



SUSTAINABLE DEVELOPMENT REPORT

Sustainable Development
Report 2025

Ichitan Group Public
Company Limited
As of December 31, 2025

2025



from **BOTTLE**  **to** **BETTER**
FUTURE

FROM
BOTTLE
to
**BETTER
FUTURE**

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Organizational Commitment

Ichitan Group Public Company Limited (“the Company”) has been engaged in the manufacturing and distribution of beverages since 2010. The Company is committed to being a leader in the beverage industry with quality products and innovation that grows alongside a thriving society, both domestically and internationally. Starting with carefully selected organic tea leaves and advanced production techniques, the Company delivers high-quality, clean, safe, and natural beverages to consumers consistently. This dedication has earned the longstanding recognition and trust of trading partners and all consumer groups.

From the success over the past 15 years,

the Company has conducted its business with transparency, ethics, and in accordance with the principle of good corporate governance, prioritizing Environment, Social, and Governance (ESG) principles. This commitment ensures that all stakeholders can grow together effectively and sustainably by improving the quality of life in surrounding communities, generating income for farmers, promoting employment opportunities for the underprivileged, people with disabilities, and vulnerable groups, and continuously implementing social development projects to minimize negative societal and environmental impacts, in line with the organization’s sustainable development goals.

ESG MODEL

Vision ESG

Committed to being a leader in the quality and innovative beverage business that grows together with a good and sustainable society.

Mission ESG

Creating quality beverage products with innovation and sustainable shared resources with all stakeholders.

Sustainability development strategy in 3 areas:

Environment

Managing environmental risks both directly related to operations and those of trading partners in the supply chain

Social

Developing and maintaining employee equally and fairly while continuously improving their skills

Governance

Interacting with all stakeholder groups while conducting business following the values of corporate ethics and good governance

Values

Embedding and promoting sustainable development as part of the organization's daily operations

About Ichitan Group

Ichitan Group Public Company Limited (“the Company”) offers seven beverage product lines in both bottle and UHT packaging, developed by an experienced Research and Development (R&D) team to meet diverse consumer preferences. The packaging is modern and utilizes “Cold Aseptic Filling Technology,” which preserves the beverages’ natural nutrients better than hot filling systems and is environmentally friendly.

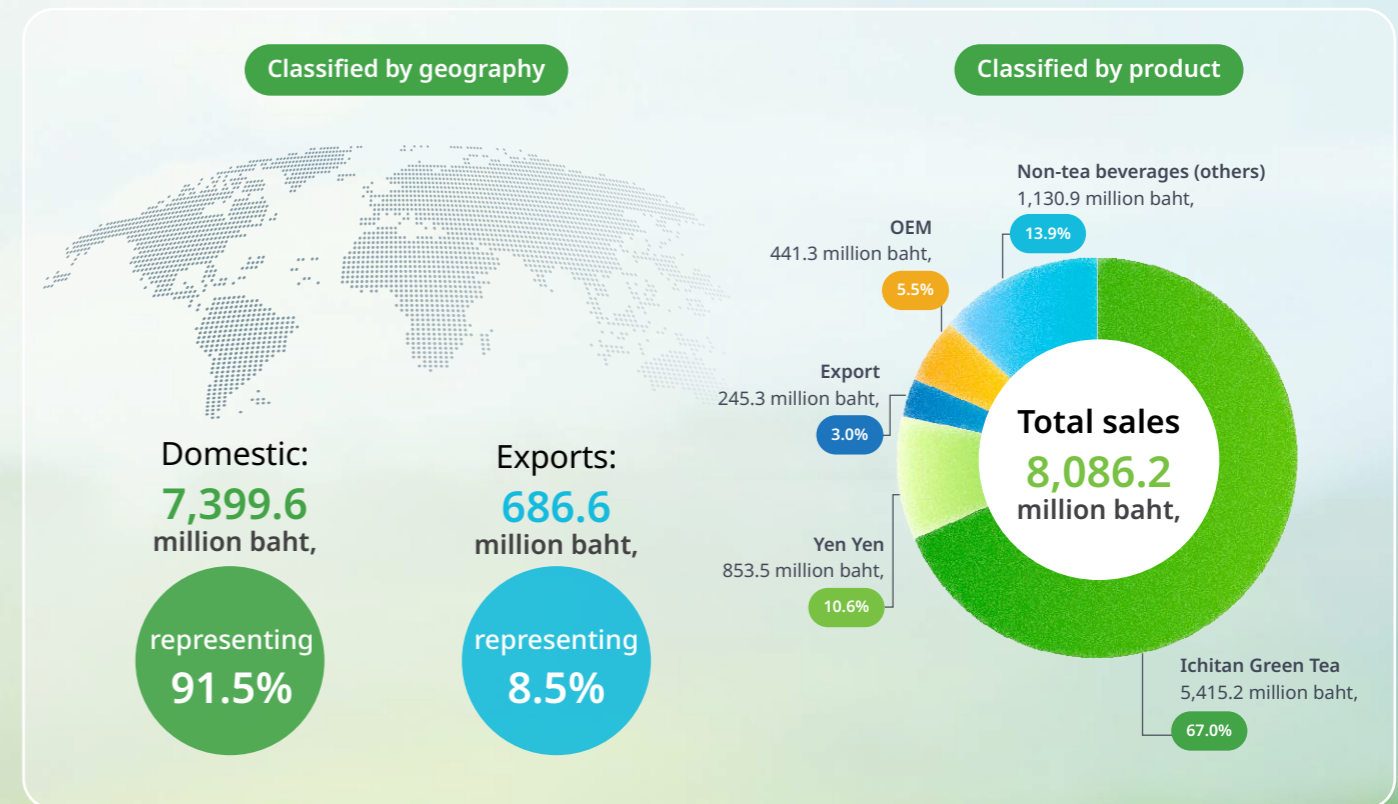
- 1) Ready-to-drink green tea “Ichitan Green Tea”
- 2) Herbal drink “Yen Yen”
- 3) Ready-to-drink black tea
- 4) Premium ready-to-drink green tea “Shizuoka Green Tea”
- 5) “Ichitan Alkaline Water” vitamin-infused beverage
- 6) Carbonated flavored beverage “Tansansu”
- 7) “Tan Power” energy drink



Business Structure



Revenue from sales of the beverage business group



Message from Chief Executive Officer

Dear Stakeholders,

I have spent my entire life in business and have lived through periods of strong economic growth, moderate growth, and severe downturns. **One lesson becomes clearer to me every year: businesses that last are not the ones that grow the fastest, but the ones that stay disciplined, stay alert, and never lose their way.**

Today, sustainability is discussed everywhere. For me, sustainability is a simple but serious question: **Will our business still be standing when the world changes even more than it already has?**

At Ichitan, we choose to run our business with caution and control. We do not take excessive risks. We do not expand beyond our capacity. And every investment must clearly show how it will sustain the company in the long term. This same mindset guides our approach to sustainability. We do not act because we are told to. We act because we know that if we do not start today, costs will rise, risks will increase, and opportunities will disappear tomorrow.

The Ichitan ReCircle project, our closed-loop PET bottle recycling system, is a clear example of action over intention. We are committed to reducing waste at the source, turning used bottles back into high-quality raw materials for new production, and preparing the company for increasingly stringent global environmental regulations.

This is not a distant issue. It is about cost management, competitiveness, and the future of our business. When it comes to people, I firmly believe that a business can only grow if its people grow with it.

We invest in developing our team's skills in digital technology and AI not to follow trends, but to help them work faster, smarter, and more efficiently by reducing unnecessary tasks. I want Ichitan employees to feel proud of their work and confident that this is a place where they can truly grow. For Ichitan, sustainability is not a long-term aspiration set far into the future. It is a way of thinking applied to everyday decisions - from our products and packaging, to our factories, our people, and our business partners. Looking ahead, I do not believe the world will become easier. Economic volatility will remain. Regulations will become stricter. But I believe Ichitan has its own path.

We have strong products. We have production systems that are ready. We have partners who trust us. And we have a team that never backs down. As long as we do not lose our way, remain vigilant, and continue to conduct business responsibly, I believe Ichitan will not only endure - but will stand strong for a long time to come.

Respectfully,
Mr. Tan Passakornnatee
President and Chief Executive Officer



Message from the Chairman of the Corporate Governance and Sustainability Committee

Dear Stakeholders,

Turning sustainability commitments into reality requires more than good intentions. It requires a strong system of corporate governance that is transparent, accountable, and verifiable - ensuring that every promise made by the organization is carried out in practice.

The Corporate Governance and Sustainability Committee of Ichitan Group Public Company Limited plays a key role in overseeing the company's operations to ensure ethical conduct, respect for the rights of all stakeholders, and prudent risk management across economic, social, and environmental dimensions.

Over the past year, the Company has continuously strengthened its governance framework, including anti-corruption policies, risk management systems, data protection, and the promotion of a corporate culture rooted in transparency and accountability. These systems not only mitigate short-term risks, but also form the foundation of long-term trust.

The Committee places strong emphasis on fully integrating sustainability into the Company's governance structure. ESG performance is monitored on a regular basis and directly linked to strategic decision-making at the executive level, ensuring that sustainability is not merely reported, but actively embedded in daily operations.

We recognize that stakeholder trust is built through consistent actions, not words. The Corporate Governance and Sustainability Committee therefore remains committed to its role in oversight, balance, and constructive guidance, supporting Ichitan's sustainable growth alongside responsibility toward society and the environment.

On behalf of the Corporate Governance and Sustainability Committee, I would like to thank the management team, employees, and all stakeholders for their continued commitment to good governance and for supporting Ichitan's journey toward sustainable and meaningful growth.

Respectfully,
Ms. Petchompoo Theppipidh
Chairman of the Corporate Governance and Sustainability Committee



Awards and Sustainability Achievement

Green Industry Level 5

From the Ministry of Industry, reflecting the commitment to systematic environmental management throughout the value chain. This includes proactively building collaborative networks with communities and society for environmental stewardship and raising Thai industry standards in line with sustainable development principles.



Certificate of completion for the Social Impact Assessment Research Project, utilizing the Social Impact Footprint (SIF)

Research project for the business sector from Thaipat Institute, in accordance with the Global Reporting Initiative (GRI) reporting standards. The tool was used to assess the social impact of the ICHITAN RECIRCLE project, reflecting the results and value created for stakeholders. Furthermore, the assessment results serve as key data for the ongoing planning, development, and elevation of the organization's sustainability performance.



Thailand Voluntary Emission Reduction Recognition Award (T-VER)

From the Thailand Greenhouse Gas Management Organization (Public Organization) or TGO, reaffirming the commitment to sustainable business practices, supporting the country's greenhouse gas emission reduction targets, and strengthening the confidence among all stakeholders. Conducting projects under the Thailand Voluntary Emission Reduction Program (T-VER) standard demonstrates the company's concrete efforts to manage and reduce greenhouse gas emissions, alongside its environmental and social responsibility.

ESG DNA Certificate (for the 2nd consecutive year)

From the Stock Exchange of Thailand (SET) for the second consecutive year, demonstrating The commitment to developing employee sustainability capabilities. This is achieved by encouraging employees to apply environmental, social, and governance (ESG) knowledge to organizational development and strengthen long-term competitiveness.



Human Rights Award 2025 (for the 2nd consecutive year)

From the Department of Rights and Liberties Protection, Ministry of Justice, in recognition of its concrete human rights practices and as a model for sustainably promoting a society that respects human rights.

"Industry 4.0 Recognition Awards 2025"

From the National Science and Technology Development Agency (NSTDA) under the Ministry of Higher Education, Science, Research and Innovation (MHESI). The award recognizes companies that demonstrate excellence in applying digital technology, innovation, and automation to improve production processes and management towards Industry 4.0 and the development of smart factories. This initiative enhances operational efficiency, strengthens the organization's competitiveness in the food and beverage industry, and supports long-term organizational development.



Marketeer No. 1 Brand Thailand 2025 Award (for the 6th consecutive year)

According to a survey by a leading research company, as highlighted by Marketeer Magazine, this reaffirms the brand leadership in the ready-to-drink green tea (RTD tea) and Ichitan alkaline water brands. The recognition reflects product development and innovation aligned with the evolving behaviors of modern consumers, alongside responsible business practices towards society and the environment, continuously fostering trust among stakeholders.





“Superior Taste Award 2025”

Awarded the Superior Taste Award 2025 with “1 Star,” recognizing the internationally acclaimed quality of its taste by the International Taste Institute. “Ichitan Alkaline Water” products – the B vitamin and vitamin D formulations, plus the Ginkgo Biloba extract variety – are certified for quality, careful crafting, and distinctive flavor. Developed under the concept of Health and Great Taste, these products meet the needs of health-conscious consumers seeking a delicious and refreshing daily beverage.



The Excellent Practices Establishment on Labour Relations and Welfare Level (for the 5th consecutive year)

By the Department of Labour Protection and Welfare, Ministry of Labour.



THAI CYBER RANGER Certificate: Thai Scam Awareness

Ichitan has received the THAI CYBER RANGER “Thai Ru Tan Lok” award in recognition of the contribution to raising awareness and preparedness for cyber threats in Thai society, through initiatives that promote knowledge, understanding, and digital literacy among the public.



Asia Pacific Enterprise Awards (APEA) 2025

Ichitan received two Asia Pacific Enterprise Awards (APEA) 2025 at the regional level: the Corporate Excellence Award and the CEO of the Year Award. These prestigious awards recognize entrepreneurial excellence and reinforce Ichitan’s leadership in innovation and sustainable growth, as well as the commitment to social and environmental responsibility.



Corporate Governance Assessment Result: “Excellent”

Ichitan has been assessed for corporate governance as “Excellent” for the ninth consecutive year in 2025 by the Thai Institute of Directors (IOD).

SET ESG Ratings – AA

Ichitan has been listing in SET ESG index for the 4th consecutive year, by the Stock Exchange of Thailand (SET).



Sustainability Disclosure Recognition

From the Thaipat Institute, which honors organizations that comprehensively and transparently disclose sustainability information based on ESG principles and adhere to best practices. This recognition also reflects Ichitan’s commitment to continuously improving its disclosure standards as it strives to become a globally sustainable organization.

Certificate of the 2nd Renewal of Membership in the Thai Private Sector Collective Action Against Corruption (CAC)

Demonstrating the company’s dedication to conducting business with transparency, upholding corporate governance principles, and concretely fighting corruption.



Thai Chamber of Commerce Best Award

From the Thai Chamber of Commerce and the Board of Trade of Thailand, recognizing its support for organizations that operate with honesty, transparency, and a strong commitment to ethical standards – the essential foundation for long-term sustainable growth.

Creating Sustainable Economic Value 2025



Total Revenues
8,239.9 Million baht



Total Expenses
6,755.6 Million baht



Net Profits
1,327.6 Million baht

Information from the consolidated financial statements of the Company as of December 31, 2025



Total Assets
6,790.5
Million baht



Total Liabilities
1,137.8
Million baht



Total Equity
5,652.7
Million baht



Earnings per share (EPS)
1.02
Million baht



Book value per share (P/BV)
4.11
Million baht

EBITDA Margin
26.0%

Dividend Payout Ratio
107.7%

Return on Assets (ROA)
21.7%

Net Profit Margin (NPM)
16.11%

Total Employees
406 Person

Return on Equity (ROE)
23.4%

Market Capital
(as of December 31, 2025)
17,420 Million baht

Costs of ESG development
68.56 Million baht

Costs of benefits for executives and employees
336.89
Million baht

Total Dividends Paid
1,430.0 Million baht

Costs of customer relationship management
362.02
Million baht

Costs of research and development
4.69 Million baht

Cost of human capital development
0.93 Million baht

Costs of shareholders and investors relationship management
2.80 Million baht

The Company's Tax Policy

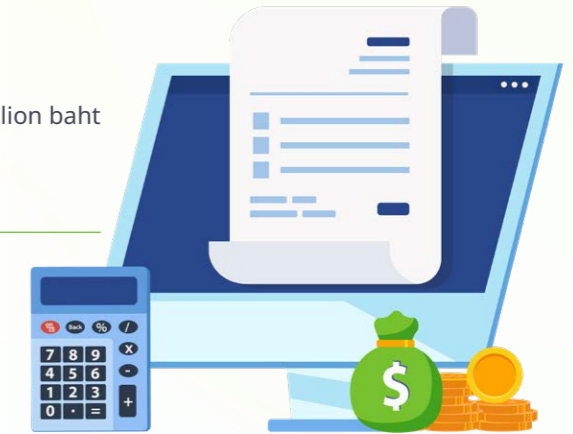
Ichitan Group Public Company Limited ("the Company") recognizes the importance of conducting business with transparency, accountability, and maintaining robust tax management practices as a responsible corporate citizen. To this end, the Company has established a "Tax Policy" to guide its operations based on good corporate governance principles and sustainable development.

In 2025

The Company reported total revenue of **8,239.9** million baht and paid **173.2** million baht in income tax



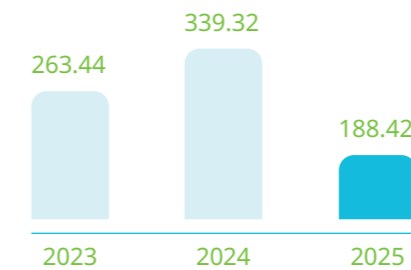
Details of the tax policy can be found on the Company's website at



Income Tax and Profit exempt from tax regarding to BOI

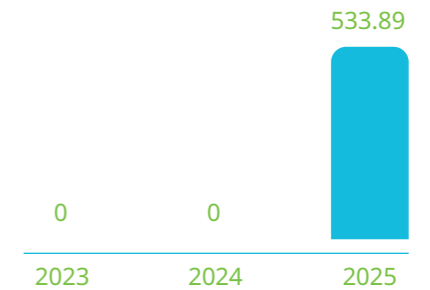
Income Tax

unit: million baht



Profit exempt from tax regarding to BOI

unit: baht



Remark: Source: Separate Financial Statement

About this Sustainability Report



Ichitan Group Public Company Limited has published its sustainability development report for the tenth consecutive year, since 2016. This report aims to communicate its commitment to sustainable business practices and disclose non-financial information – including its vision, mission, goals, and organizational risk factors – alongside a progress report on sustainability performance. This report covers key issues across economic, social, and environmental and governance (ESG), including Human Rights Due Diligence (HRDD), addressing business activities that may impact all groups of stakeholders.

Scope of the report

This 2025 Sustainability Report provides an overview of performance for the fiscal year beginning January 1st to December 31st, 2025. The reporting boundary covers the operations of Ichitan Group Public Company Limited, including its head office and the Ichitan Green Factory in Phra Nakhon Si Ayutthaya Province, Thailand.

However, this report has not been updated or revised based on information from the Sustainable Development Report for the year 2024.

Guidelines and Reporting Standards

This report discloses performance results in line with international reporting guidelines, including the Global Reporting Initiative Standards (GRI), and presents key performance indicators at the “Core” Option level, linked to the 17 United Nations’ Sustainable Development Goals (SDGs).



Sustainability Management System

The Company applies integrated management systems and sustainability frameworks:

1. Quality & Food Safety Management
 - International Organization for Standardization 9001:2015 – Quality Management System (QMS)
 - Codex Alimentarius Commission GHP – Good Hygiene Practices
 - ISO 22000:2018 – Food Safety Management System (FSMS)
 - FSSC 22000 Version 6.0 – Food Safety System Certification
 - HACCP (Codex) – Hazard Analysis and Critical Control Point
2. Environmental & Energy Management
 - ISO 14001:2015 – Environmental Management System
 - ISO 50001:2018 – Energy Management System
3. Information Security
 - ISO 27001:2022 – Information Security Management System (ISMS)
4. Climate & Sustainability
 - Carbon Footprint for Organization (CFO)
 - Carbon Footprint of Product (CFP)
 - Green Industry Level 5 (Green Network)

Certification by external agencies

- Information on economic performance in this report is obtained from the same accounting information system as the annual report (Form 56-1 One Report), which has been reviewed by auditors from KPMG Phoomchai Audit Ltd.
- Information on corporate governance and social aspects has been prepared and reviewed by the organization’s sustainable development working group, and subsequently approved by both the Corporate Governance and Sustainability Committee and the Board of Directors.
- Food safety management system data, namely Codex Alimentarius Commission GHP, ISO 22000:2018, FSSC 22000 Version 6.0, and HACCP (Codex), is externally assessed and certified for standard compliance by SGS (Thailand) Limited.
- Environmental, energy, fair labor practice, and corporate occupational health and safety data is verified for accuracy by an external agency, BSI Group (Thailand) Co., Ltd.
- Greenhouse gas emission and removal report data, part of environmental operations, is verified by the Energy and Eco-Economy Management Research Unit, Botanical Research Institute, Chiang Mai University, registered with the Thailand Greenhouse Gas Management Organization (Public Organization) to confirm data accuracy.

Report accessibility

The Sustainable Development Report of Ichitan Group Public Company Limited is prepared in both Thai and English and published on the Company’s website in the “Sustainability Report” section.

Contact Channels

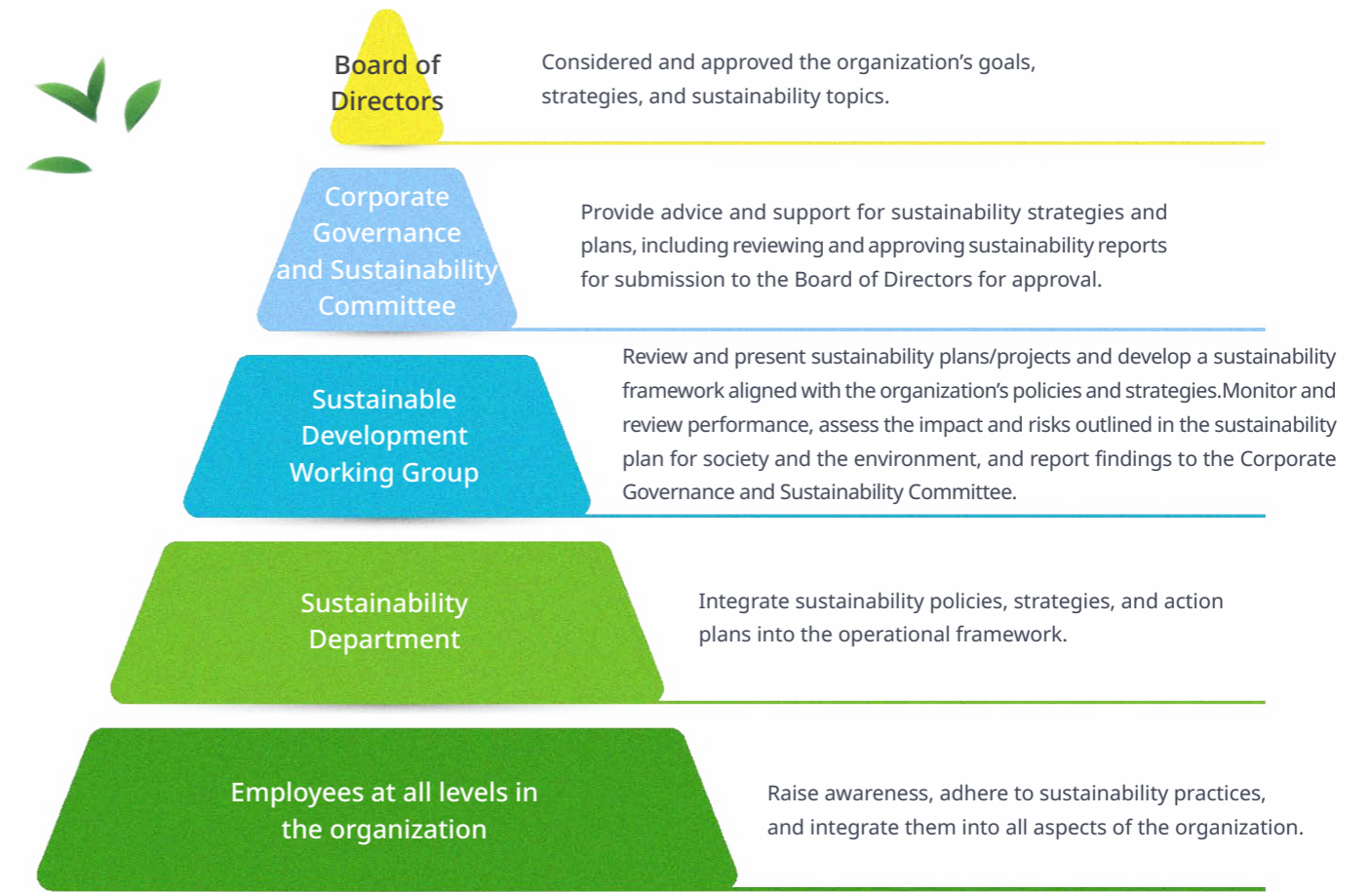
For more information about this report, please contact:



Office of the President, Head Office Ichitan Group Public Company Limited

- Address:** No. 8 T-One Building, 42-44 Sukhumvit Soi 40 Phra Khanong Subdistrict, Khlong Toei District, Bangkok 10110
- Telephone:** 02-023-1111
- Email:** cg@ichitangroup.com
- Website:** www.ichitangroup.com

Driving Business for Sustainability



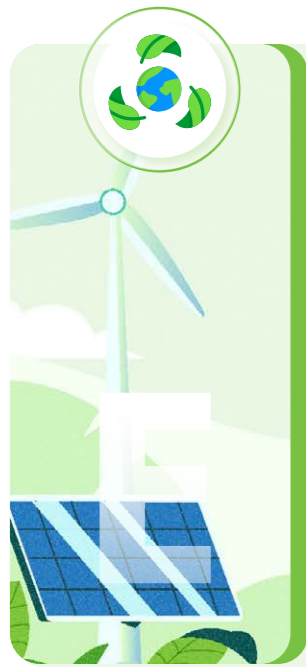
Sustainability Governance Structure

Ichitan has established a sustainability governance structure to ensure effective and concrete implementation across all sectors of the organization. This is achieved through the creation of a sustainability development working group, which is responsible for driving sustainability initiatives within the organization. The Working Group begins with a review of the organization-level sustainability goals and strategies approved by the Board of Directors, followed by the presentation of plans, the development of strategic approaches, the establishment of common practices, and ongoing monitoring of sustainability performance. Regular reports are then submitted to the Corporate Governance and Sustainability Committee.



Sustainable Development Policy

The Company operates under the BCG Economy Model, aligned with the principles of the Sufficiency Economy Philosophy and the country's economic and social development framework, which encompasses three core economic pillars: (1) Bio Economy, prioritizing the efficient utilization of biological resources through technology and innovation to produce high-value bio-based products; (2) Circular Economy, emphasizing the efficient use of resources, raw materials, and products; and (3) Green Economy, focusing on environmental solution and sustainable impact reduction. This model guides our business operations to generate value, enhance worth, and ensure sustainability for the Company and all stakeholders, achieved through efficient and transparent practices with a continuous emphasis on innovation and technological advancement. This approach fosters stable and sustainable business growth across three dimensions: environment, society, and good governance. Consequently, the Company mandates that all departments implement tangible sustainability initiatives covering these three dimensions: (1) Environmental Stewardship; (2) Social Responsibility; and (3) Corporate Governance, adhering to principles of good corporate governance to contribute to the United Nations' 17 Sustainable Development Goals (SDGs) and establish a three-dimensional framework for sustainable development as follows:



1. Environmental: E

The Company aims to build resilient infrastructure, promote inclusive and sustainable industrial development, and foster innovation, as outlined in its Industry, Innovation and Infrastructure policy below.

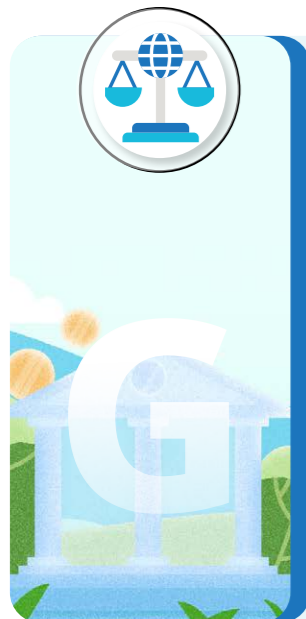
- Voluntary Greenhouse Gas Reduction Project according to Thailand's Standard (T-VER) to generate clean energy through the use of solar power (ICHITAN SUNERGY) in the beverage production process at the Ichitan Green Factory, based on the principles of Reduce, Replace, Treat, and Reuse energy.
- Prepare a Carbon Footprint for the Organization to identify effective ways to reduce greenhouse gas emissions.
- Project to reduce greenhouse gas emissions by minimizing plastic use, production waste, and optimizing transportation.
- Aiming to develop the factory into an environmentally exemplary model factory (Ichitan Green Factory) featuring a heat control system.



2. Social: S

The Company recognizes its responsibility to operate ethically and sustainably with regard to the community, society, and all stakeholders. We prioritize addressing stakeholder expectations, adhering to all relevant laws, regulations, and social management guidelines. This includes efforts to develop and support quality of life improvements, and mitigate potential risks to society and surrounding communities. Our commitment encompasses respect for human rights, fair labor practices, and leveraging innovation in corporate social responsibility to drive sustainable development, as demonstrated through the following initiatives:

- There is no use of forced labor in any form, nor is child labor employed – that is, labor by anyone under the legal working age.
- Installation of a solar rooftop system to generate clean, renewable energy for beverage production.



3. Governance: G

The Company focuses on conducting business with honesty, transparency, and accountability, in compliance with applicable laws, the Company's regulations, and the rules and guidelines of the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET), as well as those of other relevant regulatory agencies. This is carried out within a changing business environment, promoting infrastructure, innovation, and sustainable industrial development (Industry, Innovation and Infrastructure) as follows.

- Upgrading infrastructure and improving industry practices at Ichitan Green Factory to achieve sustainability.
- Create a cleaner and more sustainable industry that is friendly to communities, society, and the environment, while also fostering innovation in products and packaging. We are committed to making all of our packaging environmentally friendly to elevate the technological capabilities of the domestic industrial sector.

Strategy for driving business based on sustainability

Creating shared value remains a fundamental principle guiding the Company's business, with the aim of improving quality of life and fostering a better future for all stakeholders. This ensures everyone within the organization drives the business in line with sustainability principles.



1. Organizational Development

The Company aims to develop capable and responsible personnel, supporting their skill development through various training courses to unlock their full potential. We also strive to strengthen the corporate culture by fostering commitment to both short- and long-term goals, ensuring sustainable business growth.



2. Commitment to Sustainable Supply Chain Management

Raw Material Selection

Not only does the company select quality raw materials before they enter the production process, but it also gets involved upstream, working with farmers who grow and harvest tea leaves at the source, to ensure a consistent supply of high-quality ingredients.

Procurement of packaging suppliers

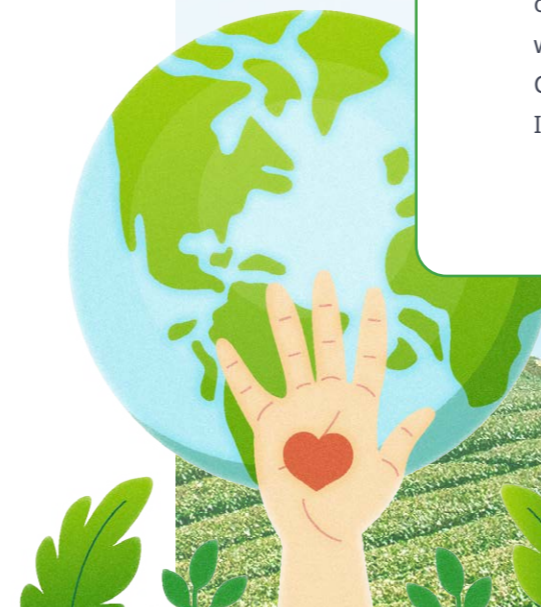
The packaging standard is important for Ichitan's machines, which utilize high-speed technology capable of filling 600–900 bottles per minute. The company also manages risk by maintaining 2–3 partners for all key packaging materials, ensuring a consistent supply of quality products that meet required specifications and volume requirements.

Production/ Management

The cold aseptic filling technology Ichitan utilizes, sourced from Japan, is among the most advanced and efficient globally, ensuring consistently reliable production capacity. The company also prioritizes a skilled and experienced management team to maximize production efficiency

Transportation and Distribution

The Ichitan factory in the Rojana Industrial Park, Phra Nakhon Si Ayutthaya, is strategically located near the main distribution centers of the company's primary distributors and those of modern trade channels, resulting in efficient transportation costs. Currently, the company works with three main distributors: DKSH (Thailand) Limited, IGT Co., Ltd., and Boonrawd Asia Co., Ltd., enabling product distribution across both modern and traditional trade channels. International distribution is handled through distributors in each respective country.



Store Development

For domestic business, the Company plans to collaborate with its three distributors to manage sales territories and in-store promotional materials, ensuring prominent visibility with cost-effective sales strategies across all channels. This includes competitive promotional programs designed to boost sales opportunities. For international business, the Company plans to collaborate with distributors in each respective country.

Marketing and Sales

Focus on building brand value and communicating brand identity through continuous product innovation. Implement comprehensive marketing activities to comprehensively reach target customers and consumers. Develop differentiated products that precisely meet consumer needs. A strong brand will reduce the need for price competition. A robust pricing structure will enable partners and distributors to sell effectively and achieve sufficient profit for mutual growth.

3. Research and Development of Beverages for Consumers

Ichitan's research and development adheres to international standards, including the Food Safety System Certification (FSSC22000), Quality Management System (ISO9001), and Halal standards (HALAL). These standards are incorporated into Integrated Operating Procedures, covering everything from product design and development to systematic quality control at every stage.

4. Growing up with Partners

The Company has focused on developing domestic distribution channels, both MT (Modern Trade) and TT (Traditional Trade), through its three main distributors. Joint growth targets are set, strategies are defined, and tailored promotional programs are developed for each channel and store to appeal to diverse customer segments.

5. Environmental Impact Management

The Company organizes activities concerning environmental policy, environmental goals, and the working environment, encompassing operations during normal, abnormal, and emergency conditions. These activities include identifying and evaluating environmental aspects. Furthermore, the company emphasizes providing employees with energy conservation practices to foster participation and ensure consistent implementation.

Business Value Chain

The Company has adopted a management policy to ensure sustainability for all stakeholders, promoting value creation and development from upstream to downstream. This is coupled with research and development efforts focused on producing high-quality products that are both healthy for consumers and made with modern, environmentally friendly technology. This approach drives efficient management, leading to cost competitiveness and strong financial performance. Furthermore, the Company prioritizes initiatives to enhance the quality of life for all stakeholders. We are diligent in selecting raw materials, carefully vetting packaging manufacturers, and ensuring quality control throughout production, management, transportation, and distribution – all in accordance with company standards. We also focus on developing our retail partners, marketing strategies, sales channels, and distribution networks to support sustainable growth.



Stakeholder Management in the Business Value Chain



Employees

Stakeholder Expectations

- Job security/career growth and employee wellbeing.
- Continuous Promotion and Skill Development
- Fair compensation/ benefits/ welfare
- Occupational Health, Safety and Working Environment
- Access to accurate and complete company information.

Stakeholder Engagement

- Establishing a clear career growth structure within the organization
- Fair compensation
- Clearly defined skill development plans for employees at all levels, along with programs to enhance employee capabilities.
- Create an effective work environment for occupational health and safety.
- Appoint a welfare committee to represent employees in discussions with management.
- Communicate and disseminate internal information and updates comprehensively.

Communication channels

- Annual Individual Performance Evaluation
- Monthly management meetings and internal activities between management and employees.
- Employee Engagement and Satisfaction Survey
- Listening to employee feedback and complaints
- Occupational Health and Safety Promotion Projects and Activities for Employees
- Other communication channels such as email, group LINE, the company intranet, memos, Public relations boards, the company website, and telephone, etc.

Key Performance Results for 2025

- Promote employee career development through annual position adjustments.
- ESG DNA Project to raise sustainability awareness.
- Human Rights Due Diligence Training Program
- Conduct an annual employee engagement survey and use the results to further develop and improve human resources management and the work environment.
- There is a knowledge transfer regarding personal data protection (PDPA) conducted by the Personal Data Protection Working Group to ensure correct access to and use of personal data.
- Organize occupational safety training and promote safety through activities like SAFETY DAY and KYT sessions to enhance employee safety awareness.



Investor / Shareholder

Stakeholder Expectations

- Integrity, transparency, adherence to good corporate governance principles of the Stock Exchange of Thailand, and disclosure requirements.
- Continuous growth performance.
- Consistent returns
- Business expansion into new markets/new ventures.
- Conducting business with social and environmental responsibility

Stakeholder Engagement

- Comply with relevant laws and good corporate governance.
- Disclose information transparently, accurately, and in a timely manner in accordance with the specified criteria via the Company's website and the Stock Exchange of Thailand (SET).
- Communicate strategies, direction, and quarterly performance results.
- This is to ensure investor and shareholder confidence.
- Report on feedback from investors and shareholders to organizational management.
- Deliver strong operational performance and maintain an appropriate dividend payout ratio aligned with the company's growth.

Communication channels

- Meeting between the Company and analysts and/or institutional investors
- Listed Company Meets Investors Activities (Opportunity Day)
- Annual General Meeting of Shareholders
- Company Visit
- 56-1 One Report Form
- Information on the website of the Stock Exchange of Thailand (SET)
- Other communication channels

Company website: www.ichitangroup.com

Email: ir@ichitangroup.com

Key Performance Results for 2025

- Prepare and disclose the annual report (56-1 One Report & SD Report), along with all supporting information, completely and on time, in accordance with good CGR practices and within the prescribed timeframe.
- Organize 9 investor relations activities per year, covering all target groups (shareholders/ retail investors/ domestic and international institutional investors/ analysts).
- Respond to investor and shareholder inquiries via email, LINE, and phone.
- Analyst Satisfaction Assessment
- Investor Relations Performance Assessment by the Stock Exchange of Thailand (SET)
- Regularly update the investor relations website





Consumers

Stakeholder Expectations

- Product Quality and Safety
- Products with superior taste and variety.
- Appropriate price and compelling sales promotions.
- Responsibility to Consumers
- Eco-friendly packaging
- Data Security and Privacy

Stakeholder Engagement

- Committed to producing high-quality products that meet consumer needs.
- Customer Satisfaction Management
- Developing more extensive distribution channels.
- Product Design, Development, and New Manufacturing Innovations

Communication channels

- Creating new campaigns and hosting events for consumers.
- Consumer Satisfaction Survey and Follow-up
- Other communication channels

Company website: www.ichitangroup.com

Facebook: www.facebook.com/yenyendrinks, www.facebook.com/ichitan, www.facebook.com/ichitanHealthyDrink

Key Performance Results for 2025

- Regularly respond to customer inquiries via social media channels and the Customer Relations Center.
- Continuously fostering customer relationships leads to very high customer satisfaction in online channels.
- Develop new flavors and offer larger sizes to meet diverse consumer needs, for a total of 7 products.
- Communicating promotions through the company's online media channels to ensure customers are widely informed.



Business Partners/ Creditors

Stakeholder Expectations

- Supporting and enhancing the operations of business partners through knowledge development to achieve maximum operational efficiency.
- Fair and sustainable procurement
- Long-term collaborative business development
- Settle debts on time and adhere strictly to the terms and conditions of the contract.

Stakeholder Engagement

- Promote and encourage trading partners to join the Collective Action Coalition Against Corruption (CAC) to prevent fraud, bribery, and corruption.
- Take into account equality and mutual benefits with business partners.
- Implement a safety, occupational health, and working environment management system to ensure a safe and hygienic workplace.
- Select business partners through a fair, transparent, and non-discriminatory process, evaluating qualifications, business ethics, and legal compliance—including the prohibition of illegal, child, and forced labor—in alignment with ESG principles for shared sustainable growth.
- Comply with the terms and conditions of the creditor regarding the repayment of principal, interest, and any related collateral.

Communication channels

Value Chain Management and Business Partner Development through knowledge sharing and company events.

Invitation letter for business partners to join the Thai Private Sector Collective Action Against Corruption (CAC) network.

Key Performance Results for 2025

- Review the Supplier Code of Conduct and disclose policies and practices for sustainable sourcing, and thoroughly communicate operational standards to suppliers. This ensures procurement processes are ethical, transparent, and fair.
- Invite business partners to join the Thai Private Sector Collective Action Coalition Against Corruption (CAC) and offer benefits to support related operations, consistent with our commitment to expanding a transparent business network and combating corruption.
- Share knowledge, respond to inquiries and address issues related to the procurement process, and disclose information to the public via sustainability reports.
- Conduct business with partners with transparency, fairness, and accountability, in strict accordance with contractual terms and conditions.
- Organize online training seminars for business partners to enhance their understanding of sustainability and sustainable business practices, so they can implement these principles in their own businesses.





Society, Community, and Environment

Stakeholder Expectations

- Improving the quality of life and giving back to the communities and society where the Company does operates.
- Promoting careers and generating income for the community
- Reducing environmental impacts from business operations – including carbon dioxide emissions, waste discharge, and the management of water and energy resources.

Stakeholder Engagement

- Environmental management within and outside the factory, coupled with continuous and sustainable social and community development.
- Environmental Management and Disclosure of Performance in the Annual Sustainability Report.
- Employment and income generation for local communities in areas where the company does business.

Communication channels

- Annual Community Satisfaction Survey
- Visiting the area to foster relationships with the community.
- Tanland Learning Center
- Suggestions and Complaint Channels of the Company

Email: hrd@ichitangroup.com, cg@ichitangroup.com

Key Performance Results for 2025

- Communicate and engage with all stakeholders, and organize activities to promote learning and contribute to society, communities, and the environment through the Tanland Learning Center, the Land of Balance, at the Ichitan Green Factory.
- Continuously communicate and publicize the organization's sustainability initiatives to all stakeholders.
- The company has been collecting plastic bottles from consumers for recycling into rPET bottles for over a year and a half. In that time, the company has collected 152,138.43 kilograms of plastic bottles (approximately 152 tons, or 9,128,306 bottles), equivalent to a reduction of 156,858.22 kilograms of carbon dioxide equivalent in landfill greenhouse gas emissions.
- The company conducted activities with the communities surrounding the Ichitan Green Factory through the "Feel Good Community, Ichitan Happy" project throughout the year. This initiative aimed to promote social, economic, and environmental learning, while also generating income for community members. The project also assessed results based on community satisfaction.
- Regularly update the company website quarterly.



Business Competitors

Stakeholder Expectations

- Fair Competition
- Refrain from defaming or damaging the reputation of competitors.

Stakeholder Engagement

- Conduct fair competition without obtaining competitors' information through any illegal or unethical means.
- Abide by the rules of fair competition and applicable laws, and avoid unfair practices to undermine competitors.

Communication channels

- Trade Association Meeting
- Contact Information: Tel. 02-023 1111
- Other communication channels such as email and telephone.

