

# ESG Performance

Company Name : T.KRUNGTHAI INDUSTRIES PUBLIC COMPANY LIMITED      Symbol : TKT

Market : SET      Industry Group : Industrials      Sector : Automotive

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## Environmental management

### Information on environmental policy and guidelines

#### Environmental policy and guidelines

Environmental policy and guidelines : Yes

Environmental guidelines : Electricity management, Water resources and water quality management, Waste management, Greenhouse gas and climate change management

1. The Company is committed to using energy efficiently.
2. The Company will conserve energy and use resources with a focus on maximum benefit, including controlling waste disposal.
3. The Company will conduct activities to achieve carbon neutrality.

### Information on review of environmental policies, guidelines, and/or objectives over the past years

#### Review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or goals over the past year : Yes

Changes in environmental policies, guidelines, and/or goals : Water resources and water quality management, Greenhouse gas and climate change management

The company promotes energy conservation, greenhouse gas emissions, energy use by the organization, and the efficient and sustainable use of resources.

### Information on compliance with environmental management principles and standards

#### Compliance with environmental management principles and standards

Environmental management principles and standards : ISO 14001 - Environmental management systems

#### Compliance with water management principles and standards

Water management principles and standards : 3Rs or 5Rs

### Compliance with waste management principles and standards

Waste management principles and standards : 3Rs, 5Rs or 7Rs

### Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management : Thailand Greenhouse Gas Management Organization (TGO)  
principles and standards

### Information on other environmental management

Plans, performance, and outcomes related to other environmental management

### Information on incidents related to legal violations or negative environmental impacts

#### Number of cases and incidents of legal violations or negative environmental impacts

	2022	2023	2024
Number of cases or incidents of legal violations or negative environmental impact (cases)	0	0	0

## Energy management

### Disclosure boundary in energy management in the past years

Boundary type	:	Branch
Total number of disclosure boundaries	:	3
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	33.33

### Information on energy management

#### Energy management plan

The company's energy management plan : Yes

The company has an energy management plan by organizing 4 energy reduction activities:

1. Hot air recycle activity, which is the reuse of hot air from the process instead of releasing hot air.
2. Replacing 2 old air conditioners with new ones that have been in use for a long time.
3. Setting the time to turn on and off the air conditioners 15 minutes before and after work.
4. Installing heat insulation for 2 plastic injection machines.

### Information on setting goals for managing energy

#### Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or fuel management : Yes

#### Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased and fuel consumption	2023 : energy consumption 15,918,510.00 Kilowatt-Hours	2024 : Reduced by 5% or 15,122,584.50 Kilowatt-Hours

### Information on performance and outcomes of energy management

#### Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

1. Hot air recycling activities can reduce electricity by 81,674.4 kWh/year

2. Replacing 2 old air conditioners with new ones can reduce electricity by 101,506.8 kWh/year

3. Setting the time to turn on and off the air conditioner 15 minutes before and after work can reduce electricity by 82,526.76 kWh/year

4. Installing heat insulation in 2 plastic injection machines can reduce energy by 21,264 kWh/year

## Information on electricity management

### Company's electricity consumption <sup>(\*)</sup>

	2022	2023	2024
<b>Total electricity consumption within the organization (Kilowatt-Hours)</b>	18,343,864.00	15,918,510.00	13,015,209.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	18,343,864.00	15,918,510.00	13,015,209.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	0.00	0.00	0.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	17,520.40	18,151.09	17,284.47

Additional explanation : <sup>(\*)</sup> Exclude electricity consumption outside of the Company

### Electricity Consumption Intensity

	2022	2023	2024
Intensity of total electricity consumption within the organization (Kilowatt-Hours / Branch)	6,114,621.33000000	5,306,170.00000000	4,338,403.00000000
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m <sup>2</sup> )	N/A	N/A	N/A

### Electricity Expense <sup>(\*)</sup>

	2022	2023	2024
Total electricity expense (Baht)	72,855,236.78	72,811,604.35	52,336,204.76
Percentage of total electricity expense to total expenses (%) <sup>(**)</sup>	5.32	5.63	4.85
Percentage of total electricity expense to total revenues (%) <sup>(**)</sup>	5.15	5.66	4.77
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	69,584.75	83,023.49	69,503.59

Additional explanation : <sup>(\*)</sup> Exclude electricity expense outside of the Company

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

## Information on fuel management

### Company's fuel consumption

	2022	2023	2024
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	75,841.79	68,326.00	61,323.00
Gasoline (Litres)	27,453.74	31,374.57	32,667.46
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard Cubic Feet)	0.00	0.00	0.00
LPG (Kilograms)	86,359.00	68,880.00	57,744.00
Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

Additional explanation : Not include external fuel consumption

### Company's fuel expense <sup>(\*)</sup>

	2022	2023	2024
Total fuel expense (Baht)	189,654.53	168,580.57	151,734.46
Percentage of total fuel expense to total expenses (%) <sup>(**)</sup>	0.01	0.01	0.01
Percentage of total fuel expense to total revenues (%) <sup>(**)</sup>	0.01	0.01	0.01

Additional explanation : <sup>(\*)</sup> Exclude electricity expense outside of the Company

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

### Information on total energy management (electricity + fuel)

#### Energy Consumption

	2022	2023	2024
Total energy consumption within the organization (Megawatt-Hours)	18,345,098.28	17,757.59	14,908.49

#### Energy Consumption Intensity

	2022	2023	2024
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) <sup>(*)</sup>	12.97723098	0.01380479	0.01358421
Intensity of total energy consumption within the organization (Megawatt-Hours / Plant)	N/A	17,757.59000000	4,969.49000000
Intensity of total energy consumption within the organization (Megawatt-Hours / Branch)	6,115,032.76000000	N/A	N/A

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Water management

### Disclosure boundary in water management over the past years

Boundary type : Branch  
Total number of disclosure boundaries : 3  
Actual number of disclosure boundaries : 1  
Data disclosure coverage (%) : 33.33

### Information on water management plan

#### Water management plan

The Company's water management plan : Yes

Water Leakage Survey

### Information on setting goals for water management

#### Setting goals for water management

Does the company set goals for water management : Yes

#### Details of setting goals for water management

Target(s)	Base year(s)	Target year(s)
Reduction of water withdrawal	2023 : Water withdrawal 17,456.00 Cubic meters	2024 : Reduced by 10% or 15,710.04 Cubic meters

### Information on performance and outcomes of water management

#### Performance and outcomes of water management

Performance and outcomes of water management : Yes

The results of water leakage survey activities showed that water usage could be reduced by 16.60% compared to the base year.

### Information on water management

#### Water withdrawal by source

	2022	2023	2024
<b>Total water withdrawal (Cubic meters)</b>	18,307.00	45,555.00	47,567.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	17.49	51.94	63.17
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup>	0.01	0.04	0.04

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

#### Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	18,307.00	45,555.00	47,567.00

#### Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup>	0.01295028	0.03541455	0.04334177
Intensity of total water consumption (Cubic meters / Branch)	18,307.00000000	15,185.00000000	15,855.66000000

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

#### Water withdrawal expenses

	2022	2023	2024
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	2022	2023	2024
<b>Total water withdrawal expense (Baht)</b>	310,546.20	927,116.50	986,587.10
Percentage of total water withdrawal expense to total expenses (%) <sup>(*)</sup>	0.02	0.07	0.09
Percentage of total water withdrawal expense to total revenues (%) <sup>(*)</sup>	0.02	0.07	0.09
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	296.61	1,057.15	1,310.21

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Waste management

### Disclosure boundary in waste management over the past years

Boundary type : Branch  
Total number of disclosure boundaries : 3  
Actual number of disclosure boundaries : 1  
Data disclosure coverage (%) : 33.33

### Information on waste management plan

#### Waste management plan

The company's waste management plan : Yes  
Send used thinner for treatment instead of disposal and re-order it for reuse.

### Information on setting goals for waste management

#### Setting goals for waste management

Does the company set goals for waste management : Yes

#### Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Increase of waste recovery Waste type: Hazardous waste	2023 : hazardous waste 144,858.00 Kilograms	2024 : Increased by 5% or 7,242.90 Kilograms	• Recycle

### Information on performance and outcomes of waste management

#### Performance and outcomes of waste management

The company's performance and outcomes of waste management : Yes  
management  
Results of the operation on the reuse of used thinners for repurchase found that the amount of hazardous waste could be reduced by 16.45% or 23,838 kilograms.

