organizing a risk management.</li> <li>• Water source management in collaboration with communities.</li> <li>• Giving importance to greenhouse gas reduction</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate Governance</li> <li>• Product Excellence</li> <li>• Human Resources Management</li> <li>• Circular Economy</li> <li>• Low-Carbon Economy</li> <li>• Water Sustainability Management</li> </ul>	<ul style="list-style-type: none"> <li>• Supply Chain Division</li> <li>• Research &amp; Product Development Department</li> </ul>





Stakeholder Group	Engagement Channels	Focus Topic of Stakeholders	The Company's Approach	Accountability
7. Business Partners	<ul style="list-style-type: none"> <li>Participation in activities for society.</li> <li>GT Partnership project to give knowledge and create business drive in the ordinary store market.</li> <li>Store loyalty surveys (sale per point distribution: SPPD).</li> </ul>	<ul style="list-style-type: none"> <li>Holding joint sales promotion activities.</li> <li>Developing sales innovations in the product distribution system.</li> <li>Adaptation to food and beverage consumer trends.</li> <li>Fair Operating practices.</li> </ul>	<ul style="list-style-type: none"> <li>Corporate Governance</li> <li>Product Excellence</li> </ul>	<ul style="list-style-type: none"> <li>Sales Department</li> </ul>
8. The Media	<ul style="list-style-type: none"> <li>Participation in TCP sustainability forum.</li> <li>Involvement in volunteer activities and activities for society.</li> <li>Support for activities organized by news agency or the media.</li> </ul>	<ul style="list-style-type: none"> <li>Sustainability Goal Setting</li> <li>Developing products consistently with health and environmental trends.</li> <li>Post-consumption packaging management.</li> <li>Disclosure of supply chain management information.</li> <li>Water and wastewater management in production processes.</li> <li>Business transparency.</li> </ul>	<ul style="list-style-type: none"> <li>Product Excellence</li> <li>Supply Chain Management</li> <li>Water Sustainability Management</li> <li>Corporate Governance</li> </ul>	<ul style="list-style-type: none"> <li>Corporate Communications Section</li> </ul>



## Sustainability Governance

The Board of Directors has assigned the Sustainability Development Committee with the following responsibilities: (2-9) (2-11) (2-12) (2-13) (2-14)

1. Responsible for overseeing, monitoring, and evaluating compliance with policies and operational plans based on good governance principles and sustainable development
2. Responsible for considering impacts and reviewing the completeness of the organization's material issues
3. Setting sustainable development goals and policies that align with TCP Group's development direction
4. Providing consultation in formulating plans across all 6 topics while overseeing and monitoring progress toward established targets
5. Communicating to build understanding and facilitate employee participation at all levels in driving TCP Group's sustainable development to successfully achieve established goals

Additionally, the Executive Committee has been assigned the responsibility of formulating strategies, overseeing business activities, and managing risks in accordance with the Risk Management Policy framework covering the entire organization, establishing appropriate control methods to reduce impacts on TCP Group in alignment with established policies and strategies.



## Materiality Assessment (3-1) (3-2)

TCP Group has reviewed material sustainability issues relevant to both internal and external business operations, comprehensively considering all organizational risk issues and stakeholder expectations, as well as sustainability trends and directions in the food and beverage industry. This assessment aligns with international sustainability disclosure principles (GRI Standards) and the Stakeholder Engagement Standard (AA1000), following the process outlined below:

### 1 Identification of Material Issues and Definition of Reporting Scope.

The organization's context throughout the value chain was considered, gathering standard data and global food and beverage industry risks, including sustainability impacts from public information referencing the TCP Group, to identify material sustainability issues.

### 2 Prioritization of Material Sustainability Issues

The identified sustainability impact issues were prioritized from both organizational and stakeholder group perspectives, considering materiality testing through screening based on two dimensions: the level of impact and the likelihood of impact occurrence on stakeholders.

### 3 Validation and Continuous Development

The Sustainability Working teams and Sustainability Development Department conducted comprehensive reviews of the organization's material sustainability content for presentation to the Sustainability Development Committee and the TCP Group Executive Committee for consideration, approval, and authorization.

### 4 Review and Continuous Development

TCP Group continuously reviews the organization's material sustainability issues, incorporating perspectives and recommendations as operational guidelines to align with sustainability operations appropriate for the business and stakeholders going forward.

## Prioritization Results of Sustainability Materiality Issues



### High-Significance Topics

1. Packaging.
2. Product innovations.
3. Responsible marketing and labelling
4. Supply chain management.
5. Product quality and safety.
6. Employee care and development.



### Medium-Significance

7. Climate change.
8. Corporate governance and legal compliance.
9. Water management and wastewater treatment.
10. Health and well-being of consumers.
11. Community engagement promotion.



### Low-Significance Topics

12. Human rights.
13. Labor rights.
14. Waste Management from manufacturing process.
15. Environmental conservation
16. Air pollution management.







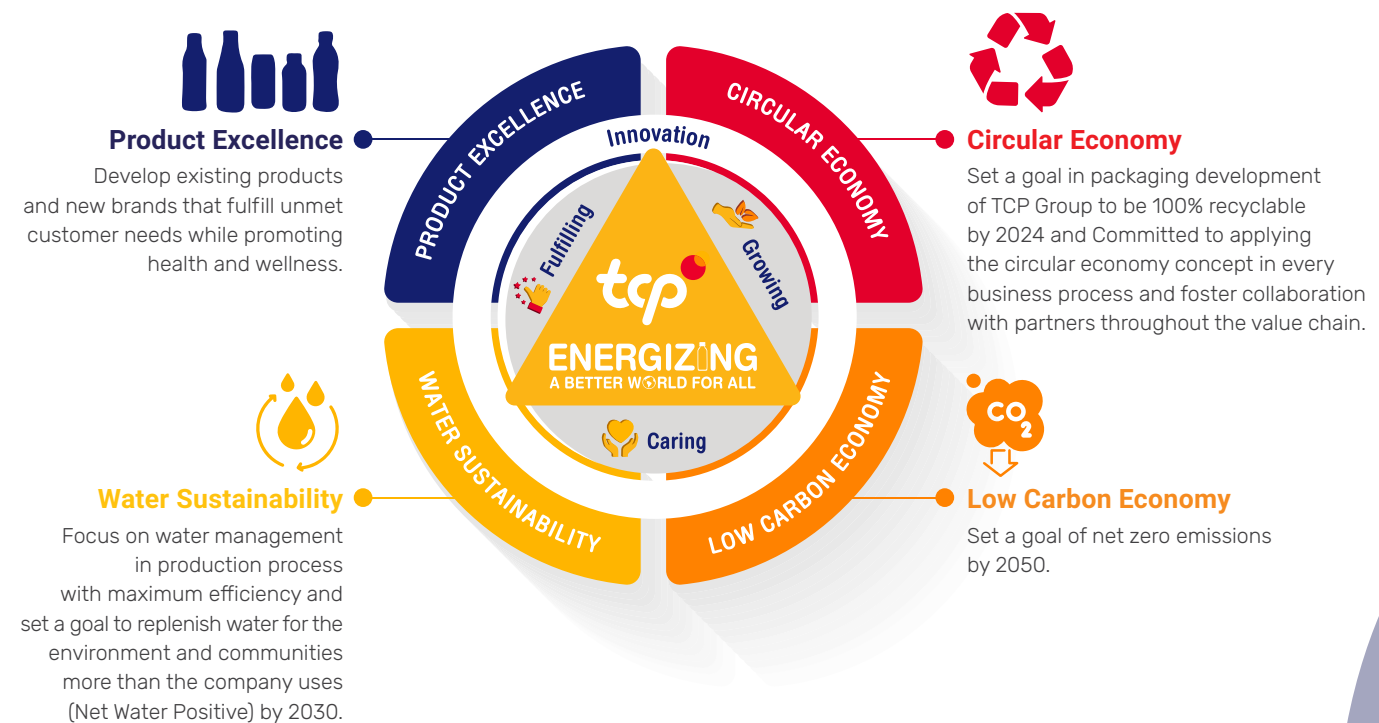
## Sustainability Framework

From the process of determining the organization's material sustainability issues through integration of international sustainability standards for social responsibility and stakeholder needs and expectations with the vision, direction, and business strategies, an organizational-level sustainability operational framework has been established to drive sustainability goals and plans through 6 Sustainability Development Working teams as follows:



## Sustainability Strategy <sup>(2-23) (2-24)</sup>

The Sustainability Development Committee plays a crucial role in formulating strategies, overseeing, and driving concrete implementation that aligns with the organization's sustainable development direction. To ensure that the business operates under TCP Group's core strategies of "Fulfilling, Growing, Caring," TCP Group has considered the 16 material sustainability issues together with internal and external contexts, stakeholder expectations, and important future scenarios in environmental, social, and economic aspects. Therefore, the organization's key sustainability strategies and goals have been established, 4 Key areas topics as follows:





## Goals and Progress



### Product Excellence

#### Goals

Develop existing products and new brands that fulfill unmet customer needs while promoting health and wellness.

#### 2024 Performance

**72.96%**

of products are health-focused



**17**

17 new and developed products to meet health and innovation needs



The Ready Brand was among those awarded Top Outstanding Brands 2024



### Low Carbon Economy

#### Goals

Set a goal of net zero emissions by 2050.

#### 2024 Performance

reduced by  
**7,311 tons**



Greenhouse gas emissions in both Scope 1 and Scope 2 areas were reduced by 7,311 tons of carbon dioxide equivalent representing 14% compared to 2022 <sup>(1)</sup>



Outstanding leader in greenhouse gas management

**12.77 megawatts**



Increased solar energy usage to 12.77 megawatts



### Circular Economy

#### Goals

Set a goal in packaging development of TCP Group to be 100% recyclable by 2024 and committed to applying the circular economy concept in every business process and foster collaboration with partners throughout the value chain.

#### 2024 Performance



Develop packaging to be **100%** recyclable (currently 94% of packaging is recyclable)



**127.56 tons**

Collected 127.56 tons of post-consumption packaging under 10 projects



Collaborated with IUCN and 23 community stores in Ranong Province to support the establishment of funds and waste banks, while providing proper waste separation knowledge to stores



### Water Sustainability

#### Goals

Replenish water for the environment and communities more than the company uses (Net Water Positive) by 2030.

#### 2024 Performance

restoring water to communities  
**1,560,907 cubic meters**



The TCP Embracing Thailand's River Basin project, restoring water to communities and the environment. 1,560,907 cubic meters covering 5 provinces covering 5 provinces and 3 basins the program benefited 2,932 households equivalent to an economic value of 7,804,535 baht



The Prachinburi factory reduced water intake for production by 9% (276,619 cubic meters) as compared to 2023.

Remark 1) The report includes the greenhouse gas emissions of companies in Thailand and foreign manufacturing plants, in accordance with the Thailand Greenhouse Gas Management Organization (TGO)'s guidelines for calculating and reporting carbon footprints.





## Corporate Governance and Economic Performance

Responsible corporate governance and stakeholder engagement in sustainability operations



Revenue  
**48,950.38**  
Million Baht

Operating costs  
**34,482.12**  
Million Baht



Employee wages and benefits  
**3,091.88**  
Million Baht

Payment to government  
**2,247.43**  
Million Baht



Community investments (donations)  
**99.82**  
Million Baht



Expanded the scope of integrated risk management into the strategic plans of overseas subsidiaries.



Developed a policy management project system.



**100%**  
of all employees acknowledged and passed the TCP Group Code of Conduct test.



Communicated the TCP Code of Conduct handbook via the TCP website.

**100%**

of all partners in Thailand have acknowledged and signed a commitment to comply with the Supplier Code of Conduct.

**100%**

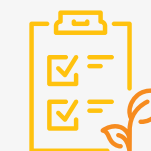
of Tier 1 key suppliers (**165** in total) have completed a ESG self-assessment.



Conducted risk assessments based on the life cycle of raw material groups, packaging, and services, with measures in place to mitigate sustainability impacts.



The procurement process has undergone efficiency assessment and is certified under ISO 20400:2017 for sustainable procurement.



Value of procurement of environmentally friendly goods and services:  
Baht  
**1,932,021.74**



## Corporate Governance

Amid the ongoing global uncertainties—including the impacts of extreme climate events, geopolitical conflicts, and economic downturns—TCP Group prioritized proactive adaptation by enhancing internal processes in alignment with good corporate governance principles. This approach was aimed at increasing flexibility in responding to emerging challenges, strengthening competitive capabilities, preparing for new regulatory requirements, and driving the organization's long-term sustainable growth.

## Key Performance in 2024

- Published the TCP Code of Conduct via the TCP website: Code of Conduct | T.C. Pharmaceutical Industries Company Limited

Details can be found by scanning the QR code or [CLICK HERE](#)



- 100%** of TCP Group employees in China and Vietnam passed the TCP Code of Conduct assessment <sup>(205-2)</sup>
- Integrated risk management processes into strategic management during the planning phase, as well as the monitoring of risk mitigation plans at both the organizational and country levels to align risk management with strategic objectives
- Extended risk governance to 4 overseas companies that had not previously implemented such processes
- Defined Key Risk Indicators (KRIs) to enhance the accuracy of significant risk trend analysis
- Developed a standardized system for managing the organization's policies and practices across both organizational and country levels
- Established regular meetings to report progress on monitoring key environmental legal issues

## Approach to Good Corporate Governance Management

### 1. Corporate Governance <sup>(2-9)</sup>

The “Corporate Governance Committee” structure has been established. The Committee is responsible for setting operational directions and overseeing business performance to prevent potential damage. This governance aims to enhance value creation and promote stable and sustainable business growth.

### 2. Code of Conduct

A TCP Code of Conduct handbook has been established for TCP Group to ensure that all employees adhere to and implement shared standards of behavior appropriately.

### 3. Anti-Corruption <sup>(205-1)</sup>

An “Anti-Corruption Policy” has been established and communicated to all employees for awareness and implementation. The policy content covers responsibilities, practices, and operational requirements to prevent corruption across all business activities. It also ensures that business decisions involving potential corruption risks are carefully considered and appropriately executed.





#### 4. Regulatory Compliance (2-27)

A legal management system has been established to align with the Company's business operations. The system emphasizes compliance with relevant laws and incorporates international quality management standards. Key actions include:

- 4.1 Studying the laws and regulations of each country where the Company intends to operate
- 4.2 Assessing legal risks and complying with relevant laws and regulations before commencing business
- 4.3 Monitoring and supporting the operations of all internal departments to ensure legal compliance
- 4.4 Regularly reporting performance to management and ensuring transparent disclosure

#### 5. Data Governance

To standardize and unify data governance across the entire organization, TCP Group requires all employees, at every level and in every department, to be aware of and prioritize data governance. The TCP Data Governance Council and the Data Protection Working Group have issued two policies:

- 5.1 **Enterprise Data Governance Policy**, which sets out rules and guidelines for managing data within the organization according to defined standards. This includes data retention, usage, and protection to ensure the security of both corporate and customer data in accordance with legal requirements.
- 5.2 **Data Privacy Policy**, which outlines how personal data, such as name, address, phone number, and email, is collected, used, and disclosed. The policy's objective is to inform individuals of their data privacy rights and to ensure that such data is appropriately protected.

#### 6. Whistleblowing & Complaint Channel (2-16) (2-26)

The TCP Integrity Line is a channel through which all stakeholders of TCP Group can report any incidents or actions that are contrary to business ethics, including cases of fraud and corruption. This is to ensure appropriate action is taken. Guidelines are in place to protect and ensure fairness for employees who report or provide information regarding misconduct or legal violations. Reports can be made through the following three channels:

- **Email:** [internalaudit@tcp.com](mailto:internalaudit@tcp.com)
- **Letter or document addressed to the "Internal Audit Department"**  
Address: T.C. Pharmaceutical Industries Co., Ltd.  
288 Ekachai Road, Khlong Bang Phran Subdistrict, Bang Bon District, Bangkok 10150
- **TCP Group's external website:**  
<https://integrity.tcp.com>

To access the TCP Code of Conduct, click [CLICK HERE](#) or scan the QR Code.





## Policy Management Enhancement

TCP Group has elevated its policy and practice management to a unified organizational standard, with a focus on development in three key areas:

### 1. Policy Documentation System

- Establishing clear standards for policy classification
- Developing a centralized information storage system
- Enhancing the efficiency of policy search and access

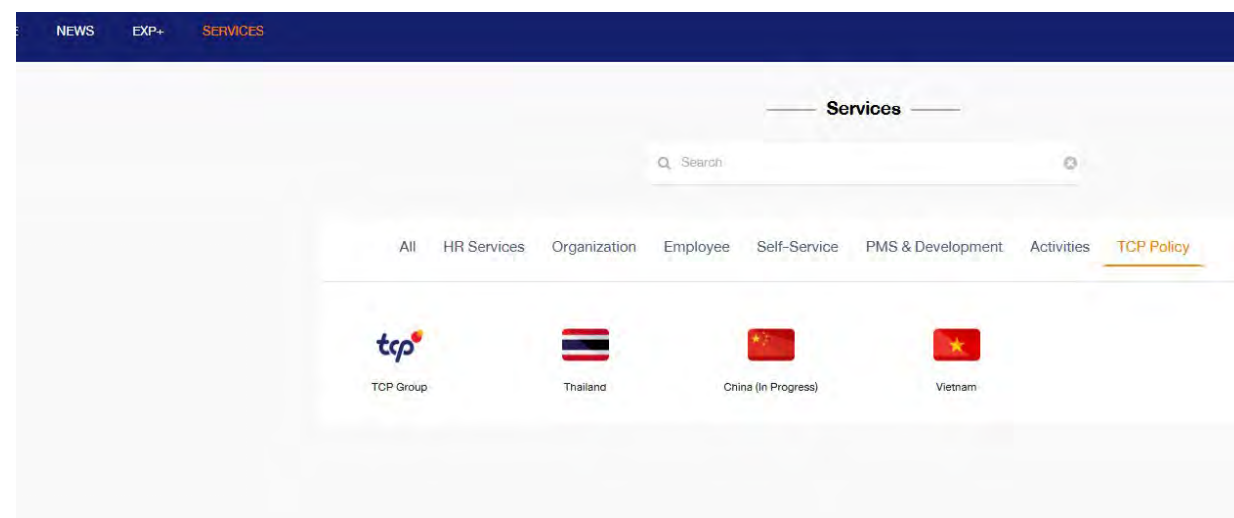
### 2. Effective Policy Communication

- Providing multiple communication channels
- Ensuring employees at all levels understand and can correctly follow the policies

### 3. Policy Support and Development

- Offering guidance to departments in policy development
- Promoting consistency and alignment across the organization

These efforts have resulted in increased operational efficiency, strengthened corporate governance principles, and the creation of long-term sustainable value for the organization.



## Risk Management

TCP Group has announced its “Risk Management Policy and Framework” to establish operational guidelines for the risk management process and to ensure that responsibilities for controlling identified risks are appropriately assigned. The risk management process of TCP Group is outlined as follows: <sup>(2-25)</sup>

**1. Risk Identification:** Identifying key organizational risks by integrating the risk management process into both corporate and country-level strategies to ensure alignment and support for sustainable business growth. This includes consideration of both internal and external factors, with a focus on comprehensive, forward-looking risk analysis to remain responsive to changes in the business environment. Risks are categorized into four key areas: strategic, operational, financial, and legal/regulatory compliance.

**2. Risk Assessment Criteria and Risk Appetite:** Establishing risk assessment criteria and defining acceptable risk levels (risk appetite) to serve as guidelines for managing high and very high-level risks.

**3. Risk Evaluation:** Assessing risks based on the defined criteria and developing a Risk Profile to manage risks within the acceptable risk level.

**4. Risk Treatment:** Defining risk treatment measures for risks that are high or exceed the acceptable risk level.

**5. Monitor and Review:** Continuously monitoring and reviewing key organizational risks, particularly risk treatment measures, to ensure appropriate and effective management. Key Risk Indicators (KRIs), such as market share and product distribution through various channels, are established to enhance the accuracy of critical risk trend analysis and to strengthen the organization’s long-term value creation potential.





## Adapting to Regulatory Changes <sup>(2-27)</sup>

Amid the emergence of new legislation that may impact organizational operations, the Government and Regulatory Affairs Section has taken a proactive approach by continuously monitoring developments and preparing for changes. This includes participating in public consultations and exchanging perspectives with government agencies, industry associations, and relevant partners, such as the Pollution Control Department, the Department of Climate Change and Environment, the Excise Department, the Food and Drug Administration, the Department of Health, the Thai Beverage Industry Association, the Energy Drink Manufacturers Association, the Federation of Thai Industries, and the Prachinburi Provincial Federation of Industries. In addition, meetings have been held to communicate updates on environmental policies and legislation, such as the draft Sustainable Packaging Management Act, the draft Climate Change Act, the draft of the Management of Clean Air Act and the Water Resources Act B.E. 2561 (2018), to internal departments. These efforts aim to strengthen organizational resilience and ensure an effective response to upcoming changes.



สภาอุตสาหกรรมแห่งประเทศไทย  
The Federation of Thai Industries



## Role in Supporting and Advancing Key Policies

To demonstrate its leadership within the beverage industry, in 2024 TCP Group has played a significant role in driving various initiatives through networks and associations such as the Thailand Institute of Packaging and Recycling Management for Sustainable Environment, the Federation of Thai Industries, the Thai Beverage Industry Association, and the Energy Drink Manufacturers Association, as follows:

- Participated as a working group member driving the implementation of packaging waste management based on the Extended Producer Responsibility (EPR) principle, under the Thailand Institute of Packaging and Recycling Management for Sustainable Environment.
- Served as the Thai Beverage Industry Association committee, contributing significantly to the advancement of various industry issues.
- Provided private sector perspectives on the implementation of carbon tax policy and participated in proposing roles, responsibilities, and the establishment of a national packaging management organization.
- TCP Group also helped drive a model project for waste management in Koh Tao, Surat Thani Province, based on the EPR principle, by conducting on-site surveys and data collection to develop a framework for expanding the initiative to other areas.