Key Performance Results for 2025

- Promote fair competition in the beverage market to support the development and innovation of quality products.
- Build long-term trust and a strong reputation for the organization.
- Reduce conflicts and disputes between competitors, allowing for sustainable business practices.
- Promote the organization's image by upholding business ethics and strict legal compliance.



Business Competitors

Stakeholder Expectations

- Transparent, fast, and complete reporting of operational information.
- Compliance with relevant laws and regulations
- Compliance with contract conditions

Stakeholder Engagement

- Follow and strictly comply with relevant laws.
- Communicate operational information transparently, quickly, and thoroughly, and be receptive to feedback for improvements.
- Strictly comply with the terms and conditions of the contract.

Communication channels

- Signing a cooperation agreement with government agencies.
- Government Agency Tour
- Performance report documents include Form 56-1 One Report / financial statements.

Key Performance Results for 2025

- Signing cooperation agreements with educational institutions to send students for workplace internships (dual-study programs), such as Tha Luang Cement Thai Anusorn Technical College in Saraburi Province, Lopburi Technical College in Lopburi Province, Bueng Kan Technical College in Bueng Kan Province, private vocational schools, and Panyapiwat Institute of Management, among others.
- Assess operational compliance with relevant laws and regulations rigorously.
- Welcomed representatives from relevant government agencies for a visit to the business and production facilities via the Tanland Learning Center, to foster understanding, build trust, and strengthen relationships.
- Attended seminars organized by government agencies to improve understanding of best practices and ensure operations comply with relevant regulations and laws.
- Organize training sessions to educate employees on the laws and procedures relevant to business operations, led by speakers from government or related organizations.

Sustainability Materiality Assessment (Materiality Matrix)

Ichitan Group Public Company Limited conducts an annual assessment of material issues related to sustainable business operations. The content of this assessment is determined in accordance with the GRI Sustainability Reporting Standards, considering both internal and external factors that significantly impact the business, as well as the expectations of stakeholders throughout the value chain. These material sustainability issues are reviewed and approved by the Corporate Governance and Sustainability Committee and subsequently approved by the Board of Directors, following these key steps:

Step 1: Identification

The Company identifies key sustainability issues by considering its nature and business strategy, aligned with the GRI Standard and industry benchmarks, including the United Nations Sustainable Development Goals (SDGs), and taking into account the expectations of both internal and external stakeholders. This is achieved through gathering data from various relevant departments within the Company.

Step 2: Stakeholder Engagement

Gather information from stakeholders by engaging with the relevant departments within the company.

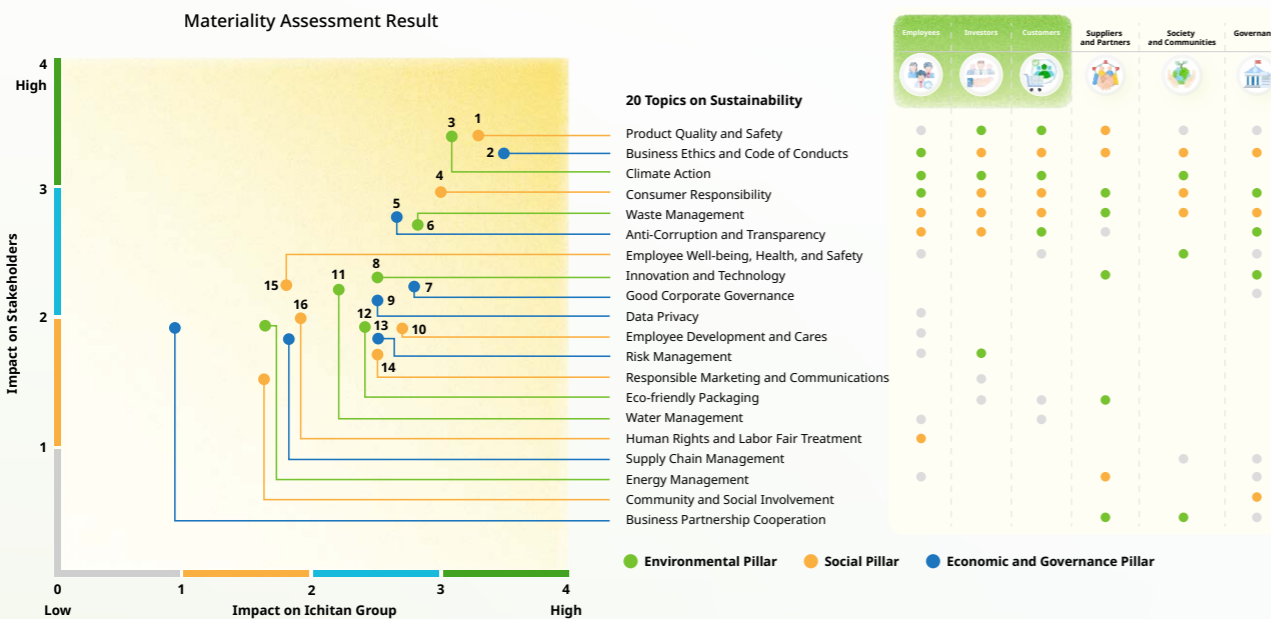
Step 3: Prioritize

Prioritizing sustainability issues based on established standards such as ISO 14001 and ISO 50001, by assessing the significance of each issue, provides clarity and enables prioritization to inform stakeholders and is reflected in a materiality matrix.

Step 4: Verifying key issues.

The Company reviewed the completeness of material issues and identified alignment between these issues and the reporting categories of the GRI Standards, as determined by the Sustainable Development Committee. The verified sustainability issues were then presented to the Corporate Governance and Sustainability Committee and the Board of Directors for approval, considering potential internal and external impacts.

The prioritization of sustainability material issues (Materiality Matrix)



Supporting Sustainable Development Goals

Sustainability Issues	Operating Guidelines	Goals for 2025	Performance in 2025	SDGs Support
Environment				
1. Climate Change	<ul style="list-style-type: none"> Reduce greenhouse gas emissions Reduce electricity and heat consumption per unit 	1.5% reduction 5.0 - 10.0% reduction	3.0% reduction (4,142.52 tCO ₂ e) 10.55% reduction (5,713,768 kWh)	7, 9, 12, 13, 15
2. Water Security	Reduce water consumption per unit	2.0% reduction	2.32% reduction	6, 12, 13
3. Waste and Resources Management	Reduce waste and non-hazardous/hazardous scrap	80.0% reduction	94.71%	12, 13, 14, 15, 17
4. Innovation and Production Technology	Develop process, product, and social innovations	-	Created >2 million baht economic value from process innovation; >10 ongoing projects	3, 7, 8, 9, 11, 12, 13, 17
5. Supply Chain Management	ESG Risk supplier assessment	100.0%	100.0%	12, 13, 15, 17
Social				
6. Product Quality and Safety Management	<ul style="list-style-type: none"> Factory quality/safety certification Product Recalls 	100.0% 0 case	100.0% 0 case	3, 9, 12, 17
7. Responsibility to Consumers	Consumer satisfaction	90%	99.0%	3, 8, 12, 17
8. Human Rights and Labor Fair Treatment	<ul style="list-style-type: none"> Human rights complaints Employee engagement score 	0 case 80%	0 case 85.0%	3, 4, 5, 10, 16, 17
9. Occupational Health and Safety Promotion	Reduce lost-time injuries/fatalities	0 case	0 case	3, 4, 8, 9, 10, 16, 17
10. Community and Social Involvement	<ul style="list-style-type: none"> CSR Initiative incomes Community Satisfactions 	-	35.68 million baht community income; 87.0% satisfaction	3, 4, 6, 8, 10, 11, 12, 13, 16, 17
Governance				
11. Good Corporate Governance	Corporate Governance Assessment (CGR)	Excellent Level	Excellent Level	16, 17
12. Anti-Corruption	Anti-corruption complaints	0 case	0 case	4, 16, 17
13. Data Security and Privacy	Cyber threats causing damage	0 case	0 case	4, 9, 16

Climate Change



Our Commitment

Climate change is a major global challenge with significant impacts on ecosystems, economies, and societies around the world. The United Nations (UN) and its member states have therefore collaborated to establish a framework for international cooperation to address this challenge, as outlined in the United Nations Framework Convention on Climate Change (UNFCCC) and the Paris Agreement. The primary goal of these agreements is to limit global average temperature increase to no more than 1.5 degrees Celsius above pre-industrial levels, and to encourage countries to pursue net-zero emissions.

Ichitan Group Public Company Limited recognizes the importance of this issue. Accordingly, the Board of Directors has tasked its directors and senior executives with overseeing, establishing policies, and developing a systematic approach to climate change management. This aims to promote a low-carbon economy and support Thailand's climate policies by developing innovative, energy-efficient production processes, utilizing renewable energy, improving resource efficiency, and implementing sustainability initiatives throughout the supply chain.

Moreover, the Company has set targets for reducing greenhouse gas emissions in line with international standards and supports sustainable production and consumption within the United Nations Sustainable Development Goals (SDGs) framework. It aims to achieve net-zero emissions by 2050, and is promoting the involvement of employees, partners, customers, and all stakeholders in environmental conservation and climate change awareness. This effort seeks to balance economic growth with social responsibility and environmental stewardship, fostering sustainable and stable long-term growth.

Goals

Long-term Goals



Achieve **net-zero** emissions by 2050.

Short-term goals (by 2025)



Reduce greenhouse gas emissions by **1.5%** by 2025.



Reduce electricity and heat consumption by **5-10%** by 2025.

Key Performance Results for 2025



Reduced greenhouse gas emissions by **4,142.52 tCO₂e**, equivalent to **3.0%** reduction.



Reduced electricity consumption by **135,888 kilowatt-hours** through the energy efficiency improvement project.



The Company generated **5,562,687 kWh** of electricity from solar energy annually, resulting in energy savings of **24.32 million baht**.



Reduce electricity and heat consumption by **5,713,768.00 kilowatt-hours**, a decrease of **10.55%**.

Management Guidelines

- Establish policies and set targets for reducing greenhouse gas emissions, with the goal of achieving Net Zero Emissions by 2050, in line with international goals to limit global average temperature increases to no more than 1.5 degrees Celsius.
- Establish a sustainable development working group to develop plans and monitor global and local climate change situations impacting sustainability, and to report on progress against those plans to the Corporate Governance and Sustainability Committee and the Board of Directors.
- Assess climate change risks while establishing mitigation measures and operational guidelines for the effective reduction of greenhouse gas emissions, working towards net-zero emissions.
- Establishing the Carbon Footprint for Organization (CFO) and Carbon Footprint of Products management systems in line with international standards, covering the entire business chain. This supports the identification of greenhouse gas (GHG) emission sources, providing critical data for developing strategies and mitigation measures for sustainable climate change mitigation.
- Promote clean energy by using renewable solar energy (ICHITAN SUNERGY) in the beverage production process at the Ichitan Green Factory, in line with the Thailand Voluntary Emission Reduction Program (T-VER) standards.
- Raising awareness and engaging stakeholders across the value chain to reduce negative environmental impacts.

Corporate Governance and Sustainability Committee, along with senior management for overseeing, establishing, and developing policies and guidelines for climate change management. A sustainable development working group will create plans and monitor global and local climate change developments impacting sustainability across the business value chain, and regularly report on progress to the Corporate Governance and Sustainability Committee and the Board of Directors.

In addition, the Company has joined the Thailand Greenhouse Gas Management Organization (TGO) to contribute to reducing greenhouse gas emissions in the industrial sector and support Thailand's long-term goal of achieving Net Zero Emissions, demonstrating the Company's commitment to environmentally responsible business practices. This includes systematically managing, monitoring, and evaluating greenhouse gas emissions, as

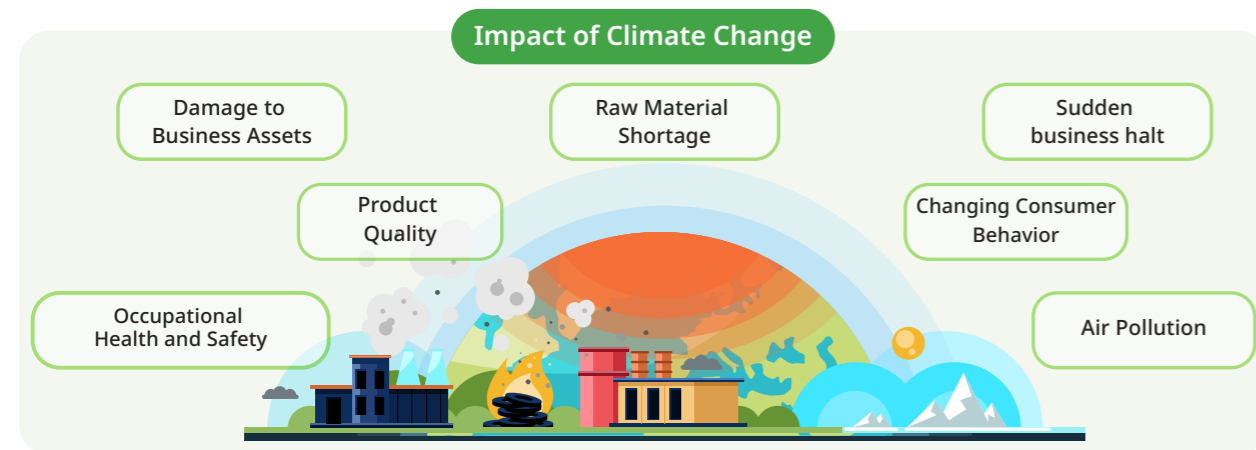


well as participating in projects and activities that promote emission reductions throughout the value chain. The Company also conducts a thorough assessment of climate change risks and impacts, and has implemented appropriate mitigation measures. A risk management working group assesses these risks in collaboration with the Sustainable Development Working Group, and reports findings to the Risk Management Committee quarterly.

The Company has categorized its greenhouse gas management approach into three scopes: direct greenhouse gas emissions (Scope 1), indirect greenhouse gas emissions (Scope 2), and other indirect greenhouse gas emissions (Scope 3). This framework aligns with the recommendations of the Task Force on Climate-related Financial Disclosure (TCFD) and is implemented through supporting projects and activities such as improving energy efficiency, optimizing production processes, the Ichitan Sunergy solar energy project, and environmentally friendly transportation and logistics efficiency initiatives. The Company also promotes the participation of all stakeholders in achieving its long-term climate change targets.

Climate Change Risk Assessment

The Company is committed to proactively managing risks and opportunities associated with potential climate change impacts. The Risk Management Working Group is tasked with assessing these risks and opportunities, including those specifically related to climate change, and their potential effects on business operations. The findings of this risk assessment will be reported to the Risk Management Committee and the Corporate Governance and Sustainability Committee for approval of mitigation strategies and effective greenhouse gas emission reduction plans.



Climate Change Risk Mitigation Measures and Guidelines

Risk Issues	Mitigation Measures and Guidelines
Asset damage	<ul style="list-style-type: none"> Regularly assess the location of buildings, equipment, machinery, and business assets for potential natural disaster risks (e.g., flooding, fire, drought, etc.).
Sudden business halt	<ul style="list-style-type: none"> Monitor and assess ESG risks to plan for and prepare for potential impacts in a timely manner, avoiding business disruptions or minimizing their effects.
Air Pollution	<ul style="list-style-type: none"> Enhance energy efficiency and invest in renewable energy technologies, and monitor performance to reduce greenhouse gas emissions to meet established targets.
Raw Material Shortage	<ul style="list-style-type: none"> Plan and implement appropriate inventory management. Establish good relationships with multiple raw material suppliers to ensure alternative options are available in case of shortages.
Occupational Health and Safety of employees	<ul style="list-style-type: none"> Develop and improve safety policies and guidelines for heat management for employees, including ensuring well-ventilated workspaces.

Operations and Performance

Greenhouse Gas Emission Data by Scope

Scope	Sources of greenhouse gas emissions (Unit: Tonnes of Carbon Dioxide Equivalent)	2023	2024	2025
Scope 1	Direct GHG Emissions (Scope 1) include stationary combustion, mobile combustion, fugitive emissions, and others.	22,348	20,733	17,500
Scope 2	Indirect GHG emissions from energy use (Energy Indirect GHG Emission) include electricity consumption.	22,180	24,273	22,541
Scope 3	Other indirect GHG emissions, such as those related to the sourcing of raw materials and packaging	100,240	104,157	93,822
Total		144,768	149,163	133,863

Note: - The organization responsible for verifying the Company's greenhouse gas emissions is the Thailand Greenhouse Gas Management Organization (TGO).
- The GHG emission data for 2025 is currently undergoing third-party verification and is subject to change.

Greenhouse Gas Emissions Intensity (Scope 1 and Scope 2) per Unit of Production

(Unit: Tonnes of carbon dioxide equivalent per unit of production)	2023	2024	2025
Greenhouse Gas Emissions Rate (Scope 1 and 2)	0.1224	0.1176	0.1077

Energy Consumption Data

(Unit: Megajoules)	2023	2024	2025
Electricity Consumption	180,725,340	194,996,686	190,920,517
Thermal Energy Consumption	266,137,750	297,602,207	304,165,531
Total	446,863,090	492,598,893	495,086,048

Energy intensity per unit of production

(Unit: Megajoules per unit of production)	2023	2024	2025
Energy consumption rate per unit of production	1,228.78	1,280.81	1,331.76

Greenhouse Gas (GHG) Emissions Reduction Data

Item	2023	2024	2025
(Unit: Tonnes of Carbon Dioxide Equivalent)			
Energy Efficiency Improvement	3,562.11	250.83	67.93
Utilization of Solar Renewable Energy	1,299.51	1,250.08	1,239.37
Eco-Friendly Transportation and Distribution Efficiency Management	238.10	227.45	212.80
Water Efficiency Improvement	206.67	213.39	137.64
Efficient Production Waste and Refuse Management	1,786.87	1,338.83	2,484.78
Total	7,093.26	3,280.58	4,142.52

Key Projects

1. ICHITAN Sunergy Project

The Company has launched the ICHITAN Sunergy project to support the transition of the Ichitan Green Factory to renewable energy sources. The project involves installing a solar power generation system to reduce dependence on fossil fuels and promote clean energy use in the production process, aligning with Thailand's Voluntary Emission Reduction Program (T-VER). This initiative enhances energy efficiency, lowers long-term operating costs, and supports the organization's greenhouse gas emission reduction efforts, in accordance with its environmental strategy and net-zero emissions target.



Results and benefits:



Reduce electricity consumption by **5,562,687** kilowatt-hours annually.



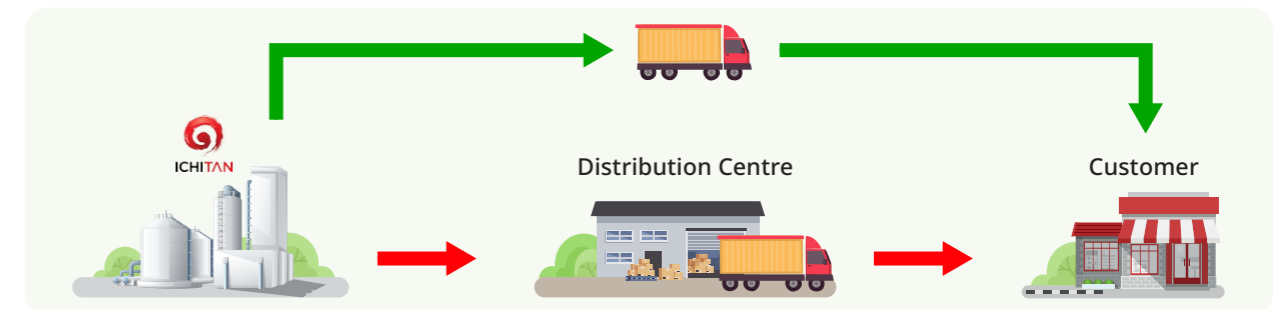
Reduce greenhouse gas emissions by at least **1,239.37** tonnes of carbon dioxide equivalent.



Economic value compensation of **24.32** million baht

2. Eco-Friendly Transportation and Distribution Efficiency Management Project

The Company prioritizes reducing greenhouse gas emissions across its value chain by improving transportation and distribution efficiency. This is achieved through a project that analyzes data – including distance, shipment volume, vehicle type, and distribution methods – in partnership with key distributors, to optimize routes and transportation modes. Furthermore, the Company is developing a direct delivery system from the factory to the end customers reduce warehousing and redundant handling, increase speed, and lower energy use. In this regard, the Company has improved loading efficiency by increasing number of pallets from 24 to 26 pallets per trip, reduce the number of trips, fuel consumption, and greenhouse gas emissions from operations.



Results and benefits:



Reduce transportation frequency by **152** trips per year.



Reduce transportation distance by **672** kilometers per year.



Reduce greenhouse gas emissions by at least **212.8** tonnes of carbon dioxide equivalent.

3. Tea Extract Yield Enhancement Project

The Company is undertaking a project to improve the efficiency of tea extraction by developing a more concentrated extraction process for its Ichitan Green Tea products. This aims to maximize the extraction of key compounds from tea leaves while reducing raw material consumption per unit of production. Alongside this, quality control is maintained to ensure the tea's chemical properties and sensory evaluation meet standards, guaranteeing consistent tea quality and flavor. The project also supports efficient resource utilization.

Results and benefits:



Reduce tea leaf consumption by **178,136.80** kilograms per year.



Reduce greenhouse gas emissions by at least **903.92** tonnes of carbon dioxide equivalent.

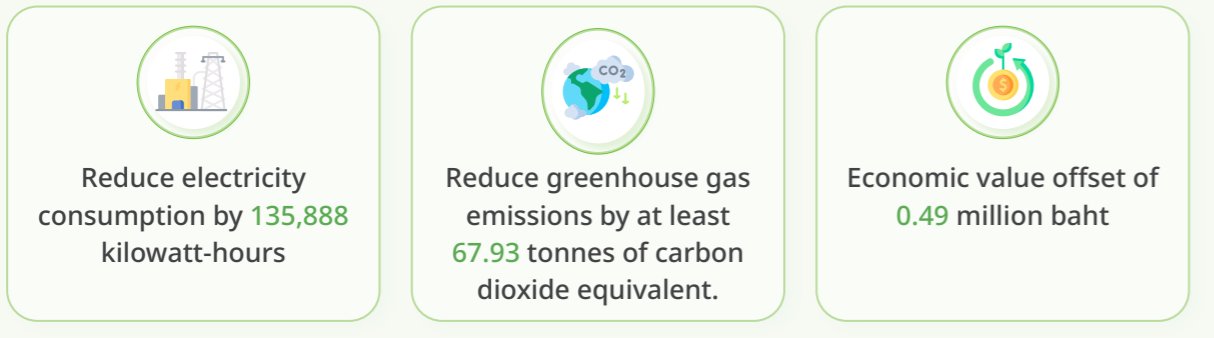


Economic value offset of **18.88** million baht

4. Energy Efficiency Improvement Project

The Company recognized an opportunity to improve the energy efficiency of the 200RT cooling system used in the sterilization process. To that end, the control system was adjusted to match actual production schedules, leading to reduced electricity consumption and extended the operational lifespan of the equipment.

Results and benefits:



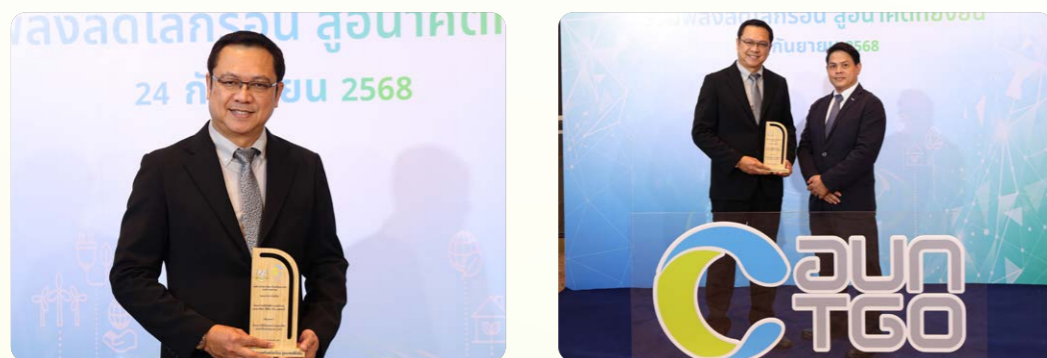
5. Carbon Footprint of Product (CFP) Project

The Company has launched a project to calculate the Carbon Footprint of Products (CFP) for a pilot range of its Ichitan Green Tea beverages, in 500ml bottles. The project assesses greenhouse gas emissions across the product's entire life cycle – from raw material sourcing, production processes, packaging, transportation, distribution, and post-consumption waste management. The assessment found the product's carbon footprint to be 290 grams of carbon dioxide equivalent per unit. This data will serve as a baseline for establishing greenhouse gas reduction measures, such as improvements to packaging, increased energy efficiency, and the promotion of renewable energy in production, supporting the Company's sustainability goals and its long-term commitment to achieve net-zero emissions.



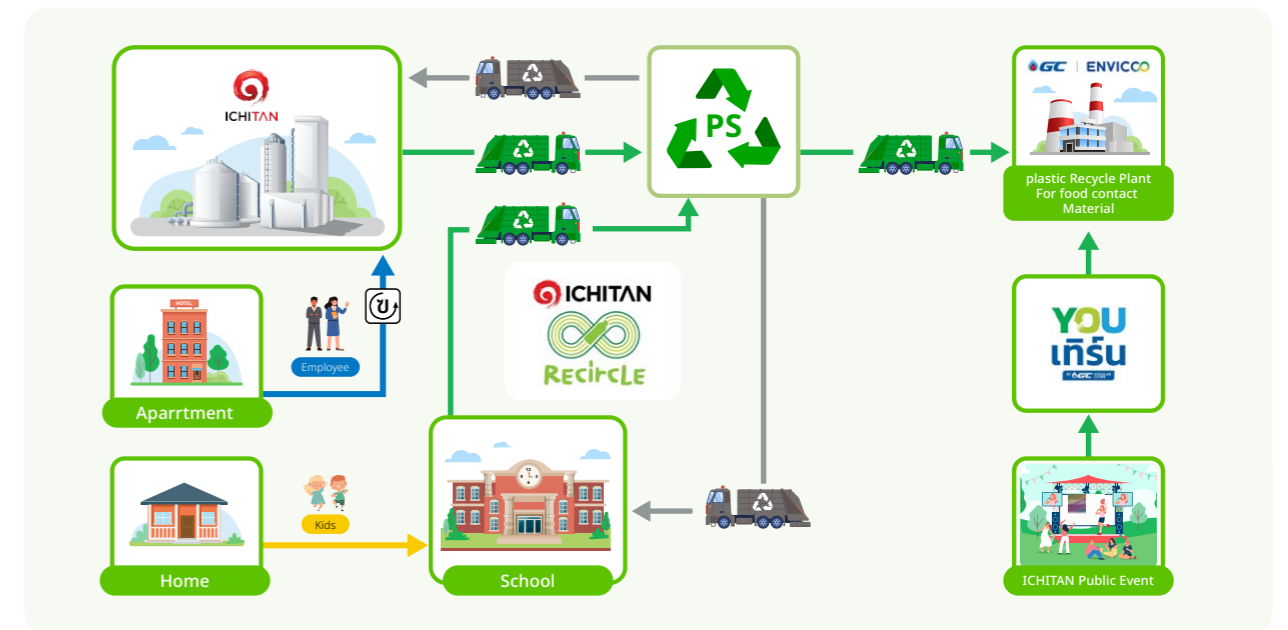
6. Carbon Credit Certification Project

The Company has implemented a solar rooftop power generation project to increase the proportion of renewable energy use, reduce its dependence on fossil fuel-based electricity, and lower greenhouse gas emissions from its operations. The project is registered under Thailand's Voluntary Emission Reduction Program (T-VER), which is overseen by the Thailand Greenhouse Gas Management Organization (Public Organization). This allows the Company to accurately and transparently certify its greenhouse gas reductions and develop carbon credits. In the current reporting year, the project reduced emissions by 0.55 kilograms of carbon dioxide equivalent (kgCO₂e), demonstrating the results of clean energy utilization and supporting the Company's goals to reduce greenhouse gas emissions and achieve net-zero emissions in the long term.



7. Recycled Plastic Packaging Promotion Project

The Company aims to reduce the environmental impact of plastic packaging and support the circular economy by promoting the use of recycled PET (rPET) in its beverage products, replacing virgin plastic and reducing reliance on natural resources. Last year, the Company began using rPET in 30% of the packaging for select beverage bottles, ensuring food safety quality standards are met. This initiative reduces greenhouse gas emissions from packaging production, lowers plastic waste, and promotes efficient resource utilization. The Company plans to expand rPET usage to additional products in the future.



Guidelines for Air Quality Management

The Company prioritizes controlling, preventing, and reducing air pollution from its business operations, particularly in manufacturing processes that could affect nearby communities and the environment. To this end, the Company has implemented a systematic air quality management system based on the ISO 14001:2015 standard, ensuring continuous control, monitoring, and performance improvement in compliance with applicable laws and regulations. The Company has installed a wet scrubber system to control and treat exhaust air from manufacturing processes, which may contain acid fumes, chemical vapors, dust, and odors. This system utilizes liquid to absorb and remove pollutants from the air stream, and incorporates packing media to enhance contact and pollutant capture efficiency.

The Wet Scrubber system is effective in treating a wide range of pollutants, including solid particulates like dust, fumes, and mists, as well as chemical gases and vapors. Furthermore, the system is suitable for processes with fire or explosion risks, as it utilizes water or liquid as the primary treatment medium. In addition, the Company has contracted Smile Laboratory Co., Ltd., a specialized external agency for environmental quality monitoring, to regularly measure air quality and evaluate the performance of the pollution control system. Measurement results are analyzed and used for continuous process improvement, ensuring the Company operates responsibly towards the environment and society in the long term.

Note: Details of the measurement results of the stack emission air pollutant monitoring can be found in the attached document "Sustainability Performance Report for the Year 2025."

Water Security



Our Commitment

Ichitan Group Public Company Limited, a beverage manufacturer for whom “water” is a primary production factor, recognizes the importance of maximizing water resource efficiency. The Company is therefore committed to holistic water management, encompassing water source conservation, reduced water consumption, and the development and improvement of wastewater quality standards to comply with relevant laws and regulations. Wastewater from production processes is also managed for reuse based on the 3Rs principle (Reduce, Reuse, Recycle). In addition, the Company promotes awareness among the directors, executives, and employees regarding the value of water resources. Furthermore, the Company regularly assesses the impact and risks associated with water usage and monitors raw water levels monthly to ensure the operations do not negatively affect water consumption for local communities and all stakeholders around the factory.



Goals



Reduce water usage per unit of production by **2.00%** by 2025.

Key Performance Results for 2025



Reduced water usage in the production process by **258,874.68** cubic meters, a decrease of **2.32%**.

Management Guidelines

1. The Company places great importance on water risk management by monitoring water data from the Rojana Industrial Park to assess the situation and potential impacts of changes in water quantity or quality. This assessment covers both the six-month rainy season (May to October) and the six-month dry season (November to April) to determine preventive and corrective measures for situations such as droughts or floods. The Company conducts at least one water risk assessment and one flood response drill per year to prepare systematically for potential flood events and minimize flood-related losses.
2. Installing a water tank on Company grounds: The Company has installed a water tank at the factory for use in emergencies, such as issues with the industrial park's water supply. The Company maintains a water reserve of 8,500.00 cubic meters on site.
3. Monitoring the risks to the Company and the local community, and managing water systematically by tracking the organization's water consumption to identify water-saving measures based on the 3Rs principle (Reduce, Reuse, Recycle).
4. The quality of water used in the production process is assessed at least once a year, as stipulated in Ministry of Public Health Announcement No. 135 (B.E. 2534) (1991) concerning sealed-container drinking water. This assessment includes analysis for metal contamination, microbiological testing, and evaluation of water characteristics such as color, pH, and mineral content. Daily analysis is performed to maintain water quality and production safety, ensuring consumers receive safe products.
5. The water usage is monitored to control production costs and reduce wastewater generated during production. This is achieved by setting Key Performance Indicators (KPIs) for water usage control within the responsible departments.
6. The quality of wastewater from the production process is assessed by controlling pollutant levels to comply with legal requirements and the standards set by Rojana Industrial Park, to prevent environmental impact on the community and enhance the organization's environmental image.
7. Anaerobic Wastewater Treatment is a biological treatment process conducted under oxygen-free conditions. Microorganisms utilize alternative compounds as electron acceptors in place of dissolved oxygen or free oxygen to decompose organic matter in the wastewater, causing it to settle. The resulting water then enters the color treatment system before discharge. Prior to discharge, the wastewater quality must be tested to confirm it meets the discharge standards for the central wastewater treatment system at Rojana Industrial Park.
8. Promote employee awareness and understanding of water conservation to save water and reduce wastewater discharge.

Risk Assessment of Water Usage

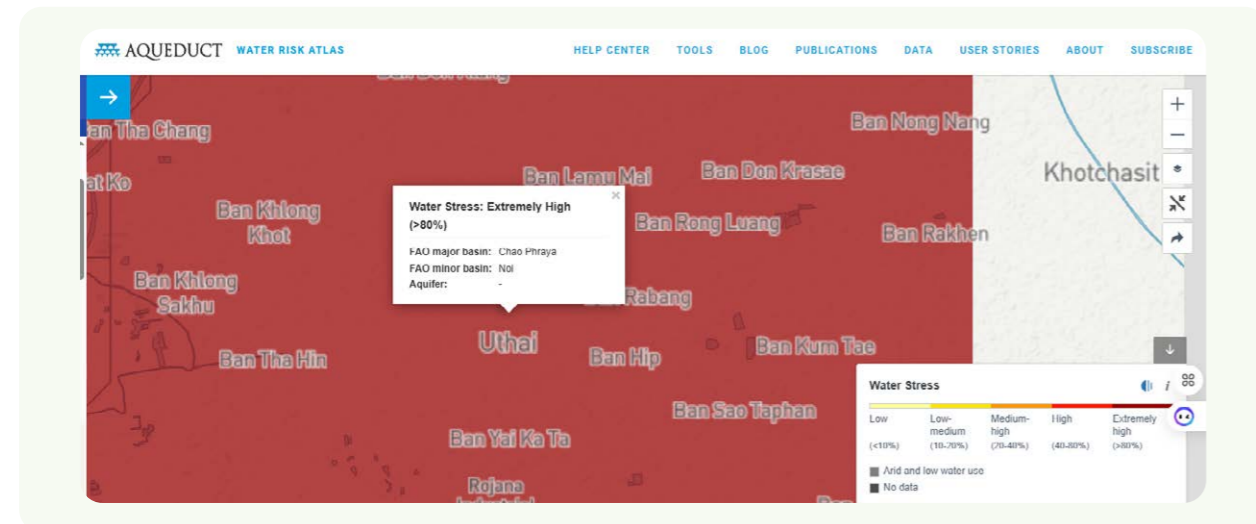
Water resource management is a critical issue in the beverage industry, particularly for Ichitan's production facilities, which rely on water as a primary raw material. The Company prioritizes a comprehensive assessment of water-related risks, referencing the Task Force on Climate-related Financial Disclosures (TCFD), the Global Reporting Initiative's water management reporting standards, and international environmental practices. This ensures efficient water management and usage within the organization, minimizing impacts on communities and the environment, and aligning with the Company's sustainable business practices. The Company has conducted a water risk assessment to identify, analyze, and evaluate potential risks associated with water usage in beverage production. This assessment provides data to inform the development of a Water Stewardship strategy.

Risk Assessment Process (Methodology)

The Company assesses water usage risk using Risk Management principles in accordance with ISO 31000 and the Water Risk Framework by evaluating risks in areas experiencing "water stress," such as those identified by the WRI Aqueduct (the World Resources Institute's Aqueduct tool) and the WWF Water Risk Filter. This process involves the following steps:

- Risk Identification
- Analysis of risks related to quantity, quality, regulations, and social impact.
- Risk Assessment with Heat Map (Likelihood x Impact)
- Management Planning and Monitoring

Currently, the Company primarily sources water from the Rojana Industrial Park, accounting for 100% of its total water consumption. However, to prevent potential risks from water shortages in the surrounding communities, the Company continuously assesses water risks to minimize these impacts.



From the assessment results, it was found that the Ichitan Green Factory is located in an area with an extremely high risk level. Therefore, the Company has developed a resource management approach to maximize the efficiency of limited resources. This includes closely monitoring water situation reports, creating plans to reduce water consumption and prepare for water shortages, and implementing various projects in collaboration with local communities around the factory to support responsible water usage.

Main risks associated with water use at the Ichitan Green Factory.

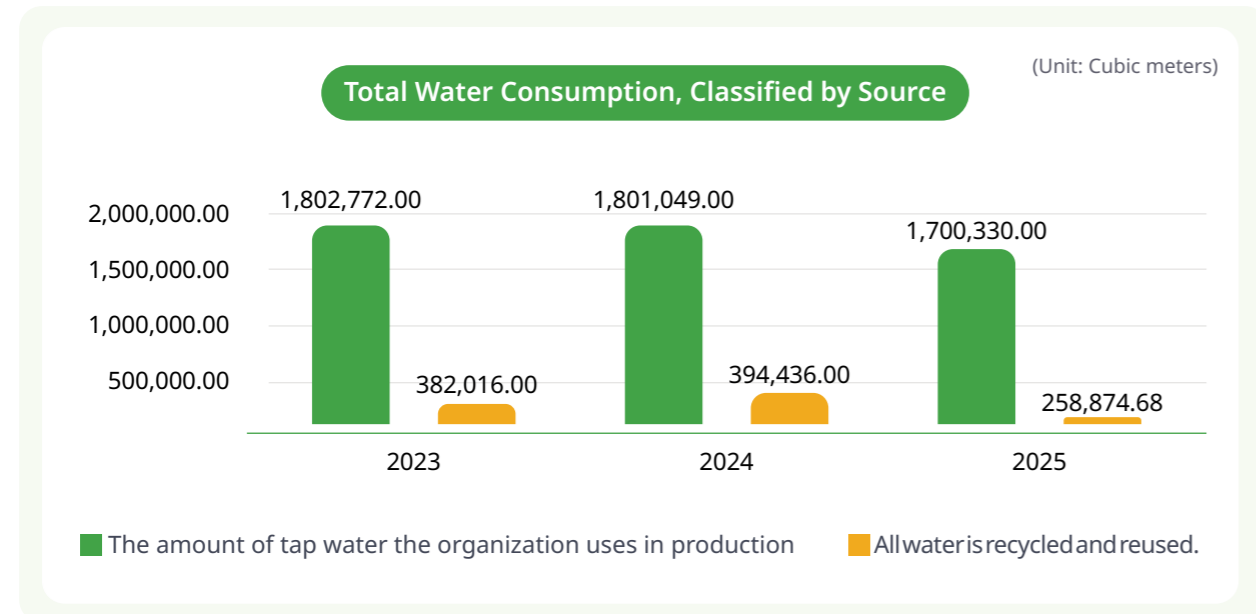
- **Water Quantity Risk**
 - o Drought risk leading to reduced water availability
 - o Risk of water usage restrictions due to government announcements during the dry season.
 - o Increased water demand driven by future production capacity expansion
- **Water Quality Risk**
 - o Contamination of raw water which could impact tea product quality.
 - o The COD/BOD levels in wastewater may increase and exceed legal limits.
 - o Risk of Chemical Leakage in the Factory
- **Regulatory Compliance Risk**
 - o Changes in regulations regarding effluent quality standards
 - o Stricter groundwater usage permits
- **Community Impact Risk**
 - o Concerns from the community regarding water resource competition
 - o Risks to corporate image and consumer confidence
- **Water supply risk for trading partners**
 - o Drought risk leading to reduced water availability
 - o Risk of water usage restrictions affecting raw material production

Risk Register

Risk Category	Risk Issue	Potential Impact	Impact	Risk Level	Control measures
Water quantity	Drought reducing water availability at source	High	High	Critical	Develop a water management plan for the dry season / increase water reserves.
Water Quality	Fluctuating raw water quality impacts the products.	Moderate	High	High	Multi-Layer Filtration / Daily Water Quality Check
Legal and Regulatory	More stringent wastewater standards	Low	High	Moderate	Water Treatment System Adjustment / Legal Monitoring
Community	Community complaints about high water usage.	Moderate	Moderate	Moderate	Water-related CSR initiatives/ Community Engagement
Business Partners	Impact on raw material production	Moderate	High	High	Develop a raw material management plan / Expand options for sourcing raw materials from alternative suppliers.