### Information on waste management

Waste Generation<sup>(\*)</sup>

	2022	2023	2024
<b>Total waste generated (Kilograms)</b>	N/A	396,506.00	346,410.00
<b>Total non-hazardous waste (kilograms)</b>	N/A	251,648.00	225,390.00
Non-hazardous waste - Landfilling (Kilograms)	593.20	251,648.00	225,390.00
<b>Total hazardous waste (kilograms)</b>	145,997.00	144,858.00	121,020.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	N/A	0.31	0.32
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	N/A	0.20	0.21
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.10	0.11	0.11

Additional explanation : <sup>(\*)</sup> Exclude the total weight of waste generated outside of the Company, which is not responsible for the waste disposal or treatment cost

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

#### Waste reuse and recycling

	2022	2023	2024
<b>Total reused/recycled waste (Kilograms)</b>	N/A	61,016.00	53,654.00
<b>Reused/Recycled hazardous waste (Kilograms)</b>	N/A	61,016.00	53,654.00
Reused hazardous waste (Kilograms)	N/A	20,160.00	15,040.00
<b>Recycled hazardous waste (Kilograms)</b>	N/A	40,856.00	38,614.00
Percentage of total reused/recycled waste to total waste generated (%)	N/A	15.39	15.49
Percentage of reused/recycled hazardous waste to hazardous waste (%)	N/A	42.12	44.33

Additional explanation : Exclude the total weight of reused/recycled waste outside of the Company, which is not responsible for the waste disposal or treatment cost

## Greenhouse gas management

### Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Branch
Total number of disclosure boundaries	:	3
Actual number of disclosure boundaries	:	3
Data disclosure coverage (%)	:	100.00

### Information on greenhouse gas management plan

#### Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

Plan to reduce greenhouse gas emissions from the Company's activities (Scope 1-2) to achieve carbon neutrality by 2050.

### Information on setting greenhouse gas emission goals

#### Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : Yes

Company's existing targets : Setting net-zero greenhouse gas emissions targets, Setting carbon neutrality targets

#### Setting net-zero greenhouse gas emissions targets

##### Details of setting net-zero greenhouse gas emissions targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year	Certification
Scope 1-2	2023 : Greenhouse gas emissions 10,025.00 tCO <sub>2</sub> e	2050 : Reduced by 95% or 501.25 tCO <sub>2</sub> e in comparison to the base year	2065 : Reduced by 100% or 0.00 tCO <sub>2</sub> e in comparison to the base year	<ul style="list-style-type: none"><li>Thailand Greenhouse Gas Management Organization (TGO) : Net zero pathway</li><li>Science-based Targets (SBTi) : None</li></ul>

#### Setting carbon neutrality targets

##### Details of setting carbon neutrality targets

Greenhouse gas emission scope	Base year(s)	Target year(s)	Certification
Scope 1-2	2023 : Greenhouse gas emissions 10,025.00 tCO <sub>2</sub> e	2050 : Reduced by 95% or 501.25 tCO <sub>2</sub> e	None

## Information on performance and outcomes of greenhouse gas management

### Performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

Actions to reduce greenhouse gas emissions to achieve carbon neutrality by 2050

In 2024, the target for greenhouse gas emissions (Scope 1-2) was set at 9.5% or 9,072.6 tCO<sub>2</sub>e compared to the base year.

The performance results in 2024 showed that greenhouse gas emissions (Scope 1-2) were lower than the set target, with a reduction of greenhouse gas emissions (Scope 1-2) of 25.9% or 7,427.80 tCO<sub>2</sub>e.

## Information on greenhouse gas management

### The company's greenhouse gas emissions

	2022	2023	2024
<b>Total GHG emissions (Metrics tonne of carbon dioxide equivalents)</b>	37,612.00	10,025.00	7,427.80
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	943.00	2,067.00	893.60
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	36,669.00	7,958.00	6,534.20

	2022	2023	2024
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

#### Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) (*)	0.026607	0.007793	0.006768
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	35.92	11.43	9.86
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / Branch)	12,537.33000000	3,341.66000000	2,475.93300000

Additional explanation : (\*) Total revenues and expenses from consolidated financial statement

#### Information on verification of the company's greenhouse gas emissions over the past year

##### Verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas : No  
emissions

#### Information on reduction and absorption of greenhouse gas

##### Reduction of Greenhouse Gas

	2022	2023	2024
Total reduced GHG (Metric tonnes of carbon dioxide equivalent)	61.08	290.52	52.33
Other projects (Metric tonnes of carbon dioxide equivalent)	61.08	290.52	52.33

	2022	2023	2024
Hot air recycle (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	13.88
Change air conditioner (Metric tonnes of carbon dioxide equivalent)	N/A	72.84	19.77
Adjust the item to turn on-off the airconditioner by 15 minute (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	14.85
Heat insulation barrel (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	3.83
Improve Productivity and Quality of Injection Machines (Metric tonnes of carbon dioxide equivalent)	N/A	217.68	N/A
Reduce the operating time of air compressors (Metric tonnes of carbon dioxide equivalent)	61.08	N/A	N/A

#### Absorption and removal of Greenhouse Gas

	2022	2023	2024
<b>Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)</b>	N/A	0.00	0.00

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## ESG Performance

Company Name : T.KRUNGTHAI INDUSTRIES PUBLIC COMPANY LIMITED      Symbol : TKT

Market : SET      Industry Group : Industrials      Sector : Automotive

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### Human rights

#### Information on social and human rights policies and guidelines

##### Social and human rights policy and guidelines

Social and human rights policy and guidelines : Yes

Social and human rights guidelines : Employee Rights, Child Labor, Community and environmental rights, Safety and occupational health at work, Non-discrimination

3.9 Human Right, The Company has set policy and practice as follows:

1. Operations of T.Krungthai and other persons whose operations are subjected to or related to T.Krungthai must not violate human right and their right over assets.
2. T.Krungthai values human right and equal right. We have policies and procedures that are just and fair. Discrimination either based on physical, mental, race, nationality, religion, age, education, et cetera is not acceptable
3. Respect, non-violated human rights, not associate with forced labor, child labor and human trafficking.

Reference link for social and human rights policy and guidelines : <https://www.tkrungthai.com/investor/announcement/EConduct.pdf>

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#### Information on review of social and human rights policies, guidelines, and/or goals over the past year

##### Review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year : No

#### Information on Human Rights Due Diligence : HRDD

##### Human Rights Due Diligence : HRDD

Does the company have an HRDD process : No

#### Information on other social management

##### Plans, performance, and outcomes related to other social management

1. Mobile dentistry to promote access to services for employees
2. Treats at Wat King Kaew Child Development Center, Samut Prakan Province, to help develop the quality of life of people in the community
3. Provides a backup power supply to Racha Thewa Subdistrict Health Promotion Hospital, Samut Prakan Province, to provide efficient services to people in the community in the event of an emergency, such as a power outage.
4. Donates blood to the Red Cross Society, Chachoengsao Province, to help patients who need blood.
5. Participate in preserving local traditions: the Lotus Reception Festival, Samut Prakan Province, and the Luang Pho Sothon Procession, Chachoengsao Province
6. Provides financial support to help people in nearby communities to help develop the quality of life of people in the community.

### Information on incidents related to legal or social and human rights violations

#### Number of cases and incidents of significant legal or social and human rights violations

	2022	2023	2024
<b>Total number of cases or incidents of significant legal or social and human rights violations (cases)</b>	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0
Total number of incidents or complaints related to consumer rights violations (cases)	N/A	0	0
Total number of incidents or complaints related to business partners rights violations (cases)	N/A	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	N/A	0	0
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	N/A	0	0

	2022	2023	2024
Total number of cases or incidents related to workplace safety and occupational health (cases)	N/A	0	0

## Fair labor practice

### Disclosure boundary in fair labor practice in the past years

Boundary type	:	Branch
Total number of disclosure boundaries	:	3
Actual number of disclosure boundaries	:	3
Data disclosure coverage (%)	:	100.00

### Information on employees and labor management plan

#### Employees and labor management plan

The company's employee and labor management plan	:	Yes
Employee and labor management plan implemented by the Company in the past year	:	Fair employee compensation, Employee training and development, Promoting employee relations and participation, Child labor, Safety and occupational health at work

The Company has established the following policies and codes of conduct for Responsible Business Partners (RBA):

- 1.) Wages and benefits must be in accordance with or exceed the law, including minimum wages, overtime pay, and benefits as required by law. The Company will not deduct wages as a standard for disciplinary punishment. Each round of wage payment must be reported within a reasonable time and be easily understood.
- 2.) Training The Company organizes training plans for managers and workers to enforce the Company's policies, work processes, and improvement objectives in order to comply with applicable laws, conventions, regulations, and regulations.
- 3.) Feedback and participation, labor complaints The Company will establish an effective complaint process and mechanism to listen to employee opinions, suggestions, and complaints about practices and working conditions as covered by this Code of Conduct in order to promote continuous improvement.
- 4.) The Company does not support the employment of workers under the age of 15. In the case of employment of workers who are over fifteen but not more than eighteen years old, the Company will comply with relevant laws and support internship programs. For learning, correct for students and learners
- 5.) The company realizes that reducing the incidence of work-related injuries and illnesses, including a good working environment, helps create safety and health for employees, resulting in quality work and in accordance with the guidelines of the International Labor Organization.