Public Consultation on the Draft Guideline for Eco-Design Packaging by the Thailand Institute of Packaging and Recycling Management for Sustainable Environment



"PackBack in Action Year 3: United in Action – The Drive for EPR in Thailand and the EPR Collaboration Declaration Ceremony"



## Supply Chain Management

Regarding adaptation in supply chain management, in 2024, TCP Group's supply chain management strategy focused on effectively responding to global market volatility and evolving consumer behavior. The organization placed a strong emphasis on enhancing the flexibility of its supply chain and managing sourcing risks by diversifying sources of raw materials and building business partnerships across various regions. At the same time, TCP Group was working to foster collaboration throughout the supply chain to minimize environmental impact, particularly through efforts to reduce greenhouse gas emissions and utilize resources efficiently. These initiatives not only improved operational efficiency but also supported the Group's sustainable development goals, built stakeholder trust, and enhanced long-term competitiveness.

## Key Performance in 2024

**100%** of suppliers signed and committed to the TCP Group Supplier Code of Conduct

**100%** of key Tier-1 suppliers underwent ESG Self- assessments

Conducted **life cycle risk assessments** for raw materials, packaging, and services; implemented mitigation measures and **incorporated economic, social, and governance** (ESG) criteria into supplier qualification documentation

Procurement value of environmentally friendly goods and services totaled Baht

**1,932,021.74**

Proportion of local procurement:

**86.85%** (204-1)

## Supply Chain Management Approach (308-1) (414-1)

TCP Group is committed to sustainable supply chain management to ensure suppliers comply with the Group's Supplier Code of Conduct and to align its practices with international standards. To this end, the Group adopts ISO 20400 or Sustainable Procurement Guidelines as its management framework, as follows:

- Require both new and existing suppliers to acknowledge and comply with the TCP Group's Supplier Code of Conduct and Procurement Policy
- Identify and prioritize critical suppliers to manage risks and strengthen supplier relationships
- Integrate environmental, social, and governance (ESG) criteria into supplier qualification requirements and tender documents; assess supplier capabilities and monitor performance continuously
- Conduct life cycle analysis (LCA) for raw materials and packaging groups using sustainability assessment criteria to identify management strategies that mitigate potential ESG impacts
- Require critical suppliers to conduct ESG self-assessments, using the results to inform strategy and development plans aligned with business risks and opportunities for collaboration
- Promote awareness and enhance employee capability to ensure effective and goal-aligned operations





## Key Sustainability Issues Used to Assess the Impact of Products and Services



Organizational Governance



Fair Operating Practices



Human Rights and Labor Practices



Environment



Consumer Issues



Community Involvement & Development

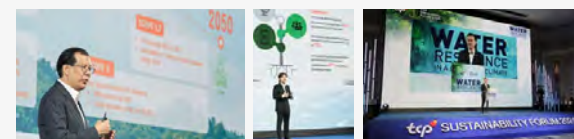
## Supply Chain Risk Management

TCP Group has identified significant risks within its supply chain, including commodity price volatility caused by global economic uncertainty and geopolitical conflicts, lingering effects from the COVID-19 pandemic, and climate-related risks. Additionally, challenges stem from changing regulations, suppliers' compliance with sustainability requirements, and stakeholder relationship management. These factors may cause disruptions in the supply chain and increase operational costs.

To enhance resilience and ensure business continuity, TCP Group has implemented several key measures. These include selecting qualified suppliers, diversifying sources and routes for raw materials and packaging, improving the efficiency of contract manufacturers and joint ventures, and adopting strategic planning for inventory management and product reserves.



## Enhancing Collaboration



### TCP Sustainability Forum

The “Water Resilience in a Changing Climate” sustainability forum served as a vital platform for fostering collaboration and advancing the Company’s sustainability initiatives. The event featured expert speaker from SGS (Thailand) Co., Ltd., who presented on the application of ISO 20400 or Sustainable Procurement as an operational standard. This international standard helped create a structured framework for assessing environmental and social risks throughout the supply chain, promotes transparency, strengthens supplier relationships, and reinforces TCP Group’s commitment to elevating supply chain management alongside its partners. These efforts aim to enhance readiness to face future challenges and support long-term sustainable development.



The Forum had  
**300** attendees.

### Durbell Partnership Business Course Training - Class 2



Durbell Co., Ltd. organized the “Business Leader Development Program” in collaboration with the Center of Retail Excellence, Panyapiwat Institute of Management (PIM). The course was developed to be comprehensive and intensive under the concept “Fast-Track Learning, Practical Solutions, Business Opportunities.” The program is designed to equip participants with practical knowledge for effective business management. Key topics include digital marketing, Power BI techniques, and business tax planning. The training also featured an on-site visit to the Flash Fulfillment AGV warehouse, providing participants with hands-on learning experiences to apply in their own businesses. This initiative fosters business connections and networking between participating stores and Durbell.

#### Participating Stores:



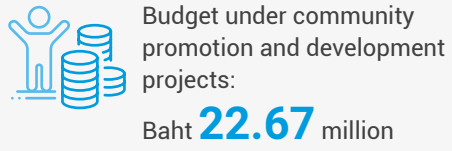
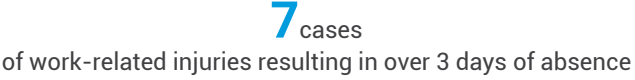
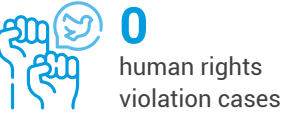
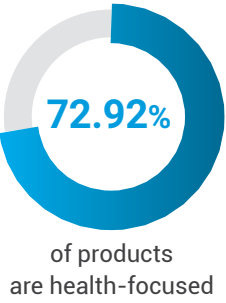
2024:  
**62** stores

2023:  
**19** stores

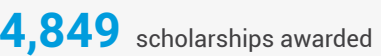
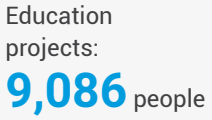


# Social Performance

Create services and develop high-quality, safe products that align with good nutritional principles. Continuously improve employees' quality of life and workplace environment to support efficient work, while fostering engagement and contributing value to society.



## Beneficiaries of social responsibility projects:



Supported teacher and education personnel development under the "Shining School Project," Year 3, for **6** schools

**Executive Functions (EF)** development project at **4** early childhood development centers and schools







## Human Resources Management

TCP Group faces significant challenges in human resource management due to the rapid advancement of modern technology, the shift toward remote and hybrid work models, and the expectations of today's workforce for an inclusive work environment that embraces diversity in gender, culture, and opinions. These changes have a profound impact on personnel management. The organization must adapt its strategies for talent acquisition and retention, focus on upskilling employees, and develop leadership that aligns with the company's culture. In addition, the organization must navigate key risks such as a shortage of skilled personnel, challenges in fostering employee engagement, generational gaps, and data security risks. To address these challenges, TCP Group has developed a flexible learning system, nurtured visionary leadership, promoted a culture of innovation with an emphasis on sustainability, and adopted technology effectively in human resource management. Fostering a sense of social responsibility and a strong commitment to becoming a sustainable organization will be key to attracting and retaining talent whose values align with the organization, driving sustainable growth in the long term.

### Target

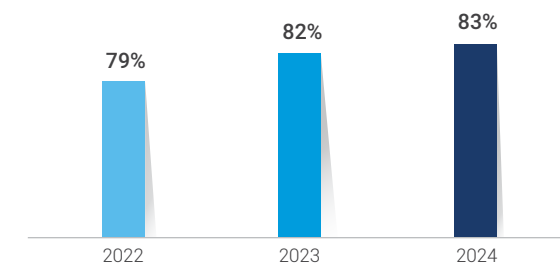
**2024**

Employee satisfaction score

**>83**

### Performance

Employee Satisfaction Score



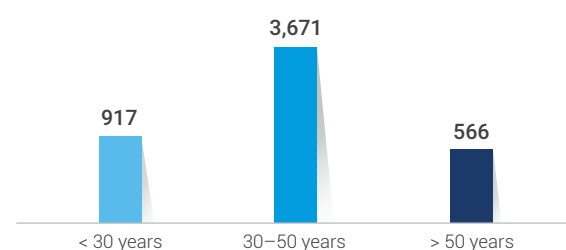


## Employee Data (2-7) (401-1) (405-1)

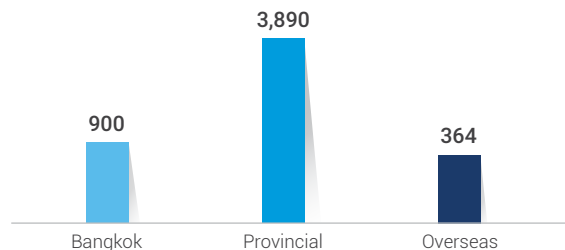
### Total Employees



### Age range (persons)



### Operation Location (persons)



### Employee Retention Rate



## Strategy (401-2) (404-2)

1

Develop employee potential through continuous learning systems by encouraging self-directed learning and internal knowledge sharing via in-house experts.

2

Enhance leadership and team management skills to ensure supervisors can lead effectively.

3

Manage and develop high-potential employees (Talent) by implementing talent management and performance evaluation systems to retain and grow capable personnel alongside the organization.

4

Promote employee engagement and workplace happiness by supporting work-life balance and physical and mental wellness, enabling employees to work happily and stay connected with the organization.

5

Foster a corporate culture that emphasizes social responsibility and sustainable development.







## Human Resource Management and Development Approach (401-2) (404-2)

### Creating a culture of Proactive, Positive, and Supercharged



Building a strong culture is essential. The organization has established a framework to drive a Proactive, Positive, and Supercharged culture through performance evaluations. This ensures that all employees recognize the importance of culture and commit to embedding it as a guiding principle in both work and life, moving in the same direction. This approach enhances each employee's ability to lead themselves, their teams, and the organization toward collective success. TCP Group has continuously organized various activities to drive this culture forward, as follows:

- Culture Day and Culture Movie under the TCP theme “Proactive, Positive, and Supercharged” to inspire and energize employees to work together toward organizational goals.
- TCP Culture Representatives, a working group established to foster a workplace environment that supports the corporate culture and to serve as a communication channel, allowing employees from all departments to better understand and engage with the organization's values.
- Culture Communication Videos, which provide clear examples of practical applications to help employees understand and apply the cultural standards consistently.
- Culture Workshops for Executives, designed to build deep understanding and encourage leaders to serve as role models in driving the organization's culture.







พื้นที่  
สำหรับ  
การเติบโต  
Space for Growth

## Leadership and Management Skills Development



TCP Group places strong emphasis on systematically developing leadership skills at the supervisory level to enhance team management capabilities, ensure effective team support, and deliver quality outcomes aligned with organizational goals, all while fostering a happy workplace.

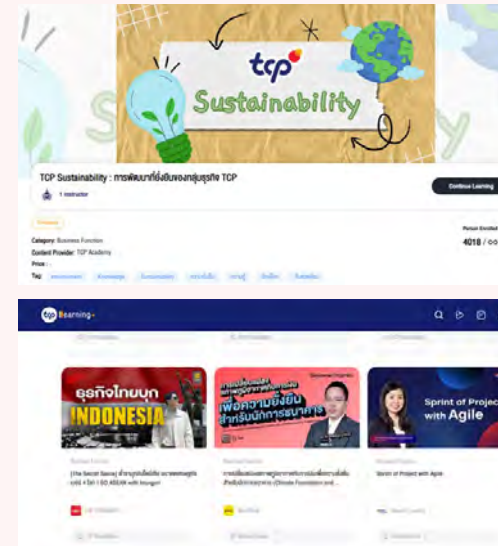
The focus is on cultivating leadership aligned with the Company's culture through the "TCP People Manager Journey" program, a specially designed process that includes principles, tools, and best practices to help supervisors harness their inner strength and potential. This enables them to generate positive outcomes for themselves, their teams, and the organization. The program aims to create continuous and tangible transformation.

In 2024, the organization expanded knowledge-sharing opportunities through a digital platform (Viva Engage), an online community specifically for TCP People Managers. This platform enables the sharing of experiences, techniques for applying skills and tools within teams, and the exchange of perspectives, promoting a culture of continuous learning.

In addition, the "Leadership Academy" initiative offered managers the opportunity to meet, exchange knowledge, and strengthen essential skills together. This initiative played a key role in building a strong leadership network and fostering cross-functional collaboration, crucial in an era defined by rapid change and high uncertainty.

## Developing High-Potential Employees and Successors Along Career Paths

The organization has designed a dedicated program to develop high-potential employees in preparation for clearly defined future leadership roles. This includes the selection of high-potential individuals, coaching activities, skill development training specific to each career track, as well as effective monitoring and evaluation processes.



## Promoting a Learning Culture

Employees are encouraged to engage in self-development following the 70:20:10 model, with support for internal knowledge sharing from both in-house and external experts. Employees are also motivated to accumulate learning hours based on their job level. They can access over 4,000 courses through the "TCP Learning Plus" application, designed to enable self-paced learning anytime, anywhere. The program also promotes the development of digital technology skills and the use of Personal Development Plans (PDP), which are created collaboratively by employees, their supervisors, and the HR team. Training and development activities, such as coaching and performance follow-ups, are used to ensure effective personnel development.

## Preparing Employees for a Digital Transformation Organization

Recognizing the importance of technology disruption, the organization encourages employees to utilize digital tools to enhance work efficiency. It also promotes the development of employees' digital skills and the transformation of work processes toward digitalization. In 2024, the Information Technology Department organized the "TCP AI Learning Day" event to provide employees with knowledge on how to integrate AI (Artificial Intelligence) systems to improve work efficiency.







## พื้นที่ สำหรับ การทำงานร่วมกัน Space for Collaboration

### Diversity and Collaboration (405-1)



TCP Group places great importance on diversity and collaboration by encouraging employees from all departments to work together effectively. We believe that no position operates on a solo basis, and teamwork is at the heart of building a “Space for Collaboration.” Cross-functional collaboration occurs not only within the country but also internationally. For example, the “Chenggong Project” was a joint effort between the marketing team in China and the product and packaging R&D team at headquarters. Both teams collaborated to develop products that resonate with customers, resulting in a positive impact on sales. The organization fosters an open environment where employees can fully express their identities, whether in terms of gender diversity or generational differences. With Generation Y making up the majority of the workforce and Generation Z beginning to enter the workplace, collaboration becomes a matter of mutual respect and supporting one another’s growth.

## พื้นที่ สำหรับ ความเป็นอยู่ที่ดี Space for Well-Being

### Enhance Well-Being

TCP Group creates spaces that empower employees to unleash their energy together, starting with the renovation of the TCP1 headquarters building into a “Playground” theme. This creative space encourages the development of new ideas and provides open areas for employees to showcase their talents, fostering growth for themselves, their teams, and the organization as a whole. Well-being spaces are also provided for factory staff, branch employees, and overseas office teams in countries such as China, Vietnam, and Myanmar. Living and working conditions have been improved, along with enhanced employee benefits and welfare through the 4F Program (Food, Fit, Fin, Feel) and activities like “Yay! Friday.”



**FoodD**  
Breakfast for employees



**FinD**  
Tax education workshop



**FitD**  
Yoga workshop



**FeelD**  
Brand coffee workshop





## Occupational Health, Safety, and Working Environment <sup>(3-3)</sup>

### Statistics on Occupational Health, Safety, and Environment <sup>(403-8) (403-9) (403-10)</sup>

Work-related fatalities

0

cases

Occupational diseases

0

cases



Work-related injuries resulting in over 3 days of absence

7

cases

Lost Time Injury Rate (LTIR)

0.3964

(cases per 200,000 working hours)

Injury Severity Rate (ISR)

4.9552

(days per 200,000 working hours)



Transportation accident rate

8.1611

(incidents per million kilometers)

### TCP Group's Approach to Occupational Health, Safety, and Working Environment Management <sup>(403-1) (403-2) (403-3) (403-4) (403-8)</sup>

#### 1. Policy and Management Structure Development

- 1.1 Establish the Occupational Health, Safety, and Working Environment Policy for TCP Group
- 1.2 Set up relevant departments and safety committees, with clear roles and responsibilities for safety officers at all levels according to company structure and legal requirements
- 1.3 Allocate sufficient resources for the management of occupational health, safety, and working environment

#### 2. Risk and Safety Management

- 2.1 Assess risks and review both internal and external situations to minimize accidents and work-related illnesses, including epidemiological factors that affect safety and occupational health operations, in order to define effective control and preventive measures
- 2.2 Set targets and implement plans for accident prevention, reduction of workplace incidents, and mitigation of work-related illnesses

#### 3. Health and Occupational Well-Being Management

- 3.1 Provide on-site medical staff and health services, with health check-up programs and occupational disease monitoring conducted by occupational medicine specialists
- 3.2 Establish a Wellness Center and a working committee to drive workplace well-being projects with employee participation (Healthy Living)

#### 4. Communication and Awareness Building

- 4.1 Promote improvements in working environment and safety through employee engagement activities such as the SHE Suggestion program.
- 4.2 Build safety awareness through comprehensive internal and external communication.
- 4.3 Develop training plans and conduct emergency drills.

#### 5. Monitoring and Review

- 5.1 Conduct regular inspections, control measures, and reviews of safety management at monthly meetings and annual management reviews with executives.



\*Data from Durbell Co., Ltd. and T.G. Vending and Showcase Industries Co., Ltd.





## Accident Prevention and Reduction

### 1. Enhancing Occupational Health, Safety, and Environment Management (403-5) (403-6) (403-7)

- T.C. Pharmaceutical Industries Co., Ltd. (Head Office) received the 1<sup>st</sup>-Year National Gold Award for Outstanding Occupational Health, Safety, and Environment Practices
- Durbell Co., Ltd. (Head Office) and Durbell Co., Ltd. (Bangkok Branch 1) received the 2<sup>nd</sup>-Year National Gold Award for Outstanding Occupational Health, Safety, and Environment Practices

### 2. Promoting a Culture of Safety and Good Health (403-1) (403-2) (403-5)

- Strengthen a safety-focused culture and behavior through Behavior Based Safety (BBS) to prevent and reduce accidents caused by unsafe acts
- Conduct KYT (Kiken Yochi Training) or pre-work safety reminders to raise hazard awareness
- Organize safety talks featuring quotes and messages that express concern and prioritize safety

- Distribute commitment cards to pledge safety promises, communicate rules, promote good behaviors, and discourage unsafe practices (under the concept of "Smart Safe") through the creation of each department's Safety One Page.



- Promote physical exercise among employees through activities such as "Step for Points," "60 Days Your Challenge," and the "TCP Mini Fun Run." Establish health-promoting clubs, including the Soccer Club, the Running Club, and the Badminton Club.



- Promote ergonomics for safe working by providing guidance on muscle relaxation techniques and safe lifting and moving practices, delivered by speakers from the Thailand Institute of Occupational Safety and Health (Public Organization).



- Promote hygienic and healthy eating through the use of organic, chemical-free vegetables grown in the Company's own garden, which received the "Excellent" level Bangkok Food Safety certification from the Bangkok Metropolitan Administration, affirming that the produce is clean, safe, and environmentally friendly.





## Transport Safety



Durbell Co., Ltd. (Durbell), under TCP Group, a leader in the distribution of consumer goods and warehouse management, strives to exceed legal requirements by implementing clear vehicle usage regulations to prevent accidents. Safety is further enhanced through the installation of GPS systems and dashboard cameras.

- Received the “Transport Safety Partnership Award” for Outstanding Achievement for the third consecutive year from the Department of Labour Protection and Welfare. This award encourages transport and logistics facilities to systematically elevate their occupational safety, health, and working environment management to international standards by fully complying with all safety requirements under the project.
  - Durbell Co., Ltd. (all 21 branches)
  - T.G. Vending and Showcase Industries Co., Ltd.
  - T.C. Pharmaceutical Industries Co., Ltd. (Head Office)
- Durbell Co., Ltd. (Head Office) and T.G. Vending and Showcase Industries Co., Ltd., collaborated with the Department of Labour Protection and Welfare as pilot companies to elevate worker welfare. Both companies received certification for Thai Labour Standards in the transportation sector (TLS 8003-2566).

## Human rights respect (412-2) (2-30)

TCP Group is committed to respecting human rights across its value chain. This principle is integrated into the Company’s Code of Conduct for employees and business partners, which all employees must acknowledge before commencing work. To prevent human rights violations, TCP Group has established a whistleblowing channel, the “Integrity Line,” along with measures to protect whistleblowers. In addition, a “Labour and Employment Management Policy” has been announced, focusing on fair treatment of employees. The organization recognizes the importance of equality and diversity and has improved welfare benefits to cover all employees across TCP Group companies in Thailand. The definition of “spouse” has been expanded to include both legally registered and unregistered partners of all genders, demonstrating a strong commitment to gender equality and diversity inclusion.

### Durbell Co., Ltd.



Certified under Thai Labour Standards  
TLS 8001-2020

Note: Applies to Durbell Co., Ltd. (Head Office) only.