Operations and Performance

Total water consumption data by source

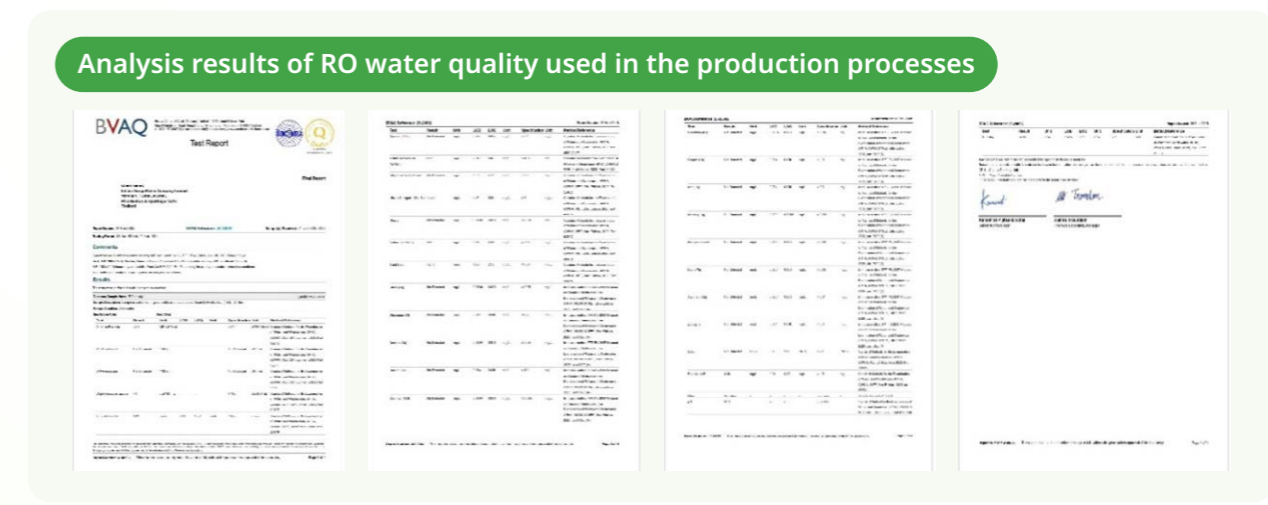
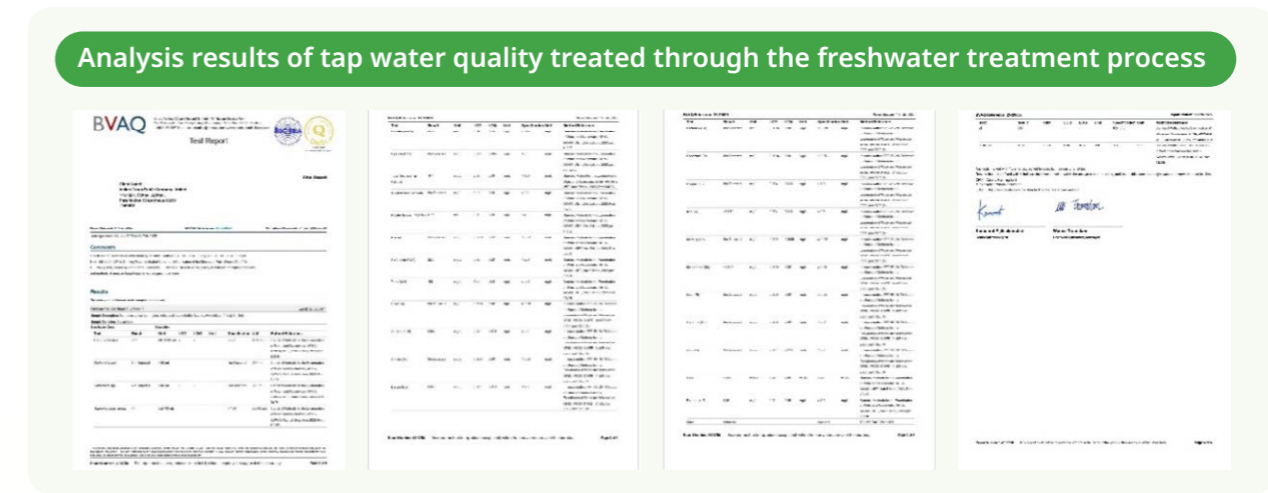


Total water withdrawal by sources (Unit: Cubic Meters)	2023	2024	2025
Total water consumption	2,184,788.00	2,195,485.00	1,959,204.68
Tap water or external water	1,802,772.00	1,801,049.00	1,700,330.00
Surface Water	0.00	0.00	0.00
Groundwater	0.00	0.00	0.00
Sea / Ocean water	0.00	0.00	0.00
Water in production process	382,016.00	394,436.00	258,874.68

(Unit: Cubic meters per unit of production)	2023	2024	2025
Tap Water Usage Rate per Unit of Production (Cubic Meters per Unit)	4.9573	4.6829	4.5744

Water Consumption Reduction

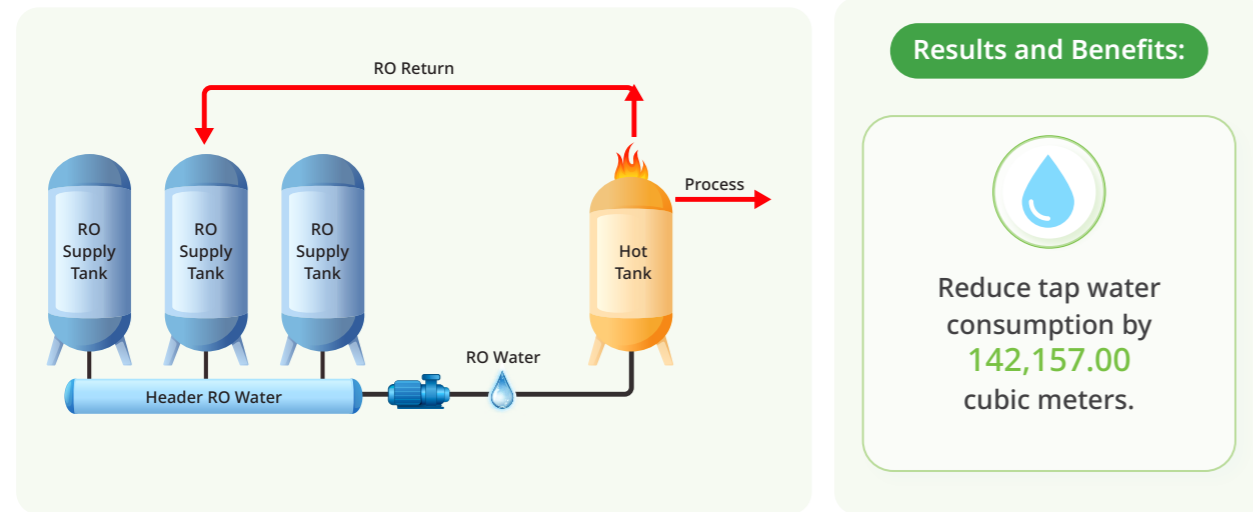
	2023	2024	2025
Total Recycled and Reused Water (cubic meters)	382,016	394,436	258,875
Tap water usage reduction rate (%)	3.8166	5.5338	2.3184
Reduced greenhouse gas emissions (tonnes of carbon dioxide equivalent)	206.67	213.39	140.05



Key Projects

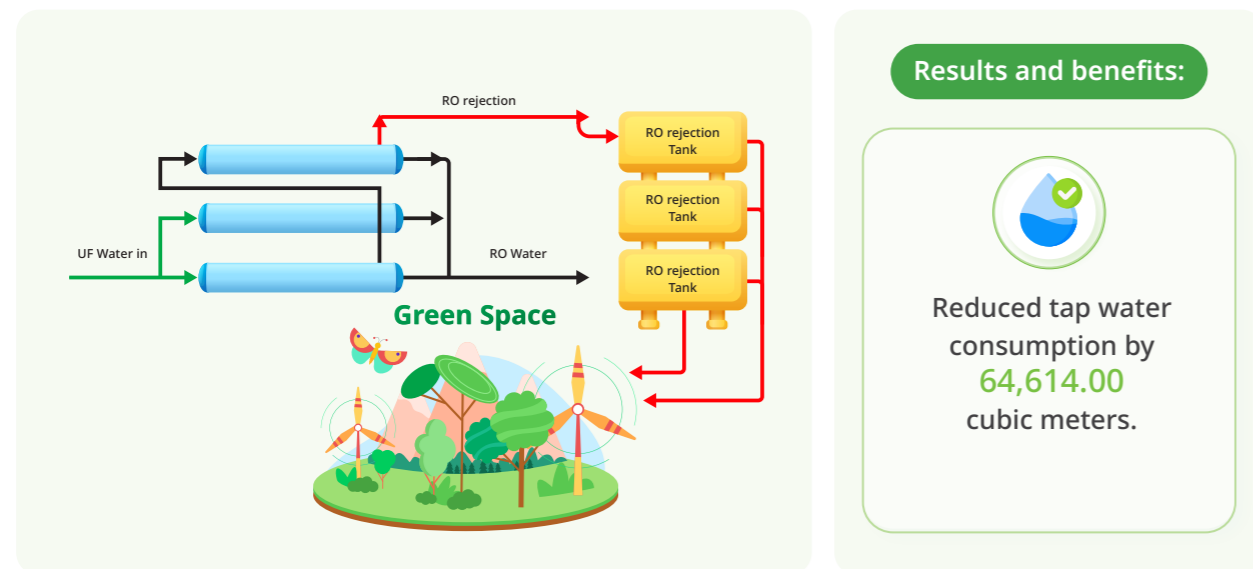
1. RO Return Projects

The Company operates a RO Return project to manage excess RO (Reverse Osmosis) water generated from the production process. This involves designing and installing a pipeline system to recirculate the water back into a storage tank in the utility building for reuse in the production process safely and appropriately. This helps reduce water loss and improve water resource efficiency in the production process.



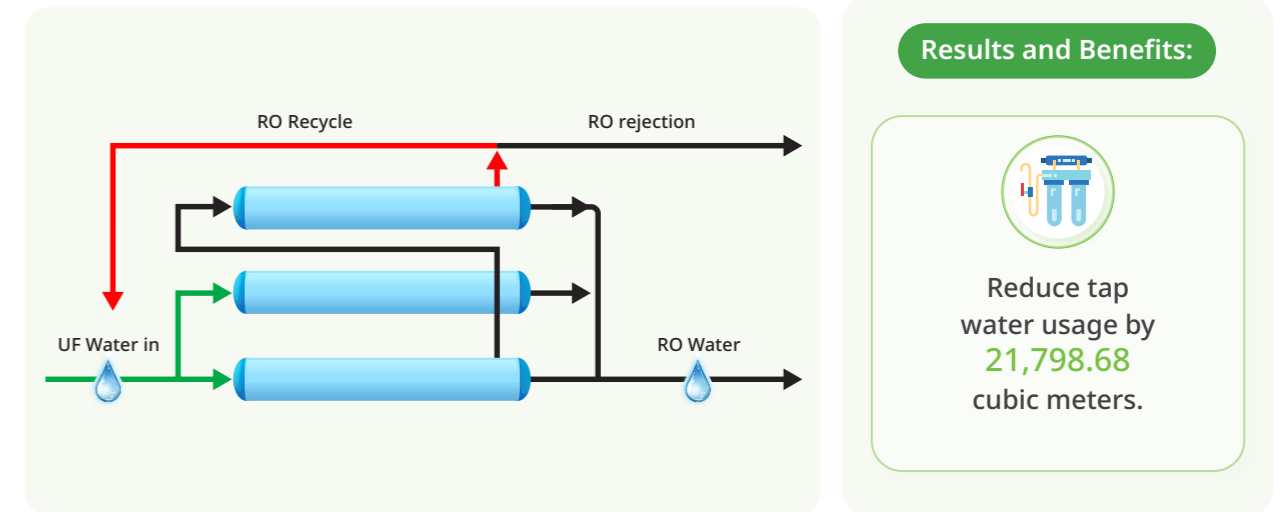
2. RO Reject Project

The Company has developed a system to collect and reuse RO reject water – wastewater from the reverse osmosis (RO) water production process. A dedicated storage tank has been installed for this water, along with a piping system to distribute it for irrigating plants on the factory grounds, reducing reliance on tap water. This improves water resource efficiency and lowers the demand for external water sources.



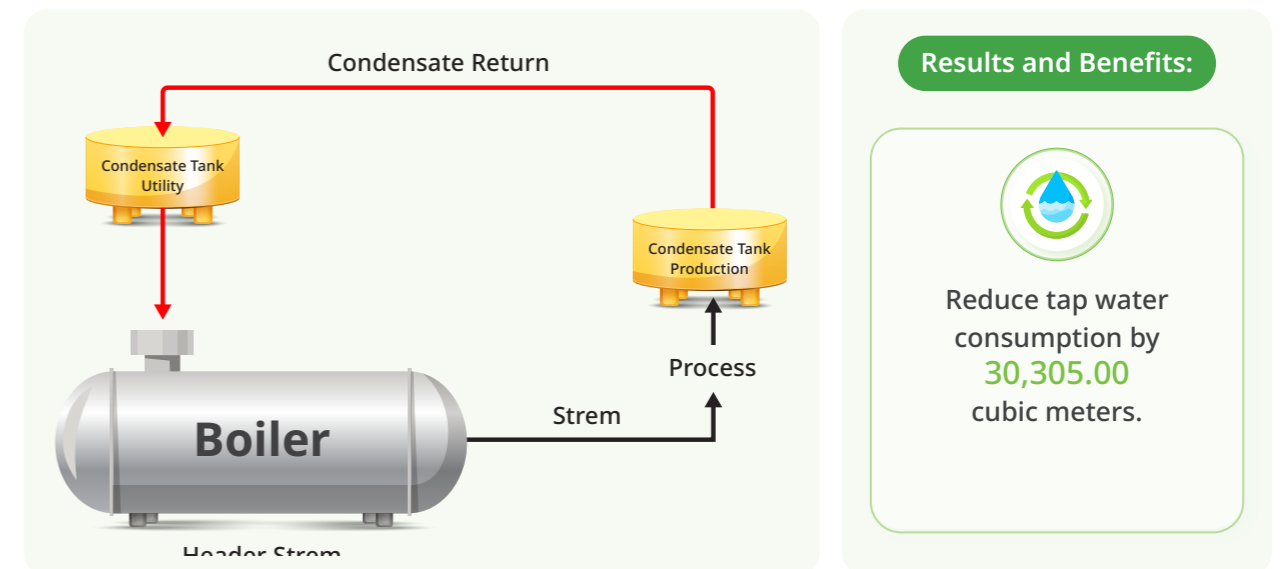
3. RO Recycle Project

The Company has developed and installed an RO Recycle system to re-process RO reject water – wastewater from the RO (Reverse Osmosis) process – through another RO cycle. This improves the water quality to meet standards for RO use and ensures its safe reuse in production. The system enhances water resource efficiency and reduces water loss in the production process.



4. Condensate Return Project

The Company has implemented a condensate return project to return condensate from the steam usage process and return it to the steam production system. This is done by designing a pipeline and condensate receiving tank to be used as boiler feed water instead of drawing fresh water, helping to increase energy and resource efficiency in the production process.



Waste and Resources Management



Our Commitment

The food and beverage industry is seen as a major consumer of plastic packaging, particularly single-use plastics, a key contributor to hard-to-degrade waste that negatively impacts the environment, marine ecosystems, and the human food chain.

Ichitan Group Public Company Limited recognizes the importance of addressing the waste problem and is committed to contributing to concrete solutions. The Company prioritizes waste reduction at the source through the efficient use of resources, following the 3Rs principle (Reduce, Reuse, and Recycle), alongside systematic sorting and classification of plastic waste for effective reuse, lower production costs, and reduced environmental impact.

In addition, the Company promotes waste management under the “Circular Economy” concept, aiming to minimize the amount of waste sent to landfill and reduce the use of virgin plastic packaging. This is achieved through collaboration with business partners in the research and development of sustainable and environmentally friendly packaging. The Company has set corporate sustainability goals to ensure 100% of its packaging is recyclable, supporting the circular use of resources and reducing long-term environmental impact.

Goals



Reduce non-hazardous and hazardous waste by **80%** of the total waste generated by 2025.

Key Performance Results for 2025



Reduce non-hazardous and hazardous waste by **2,087.57 tons per year**, with a reduction of **94.71%**



Reduce virgin plastic use by **557,344.54 kilograms per year** through the development of plastic bottle packaging and plastic film recycling.



Reduction of greenhouse gas emissions by reducing plastic use totaled **1,345.68 tons of carbon dioxide equivalent**.

Management Guidelines

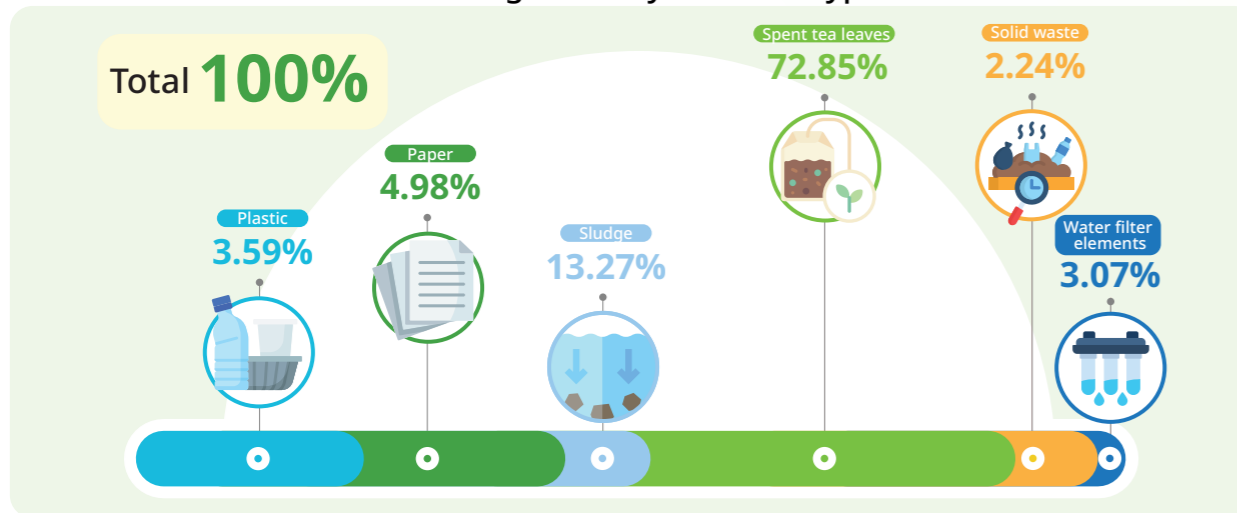
- Set goals, policies, and operational guidelines for waste and waste generated from production processes, ensuring compliance with regulations, requirements, and laws pertaining to landfill waste and packaging waste as stipulated by the Department of Industrial Works and other relevant government agencies.
- The Company operates under the 3Rs principle – Reduce, Reuse, and Recycle – aligned with the “Circular Economy” concept. This approach aims to minimize unnecessary resource use in the production process and reduce the amount of waste sent for disposal or landfill.
- Reduce landfill waste disposal by diverting food waste to nearby fish farmers or aquaculture practitioners for use as animal feed, thereby reducing food waste accumulation that may result in adverse impacts on the natural ecosystem.
- Building a network of collaboration with business partners, government agencies, independent organizations, and stakeholders across the value chain to research and develop sustainable packaging. This involves reducing the weight of virgin plastic preform while maintaining product quality and functional efficiency, ultimately improving the standards of waste management and production process waste handling.
- Collect packaging from end consumers nationwide, working with business partners through various initiatives to ensure systematic plastic waste classification and sorting.
- Promote efficient resource use and support the circular economy by returning used tea bag sacks from production to partners for reuse in packaging tea leaves directly from farms, before they re-enter the production cycle.
- Promote the use of environmentally friendly packaging by supporting the procurement of corrugated cardboard boxes made from recycled paper sourced from certified manufacturers, to reduce natural resource consumption and minimize packaging waste.



Total waste generation data

Waste Volume (Unit: Tonnes)	2023	2024	2025
Quantity of Hazardous Waste Generation	13.74	27.34	15.79
Quantity of non-hazardous waste generation	2,211.73	2,332.04	2,188.44
Total	2,225.47	2,359.38	2,204.23

Non-hazardous Waste Data Categorized by Material Type



Goals for 2025

Reduce non-hazardous and hazardous waste by **80%** of the total amount generated.

Performances

Reduce non-hazardous and hazardous waste by **2,087.57** tons annually, a reduction of **94.71%**.

Total Waste Directed to Recovery and Total Waste Directed to Disposal

(Unit: Tons)	2025
Total waste directed to recovery	2,087.57
Hazardous waste directed to - Recycling	15.42
Non-hazardous waste - Recycling	2,072.15
Total waste directed to disposal	116.66
Hazardous waste directed to - Landfill	0.27
Hazardous waste directed to - Other disposal methods	0.10
Non-hazardous waste directed to - Landfill	116.29

Key Projects

1. Reduction

The Company utilizes Cold Aseptic Filling Technology in its production lines to enhance product quality and safety. This technology reduces the need for thick-walled plastic bottles to withstand the high temperatures of the production process, allowing the Company greater flexibility in bottle design and development.

In the past year, the Company has effectively reduced its use of virgin plastic in PET plastic bottle packaging without compromising the quality, strength, and safety of the packaging, as per established standards. This effort lowers reliance on new resources, minimizes environmental impact across the value chain, and supports the principles of a circular economy.



Results and benefits:

Reduce virgin plastic use by **527,327** kilograms per year.

Reduced greenhouse gas emissions by **1,292.71** metric tons of carbon dioxide equivalent.

Economic value compensation of **42.51** million baht

2. Reuse

The Company has implemented a resource management project based on the principles of the circular economy, collecting used paper cores from label product packaging after use and returning them to label suppliers. These cores are repurposed as packaging for new label rolls and reintegrated into the production process. This approach extends material lifecycle, reduces the need for virgin resources, and minimizes waste sent to landfill, ultimately lessening the environmental impact in terms of solid waste volume and greenhouse gas emissions from waste disposal processes.

Results and benefits:



Reduce paper core usage by **27,404.18** kg per year.



Reduce greenhouse gas emissions by at least **44.35** tonnes of carbon dioxide equivalent.



3.2 Tea dregs biomass project

The tea leaves remaining after the boiling extraction process from production – those unsuitable for reuse in the primary manufacturing stages (tea dregs) – are supplied to partners for conversion into biomass fuel used in electricity generation. This waste management practice aligns with the principles of a circular economy, reducing the volume of solid waste requiring landfill disposal and minimizing long-term environmental impact. In 2025, the company delivered 1,594 tons of tea dregs for processing, representing 100% of the total tea dregs generated during production.



3.3 Food Waste Sorting Project for Farmers

The Company continuously campaigns to raise employee awareness about food waste, emphasizing taking only what you need, finishing your plate, and sorting waste properly with sufficient bins provided throughout the organization. Remaining food waste is sent to local farmers who raise fish or other aquatic animals, reducing potential negative impacts on the natural ecosystem. In 2025, the Company sent 6,240 kilograms of leftover food waste to local farmers.



3. Recycling

3.1 Joint Project with SCG Packaging Public Company Limited

This project is a collaboration between Ichitan Group Public Company Limited and SCG Packaging Public Company Limited to collect and recycle unused cardboard, such as corrugated paper and cardboard used for packaging and promotional packaging materials, by selling them to authorized partner companies for 100% recycling in line with the principles of a circular economy. This reduces landfill waste, adds value to waste materials, and supports the organizations' sustainability goals.

Results and benefits:



Reduced deforestation by **120** trees



Reduced water usage by **187,181.05** liters



Reduce greenhouse gas emissions by at least **40.0779** tonnes of carbon dioxide equivalent.



Reduce fuel consumption by **1,582.34** liters



Reduced energy consumption by **46,177.16** kilowatt-hours

3.4 R2R (Return to Reuse) Project: Recycling used tea bags leaf sacks for sustainable use.

The Company has implemented the R2R (Return to Reuse) project in collaboration with its key partner, Choui Fong Tea Co., Ltd., a tea leaf supplier. The project aims to promote efficient resource utilization and maximize benefits by returning used tea leaf sacks from the Company's production process to the partner for repacking tea leaves harvested from tea plantations before reentering the next production stage.

The project reflects a business approach based on circular economy principles, aiming to reduce new resource consumption, minimize waste, and improve resource efficiency across the supply chain.



Results and benefits:



Reduced **2,613.36** kilograms of tea leaf sack waste annually.



Reduce greenhouse gas emissions by at least **8.6178** tonnes of carbon dioxide equivalent.



Innovation and Production Technology



Our Commitment

Ichitan Group Public Company Limited (“the Company”) is committed to sustainable business practices, driving growth through the integration of innovation and technology into its corporate strategy. The Company prioritizes the continuous development and improvement of its operations to enhance competitiveness and adapt to evolving consumer behavior and the business landscape.

The Company prioritizes innovation across all areas, including process innovation, product innovation, marketing innovation, and social innovation. This is coupled with the adoption of modern production technologies to enhance resource efficiency, lower operating costs, and minimize greenhouse gas emissions, thereby reducing environmental impact throughout its operations. The Company also fosters continuous employee involvement in the invention and development of innovations to effectively leverage knowledge and technology for creating added value for the business.

The Company has established a systematic innovation governance structure to ensure that innovations developed create economic value in balance with environmental and social responsibility, and accountability to all stakeholders.

Key Performance Results for 2025



The Company has been awarded the **Industrial 4.0 Recognition 2025**, reflecting its success in Smart Manufacturing development.



Generate economic value of over **2 million baht** from process improvement projects, and build on this success by developing more than **10 further innovation projects**.



Enhance the innovation governance structure by broadening the scope of the Innovation Working Group to include new businesses and the development of new revenue streams for the organization (**New S-Curve**).



Reduced the consumption of over **140 tons** of virgin PET through the implementation of the rPET project, supporting the use of circular packaging.



Developed six new products in Thailand, generating over **60 million baht** in additional revenue.

Management Guidelines

- **Set an innovation framework:** to strengthen the organization’s innovative capabilities in line with our vision of becoming a leader in the quality beverage business, while fostering sustainable growth alongside society.
- **Establish a governance structure for innovation:** through a dedicated working group and a designated department responsible for driving development in all areas, including process innovation, product innovation, marketing innovation, and social innovation.
- **Promote employee engagement:** Through cross-functional development projects (Collaboration Project) and new idea/product competitions, employees are given opportunities to present and further develop their creative concepts.
- **Develop a network of cooperation:** with business partners, government agencies, independent organizations, and stakeholders across the value chain to jointly develop and advance innovation at the industry level.

Operations and Performance

Smart Manufacturing

The Company aims to enhance its production processes for greater efficiency and flexibility by applying digital technology and automation to production lines. This includes monitoring machine performance, real-time process control, and in-depth data analysis to support management decisions, improve accuracy, reduce waste, and raise product quality standards.

In addition, the Company has developed a system for linking data between relevant departments to facilitate effective planning and production management in response to rapidly changing market demands. This is being done in conjunction with ongoing projects to improve production processes through cross-departmental collaboration, aiming to enhance efficiency and minimize production bottlenecks.



Performance Results:



Continuously improve production efficiency



Reduce machine downtime



Reduce waste in the production process



Generate savings of over **2 million** baht from process improvement projects and build on this success by developing more than **10 further** innovation initiatives.

Circular Economy and Resource Use

The Company operates under the principles of the circular economy, focusing on maximizing resource efficiency across the entire value chain by minimizing the use of virgin resources and increasing the incorporation of recirculated resources into the production process.

1. rPET Circular Economy Project

The Company implements a comprehensive plastic packaging management program, collecting used PET bottles and recycling them into recycled plastic pellets (rPET) for reuse in production. This is achieved through collaboration with a network of partners and local communities.

Performance Results:



Reduce the use of new plastic by over **140 tons**.



Reduce plastic waste and greenhouse gas emissions



Create additional income for the community and stakeholders

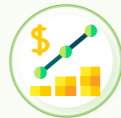
2 Waste to Value Project – Utilizing Tea Dregs

The company has developed ways to utilize tea dregs, a byproduct of its production process exceeding 1,000 tons per year. It is collaborating with academic institutions on research and development to transform this waste into high-value resources, including biological extracts, raw materials for new products, and alternative energy sources.

Performance Results:



Reduce the amount of waste requiring disposal.



Develop product prototypes and know-how for commercialization



Support goals for reducing waste and greenhouse gas emissions.

Product Innovation and Social Value

The Company continuously develops new products, focusing on consumer health and sustainability trends. This is achieved through data analysis and understanding market needs, ensuring products effectively meet consumer demands.

At the same time, the Company fosters employee involvement in innovation through activities and product creation competitions, and development programs that allow employees to pitch new ideas and translate them into viable commercial products or projects. This also includes ongoing training to enhance relevant skills.

1. Healthy Choice Innovation

The Company has developed “Ichitan pH Plus Alkaline Water”, a new business segment with high growth potential. In 2025, the Company increased the packaging size to 1,000 milliliters to cater to consumers prioritizing value for money and the growing health and wellness trend.

Such operations have resulted in significant growth in product sales, from approximately 320 million baht to over 600 million baht by 2025. The Company aims to continue this growth to 1 billion baht in 2026.



2 Creativity Day 2025

The company organizes an annual Creativity Day exhibition to promote a culture of innovation within the organization and provide a platform for employees to present their work and new ideas. The event features knowledge-building and inspirational activities, including knowledge-sharing sessions with experts from the National Innovation Agency (NIA) and experience-sharing sessions from the organization’s senior executives (CEO Talk) on the topic of “Overcoming Crisis,” led by Mr. Tan Passakornnatee. The exhibition also showcases internal innovation projects to disseminate knowledge and foster practical development of these ideas.

In addition, the Company has organized a product development competition, giving employees from all departments the opportunity to collaborate on designing and pitching new product ideas. An incentive system, based on profit sharing from commercialized products, is in place to foster ongoing innovation.



Performance Results:



Developed **5 product** prototypes and new business concepts to be further considered for commercialization.



Implemented **6 innovation projects** that have been put into practice in the production process, generating over **60 million baht** in revenue.



Encouraged the participation of **300 employees**.

Intellectual Property Management

The Company prioritizes the protection of intellectual property rights while systematically improving operational standards. This builds trust among stakeholders that the organization's innovations are developed under the principles of Good Corporate Governance and in accordance with applicable laws.



Professional Patent Capability)

In 2025, the Company sent employees for training and registration as patent agents with the Department of Intellectual Property to develop specialized expertise internally and improve the organization's ability to manage intellectual property rights throughout the innovation development process, contributing to increased operational agility and supporting systematic knowledge transfer.



IP Portfolio Expansion:

The Company has filed applications for the registration of three additional design protections for items in the packaging category. These designs were developed based on the expertise of its in-house team and are key intellectual property assets that will drive long-term competitive advantage. In addition, the Company has systematized its data management and application processes, and is reinforcing employee knowledge of intellectual property through internal communications and training.



Knowledge Transfer to the Public:

In addition to protecting intellectual property rights, the Company also promotes the sharing of innovation knowledge through sustainability reports and internal communication channels, allowing partners and stakeholders to apply these concepts and broaden the societal impact of innovation.

Open Innovation and Strategic Collaboration

The Company aims to elevate innovation development, transitioning from internal operations to external collaborations by welcoming ideas and expertise from diverse sectors. This collaborative approach will foster new business perspectives and drive sustainable growth.



Open Innovation Roadmap 2026

In 2025, the Company joined partners – including Rajamangala University of Technology Thanyaburi and representatives from the private sector – in observing innovation initiatives. The goal was to apply these insights to internal organizational development. Currently, the Company is in the preparatory phase for an Idea and Product Development Contest involving students and faculty members, which is scheduled for implementation in 2026.

This project marks the first time external ideas will be solicited to identify new business opportunities and address unmet consumer needs. The resulting insights will be leveraged to develop new products and refine production processes, aligning them with future sustainability trends.



Academic Collaboration

The Company prioritizes resource management based on the circular economy concept, aiming to reduce waste and add value from production byproducts, particularly “tea dregs,” which amounts to more than 1,000 tons per year.

In 2025, the company established collaborations with three educational institutions to research and develop the comprehensive use of tea dregs, encompassing everything from extracting key compounds and developing high-value products to processing it into alternative energy. This aims to move beyond waste disposal towards value creation and support goals for waste reduction and lower greenhouse gas emissions.

1. **Development of bio-extracts for sustainable agriculture (in collaboration with the Department of Biotechnology, Mahidol University)**

The Company studies extracting key active compounds from fermented tea dregs for use in agriculture, such as for developing soil conditioners or substituting for certain chemical products.

The project has a budget of 200,000 baht over a period of 3 months, focusing on developing a product prototype and scientific knowledge with potential for future commercialization. It will also support reducing the use of synthetic chemicals and improving agricultural yields and quality.

2. **Development of an environmentally friendly extraction process (in collaboration with the Department of Chemical Engineering, Chulalongkorn University)**

The Company studies the process of extracting active compounds from tea dregs using environmentally friendly technology to improve resource utilization and minimize environmental impact.

The project has a budget of 600,000 baht and will run for 6 months, focusing on developing the extracts as ingredients for high-value products to boost competitive advantages and reduce production waste.

3. **Development of alternative energy from residual materials (in collaboration with the Department of Physics, Kasetsart University)**

The Company is conducting feasibility studies on converting tea dregs into biofuel and thermal energy as a substitute energy derived from fossil fuels.

The project has a budget of 300,000 baht and has received additional support from government agencies. It is expected to take 12 months to complete, leading to the development of product prototypes and guidelines for alternative energy use in the future. The project will also contribute to reducing waste requiring disposal and lowering greenhouse gas emissions from fossil fuel consumption.



Supply Chain Management



Our Commitment

Ichitan Group Public Company Limited is committed to responsible and transparent supply chain management with full traceability. The Company has established guidelines for suppliers and business partners to provide a framework for operations encompassing selection, procurement, evaluation, monitoring, and the promotion of practices aligned with sustainability principles.

In addition, the Company has integrated environmental, social, and governance (ESG) criteria into the suppliers screening and evaluation processes to manage risks that may impact the environment, human rights, and business ethics, and to raise partners' operational standards to align with the Company's guidelines. The Company manages a sustainable supply chain by fostering collaborative networks with all stakeholders to achieve shared long-term goals, in line with the United Nations Sustainable Development Goals (UNSDGs), particularly those related to promoting sustainable procurement practices.



Goals



100% of suppliers must be informed of sustainable practices and provide a signed acknowledgment.



100% of suppliers must undergo a sustainability risk assessment, and high-risk partners must be audited.

Key Performance Results for 2025



100% of suppliers have been informed about sustainable practices and provide a signed acknowledgment.



100% of suppliers have been assessed for sustainability risks, and high-risk partners successfully undergoing an audit.

Management Guidelines

- Established sustainable procurement policies and guidelines, alongside the "Business Code of Conduct and Guidelines" manual to inform partners of business practices throughout the supply chain.
- Established new partners' selection and guidelines for existing partners, as well as an annual partner audit plan, including an assessment of partner sustainability risks (ESG Risks) to serve as a standard for conducting sustainable business together.
- Established partners payment policy (Credit Term) to ensure accuracy, transparency, and fairness in business operations between partners and the Company.
- Supported the development of our partners' capabilities, enabling long-term business growth for both the Company and its partners.



Operations and Performance

Sustainable Procurement Policy

The Company recognizes the importance of creating shared value, which is a foundational principle for its business operations. It is committed to improving the quality of life for all stakeholders to build a better future. To that end, the Company has adopted a strategy for driving business growth based on sustainable supply chain management, ensuring efficiency and encompassing the selection of critical Tier-1 suppliers, risk assessments of suppliers operations, and the promotion of environmentally and socially responsible practices, as well as good corporate governance, in accordance with the Suppliers Code of Conduct. The Company also conducts annual suppliers evaluations to develop and monitor performance in line with the guidelines outlined in the Suppliers Code of Conduct. These evaluations cover key sustainability risks (ESG risks), partner selection and onboarding, and partner risk management. This process enables the Company to identify key suppliers and ensure that all suppliers have the capability to deliver materials, raw materials, products, and services that meet the required quality standards.

The Company recognizes the fairness of the procurement system and has therefore established procurement guidelines and defined the scope of authority for approving, canceling, and amending purchase orders, following the procedures and assigned responsibilities outlined in the Company's procurement policy. This policy demonstrates a commitment to sustainable business practices and prioritizes good corporate governance, social responsibility, and environmental stewardship. It includes criteria for sourcing and selecting capable business partners who comply with applicable laws and regulations, and emphasizes fair and non-discriminatory procurement practices.



A standardized internal audit system is in place to adapt to the evolving needs and expectations of customers, communities, and society. The Company will not engage in transactions with individuals or entities that have violated the law, are involved in corruption, or demonstrate corrupt behavior.

The Company has upgraded its sustainable supply chain management strategy to align with its vision of becoming a leader in quality and innovative beverage businesses that grow alongside a thriving society. Consequently, the Company has established four key areas for sustainable supply chain management: first, selecting and assessing potential partners committed to sustainable practices; second, assessing risks and categorizing partners; third, developing and enhancing the sustainability capabilities of suppliers; and fourth, raising employee awareness, knowledge, and skills to improve the Company's competitiveness and foster the potential, efficiency, and sustainable growth of the suppliers.

Procurement Criteria and Guidelines


The Company has integrated sustainability considerations into its procurement processes within a responsible supply chain management framework, and is actively encouraging the suppliers to adhere to Suppliers Code of Conduct. This approach prioritizes a positive mindset and collaboration with supply chain partners to foster best practices in environmental, social, and governance (ESG) areas. The responsible procurement policy focuses on achieving and upholding core principles – the bedrock and vision underpinning our commitment to responsible business conduct. This includes working with suppliers who demonstrate compliance with the principles outlined in the Business Code of Conduct, which governs the procurement of materials, raw materials, machinery, equipment, and chemicals, both domestically and internationally.

The Company's responsible procurement policy will verify compliance and incorporate necessary requirements into the partner assessment questionnaire to identify suppliers who align with the principles outlined in the following policy.

1. Suppliers operate with honesty, integrity, and transparency.
2. Suppliers provide safe, high-quality, and environmentally friendly materials, such as by reducing the use of chemicals, pesticides, and insecticides in agricultural raw materials, and maintain a system for verifying and assessing the authenticity of those materials.
3. Suppliers operate in compliance with laws and regulations, and adhere to anti-corruption practices.
4. Suppliers provide raw materials under a quality control system that allows for traceability. Partners must have a system to verify product codes and production lot numbers for materials and raw materials, and be prepared to provide the Company with information, including the origin or source of the various components within those materials and raw materials, for identification and backward tracing.
5. Suppliers comply with national and local environmental laws and regulations.
6. Suppliers operate in compliance with the law and international labor and human rights standards.
7. Suppliers shall comply with safety, occupational health, and working environment laws and regulations, or other applicable rules.
8. Suppliers operate with environmental management systems in place, utilize water resources efficiently, employ production processes that minimize environmental impact, and dispose of waste in accordance with the law and without causing disturbance to the local community. They also promote environmental awareness, take responsibility for their actions, and conserve resources.
9. Suppliers operate with a sense of duty and responsibility towards the community and society, conduct their business in an environmentally responsible manner, and do not engage in activities that harm society.

Business Code of Conduct

The Company has policies and goals for treating suppliers with equality and considering mutual benefits. To that end, it has prepared and published a "Suppliers Code of Conduct" covering human rights, labor practices, environmental responsibility, and anti-corruption measures. The Code also ensures compliance with occupational health and safety standards, promotes environmental friendliness, and guarantees product safety, quality, and traceability. Suppliers are treated based on fair competition, equality and mutual respect. Compliance with the Suppliers Code of Conduct is monitored through Supplier Self-Assessment Questionnaire (SAQ)) from key suppliers, ensuring sustainable Suppliers practices aligned with the guidelines outlined in this Code.



Suppliers Code of Conduct

1

- 1.1 Conducting business with honesty and transparency, and strictly adhering to policies, regulations, rules, ethical standards, and organizational values.
- 1.2 **Product Safety and Quality:** Partners must supply products that are high-quality, safe, and environmentally friendly. They must have a system for verifying the authenticity of raw materials and disclose accurate information regarding the risk of adulteration or substitution based on prevailing economic conditions and trading practices. Product quality must comply with the standards and laws of each country where the Company does business.
- 1.3 **Anti-Corruption:** The Company's partners must comply with all applicable rules and laws. They must not offer, promise, or provide any bribes, gifts, rewards, or undue benefits to government officials, customers, or any other parties to obtain a business advantage. A communication channel should be available for reporting suspected violations, ensuring that whistleblowers are granted full protection
- 1.4 Partners must have a traceability system in place to verify product codes, production lot numbers of materials and raw materials, and be prepared to provide the Company with information – including the source or origin of the various components within those materials and raw materials – to enable identification and backward tracing.
- 1.5 **Compliance with Environmental Laws and Standards –** Partners will comply with all applicable national and local laws and regulations, and will support environmentally sound practices.



Child Labor and Human Rights Practices

2

- 2.1 **Prevention of Child Labor, Forced Labor, and Labor Exploitation:** Partners must fully comply with all applicable labor laws and international labor standards. They must not engage in, or support, any activities that violate human rights, employ child labor under the age of 15, or fail to ensure workers are not exposed to health hazards. Communication channels must be established for employees to raise concerns with the Company, and all complaints must be handled with due care and fairness.
- 2.2 **Employment, Compensation, and Benefits:** Partners should pay regular wages and overtime pay, and normal working hours should not exceed legal limits. Participation in the social security system or any other requirements specified by the Company must be ensured. When employing foreign workers, contracts must be drawn up for all workers, in a language they understand and in compliance with the law. The terms and conditions of employment must be clearly stated in the contract.



Occupational Health and Safety

3

Workplace Safety and Environment: Partners must conduct their operations in compliance with all applicable laws as well as Occupational Health, Safety, and Environmental policies. They must prioritize worker safety and hygiene by implementing systems, regulations, procedures, and work practices, including providing employees with the necessary protective equipment, to prevent work-related accidents. Emergency preparedness is also essential, requiring continuous training and updates to emergency response plans. Access to emergency medical care must be readily available.



Environment

4



Society

5

Environmental Management: Partners should operate with environmental responsibility, comply with environmental laws, and efficiently manage water resources and waste. They should not release harmful chemicals or other hazardous substances that cause disruption to communities or require legal remediation. They should cultivate environmental awareness and responsibility by practicing resource conservation and implementing effective mitigation and restoration measures, and sustainably protect natural resources and the environment.

Partners should conduct business with a sense of duty and responsibility to the community and society, integrating environmental stewardship into their operations. They should not operate in a way that degrades society or violates the rights of individuals within the community and society, such as by halting deforestation, reducing greenhouse gas emissions and waste, and utilizing resources efficiently.

Corporate Supply Chain Management

In today's business environment, companies must adapt to evolving economic, social, and environmental conditions across the entire supply chain to navigate constant change at both national and international levels. This includes addressing food security, ensuring raw material traceability, implementing production processes that minimize climate impact, and meeting increasingly stringent food safety standards.

Therefore, the Company focuses on collaborative management with partners and relevant stakeholders throughout the supply chain, and promotes partner participation in preventing impacts that may affect the shared value between the Company and its partners. This is carried out alongside environmental stewardship and community development in key operational areas. The Company is committed to developing criteria for partner selection to demonstrate responsible business practices and to enhance competitiveness together with partners across the supply chain, fostering long-term shared sustainability.



Selection Criteria

The Company has a process for selecting suppliers through a competitive bidding process based on equal access to information, and selects them fairly according to its partner evaluation and selection criteria. Furthermore, the Company has developed a contract template that is appropriate and equitable for all parties, and maintains a monitoring system to ensure full compliance with contractual terms and prevent corruption and improper conduct throughout the procurement process. The Company purchases goods from suppliers in accordance with standard commercial terms and strictly adheres to its contractual obligations, while also protecting partner data and refraining from using it for undue advantage.

• New Suppliers Selection

The Company continuously manages its supply chain responsibly and efficiently, integrating sustainability considerations into the sourcing and selection of new suppliers at every stage. This includes communicating the organization's policies and expectations to suppliers and establishing criteria for evaluating their potential and qualifications, covering key social and environmental issues as follows:

1. Product Quality and Safety
2. Production Capacity and Appropriate Cost Management
3. Capability to Deliver and Provide Appropriate Services in Compliance with Applicable Laws and Regulations
4. Capability in Sustainability Operations



The Company evaluates suppliers based on the sustainability criteria established by the Company. Suppliers that fail to meet the minimum score under the sustainability criteria within the specified timeframe during the partner selection process will not be considered for contract renewal. This ensures that partner operations comply with applicable laws and regulations and help mitigate potential risks.

In addition, the Company requires the screening of partner risks, for all Tier 1 suppliers, both existing and new. The Procurement and Risk Management departments are responsible for continuously identifying initial partner risks using a Risk-Based Due Diligence tool.

