OSOTSPA

3rd Party on Site Assessment to Verify Suppliers Screening Process

Organization:

OSOTSPA PUBLIC COMPANY LIMITED
348 Ramkhamhaeng Rd., Huamak, Bangkapi, Bangkok, Thailand

Prepared by

TUV NORD (THAILAND) LIMITED

1858/75-76 16th Floor, TCIF Tower,
Bangna-Trad Rd., Bangna, Bangkok
10260 Thailand
Tel. +66 2751 4050
Fax. +66 2751 4048

Organization:	**OSOTSPA PUBLIC COMPANY LIMITED**
Address:	348 Ramkhamhaeng Rd., Huamak, Bangkapi, Bangkok, Thailand

Audit date	**28 Feb 2025 and 3,4 March 2025**
Lead auditor	**Mr. Wuttipol Suriyun**
Auditor	None

Declarations regarding Independence / Confidentiality

I herewith declare that I have not performed any consultancy in the last two years before the audit in relation to development of a management system at the company to be audited or at another company affiliated to the company to be audited.

I declare that I am not subject to any conflict of interest arising from earlier or current relationships with the company to be audited.

I declare that I will treat all information from the audit and the documents placed in my hands in a suitable manner, in order not to place their confidentiality at unnecessary and inappropriate risk.

....

(Wuttipol Suriyun)

Organizations profile

SUSTAINABILITY AT OSOTSPA

Osotspa's focus on sustainability revolves around three core pillars: enhancing quality of life, sharing economic opportunities, and reducing environmental impacts throughout its value chain. The Company believes these lay a solid foundation for resilient business growth while readying the Company for new challenges and opportunities amid a more volatile business environment. The Company considers its employees to be an overall driving force for sustainability, forming the fourth.pillar of its sustainability framework.

SUSTAINABILITY FRAMEWORK & SUSTAINABILITY GOALS

"Enhancing Sustainable Living"
is a commitment to enhancing the quality of life, sharing economic opportunities and reducing environmental impacts throughout our value chain.

	**Enhancing the quality of life** Promoting health & well-being through our products - Offering products made with high quality ingredients/natural & organic ingredients - Promoting health & well-being for all consumer segments - Supporting the fighting spirits of all Thais Promoting equal opportunities and supporting disadvantaged people and communities.
	**Sharing economic opportunities for long term growth** Providing safe and high-quality products that meet diverse consumer needs, enhance economic values through product innovations, develop SME suppliers and partners to grow their business together with Osotspa - Support small-scale herb farmers - Communicate OSP Code of Conduct and Sustainability (ESG) values Create an ecosystem to improve competitiveness of mom & pop's stores with digital technology & know-how.
	**Reducing environmental impacts throughout our value chain** Implement the 3Rs' Principles: Reduce, Reuse, Recycle, to our business: - Reduce water and energy consumption, waste generated per unit output - Control air emissions from manufacturing process, as well as greenhouse gas intensity (Scope 1 and Scope 2) - Maintain high glass/cullet recycling rate Reduce impact from waste through innovative packaging solutions.

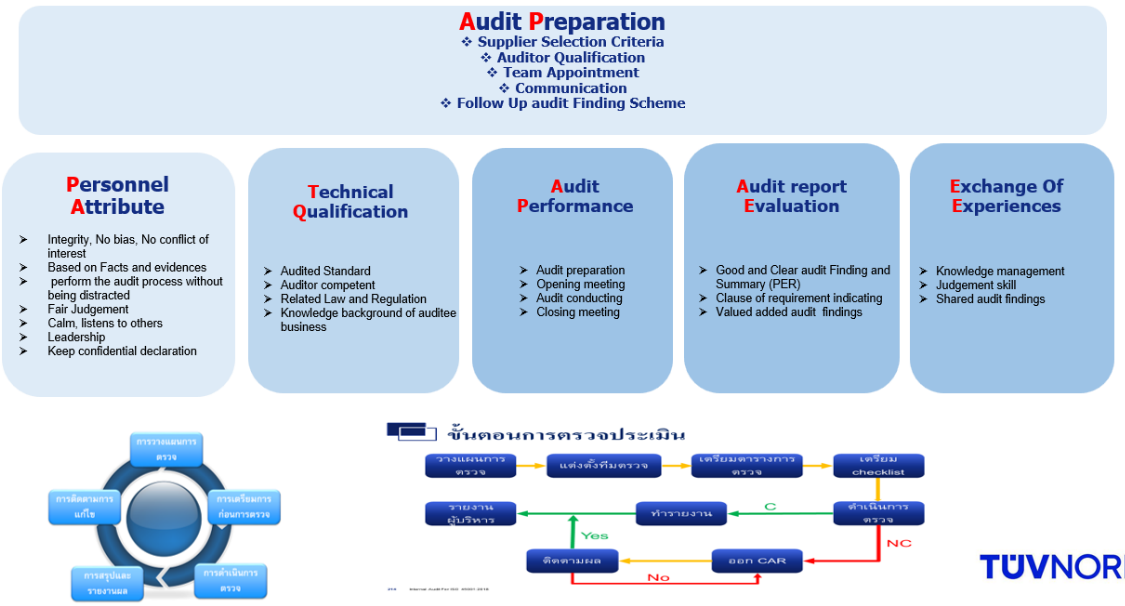
	**Cultivating sustainability mindset among all employees** -Good governance and transparency -Creating a better workplace -Encouraging sustainable lifestyle, from our people to society

Verification of Suppliers Sustainabiilty Development Programme

OSOTSPA has continually conducted the suppliers delevelopment programme throughout the communication, training, assessment and capacity building programme to all Suppliers to encourage and promote sustainability development. The assessment has been performed by Third parties and Osotspa's sustainability team at screened suppliers' site premises screened according to *Osotspa's supplier Code of conduct*. The procedure and criteria of screening base on Risks factors has been established and implemented.

In order to ensure the Supplier screening and assessment processes are peformed in accordance with audit professional scheme with intergrity, impartiality and no conflict of interest. Third party whom accredited as a Certification Body according to ISO/IEC17021 is invited to continually verify such processes.