### Information on setting employee and labor management goals

#### Setting employee and labor management goals

Does the company set employee : Yes  
and labor management goals?

**Details of setting goals for employee and labor management**

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Safety and occupational health at work	Absent accident = 0 case	2022: Absent accident = 0 case	2024: Absent accident = 0 case

**Information on performance and outcomes for employee and labor management**

**Performance and outcomes for employee and labor management**

Performance and outcomes for employee and labor : Yes  
management

The company has been conducting regular and continuous activities to search for hazards and assess risks from work, including strictly controlling the work of contractors to prevent accidents from work, resulting is zero accidents in 2024.

**Information on employment**

**Employment**

	2022	2023	2024
<b>Total Employment (Person)</b>	1,047	877	753
Percentage of employees to total employment (%)	100.00	100.00	100.00
<b>Total employees (persons)</b>	1047	877	753

**Significant changes in the number of employees**

Significant changes in number of employees over the : No  
past 3 Years

## Information on compensation of employees

### Employee remuneration by gender

	2022	2023	2024
<b>Total employee remuneration (baht)</b>	285,993,896.91	282,187,747.96	255,717,926.38
Average of remuneration of employees (Baht/persons)	273,155.58	321,764.82	339,598.84

## Information on provident fund management

### Provident fund management policy and guidelines

Provident fund management policy and guidelines : Yes

The Company and its employees have jointly established a provident fund. The fund is monthly contributed by employees and by the Company. The funds assets are held in a separate trust fund and the Companys contributions are recognised as expenses when incurred.

Reference link to provident fund management policy : [https://www.tkrungthai.com/investor/announcement/EOneReport\\_2023.pdf](https://www.tkrungthai.com/investor/announcement/EOneReport_2023.pdf)  
and guidelines

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## Participation in provident fund membership

### Details of provident fund participation

#### Number of employees joining in PVD (persons)

	2022	2023	2024
Number of employees eligible to participate in PVD (persons)	N/A	477	440
Number of employees joining in PVD (persons)	516	477	440
Number of PVD members / Total employees (%)	49.28	54.39	58.43

	2022	2023	2024
Number of PVD members / Total eligible employees (%)	N/A	100.00	100.00

#### Amount of provident fund

	2022	2023	2024
Total amount of provident fund contributed by employer (baht)	4,117,353.23	4,036,938.83	7,700,799.04

#### Summary of employee PVD participation over the past year

Company name	Employees participating in PVD (Yes/No)	Total number of employees (persons)	Number of employees eligible to participate in PVD (persons)	Number of employees joining in PVD (persons)	Number of PVD members / Total employees (%)	Number of PVD members / Total eligible employees (%)
T.KRUNGTHAI INDUSTRIES PUBLIC COMPANY LIMITED	Yes	753	440	440	58.43	100.00

#### Information on employee development

##### Employee training and development

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	4.00	12.00	14.00
Total amount spent on employee training and development (Baht)	152,860.87	552,701.25	709,389.92
Percentage of training and development expenses to total expenses (%) (*)	0.000112	0.000427	0.000657

	2022	2023	2024
Percentage of training and development expenses to total revenue (%) <sup>(*)</sup>	0.000108	0.000430	0.000646

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Information on safety, occupational health, and work environment

### Number of working hours

	2022	2023	2024
Total number of hours work (Hours)	1,368,190.21	1,687,591.03	2,094,836.90
Total number of hours worked by employees (Hours)	1,368,190.21	1,687,591.03	2,094,836.90

### Statistic of accident and injuries of employees from work

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	0	1	0
Total number of employees that lost time injuries for 1 day or more (Persons)	0	1	0
Percentage of employees that lost time injuries for 1 day or more (%)	0.00	0.11	0.00
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) <sup>(*)</sup> (Persons / 1 million-manhours)	0.00	0.59	0.00

	2022	2023	2024
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours) (**)	0.00	0.12	0.00

Additional explanation : (\*) The company with the total number of employees over 100 or more

(\*\*) The company with the total number of employees less than or equal to 100

## Information on promoting employee relations and participation

### Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare committee

## Responsibility to customers/ consumers

### Information on responsibility to customers/consumers policy

#### Consumer data privacy and protection policy and guidelines

- Consumer data privacy and protection policy and guidelines : Yes
- Consumer data privacy and protection guidelines : Collection of personal data, Use or disclosure of data, Rights of data owners, Retention and storage duration of personal data, Company's measures for third parties' use of customer data, Security measures of personal data
- Reference link to consumer data privacy and protection policy and guidelines : [https://www.tkrungthai.com/investor/announcement/EPDPA\\_TKT.pdf](https://www.tkrungthai.com/investor/announcement/EPDPA_TKT.pdf)
- Page number of the reference link : 1

#### Responsible sales and marketing policy and guidelines

- Responsible sales and marketing policy and guidelines : No
- Reference link for responsible sales and marketing policy and guidelines :
- Page number of the reference link :

#### Policy and guidelines on communicating the impact of products and services to customers / consumers

- Policy and guidelines on communicating the impact of products and services to customers / consumers : No

### Information on customer management plan

#### Customer management plan

- Company's customer management plan : Yes
- Customer management plan implemented by the company in the past year : Development of customer satisfaction and customer relationship

The Company in marketing actuary measure for the satisfaction level of customers yearly. The target score for satisfaction is 85% up and set 5 points for rating they are Quality, Cost, Delivery, Management and Engineering, and to results were evaluated for improvement

- Reference link for company's customer management plan : [https://www.tkrungthai.com/investor/announcement/EOneReport\\_2023.pdf](https://www.tkrungthai.com/investor/announcement/EOneReport_2023.pdf)
- Page number of the reference link : Part1 p.11

## Information on setting customer management goals

### Setting customer management goals

Does the company set customer management goals : No

### Details of setting customer management goals

## Information on performance and results of customer management

### Performance and outcomes of customer management

Performance and outcomes of customer management : No

### Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	-	Yes	Yes

### Channels for receiving complaints from customers/consumers

Company's channels for receiving complaints from customers/consumers : Yes

Telephone : 022113732

Fax : -

Email : independent@krungthai.com

Company's website : -

Address : T.Krungthai Industries Public Co.,Ltd.

23 Soi Chan 43 Yak 21 , Chan Road, Tungwatdon, Sathorn,  
Bangkok 10120

## Responsibility to community/ society

### Information on community development and engagement policies

#### Community development and engagement policies

Community development and engagement policies : Yes

### Information on community and social management plan

#### Community and social management plan

Company's community and social management plan : Yes

Community and social management plan : Religion and culture, Occupational health, safety, health, implemented by the company over the past year and quality of life

The Company has established a policy for disclosing important information related to the Company both financial and other important information accurately, completely, timely and transparency and has disclosed policies such as Company Policies, Environmental Policies, Energy Conservation Policy, IT Policy and Policies about Safety, Occupational health and working environment, etc.,

Reference link for company's community and social management plan : [https://www.tkrungthai.com/investor/announcement/EOneReport\\_2023.pdf](https://www.tkrungthai.com/investor/announcement/EOneReport_2023.pdf)

Page number of the reference link : part2 p.46

### Information on setting of community and social management goals

#### Setting of community and social management goals

Does the company set community and social management goals : Yes

#### Details of community and social management goal setting

Target(s)	Indicators(s)	Base year(s)	Target year(s)
<ul style="list-style-type: none"><li>Religion and culture</li><li>Occupational health, safety, health, and quality of life</li></ul>	1.Continuing local traditions 2.Accident	2023: 1.Continuing local traditions on plan 100% 2.Absent accident >3 days = 0 case	2024: 1.Continuing local traditions on plan 100% 2.Absent accident = 0 case

### Information on outcomes and results of community and social management

#### Performance and outcomes of community and social management

Performance and outcomes of community and social management : Yes

1. Continuing local traditions according to plan 100% from participating in the Rubbua activity at Wat Luang Pho To, Bang Phli District, Samut Prakan and participating in the procession of Luang Pho Sothon, Mueang District, Chachoengsao
2. No absent accident

**Benefit from implementing social development project**

Financial benefits

Does the company measure the financial benefits : No  
from social development?