• Actions with Current Suppliers

The Company has established criteria for evaluating current suppliers based on product quality and safety, price, performance, and sustainability. The evaluation process is as follows:

- 2.1 Suppliers conduct annual quality assessments. The Quality Assurance department reviews and summarizes the results of quality inspections, including product information, characteristics, transportation conditions, and remaining shelf life of raw materials and packaging, based on established standards before they are used in production. This process also includes an annual sustainability assessment.
- 2.2 Criteria for selecting suppliers subject to annual on-site audits by the Quality Assurance Department stipulate that suppliers must be audited at least once per year according to a predetermined plan.



The Company's suppliers, traders, or business associates refer to manufacturers of raw materials, product sellers, contractors, and/or service providers to the Company, whether legal entities or individuals, but do not include "customers or business competitors."

Key Supplier Identification Criteria

-  Suppliers with high purchase volume
-  Strategic suppliers that have a significant impact on competitive advantage and market success
-  Suppliers that are few in number or irreplaceable, such as suppliers of materials or raw material for special orders tailored to the Company's specifications.

Critical Tier 1 Supplier Identification Criteria

The Company considers the value of materials and raw materials purchased over the past year as follows:

-  **Critical Supplier**
are suppliers in the materials/raw materials category with a total purchase and sales value exceeding 30 million baht.
-  **Non Critical Supplier**
are suppliers in the materials and raw materials category whose total purchase and sales value is less than 30 million baht.

Critical Non-Tier1 Suppliers Identification Criteria

The next critical non-Tier 1 suppliers refer to suppliers of raw materials, products, and services to the Company's Tier 1 suppliers. These materials, products, and services have a significant impact on the Company's competitive advantage, market success, or survival, and there are few suppliers or no readily available substitutes.

In 2025, 68 new suppliers were added, including 67 domestic suppliers, representing 98.53% of the total new supplier base, and 1 international supplier, accounting for 1.47% of the total. All suppliers had completed the Supplier Self-Assessment Questionnaire (SAQ).

Supplier Evaluation Criteria

The Company establishes an annual supplier audit plan by sending out Vendor Visit Check Sheets / Supplier Self-Audit forms and performing on-site audits at supplier facilities. The selection of suppliers for auditing will be based on the following criteria:

- A new vendor and has not yet undergone inspection or self-audit.
- Suppliers identified as having frequent product quality issues or significant quality defects that may affect product quality.
- Suppliers that have made changes to their production location or manufacturing process.
- Existing suppliers providing primary raw materials, or those with high procurement volumes who have not undergone an audit for over two years.
- Suppliers of materials/raw materials subject to stringent requirements from the Company's customers or those impacted by changes in Food Safety Laws and Regulations necessitating heightened oversight. For suppliers falling outside the aforementioned criteria, the Company will distribute Vendor Visit Check Sheets / Supplier Self-Audit forms for the suppliers and/or vendors to complete and return for review.

In 2025, 100% of all new suppliers categorized as Critical Tier 1 and Critical Non-Tier 1 will have completed sustainability risk assessments as defined by the Company. The Company integrates sustainability assessment criteria into its supplier selection process. It also applies the ISO 14001 environmental standard as a criterion for supplier evaluation, covering areas such as pollution management systems, wastewater treatment and effluent

quality control, fume emission controls, and natural resource management. For social criteria, the Company incorporates business ethics, human rights management, foreign labor practices, child labor prevention, workplace safety assessments and inspections, good corporate governance, and anti-corruption measures. The Company conducts on-site inspections of new suppliers before issuing purchase orders and continuously monitors and follows up to ensure compliance with agreed-upon standards. This ensures that suppliers entering into a business relationship with the Company are committed to socially and environmentally responsible operations.

Environmentally Friendly Procurement Process

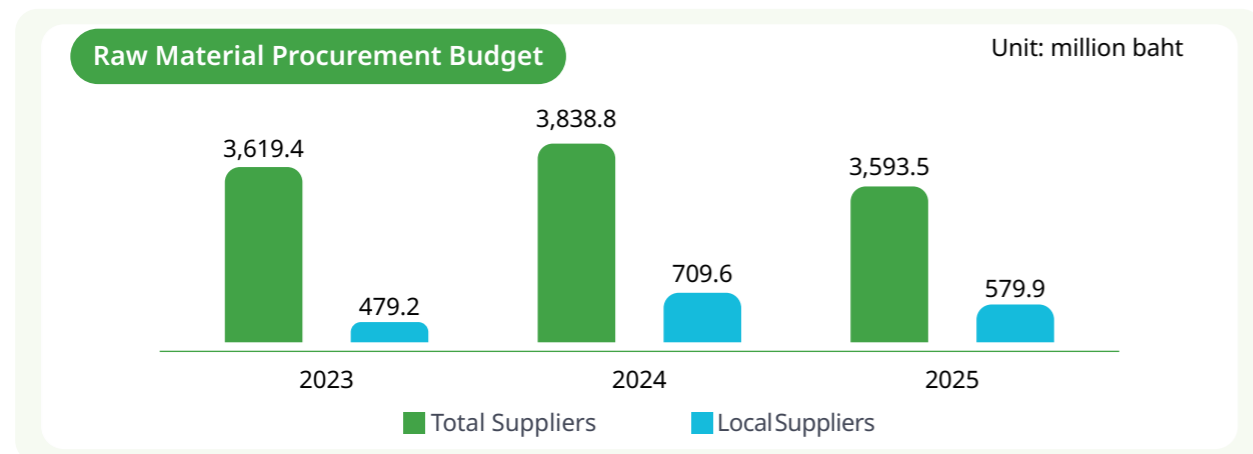
The Company has established environmentally friendly procurement practices as an integral part of its procurement process, implemented as follows:

- Increase the number of environmentally friendly suppliers and sustainable material and raw material items.
- Communicate environmentally friendly procurement practices to stakeholders continuously



Guidelines for Promoting the Potential and Capabilities of Suppliers

The Company has policies and procedures in place to enhance the potential and capabilities of its suppliers through collaborative development of products and innovations, benefiting both the Company and its suppliers. It is committed to improving the quality of life for farmers – key suppliers of the Company – by supporting career development and income generation, and fostering growth in their quality of life alongside the Company’s own. In 2025, the Company facilitated 479.2 million baht in income for farmers, representing 11.69% of the total raw material procurement budget, which was allocated to purchasing key raw materials from farmers and intermediaries, such as tea leaves and sugar.



Procedure for Procuring Local Suppliers

The Company has established a systematic process for selecting local suppliers. Initial assessments are conducted using a comprehensive checklist covering raw material types and sources, production processes, quality control and hygiene standards, contamination and genetic modification risks, and environmental and social practices.

After the self-assessment, the Company conducts an on-site assessment at the facility prior to purchase order approval to confirm compliance with specified requirements and standards. The Company regularly monitors and reviews assessment criteria to improve supplier standards and strengthen supply chain sustainability.

Payment Policy for Suppliers

The Company prioritizes sound financial liquidity management alongside fair dealings with its suppliers, upholding agreed-upon contractual terms and conditions to foster long-term relationships and cooperation. To that end, the Company maintains a policy of making accurate, transparent, and equitable payments to its suppliers.

The Company’s payment terms are typically 30–60 days (with an average of 45 days), but may vary depending on agreements or negotiations with individual suppliers, the nature of the work, and other relevant factors, to ensure efficient overall management. The Company will notify its suppliers in advance if it is unable to meet these terms.

Over the past three years, the Company has never defaulted on payments to any of its suppliers.

Details are as follows:

Item	2023	2024	2025
Average payment terms to suppliers (days)	33.52	34.10	31.90

Supplier Sustainability Risk Assessment

The Company recognizes the role its suppliers play in the supply chain and the potential impact they may have on its environmental, social, and governance (ESG) practices. As such, it has established a systematic process to assess supplier sustainability risks, encompassing selection, evaluation, monitoring, and ongoing development.


In 2025, the Company assessed the risks of its key suppliers, categorizing them by risk level and the potential severity of impact to determine appropriate management approaches. Priority was given to suppliers with high risk or significant potential impact. A complete assessment was conducted on 100% of key suppliers who responded to the self-assessment, covering raw materials and packaging, and no suppliers failed to meet the assessment criteria.

Supplier Product Category	Number of Suppliers	Number of Suppliers Passing Audit	
		Self-Assessment Questionnaire	On-Site Audit
Raw Materials	76	76	0
Packaging	15	8	7
Total	91	84	7

In 2025, the Company assessed 91 suppliers, covering 100% of key suppliers. All suppliers met the environmental, social, and governance assessment criteria. The Company conducted systematic verification and monitoring, both through document assessment and on-site inspections, as outlined in the plan. On-site inspections were performed at seven packaging suppliers to confirm adherence to relevant requirements and standards.

Additionally, the Company reviews and improves its supplier assessment criteria annually to more comprehensively cover sustainability risks, and has established clear processes for monitoring and managing non-compliance. Suppliers will be notified and will collaborate with the Company to develop a corrective action plan within a defined timeframe. Failure to improve may result in suspension or termination of the suppliership.



 In 2025, no instances of suppliers failing to meet environmental, energy, and food safety standards were identified.



Precision



CCL



BGC



Shrink flex



Fuji Seal



HonChuan



SCG

Supply Chain Risk Management

The Company prioritizes supply chain risk management alongside supplier development, actively promoting and supporting improvements to their production processes, quality management systems, and safety and environmental standards. This approach aims to enhance operational efficiency, mitigate business risks, and foster long-term partnerships.

The Company manages procurement and external risks by diversifying sourcing channels and expanding its network of approved suppliers both domestically and internationally. This strategy mitigates risks associated with supply chain disruptions, as well as economic, social, and political volatility, natural disasters, and specific industry and product considerations.

In 2025, of the Company's purchases



97.90% of domestic suppliers,



2.10% of foreign suppliers

Supplier Promotion and Development

The Company recognizes that organizational sustainability depends on collaboration with partners across the supply chain. To that end, it is developing a supplier management system aligned with environmental, social, and governance (ESG) principles. This includes fostering joint initiatives with suppliers to minimize environmental impact – for example, reducing energy use and waste, and improving resource efficiency – as well as supporting the adoption of environmentally friendly technologies.

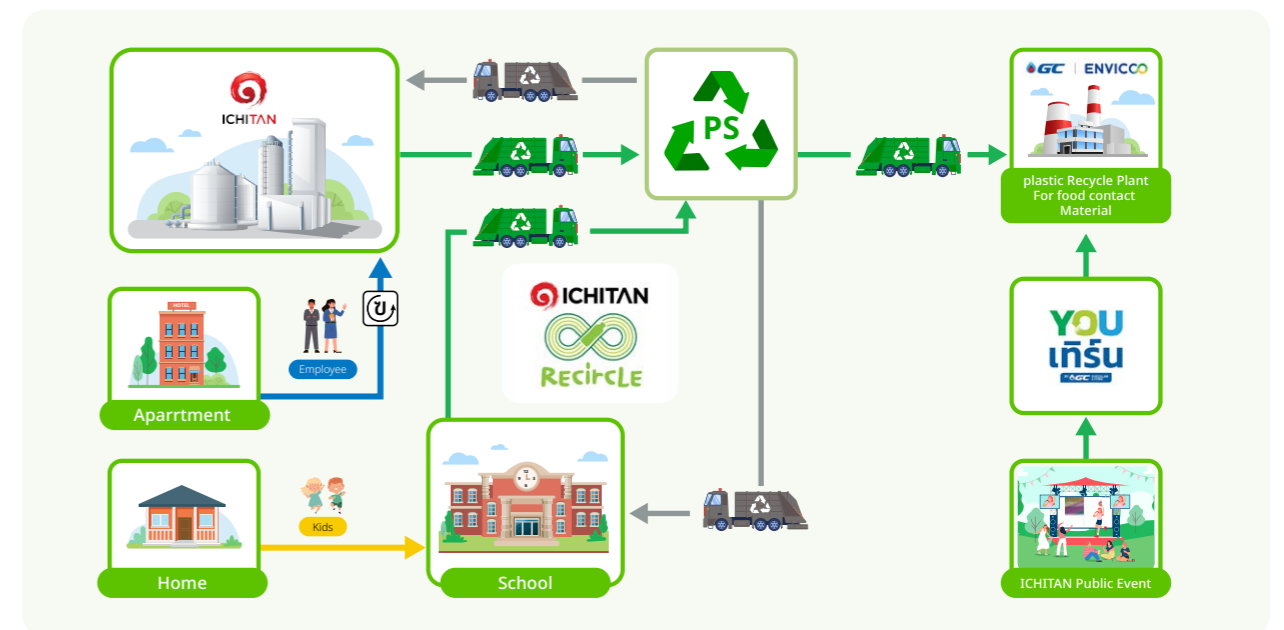
Furthermore, the Company continuously supports the development of its suppliers' capabilities through knowledge sharing, consultation, and the exchange of best practices to improve operational standards across the supply chain. It is also developing a framework for tracking and evaluating greenhouse gas emissions within the supply chain, in support of its long-term emission reduction targets.

1. Recycled Packaging Development Project (rPET)

In 2025, the Company launched a recycled packaging development project based on the principles of a circular economy, in collaboration with Envicco Co., Ltd. This project aims to efficiently manage plastic waste and reduce greenhouse gas emissions across the entire supply chain, encompassing the collection of used plastic bottles from Ichitan Green Factory and nearby communities via a network of plastic bottle scrap collectors, for systematic recycling.

In the same year, the Company collected 140,300 kilograms of used plastic bottles, reducing landfill waste and greenhouse gas emissions by the equivalent of 144,619.431 kilograms of carbon dioxide equivalent. The collected bottles were sent to Envicco Co., Ltd. in Rayong Province to be recycled into plastic pellets. These pellets were then sent to Hon Chuan (Thailand) Co., Ltd. to produce rPET preforms, which were then returned to the Company for use in manufacturing product packaging.

This project reflects the collaboration of partners across the value chain in efficient resource utilization, minimizing environmental impact, and supporting the organization's sustainability objectives – encompassing both environmental stewardship and responsible governance.



2. ESG Collaborative Project toward a Sustainable Future

The Company has launched a sustainability collaborative project with suppliers across its supply chain, integrating environmental policies, sustainable procurement policies, and a business code of conduct to establish a common framework for operations. This framework addresses key issues such as legal compliance, respect for human rights, the prohibition of child and forced labor, occupational health and safety, environmental management, greenhouse gas emission reduction, and conducting business with transparency and integrity.

In 2025, the Company conducted online training for 44 representatives from 15 key suppliers to build understanding and collaboration for sustainable supply chain development. It also encouraged suppliers to join the Level 2 Green Industry program to support reducing environmental impact and advance its net-zero greenhouse gas emissions target.

The Company is committed to elevating sustainability within its supply chain by engaging senior management and joining the Ministry of Industry's Supply Chain Environmental Cooperation Project. As a member, the Company contributed to the exchange of information and best practices, and collaborate on setting targets to minimize environmental impact, thereby supporting the sustainable development of Thai industry and the economy.

Product Quality and Safety Management



Our Commitment

Ichitan Group Public Company Limited (“the Company”) prioritizes the quality and safety of its products. It has established a quality and product safety policy to guide operations across the entire value chain, with a commitment to delivering products that are high-quality, meet established standards, and are safe for consumers, while also considering social responsibility toward society and all stakeholders.

The Company operates under a quality and food safety management system compliant with international standards. There is control and risk management of factors that may affect the quality and safety of products in every step, from the selection of raw materials, production, storage, to product distribution, to ensure that every bottle of product is in accordance with specified standards, including related laws and requirements. Furthermore, the Company fosters continuous improvement through internal audits, risk assessments, consumer complaint handling, and data analysis to improve operational processes systematically.

The Company promotes the creation of a Quality and Food Safety Culture to be a shared responsibility of employees at all levels through training, internal communications, and awareness-raising initiatives. This fosters trust with consumers and stakeholders and supports the organization’s sustainable growth.



Goals

-  **Continuously maintain quality and safety** standard certifications for the factory and products according to legal requirements and international standards.
-  **100%** of manufacturing sites audited on food safety and quality management systems annually.
-  **100%** of relevant employees trained on product quality and food safety management.
-  Maintain the satisfaction level of business partners toward product quality and safety at no less than **90%**
-  **Zero product recalls incidents** related to food safety and quality management, or non-compliance with laws and international standards.

Key Performance Results for 2025

-  The Ichitan Green Factory received audits of quality and food safety systems according to the annual plan from the internal audit department, and passed audits from external agencies, while retaining its internationally recognized certifications including GHP, HACCP, FSSC 22000 Version 6.0, ISO 22000:2018, ISO 9001:2015, HALAL CICOT, and HALAL Indonesia.
-  In the past year, **zero product recall related** to product quality and food safety incident, and no cases of non-compliance with related laws or international standards were found.
-  The satisfaction level of business partners with food safety and quality management of the products was **91.07%**.
-  **100 %** of employees involved in the production process received training in food safety and quality management.

Management Guidelines

- **Product Quality and Safety Policy and Governance** The Company has established a policy and framework for quality and product safety governance to ensure compliance with legal requirements and international standards. It places great importance on quality control throughout the value chain, from raw material selection and the production process to distribution (from upstream to downstream), to build confidence among consumers and stakeholders. Furthermore, the Company oversees regular monitoring of performance and reporting of relevant issues to senior management, enabling appropriate and timely situation assessment, decision-making, and corrective action.
- **Quality Management and Food Safety Standards** The Ichitan Green Factory operates under international quality management and food safety systems including GHP, HACCP, FSSC 22000 Version 6.0, ISO 22000:2018, ISO 9001:2015, HALAL CICOT, and HALAL Indonesia. This ensures control of product quality and safety risks, and continuous adherence to production standards in accordance with legal requirements and international standards.
- **Risk Management and Product Safety Control System** The Company has implemented a comprehensive risk management plan for product safety, covering prevention of raw material adulteration (Food Fraud) and the prevention of sabotage in the production process (Food Defense), alongside a product traceability system capable of tracking information throughout the supply chain – from raw materials and production to distribution. Regular mock recall exercises are conducted to test the system’s effectiveness and ensure readiness for emergency situations.
- **Management of Complaints from Partners and Consumers** The Company values feedback from partners and consumers, gathered through satisfaction assessments and various complaint channels with a system in place to monitor and analyze the root causes of issues, and to implement systematic improvements for the continuous development of product quality and operations.

- **Promotion of Food Quality and Safety Culture** The Company continuously promotes employee development of knowledge and awareness regarding food quality and safety through ongoing training, internal communications, and the organization of projects or activities that provide opportunities for employee participation annually. This supports adherence to international standards in food quality and safety processes.

Operations and Performance

1. Product Quality and Safety Policy and Governance

Integrated Management Policy

The Company has established an “Integrated Management Policy” to serve as a framework for its operations, with a commitment to developing and producing high-quality, hygienic, and safe products. This is carried out through operations that prioritize environmental stewardship, efficient energy consumption, and pollution prevention, all managed via an effective integrated management system aligned with international standards. The Company also promotes continuous improvement and adherence to applicable laws and regulations, fostering trust and ensuring maximum customer satisfaction.

This policy has been communicated to all employees and stakeholders to ensure comprehension and concrete implementation. Performance is regularly monitored and reviewed to guarantee operational alignment with quality and product safety objectives, and to support the organization’s sustainable development.

Product Quality and Safety Governance

The Company has identified product quality and safety as key components of its Enterprise Risk Management (ERM) system. These are considered strategic risks with a significant impact on consumer confidence and business sustainability. Management of these risks is overseen by the Risk Management Committee, which is responsible for defining the risk management framework, monitoring performance, and regularly reviewing the effectiveness of control measures.

The Company continuously monitors and reports on product quality and safety performance to senior management, including key metrics, customer complaint trends, significant incidents, and the status of corrective and preventative actions. This performance is reviewed at least annually.

At the operational level, the Quality Assurance Department oversees daily operations, monitors quality and food safety indicators, analyzes and assesses potential risks, and implements proactive preventive measures to prevent and reduce the likelihood of incidents that could affect consumers. Key issues are regularly reported to senior management. In the event of high-risk incidents or potential impacts on consumers, the organization’s reputation, or legal compliance, the Company has established an expedited reporting procedure for relevant senior management to ensure timely assessment of the situation, decision-making, corrective action, and communication with stakeholders.

Quality and Product Safety Processes

The Company manages product quality and safety across the entire value chain, from upstream, midstream to downstream processes. This includes establishing integrated management policies and procedures, with a strong emphasis on proactive risk management, systematic process control, and continuous improvement. These efforts ensure the Company’s products are high-quality, meet required standards, and are safe for consumers.



Upstream Process – Safe Raw Material Sourcing

- Select and evaluate suppliers of raw materials and packaging based on quality and safety criteria, with transparency and in compliance with applicable standards and legal requirements.
- Clearly specify the requirements for raw materials and packaging, including allergen and contaminant control.
- Inspect raw materials and packaging quality before acceptance and store them according to Good Hygiene Practice (GHP) guidelines to prevent contamination.
- Assess food safety risks of raw materials and packaging, and regularly monitor supplier performance.



Midstream Process – Quality and Safety Control of the Production Process

- The production is conducted under international standards GHP, HACCP, ISO 22000, and FSSC 22000, with identification and control of critical control points (CCPs) and key control points.
- Control the production environment, machinery, equipment, and employee hygiene to prevent physical, chemical, and biological contamination.
- Inspect and verify the production process to ensure products meet quality and safety requirements.
- The Company’s products are analyzed both during the production process and as finished goods in our Company laboratory, which performs physical, chemical, microbiological, and sensory testing to verify compliance with quality and safety standards.
- Manage changes and take corrective action systematically when non-compliance is identified.



Downstream Process – Product Quality Assurance and Complaint Tracking

- Control the storage and transportation of products to ensure they are handled appropriately for the product characteristics, maintaining product quality and safety.
- Implement a traceability system and develop a product recall plan to prepare for emergency situations.
- Manage consumer complaints systematically and analyze the data to continuously improve product quality.
- Communicate product information accurately and transparently, such as labels, nutritional information, and allergen warnings, to protect consumers.



2. Quality and Food Safety Management Standards

Food safety is a significant issue that consumers are paying increasing attention to continuously. As a result, the Company prioritizes the management of product quality and safety to ensure consumer confidence and minimize risks from food consumption that may involve contamination.

The Company systematically controls food safety throughout the entire food chain, from raw material selection and production processes to quality control, storage, and distribution. It continuously implements international management systems, including GHP, HACCP, ISO 22000:2018, FSSC 22000 Version 6.0, ISO 9001:2015, ISO 14001:2015, ISO 50001:2018, ISO/IEC 27001:2022, and ISO/IEC 17025:2017, along with HALAL CICOT and HALAL Indonesia standards, and Good Manufacturing Practices as outlined in Ministry of Public Health Notification No. 420, to control and prevent physical, chemical, and biological hazards.

Performance Results for 2025:



The Ichitan Green Factory passed quality and food safety system audits by external agencies, accounting for **100%** according to the annual audit plan.



Factory, Quality, and Food Safety Standard Certifications

- | | | |
|------------------------------------|---|--------------------------|
| GMP FDA No.420 | GHP Codex Alimentarius | HACCP Codex Alimentarius |
| FSSC22000 Version 6.0 | ISO22000:2018 | ISO9001:2015 |
| ISO14001:2015 | ISO50001:2018 | ISO/IEC17025:2017 |
| ISO/IEC27001:2022 | HALAL CICOT | HALAL Indonesia |
| Green Industry Level 5 | Carbon Footprint for Organization (CFO) | |
| Carbon Footprint for product (CFP) | Thailand Voluntary Emission Reduction Program (T-VER) | |

GMP FDA No.420



GHP Codex Alimentarius



HACCP Codex Alimentarius



FSSC22000 Version 6.0



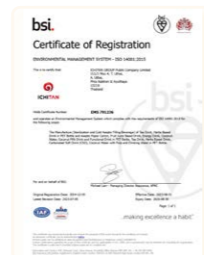
ISO22000:2018



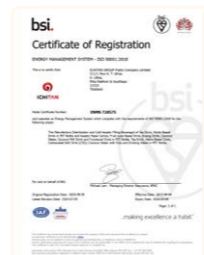
ISO9001:2015



ISO14001:2015



ISO50001:2018



ISO/IEC17025:2017



ISO/IEC27001:20022



HALAL CICOT



HALAL Indonesia



Green Industry Level 5



Carbon Footprint for Organization (CFO)



Carbon Footprint for Product (CFP)



Thailand Voluntary Emission Reduction Program (T-VER)



3. Risk Management and Product Safety Control System

3.1 Product Quality and Safety Risk Management

The Company prioritizes preventing risks from adulteration and intentional acts that could compromise food safety. It conducts risk assessments for food fraud (Food Fraud) and the prevention of sabotage or intentional contamination (Food Defense) annually under the FSSC 22000 Version 6.0 framework.

The Company conducts vulnerability and threat assessments throughout the entire supply chain, from raw materials and production processes to storage and transportation, to identify potential risk points where adulteration or intentional acts may occur and to determine appropriate control measures.

Key Control Measures

- Risk-based Supplier Evaluation
- Raw Material Specification and Traceability
- Control of access to production areas and critical areas (Access Control).
- Providing security systems for example; CCTV, visitor logs, and area surveillance.
- Inspection of raw materials and products according to the sampling plan.
- Training employees to recognize anomalies and report suspicious incidents appropriately.

In this regard, these measures help reduce the risk of adulteration, intentional contamination, and action that could compromise consumer safety, while strengthening confidence in the Company's quality and food safety management system.

3.2 Traceability System

The Company has established a traceability system for tracing raw materials, packaging, and products both forward and backward, enabling the tracking and verification of product origins and pathways throughout the supply chain. This system encompasses all operations from raw material receipt through production, processing, storage, transportation, distribution, and final delivery to consumers. The Company systematically records relevant data – including production dates, lot numbers, and raw material sources – to ensure traceability is accurate, quick and efficient.

Furthermore, the traceability system is linked to risk assessment and supplier selection based on ESG principles to ensure raw materials are sourced legally, responsibly, and in compliance with international standards.

• Social Operations

The Company benefits from these operations as follows:

- Use as data for analyzing and increasing the efficiency of production processes.
- Support quality control measures, such as stock management, raw material usage efficiency, product characteristics, and sourcing of raw materials.
- Enhance efficiency in product recall or withdrawal processes to enable rapid action and minimize potential impacts on consumers and business operations
- Help clearly identify the causes of problems and build confidence in food safety among consumers and stakeholders.

Traceability Process for Raw Materials, Packaging, and Products

The Company has established a systematic traceability process covering raw materials, packaging, and finished products. The system is tested at least once a year, and information can be traced within 4 hours according to the following key steps:

1. Upon receiving a complaint or a request for a product recall/withdrawal due to non-compliance with the specifications of raw materials, packaging, or finished products.
2. The Research and Development Department is responsible for establishing standards for raw materials, packaging, in-process products, and finished products to enable identification and data retrieval.
3. The warehouse and delivery department is responsible for receiving, storing, and shipping products, and for recording related information such as product type, manufacturing or expiration date, quantity, and storage or shipping location.
4. Quality assurance department checks and verifies the quality of raw materials and packaging.
5. The production department performs the withdrawal of raw materials and packaging into the production process, along with recording production data according to the specified system.
6. The quality assurance department controls and verifies the production process, including the analysis of raw materials, packaging, and finished products.
7. The warehouse and delivery department handles storage and distribution according to the established system.
8. The quality assurance department collects relevant data and documents to analyze the cause of the problem and performs the tracing of raw materials and packaging, considering ESG issues.
9. The Company conducts random tests of the traceability system periodically to confirm its ability to accurately, quickly, and efficiently trace information.



3.3 Mock Recall

The Company requires mock recall drills to be conducted at least once a year to assess the preparedness and effectiveness of the traceability system, as well as the communication procedures in the event of a food safety emergencies.

This testing covers product and production lot number identification, tracking raw materials back to their sources, tracking destination products, and assessing the quantity of products that can be tracked within the specified period, as well as testing the procedures for notifying management and related departments according to the specified process.

The Company aims to achieve 100% traceability of product information within 4 hours, along with preparing a test results report, identifying points for improvement and corrective guidelines, to develop the system's efficiency continuously.

Performance Results for 2025:

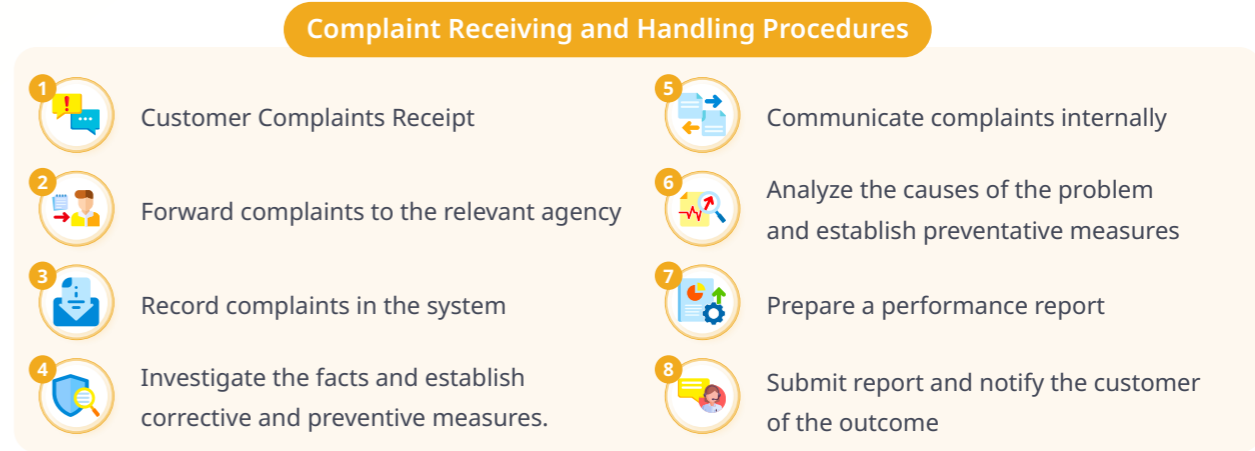
- Food fraud and food defense risk assessments have been fully assessed in accordance with the annual plan, representing **100% completion.**
- No significant cases of food fraud or food defense incidents were found.
- No incidents affecting consumer safety were found.
- Conducted one mock product recall drill.
- Traceability of products and raw materials is complete, at **100%**
- The traceability time is **4 hours**, in line with the Company's target.

4. Management of Complaints from Business Partners and Consumers

Complaint Management Process

The Company prioritizes comprehensive customer complaint management, focusing on the protection of consumer safety and the consistent quality of its products. It has implemented a systematic process for handling complaints, encompassing receipt of complaints, fact-checking, root cause analysis, corrective and preventative actions, and written reporting of results, all certified by management.

Additionally, the Company systematically collects and stores complaint data to analyze trends and root causes, and uses this information to improve production processes, quality control, and risk management, continually enhancing customer satisfaction and confidence.



Channels for Submitting Complaints

- Receiving Unit:** Customer Service Center
- Contact:** 0-2023-1111
- Address:** Ichitan Green Factory, Rojana Industrial Park Zone 3, 111/1 Moo 4, Uthai Subdistrict, Uthai District, Phranakhon Si Ayutthaya Province 13210

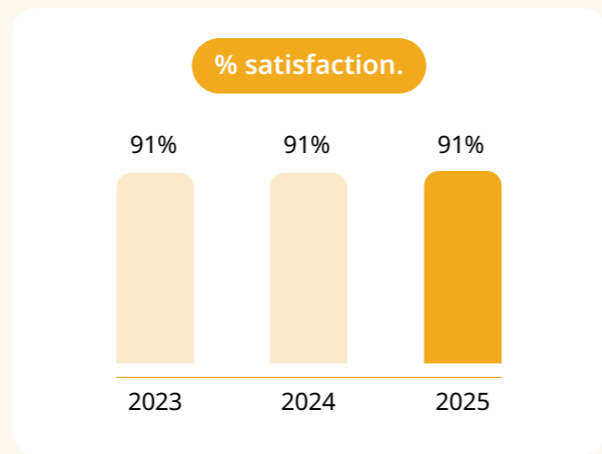
Customer Satisfaction Assessment

The Company conducts customer satisfaction assessment twice a year, requesting customers' cooperation to evaluate product quality and service delivery based on factual performance. The data obtained is analyzed to identify potential issues, root causes, and deficiencies, which serve as a foundation for establishing guidelines for continuous improvement and service development.

The Customer satisfaction survey covers 3 key areas:
 1. Product Delivery, Quality, and Food Safety
 2. Communication and Service Delivery
 3. Transportation Services

Satisfaction Score

- Level 5: Excellent
- Level 4 - Good
- Level 3 Standard
- Level 2: Improvement Needed
- Level 1: Urgent Improvement Needed



Performance Results for 2025:

0 Case of a product recall concerning food quality and safety, there were no instances of non-compliance with applicable laws or international standards.

The satisfaction level of business partners with food safety and quality management of the products was **91.07%**

5. Promoting a Food Safety Culture

The Company emphasizes building a culture of quality and food safety within the organization. This ensures all employees at all levels understand their roles and responsibilities in upholding product quality and safety standards. This is achieved through ongoing training programs, activities, and communication of relevant practices to strengthen knowledge, understanding, and operational practices in alignment with established standards.

In addition, the Company encourages employees to participate in monitoring and reporting any issues that could affect product quality and safety, to support risk prevention and the continuous development of its food safety management system.

Performance Results for 2025:

100% of employees involved in the production process received training in food safety and quality management.

Key Projects

1. Quality Engagement Project

This project is established to promote and raise awareness of food quality and safety among employees at all levels, fostering a quality mindset. The goal is to instill a positive attitude, pride, and responsibility in employees as they perform their duties. The project focuses on developing both work processes and employee capabilities through learning activities, communication, and internal engagement, with the aim of strengthening a quality culture and supporting the continuous improvement of food quality and safety operations.

The Quality Engagement project has helped to improve work efficiency, boost employee engagement, and is crucial for enhancing the Company's quality management standards, as well as supporting the organization's sustainable growth.



2. Quality Day Activities

The Company prioritizes producing high-quality, safe food. To that end, it holds a Quality Day Activities to communicate and reinforce understanding of Food Safety and Quality Culture among employees at all levels. This initiative focuses on fostering employee participation across the organization and empowering them to apply this knowledge effectively in their daily work.

Internal communication is conducted through various channels such as the Line application, public relations boards, and public address systems, complemented by continuous training and education for employees at least once a year to enhance awareness and foster a sustainable Food Safety and Quality Culture within the organization.



3. 5S Activities

The Company has continuously implemented the 5S activities for 13 years to build a foundation for workplace discipline and promote efficient, safe working practices. This is a key factor in supporting internal operations and driving more efficient production processes.

The activities focus on increasing workspace efficiency, reducing unnecessary equipment storage, improving operational convenience and speed, and minimizing workplace accidents and occupational risks – all to create a clean, organized, and safe work environment.

The Company has established a 5S Committee with clearly defined roles and responsibilities for conducting audits. Audit results are summarized and reported to the 5S Committee monthly. This ensures continuous and effective implementation while supporting the development of quality standard systems in alignment with the Company's policies.



Responsibility to Consumers



Our Commitment

Ichitan Group Public Company Limited, as a leading beverage manufacturer in Thailand, prioritizes delivering of high-quality, flavorful, diverse, and safe-to-consume products through modern production innovations. Recognizing rapidly evolving consumer trends, the Company is dedicated to continuous research and development to meet the inexhaustible demands of the beverage market. This includes launching health-conscious products and promoting those with the "Healthy Choice Logo," alongside responsible communication and marketing activities that consistently satisfy partners and consumers.

Golas



Consumer satisfaction assessment results exceeded 90%



Business partners satisfaction assessment results exceeded 90%



Key Performance Results for 2025



The Company has been awarded the No. 1 Brand Thailand 2025 for the sixth consecutive year, recognizing it as the top-of-mind ready-to-drink tea brand among Thai consumers. This recognition is based on a survey by a leading research firm organized by Marketeer magazine, marking the fifth consecutive year of this award.



The "Ichitan pH Plus Alkaline Water" brand has been awarded No. 1 Brand Thailand 2025, recognizing it as the top-of-mind brand among Thai consumers for the first time in the "Value-Added Drinking Water" category, according to a survey by leading research firm Marketeer magazine.



Ichitan PH Plus Alkaline Water has won the Superior Taste Award 2025, a testament to its flavor as judged by a panel of international experts and tasters.



Establish good relationships with partners and consumers by promoting marketing activities across all channels, such as cap-collecting promotions for Ichitan green tea and Yen Yen, health-promotion programs, and support for major festivals like Songkran Festival, or activities like the "free zoo entry in exchange for bottle caps" initiative.



The Company also supports sustainability plans in collaboration with PTT GC through the "Kor-Dhai-Mai?" (May I?) initiative., which is carried out by Ichitan employees under the "GC YOU Turn" project. This initiative collects plastic packaging for recycling and reprocesses it into rPET packaging, building on efforts that began in 2024.

Management Guidelines

1. Product development and marketing strategy The Company prioritizes a systematic approach to product development governance by establishing a comprehensive operational framework, from idea initiation and development to testing and product launch. This framework utilizes a structured Stage-Gate approval process with clearly defined accountabilities at each stage. ensuring consistent product quality, cleanliness, and safety according to established standards. The Company also promotes the integration of innovative, modern production technologies alongside robust quality control and safety systems throughout the value chain, including verification of relevant standards before production and delivery. This approach maintains high quality standards and builds consumer trust.

In addition, the Company continuously leverages consumer insights and market trend analysis to inform its operations. This approach supports the strategic formulation of brand positioning, product development, pricing, distribution channels, and marketing communications to precisely align with the needs of target customers. These strategies are regularly monitored, evaluated, and refined based on performance data and analytics to support sustainable business growth.

2. Promoting good relationships with business partners The Company manages relationships with business partners through strategic collaboration, setting shared objectives for research and development and integrated marketing communications. The scope of work, roles, responsibilities, and expected results are clearly defined. Furthermore, the Company conducts regular follow-up meetings and evaluates the collaboration to improve efficiency, mitigate risks related to quality, delivery, and communication, and continuously generate mutual business value. This collaboration is founded on fairness, transparency, and adherence to agreed-upon terms, prioritizing the consumer experience as a key driver in shaping and developing each project.



3. Maximizing satisfaction for partners and consumers The Company has established a Voice of Customer and Voice of Partner system to collect satisfaction data and suggestions via satisfaction surveys, marketing campaigns, customer service channels, and in-depth discussions. This data is analyzed and summarized to identify key areas for improvement in products, operational processes, and marketing activities, ensuring alignment with evolving consumer behavior. Furthermore, the Company has implemented a systematic process for complaint management and problem resolution, including preventative measures against recurrence. Improvement outcomes are consistently reported to the Management for continuous monitoring and oversight.

4. Confidentiality and Personal Data Protection The Company has established clear policies and practices covering the collection, use, disclosure, retention, and destruction of data. It has appointed responsible individuals and implemented a verifiable governance mechanism. The Company communicates data-related information to data subjects – including at registration points and event areas – clearly outlining the purpose, type of data collected, retention period, contact details, and data subject rights. Furthermore, the Company has implemented measures to control data access, limit data use to the stated purpose, monitor usage, and regularly review processes. It also provides easily accessible channels for complaints and for data subjects to exercise their rights.

5. Responsible Communication The Company has established responsible marketing communication practices to ensure transparency and fairness when presenting information to consumers. These practices include a review and approval process for all media before it is published on any communication channel. Furthermore, the Company has measures in place to control product label creation to comply with all applicable domestic and international laws and regulations, ensuring that nutritional information, warnings, and other important details are accurate, clear, and complete.



Operations and Performance

Product Development and Marketing Strategy

The company is committed to researching and developing products with diverse and delicious flavors that appeal to consumers, and to expanding its beverage portfolio. Last year, Ichitan offered seven product lines of beverages.

Ichitan Green Tea

As the leading green tea brand trusted by consumers, the Company continues to develop products and its portfolio under a “consumer-centric” approach. In 2025, it will launch new flavors to offer a wider variety of choices that align with evolving consumer needs and lifestyles, while maintaining strict standards of product quality and safety.

In addition to product development, the company prioritizes fostering engagement and shared value with consumers and communities through activities and campaigns that tangibly connect the brand to consumer experiences. A prime example of a successful campaign is “One Lid, Free Visit to Korat Zoo Year 2,” which garnered a strong response from residents of Nakhon Ratchasima province, with over 16,000 people redeeming the offer (including 9,685 adults). This represents the zoo’s highest attendance in six years.

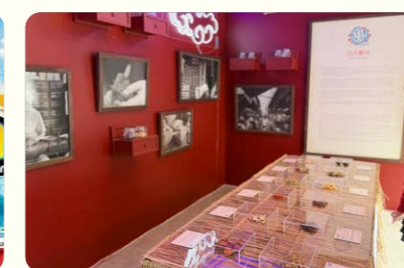
In conducting these activities, the Company prioritized clear and transparent communication of the terms and conditions, and effectively managed the event site to accommodate a large number of participants. Participant feedback was collected to continuously review and improve operations, resulting in a campaign that generated over 2.4 million impressions online and fostered Brand Love locally through authentic consumer experiences and messaging that clearly connected the brand with “shared happiness for families and communities.”



Yen Yen

The Company takes into account economic conditions and the cost of living for consumers and partners. As a result, it is pursuing a “value for money” strategy through both product portfolio development and marketing activities, under the slogan “Fight Hot and Fight Spicy with Yen Yen” A key component of this strategy is the launch of the new “Yen Yen Giant” product to meet the growing demand for value and offer consumers more options tailored to their needs. Regarding sales promotions, the Company consistently runs consumer loyalty programs throughout the year, such as the “Collect 6 Yen Yen Caps” campaign, where consumers can redeem six bottles of Yen Yen Chrysanthemum tea for every six caps collected, while ensuring clear, transparent, and verifiable communication of the campaign rules. The company also prioritizes educating consumers about the value of Thai herbs through the “Yen Yen Herbal Store”

activity in the Song Wat area, which shares knowledge about herbs and reinforces the benefits of products containing a combination of 12 herbal ingredients. This is based on principles of ethical communication, ensuring messaging does not mislead consumers and that information is presented accurately and in compliance with relevant labeling and advertising practices. This initiative supports consumers in making informed and confident decisions. Additionally, the company promotes consumer engagement through on-site activities such as roadshows and school tours, reaching young consumers in over 70 schools nationwide. These activities focus on creativity, product sampling, and recreational events with prizes to foster appropriate brand engagement.





Shizuoka

This premium green tea brand carefully selects high-quality tea leaves, 100% imported from Japan, and is committed to offering healthy beverages with strict quality control at every stage of production. In 2025, the company will continue to expand its product portfolio with new options to suit health-conscious lifestyles, starting with the launch of “Shizuoka Jasmine,” a new sugar-free formula. This product was developed to meet the needs of health-focused consumers looking for diverse beverage choices and has been well-received by the market.