PROCESS ASSESSMENT PERFORMANCE EVALUATION



TÜVNORD

Assessment Agenda

	TIME	Details	Auditee/ In Charge
Day 1	09.00-10.00 10.00-12.00 12.00-13.00 13.00-16.00	Opening Meeting Verification of Supplier Selection procedure and Supplier audit procedure Break for Lunch Verification of related records of Supplier 's selection by Sampling	Purchasing / Relevant department
Day 2	09.00-10.00 10.00-12.00 12.00-13.00 13.00-16.00	Verification Procedure of Assessor Qualification Review Qualification records Break for Lunch Verification of audit report of Supplier audit by sampling	Sustainability, HR, Training / Relevant department
Day 3	09.00-10.00 10.00-12.00 12.00-13.00 13.00-15.30 15.30-16.00	Verification Procedure of Assessment Follow up process and summary Review Supplier Assessment LOG Sheet Break for Lunch Re -cap all processes Closing Meeting	Sustainability / Relevant department

Audit Checklist and Results

Supplier Screening process

Ser. No.	Questions on Screen system	system documentation	Audit notes	C	OFI	NC
1	**Is the procedure included the criteria of Supplier Screening Process?** - **The Supplier screening/ selection could be considered, among others, the following aspects:** ✓ Country Specific ✓ Business Sector Risk ✓ Commodity Risk ✓ results of internal site audits and management reviews or previous supplier audits;	WI-HM-SPC-PUR-002 Rev. 01 / 28.11.2024 Vendor Sourcing and Selction – Direct Material WI-HM-SPC-PUR-003 Rev. 03 / 01.12.2022 Vendor Sourcing and Selction – InDirect Material WI-HM-SPC-PUR-002 Rev. 01 / 28.11.2024	Yes, Work Instrcution has been established, maintained and implemented for supplier screening process and supplier assessment and development programme. 2 Main Suppliers Group; - Direct Materials (Raw Material, Pack Material) - Indirect Material (Non related Manufacturing material i.e, Marketing media, Agency, construction services, machine sparepart, Logistic service, warehouse)	✓		

- ✓ records of complaints and other relevant aspects of corrective and preventive action;
- ✓ significant variations in the size of the sites;
- ✓ variations in shift patterns and work procedures;
- ✓ complexity of the management system and processes conducted at the sites;
- ✓ modifications since the last assessment (If any);
- ✓ maturity of the management system and knowledge of the organization;
- ✓ environmental issues and extent of aspects and associated impacts for environmental management systems;
- ✓ *differences in culture, language and regulatory requirements*;
- ✓ *geographical dispersion*;
- ✓ Etc.

Vendor Sourcing and Selction – Direct Material

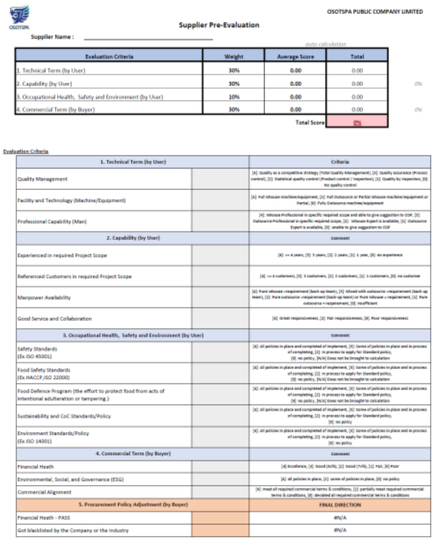
First step, All new Suppliers will be subjected to be pre-evaluationed base on;

- Techinal Term
- Capability
- Occupational Health and Safety including Sustainability (ESGs)
- Commercial Term

Record in Supplier Pre-Evaluation Form F-HM-SPC-PUR-006

By Evalauted criteria as;

1. Technical Term (By user) 30%
2. Capability (By user) 30%
3. Occupational Healh, Safety and Environment (By user) 10%
4. Commercial Term (By Buyer) 30%


OSOTSPA PUBLIC COMPANY LIMITED

Supplier Pre-Evaluation

Supplier Name : ____________________

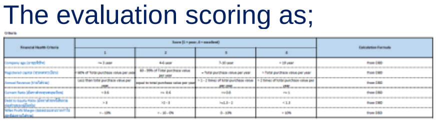
auto calculation

Evaluation Criteria	Weight	Average Score	Total
1. Technical Term (by User)	30%	0.00	0.00
2. Capability (by User)	30%	0.00	0.00
3. Occupational Health, Safety and Environment (by User)	10%	0.00	0.00
4. Commercial Term (by Buyer)	30%	0.00	0.00
		Total Score	0%