Non-financial benefits

Does the company measure the non-financial : Yes  
benefits from social development?

	2022	2023	2024
Beneficiaries of the company's community development projects (Provinces)	2.00	2.00	2.00

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# ESG Performance

Company Name : T.KRUNGTHAI INDUSTRIES PUBLIC COMPANY LIMITED      Symbol : TKT

Market : SET      Industry Group : Industrials      Sector : Automotive

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## Corporate Governance Policy

### Information on overview of the policy and guidelines

#### Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

#### Corporate Governance Policies.

The Board of Directors has established a good corporate governance policy according to the principles and guidelines of the Corporate Governance Code for Listed Companies 2017 (CG Code) of the Securities and Exchange Commission. This policy has been used as the workings guidelines for the Board of Directors, the Executives and all employees. And The Board of Directors has assigned the Corporate Governance Committee to monitor and ensure that the Company is operating according to the good corporate governance policies and regularly up-date those policies to be modern and suitable at least once a year or when there are significant changes.

#### Main Guidelines for Practices according to Good Corporate Governance Principles.

1. Establish Clear Leadership Role and Responsibilities of the Board of Directors as the leader of the organization in creating the value for sustainable business.
2. Define Objectives and Goals to promote Sustainable Value Creation.
3. Strengthen Effectiveness of Board
4. Ensure Effective CEO and Staff Selection and Development
5. Promote Business Innovation and Responsible Business Conduct
6. Strengthen Effective Risk Management and Internal Control
7. Ensure Financial Integrity and Disclosure
8. Promote Participation and Communication with Shareholders

Reference link for the full version of corporate governance policy and guidelines : <https://www.tkrungthai.com/investor/announcement/EGovernance.pdf>

Page number of the reference link : 2-16

#### Policy and guidelines related to the board of directors

Are there policy and guidelines related to the board of directors : Yes

Guidelines related to the board of directors : Nomination of directors, Determination of director remuneration, Independence of the board of directors from the management, Director development, Board performance evaluation

#### Nomination of directors

Establish rules and procedures for recruiting new directors: Nomination Committee Acting to scrutinize and select persons who have suitable qualifications with knowledge, ability, experience, leadership skill, morality, ethics, good attitude towards the organization and be able to devote sufficient time to propose to the Board of Directors for consideration and propose to the shareholders' meeting for approval.

Reference link for Nomination of directors : <https://www.tkrungthai.com/investor/announcement/EGovernance.pdf>

Page number of the reference link : 7

### **Determination of director remuneration**

For proposing remuneration for directors to shareholders for approval, The Board of Directors considers the structure and compensation rates that are appropriate to the responsibilities and able to motivate the directors to lead the organization to meet both short and long term goals.

-The Board of Directors appoints the Remuneration Committee taking in charge of proposing guidelines and methods for determining compensation and other benefits with same characteristic as the directors remuneration.

-Policy and criteria for determining remuneration for directors must be consistent with the responsibility when comparing compensation with companies of similar size in the same industry. Consider the company's performance by the Remuneration Committee to consider and scrutinize and propose to the Board of Directors to propose to the shareholders' meeting.

-The company has determined to propose policies, methods, criteria and remuneration for all directors in providing remuneration for each director to the shareholders' meeting for consideration and approval on a yearly basis. Directors who are executives will not receive remuneration as directors of the company.

-Board of Directors supervises and discloses the policy and criteria for determining the remuneration of directors that reflect each individual's responsibility, including the remuneration for each director receives from being a director of a subsidiary company.

Reference link for Determination of director remuneration : <https://www.tkrungthai.com/investor/announcement/EGovernance.pdf>

Page number of the reference link : 8

### **Independence of the board of directors from the management**

The Board of Directors supervises management to adopt business operations with responsibility to society and environment and ensures that every department adopts the operations in according to the Company's main objectives, goals, and strategies.

Reference link for Independence of the board of directors from the management : <https://www.tkrungthai.com/investor/announcement/EGovernance.pdf>

Page number of the reference link : 12

### **Director development**

The Board of Directors supervise the knowledge training for directors and top management.

1.The Board of Director Company encourages and facilitates all directors such as Director, Audit committee & Top Management etc. to attend various training courses which are advantage to the development of their performance regularly.

2.The Board of Directors encourage directors and executives attend seminars for courses that are advantage to their duties. The courses that directors should attend at least include the course arranged by the Thai Institute of Directors (IOD) such as Directors Certification Program (DCP) or Directors Accreditation Program (DAP) or Audit Committee Program (ACP)

3.The training and knowledge development of the Board of Directors will be disclosed in the Annual Registration Statements Form 56-1 One Report.

Reference link for Director development : <https://www.tkrungthai.com/investor/announcement/EGovernance.pdf>

Page number of the reference link : 9

### **Board performance evaluation**

The Board of Directors provides an annual performance evaluation of the Board of Directors, subcommittees and individual director. The assessment results are used for further development of duties.

1. Establish the evaluation of the performance of the Board of Directors and the sub-committees at least once a year with the objective of focusing on the evaluation to reflect the operational efficiency in accordance with the principles of good corporate governance.
2. Determine to evaluate 3 types, which are the self-evaluation of the overall board / sub-committees and individual evaluation by using the form that is developed from the evaluation sample of the SET as appropriate and relevant with the characters of the Board of Directors and there is disclosure of the assessment criteria and process as well as evaluation results in the Annual Registration Statements Form 56-1 One Report.
3. The Board of Directors brings the assessment results as a guideline for continuous improvement of efficiency and for considering the appropriateness of the composition of the Board of Directors

Reference link for Board performance evaluation : <https://www.tkrungthai.com/investor/announcement/EGovernance.pdf>

Page number of the reference link : 9

### **Policy and guidelines related to shareholders and stakeholders**

Policy and guidelines related to shareholders and stakeholders : Yes

Guidelines and measures related to shareholders and stakeholders : Shareholder, Employee, Customer, Business competitor, Business partner, Creditor

### **Shareholder**

T.Krungthai realizes that stockholders are the owners of the company and it is an obligation of the company to create long-term value for stockholders. Therefore, the following guidelines have been set for executives and employees in order to fulfill such obligation to stockholders:

1. To work with integrity, honesty, cautious, and prudent. Bearing in mind the benefits of the stockholders, both majority and minority.
2. To report companys status and operating outcome, and to publish complete financial and accounting information as well as related information on regular basis.
3. To report tendency of the company both positive and negative based on probabilities, appropriate assumptions, and adequate information.
4. Use of unpublished information for personal or others benefits as well as any practices that might cause conflict of interest are prohibited.

Reference link for Shareholder : <https://www.tkrungthai.com/investor/announcement/EConduct.pdf>

Page number of the reference link : 6

### **Employee**

T.Krungthai realizes that employee is critical success factor of the company. Therefore, it is our policy to promote fair treatment for every employee; opportunities, compensations, promotions and relocations, as well as competency development program. The following are company guidelines regarding these policies:

1. Treat every employee with respect. Value human honor.
2. Maintain pleasant and safe working environment for employees as well as their assets.
3. Promotions and relocations, rewarding and punishment should be made with honesty and trustworthiness based on knowledge, performance, and appropriateness.
4. Listen to opinions and suggestions from employees. Value their professional experiences and expertise.

5. Comply with laws and regulations regarding employees.
6. Provide a grievance channel for any unfair or injustice treatments and set up systematic procedures to handle these grievances.

Reference link for Employee : <https://www.tkrungthai.com/investor/announcement/EConduct.pdf>

Page number of the reference link : 7

### **Customer**

T.Krungthai regards customer satisfaction as success factor of its business. Therefore, the company intends and is committed to improve our offerings so that they can respond to customer expectations more effectively and efficiently. The following are company guidelines regarding these policies:

1. Deliver quality products and services that meet customer expectations at the fair price.
2. Regularly, timely, and accurately update customers about the company's offering.
3. Honor and comply strictly with agreed upon conditions that company has with customers. If, in any case, company is unable to comply with any of the conditions, customers must be notified swiftly and appropriate solution should be discussed and considered as soon as possible.
4. Contact customers with good manner, effectiveness, and trustworthiness.
5. Provide communications channel for customer complaints and set up procedures to handle customer complaints regarding quality, quantity, safety, and delivery.
6. Honor confidentiality of customer information. Customer information must be maintained, managed, and used by authorized personnel according to company policies. Any changes or terminations of customer information must be approved by customers.