Furthermore, the company is holding roadshow events to build awareness and expand product reach, giving consumers the opportunity to experience and buy products firsthand. These events also feature special pricing with clear, transparent, and verifiable terms, making quality products more accessible to consumers.



Ichitan PH PLUS 8.5 Alkaline Water

The company is committed to delivering high-quality “Ichitan Alkaline Water” beverages that are accessible to consumers and support their everyday health and wellness. We prioritize rigorous quality and safety standards throughout the entire value chain – from sourcing raw materials to production, storage, and distribution – to ensure consumers receive certified, reliable products.

In 2025, the company launched a 1-liter product to offer consumers greater value and convenience, catering to those who need larger sizes and encouraging adequate daily hydration. This development broadens the product portfolio, providing more choices and accommodating diverse consumption habits.

This commitment to continuous product development is also reflected in consumer confidence and acceptance. In 2025, Ichitan Alkaline Water was awarded No. 1 Brand Thailand 2025 in the “Value-Added Drinking Water” category by Marketeer magazine, demonstrating its popularity and the trust it enjoys among Thai consumers. Furthermore, the product received the Superior Taste Award 2025, a testament to its flavor as recognized by an international panel of experts and tasters, solidifying the company’s success in consistently developing and maintaining high quality standards.



Tansansu

Tansansu is expanding its product portfolio and bolstering its brand with the launch of its new product, “Tansansu Cola Bomb.” The launch features creative packaging designed to resonate with young consumers (Gen Z) by communicating insights about love and relationships through five unique designs, fostering engagement and a shared experience.

In addition, during the Songkran Festival, the brand held an event in Chiang Mai province to create a fun and engaging experience for local consumers, while ensuring the activity was well-managed and considerate of local stakeholders. The event contributed to the economic vibrancy of the area, demonstrating the brand’s commitment to linking its growth with sustainable, shared value creation within the community.



Tan Power

The energy drink product line, branded with the slogan “Tan Power...Life Has No Limits,” aims to boost both “physical energy and morale” for workers and those striving for a better life. The company’s strategy is to position the product as affordable, priced at just 10 baht, to broaden consumer access and reflect a marketing approach that considers cost of living and everyday value.

In 2025, the company ran marketing campaigns by hosting sales booths offering products at special prices to broaden access and provide support to consumers, particularly working professionals in different locations. They also organized a “Free Lunch” initiative, spearheaded by Mr. Tan Passakornnatee, Chairman of the Executive Committee, to provide meals to those in need, individuals facing hardship, and hardworking people, helping to bolster their physical and mental well-being. This demonstrates the company’s commitment to supporting communities and giving back to society.



Promoting good relationships with business partners

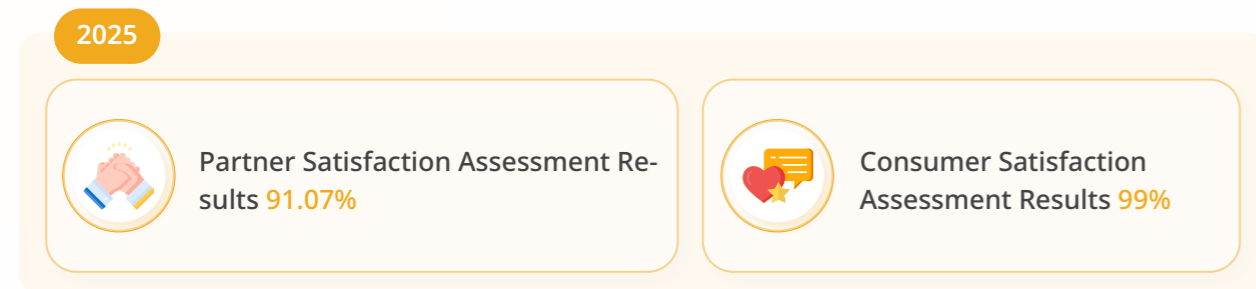
The Company consistently focuses on developing high-quality products to meet the needs of all consumer groups. This is accomplished through a rigorous research and development process combined with environmentally friendly production innovations, ensuring its products meet high standards of quality, safety, and taste, and satisfy consumer preferences.

In conducting business with trading partners, the Company and its product distributors jointly define strategies, direction, and business objectives on a monthly basis to ensure alignment in management approaches. The Company manages distribution channels in collaboration with its three principal product distributors, who operate in non-competing channels to cover all target groups – both modern and traditional trade. Furthermore, the Company enhances consumer convenience by expanding into online channels and participating in online shopping platforms for direct consumer access, including ICHITAN One Shop, Lazada, Shopee, Line shop, and Facebook, to keep pace with evolving consumer behavior.

Maximum satisfaction of partners and consumers.

The company has assessed overall satisfaction with the Ichitan brand among partners and consumers through surveys conducted during marketing activities, and by gathering feedback to improve product development and marketing effectiveness. The company regularly collects and analyzes data on partner and consumer behavior, along with satisfaction levels and suggestions, to inform the launch of new products and campaigns or to quickly address and prevent recurring issues. This ensures the highest levels of satisfaction for both partners and consumers.

In 2025, Ichitan received excellent satisfaction ratings from both partners and consumers. A survey revealed 99% consumer satisfaction with the brand and its products, citing quality, brand image, and successful campaigns and promotions. This resulted in “Ichitan Green Tea” being awarded No. 1 Brand Thailand for the sixth consecutive year, and “Ichitan PH Plus” earning its first No. 1 ranking in the “Value Added Drinking Water” category, according to a Marketeer consumer survey.



From the results of last year’s consumer satisfaction survey, the company analyzed the feedback and findings to systematically enhance product quality and the customer experience. This includes improvements to delivery speed and efficiency, as well as measures to reduce product damage during shipping, ensuring consumers receive their orders in perfect condition and on time.

The Company has developed a diverse range of sales promotion plans designed to be more responsive to consumer needs, including both discount promotions and subscription deals to enhance choice and value. Consequently, consumer satisfaction assessments in 2025 reached an excellent level of 99%, demonstrating strong confidence in the brand and the Company’s performance.

The company will continuously improve and monitor its performance, leveraging consumer insights to refine marketing plans, promotions, new products, and services. This will allow us to effectively serve all consumer groups while remaining socially responsible.

Confidentiality and Personal Data Protection

With the rapid advancement of information and communication technology, accessing, collecting, using, and disclosing personal information has become more convenient and efficient, potentially posing risks to the rights and privacy of individuals. Recognizing the importance of personal data protection, the Company has established a personal data protection policy and related guidelines to serve as a framework for the appropriate management of customer data. This approach aligns with the principles of personal rights protection as outlined in the Constitution of the Kingdom of Thailand, the Universal Declaration of Human Rights, the principles of the UN Global Compact, and all applicable personal data protection laws.

The company applies the principles of transparency and notice to its activities and events, providing signage and communication materials at registration and throughout the event venue to inform attendees about the purpose of data processing, the types of data collected, the retention period, data subject rights, and contact information. The company also has procedures in place to control data access, ensure data is used only for the stated purposes, and maintain systematic document storage. Furthermore, the company implements appropriate data security measures, alongside training for relevant personnel and regular reviews and monitoring of policy compliance.



In 2025, the company monitored and verified that customer personal data was used as stated in its privacy policy and found no instances of data being used for purposes other than those specified.

Responsible Communication

The Company recognizes that effective marketing and advertising communications can enhance its image and competitiveness. However, the Company remains committed to conducting business with honesty, ethics, and fairness to consumers and all stakeholders, adhering to all applicable marketing frameworks, regulations, and laws responsibly and accurately. The Company does not engage in false or misleading advertising, nor does it provide information that is untrue or unethical.

Additionally, communication on product labels and in beverage advertisements must clearly and accurately state nutritional information and key details in compliance with local laws for domestic sales and exports. This is to help consumers make informed choices and build trust in Ichitan-branded products.



Human Rights and Fair Labor Treatment



Our Commitment

“Human Rights” is a significant issue of global concern, as it is a potential driver of future conflicts and social inequalities. Simultaneously, the business sector is intrinsically linked to “people” in all operational activities, both direct and indirect, which can have an impact – to varying degrees – on human rights violations. Committed to addressing these issues, the United Nations has therefore recommended the UN Guiding Principles on Business and Human Rights (UNGP) as a framework for businesses to prevent adverse human rights impacts.

Ichitan Group Public Company Limited recognizes the importance of human rights and is committed to conducting business responsibly with all stakeholders – including employees, business partners, customers, shareholders, investors, local communities, and society. The Company adheres to and respects human rights principles by establishing policies and guidelines consistent with local and international laws, as well as international standards such as the UN Guiding Principles on Business and Human Rights (UNGP), the Universal Declaration of Human Rights (UDHR), and thorough Human Rights Due Diligence (HRDD) to prevent and avoid human rights violations throughout its value chain. Furthermore, it promotes employee awareness and understanding of human rights respect.

Goals



Human Rights Violations:
0 case



The number of training and development hours per employee is 12 hours/person/year.



Employees who are subject to performance evaluations (KPIs)
100%



Employee engagement assessment results are over 80%

Key Performance Results for 2025



Received the 2025 Human Rights Role Model Organization Award in the large business category, with a rating of “Outstanding,” from the Rights and Liberties Protection Department.



85% of employees passed the test and learned the fundamentals of the human rights due diligence process.



In 2025, the Company found no instances of human rights violations, and consequently, no remediation was necessary.



In 2025, the Company achieved an employee engagement score of 85%.

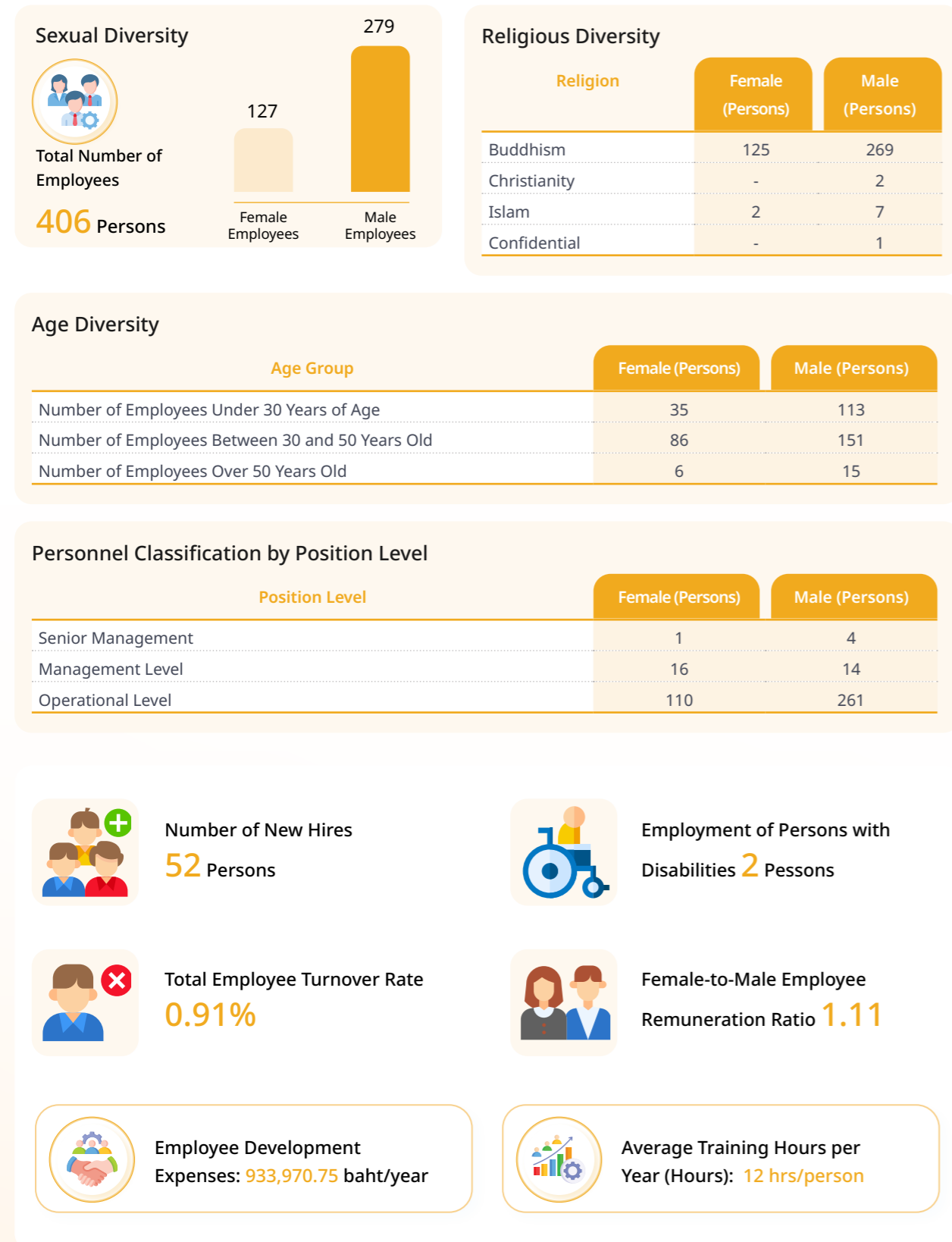
Management Guidelines

- **Establish Policies and Guidelines:** Committed to responsible human rights management, the Company has established human rights policies and guidelines to ensure all stakeholders are treated equitably and fairly, in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGP), local labor laws, international laws, and international standards covering key human rights issues.
- **Comprehensive Human Rights Due Diligence:** Conduct a human rights risk assessment covering the organization's business activities, and establish preventive and mitigation measures for potential impacts, along with a process for protection and remedy to address those impacts.
- **Employee welfare and internal activities Promoting:** Establish a welfare committee within the organization to facilitate communication between employees and management. Encourage employee participation in providing feedback and raising concerns, and organize events to foster employee engagement.
- **Employee Potential Development:** Foster continuous learning and skills development for employees at all levels through an annual training plan and various internal employee potential development programs. This aims to enhance employee capabilities, improve performance, and support career progression across all roles.
- **Internal Corporate Communication:** The organization regularly communicates information and raises awareness of human rights and fair labor practices among all employees at all levels.
- **Whistleblowing and Remediation Processes:** Establish channels for reporting grievances and whistleblowing from all stakeholder groups in the event of human rights violations and unfair labor practices.



Operations and Performance

2025 Employee Data



Human Rights Policy

The Board of Directors recognizes the importance of human rights issues and has therefore established a "Human Rights Policy" aligned with the United Nations Guiding Principles on Business and Human Rights (UNGPs), as well as local labor laws, international laws, and other international standards. This policy covers key human rights issues to ensure the Company conducts its business responsibly and fairly, respecting the rights and equality of all individuals and upholding fundamental rights and human dignity. The Human Rights Policy is regularly reviewed to reflect significant changes within the organization and ensure its continued relevance to the current business environment. The Board of Directors receives implementation reports at least once a year through the Corporate Governance and Sustainability Committee.

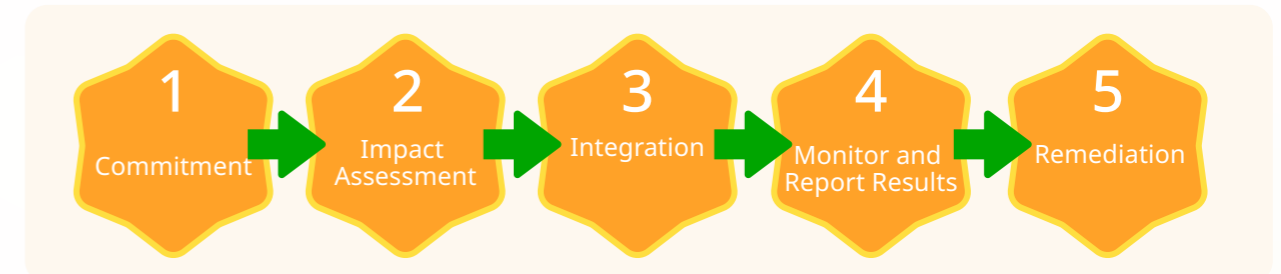


Details of the human rights policy can be found on the Company's website at https://www.ichitangroup.com/investor.php?human_Right

Comprehensive Human Rights Due Diligence

The Company has developed a comprehensive Human Rights Due Diligence (HRDD) manual and conducts assessments every two years using a systematic five-step process. This process involves analyzing and evaluating human rights risks, implementing effective risk management and mitigation measures, and regularly monitoring and reporting on performance.

In 2025, the Company reviewed its Human Rights Due Diligence (HRDD) process for operational activities with significant impacts on external stakeholders.



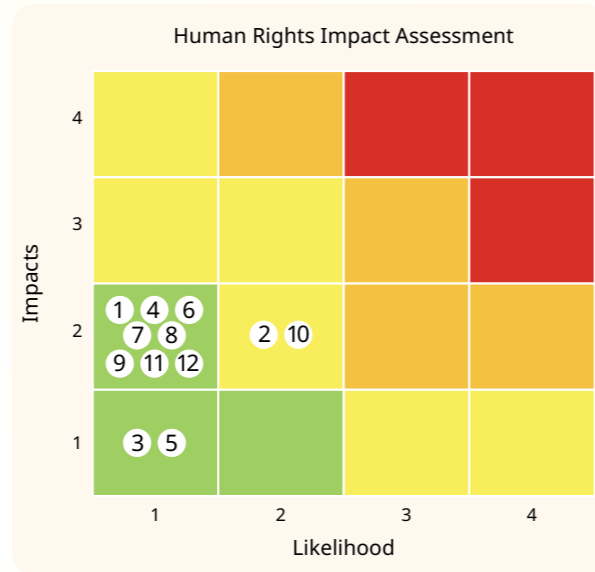
The Company conducts human rights risk assessments as part of a comprehensive human rights due diligence process. This is done to identify potential human rights risks and prevent human rights violations or other negative impacts that may arise from business operations and other activities across the value chain.

The assessment of human rights risks covers 100% of the organization's business operations, including its value chain and business activities – such as raw material sourcing, transportation, production, distribution, marketing, and sales – and encompasses 4 stakeholder groups addressing 12 key issues as follows:

Employees	Customers	Supplier/Contractor	Community
1) Working Conditions	7) Health and Safety	9) Working Conditions	12) Health and Safety
2) Health and Safety	8) Data Privacy	10) Health and Safety	
3) Freedom of Association and Collective Bargaining		11) Discrimination Against Business Partners and Contractors	
4) Discrimination / Harassment			
5) Illegal Labor Practices			
6) Protection of Employees' Personal Data			

In 2025, the company conducted an assessment of impacts from business operations on stakeholders to manage human rights risks. The assessment took into account vulnerable groups potentially at risk of human rights abuses, including employees, children, indigenous peoples, migrant workers, workers labor in third-party contracts, and local communities.

From the assessment of human rights risks across 12 areas of the organization's business operations, the Company has developed guidelines to prevent and mitigate potential impacts should these risks materialize, as follows:



Employee Rights

Risk Issues

- 1) Working Conditions
- 2) Working Conditions
- 3) Health and Safety
- 4) Freedom of Association/Collective Bargaining
- 5) Discrimination / Harassment Illegal labor practices
- 6) Protection of Employee Personal Information

Impact:

- Discrimination in Employment, Forced Labour
- Child labor under the legal age.
- Higher employee turnover rate
- Employees receive varying benefits.
- Hazards from machinery/chemical exposure
- Inappropriate use, storage, and disclosure of personal information

Guidelines to Prevent and Reduce Human Rights Impacts

Fair and Humane Treatment of Labor

- Strictly comply with labor laws and human rights principles.
- Operating a business without the use of forced labor in any form.
- No child labor under the legal age.
- Providing appropriate employee benefits through Welfare Committee meetings.

Safety and Occupational Health

- Comply with the safety policy and the Labor Protection Act.
- Provide annual health check-ups for employees based on their risk factors.
- There is a meeting of the Safety and Occupational Health Committee at work.

Personal Data

- Comply with the Personal Data Protection Policy and the Personal Data Protection Law.
- There is a meeting of the Personal Data Protection Act (PDPA) working group.
- Strictly comply with ISO 27001 requirements



Customer Rights

Risk Issues

- 7) Health and Safety
- 8) Privacy Information

Impact:

- Equal Rights under the Law
- Right to legal protection
- Right to Privacy

Guidelines to Prevent and Reduce Human Rights Impacts

Customer Rights Protection

- There is a mechanism for receiving customer complaints through the Call Center (checking, resolving, and following up on complaints).
- Facilitate access to products and services for people with disabilities
- The Company guarantees customers against damages resulting from its operations, once factual proof is provided.

Personal Data

- Consent has been obtained from the data subject.
- Customer personal data is protected and not shared with third parties.



Trading partners / contractors

Risk Issues

- 9) Working Conditions
- 10) Health and Safety
- 11) Discrimination against Business Partners and Contractors

Impact:

- Right to legal protection
- Right to a good quality of life

Guidelines to Prevent and Reduce Human Rights Impacts

Safety and Occupational Health

- Compliance with laws and the Safety and Occupational Health Policy.
- Provide training and ensure compliance with occupational safety regulations.
- Provide basic personal protective equipment and risk-specific personal protective equipment.

Occupational Health

- Provide annual health check-ups for employees based on their risk factors.
- Basic health checks are performed before the start of daily work.



Community Rights

Risk Issues

- 12) Health and Safety

Impact:

- Right to legal protection
- Right to a good quality of life

Guidelines to Prevent and Reduce Human Rights Impacts

Environmental Aspect

- Implement Green Industry: Level 5

Communication and Safety

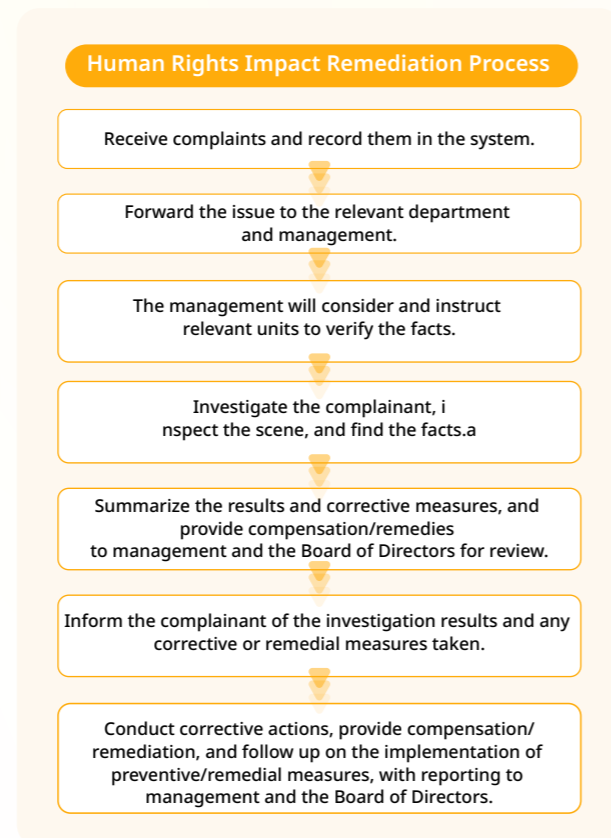
- There are channels for communication and building relationships with the communities surrounding the factory.


After evaluating human rights risk levels, the Company implements measures to mitigate impacts and provide remediation, and reports on progress annually to the Corporate Governance and Sustainability Committee, the Risk Management Committee, and the Board of Directors. The Company also communicates and promotes awareness of its human rights approach equally through events, internal announcements, and its intranet.




Human Rights Impact Remediation Process

The Company has established a process to provide appropriate remediation for stakeholders affected by the organization's activities. In the event that a human rights violation issue occurs, the Company will proceed with continuous monitoring, investigation, and reporting in accordance with the human rights prevention and impact mitigation measures for high-risk issues. This is to ensure that those affected by human rights violations will receive appropriate compensation, such as: offering an apology, psychological rehabilitation of the victim, providing assistance after the incident, compensation in both monetary and non-monetary forms, punishment, and the prevention of harm, such as: prohibition orders or guarantees against recurrence, etc. Furthermore, the Company will take steps to reduce or mitigate the impact to an appropriate level, to control damage and prevent recurrence.



 In 2025, the Company found **no instances of human rights violations, and consequently, no remediation was necessary.**



For more information, please refer to:
 [Human Rights Due Diligence Manual](#)

Promoting Human Rights Awareness

The Company prioritizes ongoing human rights awareness for employees and stakeholders by sharing policies, guidelines, and related information through a variety of internal communication channels, including the intranet, email, ICHI What's Zap, and LINE application groups. This information is also disclosed in sustainability reports on the Company's website, ensuring comprehensive and timely access for all. Furthermore, the Company promotes participation in workshops on comprehensive human rights due diligence, offered through the Business and Human Rights Business Sector in the Thai Capital Market (Phase 3) project and the Human Rights Fundamental e-learning course of Stock Exchange of Thailand, to facilitate practical application to actual work operations.

In addition, the Company plays a role in promoting and elevating human rights standards within the business sector. The exchange and transfer of knowledge to external agencies under the "Middle-Level Human Rights Executive (MRE) Program, Class 3," organized by the Human Rights Development Institute, Rights and Liberties Protection Department, Ministry of Justice. The Company shared its approaches and experience in human rights management, including policy development, the integration of human rights principles into operational processes, and employee awareness-raising initiatives.



In 2025, the Company was awarded the Human Rights Role Model Organization Award in the large business category, receiving an "Outstanding" rating from Rights and Liberties Protection Department. This reflects the Company's commitment to conducting business with respect for human rights and its contribution to fostering a sustainable society that respects human rights.



Results and Benefits:



85% of employees passed the test and completed training on the fundamentals of human rights due diligence process (Introduction to Human Rights Due Diligence) through e-learning provided by the Stock Exchange of Thailand.

Fair Treatment of Employees

The Company respects and treats its employees fairly, in accordance with the Declaration on Fundamental Principles and Rights as stipulated in applicable laws, and provides protection for employee working conditions, health, and safety through the following guidelines:

• Employment

The Company has a policy of transparent and fair hiring practices, based on candidates' knowledge, skills, experience, attitude, and conduct. The recruitment process is systematic and includes methods such as written tests, skills assessments, and interviews. We are committed to equal opportunity employment and do not discriminate on the basis of gender, age, political views, disability, or any other personal characteristics when considering and making hiring decisions.

- **Employment of the Underprivileged / Vulnerable Groups (People with Disabilities)** In 2025, the Company hired two people with disabilities as full-time employees according to the suitability of the job characteristics, and supported the creation of career opportunities for additional persons with disabilities by providing area concessions to 2 persons with disabilities who are not company employees in order to practice their profession and generate income. These efforts are in accordance with legal requirements and align with the Empowerment of Persons with Disabilities Act B.E. 2550 (2007) (Sections 33 and 35).



- **Non-support of the employment of illegal child labor and the use of forced labor.** The Company does not employ illegal child labor, forced labor, or slavery, except where employment is permitted by law and adheres to regulations concerning age, working hours, compensation, health, and safety.
- **Employee Remuneration** The Company has a policy to pay remuneration to employees in the form of a fair salary, consistent with economic conditions and wage rates that are comparable to businesses in the same industry. It provides for policies on appointment, transfer, as well as providing incentives according to suitability and fairness, without discrimination, including the provision of other appropriate welfare, as well as promoting employees and their families to have a better quality of life and well-being. Employees are able to be self-reliant sustainably by supporting employees to have regular savings for the future through the Provident Fund

Note: Details on compensation and provident funds are presented in Form 56-1 E-One Report (2025 Annual Report) under the section "Corporate Governance Structure and Important Information about the Board of Directors, Committees, Executives, Employees and Others," specifically in sub-section "7.5 Employee Information."



- **Employee Performance Appraisal** The Company has established a fair performance appraisal system using an integrated measurement approach. Executive and employee performance is evaluated annually, based on two components: achievement of work goals (Key Performance Index: KPI) and contributions to collaborative projects or working groups. These results inform decisions regarding annual salary adjustments, annual bonuses, and career progression. The evaluation outcomes will be used to develop individual employee potential and to manage teams holistically, driving organizational effectiveness and growth in line with employee career advancement.

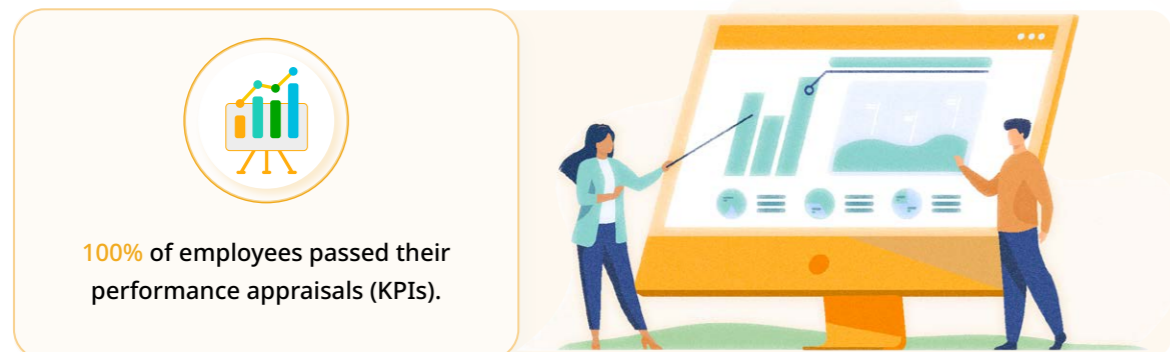
The Company has analyzed employee performance reviews to identify training and development opportunities and to continuously enhance employee knowledge and skills. These opportunities are categorized into three groups: 1) High-performing employees will be placed in specialized programs such as Talent Management; 2) Employees with average performance will participate in the Company’s annual training plan; and 3) Employees whose performance needs improvement will be enrolled in a Performance Improvement Plan (PIP) to help them meet Company expectations. Therefore, PIP serves as a tool to support employee development and provide opportunities to achieve desired results.

Evaluation Criteria

1. **Performance evaluation based on job success** The Company has a Performance Management System in place to manage the performance of executives and employees at all levels, ensuring alignment with the organization’s objectives, strategies, and goals. At the start of each year, the Company establishes Individual Key Performance Indicators (KPIs), which are mutually agreed upon by employees and their supervisors to define metrics, targets, and weighting. These KPIs may be adjusted throughout the year to reflect changes in the organization’s business direction, while remaining consistent with overall Corporate KPIs.
2. **Performance Appraisal based on Collaborative Projects or Working Groups** To promote the goals and success of cross-functional teams and support new, efficient ways of working, the Company has implemented performance appraisals for collaboration projects or working groups. These evaluations establish shared goals and responsibilities to encourage proactive work, allowing the organization to respond quickly and effectively to external changes and reduce costs efficiently. These results are considered part of the team’s key performance indicators, aligning with overall organizational success metrics.

Measurement of Results The Company has established five performance appraisal levels as follows:

- Level 5 = Excellent
- Level 4 = Very Good
- Level 3 = Medium
- Level 2 = Fair
- Level 1 = Need Improvement



- **Personnel Development and Retention** The Company has established a 3-year human resource management strategy (2025–2027), focusing on developing employee potential to align with business direction and address the challenges of the highly volatile beverage industry. This will be done in conjunction with ensuring management continuity through the systematic development of talent and future leaders.

The Company has identified high-potential employees and developed individual development plans to enhance the skills needed for the future. This includes creating succession plans for key positions to support organizational growth and mitigate human resource risks. These efforts will help retain valuable talent and ensure the organization’s long-term sustainability.

In addition, the Company has designed and developed various internal projects to enhance employee potential, foster creativity and innovation, and boost motivation for work development and efficiency improvements – all in line with the organization’s personnel development policy. These initiatives focus on promoting teamwork and cultivating leadership skills, enabling employees to achieve their goals. The Company also strives to increase the representation of women in leadership positions, aiming for gender balance, and has established programs to nurture high-potential employees, preparing them to navigate the dynamic and highly competitive beverage industry.



3-Year Personnel Development Plan (2025–2027)

-  **Develop a Leadership Pipeline to cover 80% of key positions by 2027.**
-  **Support Sustainable Development Goals (SDGs), specifically Goal 4: Quality Education, and Goal 8: Decent Work and Economic Growth.**

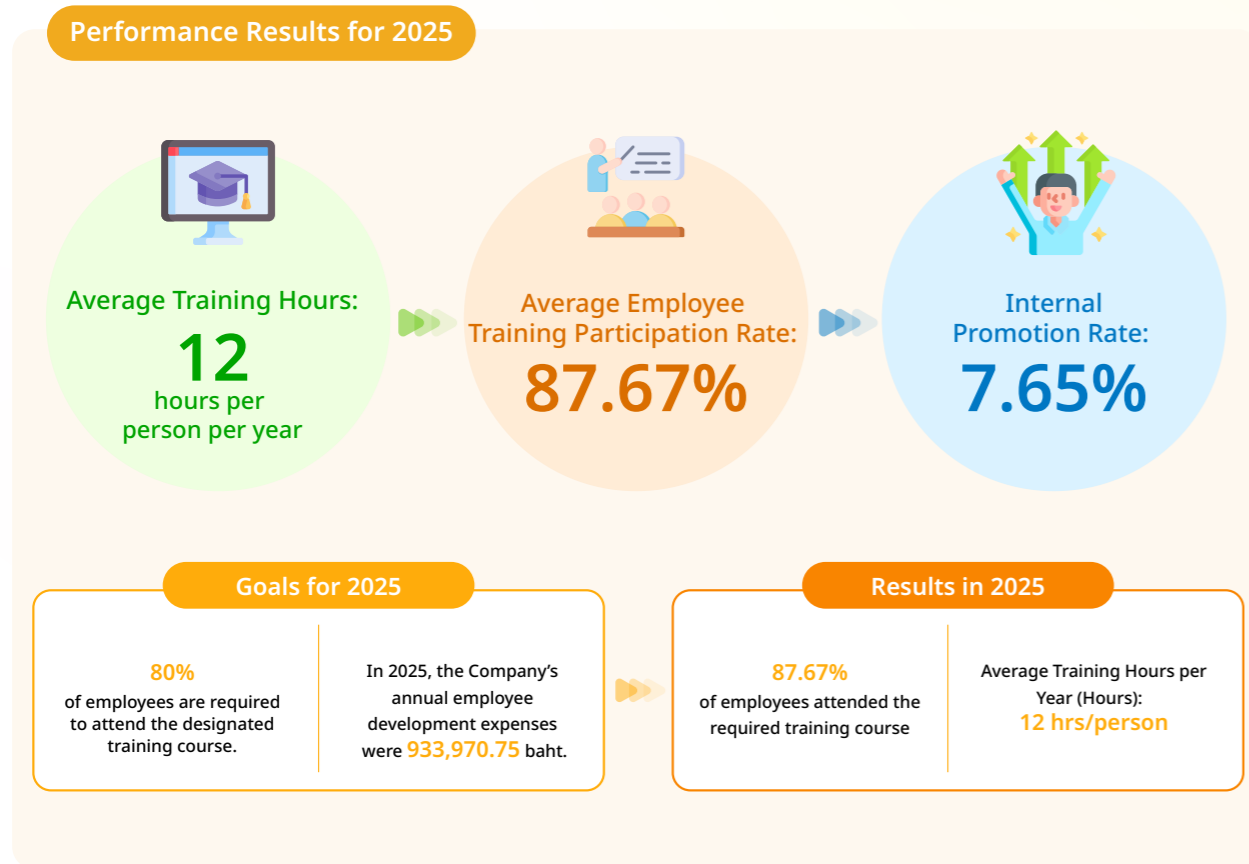


Competency Framework

The Company develops personnel in three dimensions by conducting a Training Needs Analysis for 100% of job positions and preparing an annual training plan as follows:

-  • Knowledge Competency
- Skill Competency
- Attribute Competency

The Company has prepared an annual training plan, outlining the objectives of each course to align with the organization’s strategy and comply with legal requirements. This information is communicated to all employees through various channels, such as the internal network (Intranet) and announcement displays.



• **Employee Welfare and Quality of Life**

The Company prioritizes enhancing the quality of life for employees and their families through sustainable human resource management. This approach strengthens employee engagement, fosters a positive organizational culture, and supports the long-term growth of the business.

In 2025, the Company will implement welfare programs through the Welfare Committee in the workplace elected by employees. The committee will meet regularly to jointly consider and improve benefits to genuinely meet employee needs.

The Company has organized activities and benefits encompassing health, financial security, and family relationships to promote employees' overall well-being and support the Sustainable Development Goals (SDGs), specifically Goal 3: Good Health and Well-being, and Goal 8: Decent Work and Economic Growth.

• **Internal Communication**

The Company emphasizes transparent and comprehensive internal communication to foster an understanding of business direction and strengthen an open corporate culture. It focuses on two-way communication, allowing employees at all levels to participate in expressing their opinions and adapt to changes creatively. The Company communicates through various channels, including the intranet, internal communications media, and direct communication from executives



Key Communication Activities in 2025

1. Happy Monday activity

The Company holds a Monthly "Happy Monday" activity, providing a platform for senior executives to communicate the Company's direction, performance results, and brand updates directly to employees. The event also allows employees to participate through a Q&A session, fostering stronger relationships within the organization. A total of 12 events were held in 2025.

2. Communicating the corporate direction through the annual Town Hall meeting.

The Company held its annual corporate communication event to share a comprehensive overview of its performance, vision, and strategic plans for the year with all employees. The event also provided a platform for employees to offer feedback on developing and refining the Company's strategy. Consistent and transparent communication strengthens change management efforts and ensures staff are prepared to meet the challenges of a rapidly evolving industry.



Employee Engagement

The Company prioritizes employee engagement to drive sustainable growth, foster a positive organizational culture, and retain high-potential employees. It achieves this by systematically encouraging employee participation through regular monthly in-house activities that include all levels of staff, creating a collaborative and trusting work environment where everyone feels valued and connected to the organization.

In addition, the Company conducts annual employee engagement surveys to assess employee satisfaction, attitudes, and engagement with the organization, and uses the results to continuously develop and improve its human resource management practices.

Performance Results for 2025



Employee engagement scores were at **85%**

The Company communicates the survey results to employees through internal channels with transparency, to continuously boost employee engagement. The survey findings will be analyzed to improve and refine work processes, and to enhance the work environment, fostering collaboration, creativity, and a stronger sense of belonging.

One of the projects developed from the survey results is the Collaboration Project Contest 2025, which provides an opportunity for employees from all departments to submit ideas and projects that benefit the organization. The project aims to promote cross-functional collaboration and foster an organizational culture that welcomes ideas and innovation. The project contributes to increased employee engagement, a stronger sense of ownership, and supports the organization's sustainable development.

Grievance Process and Disciplinary Actions

The Company has a complaint handling process through which employees can report concerns or complaints via the channels outlined in the “Policy on Reporting Misconduct or Complaints.” They may also submit feedback to the suggestion box or discuss issues directly with their supervisors if they believe they have experienced harassment, discrimination, rights violations, or are victims of wrongdoing. Employees have the right to file a complaint following the established process. The Company protects the rights and confidentiality of those who report concerns in good faith, concealing the identity of complainants and informants – including their name, address, and any other identifying information. Access to specific information related to investigations will be limited to those responsible for handling complaints. Individuals responsible for investigating complaints must maintain the confidentiality of all information and evidence provided, and are prohibited from disclosing it to others except where required by law.

Disciplinary actions: If employees fail to comply with Company regulations or violate prohibitions, they will receive a warning from their supervisor based on standard administrative practices. The Company will not impose physical or psychological harassment, or unfair verbal abuse. The severity of disciplinary action will depend on the nature of the offense, the employee’s intent, the consequences of the action, and their past record. Disciplinary procedures will be followed sequentially, and in the event of termination, the Company will provide compensation as required by labor laws.

Certification by External Agencies at the Provincial Level

Ichitan Group Public Company Limited has received the Outstanding Workplace Award for Labor Relations for the fifth consecutive year from the Department of Labor Protection and Welfare, Ministry of Labor, demonstrating its continued excellent management of labor relations and employee welfare.



Important Projects

1. Employee Welfare Promotion

The Company prioritizes the promotion of employee welfare and quality of life on an equitable basis, fostering a culture of mutual respect for rights and providing systematic opportunities for employees to provide feedback through the Welfare Committee in the Workplace, which serves as a central liaison for communication between employees and management.

The Welfare Committee’s composition and operations are in accordance with legal requirements. It meets monthly with representatives from management and prepares and communicates comprehensive meeting reports to all employees. This feedback is then used to continuously improve employee welfare and the work environment, for example, by developing health initiatives, fostering organizational engagement, and reducing employee financial burdens. To this end, in 2025, the Company launched key projects to elevate employee quality of life as follows:

1.1 Food and Beverage Welfare Program

Provide lunch, snacks, and drinks to reduce employee financial burdens and support their work performance.



1.2 Birthday and Sports Day Activities

Organize activities to boost morale and strengthen relationships within the organization by promoting health through a sports day and providing exercise equipment.



1.3 Mobile Dental Clinic Project

Mobile Dental Services: Offering “Mobile Dental Services” within workplaces in partnership with licensed clinics to improve healthcare access, lower costs, and encourage employee preventive care.



● Social Operations

1.4 Annual Health Check-up Activities

The Company provides annual health check-ups for employees to make healthcare more accessible. Employees and their families can also choose to add extra screenings at a discounted rate, and doctors are available for consultations after results are received to support ongoing preventive care.



1.5 Blood Donation Activities

Promote ongoing participation in blood donation to support helping others and improve the quality of life in the community, while also fostering a sense of public service and social responsibility among employees.



1.6 Annual Company Trip (for employees)

The Company organized an annual tour to boost morale, promote work-life balance, and foster relationships and engagement within the organization.



1.7 Employee Massage for Wellness

Promote workplace wellness by offering ergonomics training alongside regular quarterly massage services to reduce the risk of office syndrome, alleviate fatigue, and enhance employee quality of life.



2. Employee Potential Development

The Company prioritizes the continuous development of its employees to enhance the organization's competitiveness and support sustainable growth, focusing on developing the knowledge, skills, and competencies needed for both current and future roles.

2.1 ICHITAN CILT 2025 Training Workshop

The Company focuses on driving production efficiency and sustainability through CILT (Cleaning, Inspection, Lubrication, and Tightening) activities – a foundational maintenance program that encourages systematic employee involvement in the care of their equipment. The organization prioritizes developing the skills of production personnel, equipping them with the knowledge and ability to perform maintenance tasks independently. This is achieved through activities including 1) cleaning and removing debris, 2) inspecting equipment condition to ensure it meets standards, 3) reducing wear and improving performance, and 4) tightening fasteners to maintain structural integrity – all of which contribute to extended equipment lifespan and continuous improvement in production efficiency.