Recipient of the National Outstanding  
Establishment Award for Labour Relations  
and Welfare from the Department  
of Labour Protection and Welfare





## Product Excellence

Today's consumers are increasingly conscious and aware of the importance of choosing products that promote health and truly meet their needs. When making purchasing decisions, factors such as taste or price are no longer the only considerations. There is a growing trend among consumers to value responsible product and service development—prioritizing the selection of standardized, high-quality, and safe ingredients. To meet these demands and instill consumer confidence in product choices, TCP Group is committed to developing innovations that reduce sugar content in beverages and expanding its product lines to include items with added nutritional value. This is complemented by responsible marketing communications that avoid exaggerated health claims, along with initiatives that promote balanced consumption through educational campaigns and health-promoting activities. These efforts help foster sustainable relationships with consumers and contribute to long-term business growth.

## Target

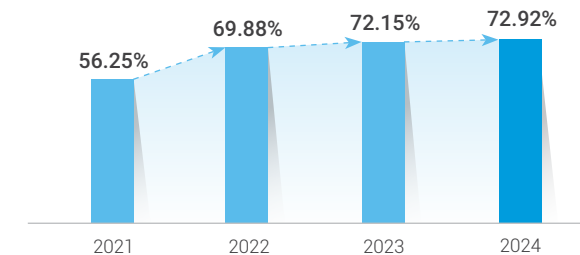


By 2026

Over **80%** of all TCP Group product lines will meet the criteria for healthier choice products.

## Performance

Proportion of health-focused products relative to total products

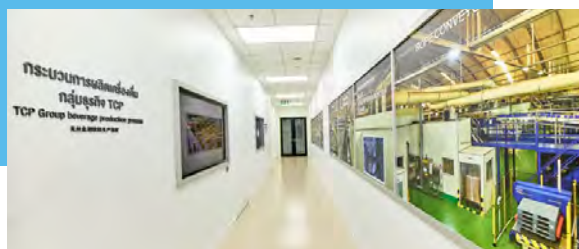


## Excellence in Product Management Approach <sup>(416-1)</sup>

### Product quality and safety

Product quality and safety are at the heart of TCP Group's business operations. The company implements integrated quality management by establishing and developing the "TCP Global Quality Standard" with the following key operational activities:

- The following approaches guide the development of these products through establishing a quality and food safety management system policy and continuously enhancing the system to comply with international standards.
- Appointing a Top Management and forming a dedicated Quality and Food Safety Team, as well as a Food Fraud Mitigation & Food Defense Team to prevent food fraud and food-related threats.
- Developing an efficient traceability system that tracks products all the way to consumers.
- Integrating advanced technologies to ensure high product quality and compliance with legal safety requirements.
- Raising awareness and instilling a sense of responsibility among employees through training, emphasizing the importance of their role in producing high-quality products that they can take pride in delivering to consumers.



### TCP Group's beverage production processes in Thailand are certified with the following quality and safety standards:

- GHPs and HACCP – Good Hygiene Practices and Hazard Analysis and Critical Control Points for food production and process control.
- FSSC 22000 – Food Safety System Certification standard for food production.
- Halal – Halal food certification.
- MUI – Indonesian Halal food certification by the Indonesian Ulama Council.
- ISO/IEC 17025 – Certification of laboratory competence.

### Product Complaint Management

TCP Group has established transparent and comprehensive channels for customers to express feedback and report any violations concerning the quality and safety of its products and services. These channels enable the identification of the source of violations and ensure that all complaints are effectively addressed. The performance of complaint management is regularly reviewed through meetings of the Complaint Management Committee.

### Customer Contact Channels

1. Consumer Information Center: 02-408-0900
2. Online Submission via Website: [www.tcp.com](http://www.tcp.com)

## Consumer Health and Well-Being

To truly support the development of health-oriented product innovations for consumers, TCP Group has set a target for over 80% of its total product portfolio to meet its Healthier Choice criteria by 2026. The product development strategy includes:

- Reducing sugar content in products
- Controlling and reducing sodium content
- Enhancing nutritional value with specific health benefits
- Developing products tailored for the elderly

In 2024, TCP Group continued its efforts in product research and development with a strong focus on consumer health. This included products enriched with nutrients and vitamins, as well as reformulated products with reduced or zero sugar. As a result, health-focused products accounted for 72.92% of the total products released to market.

Health-focused products

72.92%

## List of *New Health-Supporting Products* Launched in 2024

### Reduced Sugar Category



1. Red Bull Energy Soda
2. Ready Sparkling (0% Sugar)
3. Hopster Signature (0% Sugar, 0% Alcohol)
4. Som Hero

### Functional Products Category



5. Sponsor Isotonic Calamansi
6. Mansome Collagen Honey Lemon
7. Ready Blink Collagen
8. Bestural Gluta Gummies
9. PLANET Protein Snack
10. Sponsor Active





**TCP Group remains committed to continuously developing product innovations and enhancing consumer well-being to meet genuine unmet needs—those seeking healthier, more natural options. These efforts also support the strategy of creating fulfilling brand experiences.**



### Hopster Signature 0% Sugar, 0% Alcohol

“HOPSTER” is a non-alcoholic beverage and a new alternative drink brand. It is a carbonated soft drink infused with a key ingredient, HOP (Terpenes), which provides a sensation similar to drinking alcohol, without containing any alcohol. It’s designed for relaxation at any time, completely free of sugar and calories.



### Sponsor Isotonic Calamansi

“Sponsor Isotonic” is an electrolyte drink specifically formulated to have the same concentration as the fluids in human cells, which helps enhance absorption efficiency. To address concerns over sugar content and overly sweet taste, the product has been developed with a mildly sweet flavor—tailored to the health-conscious lifestyles of modern consumers who engage in diverse activities.

## Responsible Marketing and Brand Communication

TCP Group focuses on developing a wide range of health-oriented products while promoting responsibility and consumer safety. The Company transparently discloses nutritional information on product labels, enabling consumers to make informed choices based on appropriate nutritional value. It also ensures ethical marketing and brand communication in accordance with the “TCP Group Content Guidelines for External Communication” under the “External Communications Policy.” This policy is grounded in core principles of honesty, transparency, neutrality, and clarity and applies to all external communications and stakeholder interactions. It ensures alignment with applicable laws, regulations, business ethics, and professional standards when communicating with media and all external stakeholders of TCP Group.

### Example of a Marketing Activity

#### Red Bull Skate Park, Thailand’s largest indoor street-style public skate park

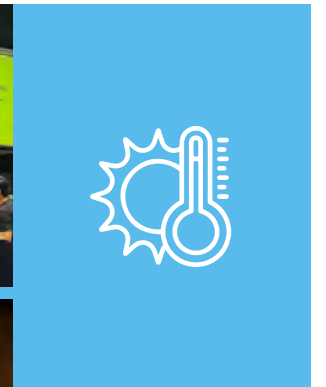
This project reflects TCP Group’s commitment to creating value for communities and society by developing a high-standard sports venue. The skate park is designed for both beginners and professional athletes, encouraging community participation through various events and competitions, from local to international levels. It aims to sustainably advance the Thai skateboarding scene through long-term maintenance planning and collaborative development with local communities, ultimately generating lasting benefits for Thai society.





## Red Bull Fashion Competition

Empowering the next generation of designers, this initiative creates shared value between business and society by providing students from Raffles International College with the opportunity to showcase their fashion design talents and develop their work into real products. Beyond supporting education, the project also contributes to the advancement of Thailand's fashion industry by offering opportunities and inspiration to emerging designers, nurturing future talent that will play a vital role in shaping the Thai fashion scene.



## Raising Awareness of Heat-Related Risks

Sponsor electrolyte beverages recognize the importance of educating the public about the dangers of extreme heat and the proper ways to cope with it, especially its health impact on Thai people. Through various communication efforts, the brand shares vital knowledge to help consumers stay informed. For example, it provides expert guidance on safe exercise practices during international running events, participates in academic forums such as the 17<sup>th</sup> National Nutrition Conference with the topic "Heat stress in the workplace: how fluid and electrolyte loss can affect sustainable work efficiency", and supports academic research with higher education institutions to help prevent dehydration.



## Product Label Information Disclosure (417-1)

TCP Group recognizes that building consumer knowledge and enhancing public awareness are key to preventing health issues, especially in reducing risky behaviors and promoting a health-conscious environment. To support this, TCP Group has proactively developed communication methods and product labeling practices to deliver accurate, transparent, and legally compliant consumption information. These practices ensure that the information provided is neither exaggerated nor misleading. Key product details communicated on labels include essential ingredients, nutritional information, recommended serving sizes, and consumption guidance for children and pregnant women. This information is designed to help consumers make well-informed decisions about the products they consume.

## Ingredient declaration and packaging management



**โซมพลัส**  
เครื่องดื่มผสมกาแฟรสชาติน้ำผึ้ง (เครื่องดื่มทางการแพทย์)

เลขสารบบอาหาร : 25-2-00142-2-0156  
ขนาดบรรจุ : 95 มล.

คุณค่าทางโภชนาการต่อ 1 ขวด

พลังงาน	น้ำตาล	ไขมัน	โซเดียม
35 กิโลแคลอรี	5 กรัม	0 กรัม	35 มิลลิกรัม
*2%	*8%	*0%	*2%

\*คิดเป็นร้อยละของปริมาณสูงสุดที่บริโภคได้ต่อวัน

**ข้อมูลโภชนาการ**  
หน่วยบริโภค: 1 ขวด (95 มล.)  
จำนวนหน่วยบริโภคต่อขวด: 1

คุณค่าทางโภชนาการต่อหน่วยบริโภค

พลังงาน	
ไขมันอิ่มตัว 0 ก.	0%
ไขมันไม่อิ่มตัว 0 ก.	3%
น้ำตาล 5 ก.	2%
โซเดียม 35 มก.	2%

ร้อยละของปริมาณที่แนะนำให้บริโภคต่อวัน

ไขมันอิ่มตัว 0 ก.	ไขมันไม่อิ่มตัว 0 ก.	น้ำตาล 5 ก.	โซเดียม 35 มก.
25%	12%	130%	

\*ข้อมูลโภชนาการนี้ไม่ได้หมายความว่าผลิตภัณฑ์นี้ปลอดภัยหรือดีต่อสุขภาพ  
สำหรับผลิตภัณฑ์เครื่องดื่มรสชาติน้ำผึ้ง (TCP) โปรดดู  
จากฉลากข้อมูลโภชนาการ: 2,000 กิโลแคลอรี





## Sustainable Society and Community

TCP Group is committed to creating value and generating a positive impact on society through four key areas of operation: education, public health, community development, and SME support. With the core mission to “**Energize a Better World for All**,” TCP Group has spent over 69 years focusing on improving the quality of life in communities through the provision of essential infrastructure, particularly water management systems for household use, consumption, and agriculture, while also enhancing human potential through education and healthcare initiatives. These areas form the foundation for long-term sustainable development. One example is the Executive Functions (EF) Brain Skills Development Project, titled “**TCP Energizes Early Childhood Development for a Better Future**”, which focuses on developing executive function skills in young children. Another key initiative is the “**Power of Giving**” project, which provides medical equipment donations to hospitals in need across the country. These efforts have led to significant community transformation, strengthening resource security, increasing income and reducing household expenses, fortifying local networks, and promoting awareness and participation in addressing climate change, a global challenge that requires cross-sector collaboration.

## Education

TCP Group recognizes that education is a vital tool for promoting social equity and developing high-quality individuals who will become key resources for the nation’s future. The Group therefore implements educational programs that create opportunities and enhance quality, equipping individuals with the knowledge and skills necessary to thrive in the future world of work and learning.

### 1. Creating Opportunities and Access to Education through Various Scholarship Programs

#### Scholarship Type



##### Scholarships for Employees' Children

- General Education: Kindergarten to University
- Vocational Education: Vocational and High Vocational levels

**Number of Scholarships**  
**4,362** Scholarships

**Budget**  
**12,262,200** Baht



##### Scholarships for Schools Surrounding Factory and Office Locations

- Wat Sing Secondary School
- Ban Pak Khlong Bang Kradan School
- Srirak Ratbumrung School
- Wat Bang Tan Community School

**Number of Scholarships**  
**437** Scholarships

**Budget**  
**600,500** Baht



##### Continuing Education Scholarships in collaboration with the Yuvabhadhana Foundation

**Number of Scholarships**  
**50** Scholarships

**Budget**  
**350,000** Baht





## 2. Educational Activity on the Employee Children Scholarship Award Day: “Space for Kids: Caring for the Planet”

The 2024 annual employee children scholarship award event was held under the theme “Space for Kids: Caring for the Planet,” with a focus on instilling environmental awareness through learning activities. Targeting secondary school, vocational, and university students, the event featured a guest speaker, an advocate for sustainability, who shared experiences and perspectives on sustainable development. The central message emphasized that true sustainable development begins with individual awareness and understanding, which in turn can lead to meaningful societal change. This activity aimed to inspire and foster environmental consciousness among the youth, children of TCP Group employees.



Examples of games for young children include waste sorting game decorating cloth bags, and crafting toys from recycled materials.



Sustainability advocate and guest speaker: Baitong Jareerat Petsom.

## 3. EF Brain Skills Development Project: “TCP Energizes Early Childhood Development for a Better Future”

TCP Group collaborated with the Rakluke Learning Group Institute to implement an integrated program aimed to promoting knowledge and enhancing executive function (EF) skills or skills that regulate thinking, behavior, and emotions to help individuals reach their goals. The program includes practical training workshops for education and public health personnel and has been ongoing for a second consecutive year in Bang Tan Subdistrict, Prachinburi Province. The target groups include two child development centers, two kindergartens, and parents in the community. This year, the trained personnel applied EF knowledge in classrooms through structured lesson plans, focusing on key EF processes such as reflective thinking and impulse control. This has brought diversity and clear objectives to early childhood education. The program also involved study visits to model communities for hands-on learning and knowledge exchange. Additionally, it extended outreach to parents through “Parent Classroom” activities to enhance their understanding of EF and self-development, emphasizing collaboration between teachers and parents in fostering consistent development in young children. This initiative represents an integrated effort between local authorities and the private sector,



Benefiting a total of  
**176** participants.



Teaching supervision at the Child Development Center, Wat Bang Tan, Prachinburi Province



## 4. Support for Camps and Youth Activities

### 19<sup>th</sup> Sarakadee Camp

A camp promoting creative communication for social good, aimed at equipping Thai youth with documentary production skills and raising awareness of social and environmental issues through the creation of documentaries that inspire thought and audience engagement.



19<sup>th</sup> Sarakadee Camp: "Live Well, Die Well"



Students in Grades 4–6  
at Phrommarat Rangsarit School

### BIG TREES

An educational activity was organized for 50 students from Grades 4–6 at Phrommarat Rangsarit School to explore biodiversity at Chaloem Phrakiat 7<sup>th</sup> Cycle Birthday Anniversary Park, Bang Bon. The students participated in a volunteer-based tree survey using the TreePlotter program, which helps collect data on local trees. This enabled them to better understand the components of urban forests, monitor tree growth, and plan suitable tree planting. The activity raised awareness about the importance of urban trees.

## Public Health

Public health program is another key initiative that TCP Group has continued to implement, aiming to support public access to medical services as much as possible. Each year, TCP Group allocates a budget to support public health efforts. One of its flagship ongoing programs, now in its fifth year, is the "Power of Giving" initiative, which donates medical equipment and tools to hospitals across the country based on their specific needs. Employees from TCP offices nationwide, as well as customers, are encouraged to nominate hospitals in need of such equipment to the project's organizing committee.

### Performance Results for the Year 2024



Hospitals participating in the project:

**15** hospitals across **13** provinces



Budget for medical equipment and supplies:

Baht **22,037,534.80**

The Power of Giving project (2020–2024)

has provided assistance to **61** hospitals in **35** provinces, totaling over Baht **131** million.





# Community Empowerment and Development



TCP Group focuses on working with communities as fundamental social units, recognizing that strong and sustainable communities are key to driving various mechanisms forward. Therefore, in every project, communities are actively involved, whether it is projects directly aimed at community development or environmental initiatives. By engaging communities in problem analysis and solution finding, TCP Group and project partners act as supporters and collaborators in developing plans that meet community needs, resulting in achieving organizational goals and sustainable communities.

## 1. The 'TCP Embracing Thailand's River Basin' Project (Surface and Groundwater)

TCP Group implements the TCP Embracing Thailand's River Basin project in collaboration with The Utokapat Foundation Under Royal Patronage, the Hydro-informatics Institute (Public Organization), the Groundwater Resources Research Institute Khon Kaen University, and the World Wild Fund for Nature (WWF). The project promotes community knowledge for self-managed water resource management, strengthens capacity in water resource management and water irrigation systems for agricultural areas, conserves and restores natural resources, and educates farmers on climate change adaptation.



In 2024, the event 'TCP Embracing Thailand's river basin' was held in collaboration with the World Wide Fund for Nature (WWF) to demonstrate a shared commitment among the government, private sector, and civil society to conserve water resources. Activities during the event included presentations by representatives from each sector on the importance and current situation of water in the Prachinburi watershed, sustainable water management plans both inside and outside TCP business group factories, and a showcase of successful water system developments over the past year in partnership with WWF. The event also presented plans to pursue the international water stewardship standard, Alliance for Water Stewardship (AWS). Additionally, a panel discussion was held with community leaders and representatives from 13 villages to gather feedback aimed at improving the community water supply system, reinforcing the involvement of all sectors in caring for, managing, conserving, restoring, and sustainably utilizing the natural resources of the Prachinburi River.



## Performance Results for the Year 2024



### Bang Pakong and Yom River Basins

Provinces: Prachinburi, Sa Kaeo, Nakhon Nayok, Sukhothai, and Phrae



#### Surface Water



#### Groundwater

Volume of Water Stored	<b>1,128,101</b> cubic meters	<b>432,806</b> cubic meters
Total Economic Value*	Baht <b>5,640,505</b>	Baht <b>2,164,030</b>
Beneficiaries	<b>2,413</b> households <b>9,652</b> people	<b>81</b> households** <b>324</b> people***
Area Benefited	<b>13,190</b> rai	<b>115</b> rai****
Project Budget	Baht <b>12,024,388</b>	

Notes: \* Calculated based on the value of raw water used directly for production and agricultural activities of the direct beneficiaries only.  
 \*\* Direct beneficiaries: 11 households; indirect beneficiaries: 70 households.  
 \*\*\* Calculated using an average of 4 people per household.  
 \*\*\*\* Calculated using the average land use per household of 10.47 rai for direct

## 2. Organic Farming for School Lunch Project

Durbell Co., Ltd. a subsidiary company of TCP Group, has continuously operated the Organic Farming for School Lunch project for 6 years. The project focuses on growing vegetables, raising livestock, and aquaculture, supplying raw materials from organic farms to school lunch programs to provide safe food for students. Each school expands the initiative to create safe food within families, teaching practical skills in planting, animal husbandry, and hands-on activities adapted to local contexts to build a network of safe food in line with the project's objectives. The project also emphasizes instilling environmental awareness in students through establishing waste banks and conducting youth agricultural training in schools.

### Performance Results for 2024



Model families  
**395** families

Development of local organic farming curriculum **20** schools

Total economic value: Baht **842,072**

• Raw materials for school lunches:  
Baht **774,567**

• Waste bank: Baht **67,505**

Beneficiaries: **9,172** people



Project budget:  
Baht **2,829,000**



### Organic Farming for School Lunch Project (2019–2024)

Supported organic farming in more than **23** schools across **17** provinces

Total economic value of  
Baht **2,908,077**





### 3. Other Community Support and Development Projects

#### 1. Flood Relief Assistance

In 2024, Thailand faced widespread flooding that affected many areas persistently over an extended period. The TCP business group responded swiftly and comprehensively to provide relief and alleviate the hardships faced by impacted communities. Assistance was provided across 13 provinces: Prachinburi, Chiang Rai, Chiang Mai, Phrae, Nan, Phayao, Songkhla, Yala, Pattani, Narathiwat, Chumphon, Surat Thani, and Nakhon Si Thammarat. Resources allocated for relief included:

- 50 flat-bottom boats for transporting supplies and evacuating flood victims
- 10,700 survival kits containing essential household and food items, including the Company's products
- Restoration of 4 flood-affected schools
- Project budget: Baht 5,422,520

This initiative reflects the organization's strong commitment to responding promptly to natural disasters while also supporting the restoration of educational infrastructure, a key element in achieving long-term community sustainability.



#### 2. "Khao Phook Jai" Project:

This project involves the purchase of organic rice at fair prices from farmers in Yasothon and Prachinburi provinces to be provided as part of employee welfare, ensuring access to safe and healthy rice. Employees also have the opportunity to represent the Company in visiting the rice fields, engaging directly with farmers to learn about the origins of rice and gain firsthand understanding of the local context.



Beneficiary farmers:  
**636** households

Economic value:  
Baht **1,838,040**







### 3. Support and Development for SME Groups

TCP Group served as a mentoring organization in the “Big Brother” project under the Thai Chamber of Commerce’s Committee for Strengthening Members, now in its 8<sup>th</sup> year. The initiative involves collaboration with 28 leading organizations to help small enterprises grow into medium-sized businesses and enhance the competitiveness of existing medium-sized businesses. This contributes to increased employment and stimulates the national economic cycle. The focus lies on transferring knowledge in business management, operational efficiency, and the application of digital technology, along with building awareness of sustainability within the supply chain. In 2024, TCP Group’s key activities included close mentoring, business development consultations, and co-hosted events to strengthen capabilities, such as “Meeting with the CEO” sessions, factory visits with mentor companies, and knowledge-sharing seminars, over a span of 8 months.



UTCC  
SME Center  
ศูนย์เอสเอ็มอี

#### Key 2024 Business Development Outcomes from Consulting Support:

##### Chaipattana Solution Co., Ltd. :

Developed a standardized HR process, updated work regulations, and created a development plan for high-potential employees.