Evaluation Criteria

1. Technical Term (by User)		Criteria
Quality Management		[4]: Quality as a competitive strategy (Total Quality Management), [3]: Quality assurance (Process control), [2]: Statistical quality control (Product control / Inspection), [1]: Quality by inspection, [0]: No quality control
Facility and Technology (Machine/Equipment)		[4]: Full Inhouse machine/equipment, [2]: Full Outsource or Partial Inhouse machine/equipment or Partial, [0]: Fully Outsource machine/equipment
Professional Capability (Man)		[4]: Inhouse Professional in specific required scope and able to give suggestion to OSP, [3]: Outsource Professional in specific required scope, [2]: Inhouse Expert is available, [1]: Outsource Expert is available, [0]: unable to give suggestion to OSP
2. Capability (by User)		**comment**
Experienced in required Project Scope		[4]: >= 4 years, [3]: 3 years, [2]: 2 years, [1]: 1 year, [0]: no experience
Referenced Customers in required Project Scope		[4]: >= 4 customers, [3]: 3 customers, [2]: 2 customers, [1]: 1 customers, [0]: no customer
Manpower Availability		[4]: Pure inhouse >requirement (back-up team), [3]: Mixed with outsource >requirement (back-up team), [2]: Pure outsource >requirement (back-up team) or Pure inhouse = requirement, [1]: Pure outsource = requirement, [0]: insufficient
Good Service and Collaboration		[4]: Great responsiveness, [2]: Fair responsiveness, [0]: Poor responsiveness
3. Occupational Health, Safety and Environment (by User)		**comment**
Safety Standards (Ex.ISO 45001)		[4]: All policies in place and completed of implement, [3]: Some of policies in place and in process of completing, [1]: in process to apply for Standard policy, [0]: no policy, [N/A] Does not be brought to calculation
Food Safety Standards (Ex.HACCP,ISO 22000)		[4]: All policies in place and completed of implement, [3]: Some of policies in place and in process of completing, [1]: in process to apply for Standard policy, [0]: no policy, [N/A] Does not be brought to calculation
Food Defence Program (the effort to protect food from acts of intentional adulteration or tampering.)		[4]: All policies in place and completed of implement, [3]: Some of policies in place and in process of completing, [1]: in process to apply for Standard policy, [0]: no policy, [N/A] Does not be brought to calculation
Sustainability and CoC Standards/Policy		[4]: All policies in place and completed of implement, [3]: Some of policies in place and in process of completing, [1]: in process to apply for Standard policy, [0]: no policy
Environment Standards/Policy (Ex.ISO 14001)		[4]: All policies in place and completed of implement, [3]: Some of policies in place and in process of completing, [1]: in process to apply for Standard policy, [0]: no policy
4. Commercial Term (by Buyer)		**comment**
Financial Heath		[4] Excellence, [3]: Good (8x%), [2]: Good (7x%), [1]: Fair, [0] Poor
Environmental, Social, and Governance (ESG)		[4]: all policies in place, [2]: some of policies in place, [0]: no policy
Commercial Alignment		[4]: meet all required commercial terms & conditions, [2]: partially meet required commercial terms & conditions, [0]: deviated all required commercial terms & conditions
5. Procurement Policy Adjustment (by Buyer)		**FINAL DIRECTION**
Financial Heath - PASS		#N/A
Got blacklisted by the Company or the Industry		#N/A

The evaluation scoring as;



Exellence = > 90%

Good = 70-89%

Fair = 60-69%

Not Pass < 60%

Pass			Not Pass
Excellence	Good	Fair	Poor
≥ 90%	70% - 89%	60% - 69%	<60%

All Passes Suppliers will be approved and registered to List of new qualified suppliers and be able to purchase.

Second Step,

All purchased suppliers in such year will be subjected to be post evaluation – Annual evaluation.

By Evalauted criteria as;

1.Technical Term (By user) 20%

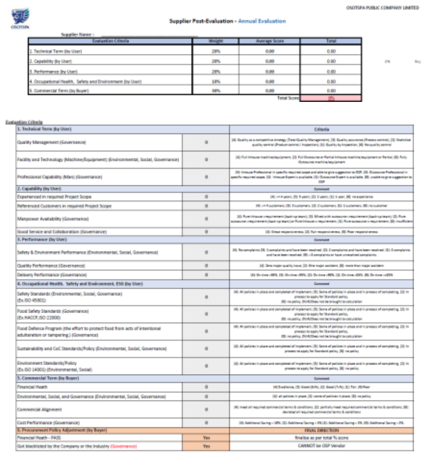
2. Capability (By user) 20%

3. Performance (By user) 20%

4. Occupational Healh, Safety and Environment (By user) 10%

5. Commercial Term (By Buy-er) 30%

Record in Supplier Pre-Evaluation Form F-HM-SPC-PUR-008



OSOTSPA PUBLIC COMPANY LIMITED

Supplier Post-Evaluation - Annual Evaluation

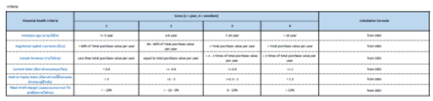
Supplier Name :

Evaluation Criteria	Weight	Average Score	Total
1. Technical Term (by User)	20%	0.00	0.00
2. Capability (by User)	20%	0.00	0.00
3. Performance (by User)	20%	0.00	0.00
4. Occupational Health, Safety and Environment (by User)	10%	0.00	0.00
5. Commercial Term (by Buyer)	30%	0.00	0.00
		Total Score	0%

Evaluation Criteria

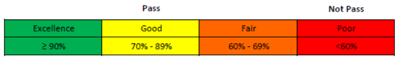
1. Technical Term (by User)		Criteria
Quality Management (Governance)	0	[illegible]
Facility and Technology (Machine/Equipment) (Environmental, Social, Governance)	0	[illegible]
Professional Capability (Man) (Governance)	0	[illegible]
2. Capability (by User)		Comment
Experienced in required Project Scope	0	[illegible]
Referenced Customers in required Project Scope	0	[illegible]
6. Procurement Policy Adjustment (by Buyer)		FINAL DIRECTION
Financial Health - PASS	Yes	finalise as per total % score
Got blacklisted by the Company or the Industry (Governance)	Yes	CANNOT be OSP Vendor

The evaluation scoring as;



Exellence = > 90%

Good = 70-89%

			Fair = 60-69% Not Pass < 60%  All Passes Suppliers will be continually qualified and be able to purchase accordingly. **Third Step,** During the 5 Years Supplier development Plan (2021-2025), 65% of Top Spending Direct materials' suppliers will be sorting and subjected to be Capacity Building ESGs development programe. They will be evaluated and classified to be "HIGH RISK group". By initially evaluated the Supplier Data of; 1. Environment (E) 2. Social (S) 3. Good Governance (G) 4. Others i.e. Certification, award, complaints., ect. Record in Supplier Self Assessment Form F-HM-SPC-PUR-011 - Fulfilled			
2	**Is there any procedure or Work Instruction determined the screening criteria?** ✓ Risk Matrix	Procurement Guideline P-HM-SPC-PUR-001 rev. 01 / 15.05.2024 WI-HM-SPC-PUR-019 Rev. 00 / 07.08.2023 Critical, High Risk supplier identification and evaluation	Yes, Supplier Capacity Plan 5 years. Existing evaluation is now subject to programme as; A. 65 % of Top Spending and Direct Material Group will be subjected to critical Supplier B. Then self evaluate such selected supplier as a High Risk with	✓		