Results and Benefits:



Number of Employees Who Participated in the Test: **177 person**



Average Training Hours per Person: **18 hrs/person**



2.2 Employee Onboarding Program and New Employee Orientation

The Company organizes an orientation program to help new employees understand the Company's core values, organizational culture, administrative structure, and their roles and responsibilities. This is designed to enable them to adapt quickly and work effectively, aligning with the organization's goals and strategies

Results and Benefits:



3 participants



6 hours per person in average



2.3 Data Analysis Skills Development Project using Power BI Desktop

The Company promotes data analysis skills by developing employees' abilities to collect, manage, analyze, and present data in an easy-to-understand report format to support effective business decision-making.

Results and Benefits:



2 Training Sessions



26 participants



6 hours per person in average



2.4 Communication Technique Development Project

The Company develops employees' communication skills, covering interpersonal communication, feedback, persuasion, and motivation to enhance teamwork efficiency, especially for supervisors and those who need to coordinate across departments.

Results and Benefits:



60 Participants



6 hours person in average



2.5 Collaboration Project for 2025

The Company promotes cross-functional and multi-level collaboration to support the achievement of organizational goals. This is achieved by leveraging the diverse skills, experiences, and expertise of employees across all departments to improve work processes and foster innovation within the organization. In 2025, the Company launched four internal collaboration projects:

- **Green Living Project** The Company has launched an initiative to promote environmental consciousness among its employees, based on the "Reduce, Reuse, Recycle" principle, to encourage efficient resource utilization and contribute to the organization's environmental and sustainability goals.

The project focuses on engaging employees at all levels to reduce environmental impact by changing behaviors in their daily routines. This includes minimizing unnecessary resource use, maximizing resource efficiency, and decreasing waste. Activities will encompass waste separation, material recycling and reuse, campaigns to reduce paper consumption, and energy and water conservation efforts, alongside ongoing environmental awareness programs.



Results and Benefits for Employees



Raise environmental awareness and foster a concrete practice of waste separation among employees, both at work and at home.



Employees have a **100%** understanding of waste segregation

Outcomes and Organizational Benefits



Building on the creation of business value through green marketing concepts.



Strengthening the organization's and brand's image regarding environmental responsibility



Increasing brand awareness and recognition among young people and local communities by hosting events in **25 schools**.



Promoting long-term brand engagement and loyalty

Environmental Impact



Collected 1,260 kilograms of plastic bottles, reaching 63% of the 2,000-kilogram goal, which is equivalent to the greenhouse gas absorption of **136.57 trees**.



Reduced greenhouse gas emissions by avoiding plastic landfilling is equivalent to approximately **787.61 kilograms of carbon dioxide equivalent**.



Organized an "Upcycling" activity, collecting bottle caps from the project for recycling into hangers in collaboration with the Center for Environmental and Sustainable Management at University of Phayao. The center **produced 999 hangers** from recycled materials and delivered them to **15 hospitals in Phayao province**.

- **AI New Gen Project** The project aims to provide employees with opportunities to develop their knowledge and skills in technology and innovation, particularly artificial intelligence, through a combination of learning and hands-on practice. This project supports the organization's human resource development strategy, enhances operational efficiency, reduces time and costs in workflows, and prepares personnel to adapt to technological changes.



Results from Project Implementation



Share – Creating Knowledge and Awareness of AI

- Content was updated with trends and AI tools 20 times.
- Employees have comprehensive access to organizational knowledge through internal channels.
- This has resulted in increased awareness and application of AI in the workplace



Expand – Development of AI Skills and Potential

- Organize three training sessions and skill-development activities focused on AI.
- Participants scored over 70% on post-training tests in all courses.
- Covers both basic and advanced levels
- Organized an AI Talk Show to boost understanding of AI applications in business.



Innovative – Extending to the Creation of Business Value

- Generated 13 pieces of AI content, receiving a total of 2.01 million views across online platforms.
- Employees can use AI to reduce work time and costs.
- Cost savings of up to 72,000 baht per year.

• Social Operations

- **ICHI Hunter Project** The Company operates the ICHI Hunter project to promote employee learning and development by studying Company information and performance data, and by providing opportunities for employees to integrate knowledge and strategic insights to produce impactful work and compete for awards domestically and internationally.

This project enhances understanding of business operations, strengthens organizational credibility and image among stakeholders, and boosts competitiveness, supporting long-term sustainable growth.

Results from Project Implementation



The Company has received a total of **5 awards**, both nationally and internationally.

- **TikTok Ichitan Project** The Company launched the Ichitan TikTok project to give employees a platform to share the Company's culture and identity through digital media. By using TikTok, the Company aims to communicate its image in a modern and accessible way. The project also helps to build brand awareness as an open-minded organization, foster employee engagement, and attract talented individuals to the organization.



Results from Project Implementation



Video viewed over **2.41 million times**



Produced **17 video pieces** to showcase the organization's culture and work environment.



Generated **500,000 baht** in media value while enhancing brand and organizational image

2.6 ESG DNA Project The Company has launched the ESG DNA project to promote knowledge and awareness of sustainable development among executives and employees at all levels. The Board of Directors oversees and drives systematic training programs to enable personnel to apply environmental, social, and governance (ESG) principles concretely in their operations. This is achieved by incorporating the ESG DNA course – a sustainability knowledge set developed by the Stock Exchange of Thailand – as part of personnel development and linking it with performance evaluations through an E-Learning system to promote continuous learning throughout the organization.



In 2025, the Company received the ESG DNA award from the Stock Exchange of Thailand for the second year running, demonstrating its commitment to developing employee sustainability capabilities and integrating ESG principles to strengthen competitiveness and foster long-term sustainable growth.

3. Organizational Engagement Activities

3.1 Ichitan Songkran Festival Recreational activities provide employees with an opportunity to offer Songkran blessings to senior colleagues and share a meal together, with the aim of fostering positive relationships between staff and management.



3.2 Ichitan Christmas Party Recreational activities: Employees participated in a gift exchange in a friendly and fun atmosphere, with the goal of fostering stronger relationships and a sense of unity within the organization.



Educational Support

In 2025, the Company collaborated on promoting education through a Dual Vocational Education cooperation project, providing students with workplace training opportunities and supporting their learning development, positive attitudes, and practical professional skills. To this end, the Company has signed MOUs with two additional private vocational institutions affiliated with the Panyapiwat Institute of Management Networking Group.

- Yasothon International Technological College, Yasothon Province
- Pathum Ratchawongsa Technological College, Amnat Charoen Province



Occupational Health and Safety Promotion



Our Commitment

Ichitan Group Public Company Limited recognizes that providing a safe and healthy work environment is critical to both the well-being of its employees and the organization's operational efficiency. This encompasses physical and mental health, as well as overall well-being. The Company strictly complies with occupational health and safety laws and regulations, and also follows international best practices, such as guidelines from the World Health Organization and the International Labor Organization, to elevate its management standards to an international level.

The Company prioritizes proactive prevention by establishing measures to reduce work-related risks, control and prevent accidents, and lower the incidence of injuries, fatalities, and work-related disabilities. The Company continuously monitor, evaluate, and improve its operations to sustainably enhance workplace safety.

In addition, the Company is committed to fostering a safety culture in the workplace through ongoing communication and awareness-raising initiatives for employees. This commitment extends to partners and relevant stakeholders, ensuring consistent practices across the entire value chain.

Golas



Reduce accidents to "zero" fatalities.



The number of occupational diseases is "zero"

Management Guidelines



Establish occupational health, safety, and working environment policies in accordance with the guidelines of the World Health Organization (WHO) and the International Labor Organization (ILO) to ensure the safety and prevent accidents for employees and contractors/partners working within the organization's premises.



The Company has established an Occupational Health and Safety Committee to promote workplace health and safety through policy formulation, training programs, inspections, and assessments. Furthermore, the committee is responsible for comprehensive communication to instill safety awareness among employees, contractors, and business partners.

Operations and Performance

Occupational Health, Safety, and Work Environment Policy

The Company cares for the lives and health of all employees and the surrounding communities. It is committed to conducting business in accordance with management standards for occupational health, safety, and an accident-free working environment. The Company prioritizes the participation of all employees and safe working practices to prevent harm to themselves, their colleagues, and the local community. To this end, the Company have established the goal is "Zero Accidents."

Therefore, the Company has adjusted its occupational health, safety and working environment policies to align with the current situation as follows:

1. The Company prioritizes occupational health, safety and working environment policies in all situations. All employees must consider these factors their top priority and primary responsibility.
2. The Company is committed to preventing workplace incidents, accidents, and occupational illnesses, both on and off the job.
3. Everyone in the organization is responsible for accidents that occur. Employees are responsible for reporting potential workplace risks and must help find suitable preventative solutions to ensure a safe and hygienic working environment for all personnel.
4. The Company ensures strict compliance with all applicable safety laws and regulations.
5. The Company provides support in various areas, including staffing, time allocation, budget, and training, as well as personal protective equipment, to achieve the defined objectives and goals for occupational health, safety and the working environment.
6. The Company operates and develops an occupational health, safety and working environmental management system to ensure continuous improvement.

Occupational Health and Safety Principles



Promotion

Promote and maintain the physical and mental health and well-being of employees, enabling them to live fulfilling lives and coexist harmoniously in society as professionals



Prevention

Prevent employees or workers from experiencing health deterioration or poor hygiene. Abnormalities due to unsuitable or improper working conditions or environment.



Protection

Protect employees or workers in the workplace from actions that pose a risk of harm or illness



Work Placement

Manage the work environment to be as suitable as possible, aligning it with the physical and mental needs of employees or workers



Adaptation

Assign responsibilities based on employees' skills and qualifications to maximize efficiency, taking into account physiological constraints and individual differences in physical and mental capabilities



Occupational Health and Safety Performance

Occupational Health, Safety, and Accident Statistic for Employees

Performance Results (Indicators)	2023	2024	2025
Fatality Rate	0 case	0 case	0 case
Lost time injuries or hospital referrals (Total Loss Time Accident)	2 cases	1 case	1 case
Number of hours			
Lost time injuries or hospital referrals (Total Loss Time Accident)	2 cases per 4,320 working hours	1 case per 1,000,000 working hours	1 case per 1,000,000 working hours
Fatality Rate per 1,000,000 hours	0	0	0
Injury Severity Rate (ISR) per 1,000,000 hours.	N/A	0.98	0.93
Total Recordable Injury Rate (TRIR) per 1,000,000 working hours	N/A	0.98	0.93
Injury Frequency Rate (IFR) per 1,000,000 hours	N/A	N/A	0.93

Occupational Health, Safety, and Accident Statistics for Contractors within the Company's Premises

Performance Results (Indicators)	2023	2024	2025
Fatality Rate	0 case	0 case	0 case
Lost time injuries or hospital referrals (Total Loss Time Accident)	0 case	0 case	0 case
Number of hours			
Lost time injuries or hospital referrals (Total Loss Time Accident)	0 case per 4,320 working hours	0 case per 1,000,000 working hours	0 case per 1,000,000 working hours
Fatality Rate per 1,000,000 hours	0	0	0
Injury Severity Rate (ISR) per 1,000,000 hours.	N/A	0	0
Total Recordable Injury Rate (TRIR) per 1,000,000 hours	N/A	0	0

Occupational Illness, Health, and Safety Statistics for Employees

Performance Results (Indicators)	2023	2024	2025
Number of occupational illness cases	N/A	0 case	0 case
Occupational Illness Frequency Rate per 1,000,000 working hours	N/A	0	0

Occupational Illness, Health, and Safety Statistics for Contractors

Performance Results (Indicators)	2023	2024	2025
Number of occupational illness cases	N/A	0 case	0 case
Occupational Illness Frequency Rate per 1,000,000 working hours	N/A	0	0

Important Projects

1. **Monthly Occupational Health and Safety Committee Meeting** The Company has established an Occupational Safety, and Health Committee (OSH) to summarize monthly safety performance at least once a month, as required by law.



2. **Monthly safety inspection activities**

The Occupational Health, Safety and Working Environment Committee (OHS Committee) conducts weekly workenvironment inspections as required by law to monitor for and identify potential hazards that could cause accidents during operations. They implement appropriate preventive and corrective measures, along with proactive risk management by analyzing and predicting potential workplace hazards in advance to prepare for accident prevention. This is done through the continuous application of Kiken Yochi Training (KYT)—a hazard prediction and awareness process.



3. **Job Safety Analysis (JSA): Hazard Analysis and Identification** The Company conducts hazard assessments before starting any work to identify ways to prevent and reduce risks in every step of the work activities. These assessments are reviewed annually. Before starting any work that involves risk, contractors must assess the risks and analyze hazard identification for the work activities.

4. **Safety Training Project** The Company provides safety training courses for new employees as required by Section 16 of the Occupational Safety, Health and Environment Act B.E. 2554 (2011). This includes training for employees and other contractors on various safety procedures.



• Safety Training Course for Forklift



5. **Operational Training Activities for Contractors** The Company provides contractors with detailed instructions on work procedures, including safety precautions, before they begin work on factory premises. This ensures contractors understand and strictly follow these guidelines to prevent potential accidents during work. The Company also requires risk assessments to be conducted both before and after each operation, with contractors responsible for performing them. These assessments are then jointly reviewed with the Company's safety officers to ensure risk control measures are appropriate and implemented effectively.



6. **Training Activities for safety personnel at the supervisory level.** The Company provides safety officer training at supervisory level to raise safety awareness and promote safety initiatives within the Company.



• Training on Safety in the Use of Chemicals and Hazardous Substances



• Training Course for Crane Operators, Signalers, Riggers, and Crane Supervisors



• Safety Training Course for Working at Heights



7. **Hazard Recognition Training (KYT: Kiken Yochi Training)** The Company organized KYT activities to enhance employee safety awareness. These activities focused on developing skills to identify and anticipate operational hazards before they occur, with the goal of preventing and reducing the risk of accidents.



8. **Safety Culture Campaign Videos** The Occupational Health, Safety and Working Environment Committee (OHS Committee) has produced a safety video to inform employees about unsafe behaviors and hazardous conditions. The content has been designed to be engaging and easily understood, to raise awareness and encourage safe work practices across the organization.



9. **Basic Fire Fighting Training 2025** The Company provides both theoretical and practical training to ensure employees gain the knowledge and skills to apply it correctly in their daily work, especially in emergency situations.



10. **Fire Evacuation Drill 2025** The Company conducts annual fire evacuation drills, with two sessions – one during the day and one at night – to ensure comprehensive coverage for all employees groups across all working hours. This helps prepare the Company for fire emergencies and continuously reinforces safety awareness and understanding in the workplace.



11. **Home Happiness Project** The Company organizes campaigns to promote safe driving and travel for employees, such as offering vehicle inspections for employees before they travel home for the 2026 New Year's holiday.



12. **Safety Week Project and Anti-Drug Activities** The Occupational Health, Safety, and Working Environment Committee (OHS Committee) and the Working Group on Drug Prevention and Solution in the Workplace Committee (WDPSC) held activities to promote safety week project and anti-drug activities within the factory premises to increase employees' understanding of factory safety procedures and the dangers of drug use.



Community and Social Involvement



Our Commitment

Ichitan Group Public Company Limited is committed to conducting business responsibly, with a focus on all stakeholders, guided by the principle of “Environmentally Friendly and Socially Responsible Production.” Recognizing that a better society begins with a responsible organization, “Ichitan” actively promotes projects and initiatives to strengthen communities in a variety of ways, including supporting public interest activities, improving the local environment, fostering economic growth, and empowering communities and local organizations. This is done alongside creating shared value for employees, communities, society, and all stakeholders.

The Company emphasizes collaboration with networks of partners in both the public and private sectors to establish a balance between business growth and sustainable social development. Additionally, the Company strives to enhance the quality of life for local communities through job creation and local economic development, alongside reducing environmental impact and promoting efficient and sustainable resource use.

Golas



Implement projects and activities to strengthen communities, encompassing economic, social, and environmental aspects.

Key Performance Results for 2025



The **ICHITAN RECIRCLE project** encourages consumers to sort and return clear PET plastic bottles for closed-loop recycling, aligning with circular economy waste management principles to produce safe rPET bottles and reduce reliance on virgin plastic. To date, the project has recovered **142,164.10 kilograms** of plastic bottle packaging and reduced greenhouse gas emissions by **146,574.46 kilograms** of carbon dioxide equivalent. Furthermore, the project has generated over **7.36 million baht** in income for local communities through the purchase of plastic bottle packaging waste and has received a “very good” rating in its Social Impact Footprint certification.



Feel Good Community x Ichitan Happy Project - Generating over **28.32 million baht** in income for society and local communities by employing people in and around Phra Nakhon Si Ayutthaya province and supporting small retailers through community markets.



Tan Land Learning Center - Supports environmental education through interactive activities to cultivate a sense of sustainability in young people, having welcomed over **56,310 visitors** to date.



Ichitan Pencil Robot Project - This strategic social investment involves delivering 480 robots to 30 hospitals across the country, with a budget of **309.97 million baht**, to alleviate the workload of medical staff and free up their time.



The **ICHITAN - Cheer Share Care** project provides social support during times of crisis, assisting those impacted by the floods in Hat Yai District, Songkhla Province and helping to restore more than **800 affected households**.



The 9th **“Ichitan Smile Project”** - Investing over **0.27 million baht** in social impact to create educational opportunities for young people. The project supports more than **115 students** in accessing quality education and improved well-being, with 23 Ichitan employees volunteering to lead activities and foster learning within the community.



“50 Happiness Gardens” Project - This project aims to increase green spaces for the community and develop public areas to promote community health and the environment. It has benefited over **18,181 people** and supports the establishment of plastic bottle collection points within the community.



“Thai Cyber Ranger” Project - A collaboration between Ichitan Group Public Company Limited, the Royal Thai Police, and partner networks to prevent cybercrime and build digital resilience for Thai society. The project aims to raise awareness among **10 million people** nationwide, with a goal of reducing financial losses from cybercrime by **10% by 2025**.



Community Engagement - The Company received an average satisfaction rating of **87% from the community** across all areas, and there were **no complaints received from the community**.

Management Guidelines

The Company is committed to conducting its business while creating shared value with society, prioritizing community development, improving the quality of life for people, ensuring access to knowledge, and enhancing social well-being and security. To this end, the Company has established the following key guidelines for its social initiatives:

- Strengthening the Community's Economic Foundation**
 The Company is committed to fostering the economic development of communities surrounding its operations by supporting income distribution and creating local employment opportunities, particularly through assistance to small businesses and prioritizing local hiring. This aims to boost economic activity within these communities, enhance their self-sufficiency and long-term sustainability, and build strong, lasting relationships between the Company and its neighbors.
- Enhancing the Health System and Quality of Life for People in Society**
 The Company supports the development of the public health system by reducing the workload of medical personnel in state hospitals and improving the efficiency of services and patient care. This is done through the application of technology and innovation, such as Artificial Intelligence (AI technology), to enhance work efficiency and medical service management, resulting in broader and more equitable access to healthcare for the public. This support is considered a strategic investment in improving the overall quality of life for society.
- Creating Learning Experiences for the New Generation of Consumers.**
 The Company promotes learning and access to accurate information for young consumers, cultivating an understanding of eco-friendly production processes and encouraging responsible, sustainable consumption. It also supports the rights of children and youth to access information and education, building a foundation for future decision-making that considers social and environmental impact.
- Strengthening Social Resilience and Safety**
 The Company prioritizes supporting society during crises and disasters, including participating in reducing social risks from emerging threats. This includes providing timely assistance to communities and relevant agencies, as well as fostering awareness and preparedness for change to strengthen societal stability and security.

Important Projects

1. "ICHITAN RECIRCLE" Project



The issue of plastic waste is a significant environmental concern for society. According to data, around 86% of PET plastic bottle packaging is discarded in landfills, while only 14% is recycled. This has negative environmental consequences and contributes to greenhouse gas emissions.

Ichitan Group Public Company Limited has launched the "ICHITAN RECIRCLE" project to promote sustainable plastic waste management through a closed-loop circular recycling system for PET plastic bottles. The aim is to return used plastic bottles to the recycling process to create new packaging, reduce reliance on virgin plastic, and minimize environmental impact. This project is a collaboration with various partners, including PTT Global Chemical Public Company Limited through its GC YOU Turn project, as well as the Recycle Trader Association and second-hand shops, all working together to establish a circular system for PET plastic bottles that allows for continuous reuse instead of disposal in landfills – a major contributor to greenhouse gas emissions and global warming.



In the long term, the Company plans to continuously expand the ICHITAN RECIRCLE project, aiming to install up to 9,000 tons of capacity for plastic bottle collection and recycling storage systems annually by 2028.

This project focuses on collecting PET plastic bottles for recycling, with a target of 9,000 tons collected by 2028 through three main channels:

1) Bottle collection from consumers

In 2025, the Company launched a project at 23 educational institutions participating in the ICHITAN RECIRCLE project in Bangkok, the surrounding metropolitan area, and other major cities. The project provided education on plastic bottle sorting and recycling to over 102,266 students, including students at Wattanothai Payap School, Prince Royal's College, Dara Academy, Rajamangala University of Technology Lanna, Jirasartwittaya School, Chomsurang Upatham School, Ayutthaya Technological Commercial College, Udonthani Vocational College, Wat Suthiwararam School, and Ratwinit Bangkako School.

Additionally, bottle packaging is collected from special activities and marketing events through the GC YOU Turn platform, in collaboration with the the Recycle Trader Association at events like concerts and other promotional activities.

2) Bottle collection from Ichitan Green Factory

The company collects plastic bottles from its production processes and from consumers visiting the Tan Land Learning Center, which welcomes over 50,000 visitors annually.



3) Bottle collection from communities around the factory

The Company collects plastic bottle packaging from schools in the communities around the Ichitan Green Factory – namely Wat Tanot Tia School, Wat Khok Chang School, and Wat Champa School. It also promotes the sale of used plastic bottles to local buyers in Phra Nakhon Si Ayutthaya province at a fair price, channeling over 7.36 million baht back into the community.



Operating Guidelines



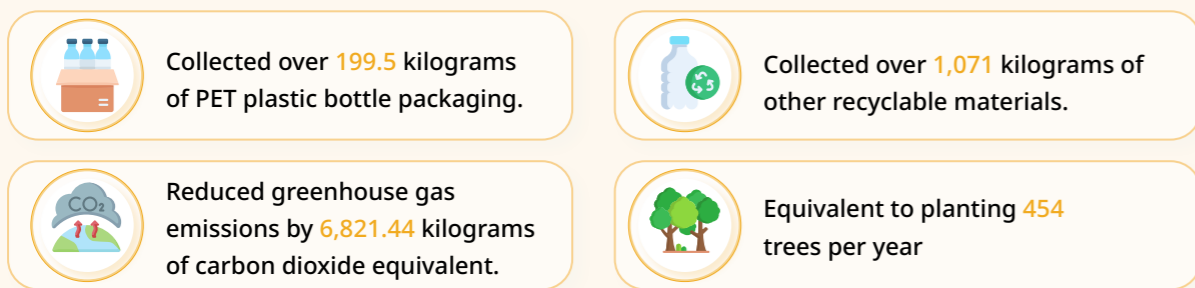
Expanding the Project to Include Public Activities

In 2025, the Company expanded the ICHITAN RECIRCLE project to larger events to promote public participation, implementing a closed-loop recycling system at concerts and music festivals like the Wind Wood Concert and the “Wan Ploi Suea 5” (Tiger Release Day) music festival in Saraburi province.

The activity aimed to raise environmental awareness among the new generation under the concept of “Enjoying the concert without harming the planet,” while promoting responsible consumption behavior. There were over 33,000 participants, and more than 1.27 tons of plastic bottles were collected for closed-loop recycling.

At the concert, Ichitan Group Public Company Limited partnered with the Recycle Trader Association and second-hand shops to implement a waste separation system for items like PET plastic bottles, glass bottles, cans, and paper, ensuring they are properly recycled.

Results of Activities



Employee Engagement

The Company emphasizes employee participation in driving sustainability by encouraging them to volunteer for environmental initiatives under the ICHITAN RECIRCLE project, supporting sustainable waste management and raising environmental awareness in the community.

In 2025, over 30 volunteer employees took part in activities with partners to broaden our environmental cooperation network. These volunteers contributed to initiatives promoting proper waste management and supporting the circular economy, such as waste sorting education for students, events to raise awareness about recycling and efficient resource use, support for collecting plastic bottles and recyclables at concerts and events, and communication of closed-loop recycling principles to ensure plastic bottles are correctly recycled into rPET bottles.

These activities are part of building a corporate culture of social and environmental responsibility, and encouraging employees to make a tangible positive impact on society. The Company has set goals and plans to expand employee participation in the long term, as detailed below:

1. Promote and encourage employee volunteerism in the organization’s social and environmental projects.
2. Develop a system to support volunteer activities, including creating a volunteer hours tracking system, and promote participation in social activities with various charities.
3. Develop a diverse range of volunteer projects and provide opportunities for employees across all departments to participate. Foster collaboration with external environmental organizations, aligning with the organization’s sustainability strategy.

Social Impact Assessment of the Project by the Thaipat Institute

The ICHITAN RECIRCLE project has been certified by the Thaipat Institute, with its social impact assessed using the Social Impact Footprint (SIF) tool to measure the social value it generates. The project achieved a confidence score of 82.5% across all four assessment areas, earning a rating of “very good,” and received a 100% satisfaction rating from stakeholders.

The assessment results found that the project generated a Net Social Capital Value of 626,237 baht, with details as follows.

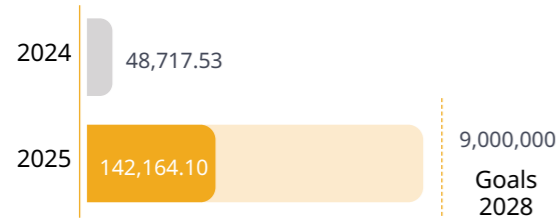


Results and benefits: From the ICHITAN RECIRCLE program throughout the year.

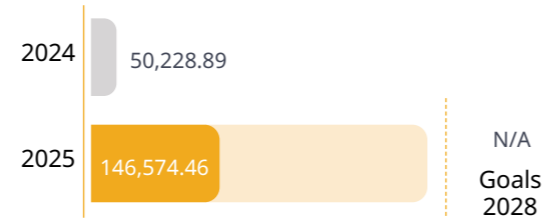


- 2025 Total collected plastic bottle packaging waste **142,164.10 kg.**
- Reduced greenhouse gas emissions **146,574.457 kgCO₂e**
- Reduced greenhouse gas emissions **31 locations**
- educated through the program over **102,266 persons**
- Participating communities/private entities **6 locations**
- Waste management at major concerts **3 events**
- Income generated for communities over **7,360,313.30 THB**
- Generated PR Value **6,575,000.00 THB**

Quantity of plastic bottle packaging collected for recycling (kg)



Reduce greenhouse gas emissions (carbon dioxide equivalent kilograms).



2. “Feel Good Community x Ichitan Happy” Project

The Feel Good Community x Ichitan Happy project is an ongoing initiative created to foster strong relationships with the communities around Ichitan’s factories and improve the quality of life for local residents. It focuses on developing health, social well-being, and environmental sustainability, while also promoting income-generating opportunities to support mutual, long-term growth.

In 2025, the Company revised the project to take a holistic approach to quality of life development, encompassing economic, social, and environmental dimensions. The project was carried out through three schools, reaching a total of 1,058 teachers and students, and over 4,049 community members. Activities were structured around four key areas as follows:

- **Promoting careers and generating income for the community**
The Company focuses on promoting careers and generating income for the community by providing local employment opportunities near its factories, helping ensure stable incomes and a better quality of life for residents. It prioritizes employee skill development through training and capacity building, empowering them to work effectively. The Company also encourages collaboration between the organization and the community to build strong, sustainable relationships for the long term.
- **Provide learning opportunities for the community through the Tan Land Learning Center**
The Company opens its doors to the local community to visit the Ichitan Green Factory and Tan Land Learning Center, offering insights into environmentally friendly production processes, environmental management practices, and proper waste segregation. Attendees will also participate in creative activities, like an IXU (ICHITAN EXPERIENCE & YOU) beverage workshop, for a fun and accessible learning experience.



- **Creating a Good Environment**

In 2025, the Feel Good Ichitan Happy community project held activities to raise awareness and promote responsible sorting and collection of used plastics among students at three schools participating in the Feel Good Ichitan Happy community project throughout the year. A portion of the plastic bottles collected from these schools will be recycled to produce new rPET bottles, creating a continuous cycle of reuse.



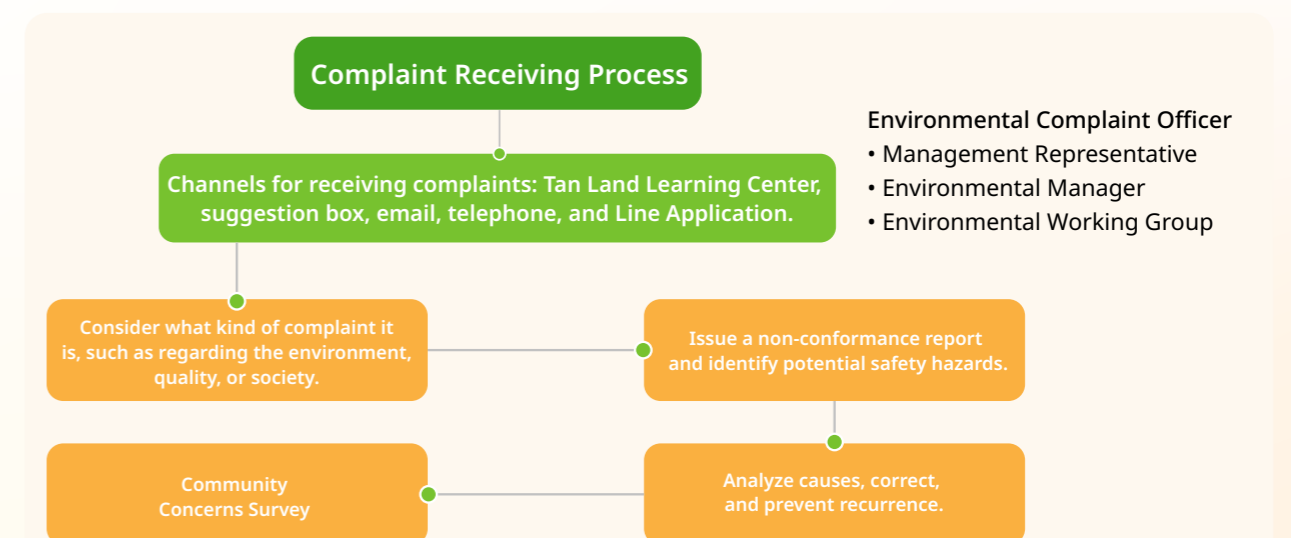
- **Creating a Good Society**

Sustainable community development is a key goal that fosters long-term resilience and self-sufficiency. This project focuses on building collaboration with community members to develop skills and career development, with a particular emphasis on promoting waste management and local product development to increase income and improve the quality of life for residents. This includes sourcing community products – such as food, snacks, and beverages – that are high-quality and safe, and supporting the creation of community brands and appealing packaging to enhance product value. The project also encourages community members to have dedicated spaces to sell their products, like organizing community markets or online platforms, and hosting community markets within the Ichitan factory, allowing local merchants to sell to employees and offer a diverse selection of food and drinks.



Environmental and Social Grievance Mechanism

In addition to enhancing the efficiency of the Feel Good Community x Ichitan Happy project, the Company regularly monitors and follows up on its environmental and social performance. It also has a systematic management plan and procedures in place to address environmental complaints from the community or surrounding areas, starting with investigating the cause of any complaints and reporting findings to relevant parties for corrective action. Moreover, the Company has established an environmental working group to improve the organization’s environmental management for sustainability and collect complaint data statistically for analysis to identify solutions should similar issues arise.



- Environmental Complaint Officer**
- Management Representative
 - Environmental Manager
 - Environmental Working Group

Community Concerns Survey

In 2025, the Company reported zero grievances or concerns arising from business operations that were inconsistent with environmental and social laws, rules, or regulations. The Ichitan Green Factory has been recognized for its strict compliance with environmental standards and regulations set by the Department of Industrial Works, and for its commitment to environmentally friendly production. This commitment is demonstrated through the adoption of innovations and technologies that minimize environmental impact in the production process, including reducing greenhouse gas emissions, efficient waste management, and energy conservation – all in alignment with the United Nations’ Sustainable Development Goals (SDGs). Additionally, the factory has a comprehensive sustainability policy that encompasses the management of Occupational Health and Safety (OHS) for employees, promotion of diversity and inclusion, support for youth education in the community, and environmental improvements to enhance the quality of life for residents.

Communication and Building Trust with the Community

Despite the survey results indicating community confidence, the Company remains committed to continuously improving its operations to maintain and strengthen relationships with the community through key approaches, including:

- 1. Transparent Communication:** Regularly disclose operational information and environmental monitoring results to the community and the public.
- 2. Communication Channels with the Community:** Establish convenient and responsive channels for receiving complaints and feedback, enabling the community to promptly report concerns or issues.
- 3. Operations Exceeding Legal Standards:** The Company utilizes technology and best practices for environmental management – including wastewater treatment, waste management, and efficient energy use – to achieve environmental performance that surpasses legal requirements.

Goals for 2025



The results of the community satisfaction assessment across all dimensions must be at least **70%**, with no complaints received from the community.

Results and Benefits:



The results of the community satisfaction assessment across all dimensions were **87%**, and there were no complaints from the community.

- The assessment results regarding the importance placed on and support for good community relations were **87%**.
- The results of the activity format assessment are promising and provide a positive experience for the community, with **86%** reporting satisfaction.
- Satisfaction with participation in community relations activities reached **84%**.
- The results of the assessment on awareness and understanding of Ichitan’s environmental and community policies were **87%**.
- The satisfaction rate with the environmentally friendly production process is **88%**.
- Satisfaction with the Company’s contribution to improving the quality of life in the community reached **87%**.
- Satisfaction with support for community livelihoods and income generation among local residents reached **87%**.
- No complaint from community
- Local employment support provided jobs for 369 people, generating a total annual income of **28.32** million baht.
- Creating income for the community through community markets and supporting local businesses generates a total of **246,357** baht per year.



3. Tan Land Learning Center, the Land of Balance

Tan Land Learning Center is located within the Ichitan Green Factory in Phra Nakhon Si Ayutthaya province. First established in 2012, it operates under the concept of “Produce Responsibly, Consume Sustainably,,” with the aim of raising environmental awareness and highlighting the impact of plastic waste on the planet. Tan Land is a free learning space offering an immersive experience for visitors through the use of Immersive Technology and Interactive AR.

After a temporary closure due to the COVID-19 pandemic, Tan Land reopened on March 15, 2024, on a 2,000 square meter site, featuring updated storytelling technology to inspire consumers and the next generation of entrepreneurs with sustainable production and consumption practices

Promoting Learning and Children’s Rights

The Company emphasizes the promotion of children’s rights, especially their rights to education, development, and access to information, in order to cultivate young people into high-quality citizens with a sense of responsibility towards society and the environment.

The Tan Land Learning Center therefore functions as a key driver in fostering creative education, with a focus on developing understanding of sustainability and environmental challenges affecting the future of children and young people.



1. Raising Environmental Awareness

The learning center is responsible for imparting knowledge about environmental care and sustainable consumption, particularly to young people, to raise awareness of the environmental impact of consumer behavior.

2. Sparking Inspiration

The exhibition space, covering over 2,000 square meters, is designed to inspire visitors, especially students, and raise their awareness of their role in building an environmentally friendly future.

3. Technology-Based Learning

The Immersive Technology and Interactive AR exhibition makes learning more engaging and accessible. Visitors also learn about modern beverage production technology, promoting innovation and STEM education.

4. Linking to Children’s Rights

This initiative is a response to children’s rights under the Convention on the Rights of the Child, specifically the right to access information (Article 17) and the right to an education of quality (Article 28), in order to prepare children to live responsibly for themselves and society in the future.



Results and achievements of the project



Number of visitors

In 2025, the Tan Land Learning Center welcomed a total of **56,310 visitors** in **664 groups**, from both Thailand and abroad. The majority of visitors were young people, making up **90% of the total**.



Social and Environmental Impact Assessment Results

From the evaluation of visitor learning outcomes, it was found that **87%** of visitors demonstrated awareness of the positive impacts on society and the environment, and they gained key knowledge, including:

1. Knowledge about environmentally friendly manufacturing innovations based on the Greenovation concept.
2. Understanding the efficient use of resources and renewable energy.
3. Awareness of the organization’s commitment to sustainability.
4. Knowledge of waste management and proper waste separation, including the use of environmentally friendly packaging.
5. Impressions of the service and information provided by the Learning Center staff

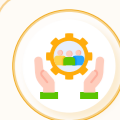
Comparison Table of Visitor Numbers and Evaluation Results for the Tan Land Learning Center.

No.	Details	2024	2025
1	Total number of visitors	35,873	56,310
2	Number of groups	484	664
3	Measurement of Social and Environmental Impact	Measurement began in 2025	87%

Results and Benefits:



Educating visitors about ESG : Providing visitors with knowledge of ESG and responsible production practices, and promoting sustainable consumption, as well as plastic packaging recycling.



User-generated content (UGC) on social media was viewed over **6,712,679** times.



In the reporting period, a total of **2,365** participants attended beverage learning activities and workshops free of charge.

4. “Ichitan Pencil Robot” Project

Ichitan Group Public Company Limited launched the “Ichitan Pencil Robot” project as part of the “Investment Promotion Measures for Community and Social Development” outlined in an announcement by the Board of Investment (BOI). The project’s objective is to encourage private sector participation in enhancing the quality of life for citizens, strengthening communities, and sustainably improving the country’s public health system. It supports state hospitals by integrating medical technologies and innovations – such as AI robots – to alleviate the burden on healthcare workers, improve service efficiency, and raise the standard of patient care.

The “Ichitan Pencil Robot” project has been reviewed and approved by the Executive Committee through a systematic and transparent governance process aligned with the organization’s good corporate governance principles. The project leverages technology and innovation to support the public health system, sustainably enhancing the capabilities of medical personnel. This demonstrates the Company’s commitment to operating as a socially responsible private sector entity, with social investments that support national development goals.

Creating Social and Economic Value from Projects

The “Ichitan Pencil Robot” project aims to create social and economic value by supporting technology and innovation to improve services at state hospitals as follows.

- **Social Dimension:** Improving access to public health services and equity in healthcare. The project supports efficient access to medical services by utilizing robots to assist with screening and providing information to patients. This helps to reduce crowding in healthcare facilities, lessen the burden on medical staff, and enable doctors and nurses to spend more time on patient care. Furthermore, the robots’ communication and entertainment features create a more relaxed environment for patients, enhancing their overall healthcare experience.
- **Economic Dimension:** The implementation of robotic technology in the service process enhances resource management efficiency in healthcare facilities, reducing redundant steps and minimizing potential hidden costs from delays or errors. Additionally, the project adheres to guidelines for personal data protection and patient data security as required by relevant laws, and supports collaboration with business partners across the value chain to create a broader positive societal impact.

The Company has supported the delivery of 480 Ichitan Pencil Robots to over 30 state hospitals nationwide, representing a total social investment of 309.97 million baht. This contributes to easing the government’s financial burden and fostering the sustainable development of the country’s public health system.

Three-Year Action Plan for the “Ichitan Pencil Robot” Project (July 2025 – July 2028)

The Company has established a project implementation plan to continuously create broad societal value, with the following goals:

1. **Massive Social Impact** This project supports and benefits Thailand’s public health system widely.
 - Expand the project to include 28 state hospitals, bringing the total to 30 hospitals, by 2028 to support digital health infrastructure.
 - Support the reduction of workload for over 13,500 medical personnel and continuously monitor their satisfaction.
 - Expand access to Digital Healthcare services to over 7.1 million patients a year in the three strategic economic provinces.
2. **Strategic Social Investment** The Company has made strategic social investments of over 309.97 million baht over the past three years, delivering 480 AI robots to 30 state hospitals to support the development of digital health infrastructure and improve the long-term efficiency of public health resource management.

3. Human-Centric Innovation Respect for human rights and patient dignity – the robot does more than just measure vital signs; it also features communication and entertainment functions to support patients’ mental wellbeing and create a relaxing atmosphere during their recovery. This reflects the Company’s commitment to conducting business with social responsibility and sustainably supporting the public health system.

Project Results and Achievements

In 2025, the Company delivered Pencil Robot and medical equipment worth over **60.34 million baht** to Nakhon Pathom Hospital and Mettapracharak Hospital (Wat Rai Khing) to support the enhancement of public healthcare services. Details are as follows:


Phase 1 Delivery: Nakhon Pathom Hospital


No.	Donation Item	Quantity (Units)	Total Value (baht)
1	Pencil Robot	8	32,041,493.76
2	Pencil Mini Robot i	20	
3	Vital sign monitoring equipment	8	
4	Anesthesia Machine	2	
5	Ventilator	1	


Phase 2 Delivery : Mettapracharak Hospital (Wat Rai Khing) includes:


No.	Donation Item	Quantity (Units)	Total Value (baht)
1	Pencil Robot	8	28,303,176.00
2	Pencil Mini Robot i	20	
3	Vital sign monitoring equipment	8	

Results and Benefits:


 **Medical Support:** This includes comprehensive support such as service robots (One Stop Service), vital signs monitoring equipment, anesthesia machines, and ventilators.

 **Social Investment:** A total budget of over **309.97 million baht** has been allocated to the project.

 **Robotic Innovation:** Delivering a total of **480 Pencil Robots** and Mini Robots.

 **Scope of Operations:** Covers **30 hospitals** across three provinces.

 **Supported **13,500** healthcare workers.**

 **Providing **7.1 million** instances of patient care annually.**



5. “ICHITAN: Cheer Share Care” Project

ICHITAN Cheer Share Care Project: A Mission to Send Support and Stand by Flood-Affected Communities in Hat Yai, 2025. ICHITAN Cheer Share Care was established based on the vision of Mr. Tan Passakornnatee, who wants “Ichitan” to be more than just a beverage, but a true companion to Thai society. The project’s primary objectives are as follows:



Cheer
To encourage victims and volunteer staff.



Share
Share resources, including financial support, products, and urgent Essential relief.



Care
Show empathy through on-site visits to listen and work together to resolve issues effectively.

Project Results and Achievements


• **Hat Yai District, Songkhla Province**


When Hat Yai District, Songkhla, was hit by major flooding in 2025, the Company launched the “ICHITAN: Cheer Share Care” project to support post-flood recovery efforts, building on its experience assisting and rehabilitating Mae Sai District, Chiang Rai, the previous year.


Under the leadership of Mr. Tan Passakornnatee, Chief Executive Officer (CEO), the Company mobilized a team of volunteers, including employees and local residents, to carry out post-flood recovery operations. The team removed debris, mud, and waste from community areas, and cleaned and disinfected roads, public spaces, and residential frontages. These efforts aimed to restore the community to a safe and sanitary condition as quickly as possible, thereby mitigating health risks and enabling local businesses and economic activities to resume promptly.