*Result: Saved Baht 1.42 million by avoiding external consulting fees and reducing risk.*

##### AT Skincare Co., Ltd. :

Enhanced sales and marketing strategies, clarified business direction, assessed consumer needs, and optimized promotional activities.

*Result: Saved Baht 68,000 in marketing agency costs.*

##### Neutrina Biotech Co., Ltd. :

Improved product development, implemented budget planning tools for decision-making, and successfully launched new products by leveraging strategic planning and marketing that emphasized product benefits.

*Result: Increased annual sales by Baht 63 million through improved product design and accounting efficiency.*



##### Sahathai Super Co., Ltd. :

Optimized warehouse management by refining inventory calculations, purchasing standards, and operational documentation across departments.

*Result: Reduced costs by Baht 3 million per month through more efficient warehouse management.*

##### Coffee Passion Co., Ltd. :

Expanded franchise customer base through marketing, developed personnel cost management strategies, and improved cost control for OEM production.

*Result: Increased revenue by Baht 400,000 per month by enhancing business management for expansion.*

TCP Group has provided business development consulting to 28 companies through the Big Brother project.

Note: Participated in the project from 2018 to 2024.







## Social Responsibility Projects in International Markets

### TCP Group – People's Republic of China

#### “Education for the Future” Social Welfare Program

TCP Group, in collaboration with the China Education Development Foundation, implemented an education development project in the Liangshan Yi Autonomous Prefecture, Sichuan Province. The project focused on enhancing the quality of physical education in rural areas. It included two one-week training sessions for physical education teachers, incorporating classroom observation, performance evaluation, and knowledge exchange to improve teaching skills and effective learning management.



Benefiting over **10,000** students

Recipient of The Annual Responsibility Practice Public Welfare Project award from “The Paper” media outlet



### TCP Group – Vietnam

#### Energizing and Inspiring the Youths

TCP Vietnam, in collaboration with the National Youth and Volunteer Organization, implemented the “**Community Sport Yards**” project to develop multipurpose sports areas. These spaces include facilities for football, basketball, volleyball, and pickleball, along with modern exercise equipment. The project aims to provide youth and communities with accessible spaces for physical activity and shared engagement. Sports areas were developed across 9 major cities, covering a total improved area of 9,000 square meters.



TCP Vietnam, in collaboration with the Central Committee of the Vietnam Youth Federation, hosted the “**Noble Youth 2024**” award ceremony on October 16, 2025, honoring outstanding and inspiring young individuals. The event was graced by the Secretary-General and Chairman of the Central Committee of the Vietnam Youth Union and Association, who commended these exceptional youths for their dedication to spreading positivity in society. Since 2020, TCP Vietnam has continuously supported this initiative for five consecutive years as part of its 2023–2025 partnership. This year (2024), 20 distinguished youths received official certificates, “**The Noble Youth**” medals, and a cash prize of VND 10,000,000 (ten million Vietnamese dong) each.







## Promoting and Energizing People with Disabilities

TCP Vietnam, in collaboration with the Committee of Vietnam Youth Federation (CVYF) and the Committee of Persons with Disabilities in Vietnam, has continued the “Light of Vietnam Perseverance” project for the fifth consecutive year. The initiative aims to honor outstanding individuals with disabilities who have overcome hardships and limitations and continue to contribute selflessly to society. Since its inception in 2020, the project has supported over 250 persons with disabilities. In addition, the “Youth with Disabilities Entrepreneurship” initiative was launched to support young entrepreneurs with disabilities by providing access to funding, technology, management skills, and business development resources.



the project has supported over **250** persons with disabilities



## Energizing and Inspiring Workers



2024 marked the second year of the “Worker Program – Spread Positive Energy”, designed to engage and uplift young workers through a variety of activities such as health check-ups, talent competitions, and a football tournament under the banner of the “Worker Football Tournament – Red Bull Cup.”

- Provided health check-up and wellness services to over 7,500 young workers
- The “Worker Football Tournament – Red Bull Cup” featured participation from 48 teams across 6 provinces



## Energizing Environmental



TCP Group in Vietnam launched the project “The Journey for A Green Vietnam,” planting 2,700 trees in protected forest areas. These trees were handed over to the Forest Protection Management Committee of Ba Ria – Vung Tau Province for ongoing monitoring and care according to standard procedures. The project also organized a seminar led by experts covering regulations on Extended Producer Responsibility (EPR), the current state of climate change, as well as directions and policies for developing the carbon market in Vietnam.



Planting **2,700** trees in protected forest areas







# Environmental Performance

Committed to making the organization's workflows, production processes, products, and services environmentally friendly, enhancing energy efficiency and responsible water use, and fostering awareness in everyone about the importance of maximizing resource efficiency. Additionally, the organization establishes sustainable natural resource conservation guidelines in collaboration with communities.



Greenhouse Gas Emissions Scope 1 and 2 in 2024  
**45,712** tons of CO<sub>2</sub> equivalent<sup>1</sup>



In 2024, reduction of greenhouse gas emissions from solar rooftop power systems:  
**7,042** tons of CO<sub>2</sub> equivalent



In 2024, water replenished to communities and the environment through the TCP Thai Watershed Care project  
**1,560,907** cubic meters  
(accumulated total from 2019-2023 is 17.16 million cubic meters)



Renewable Energy<sup>2</sup>  
**68%**



Water withdrawal per unit of product  
**3.66** liters per liter of product<sup>3</sup>,  
a **12.6%** reduction compared to 2023

Development of **100%** recyclable packaging<sup>4</sup>  
Collected used packaging: **127.56** tons

**Zero landfill**  
waste at headquarters<sup>5</sup>

Notes:

1) Greenhouse gas emissions data from the company in Thailand and overseas factories are reported according to the organizational carbon footprint calculation and reporting guidelines by the Thailand Greenhouse Gas Management Organization (Public Organization).

2) Renewable energy includes biomass fuel from palm shells and solar power, calculated only from the energy use of Thai companies.

3) Water withdrawal data refers only to the production water use at T.C. Pharmaceutical Industries Co., Ltd. (Prachinburi).

4) The proportion of sustainable packaging (recyclable) is calculated from the number of all primary and secondary packaging types, totaling 16 items.

5) The headquarters area includes T.C. Pharmaceutical Industries Co., Ltd. (Bangbon), T.G. Vending and Showcase Industries Co., Ltd., and Durbell Co., Ltd.



## Water Sustainability Management

The year 2024 was a year in which Thailand experienced severe impacts from climate change, especially in the northern region, which faced the worst flooding situation in several years. The main cause was the La Niña phenomenon, which resulted in heavier-than-normal rainfall and lower temperatures across the country. These increasingly severe events are unavoidable, but what we can do is adapt to coexist effectively with these changes. The challenges posed by more intense monsoons and floods each year clearly signal that relying solely on water infrastructure for protection is no longer sufficient. TCP Group recognizes and foresees these problems, thus committing to managing water resources for maximum benefit. It also collaborates with partners to focus on developing integrated approaches in multiple areas, including ecosystem restoration, nature-based solutions (NbS), and building readiness at both community and policy levels. These efforts aim to prepare for, reduce damage, and help create long-term sustainable security for communities.

### Target

**2025**

Achieve sustainable water management according to the international water stewardship standard, AWS (Alliance for Water Stewardship Standard)

**2025–2030**

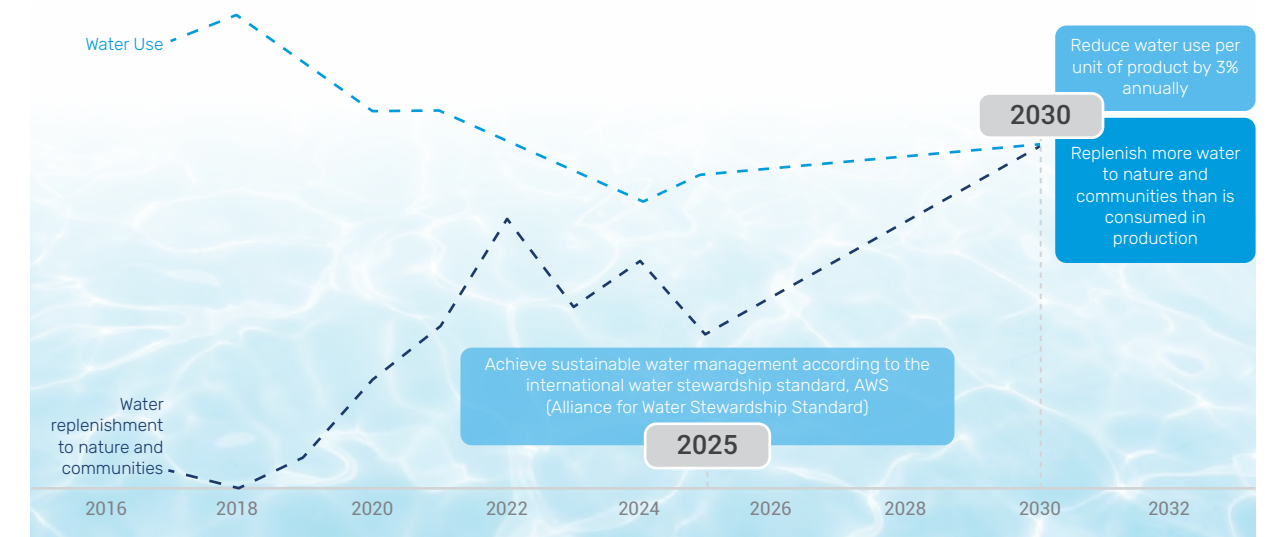
Reduce water use per unit of product by **3%** annually

**2026–2030**

Strive for a Net Water Positive target by replenishing **360,000** cubic meters of water annually to communities and the environment (Bang Pakong River Basin)

**2030**

Replenish more water to nature and communities than is consumed in production



Note: Water replenishment goals for nature and communities in watersheds where Thai factories are located





## Strategy



Mitigate and reduce water-related risks impacting both inside and outside the organization



Reduce water usage and improve water efficiency in the production process



Maintain and enhance the wastewater treatment system to treat water to a quality better than the discharge standard



Continuously analyze and develop methods for water reuse and recycling



Increase water volume and restore water quality through collaboration with organizational stakeholders

## Key Performance in 2024

### Improve water efficiency in the production process



Water use per unit of product was reduced by **12.6%** compared to 2023



Water withdrawal by manufacturing plants in Thailand totaled **2,680,838** cubic meters, a **9%** reduction compared to 2023

### Increase water volume replenished to the environment and communities



Replenished water to communities and the environment through the TCP Thai Watershed Care project, totaling **1,560,907** cubic meters

- Surface water **1,128,101** cubic meters
- Groundwater **432,806** cubic meters

### Sustainable water management according to international standards

- In cooperation with consultants from ERM Siam Co., Ltd., conducted a gap assessment of T.C. Pharmaceutical Industries Co., Ltd. (Prachinburi manufacturing plant) according to the AWS (Alliance for Water Stewardship) Standard criteria and indicators, preparing for certification in 2025
- Announced the policy and appointed a sustainable water management task force for the Prachinburi manufacturing plant, which is the Thai production facility and the site applying for AWS certification





## Sustainable Water Management Approach (303-1) (303-2)

TCP Group demonstrates responsible water stewardship through comprehensive catchment management from upstream to downstream – beginning with maintaining water quality at source, enhancing operational efficiency to minimize water consumption, and maximizing water value through increased reuse and recycling of treated wastewater. Additionally, TCP Group engages with key stakeholders including business partners, local communities, and government agencies to restore water-related ecosystems, promote equitable access to clean water, and enhance water security for communities to strengthen their resilience, reduce water risks, and mitigate environmental impacts. Furthermore, recognizing water as a shared resource critical to both community well-being and ecosystem health, the Company has established a dedicated water stewardship governance structure to oversee and monitor water management practices, ensuring continuous compliance with regulatory requirements and sustainable water use. Throughout its operations, the company maintains full regulatory compliance with no violations of water-related regulations resulting in penalties, enforcement actions, or legal proceedings.

### Raw Water and Process Water Management (303-3)



#### Resources

Allocate areas for water storage reserves used in production processes and manage water withdrawal from sources appropriately

#### Reduce

Implement water conservation projects and engage employees in participation

#### Reuse

Increase the volume of recycled water reused in various activities

#### Recycle

Reuse treated wastewater in non-production activities

#### Replenish

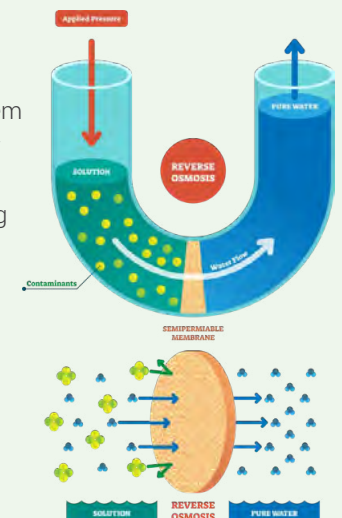
Replenish water to communities and the environment in collaboration with stakeholders, network partners, and local communities

### Wastewater Management (303-2)

T.C. Pharmaceutical Industries Co., Ltd. (Prachinburi Plant), the main manufacturing facility of TCP Group, controls the quality standards of wastewater treated through its system to comply with the Ministry of Industry's 2017 announcement on "Standards for Controlling Wastewater Discharge from Factories." Treated water is reused for activities such as watering plants and cleaning, with zero wastewater discharge outside the factory (Zero Discharge).

### Key Project in 2024

Upgraded the Reverse Osmosis (RO) water production system to ensure water quality suitable for product manufacturing, treating **37,000** cubic meters

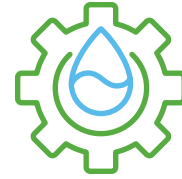
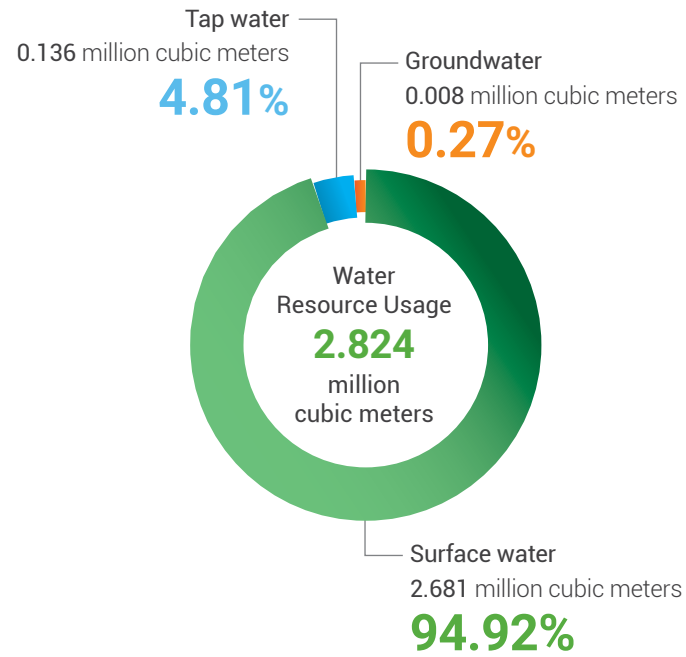






## Water Resource Data for 2024

### Water Resource Usage <sup>(303-3)</sup>

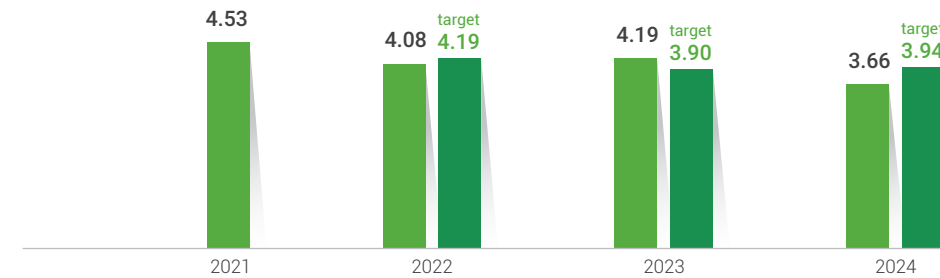


**Reduce** Water withdrawal for production decreased by **9%** (276,619 cubic meters)

Note: Water resource usage data of the TCP business group in Thailand

### Water Use per Unit of Product at Prachinburi Manufacturing Plant <sup>(303-5)</sup>

liters / liter of product



### Volume of Water Reused and Recycled

million cubic meters



### Wastewater Management Data <sup>(303-4)</sup>



Volume of wastewater treated through the system

**626,612** cubic meters



Volume of water reused and recycled

**1,287,652** cubic meters



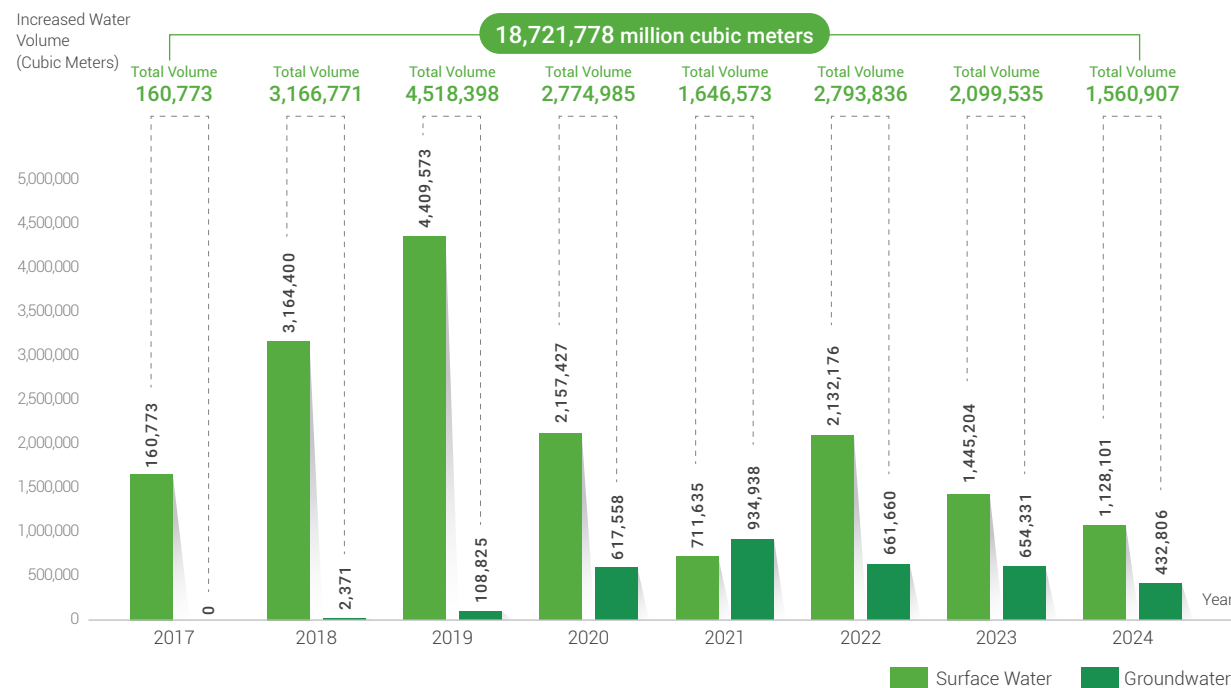


## Collaboration in Water Management <sup>(303-1)</sup>

### TCP Embracing Thailand's River Basin Project

TCP Group, in partnership with the Utokapat Foundation Under Royal Patronage, the Hydro-Informatics Institute (Public Organization), and the Groundwater Resources Research Institute at Khon Kaen University, has implemented a project since 2017 to promote community knowledge for self-managed water management titled "Finding Water, Using Water Wisely through Science and Technology," covering both surface water and groundwater. Later, in 2022, the collaboration expanded to include the World Wide Fund for Nature (WWF), implementing a conservation, restoration, and water resource management project in Prachinburi Province. This effort aims to build capacity for conserving, restoring, and managing water resources, allocating water for agricultural areas, and sustainably utilizing natural resources sufficient for livelihoods. As a result, the ecosystem and community quality of life in the lower Prachinburi river basin have improved.

### Results of the TCP Embracing Thailand's River Basin Project in 2017-2024



## Key Initiatives in 2024

### 1. Surface Water Project



#### Yom River Basin:

Ban Wang Fon, Hua Mueang Subdistrict, Song District, Phrae Province



**Issue:** Ban Wang Fon community in Hua Mueang Subdistrict, Song District, Phrae Province faces both flooding and drought in the same area, along with a shortage of water for domestic consumption.

**Project Goal:** The community proposed a plan to address the water shortage by aiming to increase water availability by 126,000 cubic meters per year. The infrastructure is expected to have a lifespan of over 10 years.

**Implementation:** In 2024, the issues of flooding and drought were addressed by installing a solar-powered water pumping system, dredging ponds for domestic water storage, and reinforcing the pipe system. The project was community-led to establish a systematic community-based water management structure.



**Outcome:** Water availability increased by 126,000 cubic meters, equivalent to an average raw water value of Baht 630,000 per year, benefiting a total of 604 households.





## Bang Pakong River Basin



### Project to Promote Participation in Water Management, Restore Ecosystems, and Improve Community Livelihoods in the Lower Prachinburi River Area, Prachinburi Province



**Issue:** The area faces flooding and drought, lacks community participation, and suffers from deteriorated irrigation canal systems that fail to effectively deliver water to agricultural zones. This results in inefficiencies and water loss, ecosystem degradation, and a decline in aquatic biodiversity in the lower Prachinburi River. In addition, target communities lack supplementary income sources.

**Project Goal:** To increase water flow in the irrigation system by no less than the 2022–2023 level (432,864 cubic meters).

**Implementation:** Promoted participation in water management, ecosystem restoration, and improvement of community quality of life in the lower Prachinburi River Basin. WWF Thailand served as the implementing organization and provided technical support.