High Risk Criteria

1. Large Business

Criteria for Risk assessment

1. Classifying Business Type and Sizes

		กิจการ/ตัวแทนจำหน่าย		ผู้ผลิต		ผู้ให้บริการ	
		จำนวนการจ้างงาน	มูลค่าสินทรัพย์ถาวร	จำนวนการจ้างงาน	มูลค่าสินทรัพย์ถาวร	จำนวนการจ้างงาน	มูลค่าสินทรัพย์ถาวร
วิสาหกิจขนาดย่อม (S)	ค้าส่ง	≤ 25 คน	≤ 50 ล้านบาท	≤ 50 คน	≤ 50 ล้านบาท	≤ 50 คน	≤ 50 ล้านบาท
	ค้าปลีก	≤ 15 คน	≤ 30 ล้านบาท				
วิสาหกิจขนาดกลาง (M)	ค้าส่ง	26-50 คน	> 50-100 ล้านบาท	50-200 คน	> 50-200 ล้านบาท	51-200 คน	> 50-200 ล้านบาท
	ค้าปลีก	16-30 คน	> 30-60 ล้านบาท				
วิสาหกิจขนาดใหญ่ (L)	ค้าส่ง	> 50 คน	> 100 ล้านบาท	> 200 คน	> 200 ล้านบาท	> 200 คน	> 200 ล้านบาท
	ค้าปลีก	> 30 คน	> 60 ล้านบาท				

2. Criteria for Goods and Services – Details for Classifying Irreplaceable / Essential Goods and Services

A. √ or X High purchase volume (Top 65%)

B. Goods that cannot be substituted

C. Important component i.e. Food Ingredients, Packaging, Plastic film, Aluminum lids, Sugar, Paper boxes, Cans, Preservatives, Confectionery, Snack foods, Chemical additives, Fruit juice, Flash pasteurization and sterilization

3. No complaints or accusations about product or service innovation, considering the following risks: Health and well-being, post-consumer waste, Product safety, Product quality, Responsible communication and product labeling, Energy consumption, Supply chain management, Product innovation Customer complaint in recently period i.e 8 titles.

2. Criteria for Goods and Services Detail to Classifying the Irreplaceable /Essential Goods and Services

√ หรือ X ☐ ยอดซื้อสูง (80% แรก) ☐ สินค้าที่ไม่สามารถหาทดแทนได้ ☐ ส่วนประกอบที่สำคัญ

3. No complaint or accusation about product or services innovation. As following risks

- Health and well being
- Post-consumer waste
- Product safety
- Product quality
- Responsible communication and product labeling
- Energy consumption
- Supply chain management
- Product innovation

<table>
<tr>
<td></td>
<td></td>
<td></td>
<td>Suppliers whom are evaluated all 3 criteria will be indicated “H” risk

<table>
<tr><th>Large size</th><th>Mfg or service</th><th>Compliant</th><th>High Risk</th></tr>
<tr><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td></tr>
<tr><td>No</td><td>Yes</td><td>Yes</td><td>No</td></tr>
<tr><td>Yes</td><td>No</td><td>Yes</td><td>No</td></tr>
<tr><td>Yes</td><td>Yes</td><td>No</td><td>No</td></tr>
<tr><td>No</td><td>No</td><td>No</td><td>No</td></tr>
</table>

High Risk: Potential on -site audit in First Year

Then, plan to audit anothers in next year according.

However, an Opportunity for improvement is recommended.

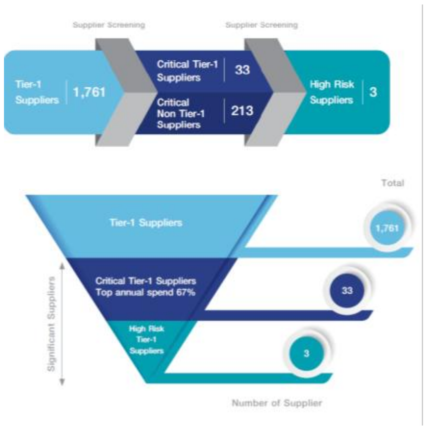
(See finding list)</td>
<td></td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Is List of /screened / selected Suppliers provided to show the result of screening and decision of audit?

Data in the Lists could be shown the suppliers information in accordance with
✓ ESG Data
✓ Country Specific
✓ Business Sector Risk
✓ Commodity Risk
✓ Business relevant and commercial Risk</td>
<td>Procurement Guideline P-HM-SPC-PUR-001 rev. 01 / 15.05.2024

WI-HM-SPC-PUR-019 Rev. 00 / 07.08.2023 Critical, High Risk supplier identification and evaluation</td>
<td>Yes. An Excel sheet of Suppliers List is established and verified satisfactorily.

• Significant Suppliers are those who have close business ties to Critical Tier 1Suppliers and/or have an impact on the Company’s economic, social, andenvironmental (ESG) performance.
• Critical Tier 1 Suppliers refer to Suppliers within the direct material group thatmeet the following criteria:
1) High trading value: These Suppliers accountfor more than 65% of the total trading value of the Approved Vendor List.
2) Strategic Partners: These Suppliers actively participate in joint procurementplanning or have agreed to collaborate with Osotspato initiate joint projectdevelopment.
3) Rare Replacement Options: These Suppliers are either scarce or difficult to replace, indicating their value in the supply chain.</td>
<td>✓</td>
<td></td>
<td></td>
</tr>
</table>

- Critical Non-Tier 1 Suppliers are farmer and raw material Suppliers toTier 1 Suppliers.