Reference link for Customer : <https://www.tkrungthai.com/investor/announcement/EConduct.pdf>

Page number of the reference link : 7

### **Business competitor**

T.Krungthai complies with international standard under laws and regulations governing competition in the market. Trade secrets and confidentialities of competitors are respected and honored. The following are company guidelines regarding these policies: 1. Comply with laws and regulations regarding fair competitions 2. Do not wrongfully seek trade secrets or confidential information of the competitors. 3. Do not defame competitor reputation by any mean.

Reference link for Business competitor : <https://www.tkrungthai.com/investor/announcement/EConduct.pdf>

Page number of the reference link : 8

### **Business partner**

T.Krungthai has policies that encourage fair treatments to business partners and creditors bearing in mind the highest benefits of the company as well as fair and mutual benefits for every party involved. Any conflict of interest must be avoided. Every agreement that company has must be honored. Publication of information must be done timely and accurately. In addition, any negotiation should be done with an intention to honor business relations that company has with another. The following are company guidelines regarding these policies:

1. The Company shall act to clients equitably and fairly.
2. Executives and staff shall not accept or request for donations such as for reception feast, providing service, financial support, rewarding etc. from a party doing business with the Company.
3. The conditions agreed with the suppliers and / or creditors shall be complied with strictly.
4. In case a condition cannot be complied with, a prior notice shall be made to collaborate for problem solving.

Reference link for Business partner : <https://www.tkrungthai.com/investor/announcement/EConduct.pdf>

### **Creditor**

T.Krungthai has policies that encourage fair treatments to business partners and creditors bearing in mind the highest benefits of the company as well as fair and mutual benefits for every party involved. Any conflict of interest must be avoided. Every agreement that company has must be honored. Publication of information must be done timely and accurately. In addition, any negotiation should be done with an intention to honor business relations that company has with another. The following are company guidelines regarding these policies:

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3. The conditions agreed with the suppliers and / or creditors shall be complied with strictly.
4. In case a condition cannot be complied with, a prior notice shall be made to collaborate for problem solving.

Reference link for Creditor : <https://www.tkrungthai.com/investor/announcement/EConduct.pdf>

### **Information on business code of conduct**

#### **Business code of conduct**

Business code of conduct : Yes

In order to maximize stakeholders benefits, especially the stockholders, Board of Directors set up policies that emphasize on achieving these goals as well as how to achieve them. These policies translate into Vision, Mission, Ideologies, Values, Corporate Governance Policies as well as Operating Practices. Code of Conduct is used to remind every board member, management team, and employee of the companys expectation on how they treat other employees, stockholders, customers, business partners, competitors as well as how they treat the society.

Reference link for the full version of business code of conduct : <https://www.tkrungthai.com/investor/announcement/EConduct.pdf>

#### **Policy and guidelines related to business code of conduct**

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information, Gift giving or receiving, entertainment, or business hospitality, Compliance with laws, regulations, and rules, Information and assets usage and protection, Information and IT system security, Environmental management, Human rights, Safety and occupational health at work

#### **Prevention of Conflicts of Interest**

The company is considered an important policy not to allow board of directors, executives and employees from seeking personal benefits. Therefore, the company imposes procedures that the board of directors, executives and employees must follow. These procedures are:

1. Avoid self-related transactions that may create conflict of interests with the Company.
2. If it is unavoidable, such transaction should be done as if the company does with outside party and the person who benefit from the transaction must not be involved in the decision making and/or approving.
3. In case where the transactions are within the scope of related transactions according to the rules and regulations of corporate governance official institutes, for example, the SEC, the SET, etc., they are required to strictly comply under the relevant rules, means and disclosure.
4. In case where the directors, executives, employees, or family members are involved whether directly or indirectly in any transactions that may create a conflict of interest, or are shareholders of the Company's competitors, they are required to disclose such facts to the manager and the president of the Company in writing.
5. In case where the directors, executives and employees are directors, partners, or advisors in other organizations, it must not conflict with the interest of the Company.
6. The related transactions are required to be reviewed or considered by the Audit Committees and the board of directors respectively. In case where any Audit Committees or directors have an interest in such related transactions, such Audit Committees or directors shall not be allowed to take part in the review and consideration of such related transaction

Reference link for Prevention of Conflicts of Interest : <https://www.tkrungthai.com/investor/announcement/EConduct.pdf>

Page number of the reference link : 3-4

### **Anti-corruption**

The company does not support any type of corruption that may occur in the organization, such as giving and receiving bribes, contributions, etc. The company has set a policy of anticorruption by launching guideline materials to use for communicating with the Board and for providing training for employees at all levels to comply with the practice.

Reference link for Anti-corruption : <https://www.tkrungthai.com/investor/announcement/EConduct.pdf>

Page number of the reference link : 6

### **Whistleblowing and Protection of Whistleblowers**

#### **Complaints and Give Suggestions**

1. E-Mail To Audit Committee (Independent Director) : [independent@tkrungthai.com](mailto:independent@tkrungthai.com)

2. Registered post at the following address : Audit Committee (independent) T.Krungthai Industries Public Company Limited.

23 Soi Chan 43 Yak 21, Tungwatdon, Sathorn Bangkok 10120

The stakeholders may report infringements or complaints at Tel. 02-211-3732 central office or contact the company secretary, Mr.Chumpol Techakraisi via email: [chumpol@tkrungthai.com](mailto:chumpol@tkrungthai.com)

Measures to protect the whistle blower complaints or to the person who has cooperated in the investigation. In order to protect the whistle blower or the information provider, the company shall not reveal nor release any information such as name and address of the complainant. It has to be treated as highly confidential and be carefully executed as well as to provide protection to the information provider and he / she should not be harassed in any manner.

Reference link for Whistleblowing and Protection of Whistleblowers : <https://www.tkrungthai.com/investor/announcement/EConduct.pdf>

Page number of the reference link : 11-12

### **Prevention of Misuse of Inside Information**

### **Do not use inside information to seek benefits**

1. Do not take chances or information obtained from a director, executive or employee for their own benefit and in doing business competing with the Company. Or related businesses.
2. Do not use inside information to their advantage in trading the company's shares or provide inside information to others for the purpose of trading the company's shares.
3. Do not use company information for reference to outsiders for personal benefit and/or related persons.
4. Non-disclosure of business secrets of the company. Third Party The competitors Even after becoming a director, executive or employee of the company already.
5. The Directors, executives and employees inside information that may substantially affect the price of securities that is to suspend the purchase or sale of securities of the Company during the one month before the company announced results of operations. (The deadline to announce results of operations is 45 days after the end of the quarter, and 60 days after the end of the fiscal year) or after the inside information is publicly available.
6. Directors and executives including spouses and minor children Have a duty to report changes in securities holding within 3 business days from the date of Buy/sell/transfer/receive transfers sent to the SEC
7. The Board of Directors sets a policy for directors and senior management Notify the Board of Directors about the trading of shares at least 1 day in advance of trading.

Reference link for Prevention of Misuse of Inside Information : <https://www.tkrungthai.com/investor/announcement/EConduct.pdf>

Page number of the reference link : 3

### **Gift giving or receiving, entertainment, or business hospitality**

#### **Gifts and Entertainment Business**

1. Executives and employees should avoid giving or receiving gifts or gifts or benefits from any partner or do business with the company except to the festival or customary in value.
2. Executives and employees should avoid giving or accepting. In a normal person doing business with the company.
3. The expenses for the entertainment business and other expenses directly related to the fulfillment of business contracts is acceptable. But to spend sensibly.

Reference link for Gift giving or receiving, entertainment, or business hospitality : <https://www.tkrungthai.com/investor/announcement/EConduct.pdf>

Page number of the reference link : 5-6

### **Compliance with laws, regulations, and rules**

T.Krungthai operates its business complying with the laws in every place it stands. Our policies regarding law-abidingness are:

1. Directors, executives, and employees must comply with the laws and regulations as well as respect Thai customs and norms.
2. Directors, executives, and employees must comply with the laws and regulations of The Securities and Exchange Commission as well as The Stock Exchange of Thailand.
3. Directors, executives, and employees must comply with companys rules.
4. Directors, executives, and employees must not support, engage, or involve in any activities that are against the laws.
5. Directors, executives, and employees must cooperate with authorities and/or supervising agencies by reporting any wrong-doing or law violation.