#### Outcome:

1. All 13 target villages now have the capacity and capability to conserve, restore, and manage water resources effectively. They have implemented systems for distributing water to agricultural areas and sustainably utilizing natural resources in alignment with their way of life.
2. Water volume increased by 492,901 cubic meters.

## 2. Groundwater Project



### Project for Sustainable Water Development and Management through Groundwater Recharge in the Bang Pakong River Basin, Nonsi Subdistrict and Dong Bang Subdistrict, Kabin Buri District, Prachinburi Province

**Issue:** The El Niño phenomenon has caused drought conditions, resulting in approximately a 5% decrease in rainfall in Nonsi Subdistrict (pilot community) and Dong Bang Subdistrict (network community). Rising temperatures have led to increased water evaporation and plant transpiration, significantly increasing water usage for agriculture. Additionally, shallow groundwater levels have dropped noticeably compared to 2023. This is due to local farmers being unprepared for the drought, as they had previously relied on sufficient water from groundwater recharge systems and were not equipped to deal with the current situation.

**Project Goal:** To develop 11 groundwater recharge points in Nonsi and Dong Bang Subdistricts following the shallow groundwater recharge process, focusing on areas suitable for recharge. The project aims to recharge 350,000 cubic meters of water per year.

#### Implementation:

1. Developed 11 groundwater recharge points and promoted the role of the groundwater recharge network. Transferred knowledge about shallow groundwater recharge procedures to network communities, focusing on suitable areas for recharge, aiming for 350,000 m<sup>3</sup>/year.
2. Monitored and evaluated both the quantity and quality of the recharged water, as well as the system's efficiency. Expanded recharge efforts in the pilot community, particularly in areas experiencing water scarcity for agriculture and with high potential for water utilization.
3. Promoted efficient groundwater usage and studied the impact of recharge through vegetation health in the pilot community. Also raised awareness and transferred knowledge on water management under extreme drought conditions (Super El Niño).



#### Outcomes:

1. Direct beneficiaries: 11 households; Indirect beneficiaries: 70 households
2. Water volume increased: 432,806 cubic meters from the development of groundwater recharge points

### 3. Evaluation and Impact Assessment for “TCP Embracing Thailand’s River Basin” Project

To ensure that the volume of water replenished to communities and the environment from the “TCP Embracing Thailand’s River Basin” project (from 2017 to 2023) is credible and verifiable by a third party and measured in alignment with international standards, in 2024 TCP Group commissioned the Mae Fah Luang Foundation under Royal Patronage to conduct a project to assess water volume and evaluate the positive impact of the project. The program follows the Volumetric Water Benefits Accounting (VWBA) methodology, an internationally recognized standard accepted by leading global companies that actively pursue sustainable corporate water stewardship.



**Implementation:** Assessment of 287 surface water system development activities across 34 communities in 10 provinces: Chiang Rai, Phayao, Lampang, Phrae, Sukhothai, Phichit, Nakhon Sawan, Nakhon Nayok, Prachinburi, and Sa Kaeo.

#### Outcomes:

1. Increased water storage capacity: 1,011,164.61 cubic meters in dry season and 2,137,919.69 cubic meters in rainy season
2. Agricultural land benefiting from the initiative: Total of 40,372 rai
3. Beneficiaries: 9,433 agricultural households and 8,562 households benefiting from water for domestic use



Water level measurement in a reservoir pond



Measuring Groundwater Levels in Ring Wells

**Implementation:** Assessed water system development plans and activities at 102 sites in Prachinburi Province and conducted surveys and measurements of 77 groundwater wells in the area.

#### Outcomes:

1. In 2024, groundwater recharge totaled 151,211.47 cubic meters.
2. The total volume of groundwater that can be extracted for use is 2,473,551 cubic meters per year, based on a pumping rate of 16 hours per day per well over 336 days per year.
3. This helps maintain the water balance lost from groundwater extraction for consumption and agriculture at a rate of 6.11%, which is higher than the natural recharge rate of 3.275%–5.45%.

**Note:** The natural recharge rate is based on field test data from the Land Development Department.



Conducting Field Interviews with Communities to Assess Social Social Return on Investment

**Implementation:** Assessed the social return on investment (SROI) of the “TCP Embracing Thailand’s River Basin” project across seven communities, as follows:

1. Ban Mae Khaming, Sa Roy Subdistrict, Wang Chin District, Phrae Province
2. Ban Lao Nuea, Ban Klang Subdistrict, Song District, Phrae Province
3. Ban Sa Luang, Thung Maha Charoen Subdistrict, Wang Nam Yen District, Sa Kaeo Province
4. Khao Mai Kaew Community, Khao Mai Kaew Subdistrict, Kabin Buri District, Prachinburi Province
5. Bang Tan Community, Bang Tan Subdistrict, Ban Sang District, Prachinburi Province
6. Nong Chik Community, Nong Chik Subdistrict, Khiri Mat District, Sukhothai Province
7. Dong Lakhon Community, Dong Lakhon Subdistrict, Mueang District, Nakhon Nayok Province

#### Activities conducted:

- Collected 1,746 questionnaires from residents across all seven communities
- Conducted interviews and prioritization workshops with 69 community leaders to identify the most impactful sub-activities
- Interviewed partner agencies working with TCP on local water development initiatives

**Outcomes:** The communities with the highest social return on investment were Bang Tan, Nong Chik, and Dong Lakhon, respectively.

- **Direct outcomes:** Average social return on investment across all areas was 4.92 Baht per 1 Baht invested
- **Combined direct and indirect outcomes:** Average social return on investment increased to 8.51 Baht per 1 Baht invested

**Note:** The assessment of water usage for household consumption and agricultural purposes by the community is based on water usage data from the year 2023. This data was selected with the aim of providing comprehensive and complete information over a full one-year period, and to ensure consistency with the crop cultivation cycle.





## Sustainable Water Resource Management According to International Standards

The water stewardship objective of TCP Group, as an industry leader in beverages, is to achieve “**Net Water Positive**” by 2030. This means replenishing more water to natural sources and communities than is consumed in the production process. Besides implementing community water replenishment initiatives, the Company strongly recognizes that sustainable water stewardship requires multi-stakeholder collaboration through various approaches. Therefore, TCP Group is committed to responsible water stewardship by adopting the practices of the Alliance for Water Stewardship (AWS) international water stewardship standard. This approach involves engaging with stakeholders around the catchment areas where the facilities are located. The AWS standard aims to ensure that all water-related activities are based on shared understanding of water challenges and collective stewardship of water resources by stakeholders within the water catchment areas where the organization operates. It also involves understanding the opportunities and water risks related to local water sources, supporting continuous water stewardship improvements, covering aspects such as good water governance, sustainable water balance, maintaining good water quality status, important water-related areas (IWRAs) management, and ensuring water security including clean water, sanitation, and hygiene (WASH) for local communities.

Since 2022, TCP Group has designated T.C. Pharmaceutical Industries Co., Ltd. (Prachinburi Plant), the main production facility, to implement water stewardship for both internal and external water resources in compliance with this standard, with a target to obtain AWS certification by 2025. To ensure efficient preparation for AWS certification, TCP Group has proceeded as follows:

### 2022–2023

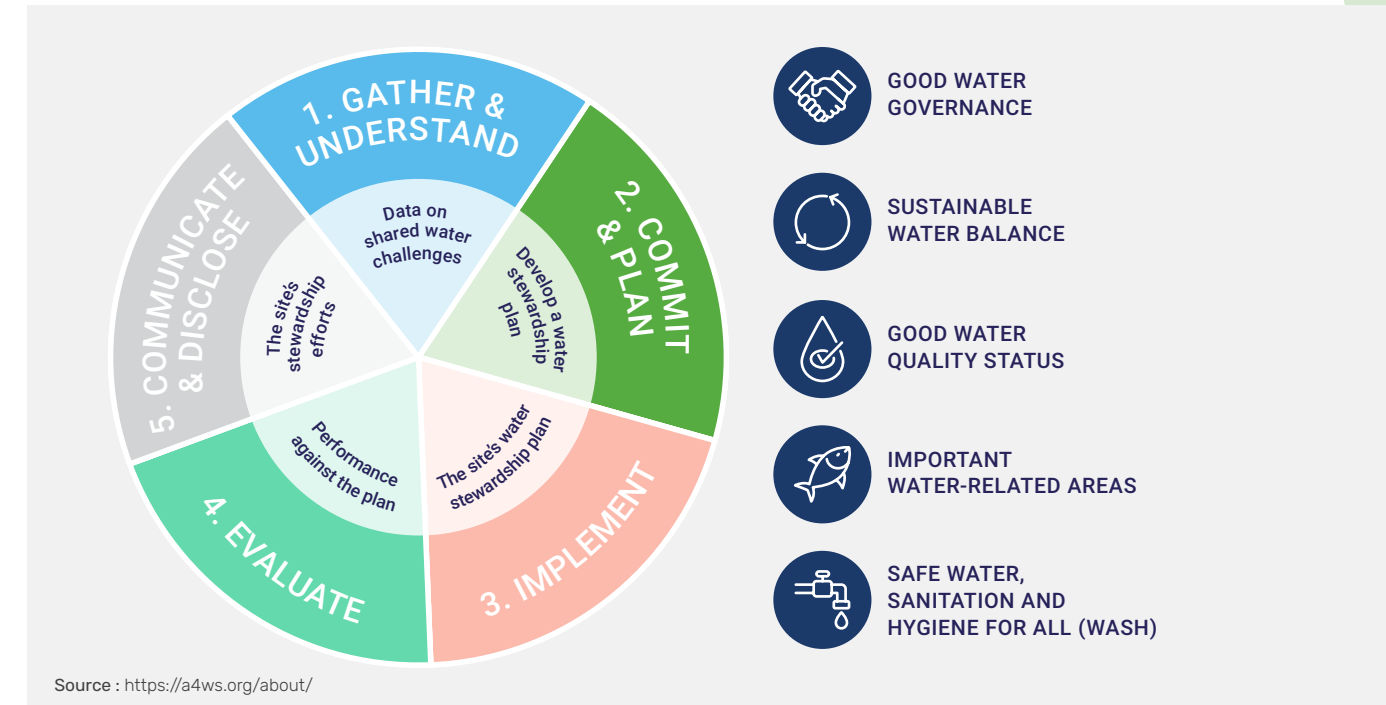
The sustainability development team received training on AWS water stewardship standard and conducted a self-assessment to analyze gaps between current water stewardship practices and AWS requirements.

### 2024

Hired ERM Siam Co., Ltd. as consultants to conduct water stewardship assessments and gap analyses according to AWS criteria and indicators, covering five steps: 1) Gather and Understand, 2) Commit and Plan, 3) Implement, 4) Evaluate, and 5) Communicate and Disclose. ERM also proposed water stewardship operational plans for each phase to prepare for AWS certification.

In 2024, TCP Group announced its water stewardship policy for the Prachinburi plant and appointed a water stewardship governance committee. This committee comprises the plant’s Water and Environmental Management Team responsible for site water stewardship, and the Sustainability Development Team at headquarters responsible for catchment-level water stewardship.

The working team, together with the consulting firm and WWF Thailand, the main partner, conducted stakeholder engagement meetings to understand



the AWS criteria and indicators. They analyzed secondary data of the catchment, assessed the organization’s water risks, and collected and verified the organization’s primary data, such as shared water challenges faced by stakeholders within the same catchment. Additionally, they participated in workshops to develop the organization’s water stewardship plan (TCP AWS Action Plan). (The implementation of the Alliance for Water Stewardship (AWS) standard is detailed in the attached document.)



This assessment process will continue until early 2025 to prepare for the organization’s AWS certification according to its goals.



# Low Carbon Economy

## Climate Action

The year 2024 marked the most pronounced global climate change, with the average global temperature rising by 1.6 degrees Celsius, exceeding the 1.5-degree Celsius threshold, making it the hottest year in recorded history. Rapid and intense storms have formed, rain bombs have caused heavy and prolonged rainfall leading to flash floods, wildfires have ravaged many areas, and the melting of ice in Antarctica has allowed vegetation to grow on previously snow-covered white plains. These impacts affect not only livelihoods and ecosystems but also the global economic system. To help reduce these impacts and prepare for the future, TCP Group is committed to reducing greenhouse gas emissions and creating plans to cut emissions across the entire value chain. TCP Group also supports and collaborates with business partners to accelerate achieving net-zero greenhouse gas emissions.

## Target



### By 2030

Reduce Scope 1 and 2 greenhouse gas emissions by **26%** compared to the 2022 baseline.

### By 2050

Achieve net-zero greenhouse gas emissions.

## Strategy



Reducing greenhouse gas emissions in all activities



Improving energy and resource efficiency



Enhancing the use of renewable or clean energy



Developing low-carbon products



Studying reforestation and afforestation for carbon sequestering



Building awareness and understanding among employees about climate change





## Key Performance in 2024



**14%** (7,311 tons CO<sub>2</sub>e)

Reduction in Scope 1 and 2 greenhouse gas emissions compared to the 2022 baseline

(Target: 10.4% reduction in greenhouse gas emissions)



**68%**

Proportion of renewable energy use from palm shell biomass and solar energy



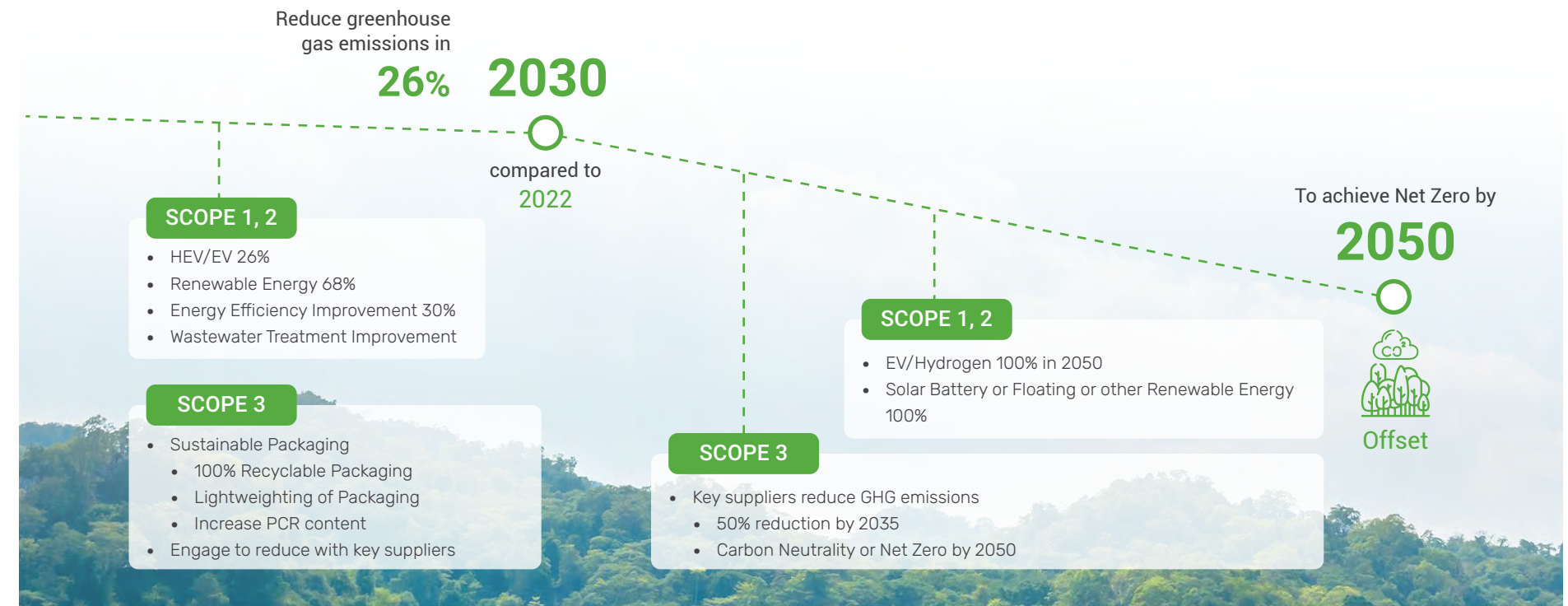
T.C. Pharmaceutical Industries Co., Ltd. (Prachinburi Factory) received an honorary plaque as a **Climate Action Leading Organization (CALO)** in the Outstanding category, recognizing excellent performance in greenhouse gas measurement and reduction.

## Climate Change Management Approach

TCP Group has developed a greenhouse gas reduction plan covering Scope 1, 2, and 3 emissions across all its businesses in Thailand. This plan serves as a strategy and guideline for resource management, enhancing energy efficiency, increasing the proportion of renewable energy use, promoting green technology and reforestation, as well as collaborating with partners to reduce greenhouse gas emissions. The goal is to achieve net zero emissions across Scope 1, 2, and 3 by the year 2050.

### Low Carbon Economy

Set a goal of net zero emissions by 2050



**Note:** TCP Group upholds the target of achieving net zero greenhouse gas emissions by the year 2050, replacing the previous goal of Carbon Neutrality by the same year.



## Energy Management, Energy Efficiency Improvement, and Increasing the Proportion of Renewable Energy Use

TCP Group has established and defined the roles and responsibilities of a task force to effectively drive operations according to its strategy. Energy management has been conducted in accordance with the international standard ISO 50001 and relevant laws, focusing on reducing energy consumption. The Group has implemented Smart Manufacturing technologies to enhance production efficiency, improve energy and resource usage efficiency, and strive to increase the proportion of renewable energy use, considering actions across both manufacturing plants and office buildings.

### Support for Renewable Energy

#### Solar Power Generation



The Prachinburi factory has installed a solar rooftop system with an installed capacity of 12.27 megawatts, accounting for 24% of total electricity consumption. **This system can reduce greenhouse gas emissions by 6,732 tons of CO<sub>2</sub>e**



The Bangbon Head Office has installed a rooftop solar power generation system (Solar Rooftop) with an installed capacity of 0.50 megawatts, accounting for 30% of total electricity consumption. **This system can reduce greenhouse gas emissions by 310 tons CO<sub>2</sub>e**



#### Year 2024

Total installed capacity:  
**12.77** megawatts

Equivalent reduction in greenhouse gas emissions:  
**7,042** tons of carbon dioxide equivalent per year

#### Steam Generation Using Biomass Fuel



In 2024, the Prachinburi plant used biomass fuel to generate steam, producing 694,000,000 megajoules of thermal energy. This replaced the use of 12,400,000 liters of fuel oil per year, **resulting in a reduction of over 38,000 tons CO<sub>2</sub>e**





## Key Projects in 2024 <sup>(305-5)</sup> <sup>(302-4)</sup>

### Cooling System Efficiency Improvement Project

The Prachinburi plant improved the efficiency of its cooling system, resulting in an energy savings of 368,000 kilowatt-hours and **a reduction in greenhouse gas emissions by 184 tons CO<sub>2</sub>e.**

### Compressed Air System Efficiency Improvement Project

The Prachinburi plant enhanced the efficiency of its compressed air supply system—such as adjusting pressure levels to match equipment requirements, resulting in an energy savings of 356,991 kilowatt-hours and **a reduction in greenhouse gas emissions by 178 tons CO<sub>2</sub>e.**

### Boiler Waste Heat Recovery Project

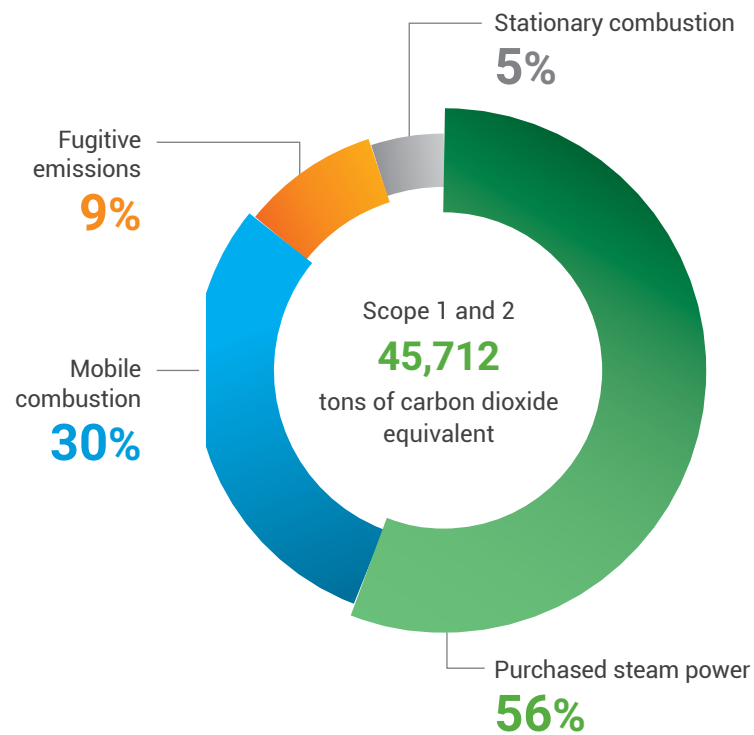
The Prachinburi plant installed equipment to recover waste heat from boiler exhaust stacks for preheating boiler feedwater, saving 19,951,183 megajoules of energy per year and **reducing greenhouse gas emissions by 41.56 tons CO<sub>2</sub>e.**



