

| ROLE OF STAKEHOLDERS | | GUIDING REFERENCE | Y/ N | REFERENCE / SOURCE DOCUMENT |
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| The rights of stakeholders that are established by law or through mutual agreement are to be respected | | | | |
| <u>Does the company disclose a policy that :</u> | | | | |
| C.1.1 | Stipulates the existence and scope of the company's efforts to address customers' welfare? | OECD Principle IV (A): The rights of stakeholders that are established by law or through mutual agreements are to be respected. In all OECD countries, the rights of stakeholders are established by law (e.g.) labour, business, commercial and insolvency laws) or by contractual relations. Even in areas where stakeholder interests are not legislated, many firms make additional commitments to stakeholders, and concern over corporate reputation and corporate performance often requires the recognition of broader interests. Global Reporting Initiative: Sustainability Report (C1.1 C.1S) International Accounting Standards 1: Presentation of Financial Statements | Y | Please see Corporate Governance Handbook Please see TRISCO Company Profile TRISCO Website |
| C.1.2 | Explains supplier/contractor selection practice? | | Y | Please see Corporate Governance Handbook |
| C.1.3 | Describes the company's efforts to ensure that its value chain is environmentally friendly or is consistent with promoting sustainable development? | | Y | Please see Corporate Governance Handbook Please see TRISCO Company Profile TRISCO Website |
| C.1.4 | Elaborates the company's efforts to interact with the communities in which they operate | | Y | Please see Corporate Governance Handbook Please see TRISCO Company Profile TRISCO Website Please see company CHR & |

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| | | | employee engagement |
| C.1.5 | Describe the company's anti-corruption programs and procedures* | Y | Please see Corporate Governance Handbook Please see company's Whistle Blower Protection Policy |
| C.1.6 | Describes how creditors' rights are safeguarded? | Y | Please see Corporate Governance Handbook Please see TRISCO Company Profile TRISCO Website |

Does the company disclose the activities that it has undertaken to implement the above mentioned

| C. | ROLE OF STAKEHOLDERS | GUIDING REFERENCE | Y/ N | REFERENCE / SOURCE DOCUMENT |
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| C.1.7 | Customer health and safety | OECD Principle IV (A) & Global Reporting Initiative | Y | Please see Corporate Governance Handbook TRISCO Website |
| C.1.8 | Supplier/Contractor selection and criteria | | Y | Please see Corporate Governance Handbook |
| C.1.9 | Environmentally-friendly value chain | | Y | Please see Corporate Governance Handbook Please see TRISCO Company Profile |

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| | | | TRISCO Website |
| C.1.10 | Interaction with the communities | Y | Please see TRISCO Company Profile TRISCO Website Please see company CHR & employee engagement Please see Company's Code of Ethics and Professional Conduct |
| C.1.11 | Anti-corruption programs and procedures | Y | Please see company's Whistle Blower Protection Policy Please see Corporate Governance Handbook |
| C.1.12 | Creditors' rights | Y | Please see TRISCO Company Profile TRISCO Website Please see Company's Code of Ethics and Professional Conduct |

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| C.1.13 | Does the company have a separate corporate responsibility (CR) report/section or sustainability report/section? | <p>OECD Principle V (A): Disclosure should include, but not be limited to, material information on: (7) Issues regarding employees and other stakeholders.</p> <p>Companies are encouraged to provide information on key issues relevant to employees and other stakeholders that may materially affect the long term sustainability of the company.</p> | Y | <p>Please see TRISCO Company Profile</p> <p>TRISCO Website</p> <p>Please see company CHR & employee engagement</p> <p>Please see Company's Code of Ethics and Professional Conduct</p> |
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| c.2 | <u>Where stakeholder interests are protected by law, stakeholders should have the opportunity to obtain effective redress for violation of their rights</u> | | | |
| | Does the company provide contact details via the company's website or Annual Report which stakeholders (e.g. customers, suppliers, general public etc.) can use to voice their concerns and/or complaints for possible violation of their rights? | <p>OECD Principle IV (B): Where stakeholder interests are protected by law, stakeholders should have the opportunity to obtain effective redress for violation of their rights.</p> <p>The governance framework and processes should be transparent and not impede the ability of stakeholders to communicate and to obtain redress for the violation of rights.</p> | Y | <p>Please see Contact US tool at TRISCO Website</p> <p>Please see TRISCO Company Profile</p> <p>Please see Company's Annual Report</p> |

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| Performance enhancing mechanisms for employee participation should be permitted to develop | | | | |
| C. 3.1 | Does the company explicitly disclose the health, safety, and welfare policy for its employee? | <p>OECD Principle IV (C): Performance-enhancing mechanisms for employee participation should be permitted to develop. In the context of corporate governance, performance</p> | Y | TRISCO Website |

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| C.3.2 | Does the company publish relevant information relating to health, safety and welfare of its employees? | enhancing mechanisms for participation may benefit companies directly as well as indirectly through the readiness by employees to invest in firm specific skills. | Y | TRISCO Website |
| C.3.3 | Does the company have training and development programs for its employees? | Firm specific skills are those skills/competencies that are related to production technology and/or organizational aspects that are unique to a firm. Examples of mechanisms for employee participation include: employee representation on boards; and governance processes such as works councils that consider employee viewpoints in certain key decisions. | Y | Please see Employee Training Program Please see Events for Employees Development |
| C.3.4 | Does the company publish relevant information on training and development programs for its employees? | With respect to performance enhancing mechanisms, employee stock ownership plans or other profit sharing | Y | Please see Employee Training Program Please see Events for Employees Development |
| C.3.5 | Does the company have a reward/compensation policy that accounts for the performance of the company beyond short-term financial? | | Y | Please see Employee Training Program Please see Events for Employees Development |

C.4 Stake holders including individual employee and their representative bodies, should be able to freely communicate their concerns about illegal or unethical practices to the board and their rights should not be compromised for doing this.

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| C.4.1 | Does the company have procedures for complaints by employees concerning illegal (including corruption) and unethical behavior? | OECD Principle IV (E): Stakeholders, including individual employees and their representative bodies, should be able to freely communicate their concerns about illegal or unethical practices to the board and their rights should not be | Y | Please see Whistle Blower Protection Policy |
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| C.4.2 | Does the company have a policy or procedures to protect an employee/person who reveals illegal/unethical behavior from retaliation? | compromised for doing this. | Y | Please see Whistle Blower Protection Policy |
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