Reference link for Compliance with laws, regulations, and rules : <https://www.tkrungthai.com/investor/announcement/EConduct.pdf>

Page number of the reference link : 2

### **Information and assets usage and protection**

#### **Handling of confidential information**

Executive Directors (including those related), and staff will be responsible for keeping the information of the company strictly confidential. The inside information that has not been disclosed to the public, directors, executives and employees that may substantially affect the price of securities and trading in securities by the company must be suspended during the one month prior to the announcement of the Company's operating results or internal information that is publicly available.

### **Responsibilities to the Companys Assets**

T.Krungthai encourages its executives and employees to use companys resources and assets effectively in order to increase competitive advantages as well as to improve service quality. Procedures regarding use of resources and assets are the following:

1. Resources and Assets must be used economically and with the highest benefit
2. Its everyones duty to look after companys resources and assets so that and prevent them from any wrongful loss.

Reference link for Information and assets usage and protection : <https://www.tkrungthai.com/investor/announcement/EConduct.pdf>

Page number of the reference link : 4-5

### **Information and IT system security**

#### **Computer System and Information systems**

Company Policy Information System This includes all information technology This includes computers Peripheral devices, data is stored or transmitted electronically. All employees must understand and comply with the following requirements strictly.

1. Computers, information and communication technologies, and information used in any form are property of the company. Executives and employees should not use these computers and information and communication technologies for personal benefits.
2. Revealing personal password that used to access companys data is prohibited. 3. Revealing companys information or information that company purchased from other sources is prohibited.
- 3 Executives and employees are prohibited to modify, copy, delete, or terminate companys data without approval.
- 4 Hardware modifications or installations of component beyond companys standard are prohibited.
- 5.Executives and employees are prohibited from modifying hardware devices or installing any devices other than the standard devices installed by the company.
6. Sending disgraceful, indecent, obscene, harassing, or threatening messages through companys email is prohibited.
7. Internet should be used for finding or retaining useful information only. Visiting any illegal website is prohibited.
8. Executives, employees should use communication devices such as telephone, facsimile, mobile phone, and pager properly and responsibly. They should be mainly used for the companys benefits.

Reference link for Information and IT system security : <https://www.tkrungthai.com/investor/announcement/EConduct.pdf>

Page number of the reference link : 5

### **Environmental management**

Company is aware of its environmental responsibilities. The impact on the environment, communities and the nation. The company issues the follow guidelines.

1. Practice law-abiding terms and standards related to the environment within the company strictly.
2. Commitment to reduce the environmental impact protection. Since raw materials production Process and activities within the company that could impact the environment.
3. Improved environmental management in all the company's activities to reduce pollution Environmental Impact. The objective of the action plan and assessments clearly.
4. Action to promote energy conservation and resource efficiency.
5. The Company provides support to social and environmental organizations. The action Environmental information dissemination. To create a better understanding of the community and those involved

Reference link for Environmental management : <https://www.tkrungthai.com/investor/announcement/EConduct.pdf>

Page number of the reference link : 10

### **Human rights**

**Human Right**, The Company has set policy and practice as follows:

1. Operations of T.Krungthai and other persons whose operations are subjected to or related to T.Krungthai must not violate human right and their right over assets.
2. T.Krungthai values human right and equal right. We have policies and procedures that are just and fair. Discrimination either based on physical, mental, race, nationality, religion, age, education, et cetera is not acceptable
3. Respect, non-violated human rights, not associate with forced labor, child labor and human trafficking.

Reference link for Human rights : <https://www.tkrungthai.com/investor/announcement/EConduct.pdf>

Page number of the reference link : 6

### **Safety and occupational health at work**

The Company recognizes and realizes the importance. The Occupational Safety and the working environment is very important. The concern for life and health of all employees Purposely. To all employees work with confidence under the management of safety, health states. The policy follows the management

1. Committed to improving the safety, health and creativity. In accordance with legal requirements Including international standards etc.
2. Company will comply with laws and regulations involving safety, health, and environment.
3. Management and employees must be taken seriously. To all activities to enhance the quality of occupational. The mule for example, to search for and assess the threat (Completely Check Completely Find Out) and 5S etc.
4. Company must accurately and explicitly publish information regarding relation of its business operation and safety, health, and environment.
5. Company will monitor its effects on environment. Negative impacts should be avoided, and any loss must be compensated or rehabilitated. In addition, company will encourage environment protection, restoration, and conservation of natural resources for sustainable and equal social benefits.

Reference link for Safety and occupational health at work : <https://www.tkrungthai.com/investor/announcement/EConduct.pdf>

Page number of the reference link : 9-10

### **Promotion of compliance with the business code of conduct**

Promotion for the board of directors, executives, and employees to comply with the business code of conduct : Yes

T.Krungthai mandates its directors, executives, and every employee to acknowledge, understand, and strictly comply with policies, procedures, practices, and rules that stated in this Code of Conduct. This is not voluntary and not-knowing of this Code of Conduct cannot be used as an excuse. Managements in every level must hold themselves responsible for ensuring that their subordinates acknowledge, understand, and comply with this Code of Conduct decisively.

Reference link for the process of promotion for the board of directors, executives, and employees to comply with the business code of conduct : <https://www.tkrungthai.com/investor/announcement/EConduct.pdf>

### Participation in anti-corruption networks

- Participation or declaration of intent to join anti-corruption networks : Yes
- Anti-corruption networks or projects the company has joined or declared intent to join : Thai Private Sector Collective Action Against Corruption (CAC)  
CAC membership certification status : Certified  
Certification document of CAC membership status : GEN701-3-CAC certificate.jpg

### Information on material changes and developments in policy and corporate governance system over the past year

#### Material changes and developments related to the review of policy and guidelines in corporate governance system or board of directors charter

- In the past year, did the company review the corporate governance policy and guidelines, or board of directors charter : No
- Material changes and developments in policy and guidelines over the past year : No

### Implementation of the CG Code for listed companies

- Implementation of the CG Code as prescribed by the SEC : Mostly used in practice

### Other corporate governance performance and outcomes

## Corporate Governance Structure

Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 19 Dec 2024

Corporate governance structure diagram



Good Corporate Governance Committee

Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2022		2023		2024	
	Male (persons)	Female (persons)	Male (persons)	Female (persons)	Male (persons)	Female (persons)
Total directors	13		13		13	
	11	2	10	3	10	3
Executive directors	4		4		4	
	4	0	4	0	4	0
Non-executive directors	9		9		9	
	7	2	6	3	6	3
Independent directors	5		5		5	
	5	0	4	1	4	1
Non-executive directors who have no position in independent directors	4		4		4	
	2	2	2	2	2	2

	2022		2023		2024	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Total directors	100.00		100.00		100.00	
	84.62	15.38	76.92	23.08	76.92	23.08
Executive directors	30.77		30.77		30.77	
	30.77	0.00	30.77	0.00	30.77	0.00
Non-executive directors	69.23		69.23		69.23	
	53.85	15.38	46.15	23.08	46.15	23.08
Independent directors	38.46		38.46		38.46	
	38.46	0.00	30.77	7.69	30.77	7.69
Non-executive directors who have no position in independent directors	30.77		30.77		30.77	
	15.38	15.38	15.38	15.38	15.38	15.38

Additional explanation : Displayed % (percentage) from proportion of total board of directors

	2022		2023		2024	
	Male (years)	Female (years)	Male (years)	Female (years)	Male (years)	Female (years)
Average age of board of directors	67		63		64	
	68	62	64	57	65	58

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. GEN. TERDSAK MARROME  Gender: Male  Age : 88 years  Highest level of education : Honorary degree  Study field of the highest level of education : Science  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 220,000 Shares (0.062717 %)</li> </ul>	<p>Chairman of the board of directors  (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	<p>6 Jan 2004</p>	<p>Law, Strategic Management</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>2. Mrs. YUPA TECHAKRAISRI  Gender: Female  Age : 74 years  Highest level of education : Bachelor's degree  Study field of the highest level of education : Economics  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : No  DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 24,000,000 Shares (6.841895 %)</li> </ul>	<p>Director  (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	6 Jan 2004	Automotive, Accounting, Finance, Strategic Management, Property Development