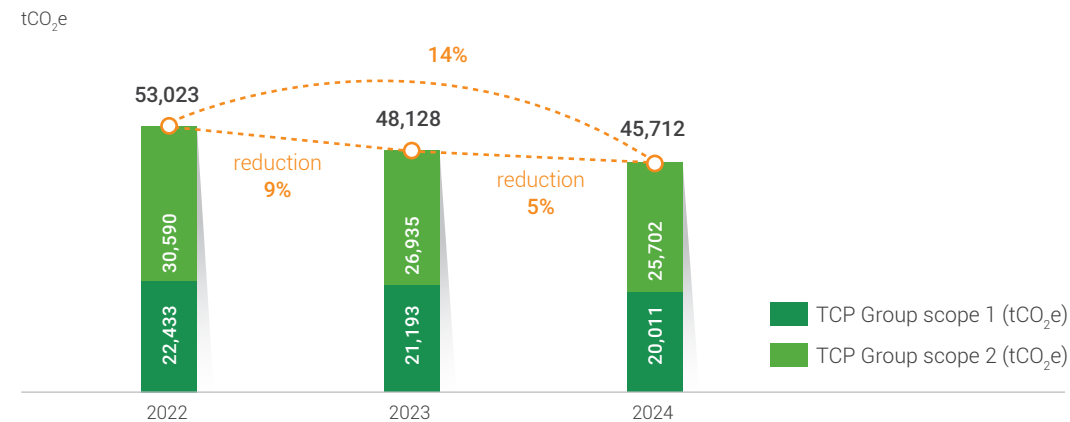


## Greenhouse Gas Emissions Management Data

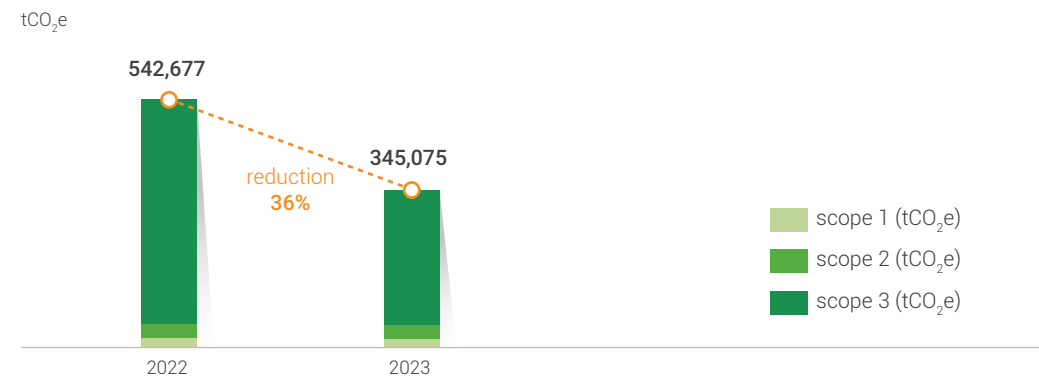
### Scope 1 and Scope 2 Greenhouse Gas Emissions in 2024 (305-1) (305-2) (305-3)



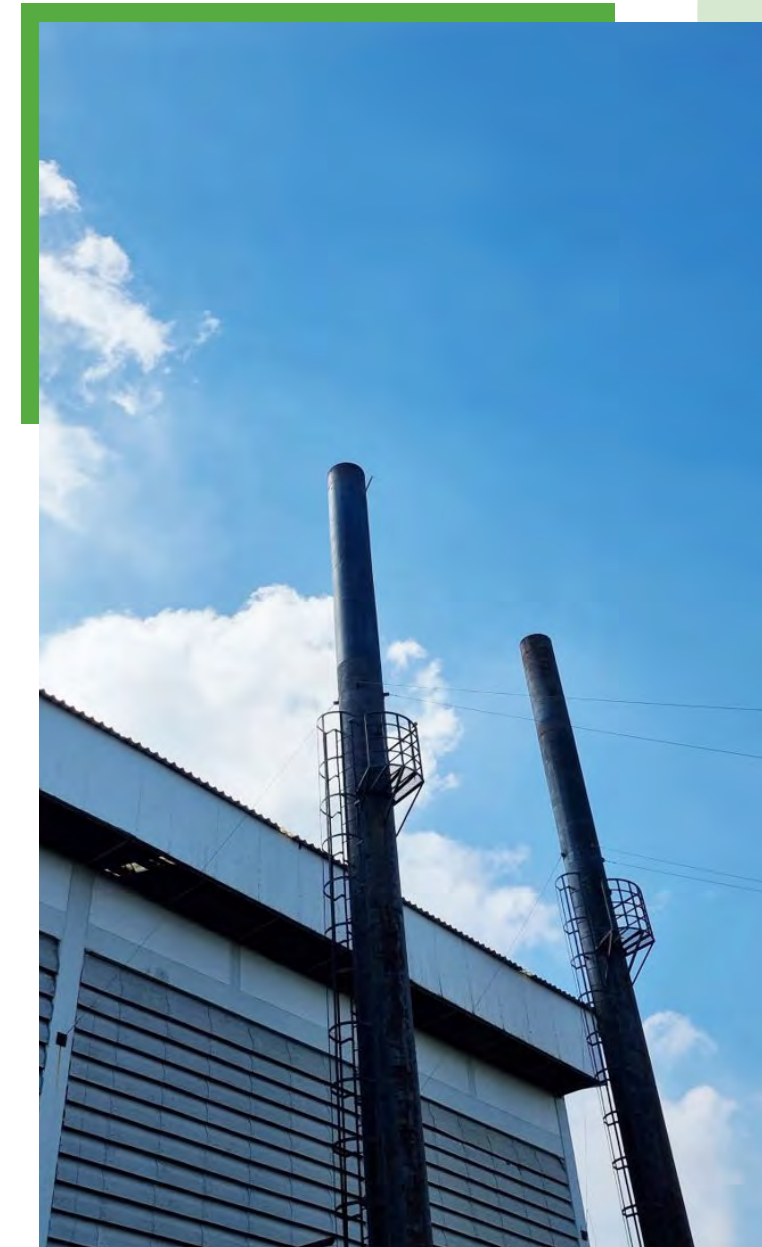
### Greenhouse Gas Emissions Scope 1 and 2 from 2022 to 2024 <sup>1)</sup>



### Greenhouse Gas Emissions (Scope 1, 2, and 3) of TCP Group's Businesses in Thailand, 2022–2023 <sup>2)</sup>



Note: 1. Report on greenhouse gas emissions of the companies in Thailand and overseas factories.  
2. Greenhouse gas emissions data for the business in Thailand for the years 2022 and 2023 have been verified by the Thailand Greenhouse Gas Management Organization (Public Organization).

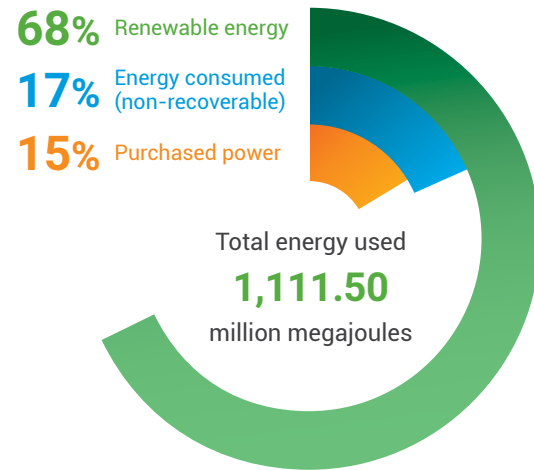






## Energy Management Data <sup>(302-1)</sup>

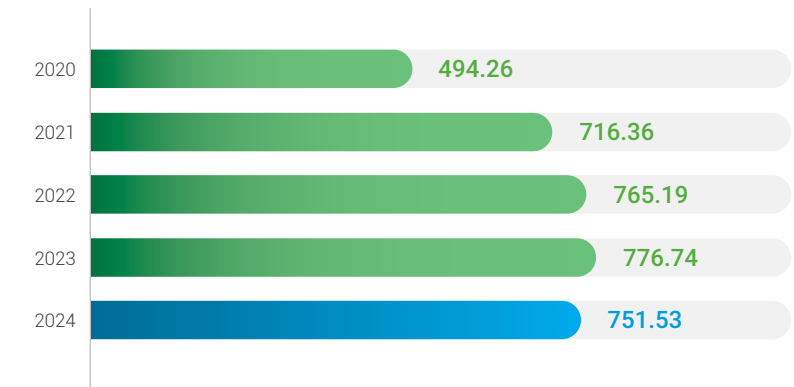
### Energy Consumption of the Business in Thailand in 2024



	Palm shell	700,378,926	63.01%
	Diesel oil	168,905,875	15.20%
	Electricity	167,744,275	15.09%
	Solar energy	51,152,357	4.60%
	Fuel oil	11,018,748	0.99%
	Gasoline	7,942,508	0.71%
	LPG	4,359,714	0.39%

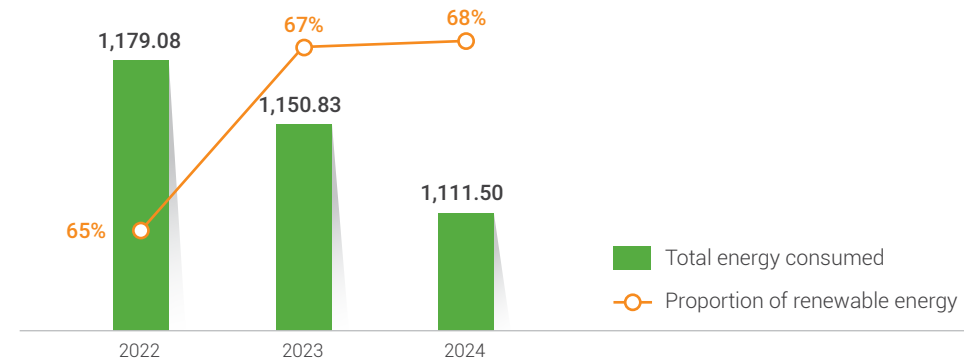
### Renewable energy consumption of the business in Thailand, 2020-2024

million megajoules



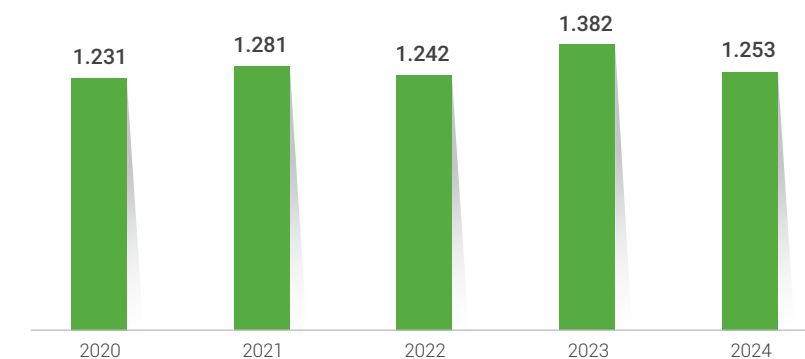
### Energy consumption of the business in Thailand, 2022-2024

million megajoules



### Energy Intensity Ratio of Prachinburi Factory, 2020-2024 <sup>(302-3)</sup>

megajoules / liter of product





## Responsibility for Event Management



TCP Group is committed to managing environmental impacts in all business activities, including corporate events. The **TCP Sustainability Forum** is a **sustainability conference** held between TCP Group and its partners, as well as various stakeholders from the government, private sector, and civil society. It is organized based on the concept of a Carbon Neutral Event. This means calculating greenhouse gas emissions from all activities during the event, such as electricity and resource usage, participant travel, waste management, and more. After the event, the Group offsets the greenhouse gas emissions generated to achieve net-zero emissions from the event, known as Carbon Neutral. The TCP Sustainability Forum in the past two years has followed these principles and has been certified as a Carbon Neutral Event by the Thailand Greenhouse Gas Management Organization (Public Organization).

## Management of Air Pollution and PM2.5 Dust Reduction

In 2024, the PM2.5 dust situation in Thailand remains a serious issue requiring ongoing vigilance and action. The problem arises from various factors, including open burning, emissions from vehicles and industrial factories, as well as unfavorable weather conditions such as the El Niño phenomenon, which causes below-normal rainfall, dry weather, and high-pressure systems covering Thailand. These conditions lead to stagnant air, calm winds, and the accumulation of dust particles exceeding the standard limits. Due to the severe health impacts, TCP Group recognizes the importance of this issue and has established measures and implemented technologies to reduce air pollution and PM2.5 dust. This ensures that the Group's operations have minimal health effects on employees and the surrounding communities.



## Pollutant Prevention at Boilers (305-7)

T.C. Pharmaceutical Industries Co., Ltd. (Prachinburi Factory) has installed a Wet Scrubber air treatment system. This system controls pollutant emissions from nine exhaust stacks, including total particulate matter (TSP), nitrogen oxides (NO<sub>x</sub>), and sulfur dioxide (SO<sub>2</sub>), keeping them within the limits specified by the Ministry of Industry's 2006 announcement on air pollutant emission standards from factories.

## Pollutant Prevention at Exhaust Pipes

In 2024, the internal vehicle oversight team of TCP Group Thailand continued to pursue the goal of “**zero vehicles caught or fined for black smoke**.” Emissions from vehicles are regularly measured using certified tools (Diesel Smoke Opacity Meter) based on the new diesel engine black smoke standards announced by the Ministry of Natural Resources and Environment. These standards have been continuously enforced on all diesel vehicles in the Group since 2022 to ensure no TCP Group vehicles emit black smoke onto public roads. Additionally, the Group is developing infrastructure to support the future use of renewable energy vehicles by piloting the installation of EV chargers at headquarters for employee use. This initiative not only helps prevent PM2.5 dust but also reduces greenhouse gas emissions.







## Circular Economy

The relentless development of the economy and society has led to increased exploitation of limited natural resources, resulting in shortages of resources and various problems such as resource conflicts, increased waste volumes, and impacts on global temperature changes. Circular economy is thus an approach to balance humans with resources, shifting from the use of limited resources to the use of renewable resources that can be reused (Renewable Resources) to minimize waste and reduce the use of new resources. A key factor driving the circular economy system is a significant challenge requiring collaboration across multiple sectors. TCP Group has therefore made it one of its organizational strategies, committed to developing and maximizing resource efficiency, reducing waste, achieving zero waste to landfill, and building partnerships with business allies throughout the value chain. This collaboration drives innovation toward sustainable resource management and raises awareness to change societal behaviors with knowledge and understanding, enabling tangible results under the circular economy system.

## Target



Develop packaging that is **100% recyclable by 2024.**

Apply circular economy concepts in business processes and foster collaboration with partners throughout the value chain.



## Strategy

- Reduce material use and design sustainable packaging that can be reused, recycled, or naturally decomposed.
- Study and develop packaging using recycled raw materials, "PCR" (Post-Consumer Recycled).
- Enhance production process efficiency to maximize resource use, reduce energy consumption, and minimize waste volume.
- Manage waste following the 3Rs principle: reduce waste generation, reuse, and recycle to maximize resource circulation.
- Achieve zero waste sent to landfill.
- Support systems for sorting and collecting used packaging within the organization for recycling and integrate cooperation with partners to drive external initiatives.



## Key Performance in 2024



**100%**

of the beverage packaging is recyclable.

A total of **127.56 tons** of used packaging was collected for recycling



Glass **94.77 tons**



PET bottles **27.10 tons**



Cans **5.68 tons**



The recyclable packaging for Sun Snack's crispy coated sunflower seeds **has passed validation** and the original flavor will be launched to the market in January 2025.





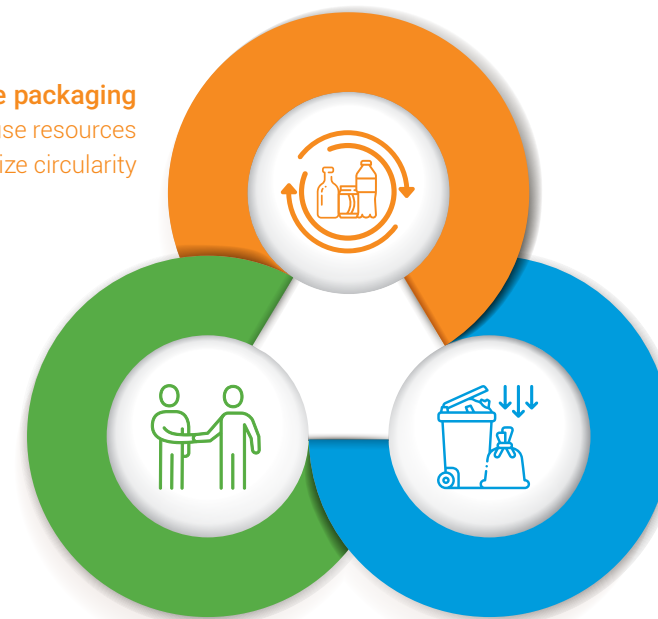
## Circular Economy Promotion Approach

Circular economy is defined as one of the organization's key strategies, focusing on designing for maximum resource efficiency and recyclability, enhancing production efficiency to minimize waste generation, and managing waste effectively to create a continuous closed-loop resource cycle without waste leaving the system. In addition, collaboration with partners throughout the value chain is fostered to reduce negative impacts and generate positive effects on society, the environment, and the economy. (306-1)(306-2)

**Elevating sustainable packaging**  
designing it to use resources  
efficiently and maximize circularity

**Elevating "Best Practices  
and Partnerships"**  
Driving the Circular Economy System

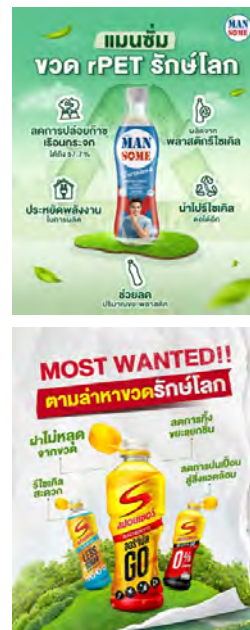
**Improving production efficiency**  
to reduce waste generation  
and effectively managing waste





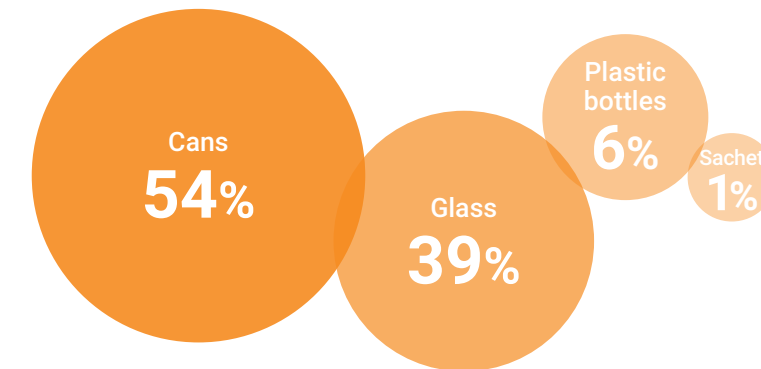
## Elevating “Sustainable Packaging” Designing for maximum resource efficiency and circularity

- Developed recyclable packaging for Sun Snack’s roasted sunflower seeds coated with cereal grains
- Developed attached caps for Sponsor plastic bottle products
- Developed and started using 30% recycled plastic pellets to produce Mansome Collagen Less Sugar drink bottles
- Discontinued color printing on bottle caps
- Used boxes certified by FSC® (Forest Stewardship Council), meaning 80% of the wood or fiber in the product comes from sustainably managed forests
- Discontinued color printing on plastic shrink wrap packaging
- Reduced color printing on boxes
- Used post-consumer recycled (PCR Shrink Film) for packaged products in Thailand, Malaysia, and Singapore
- Used 10% bio-based plastic in aluminum cap liners for Sponsor product group



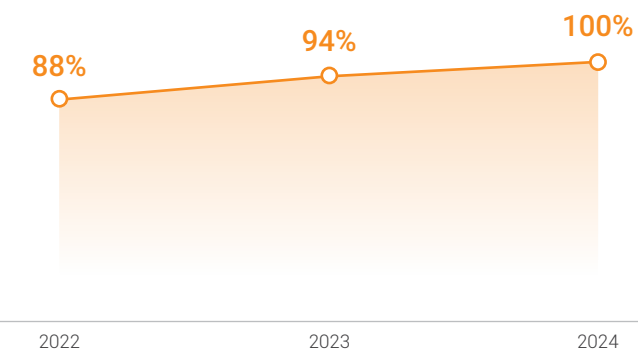
## Overview of Packaging in 2024

Proportion of Main Packaging Types Used in TCP Group Products



## Trend of Sustainable Packaging Types Proportion in the TCP Group

% Reusable-Recyclable-Biodegradable



Note: 1. The proportion of sustainable packaging types (recyclable) is calculated from the total number of 16 main and secondary packaging types.  
2. The packaging proportion is calculated based on the number of products sold in 2024.