Categorization	Y2023	Y2024	Y2025 Plan
New Supplier	18	15	-
Critical Tier 1 Suppliers	33	33	33
Significant Suppliers	33	33	33
High Risk Suppliers	3	3	3

Supplier Risk Management

	Y2023	Y2024	Y2025 Plan
% of New Suppliers acknowledging the SCoC	100%	100%	100%
% of Tier-1 Suppliers acknowledging the SCoC	100%	100%	100%
Risk Assessment of Significant Suppliers	33	33	33
Supplier Self-Assessment	43	43	43

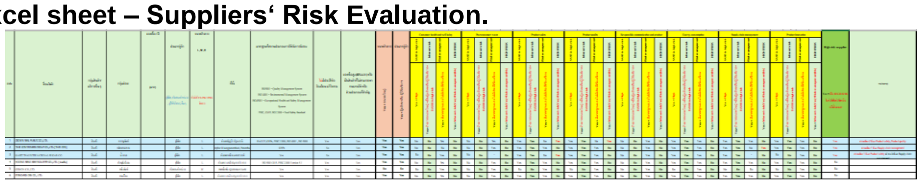
Supplier Assessment and/or Development

Supplier Assessment	Y 2023	Y2024	Y2025 Plan
Total number of suppliers assessed via desk assessments/on-site assessments	3	16	14
% of unique significant suppliers assessed	9.09%	48.48%	42.42%
Number of suppliers assessed with substantial actual/potential negative impacts	3	16	14
% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	66.67%	87.50%	100%
Number of suppliers with substantial actual/potential negative impacts that were terminated	none	none	none

Corrective action plan support	Y 2023	Y2024	Y2025 Plan
Total number of suppliers supported in corrective action plan implementation	3	16	14
% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	66.67%	87.50%	100%

Capacity building programs	Y 2023	Y2024	Y2025 Plan
Total number of suppliers in capacity building programs	3	16	14
% of unique significant suppliers in capacity building programs	9.09%	48.48%	42.42%

Sample of Excel sheet – Suppliers' Risk Evaluation.



Auditors Qualification Process / Auditor Appointment

Ser. No.	Questions on Screen system	system documentation	Audit notes	C	OFI	NC
1	**Is the procedure of Auditors qualification available?**	P-HM-Q-SQM-001 Supplier and OEM Quality Management	Yes, Work Instrcution has been established, maintained and implemented for Auditors qualification and Appointment. It is responsible by SQM department. - Fulfilled	✓		
2	**Is the procedure determined the criteria or requirement of auditor qualification?** ✓ Audited Standard or Code of conducts ✓ Auditor competent ✓ Related Law and Regulation ✓ Knowledge background of auditee/suppliers' business	P-HM-Q-SQM-001 Supplier and OEM Quality Management	Yes, It is determined auditor qualification criteria base on their skill, competent, training background. - Fulfilled	✓		
3	**Is training plan established and implemented to fulfill the gap of auditor's competent and skill?** ✓ Training plan ✓ Training need skill metrix	P-HM-Q-SQM-001 Supplier and OEM Quality Management	Yes, Training plan, Skill matrix is established and implement for 2023-2024. 2 qualified auditors are appointed. - Fulfilled	✓		
4	**Is training records and evaluation available?**	P-HM-Q-SQM-001 Supplier and OEM Quality Management	Yes, Training records and its evidences are maintained as a documented information. It could be shown that all qualified auditors are trained to covered necessary subjects for ESG auditors as;	✓		

			-ISO 20400:2017 Sustainable Procurement trained on 17.03.2023 -ISO22000 V.6 0n 22-28.08.2024. Fulfilled			
5	**Is the procedure mentioned the Auditor maintenance status, Re-qualification, Dis-Qualification criteria?** ✓ Auditor meeting ✓ Exchange of experi-ences ✓ Knowledge manage-ment programme	P-HM-Q-SQM-001 Supplier and OEM Quality Management	Yes, it is mentioned about the auditor re-Qualification by supplememt training every year. The company has organized perform the exchange of experience to be a criteria to maintain their qualification. It is show internal or external organizational knowledge sharing among of auditor and their suppliers. Fulfilled.	✓		
6	**Is the procedure determined the auditor team appoint-ment criteria to audit sup-plier?** ✓ To conduct the audit with no Bias ✓ No conflict of interest ✓ Intergrity	P-HM-Q-SQM-001 Supplier and OEM Quality Management	Yes, Auditor code of conduct, Signing of confidencial declaration are maintained. Fulfilled	✓		

Audit Process

Ser. No.	Questions on Screen system	system documentation	Audit notes	C	OFI	NC
1	**Is the procedure of Audit processes available?** ✓ Audit communication ✓ Audit planning/Scheduling ✓ Auditing Time	Procurement Guideline P-HM-SPC-PUR-001 rev. 01 / 15.05.2024	Yes, Audit programme, Objective, has been communicated to supplier by e-mail. Fulfilled	✓		
2	**Has the organization com-municated the audit objec-tive, audit schedule, audit**	Procurement Guideline P-HM-SPC-PUR-	Yes, at least 1 month in advance. Fulfilled	✓		

	agenda to supplier in advance? ✓ Audit agenda ✓ Audit Criteria	001 rev. 01 / 15.05.2024				
3	**Has the audit been conducted with professional scheme?** ✓ Audit checklist/protocal ✓ Audit report ✓ Audit finding **Remark** : Sampling to observe the audit report and verify by intertviewing auditors	Procurement Guideline P-HM-SPC-PUR-001 rev. 01 / 15.05.2024	Yes, Audit documentation systems are established and implemented. Covering; ✓ Audit checklist/protocal ✓ Audit report ✓ Audit finding 6 Audit reports done by Third party and Organization 's auditor were being sampling to verify cover all Risk of Suppliers as - [redacted] → Sugar - [redacted] → Aluminium Cap - [redacted] - [redacted] → Chemical acid - [redacted] → Refined Sugar - [redacted] → D Biotin The audit report has been verified satisfactorily. Fulfilled	✓		
4	**Is the auditor conducted audit with effective performance?**	Procurement Guideline P-HM-SPC-PUR-001 rev. 01 / 15.05.2024	Yes, Objective evidences were being mentioned in audit checklist obviuosly.	✓		

	✓ Is evidence based on facts and rightly assessed? ✓ Opening Meeting and Closing meeting in completed details ✓ Conducting following to the plan ✓ Does he/she work consistently in accordance with the purpose of the audit and perform the audit process without being distracted? ✓ Does the auditor constantly monitor the effects of audit observations and personal interactions? ✓ Does the auditor react sensitively with respect to local and/or customer habits/conventions? ✓ Is the audit process conducted without deviations caused by distractions? ✓ Does the auditor devote full attention and full support to the audit process? ✓ Does the auditor react effectively in stressful situations? ✓ Are conclusions acceptable and based on audit findings?		As the interviewing to 2 organization's auditors whom conducted such above sampling reports, They could be demonstrated auditor skill and competent effectively. Fulfilled			

	✓ Does the auditor stick to his/her conclusions unless other evidence is being presented?					