Furthermore, the Company also donated tens of thousands of bottles of Ichitan drinks to provide support to those affected, rescue personnel, and volunteers working tirelessly in the area. This relief effort not only helped restore the community’s environment but also boosted the spirits and confidence of local residents as they work together to rebuild their lives.

Results and Benefits:

 **Social Investment:** Total project budget of **0.46 million baht**.

 **Supported and assisted **over 800** households in the area.**

 **To build confidence and foster positive brand sentiment through PR coverage valued at **1.20 million baht**.**

6. "Ichitan Sharing Smiles Project," – 9th Year



The Company is committed to growing alongside a resilient society. Consequently, the "Ichitan Sharing Smiles Project" has been implemented for its ninth consecutive year to drive corporate social responsibility through the collective volunteerism of employees and partner networks. The project promotes children's rights to high-quality education and well-being, guided by the following operational framework:

- Promoting Children's Rights and Access to Education**
 The Company recognizes that all children deserve equal access to education and the development of essential life skills for healthy growth. In 2025, the Company will support Ban Champa Sirirat School in Waritchaphum District, Sakon Nakhon Province, by providing scholarships, school supplies, and teaching resources. The Company will also contribute kitchen equipment to enhance student hygiene and nutrition, improve the volleyball court, and donate developmental toys to foster children's rights to learn, play, and maintain good health.
- Encourage Employees to Volunteer and Foster Engagement.**
 The Company encourages employee participation in social activities. In the ninth year of the "Ichitan Sharing Smiles Project," over 23 employees were given the opportunity to volunteer by selecting schools in their hometowns, fostering a sense of pride and connection to their communities. Employees collectively raised donations and carried out volunteer work, totaling 0.27 million baht in support.
- Cultivating Environmental Awareness**
 The Company organizes recreational activities that incorporate knowledge about environmental management, such as a "Waste Separation Game," to instill a sense of responsible citizenship in children and youth from a young age. It also provides beverages to enhance the atmosphere during the activities.

Project Results and Achievements The "9th Ichitan Sharing Smiles Project," reflects a collaborative effort between the organization, its employees, and educational institutions to improve the quality of life for young people by supporting their education, health, and life skills development – all in line with sustainable development goals.

Results and Benefits:



Social Investment: Total project budget of **0.27 million baht.**



Over **115 students** in schools are receiving quality education and are in good health.



Over **23 Ichitan** employees volunteered for the project and collaborated on activities



7. "Suan 50 Suk Public Parks" Project

Ichitan Group Public Company Limited, in collaboration with the Bangkok Metropolitan Administration, the Khlong Toei District Office, and the Expressway Authority of Thailand, has renovated a 12-rai area in Soi Sukhumvit 50, Khlong Toei District, transforming it into a public park named "Suan 50 Suk". The project aims to revitalize the neglected space as a green area and mitigate air pollution, ultimately enhancing the health and well-being of residents. This aligns with One Million Trees Project and Bangkok Governor Chadchart Sittipunt's 15-Minute Pocket Park Policy.

The "Suan 50 Suk Public Park" project develops public parks into community drop-off points for waste, promoting waste sorting and management based on the principles of the Circular Economy. The project partners with the "YouTurn" platform to collect recyclable materials for recycling and upcycling, demonstrably reducing landfill waste.



Results and Benefits:



Over **18,181 people** used the service.



8. Thai Cyber Ranger Project

In the digital economy era, cybercrime and call center gangs have become a national threat, causing over 30 billion baht in damages to the Thai economy annually. Ichitan Group Public Company Limited recognizes that the safety of people's lives and property is fundamental to sustainable social development. Therefore, we are partnering with the Royal Thai Police, private sector allies, and prominent influencers to launch the "Thai Cyber Ranger" campaign under the "Thai Cyber Ranger" project, aiming to build a protective barrier and enhance digital literacy among Thais.

Project Implementation Guidelines

- Building Digital Immunity:** The campaign aims to raise awareness and change people's behavior with the "3 principles": don't rush, don't be greedy, and don't panic; consult a trusted person. / Think before you transfer - No refunds for scams Clicking a link = Losing your money. This initiative seeks to prevent cybercrime damage at the source. If you suspect you have been scammed, contact the 1441 hotline for advice and to quickly freeze your account.
- Building Partnerships for the Goals:** Fostering collaboration between government, the private sector, and relevant partner networks to broaden the impact and improve the effectiveness of cybercrime prevention efforts
- Social Impact Mitigation:** The goal is to reduce the number of cybercrime victims and the value of damages, while strengthening digital security for society in a concrete way.

Results and Benefits:



Reach: The goal is to raise awareness among and engagement with at least **10,000,000 people** across the country.



Social Impact: The goal is to reduce financial losses from cybercrime by **10%** during the project's Implementation period.



Behavioral Change: People are adopting a "Stop, Think, Ask" approach before making online transactions, fostering long-term sustainability through applied behavioral science.

Good Corporate Governance, Business Ethics, and Transparent



Our Commitment

Ichitan Group Public Company Limited recognizes that conducting business with transparency and in accordance with good corporate governance principles is essential for building a strong organization with an efficient, reliable, and transparent system—a foundation for sustainable growth. This also serves as a benchmark for trust among shareholders, investors, and all stakeholders. Furthermore, the Company is committed to continuous development and fostering a culture of ethical awareness throughout the organization, ensuring that all personnel understand and consistently apply these principles as behavioral norm.

The Board of Directors established a written “Good Corporate Governance Policy” in 2013 and has regularly reviewed and updated it – at least annually – to ensure it remains relevant and aligned with the current situation. The policy is enforced among directors, executives, and employees at all levels as a guide for operations, ensuring compliance with regulations from the Office of the Securities and Exchange Commission (SEC), the Stock Exchange of Thailand (SET), the company’s Articles of Association, the Public Limited Companies Act, and other applicable laws.

Goals



In 2027, the company received an “Excellent” rating in the Corporate Governance Report of Thai Listed Companies (CGR) from the Thai Institute of Directors

Key Performance Results for 2025



The Company has been assessed as “Excellent” or a “5-Star” rating for nine consecutive years based on its corporate governance disclosures, and is ranked in the top quartile of listed companies with a market capitalization of 10,000 - 30,000 million baht by the Thai Institute of Directors (IOD).



Achieved an “AA” rating in the 2025 Sustainability Assessment by the Stock Exchange of Thailand (SET), marking its fourth consecutive year of inclusion in the sustainable stock list.



The Company has been recertified for its second CAC membership renewal and accredited as a CAC Change Agent for the period of two years by the Thai Private Sector Collective Action Against Corruption (CAC). This accreditation supports the company’s efforts to expand its network of transparent business practices to partner companies and business alliances by encouraging them to join the CAC and collectively combat corruption.



Received two Asia Pacific Enterprise Awards (APEA) 2025: The Entrepreneur of the Year Award and The Corporate Excellence Award.



Received the Sustainability Disclosure Recognition Award from the Thaipat Institute for the fourth consecutive year, in recognition of its continued disclosure of sustainability information to the public and stakeholders.



Received the 2025 TCC Outstanding Ethics from the Thai Chamber of Commerce in recognition of conducting business with honesty, integrity, and responsibility to all stakeholders, aligned with good corporate governance and sustainable business practices.



The results of the Board of Directors’ performance evaluation, covering both the Board as a whole and individual members, were rated at a very good level.



100% of employees at all levels have been trained and passed knowledge assessments in good corporate governance, business ethics, risk management, anti-corruption, human rights, personal data protection, and information security.

Management Guidelines

- Establish corporate governance policies at the organizational level, including a corporate governance principles handbook, ethics and a code of business conduct, a risk management policy, a human rights policy, an anti-corruption policy, and a whistleblowing policy for reporting misconduct or complaints, among others.
- Appoint the Corporate Governance and Sustainability Committee to review corporate governance policies and monitor corporate governance practices, regularly reporting performance against the organization’s goals to the Board of Directors.
- Raise awareness among personnel at all levels of the organization regarding corporate governance principles, business ethics, and transparent business practices to foster an organizational culture, and ensure acknowledgment from all levels through signatures.
- Provide channels for whistleblowing and complaints from all stakeholders when they encounter corruption, human rights violations, or potential breaches of the organization’s business ethics, including transparently disclosing the outcomes of investigations.



Operations and Performance

Corporate Governance Policy

The Board of Directors has prepared a “Corporate Governance, Ethics and Code of Business Conduct Manual” in accordance with the principles of good corporate governance of the Organization for Economic Co-operation and Development (OECD) and Corporate Governance Code for Listed Companies, to ensure the organization’s business operations are transparent, credible, compliant with good corporate governance principles, and adhere to relevant regulations and laws. Furthermore, the Board of Directors oversees adherence to and implementation of these standards by directors, executives, and employees at all levels throughout the organization. This includes regular review and updates of all corporate governance policies, monitoring implementation, and reporting results to the Board of Directors at least annually, alongside ongoing development of a good corporate governance system aligned with the organization’s business model.

In 2025, the Board of Directors approved a review of material content of policies and guidelines, and the implementation of corporate governance measures as follows:

- Review the Corporate Governance Ethics, and Code of Business Conduct Manual to ensure alignment with the practices and standards of Thai listed companies. The Board of Directors believes the current policy is suitable for the company’s business growth trajectory and future outlook.
- Review and revise the updated Anti-Corruption Policy (2nd edition), including the whistleblowing policy, to align with the Thai Private Sector Collective Action Against Corruption (CAC) principles and the current operating environment. In addition, the Board of Directors oversees a continuous annual assessment of corruption risks.
- Supervise management in reviewing the appropriateness of the structure, roles, functions, and responsibilities of all working groups to ensure alignment with the Company’s strategy and business direction. This includes evaluating operational effectiveness in accordance with good corporate governance principles, business laws, and sustainability practices, and supporting efficient and transparent organizational administration.
- Organize various projects and activities related to good corporate governance and sustainable development, including training on corporate governance policies and Code of Business Conduct guidelines, anti-corruption training, and forums for employees to communicate and raise awareness of personal data protection laws (PDPA), information security, the application of artificial intelligence (AI) in work processes, enterprise risk management, and organizational development towards sustainability (ESG). Knowledge assessments are also conducted for participants to ensure personnel within the organization have access to actionable information.
- Cooperate with the Thai Private Sector Collective Action Against Corruption (CAC) to promote and encourage the Company’s business partners to declare their intention and join as CAC members on an annual basis.



Details of the Corporate Governance Principles, Ethics, and Code of Business Conduct Manual can be found on the Company’s website at

<https://www.ichitangroup.com/en/investor-relations/document/annual-reports>

Corporate Governance Structure

The Board of Directors has resolved to establish five sub-committees: The Audit Committee, the Nomination and Remuneration Committee, the Risk Management Committee, the Governance and Sustainability Committee, and the Executive Committee. These committees will be responsible for monitoring and overseeing the organization’s management to ensure greater transparency and efficiency. In addition, specific working groups have been appointed to support monitoring and report performance results to the relevant sub-committees, and consist of

1. Risk Management Working Group
2. Sustainable Development Working Group
3. Anti-Corruption Promotion Working Group
4. Personal Data Protection Working Group
5. Information Security Management Working Group
6. Innovation Management Working Group
7. New Product Development Working Group

Additional information on the structure of the Board of Directors, including their roles, duties, and responsibilities in corporate governance, and reports from all sub-committees, is available in the 2025 Annual Report (Form 56-1 One Report) on the Company’s website in the Investor Relations section under the “Annual Report” category.



Details can be found in the 2025 Annual Report on the Company’s website at

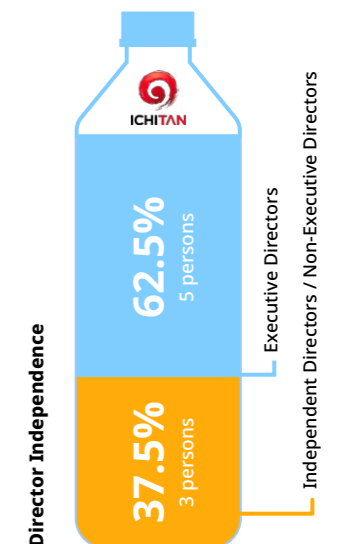
<https://www.ichitangroup.com/th/investor-relations/document/annual-reports>

Composition of the Board of Directors

Gender



Director Tenure



Specialized Skills of Directors



Business Code of Conduct

The Board of Directors has prepared a written manual outlining Good Corporate Governance, Ethics, and Code of Business Conduct Manual, aligned with the Company's vision of sustainable growth alongside a thriving society. This manual guides directors, executives, and employees at all levels to operate with honesty, transparency, and fairness in all interactions with the organization, society, and all stakeholders. The Company regularly monitors adherence to these guidelines and publishes implementation results on its website's Sustainable Development page. Furthermore, the Company provides ongoing training to enhance awareness of these principles among directors, executives, and all employees, including courses on business ethics and legal and regulatory compliance, particularly for new hires.

In addition, the Board of Directors prioritizes the sustainable development of the supply chain and fair business practices, with the aim of fostering the sustainable growth of business partners in alignment with the organization's values. This is based on principles of human rights, occupational health and safety, and environmental responsibility. To this end, the Company has developed a Code of Conduct for Business Partners to serve as a guide and encourage continued sustainable practices among its partners. The Company has established four channels for reporting on adherence to the Code of Business Conduct, as follows:

Contact channels

Audit Committee

Email: auditcommittee@ichitangroup.com

Internal Audit Department

Email: internalaudit@ichitangroup.com

Office of the Company Secretary

Email: sec@ichitangroup.com

Human Resources Department

Email: hrd@ichitangroup.com

However, the Company strictly ensures adherence to its Code of Business Conduct, overseeing the reporting of any misconduct or violations to the Corporate Governance and Sustainability Committee at least annually. In 2025, the Company found no instances of misconduct or violations of the Code. Furthermore, the Company held an annual event, CG Day, to promote corporate governance and foster ethical awareness among all employees.



100% of directors, executives, and employees have received training on the Principles of Good Corporate Governance, Ethics, and the Code of Business Conduct, and these policies are available on the company's intranet.

Anti-Corruption

The Company is committed to conducting business ethically, with transparency, fairness, and accountability under the Principles of Good Corporate Governance, including social responsibility to all stakeholders. To that end, the Company has reviewed and updated its Anti-Corruption Policy (2nd Revised Edition) to serve as a guide for directors, executives, and employees at all levels, ensuring strict adherence and compliance. The Company also regularly reviews its practices and requirements to align with evolving business conditions, regulations, and relevant legal frameworks. These guidelines are communicated to all personnel within the organization, as well as to business partners, and are integrated into the sustainable procurement policy and guidelines as a standard for business conduct.

However, the Company has continuously been a member of the Thai Private Sector Collective Action Against Corruption (CAC), aligning with the Board of Directors' commitment to combating corruption in all its forms, both direct and indirect. This supports transparent and ethical business practices under good corporate governance principles, and drives sustainable growth.

In 2025, the company received its second membership renewal from the Thai Private Sector Collective Action Against Corruption (CAC), reaffirming its commitment to promoting and prioritizing anti-corruption. This commitment extends to expanding a transparent business network and supporting anti-corruption initiatives throughout the supply chain by inviting partners and allies to join the CAC project. The company will also continue to offer incentives to partners for the second year running, a recognition of its dedication to building a transparent business network and furthering anti-corruption efforts in the future.



100% of directors, executives, and employees have been trained on anti-corruption, and the policy is available on the company's intranet.



Details of the anti-corruption policy can be found on the Company's website at

https://www.ichitangroup.com/investor.php?anti_corruption

Whistleblowing and Complaints

The Company has established a whistleblowing policy to protect employees and external parties. Individuals can report suspected illegal activities, breaches of the Code of Conduct, corruption, or violations of rights to the Human Resources Department, the Company Secretary's Office, the Internal Audit Department, or the Audit Committee of Ichitan Group Public Company Limited. Those who submit reports will be afforded fair protection. Furthermore, to prevent future occurrences, the Company will review and implement additional measures within its standard operating procedures, and communicate these to all relevant personnel for compliance.

In 2025, the Company reported no instances of violations or breaches of laws, ethical codes, corruption regulations, or human rights infringements.



Details informationn regarding Whistleblowing and Complaints Policy can be found on the Company's website at

https://www.ichitangroup.com/investor.php?Whistleblowing_Policy



Business Risk Management



Management Guidelines

- The Company has established risk and business continuity management policies and frameworks aligned with international standards to ensure a systematic and practical approach to risk management across the organization. These frameworks cover strategic, operational, financial, legal, and technological risks, as well as ESG and emerging risks.
- The Company has established a Risk Management Committee that is responsible for defining risk management policies, direction, and framework, as well as overseeing, monitoring, and evaluating the impacts and opportunities arising from various risk factors on a regular basis. The results of risk management and the progress of the risk management plan are reported to the Board of Directors quarterly to ensure risk management is overseen at the highest level.
- The Company has integrated risk management into its business processes at all levels, from strategic planning and operations to monitoring and evaluation. This encompasses relevant policies, laws, regulations, and standard operating procedures to help minimize risk, reduce performance uncertainty, and enhance opportunities for sustainable value creation.
- The Company has established a clear risk appetite and risk assessment criteria to guide prioritization and the establishment of appropriate control measures. Risk identification, analysis, and assessment are conducted both quantitatively and qualitatively.
- The Company has a system to regularly monitor and review the effectiveness of its risk management plan, allowing it to improve control measures to align with evolving circumstances, such as risks related to climate change, economic fluctuations, supply chain disruptions, and changes in laws and consumer behavior.
- The Company supports the creation of a risk management culture by fostering awareness among directors, executives, and all employees of their roles and responsibilities in risk management. It also provides continuous communication and knowledge development to ensure risk management is embedded in daily business operations.

Our Commitment

Ichitan Group Public Company Limited is committed to sustainable organizational growth aligned with its strategic objectives, achieved through effective risk management to minimize business risks and potential losses. The Company actively seeks business opportunities while considering key environmental risk factors and ensuring compliance with all applicable laws, regulations, and international standards. Ichitan operates with a strong anti-corruption stance, safeguards stakeholder interests under the good corporate governance principles, and proactively manages risks associated with technology, innovation, and emerging threats that could impact its operations. This approach ensures the achievement of both short- and long-term business goals and investment objectives. The Board of Directors continuously oversees the integration of risk management into the corporate culture.

Goals



Ensure that **100%** of departments within the organization have risk management measures and guidelines in place.



100% of directors, executives, and employees at all levels have been trained in risk management.

Operations and Performance

Risk Management Policy

The Board of Directors, executives, and all employees of Ichitan Group Public Company Limited (the Company) recognize the importance and benefits of implementing a risk management system in its business operations. This system is integrated with the Company's strategies and operations across all supply chain processes potentially impacted by internal and external environmental factors, as well as adapting to the rapidly changing and unpredictable global landscape characterized by volatility, uncertainty, complexity, and ambiguity – a landscape where outcomes are difficult to foresee and decisions are challenging to make.



The Company has established a risk management policy and a consistent risk management framework throughout the organization, encompassing risk identification, assessment of likelihood and impact, and the development of preventive measures and risk management plans to cover all risk categories in accordance with the organization's risk appetite framework and based on Principles of Corporate Governance Code. The Company has also adopted the five components and twenty principles of the COSO ERM 2017: Enterprise Risk Management (Integrating with Strategy and Performance) framework. A risk management working group monitors implementation of the risk management plan, collaborating with the risk management and internal audit functions to drive efficient operations under sound corporate governance and aligned with the organization's strategy and objectives. Risk management results are reported to the Risk Management Committee and presented to the Board of Directors quarterly.

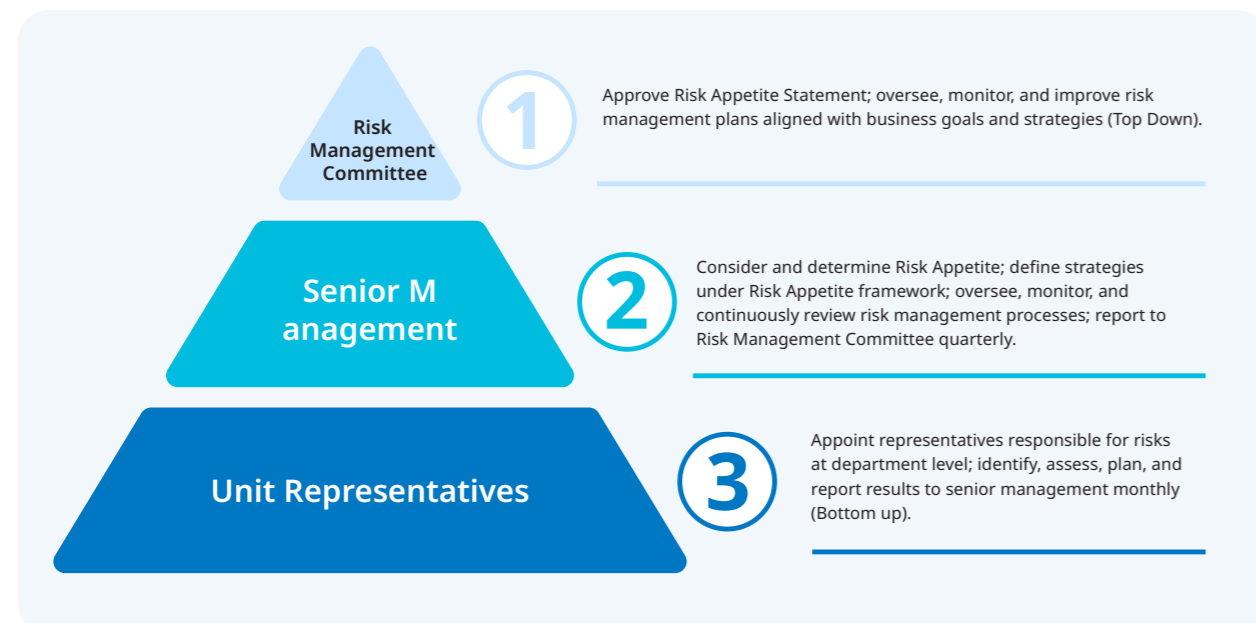
In addition, the Company has fostered a risk culture among directors, executives, and employees at all levels, encouraging them to adopt and understand risk management and identify business opportunities. This effort focuses on senior and middle management leading by example in implementing risk management guidelines and effectively transferring this knowledge to operational levels for sustainable and practical application.



Details of the risk management policy can be found on the Company's website at <https://sustainability.ichitangroup.com/th/governance-and-economic/risk-management>

Risk Management Structure

The Company has a three-tiered risk management structure. The Board of Directors has appointed a Risk Management Committee to oversee, monitor, and review enterprise-level risk management, and to establish a risk management framework aligned with the organization's objectives and the current environment. A risk management working group supports the implementation of the risk management process and continuously tracks progress against the action plan.



Risk Management Process

The Company emphasizes systematic and continuous risk management to support the achievement of strategic objectives and enhance its ability to conduct business sustainably. This is done through proactive risk management, alongside the definition of an appropriate risk appetite. The Company has adopted the COSO-ERM 2017 (Enterprise Risk Management: Integrating with Strategy and Performance) framework and applied it to align with the organization's context, covering four key processes as follows:

Step 1: Risk Identification / Event Identification

The Company identifies and collects risk factors that may affect business operations, covering risks in all dimensions – strategic, operational, financial, compliance, and environmental, social, and governance (ESG) risks. This is achieved through workshops, interviews with executives and stakeholders, analysis of internal and external environmental factors such as SWOT and PESTEL analysis, and a review of past risk events and emerging risk trends to ensure a comprehensive risk assessment.

Step 2: Risk Assessment

The identified risks will be analyzed and evaluated against standard criteria, considering two main dimensions:

- Likelihood/Probability: The frequency or chance of a risk event occurring.
- Impact/Consequence: Potential damage to the organization – financially, operationally, legally, to its reputation, and for stakeholders.

The results of the risk assessment will be used to create a risk map of the organization to prioritize risks (low, medium, high, and very high) and compare them with the organization's risk appetite and tolerance, enabling management to determine appropriate and effective response strategies.

Step 3: Risk Treatment / Risk Response

Risk management measures that are high-risk or exceed acceptable levels follow four main approaches:

- Avoidance (Avoid / Terminate): Deciding to stop or avoid activities that cause the risk.
- Reduction or Control: Improve work processes, strengthen internal controls, or leverage technology to reduce the likelihood or impact of risks.
- Risk Transfer / Share: Transferring risk to a third party through methods like insurance or by engaging external expertise.
- Risk Acceptance: Accepting residual risk after careful consideration that the business benefit justifies the level of risk.

The measures have been clearly defined with responsible parties, a timeframe for implementation, and indicators for tracking results.

Step 4: Monitoring and Communication / Reporting:

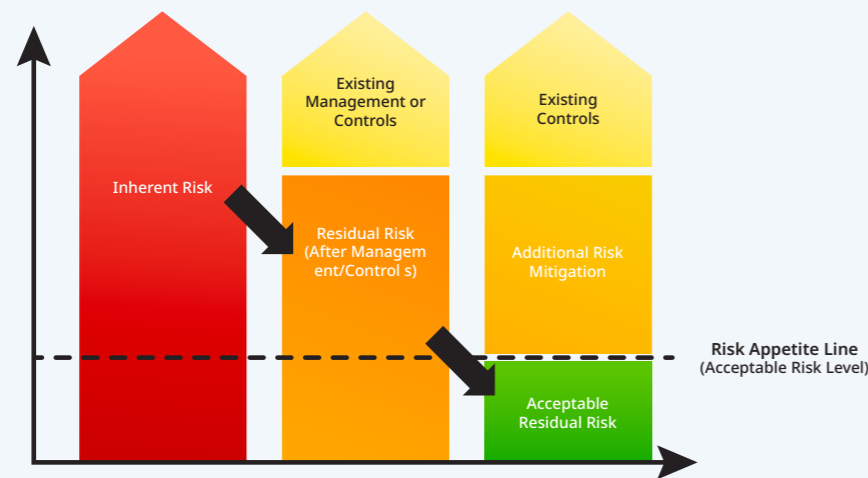
The Company continuously monitors the performance of the risk management plan and the effectiveness of control measures, and regularly reviews risks to ensure they remain aligned with the evolving landscape. Significant risk statuses are reported to the Risk Management Committee, the Audit Committee, and the Board of Directors on a quarterly basis to maintain a risk management process that is current, transparent, and effectively adapts to changes in the business environment.



Risk Analysis and Assessment

The Company prioritizes risks, assigning a Risk Owner to be responsible for analyzing risk issues, conducting Risk Analysis to identify risk factors, and determining the root causes of risks (Risk Cause / Root Cause). Risk Evaluation assesses the severity of risks in relation to each risk factor, including establishing criteria for evaluating the likelihood of risk occurrence (Likelihood) and the impact of risks (Impact), and defining acceptable risk levels (Risk Appetite) for each risk cause – both current and desired levels – in terms of likelihood and severity should the risk materialize. Risks are then prioritized to focus on the most critical ones, using a Risk Matrix with four levels of assessment criteria for both opportunity and impact.

Level	Description	Color	Meaning
4	Very High	Red	Unacceptable risk; urgent mitigation required to reach acceptable level immediately.
3	High	Orange	Unacceptable risk; mitigation required to reach acceptable level.
2	Moderate	Yellow	Acceptable risk; controls required to prevent escalation to unacceptable level.
1	Low	Green	Acceptable risk; no additional controls or mitigation required.



However, the Company has a risk management process in place that involves analyzing and assessing key risks affecting the Company, including strategic, operational, financial, and compliance risks, as well as emerging risks. The following outlines the key risk factors and new risk management measures/guidelines.

Emerging Risks

Type of Risk	Nature of Risk
1. Risks from Geopolitical Conflicts	Geopolitical conflicts – including international tensions, economic sanctions, and trade barriers – can impact the stability of the global economy and supply chains, directly affecting Thailand's beverage industry, which depends on imports of raw materials, packaging, flavorings, colors, and energy from both domestic and international suppliers. Fluctuations in raw material prices, freight rates, and exchange rates could raise production costs and reduce profit margins. Simultaneously, trade restrictions and uncertainty in trading partner markets may hinder exports and potentially slow domestic consumer spending due to the global economic climate.

Potential Impacts

- Reliance on revenue from the CLMV markets, which are subject to political and economic instability in the region.
- Changes in import–export policies or trade measures could impact product distribution and logistics operations.
- Fluctuations in consumer purchasing power in destination countries may affect the company's revenue and profit margins.
- Such uncertainty could impact market expansion plans and long-term growth.
- The risk of geopolitical conflicts is a significant external factor that may significantly impact cost management, market share maintenance, and business continuity in export markets.

Risk Management Measures / Guidelines

- Closely monitor geopolitical and economic developments.
- Management by scenario planning and business continuity management (BCM)
- Create collaboration among various departments within the organization to expand the supplier base, increase marketing options, and enhance supply chain flexibility to mitigate disruption risks. Additionally, opportunities can be identified to reduce costs by sourcing alternative materials and transportation, adjusting production formulas, and maintaining inventory reserves to prevent material shortages.

2. Risk of severe climate change

The increasing severity and frequency of climate change – including droughts, floods, storms, and heat waves – can impact water resource security, the supply of agricultural raw materials, and the continuity of production and transportation processes for beverage businesses. Furthermore, increasingly stringent environmental regulations, both domestically and internationally, may raise operating costs and compliance requirements, affecting business efficiency and long-term competitiveness.

Potential Impacts

- The cost of raw materials, water, and energy has risen due to volatile weather patterns.
- Damage to production sites, warehouses, and logistics systems has disrupted operations.
- The quantity and quality of agricultural raw materials have declined, impacting production efficiency and product quality.
- Additional cost burden from complying with stricter environmental laws and measures, such as greenhouse gas emission reduction targets.
- Competitiveness and financial performance may be affected in the short and long term.

Type of Risk	Nature of Risk
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Risk Management Measures / Guidelines

- Regularly assess climate-related risks and opportunities through a comprehensive scenario analysis to prepare for natural disasters. Furthermore, maintain a business continuity plan to ensure operational readiness across various disaster scenarios.
- Monitor the drought situation and implement sustainable water management strategies to mitigate associated risks.
- Increase water use efficiency in the production process and identify alternative water sources to ensure sufficient water supply for current plant operations and future projects. This will reduce environmental impact and create long-term positive benefits for the environment and ecosystem.

3. Risk of Transitioning to Net Zero in the Supply Chain

The risk stems from the inability to meet greenhouse gas emission reduction targets, particularly indirect emissions (Scope 3) – those associated with raw material suppliers, packaging, transportation, and distribution. This is occurring against a backdrop of increasingly stringent laws, regulations, and government measures both domestically and internationally, such as carbon pricing mechanisms, carbon taxes, and climate disclosure requirements. Failure by the company and its supply chain partners to adapt to or comply with these requirements in a timely fashion could lead to increased costs, legal and compliance risks, and damage to credibility, investor confidence, and long-term competitiveness.

Potential Impacts

- Operating costs increased due to investments in clean technology, energy efficiency improvements, and support for partners in their transition to low-carbon production processes.
- The risk from suppliers in the supply chain who are not yet ready to measure, record, and report greenhouse gas emissions data may delay the achievement of Scope 3 targets.
- Risk of supply chain disruption due to the need to re-evaluate or select new partners to meet environmental standards.
- The risk of non-compliance with domestic and international laws and climate regulations, which could lead to financial penalties, carbon taxes, or trade restrictions.
- Impact on the organization's image, customer and investor confidence, and long-term competitiveness and financial performance.

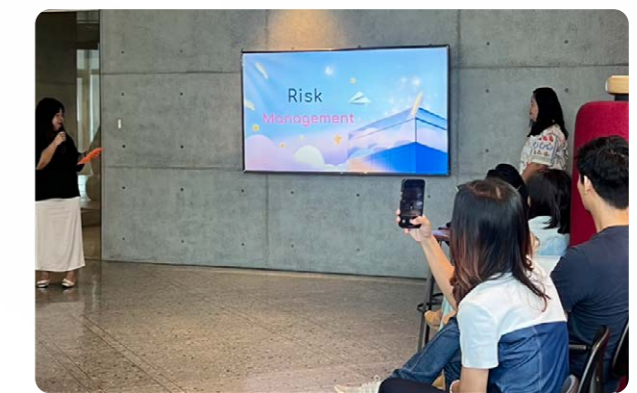
Risk Management Measures / Guidelines

- Conduct a risk assessment to determine the significant impacts on all stakeholder groups, including both positive and negative effects of reducing greenhouse gas emissions from suppliers.
- Establish sustainable procurement policies and guidelines to select and promote partners, such as supporting sustainable agriculture and environmentally friendly products, in order to reduce greenhouse gas emissions from our supply chain.

Note: Details are available in the 2025 Annual Report on the Company's website at <https://sustainability.ichitangroup.com/en/governance-and-economic/risk-management>.

Training and Risk Culture Development

The Company recognizes that all personnel and departments as essential to managing risks within the organization's risk appetite. Establishing a strong risk management culture is critical to the success of the organization's risk management efforts. Therefore, the importance of risk management is communicated internally through various channels, including annual risk management training seminars, the distribution of organizational risk management manuals and relevant knowledge and news, and various risk management activities for directors, executives, and employees at all levels. The event aims to facilitate discussions and the exchange of ideas on various risk-related topics, such as integrated opportunity and risk management during crises, aligned with ESG principles to ensure Ichitan's (GRC: Governance – Risk – Compliance) sustainable growth, and the potential impact of climate change on the Company's operations, for all employees.



100% of directors, executives, and all employees have received risk management training.

100% of all units within the organization have risk management measures and guidelines in place.



Cyber Security and Personal Data Protection



Our Commitment

Ichitan Group Public Company Limited is committed to information security management to ensure the stability, security, and reliability of its data center's technology and information systems, in accordance with international standards such as ISO 27001/2022, and aligned with the organization's strategic objectives. This commitment is realized through the establishment of a policy framework and practical guidelines for personnel, fostering a systematic working environment with appropriate procedures to prevent both direct and indirect impacts on business operations. Furthermore, the company continuously develops information security systems and data privacy measures to maximize effectiveness.

Goals



There were no instances of cyber threats resulting in damage.



100% of executives and employees at all levels have received information security training.



100% of executives and employees at all levels have completed of personal data protection (PDPA) training.

Management Guidelines

- Establish policies, procedures, and guidelines for information security and data privacy, aligning with international standards, to serve as the organization's internal operational framework.
- Appoint an Information Security Management System Working Group to drive the stability, security, and safety of the organization's information security management system, ensuring compliance with international standards.
- Assess information security and data privacy risks, and establish security measures against cyber threats to prevent risks associated with the leakage of personal data and critical organizational information.
- Raise awareness of information security among personnel at all levels of the organization through communication and public relations to inform them of important news and information, including providing regular threat alerts.
- Support AI adoption as an operational tool to enhance efficiency, speed, and accuracy, while establishing appropriate guidelines aligned with Corporate Governance to ensure safe AI usage

Operations and Performance

Information Security Management Policy

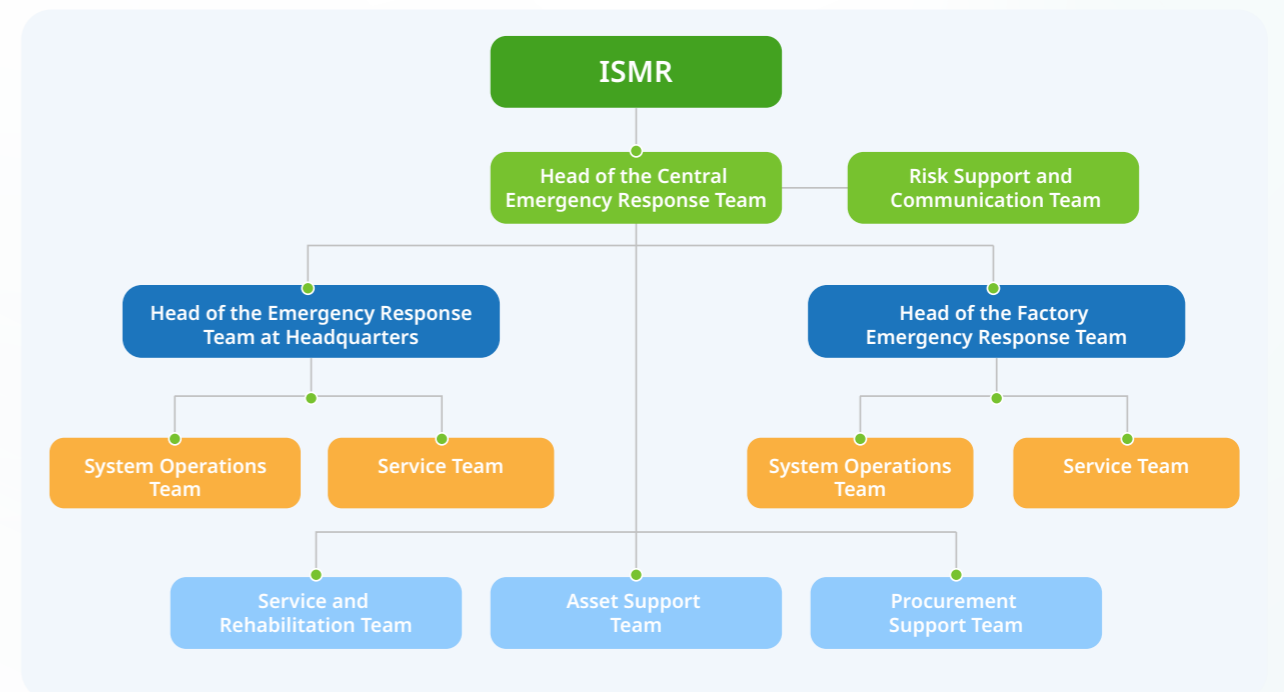
The Company has established an Information Security Management System Policy Statement to define the direction, principles, and framework for managing information security. This is intended to proactively build awareness and understanding, encouraging employees to adhere to policies, procedures, and relevant information security laws.



For more information, please see:

[Information Security Management System Policy.](#)

Information Security Management System Structure



The Company prioritizes data security and privacy. To that end, the Executive Committee, under the leadership of the Chief Executive Officer (CEO), has resolved to establish an Information Security Management Working Group to implement and maintain a stable, secure, and internationally compliant information security management system for the organization. This includes regularly assessing and controlling information security risks organization-wide, developing and refining practices and countermeasures for personnel to acknowledge and strictly follow. The Working Group will also monitor and report on information security management performance to the Executive Committee for ongoing review, as well as enhance knowledge and disseminate critical information regarding information security to all levels of staff to strengthen an organizational culture of risk awareness.

Information Security Risk Assessment

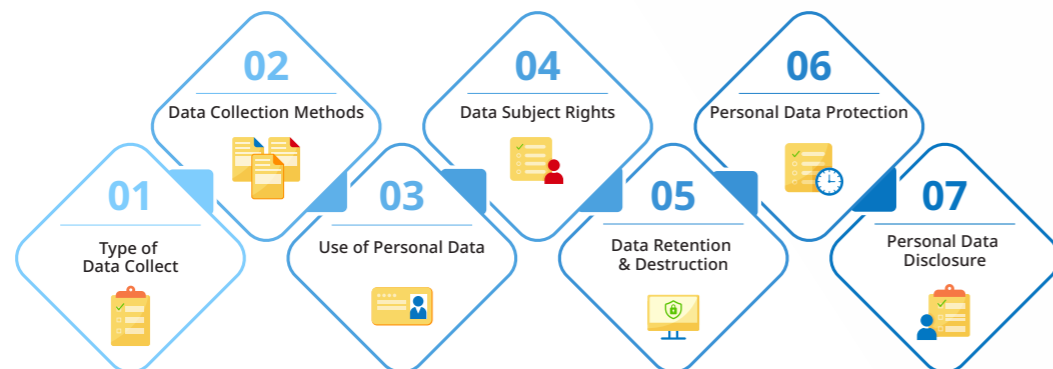
At present, cyber threats are diverse, complex, and becoming increasingly frequent. Therefore, the company must conduct thorough and regular risk assessments, categorizing these risks into two main areas:

- 1) Information Technology System Risk and 2) Risk of Lack of Expertise in Departments and Personnel
- The Company has conducted risk contingency plan rehearsals and system testing to prevent system disruptions and data breaches with agencies potentially affected by cyber threats, covering both the factory and the head office, with the following procedures:
1. Prepare a plan for IT emergency response drills by simulating real-world scenarios.
 2. Simulate real-world scenarios in the head office and factory server systems to identify attack vulnerabilities.
 3. Test for vulnerabilities in systems such as email, accounting software, payroll, and anti-virus programs.
 4. Analyze vulnerability scan reports, identify and remediate vulnerabilities that could be exploited from both internal and external sources, and retest the system to minimize the risk of attack.
 5. Report performance results to the Information Security Management System executive for presentation to the Executive Committee and the Risk Management Committee.

Personal Data Protection Policy

Personal data protection is an integral part of our social responsibility and a cornerstone of trust in our organization. Therefore, the Company has established a personal data protection policy to provide a framework for managing personal data appropriately, covering customers, employees, and all stakeholders. This includes the lawful collection, use, and disclosure of personal data. Furthermore, the Company regularly conducts Privacy Impact Assessments on relevant activities, carried out by the Personal Data Protection Working Group. The Company also communicates and raises awareness of personal data protection laws among all personnel, and monitors compliance with Company guidelines. A Data Protection Officer (DPO) has been appointed to perform audit functions, provide advisory support, and oversee the operations of the Personal Data Protection Working Group to ensure full regulatory compliance.

Personal Data Management Process



Important Projects

- **Information Security Certification Standard**
The Company has strengthened its information security standards and is committed to driving the organization toward ISO/IEC 27001:2022 certification to enhance data protection capabilities and develop a modern Information Security Management System (ISMS) aligned with organizational practices, and capable of mitigating all types of current cyber threats.
- **Information Security Risk Assessment**
In 2025, the Company established a cyber-attack simulation process to evaluate and enhance the security of its network and information infrastructure systems. This includes penetration testing to identify potential vulnerabilities, along with improvements to ensure the security system remains robust and prepared for evolving risk scenarios.

In addition, the Company has improved and developed its server operating systems and networks to ensure continuous and secure operations. It also maintains and updates network equipment firmware to stay current, utilizing effective security technology to minimize the risk of unauthorized access and bolster defenses against cyber threats, which supports the organization in operating stably and securely in today's environment.

- **Information Security Training**
The Company raises awareness of information security among personnel at all levels of the organization to ensure that executives and employees have knowledge and understanding of information security and data privacy practices, helping to reduce the risk of cyber threats. Communication is provided through the Company's intranet, complemented by regular cyber threat alerts and updates provided to executives and employees through email.