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. SUMATE TECHAKRAISRI Gender: Male Age : 77 years Highest level of education : Bachelor's degree Study field of the highest level of education : Economics Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years<sup>(*)</sup> : Doesnt Have DAP course : Yes DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 23,500,000 Shares (6.699356 %)</li> </ul>	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	6 Jan 2004	Automotive, Strategic Management, Property Development, Construction Materials, Leadership

List of directors	Position	First appointment date of director	Skills and expertise
<p>4. Mr. APICHART KASEMKULSIRI  Gender: Male  Age : 58 years  Highest level of education : Master's degree  Study field of the highest level of education : Finance  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Have  Legal offenses in the past 5 years<sup>(*)</sup> : Doesnt Have  DAP course : No  DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> </ul>	<p>Director  (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	6 Jan 2004	Accounting, Finance, Strategic Management, Property Development

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. PHREECHA TACHAKRAISRI  Gender: Male  Age : 62 years  Highest level of education : Master's degree  Study field of the highest level of education : Marketing Youngstown State  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 6,138,400 Shares (1.749929 %)</li> </ul>	<p>Director  (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	<p>6 Jan 2004</p>	<p>Automotive, Marketing, Human Resource Management, Strategic Management, Risk Management</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>6. Mr. CHUMPOL TECHAKRAISRI Gender: Male Age : 44 years Highest level of education : Bachelor's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years<sup>(*)</sup> : Doesnt Have DAP course : No DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 956,940 Shares (0.272803 %)</li> </ul>	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	6 Jan 2004	Automotive, Accounting, Finance, Strategic Management, Risk Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Mr. VIRASAK SUTANTHAVIBUL  Gender: Male  Age : 67 years  Highest level of education : Master's degree  Study field of the highest level of education : M.E.,  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> </ul>	<p>Director  (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	6 Jan 2004	Accounting, Finance, IT Management, Strategic Management, Risk Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>8. Mr. PAOTEP CHOTINUCHIT  Gender: Male  Age : 91 years  Highest level of education : Master's degree  Study field of the highest level of education : M.Sc  Metallurgical engineer,  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 5,000 Shares (0.001425 %)</li> </ul>	<p>Director  (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	6 Jan 2004	Automotive, Human Resource Management, Accounting, Finance, Strategic Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>9. Mr. WAH YING CHAN  Gender: Male  Age : 60 years  Highest level of education : Bachelor's degree  Study field of the highest level of education : Engineering  Thai nationality : No  Residence in Thailand : No  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : No  DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> </ul>	<p>Director  (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	<p>14 Nov 2022</p>	<p>Automotive, Steel, Electronic Components, Engineering</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>10. Ms. MING MUI SILVIA CHAN  Gender: Female  Age : 53 years  Highest level of education : Master's degree  Study field of the highest level of education : Master of Business Administration  Thai nationality : No  Residence in Thailand : No  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : No  DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> </ul>	<p>Director  (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration :  No</p> <p>Type of director : Existing director</p>	14 Nov 2022	Human Resource Management, Strategic Management, Risk Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>11. Ms. SIRIPUN KRIANGWATTANAPONG  Gender: Female  Age : 46 years  Highest level of education : Master's degree  Study field of the highest level of education : Law  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> </ul>	<p>Director  (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	15 Feb 2023	Law, Governance/ Compliance

List of directors	Position	First appointment date of director	Skills and expertise
<p>12. Mr. JITTAPON SITTISAK  Gender: Male  Age : 50 years  Highest level of education : Master's degree  Study field of the highest level of education : Accounting  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : No  DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> </ul>	<p>Director  (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	15 Feb 2023	Business Administration, Accounting, Internal Control

List of directors	Position	First appointment date of director	Skills and expertise
<p>13. Mr. RAYMOND CHAN  Gender: Male  Age : 57 years  Highest level of education : Below a bachelor's degree  Study field of the highest level of education : Engineering  Thai nationality : No  Residence in Thailand : No  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : No  DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> </ul>	<p>Director  (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	14 Nov 2022	Industrial Materials & Machinery, Steel, Electronic Components, Marketing, Engineering

Additional explanation:

(\*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003), only in the following cases:

(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(\*\*) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

List of board of directors who resigned / vacated their position during the year

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the companys certificate of registration
1. GEN. TERDSAK MARROME	Chairman of the board of directors		✓	✓		
2. Mrs. YUPA TECHAKRAISRI	Director		✓		✓	✓
3. Mr. SUMATE TECHAKRAISRI	Director	✓				✓
4. Mr. APICHART KASEMKULSIRI	Director		✓		✓	
5. Mr. PHREECHA TACHAKRAISRI	Director	✓				✓
6. Mr. CHUMPOL TECHAKRAISRI	Director	✓				✓
7. Mr. VIRASAK SUTANTHAVIBUL	Director		✓	✓		
8. Mr. PAOTEP CHOTINUCHIT	Director		✓	✓		
9. Mr. WAH YING CHAN	Director	✓				
10. Ms. MING MUI SILVIA CHAN	Director		✓		✓	
11. Ms. SIRIPUN KRIANGWATTANAPONG	Director		✓	✓		
12. Mr. JITTAPON SITTISAK	Director		✓	✓		
<b>Total (persons)</b>		<b>4</b>	<b>9</b>	<b>5</b>	<b>4</b>	<b>4</b>

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
13. Mr. RAYMOND CHAN	Director		✓		✓	
<b>Total (persons)</b>		<b>4</b>	<b>9</b>	<b>5</b>	<b>4</b>	<b>4</b>

#### Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Automotive	6	46.15
2. Industrial Materials & Machinery	1	7.69
3. Steel	2	15.38
4. Construction Materials	1	7.69
5. Property Development	3	23.08
6. Electronic Components	2	15.38
7. Law	2	15.38
8. Marketing	2	15.38
9. Accounting	6	46.15
10. Finance	5	38.46
11. Human Resource Management	3	23.08
12. IT Management	1	7.69
13. Engineering	2	15.38

Skills and expertise	Number (persons)	Percent (%)
14. Leadership	1	7.69
15. Strategic Management	9	69.23
16. Risk Management	4	30.77
17. Internal Control	1	7.69
18. Governance/ Compliance	1	7.69
19. Business Administration	1	7.69

#### Information about the other directors <sup>(\*)(\*\*)</sup>

	2022	2023	2024
The chairman of the board and the highest-ranking executive are from the same person	-	-	No
The chairman of the board is an independent director	-	-	Yes
The chairman of the board and the highest-ranking executive are from the same family	No	No	No
Chairman is a member of the executive board or taskforce	-	-	No
The company appoints at least one independent director to determine the agenda of the board of directors meeting	No	Yes	Yes

Additional explanation :

(\*) Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards

(\*\*) If a remark is specified, the remark from the most recent year will be displayed

#### The measures for balancing the power between the board of directors and the Management

The measures for balancing the power between the board of directors and the Management : Have

Methods of balancing power between the board of directors and Management : Appointing an independent director to jointly consider the agenda of the board of directors meeting

The Board of Directors must consist of non-executive directors to perform duties and create balance between executive directors.

Reference link for the measures for balancing the power between the board of directors and the management : <https://www.tkrungthai.com/investor/announcement/EGovernance.pdf>

Page number of the reference link : 19

## Information on the roles and duties of the board of directors

Board charter : Have

Scope of duties and responsibilities of the Corporate Governance Committee

1. Rules and Regulations and best practices of effective corporate governance processes appropriately.
2. Propose and practice good corporate governance to the Board of Directors of the company.
3. Follow up new announcements involved and to determine the appropriate improvements.
4. To review and consider the practice and principles of corporate governance that are appropriate to the business.
5. Propose code of conduct regulations in business ethics for the management and staffs to practice.

Reference link for the board charter : <https://www.tkrungthai.com/investor/announcement/ECorporateGovernanceCommittee.pdf>

Page number of the reference link : 1-2

## Information on subcommittees

### Information on subcommittees

### Information on roles of subcommittees

## Roles of subcommittees

### Board of Directors

#### Role

- Audit of financial statements and internal controls
- Risk management
- Director and executive nomination
- Remuneration
- Corporate governance
- Sustainability development
- Climate-related risks and opportunities governance

#### Scope of authorities, role, and duties

1. The Board of Directors hold the duties & responsibilities in accordance with regulations stated in civil and commercial laws, including any regulations stated in listed companies.
2. The Board of Directors hold the duties & responsibilities in accordance with the Company's articles of association.