Audit Reporting

Ser. No.	Questions on Screen system	system documentation	Audit notes	C	OFI	NC
1	**Is Audit report included following information?** ✓ Supplier information ✓ Audit scope ✓ Audit objective ✓ Audit Finding and Classification ✓ Audit recommonmendation ✓ Audit summary	Procurement Guideline P-HM-SPC-PUR-001 rev. 01 / 15.05.2024	Yes, Audit reports are Verified and shown covering data; ✓ Supplier information ✓ Audit scope ✓ Audit objective ✓ Audit Finding and Classification ✓ Audit recommonmendation ✓ Audit summary 6 Audit reports done by Third party and Organization 's auditor were being sampling to verify cover all Risk of Suppliers as - [redacted] → Sugar - [redacted] → Aluminium Cap - [redacted] - [redacted] → Chemical acid - [redacted] → Refined Sugar - [redacted] → D Biotin The audit report has been verified satisfactorily. Fulfilled	✓		

2	**Is audit report complated in time manner?**	Procurement Guideline P-HM-SPC-PUR-001 rev. 01 / 15.05.2024	Yes, It is completed and submitted to supplier in time manner within 2 week after audit. Fulfilled	✓		
3	**Is audit report verifed or veto by authorized person?**	Procurement Guideline P-HM-SPC-PUR-001 rev. 01 / 15.05.2024	Yes, Audit reports are veto by authorized person. However, as the sampling verification of audit report, it was observed that some of them were veto by Lead auditor whom conducted such audit.	✓		
4	**Is the audit report communicated and submitted to supplier?**	Procurement Guideline P-HM-SPC-PUR-001 rev. 01 / 15.05.2024	Yes, It is completed and submitted to supplier in time manner within 2 week after audit. Audit Log sheet is stablished and maintained			

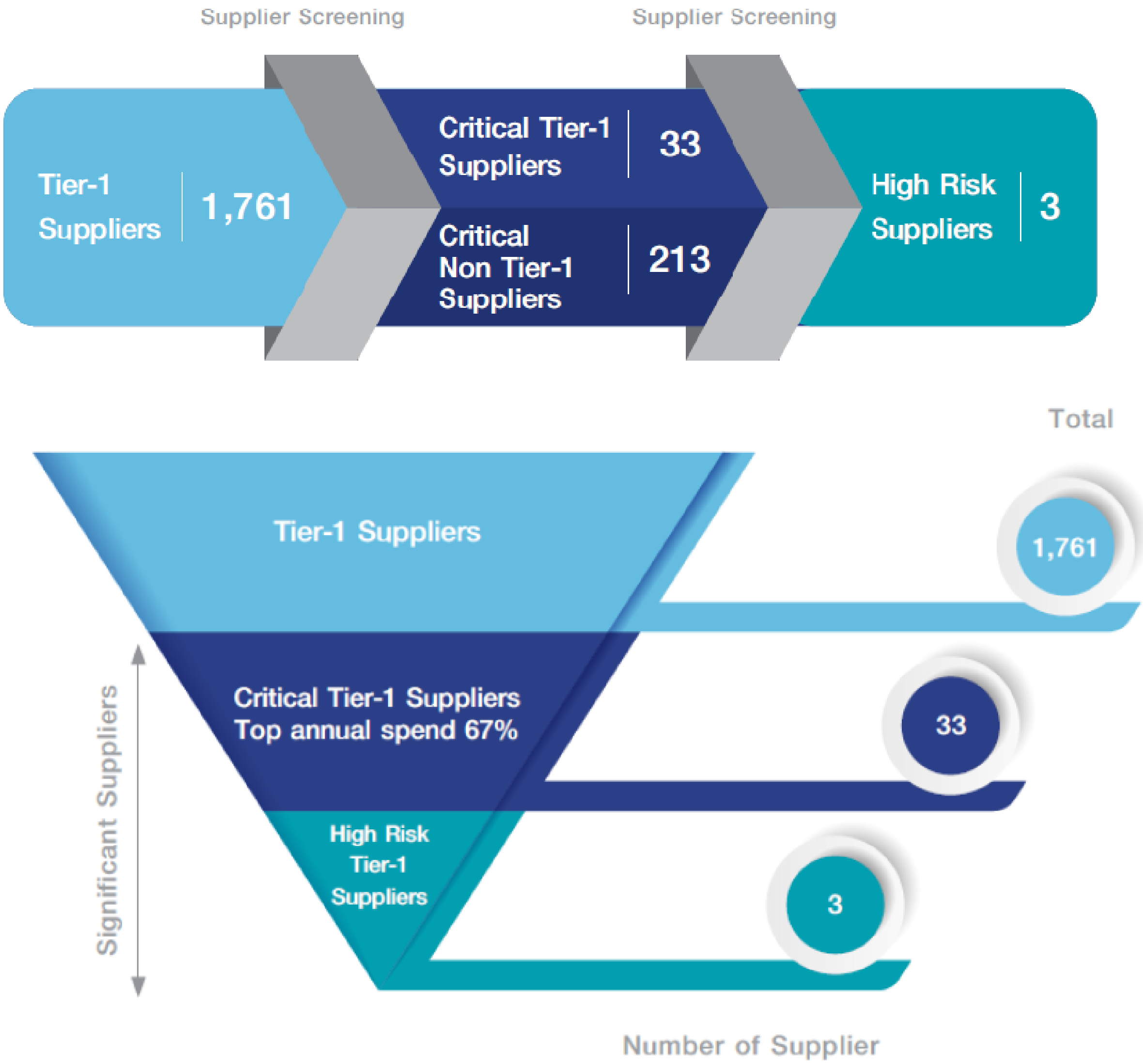
Audit Follow up and Suppliers ' Capacity Building / Development Program