## Improving production efficiency to reduce waste generation and manage waste effectively

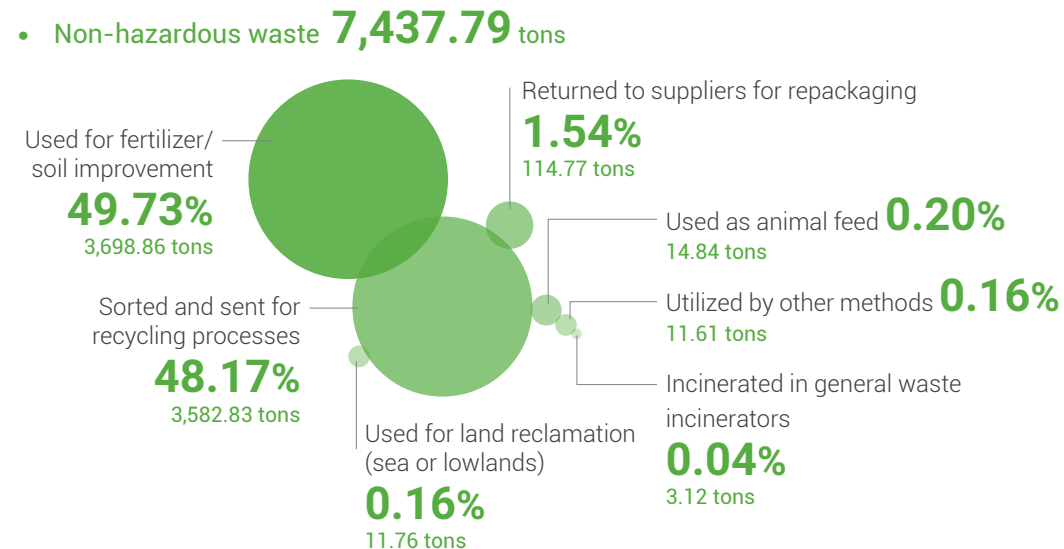
Sustainable waste management in the production process under the 1P3Rs principle to achieve the goal of zero waste to landfill:

- **Prevention:** Avoid generating waste from the very beginning
- **Reduction:** Increase efficiency by reducing the use of unnecessary materials
- **Reuse:** Consider utilizing waste to maximize its usefulness
- **Recycling:** Follow the Circular Economy concept

### Overview of Waste Management Data for 2024 (306-3)(306-4)(306-5)



### Waste Volume By Disposal Method



- **Hazardous waste 37.74 tons**



### Amount of waste collected and sent back into the recycling process through the TCP Zero Waste projects



- 1 TCP Inspires Sustainable Waste Separation: Office Waste Management  
Project result: **54.75 tons**
- 2 Employee Dormitory Waste Bank: Waste Management at T.C. Pharmaceutical Industries Co., Ltd. Dormitory (Prachinburi Factory)  
Project result: **2.21 tons**
- 3 Community Waste Bank, Bang Tan Subdistrict, Prachinburi Province: Community Waste Management around the Prachinburi factory, with participation from students of Srirak Ratbamrung School  
Project result: **22.52 tons**
- 4 TCP Teams Love the Earth: Waste Management from Marketing Activities  
Project result: **16.84 tons**



## Elevating “Best Practices and Partnerships” Driving the Circular Economy System

Collaboration with partners to study and develop a suitable Extended Producer Responsibility (EPR) system model for the industry, as well as to carry out activities to collect packaging for recycling to the greatest extent possible.

### Overview of “Practices and Collaboration with Partners” in 2024

#### 1. Collaborated with the International Union for Conservation of Nature (IUCN)

to implement an ongoing project on Extended Producer Responsibility for beverage packaging after consumption. The pilot project focused on improving the efficiency of collecting used packaging that can be recycled. Partnered with 23 local community stores in Ranong Province to support the establishment of funds and waste banks and provided proper waste sorting education to the local stores and consumers.

##### Project results: 41.82 tons

- Collected packaging through the establishment of funds and waste banks: 31.68 tons
- Community stores collected packaging returns: 9.6 tons
- Bottle return to shore activities: 0.54 tons



#### 2. Collaboration Project: “Transparency of Aluminium Can Closed-Loop Recycling”

Supporting the establishment of a comprehensive aluminum can recycling system in Thailand. In 2024, this system was applied to 100% of aluminum cans produced in Thailand.

Project results: 31,493,068 cans

Amount of aluminum recycled: 413.28 tons



#### 3. TCP Group partnered with Big C and other allies to launched the activity “Free Drinks All Year, Recycle Forever”

under the campaign “TCP WEnergy for the World: Our Power Together, Giving Energy Back to the Earth.” The campaign encourages consumers to care for the environment while having a chance to win prizes in the “Drink-Sort-Win” event. When consumers bring empty TCP Group beverage containers for proper sorting and recycling, they got a chance to win prizes from the project. This initiative aims to promote and motivate correct waste separation behavior to ensure efficient recycling.





#### 4. TCP Group organized the running event “TCP WEnergy re.run 2024” in collaboration with partners Krungthai Glass Group and Thai Beverage Can Co., Ltd. (TBC).



The event aimed to promote health for both participants and the planet, based on the 3R concept: Reduce – Reuse – Recycle. More than 1,200 people participated. Activities included collecting donations of running shirts and medals for reuse, setting up waste separation points for recycling, using food packaging that is either naturally biodegradable or recyclable, and converting used food packaging into energy to achieve zero waste to landfill.

##### Results from the event

- Packaging collected for recycling: 90.95 kilograms
- Running shirts made from recycled plastic bottles: 26,000 bottles
- Medals and trophies made from plastic bottle caps: 67,700 caps
- Old running shirts collected (27.5 kilograms) were made into 100 T-shirts and donated to the Mirror Foundation

#### 5. TCP Spirit, Khana Sed Sarng year3 “Learning Circular Nature, Watching the Returning of Thai Sarus Crane”



took volunteers into a natural classroom to deeply study the world’s circular economy focusing on the Biological Cycle. The program highlights the close relationship between our food, consumption habits, and nature through organic rice fields, woven fabrics, and wetlands, habitats of the Thai Sarus Crane in Buriram Province. Over 50 volunteers learned about sustainable natural production systems, biodiversity, ecology, and regeneration through activities such as rice threshing, silkworm raising, and silk dyeing. Importantly, they also reflected on the success of the project to reintroduce the Thai Sarus Crane back into the wild, once extinct in the country.

#### 6. Recycle for Life We can run:Fund for legs



TCP Group co-organized the “Recycle for Life” mini-marathon charity event “We Can Run: Fund for Legs” on March 31, 2024, at Sanam Luang with over 2,200 participants. This collaboration with the Department of Climate Change and Environment, 3R Foundation, and partners promoted circular economy principles and aluminum can recycling through a carbon-neutral event. The initiative supported production of 100 prosthetic legs worth over 2,500,000 baht for underprivileged disabled individuals. The program collected 4,800,000 used aluminum cans for recycling, allowing participants to exchange 5 empty cans for seedlings. The project targeted a reduction of 570 tons of CO<sub>2</sub> equivalent emissions compared to new aluminum production.



# APPENDIX





## Sustainability Performance of TCP Group



### Economic Dimension

Indicator	Performance	Unit	2021	2022	2023	2024
<strong>Business Capabilities</strong>						
GRI 201-1	Revenue	Million THB	44,221.19	49,675.61	46,262.41	48,950.38
	Operating costs	Million THB	32,503.88	35,748.79	35,528.43	34,482.12
	Employee wages and benefits	Million THB	2,464.51	2,748.78	2,874.17	3,091.88
	Payment to government	Million THB	1,870.77	2,236.50	1,961.68	2,247.43
	Community investments	Million THB	97.14	56.23	73.50	99.82
<strong>Procurement</strong>						
GRI 204-1	Tier 1 Critical Suppliers Passing Sustainability Self-Assessments	Percent	100	100	100	100



## Environmental Dimension

Indicator		Performance	Unit	2021	2022	2023	2024
<b>Energy Consumption</b>							
GRI 302-1 (e)	Total Energy Consumption		Million Megajoules	1016.10	1,014.05	970.33	1,111.50
GRI 302-1 (a)	Fuel Consumption		Million Megajoules	102.21	39.74	24.84	192.23
GRI 302-1 (b)	Renewable energy		Million Megajoules	716.36	765.19	776.56	751.53
GRI 302-1 (c)	Energy purchased		Million Megajoules	197.53	209.13	168.94	167.74
GRI 302-1 (d)	Energy sold		Megajoules	NA	NA	NA	NA
GRI 302-3	Energy consumption value per production unit		Megajoules/FG Liter	1.281	1.242	1.382	1.253
<b>Greenhouse Gases</b>							
GRI 305-1	Greenhouse Gas Emissions (Scope 1) <sup>1</sup>		Ton CO <sub>2</sub> eq	13,498	21,190	20,011	-
GRI 305-3	Greenhouse Gas Emissions (Scope 2) <sup>1</sup>		Ton CO <sub>2</sub> eq	25,939	28,989	25,702	-

**Note:** <sup>1</sup> Greenhouse gas emissions data in 2020, scope 1,2 per year, of T.C. Pharmaceutical Industries Co., Ltd. (Prachin Buri Plant) only. Year 2022, the amount of greenhouse gas emissions data scope 1, 2 of all Companies in Thailand





## Environmental Dimension

Indicator	Performance	Unit	2021	2022	2023	2024
<b>Production Waste</b>						
GRI 306-2 (a)	<b>Hazardous Waste - Industrial Waste</b>					
	Used by other method	Percent	89.81	94.84	26.07	34.64
	Fuel blending		0	-	22.69	-
	Incineration		0	-	51.25	65.36
GRI 306-2 (b)	<b>Non-Hazardous waste - Industrial Waste</b>					
	Fermentation into Fertilizer or Soil Improvement Substances	Percent	0.00	55.75	26.37	49.73
	Sorted for recycling process and Used by other method	Percent	97.95	43.31	71.88	48.33
	Return to Vendor for Repackaging or Reuse	Percent	1.40	0.62	0.87	1.54
	Used for animal feed	Percent	0.60	0.23	0.40	0.20
	Incineration	Percent	-	0.02	0.12	0.04
	Sanitary landfill	Percent	0.05	0.06	-	-
	Fill the land (scrap materials from construction)	Percent	0.00	-	0.36	0.16



## Environmental Dimension

Indicator	Performance	Unit	2021	2022	2023	2024
<b>Water Resources</b>						
GRI 303-3 (a)	<b>Total water withdrawal from all areas in megaliters</b>	Million Cubic Meters	<b>3.667</b>	<b>3.382</b>	<b>3.101</b>	<b>2.824</b>
	Surface water (total)	Million Cubic Meters	3.538	3.238	2.968	2.681
	Fresh water (total dissolved solids content ≤1000 mg/l)	Million Cubic Meters	3.538	3.238	2.968	2.681
	Other water (total dissolved solids >1000 mg/l)	Million Cubic Meters	NA	NA	NA	NA
	Tap water (total)	Million Cubic Meters	0.124	0.138	0.128	0.136
	Fresh water (total dissolved solids content ≤1000 mg/l)	Million Cubic Meters	0.124	0.138	0.128	0.136
	Other water (total dissolved solids >1000 mg/l)	Million Cubic Meters	NA	NA	NA	NA
	Groundwater (total)	Million Cubic Meters	0.004	0.005	0.005	0.008
	Fresh water (total dissolved solids content ≤1000 mg/l)	Million Cubic Meters	0.004	0.005	0.005	0.008
	Other water (total dissolved solids >1000 mg/l)	Million Cubic Meters	NA	NA	NA	NA
GRI 303-3 (b)	<b>Total water withdrawal from all areas with water stress in megaliters, (Bang Pakong River Basin)</b>	Million Cubic Meters	<b>3.667</b>	<b>3.382</b>	<b>3.101</b>	<b>2.824</b>
	Surface Water (Total)	Million Cubic Meters	3.538	3.238	2.968	2.681
	Fresh Water (Total Dissolved Solids < 1,000 mg/l)	Million Cubic Meters	3.538	3.238	2.968	2.681
	Other Water (Total Dissolved Solids > 1,000 mg/l)	Million Cubic Meters	NA	NA	NA	NA
	Water Withdrawal Rate per Product Unit	Liters/Product Liter	4.53	4.08	4.19	3.66





## Environmental Dimension

Indicator	Performance	Unit	2021	2022	2023	2024
<b>Economic Quality of Life Development for Local Communities</b>						
307-1	Number of Project Beneficiaries from Community Promotion and Development	People	37,331	118,822	108,972	132,339
	Economic Value from Community Promotion and Development	Million THB	17.59	24.92	14.47	10.84
	Significant Community Complaints	Case	0	0	0	0



## Social Dimension

Indicator	Performance	Unit	2021	2022	2023	2024
<b>Occupational Health and Safety</b>						
GRI 403-2 (a)	Injury rates	cases/200,000 work hours	0.4671	0.1611	0.3631	0.3964
	Lost Time Injury Rate	cases/200,000 work hours	0.2336	0.0805	0.2622	0.2775
	Occupational diseases	cases	0.0000	0.0000	0.0000	0.0000
	Severity Rate	Days/200,000 work hours	1.3314	1.1007	7.9682	4.9552
	Transportation-related Accident Rate	cases/1,000,000 kilometers	6.37	7.5	6.7	8.2
	Occupational fatality	Cases	0	0	1	0
	Over 3-day lost time injury	Times	3	2	11	7

Note: <sup>2</sup> means the accident rate per million kilometers; applies to Durbell Co., Ltd. only.



## Social Dimension

Indicator	Performance	Unit	2021		2022		2023		2024	
			Male	Female	Male	Female	Male	Female	Male	Female
GRI 102-8	Total Employee									
	Total Employee	Person	2,755	2,755	2,762	2,187	2,898	2,230	2,944	2,210
GRI 405-1	Employee Diversity									
	Sorted by Level									
	Operator Level (D-E2)	Person	4,647		4,650		4,727		4,736	
	Management Level (M1-M3)	Person	228		237		325		333	
	Executive Level (L1 and up)	Person	56		62		76		85	
	Sorted by Age									
	Younger than 30 years	Person	1,112		1,132		971		917	
	30-50 years old	Person	3,397		3,379		3,637		3,671	
	Older than 50 years	Person	422		438		520		566	
	Sorted by Level									
	Bangkok Metropolitan Region	Person	1,307		1,269		933		900	
	Provincial Areas	Person	3,624		3,680		3,987		3,890	
	oversea	Person					208		364	
	Total Disabled Employees Hired	Person	50		50		50		50	





## Social Dimension

Indicator	Performance	Unit	2021		2022		2023		2024	
			Male	Female	Male	Female	Male	Female	Male	Female
GRI 401-1	New Employee Hires and Employee Turnover									
	New employee hires	Person	462	462	508	746	436	419	419	280
	Sorted by Age of New employee hires									
	Younger than 30 years	Person	478		799		459		339	
	30-50 years old	Person	321		452		394		356	
	Older than 50 years	Person	2		3		2		4	
	Sorted by Region									
	Bangkok Metropolitan Region	Person	198		221		137		105	
	Provincial Areas	Person	603		1,033		635		426	
	Oversea	Person					83		168	
	Employee Turnover	Person	488	488	445	610	381	412	361	292
	Sorted by Age of Employee Turnover									
	Younger than 30 years	Person	371		540		378		228	
	30-50 years old	Person	400		460		391		384	
	Older than 50 years	Person	20		55		24		41	
	Sorted by Region									
	Bangkok Metropolitan Region	Person	228		251		105		126	
Provincial Areas	Person	563		804		677		527		
Oversea	Person					11		32		



## Social Dimension

Indicator	Performance	Unit	2021		2022		2023		2024	
			Male	Female	Male	Female	Male	Female	Male	Female
GRI 401-3	<b>Parental leave</b>									
	Total number of employees that were entitled to parental leave, by gender.	Person	NA	NA	NA	NA	NA	NA	2,744	2,095
	Total number of employees that took parental leave, by gender.	Person	NA	NA	NA	NA	NA	NA	3	45
	Total number of employees that returned to work in the reporting period after parental leave ended, by gender.	Person	NA	NA	NA	NA	NA	NA	3	45
	Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender	Person	NA	NA	NA	NA	NA	NA	3	45
	Return to work and retention rates of employees that took parental leave, by gender	Percent	NA	NA	NA	NA	NA	NA	100	100
GRI 404-1	<b>Employee Training and Development</b>									
	Average Total Employee Training Time	Hours/ Person per Year	9.09		42.25		43.5		54	
GRI 404-3	Proportion of Employees Receiving Assessment for Work Effectiveness, Course Completion and Self-Improvement	Percent	100	100	100	100	100	100	100	100





## GRI Content Index

**Statement of use** TCP Group has reported in accordance with the GRI Standards for the period 1 Jan 2024 to 31 Dec 2024

**GRI 1 used** GRI 1: Foundation 2021

GRI Standard	Disclosures		Location	Omissions			External Assurance
				Requirement(s) omitted	Reason	Explanation	
General Disclosures							
GRI 2: General Disclosures 2021	2-1	Organizational details	5				
	2-2	Entities included in the organization’s sustainability reporting	3				
	2-3	Reporting period, frequency and contact point	3				
	2-4	Restatements of information	3				
	2-5	External assurance	3				
	2-6	Activities, value chain and other business relationships	5-7				
	2-7	Employees	27				
	2-8	Workers who are not employees		a, b, c	Confidentiality constraints	This information is for internal use.	
	2-9	Governance structure and composition	15, 20				
	2-10	Nomination and selection of the highest governance body		a, b, c	Confidentiality constraints	This information is for internal use.	
	2-11	Chair of the highest governance body	15				
	2-12	Role of the highest governance body in overseeing the management of impacts	15				
	2-13	Delegation of responsibility for managing impacts	13,15				



GRI Standard	Disclosures	Location	Omissions			External Assurance
			Requirement(s) omitted	Reason	Explanation	
2-14	Role of the highest governance body in sustainability reporting	15				
2-15	Conflicts of interest		a, b, c	Confidentiality constraints	This information is for internal use.	
2-16	Communication of critical concerns	21				
2-17	Collective knowledge of the highest governance body		a, b, c	Confidentiality constraints	This information is for internal use.	
2-18	Evaluation of the performance of the highest governance body		a, b, c	Confidentiality constraints	This information is for internal use.	
2-19	Remuneration policies		a, b, c	Confidentiality constraints	This information is for internal use.	
2-20	Process to determine remuneration		a, b, c	Confidentiality constraints	This information is for internal use.	
2-21	Annual total compensation ratio		a, b, c	Confidentiality constraints	This information is for internal use.	
2-22	Statement on sustainable development strategy	4				
2-23	Policy commitments	5,17				
2-24	Embedding policy commitments	5,17				
2-25	Processes to remediate negative impacts	22				
2-26	Mechanisms for seeking advice and raising concerns	21				
2-27	Compliance with laws and regulations	21,23				
2-28	Membership associations	12				
2-29	Approach to stakeholder engagement	13-15				
2-30	Collective bargaining agreements	33				





GRI Standard	Disclosures		Location	Omissions			External Assurance
				Requirement(s) omitted	Reason	Explanation	
Material Topics							
GRI 3: Material Topics 2021	3-1	Process to determine material topics	16				
	3-2	List of material topics	16				
Economic Performance							
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	19				
Marketing and Labeling							
GRI 3: Material Topics 2021	3-3	Management of material topics	36				
MARKETING AND LABELING 2016	417-1	Requirements for product and service information and labeling	39				
Customer Health and Safety							
GRI 3: Material Topics 2021	3-3	Management of material topics	35				
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	35				



GRI Standard	Disclosures		Location	Omissions			External Assurance
				Requirement(s) omitted	Reason	Explanation	
Employment							
GRI 3: Material Topics 2021	3-3	Management of material topics	27				
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	28				
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	28-30				
	401-3	Parental leave	28				
Training and Education							
GRI 3: Material Topics 2021	3-3	Management of material topics	29				
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	26				
	404-2	Programs for upgrading employee skills and transition assistance programs	28-30				
	404-3	Percentage of employees receiving regular performance and career development reviews	80				
Diversity and Equal Opportunity							
GRI 3: Material Topics 2021	3-3	Management of material topics	30				
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	28, 30				





GRI Standard	Disclosures		Location	Omissions			External Assurance
				Requirement(s) omitted	Reason	Explanation	
Procurement Practices							
GRI 3: Material Topics 2021	3-3	Management of material topics	24-25				
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	24				
Anti-corruption							
GRI 3: Material Topics 2021	3-3	Management of material topics	20				
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	20				
	205-2	Communication and training about anti-corruption policies and procedures	20				
Energy							
GRI 3: Material Topics 2021	3-3	Management of material topics	58-59				
GRI 302: Energy 2016	302-1	Energy consumption within the organization	63				
	302-3	Energy intensity	63				
	302-4	Reduction of energy consumption	61				



GRI Standard	Disclosures		Location	Omissions			External Assurance
				Requirement(s) omitted	Reason	Explanation	
Water and Effluents							
GRI 3: Material Topics 2021	3-3	Management of material topics	50-57				
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	52				
	303-2	Management of water discharge-related impacts	51-53				
	303-3	Water withdrawal	53				
	303-4	Water discharge	53				
	303-5	Water consumption	53				
Waste							
GRI 3: Material Topics 2021	3-3	Management of material topics	65-71				
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	65-71				
	306-2	Management of significant waste-related impacts	65-71				
	306-3	Waste generated	69				
	306-4	Waste diverted from disposal	69				
	306-5	Waste directed to disposal	69				





GRI Standard	Disclosures		Location	Omissions			External Assurance
				Requirement(s) omitted	Reason	Explanation	
Emissions							
GRI 3: Material Topics 2021	3-3	Management of material topics	58-64				
GRI 305: Emission 2016	305-1	Direct (Scope 1) GHG emissions	62				
	305-2	Energy indirect (Scope 2) GHG emissions	62				
	305-3	Other indirect (Scope 3) GHG emissions	62				
	305-5	Reduction of GHG emissions	61				
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	64				
Environmental Compliance							
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	77				
Supplier Environmental Assessment							
GRI 3: Material Topics 2021	3-3	Management of material topics	24				
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria.	24				



GRI Standard	Disclosures		Location	Omissions			External Assurance
				Requirement(s) omitted	Reason	Explanation	
Occupational Health and Safety							
GRI 3: Material Topics 2021	3-3	Management of material topics	32				
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	32				
	403-2	Hazard identification, risk assessment, and incident investigation	32				
	403-3	Occupational health services	32				
	403-4	Worker participation, consultation, and communication on occupational health and safety	32				
	403-5	Worker training on occupational health and safety	33				
	403-6	Promotion of worker health	33				
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	33				
	403-8	Workers covered by an occupational health and safety management system	32				
	403-9	Work-related injuries	32				
	403-10	Work-related ill health	32				
Human Rights Assessment							
GRI 3: Material Topics 2021	3-3	Management of material topics	34				
GRI 412-2: Human Rights Assessment	412-2	Employee training on human rights policies or procedures	34				





GRI Standard	Disclosures		Location	Omissions			External Assurance
				Requirement(s) omitted	Reason	Explanation	
Local Communities							
GRI 3: Material Topics 2021	3-3	Management of material topics	40-48				
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	40-48				
	413-2	Operations with significant actual and potential negative impacts on local communities	40-48				
Supplier Social Assessment							
GRI 3: Material Topics 2021	3-3	Management of material topics	24				
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria.	24				
Socioeconomic Compliance							
GRI 3: Material Topics 2021	3-3	Management of material topics	20-23				
GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	65-71				



GRI Standard			Disclosures	Location	Omissions			External Assurance
					Requirement(s) omitted	Reason	Explanation	
Sustainable Packaging								
GRI 3: Material Topics 2021	3-3	Management of material topics		71				



# APPENDIX

## Implementation Results of Alliance for Water Stewardship Standards (AWS)

Sustainable Water Management Policy	92
Water Sustainability Management (AWS) Working Team	93
Shared Water Challenges	94
TCP AWS Action Plan	100





# Sustainable Water Management Policy

## Prachinburi Plant

Announcement HR. 012/2025

Subject: Sustainable Water Management Policy

TCP Group, through T.C. Pharmaceutical Industries Co., Ltd., operates under the Purpose “**Energizing a Better World for All.**” As part of this mission, sustainability has been set as a core organizational strategy. Given that water is a key raw material in production and an essential resource for communities and the environment, “**Sustainable Water Management**” has been established as one of the Company’s primary goals. The Company aims to achieve sustainable water management in accordance with the internationally recognized Alliance for Water Stewardship (AWS) standard and is committed to reaching the goal of “**returning more water to communities than it uses in production**” or “**Net Water Positive**” by 2030.