Cybersecurity threats resulting in damage: 0 Case

- **Personal Data Protection Training (PDPA)**
The Company prioritizes the protection of personal data and strictly adheres to the Personal Data Protection Act (PDPA). To this end, the Company provide training to all personnel to raise awareness and ensure understanding of the appropriate guidelines, practices, and measures for securely storing, using, and disclosing personal data.

In the past year, the Company provided personal data protection training to 100% of executives and employees at all levels, ensuring everyone understands the correct procedures for handling personal data.

The training helps reduce the risk of personal data breaches and prevent damage that may occur from unauthorized access or misuse of information. This enables the company to comply effectively with the PDPA law, minimizing the potential for errors that could impact the trust of customers, partners, and stakeholders, and further strengthens the organization's reputation for transparency and responsible business practices.



100% of executives and employees at all levels have been trained in personal data protection.

- **Promoting AI Adoption for Operational Efficiency**
The Company conducted AI training across all employee levels to promote workplace adoption. Focus areas included tool capabilities, practical work applications, data accuracy risks, cybersecurity, and corporate confidentiality. This ensures appropriate utilization strictly aligned with Company policies. Consequently, employees can effectively utilize these tools to enhance operational speed and efficiency, eliminate redundant processes, and elevate overall performance. The Company continuously monitors and evaluates AI adoption to refine support strategies in alignment with long-term business goals.



100% of executives and employees at all levels have been trained in information security.

Sustainability Performance Data 2025

Environmental Performance

GRI Standard	Indicators	Units	Performances		
			2023	2024	2025
GRI 302-1	Total energy consumed	MJ	446,863,090	492,598,893	495,086,048
	Total non-renewable energy consumption	MJ	425,865,660	472,400,121	475,005,680
	Natural gas	MJ	266,137,750	297,602,207	304,165,531
	Electricity purchased	MJ	159,727,910	174,797,914	170,840,149
	Total renewable energy consumption				
	Self-generated energy	MJ	20,997,430	20,198,772	20,025,673
GRI 302-3	Total energy intensity	MJ/1000L	1,228.78	2,280.82	1,331.76
GRI 303-3	Total water withdrawal	M ³	1,802,772	1,801,049	1,700,330
	- Surface water	M ³	0	0	0
	- Ground water	M ³	0	0	0
	- Sea water	M ³	0	0	0
	- Produced water	M ³	0	0	0
	- Third-Party water	M ³	1,802,772	1,801,049	1,700,330
	Total water recycled & water reused	M ³	382,016	394,436	258,875
	- RO Return	M ³	235,158	243,628	142,157
	- RO Reject	M ³	104,317	106,695	64,614
	- Condensate Return	M ³	42,541	22,894	30,305
- RO Recycle	M ³	-	21,219	21,799	
Water consumption intensity	M ³ /1000L	4.9573	4.6829	4.5744	
Water withdrawal (≤ 1000 mg/L Total Dissolved Solids)					
GRI 303-4	Total water discharge	M ³	697,663	676,693	653,946
	Water quality before discharge				
	Biochemical Oxygen Demand (BOD)	Mg/L	66	48	129
	Chemical Oxygen Demand (COD)	Mg/L	194	116	260
	Value of oil and grease from treated water (Grease and Oil)	Mg/L	2	2	2
	Total Suspended Solids (TSS)	Mg/L	14	23	22
	Total Dissolved Solids (TDS)	Mg/L	512	664	622
	Water discharge (≤ 1000 mg/L Total Dissolved Solids)				
GRI 303-5	ปริมาณการใช้น้ำสุทธิ	M ³	1,105,109	1,124,356	1,046,384
	Water intensity	M ³ /1000L	3.0388	2.9235	2.8151
	Total Greenhouse Gas Emissions (GHGs)	tCo ₂ eq	144,768	149,392	133,863
GRI 305-1	Total direct GHG emission (scope 1)	tCo ₂ eq	22,348	20,963	17,500
GRI 305-2	Total indirect GHG emission (scope 2)	tCo ₂ eq	22,180	24,273	22,541
GRI 305-3	Other relevant indirect GHG emission (scope 3)	tCo ₂ eq	100,240	104,156	93,822

GRI Standard	Indicators	Units	Performances		
			2023	2024	2025
	- Purchased goods	tCo ₂ eq	100,240	104,156	93,822
	- Capital goods ⁽¹⁾	tCo ₂ eq	-	-	-
	- Fuel and energy related activities ⁽¹⁾ (excluded from scope 1 & 2)	tCo ₂ eq	-	-	-
	- Upstream transportation and distribution ⁽¹⁾	tCo ₂ eq	-	-	-
	- Waste generated in operations ⁽¹⁾	tCo ₂ eq	-	-	-
	- Business travel ⁽¹⁾	tCo ₂ eq	-	-	-
	- Employee commuting ⁽¹⁾	tCo ₂ eq	-	-	-
	- Upstream leased assets ⁽¹⁾	tCo ₂ eq	-	-	-
	- Investments ⁽¹⁾	tCo ₂ eq	-	-	-
	- Downstream transportation and distribution ⁽¹⁾	tCo ₂ eq	-	-	-
	- Processing of sold products ⁽¹⁾	tCo ₂ eq	-	-	-
	- Use of sold products ⁽¹⁾	tCo ₂ eq	-	-	-
	- End of life treatment of sold products ⁽¹⁾	tCo ₂ eq	-	-	-
	- Downstream leased assets ⁽¹⁾	tCo ₂ eq	-	-	-
	- Franchise ⁽¹⁾	tCo ₂ eq	-	-	-
GRI 305-4	GHG emissions intensity				
	GHG emissions (scope 1 & 2)	tCo ₂ eq	44,528	45,236	40,048
	GHG emissions intensity (scope 1 & 2)	tCo ₂ eq /1000L	0.1224	0.1176	0.1077
GRI 305-7	NOx, SO2, and other significant air emissions				
	Nitrogen oxide (NOx)	PPM.	13.25	32.5	35.75
	Sulfur dioxide (SO2)	PPM.	< 1.00	< 1.00	< 1.00
	Total Suspended Particulates (TSP)	Mg/M ³	5.28	5.33	4.50
GRI 306-3	Total wastes generated	Tonnes.	2,225.47	2,359.38	2,204.23
	Total hazardous waste generated	Ton.	13.74	27.34	15.79
	Total non-hazardous waste generated	Ton.	2,211.73	2,332.04	2,188.44
GRI 306-4 ⁽²⁾	Total waste diverted from disposal	Ton.	-	-	2,087.57
	Hazardous waste - Recycled	Ton.	-	-	15.42
	Non-hazardous waste - Recycled	Ton.	-	-	2,072.15
GRI 306-5 ⁽²⁾	Total waste directed to disposal	Ton.	-	-	116.66
	Hazardous waste - Landfilled	Ton.	-	-	0.27
	Hazardous waste - Other disposal	Ton.	-	-	0.10
	Non-hazardous waste - Landfilled	Ton.	-	-	116.29

Note: N/A means data is not available or data cannot be collected
⁽¹⁾ The organization's greenhouse gas emissions are significantly below the disclosure threshold according to the CFO calculation criteria of the Thailand Greenhouse Gas Management Organization (TGO).
⁽²⁾ Added GRI 306-4 and 306-5 for data completeness.

Employee Performance

GRI Standard	Indicators	Units	Performances					
			2023		2024		2025	
			Male	Female	Male	Female	Male	Female
GRI 2-7	Total number of employees	person	379		401		406	
	Total employees	person	261	118	279	122	279	127
	- Head Office	person	42	45	41	47	43	46
	- Factory	person	219	73	238	75	236	81
GRI 401-1	New employee hires and employee turnover							
	New employee hires	person	55	17	42	9	27	25
	- Head Office	person	5	5	4	3	4	6
	- Factory	person	50	12	38	6	23	19
	New employee hiring rate	%	19.00		12.72		12.84	
	New employee by Age Group (Head Office)							
	> 50 years	person	N/A	N/A	0	0	0	0
	30 - 50 years	person	N/A	N/A	3	1	1	4
	< 30 years	person	N/A	N/A	1	2	3	2
	New employee by Age Group (Factory)							
	> 50 years	person	N/A	N/A	0	0	0	0
	30 - 50 years	person	N/A	N/A	9	2	3	7
	< 30 years	person	N/A	N/A	29	4	20	12
	New employee by Area (Head Office)							
	Northern	person	N/A	N/A	0	1	0	2
	Central	person	N/A	N/A	4	1	2	4
	Northeastern	person	N/A	N/A	0	1	2	0
	Eastern	person	N/A	N/A	0	0	0	0
	Western	person	N/A	N/A	0	0	0	0
	Southern	person	N/A	N/A	0	0	0	0
New employee by Area (Factory)								
Northern	person	N/A	N/A	3	0	0	3	
Central	person	N/A	N/A	33	4	19	13	
Northeastern	person	N/A	N/A	1	0	3	3	
Eastern	person	N/A	N/A	0	1	0	0	
Western	person	N/A	N/A	1	0	0	0	
Southern	person	N/A	N/A	0	1	1	0	
Total voluntary employee turnover	person	43	15	26	12	25	19	
- Head Office	person	7	6	3	5	2	5	
- Factory	person	36	9	23	7	23	14	
Voluntary employee turnover rate	%	1.29		0.84		0.91		
Turnover by Age Group (Head Office)								
> 50 years	person	N/A	N/A	0	1	0	0	
30 - 50 years	person	N/A	N/A	3	2	2	3	
< 30 years	person	N/A	N/A	0	2	0	2	

GRI Standard	Indicators	Units	Performances					
			2023		2024		2025	
			Male	Female	Male	Female	Male	Female
	Turnover by Age Group (Factory)							
	> 50 years	person	N/A	N/A	1	0	0	0
	30 - 50 years	person	N/A	N/A	7	3	10	6
	< 30 years	person	N/A	N/A	15	4	13	8
	Turnover by Area (Head Office)							
	Northern	person	N/A	N/A	0	1	0	1
	Central	person	N/A	N/A	3	3	2	3
	Northeastern	person	N/A	N/A	0	1	0	1
	Eastern	person	N/A	N/A	0	0	0	0
	Western	person	N/A	N/A	0	0	0	0
	Southern	person	N/A	N/A	0	0	0	0
	Turnover by Area (Factory)							
	Northern	person	N/A	N/A	0	1	2	0
	Central	person	N/A	N/A	0	4	18	9
	Northeastern	person	N/A	N/A	20	0	3	4
	Eastern	person	N/A	N/A	3	1	0	0
	Western	person	N/A	N/A	0	0	0	0
	Southern	person	N/A	N/A	0	1	0	1
GRI 401-3	Parental Leave							
	- Employees taking parental leave	person	-	2	-	6	-	4
	- Employees returning to work after parental leave	person	-	2	-	6	-	4
	- Employee returning to work retention rate	%	100		100		100	
GRI 404-1	Training and Development							
	Average hours of training per year per employee	hour/person/year	8		12		12	
	- Head Office	hour/person/year	8	5	7	6.4	6.4	
	- Factory	hour/person/year	8	19	15	18.5	16.0	
	Average hours of training by Level (Head Office)							
Senior Executive	hour/person/year	N/A	N/A	4	6	4.5	4	
Management	hour/person/year	N/A	N/A	3	5	7.3	6.8	
Employee	hour/person/year	N/A	N/A	8	11	7.3	8.4	

GRI Standard	Indicators	Units	Performances					
			2023		2024		2025	
			Male	Female	Male	Female	Male	Female
	Average hours of training by Level (Head Office)							
	Senior Executive	hour/ person/year	N/A	N/A	12	15	-	-
	Management	hour/ person/year	N/A	N/A	23	17	18.5	15.0
	Employee	hour/ person/year	N/A	N/A	22	14	18.6	17.1
GRI 405-1	Total employees classifying by diversity							
	Total Employees by Level							
	Senior Executive	person	5	1	7	3	4	1
	Management	person	35	30	15	20	14	16
	Employee	person	221	87	257	99	261	110
	Total Employees by Age Group							
	> 50 years	person	15	7	13	1	15	6
	30 - 50 years	person	134	69	149	83	151	86
	< 30 years	person	112	42	117	38	113	35
	Total Employees by Religion							
	Buddhist	person	255	116	268	121	269	125
	Christ	person	0	1	3	0	2	0
	Islam	person	6	1	8	1	7	2
	Other	person	0	0	0	0	0	0
	Not disclosed	person	0	0	0	0	1	0
GRI 405-2	Compensation							
	Employees' compensation	Million Baht per year	174.42	84.94	186.64	100.44	189.24	95.21
	Proportion of employee compensation (Female: Male)	times	1.08		1.23		1.11	

Note: N/A means data is not available or data cannot be collected

Occupational Health and Safety

GRI Standard	Indicators	Units	Performances		
			2023	2024	2025
GRI 403-9 (a)	High-consequence work-related injuries (excluding fatalities)				
	- Employee	person	2	1	1
	- Contractor	person	0	0	0
	- Employee Rate (Lost-Time Injury Frequency Rate: LTIFR)	Case / 1 million man-hours	N/A	0.98	0.93
	- Contractor Rate (Lost-Time Injury Frequency Rate: LTIFR)	Case / 1 million man-hours	N/A	0	0
GRI 403-9 (b)	Recordable work-related injuries - no time off from work				
	- Employee	Case / 1 million man-hours	1	0	0
	- Contractor	person	0	0	0
	- Employee Rate	Case / 1 million man-hours	N/A	0	0
	- Contractor Rate	Case / 1 million man-hours	N/A	0	0
GRI 403-9 (c)	Fatalities				
	- Employee	person	0	0	0
	- Contractor	person	0	0	0
GRI 403-9 (d)	Number of Hours Worked ⁽¹⁾				
	- Employee	man-hours	4,320	1,000,000	1,000,000
	- Contractor	man-hours	4,320	1,000,000	1,000,000
GRI 403-10	Number of Fatalities as a Result of Work-Related Ill Health				
	- Employee	person	N/A	0	0
	- Contractor	person	N/A	0	0
	Number of Cases of Recordable Work-Related Ill Health				
	- Employee	person	N/A	0	0
	- Contractor	person	N/A	0	0

Note: N/A means data is not available or data cannot be collected

⁽¹⁾ In 2024, the Company has adjusted the method of calculating the number of working hours in accordance with the reporting standards of the Global Report Initiative Standards (GRI) by equating to 1,000,000 working hours.

Results of measuring the amount of pollutants emitted from the chimney

No	Measured Area	Indicators	Units	Standard Value ⁽¹⁾	2023	2024	2025	Results
1	Plant 1 / HOOD Chimney Chemical Lab Room	Total Suspended Particulates (TSP)	mg/m ³	400	1.9	2	1.1	Pass
		Sulfuric acid	ppm	25	0.01	0.01	<0.01	Pass
		Hydrogen chloride	mg/m ³	200	<0.010(3)	<0.010(3)	<0.010	Pass
		Methyl alcohol	ppm	No standard value specified ⁽²⁾	<0.001	<0.001	<0.001	No standard value specified ⁽²⁾
		Formaldehyde	ppm	No standard value specified ⁽²⁾	<0.001	<0.001	<0.001	No standard value specified ⁽²⁾
2	Plant 1 / Chemical HOOD Chimney	ปริมาณฝุ่นละออง (TSP)	mg/m ³	400	1.5	1.4	0.7	Pass
		กรดกำมะถัน (Sulfuric acid)	ppm	25	0.01	0.01	<0.01	Pass
		ไฮโดรเจนคลอไรด์ (Hydrogen chloride)	mg/m ³	200	<0.010(3)	<0.010(3)	<0.010	Pass
		เมทิล แอลกอฮอล์ (Methyl alcohol)	ppm	No standard value specified ⁽²⁾	<0.001	<0.001	<0.001	No standard value specified ⁽²⁾
		ฟอร์มัลดีไฮด์ (Formaldehyde)	ppm	No standard value specified ⁽²⁾	<0.001	<0.001	<0.001	No standard value specified ⁽²⁾
3	Plant 1 / BOILER No.1 (15 Ton)	ปริมาณฝุ่นละออง (TSP)	mg/m ³	320	4.5	4.7	4.2	Pass
		ซัลเฟอร์ไดออกไซด์ (SO ₂)	ppm	60	<1	<1	<1	Pass
		ออกไซด์ของไนโตรเจน (NO _x)	ppm	200	18	20	11	Pass
		คาร์บอนมอนอกไซด์ (CO)	ppm	690	25	8	6	Pass
4	โรงงาน 1 / BOILER No.2 (10 Ton)	ปริมาณฝุ่นละออง (TSP)	mg/m ³	320	6.1	5.9	4.8	Pass
		ซัลเฟอร์ไดออกไซด์ (SO ₂)	ppm	60	<1	<1	<1	Pass
		ออกไซด์ของไนโตรเจน (NO _x)	ppm	200	11	33	35	Pass
		คาร์บอนมอนอกไซด์ (CO)	ppm	690	22	14	13	Pass
5	Plant 1 / BOILER No.3 (10 Ton)	ปริมาณฝุ่นละออง (TSP)	mg/m ³	320	5	5.5	4.4	Pass
		ซัลเฟอร์ไดออกไซด์ (SO ₂)	ppm	60	<1	<1	<1	Pass
		ออกไซด์ของไนโตรเจน (NO _x)	ppm	200	20	40	48	Pass
		คาร์บอนมอนอกไซด์ (CO)	ppm	690	37	16	8	Pass
6	Plant 2 / BOILER No.4 (15 Ton)	ปริมาณฝุ่นละออง (TSP)	mg/m ³	320	5.6	5.2	4.6	Pass
		ซัลเฟอร์ไดออกไซด์ (SO ₂)	ppm	60	<1	<1	<1	Pass
		ออกไซด์ของไนโตรเจน (NO _x)	ppm	200	13	37	49	Pass
		คาร์บอนมอนอกไซด์ (CO)	ppm	690	27	14	18	Pass

Note : ⁽¹⁾ Ministry of Industry Announcement on the determination of the amount of contaminants in air discharged from factories, B.E. 2549

⁽²⁾ No standard value specified

⁽³⁾ The results of measurement and analysis are certified by the Environmental Center Laboratory, Suan Dusit University, calculated at a pressure of 1 atmosphere or 760 mmHg, temperature of 25 degrees Celsius, and dry conditions (Dry Basis).

Results of air pollution measurements from production processes

No.	Measured Area	Indicators	Units	2023	2024	2025
1	WET SCRUBBER LINE B	Hydrogen peroxide (H ₂ O ₂)	ppm	<0.001	<0.001	<0.001
2	WET SCRUBBER LINE C	Hydrogen peroxide (H ₂ O ₂)	ppm	<0.001	<0.001	<0.001
3	WET SCRUBBER LINE D	Hydrogen peroxide (H ₂ O ₂)	ppm	<0.001	<0.001	<0.001
4	WET SCRUBBER LINE E	Hydrogen peroxide (H ₂ O ₂)	ppm	<0.001	<0.001	<0.001
5	WET SCRUBBER LINE F	Hydrogen peroxide (H ₂ O ₂)	ppm	<0.001	<0.001	<0.001
6	WET SCRUBBER LINE G	Hydrogen peroxide (H ₂ O ₂)	ppm	<0.001	<0.001	<0.001
7	WET SCRUBBER LINE H	Hydrogen peroxide (H ₂ O ₂)	ppm	<0.001	<0.001	<0.001
8	WET SCRUBBER LINE I	Hydrogen peroxide (H ₂ O ₂)	ppm	<0.001	<0.001	<0.001

Results of wastewater quality measurement from production processes

Parameter	Units	Standard Value	2023	2024	2025
pH	-	5.5 – 9.0	8.2	8.2	8.0
Temperature	° C	≤ 40	31	30	34
Biochemical Oxygen Demand (BOD)	mg/L	≤ 500	66	48	129
Chemical Oxygen Demand (COD)	mg/L	≤ 750	194	116	260
Total Suspended Solid	mg/L	≤ 200	14	23	22
Total Dissolved Solid	mg/L	≤ 3,000	512	664	622
Oil and Grease	mg/L	≤ 10	2	2	2
Total Kjeldahl Nitrogen	mg/L as N	≤ 100	15	12	11

GRI Content Index

Global Report Initiative (GRI) Content Index

GRI Standard / Other Source	Disclosure	Chapter	Location	Omission			SDG Targets	UNGC Principles	External Assurance
				Requirement(s) Omitted	Reason	Explanation			
General Disclosure									
GRI 2: General Disclosure 2021	GRI 2-1	Organizational details	About ICHITAN GROUP/ Organizational structure and operation of the group of companies	SD Report 2025 (page 2-5) 56-1 One Report 2025 (page 1-26)					
	GRI 2-2	Entities included in the organization's sustainability reporting	About This Sustainability Report	SD Report 2025 (page 14-15)					
	GRI 2-3	Reporting period, frequency and contact point	About This Sustainability Report	SD Report 2025 (page 14-15)					
	GRI 2-4	Restatements of information	About This Sustainability Report	SD Report 2025 (page 14-15)			There was no significant change in previous reporting period		
	GRI 2-5	External assurance	About This Sustainability Report	SD Report 2025 (page 15, 169)					
	GRI 2-6	Activities, value chain and other business relationships	Business Value Chain	SD Report 2025 (page 21) 56-1 Report 2025 (page 42)					
	GRI 2-7	Employees	Employee Information / Human Rights and Labor Fair Treatment	SD Report 2025 (page 88-107) 56-1 One Report 2025 (page 146-149)					
	GRI 2-9	Governance structure and composition	Corporate Governance Structure	56-1 One Report 2025 (page 118-119)					
	GRI 2-10	Nomination and selection of the highest governance body	Nomination of the Board of Directors	56-1 One Report 2025 (page 101-102, 135,156-157)					
	GRI 2-11	Chair of the highest governance body	Information of The Board of Directors and Controlling Person	56-1 One Report 2025 (page 121)					
	GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Governance Structure / Driving Business for Sustainability	SD Report 2025 (page 6-7,17) 56-1 One Report 2025 (page 132-133)					
	GRI 2-13	Delegation of responsibility for managing impacts	Sustainability Governance Structure / The Corporate Governance and Sustainability Committee	SD Report 2025 (page 6-7,17) 56-1 One Report 2025 (page 132-133,136-137)					

● GRI Content Index

GRI Standard / Other Source	Disclosure	Chapter	Location	Omission			SDG Targets	UNGC Principles	External Assurance
				Requirement(s) Omitted	Reason	Explanation			
GRI 2-14	Role of the highest governance body in sustainability reporting	Message from Chairman of the Corporate Governance and Sustainability Committee	SD Report 2025 (page 6-7) 56-1 One Report 2025 (page 136-137,256)						
GRI 2-15	Conflicts of interest	Conflict of Interest and Related Transaction	56-1 One Report 2025 (page 108-109,175-176)						
GRI 2-16	Communication of critical concerns	Policy on whistleblowing or complaints and protection provided for whistleblowers	SD Report 2025 (page 94,136-137) 56-1 One Report 2025 (page 110,178)						
GRI 2-17	Collective knowledge of the highest governance body	Boards Skills Matrix / Directors and Executives Development	SD Report 2025 (page 135) 56-1 One Report 2025 (page 131,138,142-143)						
GRI 2-18	Evaluation of the performance of the highest governance body	The Board of Directors Evaluation	SD Report 2025 (page 133) 56-1 One Report 2025 (page 163-165)						
GRI 2-19	Remuneration policies	Remuneration of Directors and Executives	56-1 One Report 2025 (page 102, 144-145,168-174)						
GRI 2-20	Process to determine remuneration	Remuneration of Directors and Executives	56-1 One Report 2025 (page 144-145,168-174)						
GRI 2-21	Annual total compensation ratio	Employee Compensation	SD Report 2025 (page 90,154) 56-1 One Report 2025 (page 64,148)						
GRI 2-22	Statement on sustainable development strategy	Driving Business for Sustainability	SD Report 2025 (page 2-3,6-7,16-18) 56-1 One Report 2025 (page 39-41)						
GRI 2-23	Policy commitments	Driving Business for Sustainability	SD Report 2025 (page 2-3,6-7,16-18) 56-1 One Report 2025 (page 39-41)						
GRI 2-24	Embedding policy commitments	Commitments	SD Report 2025 (page 30,38,46,52, 58,70,80,88,108,116,132, 138,146) 56-1 One Report 2025 (page 116)						
GRI 2-25	Process to remediate negative impacts	Environmental Project / Social Project	SD Report 2025 (page 35-37,50-51, 118-124,127-131) 56-1 One Report 2025 (page 49-71)						
GRI 2-26	Mechanisms for seeking advice and raising concerns	Policy on whistleblowing or complaints and protection provided for whistleblowers	SD Report 2025 (page 94,123, 136-137) 56-1 One Report 2025 (page 110,178)						
GRI 2-27	Compliance with laws and regulations	The monitoring of compliance with corporate governance policy and guidelines	SD Report 2025 (page 136-137) 56-1 One Report 2025 (page 115,175-178)						

● GRI Content Index

GRI Standard / Other Source	Disclosure	Chapter	Location	Omission			SDG Targets	UNGC Principles	External Assurance
				Requirement(s) Omitted	Reason	Explanation			
GRI 2-28	Membership associations	Membership associations	SD Report 2025 (page 31,118, 131,137) 56-1 One Report 2025 (page 115)						
GRI 2-29	Approach to stakeholder engagement	Stakeholder Engagement	SD Report 2025 (page 22-27) 56-1 One Report 2025 (page 42-48)						
GRI 2-30	Collective bargaining agreement	Stakeholder Engagement / Welfare Committee	SD Report 2025 (page 101-102)						
Material Topics									
GRI 3: Material Topics 2021	GRI 3-1	Process to determine material topics	Materiality Assessment Results	SD Report 2025 (page 28)					
	GRI 3-2	List of material topics	Materiality Assessment Results	SD Report 2025 (page 28)					
	GRI 3-3	Management of material topics	Sustainable Performance	SD Report 2025 (page 29)					
Economic Performance									
GRI 201: Economic Performance 2016	GRI 201-1	Direct economic value generated and distributed	Sustainable Economic Value Creation	SD Report 2025 (page 12,124,128)					
	GRI 201-2	Financial implications and other risks and opportunities due to climate change	Climate Action	SD Report 2025 (page 32)					
	GRI 201-4	Financial assistance received from government	Tax Policy and Operations	SD Report 2025 (page 13)					
Market Presence									
GRI 202: Market Presence 2016	GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Employee Compensation	SD Report 2025 (page 90,154) 56-1 One Report 2025 (page 64,148)					
	GRI 202-2	Proportion of senior management hired from the local community				Not applicable	The Company operates business entirely in Thailand with 100% proportion of Thai senior management		

GRI Standard / Other Source	Disclosure	Chapter	Location	Omission			SDG Targets	UNGC Principles	External Assurance
				Requirement(s) Omitted	Reason	Explanation			
Indirect Economic Impacts									
GRI 203: Indirect Economic Impacts 2016	GRI 203-1	Infrastructure investments and services supported				Not applicable	Not applicable for the organization		
	GRI 203-2	Significant indirect economic impacts							
Procurement Practices									
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	Supply Chain Management	SD Report 2025 (page 29,58-69)					
GRI 204: Procurement Practices 2016	GRI 204-1	Proportion of spending on local suppliers	Supply Chain Management	SD Report 2025 (page 66)					
Anti-corruption									
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	Corporate Governance, Business Ethic and Transparency	SD Report 2025 (page 29,132-137)					
GRI 205: Anti-corruption 2016	GRI 205-1	Operations assessed for risks related to corruption	Corporate Governance, Business Ethic and Transparency	SD Report 2025 (page 133-137) 56-1 One Report 2025 (page 176-178)					
	GRI 205-2	Communication and training about anti-corruption policies and procedures	Corporate Governance, Business Ethic and Transparency	SD Report 2025 (page 137) 56-1 One Report 2025 (page 176-178)					
	GRI 205-3	Confirmed incidents of corruption and actions taken	Corporate Governance, Business Ethic and Transparency	SD Report 2025 (page 137) 56-1 One Report 2025 (page 178)					
Anti-competitive Behavior									
GRI 206: Anti-competitive Behavior 2016	GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices				Not applicable	There is no anti-competitive behavior in Food & Beverage sector		
Tax									
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	Corporate Governance	SD Report 2025 (page 13,29)					

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GRI Standard / Other Source	Disclosure	Chapter	Location	Omission			SDG Targets	UNGC Principles	External Assurance
				Requirement(s) Omitted	Reason	Explanation			
GRI 207: Tax 2019	GRI 207-1	Approach to tax	Ichitan's Sustainability Website: Coporate Governance/ Tax Policy	(URL Website: https://sustainability.ichitangroup.com/en/document/viewer/17/tax-policy)					
	GRI 207-2	tax governance, control, and risk management	Ichitan's Sustainability Website: Coporate Governance/ Tax Policy	(URL Website: https://sustainability.ichitangroup.com/en/document/viewer/17/tax-policy)					
	GRI 207-3	Stakeholder engagement and management of concerns related to tax	Corporate Governance	SD Report 2025 (page 22-23,26-27) 56-1 One report 2025 (page 243)					
	GRI 207-4	Country-by-country reporting	Ichitan's Website: Tax Policy	SD Report 2025 (page 13) 56-1 One report 2025 (page 243)					
Materials									
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	Waste Management	SD Report 2025 (page 29,46-51)					
GRI 301: Materials 2016	GRI 301-1	Materials used by weight or volume	Waste Management	SD Report 2025 (page 48)					
	GRI 301-2	Recycled input materials used	Waste Management	SD Report 2025 (page 49-51)					
	GRI 301-3	Reclaimed products and their packaging materials	Waste Management	SD Report 2025 (page 49-51)					
Energy									
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	Climate Action	SD Report 2025 (page 29,30-37)					
GRI 302: Energy 2016	GRI 302-1	Energy consumption within the organization	Climate Action	SD Report 2025 (page 33-34,150)					
	GRI 302-2	Energy consumption outside of the organization	Climate Action	SD Report 2025 (page 33-34,150)					
	GRI 302-3	Energy intensity	Climate Action	SD Report 2025 (page 33,150)					
	GRI 302-4	Reduction of energy consumption	Climate Action	SD Report 2025 (page 34-36)					
Water and effluents									
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	Water Management	SD Report 2025 (page 29,38-45)					

GRI Standard / Other Source	Disclosure	Chapter	Location	Omission			SDG Targets	UNGC Principles	External Assurance
				Requirement(s) Omitted	Reason	Explanation			
GRI 303: Water and effluents 2018	GRI 303-1	Interactions with water as a shared resource	Water Management	SD Report 2025 (page 39-41)					
	GRI 303-2	Management of water discharge-related impacts	Water Management	SD Report 2025 (page 39,44-45)					
	GRI 303-3	Water withdrawal	Water Management	SD Report 2025 (page 42-43,150)					
	GRI 303-4	Water discharge	Water Management	SD Report 2025 (page 42-43,150)					
	GRI 303-5	Water consumption	Water Management	SD Report 2025 (page 42-43,150)					
Emissions									
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	Climate Action	SD Report 2025 (page 29,30-37)					
GRI 305: Emissions 2016	GRI 305-1	Direct (scope 1) GHG emissions	Climate Action	SD Report 2025 (page 33,150)					
	GRI 305-2	Energy indirect (Scope 2) GHG emissions	Climate Action	SD Report 2025 (page 33,150)					
	GRI 305-3	Other indirect (Scope 3) GHG emissions	Climate Action	SD Report 2025 (page 33,150-151)					
	GRI 305-4	GHG emissions intensity	Climate Action	SD Report 2025 (page 33,151)					
	GRI 305-5	Reduction of GHG emissions	Climate Action	SD Report 2025 (page 34-36)					
	GRI 305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Climate Action	SD Report 2025 (page 151)					
Waste									
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	Waste Management	SD Report 2025 (page 29,46-51)					
GRI 306: Waste 2020	GRI 306-1	Waste generation and significant waste-related impacts	Waste Management	SD Report 2025 (page 46-51)					
	GRI 306-2	Management of significant waste-related impacts	Waste Management	SD Report 2025 (page 46-51)					
	GRI 306-3	Waste generated	Waste Management	SD Report 2025 (page 48,151)					
	GRI 306-4	Waste diverted from disposal	Waste Management	SD Report 2025 (page 48-51)					
	GRI 306-5	Waste directed to disposal	Waste Management	SD Report 2025 (page 48)					
Supplier environmental assessment									
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	Supply Chain Management	SD Report 2025 (page 29,58-69)					

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GRI Standard / Other Source	Disclosure	Chapter	Location	Omission			SDG Targets	UNGC Principles	External Assurance
				Requirement(s) Omitted	Reason	Explanation			
GRI 308: Supplier Environmental Assessment 2016	GRI 308-1	New suppliers that were screened using environmental criteria	Supply Chain Management	SD Report 2025 (page 64-66)					
	GRI 308-2	Negative environmental impacts in the supply chain and actions taken	Supply Chain Management	SD Report 2025 (page 68-69)		Not applicable	Not applicable for the organization		
Employment									
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	Human Rights and Labor Fair Treatment	SD Report 2025 (page 29,88-107)					
GRI 401: Employment 2016	GRI 401-1	New employee hires and employee turnover	Human Rights and Labor Fair Treatment	SD Report 2025 (page 90,152)					
	GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Human Rights and Labor Fair Treatment	SD Report 2025 (page 98,101-102)					
	GRI 401-3	Parental leave	Human Rights and Labor Fair Treatment	SD Report 2025 (page 153)					
Labor/management relations									
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	Human Rights and Labor Fair Treatment	SD Report 2025 (page 29,88-107)					
Occupational health and safety									
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	Employee Well-being, Health, and Safety	SD Report 2025 (page 29,108-115)					

GRI Standard / Other Source	Disclosure	Chapter	Location	Omission			SDG Targets	UNGC Principles	External Assurance
				Requirement(s) Omitted	Reason	Explanation			
GRI 403: Occupational Health and Safety 2018	GRI 403-1	Occupational health and safety management system	Employee Well-being, Health, and Safety	SD Report 2025 (page 109)					
	GRI 403-2	Hazard identification, risk assessment, and incident investigation	Employee Well-being, Health, and Safety	SD Report 2025 (page 111-112)					
	GRI 403-3	Occupational health services	Employee Well-being, Health, and Safety	SD Report 2025 (page 101-102)					
	GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Employee Well-being, Health, and Safety	SD Report 2025 (page 112-115)					
	GRI 403-5	Worker training on occupational health and safety	Employee Well-being, Health, and Safety	SD Report 2025 (page 112-115)					
	GRI 403-6	Promotion of worker health	Employee Well-being, Health, and Safety	SD Report 2025 (page 101-102)					
	GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employee Well-being, Health, and Safety	SD Report 2025 (page 112-115)					
	GRI 403-9	Work-related injuries	Employee Well-being, Health, and Safety	SD Report 2025 (page 110-111,155)					
	GRI 403-10	Work-related ill health	Employee Well-being, Health, and Safety	SD Report 2025 (page 110-111,155)					
	Training and education								
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	Human Rights and Labor Fair Treatment	SD Report 2025 (page 29,108-115)					
GRI 404: Training and Education 2016	GRI 404-1	Average hours of training per year per employee	Human Rights and Labor Fair Treatment	SD Report 2025 (page 98,153)					
	GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Human Rights and Labor Fair Treatment	SD Report 2025 (page 103-104)					
	GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Human Rights and Labor Fair Treatment	SD Report 2025 (page 98,103-104)					
Diversity and equal opportunity									
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	Human Rights and Labor Fair Treatment	SD Report 2025 (page 29,108-115)					
GRI 405: Diversity and Equal Opportunity 2016	GRI 405-1	Diversity of governance bodies and employees	Human Rights and Labor Fair Treatment	SD Report 2025 (page 90,135,152)					
	GRI 405-2	Ratio of basic salary and remuneration of women to men	Human Rights and Labor Fair Treatment	SD Report 2025 (page 90,154)					

GRI Standard / Other Source	Disclosure	Chapter	Location	Omission			SDG Targets	UNGC Principles	External Assurance
				Requirement(s) Omitted	Reason	Explanation			
Non-discrimination									
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	Human Rights and Labor Fair Treatment	SD Report 2025 (page 29,108-115)					
GRI 406: Non-discrimination 2016	GRI 406-1	Incidents of discrimination and corrective actions taken	Human Rights and Labor Fair Treatment	SD Report 2025 (page 94)					
Freedom of association and collective bargaining									
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	Supply Chain Management	SD Report 2025 (page 29,58-69)					
GRI 407: Freedom of Association and Collective Bargaining 2016	GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Supply Chain Management	SD Report 2025 (page 61-63)					
Child labor									
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	Supply Chain Management	SD Report 2025 (page 29,58-69)					
GRI 408: Child Labor 2016	GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	Supply Chain Management	SD Report 2025 (page 62)					
Forced or compulsory labor									
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	Supply Chain Management	SD Report 2025 (page 29,58-69)					
GRI 409: Forced or Compulsory Labor 2016	GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supply Chain Management	SD Report 2025 (page 62)					
Security practices									
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	Human Rights and Labor Fair Treatment	SD Report 2025 (page 29,108-115)					
GRI 410: Security Practices 2016	GRI 410-1	Security personnel trained in human rights policies or procedures	Human Rights and Labor Fair Treatment	SD Report 2025 (page 94-95)					

GRI Standard / Other Source	Disclosure	Chapter	Location	Omission			SDG Targets	UNGC Principles	External Assurance
				Requirement(s) Omitted	Reason	Explanation			
Rights of indigenous peoples									
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics							
GRI 411: Rights of Indigenous Peoples 2016	GRI 411-1	Incidents of violations involving rights of indigenous peoples				Not applicable	Not applicable for the organization		
Human rights assessment									
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	Human Rights and Labor Fair Treatment	SD Report 2025 (page 29,108-115)					
GRI 412: Human Rights Assessment 2016	GRI 412-1	Operations that have been subject to human rights reviews or impact assessments	Human Rights and Labor Fair Treatment	SD Report 2025 (page 91-94)					
	GRI 412-2	Employee training on human rights policies or procedures	Human Rights and Labor Fair Treatment	SD Report 2025 (page 94-95)					
Local communities									
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	Community and Social Involvement	SD Report 2025 (page 27,116-131)					
GRI 413: Local Communities 2016	GRI 413-1	Operations with local community engagement, impact assessments, and development programs	Community and Social Involvement	SD Report 2025 (page 118-131)					
	GRI 413-2	Operations with significant actual and potential negative impacts on local communities	Community and Social Involvement	SD Report 2025 (page 118-131)					
Supplier social assessment									
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	Supply Chain Management	SD Report 2025 (page 29,58-69)					
GRI 414: Supplier Social Assessment 2016	GRI 414-1	New suppliers that were screened using social criteria	Supply Chain Management	SD Report 2025 (page 64-66)					
	GRI 414-2	Negative social impacts in the supply chain and actions taken	Supply Chain Management	SD Report 2025 (page 68-69)					

GRI Standard / Other Source	Disclosure	Chapter	Location	Omission			SDG Targets	UNGC Principles	External Assurance
				Requirement(s) Omitted	Reason	Explanation			
Public policy									
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics							
GRI 415: Public Policy 2016	GRI 415-1	Political contributions				Not applicable			The company has The Anti-Corruption policy and does not support any political activities.
Customer health and safety									
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	Product Quality Management	SD Report 2025 (page 29,70-79)					
GRI 416: Customer Health and Safety 2016	GRI 416-1	Assessment of the health and safety impacts of product and service categories	Product Quality Management	SD Report 2025 (page 72-76)					
	GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Product Quality Management	SD Report 2025 (page 71,77,78)					
Marketing and labeling									
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	Consumer Relationship Management	SD Report 2025 (page 29,80-87)					
GRI 417: Marketing and Labeling 2016	GRI 417-1	Requirements for product and service information and labeling	Consumer Relationship Management	SD Report 2025 (page 87)					
	GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	Consumer Relationship Management Product Quality Management	SD Report 2025 (page 71,78,87)					
	GRI 417-3	Incidents of non-compliance concerning marketing communications	Consumer Relationship Management Product Quality Management	SD Report 2025 (page 71,78,87)					
Customer privacy									
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	Consumer Relationship Management	SD Report 2025 (page 29,80-87)					
GRI 418: Customer Privacy 2016	GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Consumer Relationship Management	SD Report 2025 (page 77,87)					



INDEPENDENT ASSURANCE OPINION STATEMENT

2025 – Ichitan Group Public Company Limited – Sustainability Report

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

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

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

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

Scope

The scope of engagement agreed upon with Ichitan Group, includes the following:

- 1) The assurance covers the whole report and focuses on systems and activities during the 2025 calendar year at Ichitan Group Public Company Limited, with the following materiality:
 - GRI 302: Energy 2016
 - GRI 303: Water and Effluents 2018
 - GRI 305: Emissions 2016
 - GRI 306: Waste 2020
 - GRI 401: Employment 2016
 - GRI 403: Occupational, Health and Safety 2018
 - GRI 404: Training and Education 2016
 - GRI 405: Diversity and Equal Opportunity 2016

However, GRI 302-5 was subsequently excluded from the assurance as they are not applicable to Ichitan Group, while GRI403-8 were excluded due to its not data available for assurance.

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

Opinion Statement

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

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

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

Methodology

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

- a top level review of issues raised by external parties that could be relevant to Ichitan Group's policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers and staffs on Ichitan Group's approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.
- review of key organizational developments.
- review of the findings of internal audits.
- review of supporting evidence for claims made in the reports.
- an assessment of the company's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality, Responsiveness and Impact as described in the AA1000 AccountAbility Principles Standard (2018).

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Conclusions

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

Inclusivity

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

Materiality

Ichitan Group publishes sustainability information that enables its stakeholders to make informed judgments about the company's management and performance. In our professional opinion the report covers the Ichitan Group's material issues.

Responsiveness

Ichitan Group has implemented the practice to respond to the expectations and perceptions of its stakeholders. An Ethical Policy for Ichitan Group is developed and provides the opportunity to further enhance Ichitan Group's responsiveness to stakeholder concerns. In our professional opinion the report covers the Ichitan Group's responsiveness issues.

Impact

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

- The organization currently discloses the number and percentage of employees covered by the occupational health and safety management system. However, data on workers who are not employees, but whose work and/or workplace is controlled by the organization has not been collected or reported. OHS performance affects both employees and non-employees. It is recommended that the organization enhance its data collection processes to include such workers in order to improve alignment with GRI 403-8 and ensure completeness of disclosure.

GRI-reporting

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

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Assurance level

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

Responsibility

This Sustainability Report is the responsibility of the Ichitan Group's director as declared in her responsibility letter. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Competency and Independence

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

For and on behalf of BSI:

Parnuwat Usapein

Parnuwat Usapein, Lead Assurer

For and on behalf of BSI:

Kuldhaj Bunbongkarn

Kuldhaj Bunbongkarn, Managing Director Assurance, Thailand



Statement No: SRA 822626
2026-04-30

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