Ser. No.	Questions on Screen system	system documentation	Audit notes	C	OFI	NC
1	**When audit finding raised, Is there any request supplier to response?** ✓ CAR/ NCR issues	Procurement Guideline P-HM-SPC-PUR-001 rev. 01 / 15.05.2024	Yes, CAR/ NCR is mentioned in the audit report. Fulfilled	✓		
2	**CAR/ NCR has required the root cause analysis and action plan?**	Procurement Guideline P-HM-SPC-PUR-001 rev. 01 / 15.05.2024	Yes. A Column of root cause analysis and action taken is occured in audit report. Fulfilled	✓		
3	**Has the Corrective action has been followed in time manner and closed out with objective evidences?**	Procurement Guideline P-HM-SPC-PUR-001 rev. 01 / 15.05.2024	Yes. It is mentioned in work instruction for the duration of feedback if NC raised. 6 Audit reports done by Third party and Organization 's auditor were being sampling to verify cover all Risk of Suppliers as - [redacted] → Sugar - [redacted] → Aluminium Cap - [redacted] - [redacted] → Chemical acid - [redacted] → Refined Sugar - [redacted] → D Biotin All of them have been action taken and closed out in time manner with objectives evidences. Fulfilled	✓		
4	**Is capacity Building program recommended?** ✓ Training	Procurement Guideline P-HM-SPC-PUR-001 rev. 01 / 15.05.2024	Yes. It is recommended in the audit report in summary page.	✓		

	✓ Workshop ✓ Seminair ✓ Re-Audit		Fulfilled			
5	**Is the procedure mentioned the Supplier Re-Audit Program?** ✓ Re-audit to follow up NC ✓ Re-audit according to surveillance interval program	Procurement Guideline P-HM-SPC-PUR-001 rev. 01 / 15.05.2024	Yes. It is mentioned in Work instruction. Fulfilled	✓		
6	**Is overall audit result summaried and analysis to show their supplier audit performance?**	Procurement Guideline P-HM-SPC-PUR-001 rev. 01 / 15.05.2024	Yes, overall audit results are collected and summarized in audit report LOG Sheet, it could be shown analysis by its overall audit finding to make a further plan for capacity building.	✓		
7	**Is Number of Suppliers audit and result summared and presented?**	Summary List of Suppliers development programme.	Yes. Number of Suppliers whom have been participated in Supplier Developments programme, Critical Tier 1 and High Risk is summaried and presented for year 2023-2024 satisfactorily. ➢ Total Suppliers whom classified in Critical Tier1 = 33 Suppliers. ➢ Total Suppliers whom classified in High Risk = 3 Suppliers ➢ 3 Supplieres was on site assessment by Third party in 2023 and 16 Suppliers in 2024 ➢ 14 Suppliers are planned to be on site ESGs assessment by Third party in 2025 ➢ Others critical Non Tier 1 is subjected to sampling assessment on-site by Organizations's auditor base its each context such as critical complaint special issues.	✓		

			Total Suppliers whom has been on-site assessment by third party : 33 Suppliers during 2023-2025. (See summary detail below table)			

Sample of Audit Finding Analysis



Categorization	Y2023	Y2024	Y2025 Plan
New Supplier	18	15	-
Critical Tier 1 Suppliers	33	33	33
Significant Suppliers	33	33	33
High Risk Suppliers	3	3	3

	Y2023	Y2024	Y2025 Plan
% of New Suppliers acknowledging the SCoC	100%	100%	100%
% of Tier-1 Suppliers acknowledging the SCoC	100%	100%	100%
Risk Assessment of Significant Suppliers	33	33	33
Supplier Self-Assessment	43	43	43

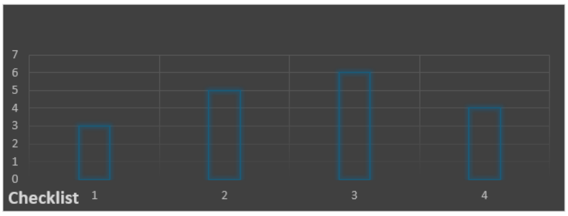
Supplier Assessment	Y 2023	Y2024	Y2025 Plan
Total number of suppliers assessed via desk assessments/on-site assessments	3	16	14
% of unique significant suppliers assessed	9.09%	48.48%	42.42%
Number of suppliers assessed with substantial actual/potential negative impacts	3	16	14
% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	66.67%	87.50%	100%
Number of suppliers with substantial actual/potential negative impacts that were terminated	none	none	none

Corrective action plan support	Y 2023	Y2024	Y2025 Plan
Total number of suppliers supported in corrective action plan implementation	3	16	14
% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	66.67%	87.50%	100%

Capacity building programs	Y 2023	Y2024	Y2025 Plan
Total number of suppliers in capacity building programs	3	16	14
% of unique significant suppliers in capacity building programs	9.09%	48.48%	42.42%

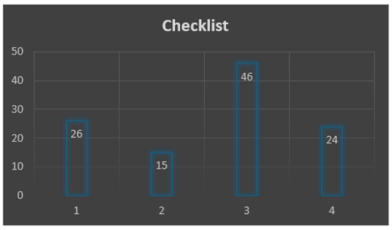
Audit Result Summary
2023

No.	Supplier	Checklist				Score Summary			
		Environment	Social	OHS	Good Governance	PF	GF	PI	GP
1	[redacted]	1	2		1		1	2	1
2	[redacted]	2	1	2	2		3	3	1
3	[redacted]		2	4	1		2	3	2
	Total Findings	3	5	6	4	0	6	8	4