The Prachinburi Plant of T.C. Pharmaceutical Industries Co., Ltd., as a key manufacturing facility in Thailand, is committed to managing water resources in the Bang Pakong River Basin, the primary water source in the area. This commitment aligns with Alliance for Water Stewardship (AWS) standard, emphasizing the sustainable use of water resources through a comprehensive understanding of local water issues, opportunities, and risks. The Company also supports collaboration among organizations and stakeholders facing shared water challenges in the area.

The Company believes that all executives and employees, at all levels, must support and take direct responsibility for participating in efficient and beneficial water management practices. This approach ensures business sustainability while promoting effective water management in collaboration with communities and stakeholders. To achieve these objectives, the Company has established the following policy as a guideline:

1. The Company will establish objectives, targets, and action plans, regularly review their effectiveness, and ensure clear communication with all employees for correct implementation.
2. The Company will enhance its water management system to support existing catchment sustainability plans and ensure compliance with relevant laws and regulations.
3. The Company will continuously improve water resource efficiency, adopt appropriate technologies, promote best practices internally and externally, and encourage stakeholder participation in an open and transparent manner.
4. Water management is the responsibility of all executives and employees. They are required to comply with the established measures, monitor progress, and report to the Sustainable Water Management Working Group.

5. The Company will support the design, procurement, and acquisition of machinery, equipment, production tools, and other services for performance improvement. This includes allocating personnel, budget, working time, training, and providing opportunities for feedback to enhance operations.
6. The Company will implement and disclose the progress of water management projects to ensure corrective actions are effectively implemented, achieving sustainable water management in accordance with AWS water stewardship outcomes.

This policy shall be effective from February 7, 2025.

Given on February 6, 2025.



**Mr. Wacharin Buadee**

Chief Operating Officer - TCP Group





## Water Sustainability Management (AWS) Working Team

### T.C. Pharmaceutical Industries Co., Ltd. (Prachinburi Plant)

**Chairman of Internal  
Water Management  
Working Group**

Engineering, Safety  
and Sustainability  
Director

**Chairman of External  
Water Management  
Working Group**

Corporate Affairs &  
Communications  
Associate Director -  
Sustainability

#### Working Group

Engineering, Safety and Sustainability Associate Director

Utility Senior Manager

Sustainability and Environment Senior Officer

Corporate Affairs & Communications Manager - Sustainability

Corporate Affairs & Communications Assistant Manager - Sustainability

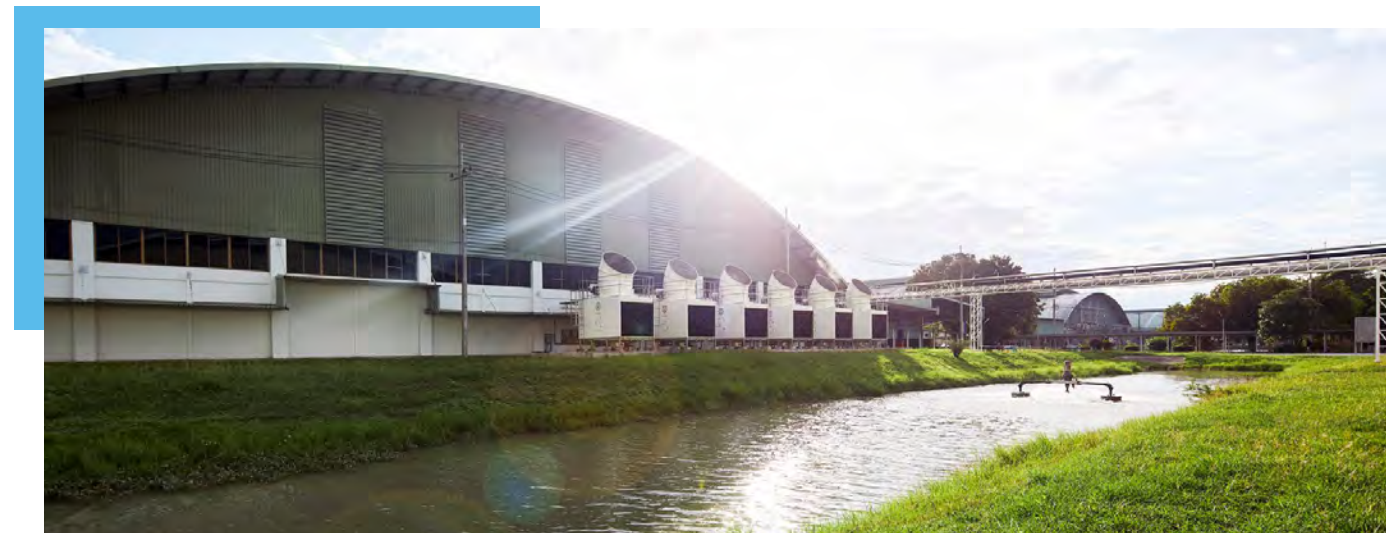
#### Working Group and Secretary

Corporate Affairs & Communications Manager - Sustainability

Sustainability and Environment Senior Engineer

### Role & Responsibility

1. Develop strategic plans, action plans, and measures for sustainable water management, optimizing resource use and collaborating with communities and stakeholders in the Bang Pakong basin to ensure clear, context-specific results.
2. Assess and manage risks related to sustainable water management, including strategies for prevention and mitigation.
3. Control, implement, and monitor risk management and ensure policies are effectively followed, with regular reviews and improvements.
4. Continuously monitor, collect data, and report on sustainable water management, sharing information transparently with stakeholders annually.
5. Regularly report significant water management issues to senior management and immediately alert them to any anomalies.
6. Promote awareness and active participation among employees and stakeholders in sustainable water management through ongoing communication.





## Shared Water Challenges

Number	Water Challenges from Stakeholders	Stakeholders	Operational Guidelines of Relevant Stakeholders	TCP Action Plans/Opportunities in Collaboration with Stakeholders	Implementers	Cost impact	Impact (1 = minor, 2 = moderate, 3 = major)	Proability (1 = unlikely, 2 = possible, 3 = likely)	Risk Value (Impact x Proability)
1	Impacts from climate change, such as flooding, increasingly severe storms, drought, and saltwater intrusion  (Climate change impact on water source timeline, Climate change impact on disaster, and Climate change impact on water source quality)	Communities Bang Tean, Moo 1-13	1. Establish rain warning stations 2. Monitor water quality alerts 3. Select appropriate seeds 4. Increase water storage 5. Empower water user groups	1. Dredge channels affected by invasive plants (done by WWF) 2. Regular maintenance of sluice gates (done by WWF) 3. Support farmer registration	TCP SD Team / WWF	1,200,000	2	2	4
		Office of Agriculture, Ban Sang	1. Support farmer registration for damage relief 2. Collect information and communicate with farmers 3. Promote Alternate Wetting and Drying Methods rice farming	Support Rice Research Center in promoting Alternate Wetting and Drying Methods rice farming.	Office of Agriculture, Ban Sang	-	1	1	1
		Administrative Office, Bang Tean	1. Maintain water balance for local demands 2. Emergency flood aid distribution	1. Install water pumps at 10 key points to reduce flood damage to Bang Tan rice fields. 2. Bang Tean SAO pumps fresh water into branch canals for residents. 3. Form water user committee with leaders to inform about saltwater intrusion and flooding.	Administrative Office, Bang Tean / TCP SD Team / WWF	100,000	2	3	6





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		Irrigation Office, Prachinburi Project for Water Delivery and Maintenance: Bang Pluang (Water Delivery and Maintenance Division 3)	1. Control sluice gates to prevent saltwater intrusion 2. Maintain flood management	1. Monitor weather forecasts to establish preparedness measures. 2. Check Navy tide information for water gate operation and water allocation, preventing saltwater damage. 3. Use headman meetings for flood warnings, evacuation notices, and coordinating with agencies.	Irrigation Office, Prachinburi Project for Water Delivery and Maintenance: Bang Pluang (Water Delivery and Maintenance Division 3)	-	2	3	6
		Ban Sang District	Coordinate various agencies to work smoothly in response to people's needs in Ban Sang District, an area affected by flooding, drought, and saltwater intrusion	1. Use subdistrict headman meetings to communicate with villagers for flood warnings, evacuation notices, and saltwater surge preparation in coordination with relevant agencies 2. Partner with TCP for canal dredging and aquatic conservation. 3. Survey flood-affected households for Interior Ministry compensation. 4. Assess water situations with communities to coordinate responses to flooding, drought, and saltwater.	Ban Sang District	-	2	3	6
2	Aquatic weeds (water hyacinth) obstructing waterways  (Infrastructure and water flow)	Communities Bang Tean, Moo 1-13	1. Dredge and remove plants blocking water flow 2. Allocate budget for community water hyacinth removal twice yearly	1. Use both machinery and manual labor for removal 2. Establish groups to process water hyacinth into planting soil and woven products	TCP SD Team / WWF	Shared cost with 1.1.1-1.1.3	2	3	6



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		Irrigation Office, Prachinburi Project for Water Delivery and Maintenance: Bang Pluang (Water Delivery and Maintenance Division 3)	Reducing waterway obstruction caused by aquatic weeds	Supporting water hyacinth removal equipment	Irrigation Office, Prachinburi Project for Water Delivery and Maintenance: Bang Pluang (Water Delivery and Maintenance Division 3)	600,000	2	3	6
		Office of Agriculture, Ban Sang	Promote beneficial uses of water hyacinth	Educate communities on making soil and fertilizer	Office of Agriculture, Ban Sang	-	2	3	6
		Administrative Office, Bang Taen	1. Facilitate water flow to agricultural areas 2. Allocate budget based on community leader reports	Implement joint activities with Bang Taen Subdistrict Administration	Administrative Office, Ban Tan	-	2	3	6
		Community Development Office	Promote water hyacinth products	Supporting activities of water hyacinth processing groups	Community Development Office	Shared cost	2	3	6
3	Shallow canals with low water levels  (Infrastructure and water flow)	Communities Bang Taen, Moo 1-13	Dredge water canals to ensure sufficient water for agriculture	In the implementation plan	TCP SD Team / WWF	Shared cost with 1.1.1-1.1.3	2	3	6
		Administrative Office, Bang Taen	1. Include dredging areas in subdistrict development plans 2. Coordinate with Provincial Administrative Organization for budget	In the implementation plan	TCP SD Team / WWF	Shared cost with 1.1.1-1.1.3	2	3	6



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		Irrigation Office, Prachinburi Project for Water Delivery and Maintenance: Bang Pluang (Water Delivery and Maintenance Division 3)	Creating a plan for canal dredging in the area	In the implementation plan	TCP SD Team / WWF	Shared cost with 1.1.1-1.1.3	2	3	6
4	Some water gates are damaged  (Infrastructure and water flow)	Communities Bang Tean, Moo 1-13	1. Repair damaged water gates for efficient operation 2. Request additional budget for maintenance of gates damaged by saltwater or long-term use	In the implementation plan	Administrative Office, Bang Tean	4,000,000	2	3	6
		Irrigation Office, Prachinburi Project for Water Delivery and Maintenance: Bang Pluang (Water Delivery and Maintenance Division 3)	Close all three water gates during saltwater surges and pump water from upper Hor Thong Canal to Bang Taen Subdistrict.	Publicize information and educate communities on water management	Irrigation Office, Prachinburi Project for Water Delivery and Maintenance: Bang Pluang (Water Delivery and Maintenance Division 3)	-	2	3	6
		Administrative Office, Bang Tean	Create a plan for repairing water gates in the sub-district area	Support water system development according to operational plans	Administrative Office, Bang Tean	-	2	3	6





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5	<b>Requirements for Sufficient Water Supply</b>  (Uncertainty of supply availability)	Communities Bang Tean, Moo 1-13	1. Allocate budget for cleaning the water supply system 2. Develop adequate water storage sources to meet demand 3. Develop knowledge for water system caretakers	Clean the water system (Already implemented) by changing the water filter systems in Village 5 Ban Plai Klong, Village 6 Ban Pak Tamru, Village 7 Ban Koh Loy, Village 9 Ban Bang Ton Jik, once per location	TCP SD Team / WWF	450,000	3	2	6
		Administrative Office, Bang Tean	1. Supply freshwater to Bang Taen sub-district to maintain sufficient freshwater levels for villagers' needs 2. Allocate budget for maintaining the sub-district water system	Support the SAO by having factory engineers provide knowledge on community water system maintenance	Administrative Office, Bang Tean	-	3	2	6
6	<b>River Water Quality</b>  (Uncertainty of Supply availability)	Communities Bang Tean, Moo 1-13	Need for good water quality in the river, especially during November	Waste Bank Project to reduce contamination in the river	TCP SD Team	100,000	3	2	6
		Ban Sang District	Use village headmen meetings to communicate with villagers, such as announcing warnings about water releases from upstream	Help publicize news to community members	Ban Sang District	-	2	3	6
7	<b>Chemical Use</b>  (Pest and disease attack)	Office of Agriculture, Ban Sang	Campaign to reduce chemical use in rice farming	Support the Rice Research Center in promoting wet and dry rice farming.	Office of Agriculture, Ban Sang	-	3	1	3



Number	Water Challenges from Stakeholders	Stakeholders	Operational Guidelines of Relevant Stakeholders	TCP Action Plans/Opportunities in Collaboration with Stakeholders	Implementers	Cost impact	Impact (1 = minor, 2 = moderate, 3 = major)	Proability (1 = unlikely, 2 = possible, 3 = likely)	Risk Value (Impact x Proability)
8	Increasing Aquatic Life  (Biodiversity)	Fisheries Department	Increase river prawn population in Prachin Buri River	Release fish on World Water Day to increase fish population in the river	Fisheries Department	-	3	2	6
8	Saltwater Issues  (Climate change impact on water source quality)	Prachinburi Glass Industry Co., Ltd.	1. Providing knowledge or prevention of agricultural damage from saltwater problems 2. Supporting the development of water delivery systems to agricultural plots at schools	1. Providing knowledge or prevention of agricultural damage from saltwater problems 2. Supporting the development of water delivery systems to agricultural plots at schools	Prachinburi Glass Industry Co., Ltd.	-	2	2	4

IMPACT	PROABILITY		
	1	2	3
1			
2			
3			

Impact	1 = minor, 2 = moderate, 3 = major
Proability	1 = unlikely, 2 = possible, 3 = likely

## Risk Value

## Impact x Proability


Risk value = 1 - 3

Risk value = 4, 6

Riks value = 9



## TCP AWS Action Plan

SI.No	Issue/Opportunities (in no particular order of importance)	Type(s) of Issue/Opportunity (physical, reputational, regulatory)	Site Planned action	Action Status	Target completion date	Monitoring/ Evaluation
1	Water Availability	Physical, reputational, regulatory	Monitor water stress periodically using available tools to anticipate and prepare for potential risks.	Completed	On-going with continuous monitoring	Monitoring every 6 months via website : <a href="https://www.wri.org/">https://www.wri.org/</a>
			Collaborate with stakeholders in the site area to share best practices, develop joint water projects, and create long-term plans to improve water quality and supply.	Completed	On-going with continuous monitoring	Annually monitoring
			Establish and monitor water-related KPIs on water efficiency in order to achieve the organization's set goals.	Completed	On-going with continuous monitoring	Monthly monitoring
			Track regulatory developments with the concerned local authorities (e.g. Department of Water Resources) by engaging with them on regular basis.	Completed	On-going with continuous monitoring	Monthly monitoring
			Set freshwater reduction targets, create annual action roadmaps, and work toward water positivity.	Completed	On-going with continuous monitoring	Monitoring progress of Water stewardship action plan quarterly and annually
2	Water Quality	Physical, reputational, regulatory	Track the water quality of the Bang Prakong River periodically throughout the year.	Completed	On-going with continuous monitoring	Daily when pumping, and weekly when not pumping
			Advocate with government agencies to drive projects that reduce water contamination and improve water quality.	Completed	On-going with continuous monitoring	Annually monitoring





SI.No	Issue/Opportunities (in no particular order of importance)	Type(s) of Issue/Opportunity (physical, reputational, regulatory)	Site Planned action	Action Status	Target completion date	Monitoring/ Evaluation
3	Water Governance	Regulatory, reputational	Engage with the government to understand existing governance plans and update regulatory compliance to include emerging water-related regulations.	Completed	On-going with continuous monitoring	Receive updates on new or draft laws via the Federation of Thai Industries and the Office of the National Water Resources
			Develop and implement a monitoring plan to ensure that both the quantity and quality of treated wastewater comply with the requirements specified by the local authority.	Completed	On-going with continuous monitoring	Monthly monitoring
4	On-site Wastewater & Stormwater Discharges	Physical, reputational, regulatory	The Site undertake wastewater & stormwater analysis for a comprehensive risk-based suite of analytes via an accredited laboratory.	Completed	On-going with continuous monitoring	Quarterly (wastewater) Weekly (stormwater)
5	Water Balance	Physical	A water audit will be carried out to identify losses and opportunities for water conservation and efficiency using the water balance technique.	Completed	On-going with continuous monitoring	Quarterly monitoring
6	Stakeholder Engagement	Reputational	Develop a formal Stakeholder Engagement Plan with a dedicated team to monitor, implement programs, track stakeholder issues, and maintain an engagement schedule.	Completed	On-going with continuous monitoring	Annual monitoring
			Engage key suppliers to assess water risks and raise awareness on water management to support supply continuity.	Completed	On-going with continuous monitoring	Annual or project-based monitoring
			Collaborate with local government to drive CSR activities, host an annual stakeholder event involving district and provincial representatives, and support communities by enhancing local water storage capacity.	Completed	On-going with continuous monitoring	Monitoring as plan
			Conduct water stewardship training and maintain ongoing community and stakeholder communication.	Completed	On-going with continuous monitoring	Monitoring as plan



Sl.No	Issue/Opportunities (in no particular order of importance)	Type(s) of Issue/Opportunity (physical, reputational, regulatory)	Site Planned action	Action Status	Target completion date	Monitoring/Evaluation
7	Legal requirements	Reputational, regulatory	Monitor the internal compliance system to ensure all reporting obligations to the responsible authorities are met on a regular basis.	Completed	On-going with continuous monitoring	Monthly monitoring
8	Internal Water Management Program Opportunities	Reputational	Implement a comprehensive water stewardship program by training all employees (including AWS principles), engaging stakeholders, assigning qualified personnel, and establishing stewardship policies, KPIs, monitoring and action plans for improvement opportunities.	Completed	On-going with continuous monitoring	Annual monitoring
			Engage with each plant to understand key basin stakeholders and implement a system for monitoring water stewardship policies.	Completed	On-going with continuous monitoring	Annual or project-based monitoring
9	Extreme Weather and incident response	Physical	Review and update the Emergency Response Plan to address extreme weather events.	In progress	30/06/2025	Annual monitoring
			Collaborate with all stakeholders for better flood management in the watershed.	In progress	31/12/2026	Annual monitoring
			Implement nature-based solutions (NBS) on site.	Completed	On-going with continuous monitoring	Annual or project-based monitoring
10	Incident response	Physical	The site regularly reviews the flood and drought response plans and communicates them clearly to the responsible personnel and employees.	In progress	30/06/2025	Annual monitoring
11	Water Costs	Physical	Maintain a cost inventory with records of all water-related costs and track them.	Completed	On-going with continuous monitoring	Monthly monitoring
12	Indirect Water Use	Physical	Develop and implement a comprehensive supplier engagement and monitoring strategy, including high-level water risk assessments, awareness sessions, periodic review of water stewardship actions, and joint risk mitigation plans, while ensuring supplier Business Continuity Plans are aligned and confirmed.	Completed	On-going with continuous monitoring	Annual or project-based monitoring



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