2024

No.	Supplier	Checklist				Score Summary			
		Environment	Social	OHS	Good Governance	PF	GF	PI	GP
1	[redacted]	1	1	2	2	2	2	1	1
2	[redacted]	1	1	3	1	3	1	2	
3	[redacted]	2		3	1	1	1	3	1
4	[redacted]	2		5	3	4	1	4	1
5	[redacted]		1	5	2	1		6	1
6	[redacted]	1	1	1	2			3	2
7	[redacted]	2	1	4	2	4	1	4	
8	[redacted]	3	1	3	1	2	2	4	
9	[redacted]	2	1	3	1			6	1
10	[redacted]		2	1	2			3	2
11	[redacted]	4	1	2	1		1	5	2
12	[redacted]	1	1	3	2	3		4	
13	[redacted]	2	1	4	1	4	1	3	
14	[redacted]	2	1	3	1	2	2	2	1
15	[redacted]	2	1	3		2		4	
16	[redacted]	1	1	1	2			4	1
	Total Findings	26	15	46	24	28	12	58	13



C = Conformance

OFI = Opportinity for improvemnet

NC = Non - Conformance

Audit Finding List

No.	Audit Finding	Area / Process	Ref Subject
1	Currently, the company has established procedures and criteria for evaluating and selecting suppliers based on sustainability requirements. These guidelines, along with assessment and development approaches, are documented in the Procurement Guideline P-HM-SPC-PUR-001 rev. 01 / 15.05.2024. This document serves as a framework for supplier evaluation and on-site assessments in the following years. However, it has been observed that further alignment is needed between the company's supplier assessment criteria and external reference frameworks such as DJSI or S&P Global, particularly concerning risk factors. Consideration should be given to refining the criteria for classifying high-risk suppliers and determining on-site inspections based on factors such as: • Country-Specific Risks • Business Sector Risks • Commodity Risks • Results of internal site audits, management reviews, or previous supplier audits • Variations in shift patterns, work procedures, and complexity of management systems • Modifications since the last assessment (if any) • Maturity of the management system and organizational knowledge • Environmental issues, impact assessments, and related management systems • Differences in culture, language, and regulatory requirements • Geographical dispersion These considerations will help enhance supplier assessment consistency and alignment with recognized external standards.	Procurement / Compliance and Sustainability Team	Supplier Screening Process

No.	Audit Finding	Area / Process	Ref Subject
	ปัจจุบัน บริษัทได้กำหนดขั้นตอนและเกณฑ์ในการประเมินและคัดเลือกคู่ค้าบนพื้นฐานของข้อกำหนดด้านความยั่งยืน โดยแนวทางดังกล่าว รวมถึงหลักเกณฑ์ในการตรวจประเมินและพัฒนา ได้ระบุไว้ใน เอกสาร Procurement Guideline P-HM-SPC-PUR-001 rev. 01 / 15.05.2024 ซึ่งใช้เป็นแนวทางในการประเมินคู่ค้าและการตรวจประเมิน ณ สถานประกอบการในรอบปีถัดไป อย่างไรก็ตาม พบข้อสังเกตว่าควรพิจารณาปรับปรุงให้หลักเกณฑ์การประเมินคู่ค้าของบริษัทมีความสอดคล้องกับหน่วยงานภายนอกที่ใช้อ้างอิง เช่น DJSI หรือ S&P Global โดยเฉพาะในเรื่องของปัจจัยความเสี่ยง ควรพิจารณาปรับปรุงเกณฑ์ในการคัดเลือกและแบ่งกลุ่มคู่ค้าที่มีความเสี่ยงสูง รวมถึงพิจารณาดำเนินการตรวจประเมิน แบบ On-site โดยพิจารณาปัจจัยดังต่อไปนี้: • ความเสี่ยงเฉพาะของแต่ละประเทศ • ความเสี่ยงของแต่ละภาคธุรกิจ • ความเสี่ยงของสินค้าและวัตถุดิบ • ผลการตรวจสอบภายในสถานประกอบการ การทบทวนโดยฝ่ายบริหาร หรือการตรวจสอบคู่ค้าก่อนหน้านี้ • ความแตกต่างของรูปแบบกะการทำงานและกระบวนการปฏิบัติงาน รวมถึงความซับซ้อนของระบบการบริหารจัดการ • การเปลี่ยนแปลงที่เกิดขึ้นนับตั้งแต่การตรวจประเมินครั้งล่าสุด (ถ้ามี) • ระดับความเป็นระบบของการบริหารจัดการและความรู้ขององค์กร • ประเด็นด้านสิ่งแวดล้อม ขอบเขตของผลกระทบ และระบบการบริหารจัดการด้านสิ่งแวดล้อม • ความแตกต่างด้านวัฒนธรรม ภาษา และข้อกำหนดทางกฎหมาย • การกระจายตัวทางภูมิศาสตร์ของสถานประกอบการ การพิจารณาปัจจัยเหล่านี้จะช่วยให้การประเมินคู่ค้ามีความสอดคล้องและเป็นไปตามมาตรฐานที่ได้รับการยอมรับจากภายนอกมากยิ่งขึ้น		

Summary / explanations of results

OSOTSPA Public Company. have continually implemented and maintained the Supplier Screening process, Audit Process, Audit Reporting, Audit Follow up and Suppliers 'Capacity Building / Development Program, Summary / explanations of results effectively for their Supplier Sustainability Development Programme Y2023-Y2025.

Top management has strong commitment to implement, maintain and encourage the ESGs Practical to their suppliers throughout delevelopment programme. The communication, training, assessment and capacity building programme are effectively promoted. The assessment has been performed by Third parties and Osotspa's sustainability competent team at screened suppliers' site premises screened according to Osotspa's ESGs Code of conduct. The procedure and criteria of screening base on Risks factors has been established and implemented.

Overall this audit, The audit result is fully satisfied and agreed that Osotspa's sustainability competent team has performed Supplier screening process and assessment effectively with audit professional scheme, intergrity, impartiality and no conflict of interest. There is no NC raised during this audit, However 1 Opportunities for improvement are recommended.

Signatures	
Date: 04.03.2025 Name: Mr. Wuttipol Suriyun	Signature Audit team leader
Date: Name:	Signature Representative of organisation