3. To monitor and regulate the Company's principal policies on operations, corporate finance, fundraising, capital risk, benefit risk, and risk management.
4. To consider for the approval of investment amount and to monitor the Company's operations in pursuant to the plans.
5. Set strategy for the business goal and projection plan.
6. To operate under laws, objectives and articles of association of the Company, resolution from the Shareholders Meeting and Statements in the prospectus of the Company.
7. Review policy corporate governance and provide for the administration of corporate governance principles.
8. Ensure avoidance of conflicts of interest amongst the Company's stakeholders.
9. Approval, assign an or several individuals as the Executive Director(s) to act on behalf of the Board of Directors.
10. Approval of company's annual and capital expenditures, budgets, budget costs, manufacturing, selling and administrative expenses for the year, sales of fixed assets between affiliates (market) value of more than 1 million Baht

#### **Reference link for the charter**

<https://www.tkrungthai.com/investor/announcement/ECharterBoardofDirector.pdf>

### **Audit Committee**

#### **Role**

- Others
- reviewing the effectiveness of internal control
- review financial report
- reviewing the performance of related agencies is effectively

#### **Scope of authorities, role, and duties**

1. To examine and ensure that the Company's financial reports were correct, complete and sufficiently disclosed. This was to do with the cooperation from the external auditor and the management, who were responsible for providing quarterly and annually financial reports.
2. To examine and ensure that the Company operated the proper and effective internal control system and internal audit. This was to do with cooperation from both external and internal auditors.
3. To examine and ensure that the Company's operations were conducted in accordance with the regulations of the Stock Exchange of Thailand (SET) or any regulations related with the Company's business.
4. To recruit, assign and termination the Company's internal auditor and external auditor together with his/her remunerations through the consideration of creditability, sufficiency of resources, quantity of auditing works of the particular audit office and the experience of the individual assigned for the Company's auditing.
5. To examine and ensure that the Company's related transactions or any issues that might incur conflict of interests to be clearly and completely revealed.
6. To proceed according to the delegation of the Board of Directors (if Audit Committee deemed appropriate to do so) such as to review the policies on financial and risk management; to review the implementation on code of conduct of the management; to review with the management on any significant reports (such as the executive report and analysis, etc.) that should be publicized according to the legal regulations.
7. To provide report on activities of Audit Committee and reveal the report in the Company's annual report.

#### **Reference link for the charter**

<https://www.tkrungthai.com/investor/announcement/EAuditCommittee.pdf>

## Executive Committee

### Role

- Others
- manage and control the Company's business

### Scope of authorities, role, and duties

1. To make decision on the Company's significant operations such as to limit and regulate the Company's objectives, dimension of missions, policies; to monitor the overall operations including products and customers relationship all of which should be done within the Company's plan and budget set by the Board of Directors.
2. To consider and give approval on procurement, investment and sales & purchase of the Company's fixed assets. Proposal to the Board of Directors is needed in the case of procurement, investment and sales & purchase of the Company's fixed asset is not in plan or budget assigned.
3. To be the representative of the Company to agree upon with outsiders on any related issues that are beneficial to the Company's business.
4. To propose to the Board of Directors the issue on fund raising.
5. To authorize any consultancies that are necessary to business operations.
6. To manage the general operations of the Company.
7. To consider and authorize any duties and plans of each department together with considering the approval on each department requests that are beyond the departments decision authority
8. To propose and ask for approval from the Executive Directors if the operations according to the Company's plan exceeds 10% of the proposed budget.
9. Set the guidelines for evaluating the performance of the Managing Director. And the remuneration of the Managing Director.

### Reference link for the charter

<https://www.tkrungthai.com/investor/announcement/EExecutiveCommittee.pdf>

## Remuneration and Nomination Committee

### Role

- Others
- setting the company's policy
- criteria in the selection of directors and determining the remuneration of the Board of Directors and sub-committees.

### Scope of authorities, role, and duties

1. To consider and determine the standard procedure for the company's directors remuneration.
2. To consider the remuneration of directors and propose to the company's board of directors and put as an agenda during the shareholder meeting.
3. To consider and propose the remuneration of CEO during the Directors meeting for consideration and approval.
4. To be responsible in the job assigned by the Board of Directors.

### Reference link for the charter

<https://www.tkrungthai.com/investor/announcement/ENominationCommittee.pdf>

## Corporate Governance Committee

## Role

- Others
- create organizational efficiency and transparency, opening to any inspection
- stimulating credibility among shareholders and other stakeholders.

## Scope of authorities, role, and duties

1. Rules and Regulations and best practices of effective corporate governance processes appropriately.
2. Propose and practice good corporate governance to the Board of Directors of the company.
3. Follow up new announcements involved and to determine the appropriate improvements.
4. To review and consider the practice and principles of corporate governance that are appropriate to the business.
5. Propose code of conduct regulations in business ethics for the management and staffs to practice.

## Reference link for the charter

<https://www.tkrungthai.com/investor/announcement/ECorporateGovernanceCommittee.pdf>

## Risk Management Committee

### Role

- Others
- perform corporate risk control functions Both internal and external factors
- monitor and prevent impacts that may occur unexpectedly

### Scope of authorities, role, and duties

1. To study, review and evaluate the risks that may occur which may affect the company.
2. To set a risk management policy and propose to the Board of Directors.
3. To formulate strategies to meet the risk management policy and strategic direction of the company.
4. To review the adequacy of the risk management policy and to assess with continuous control and monitoring of the system.
5. To seek and push the support, cooperation and to monitor the set policy in order to mitigate or eliminate the risk according to the set target.
6. To continue develop the risk management, monitor regularly throughout the company in consistent with the international standard.
7. To analyze the damage which may occur in a systematic way both normal or abnormal to ensure that the survey has covered all stages of the risk in doing business

## Reference link for the charter

<https://www.tkrungthai.com/investor/announcement/ERiskManagementCommittee.pdf>

## Sustainable Development Committee

### Role

- Others
- determining economic, social and environment policy which must be appropriate, adequate, effective and efficient
- supervise a system or procedure to develop the overall economy, society and environment at an acceptable level.

### Scope of authorities, role, and duties

1. Determine goal, policy, strategy and operation plan in terms of economy, society and environment of the organization.

2. Set the time frame for operation and assign personnel for responsibility in each area.
3. Consider and propose a budget for every activity.
4. Has the power to appoint the Development for Sustainability Committee to jointly hold responsibility and proceed as assigned by the Board of Directors.
5. Supervise to ensure compliance with the policy, strategy and operation plan on economy, society and environment.

#### Reference link for the charter

<https://www.tkrungthai.com/investor/announcement/ECharterDevelopmentCommittee.pdf>

#### Information on each subcommittee

##### List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Mr. VIRASAK SUTANTHAVIBUL<sup>(*)</sup>            Gender: Male            Age : 67 years            Highest level of education : Master's degree            Study field of the highest level of education : M.E.,            Thai nationality : Yes            Residence in Thailand : Yes            Expertise in accounting information review : Yes</p>	<p>Chairman of the audit committee            (Non-executive directors, Independent director)             Director type : Existing director</p>	15 Feb 2023	Accounting, Finance, IT Management, Strategic Management, Risk Management
<p>2. Mr. PAOTEP CHOTINUCHIT<sup>(*)</sup>            Gender: Male            Age : 91 years            Highest level of education : Master's degree            Study field of the highest level of education : M.Sc            Metallurgical engineer,            Thai nationality : Yes            Residence in Thailand : Yes            Expertise in accounting information review : Yes</p>	<p>Member of the audit committee            (Non-executive directors, Independent director)             Director type : Existing director</p>	7 Jan 2004	Automotive, Human Resource Management, Accounting, Finance, Strategic Management

List of directors	Position	Appointment date of audit committee member	Skills and expertise
3. Mr. JITTAPON SITTISAK <sup>(*)</sup> Gender: Male Age : 50 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Member of the audit committee (Non-executive directors, Independent director)  Director type : Existing director	15 Feb 2023	Business Administration, Accounting, Internal Control

Additional explanation :

(\*) Directors with expertise in accounting information review

#### List of audit committee members who resigned / vacated their position during the year

#### List of executive committee members

List of committee members	Position	Appointment date of executive committee member
1. Mr. SUMATE TECHAKRAISRI Gender: Male Age : 77 years Highest level of education : Bachelor's degree Study field of the highest level of education : Economics Thai nationality : Yes Residence in Thailand : Yes	The chairman of the executive committee	6 Jan 2004

List of committee members	Position	Appointment date of executive committee member
<p>2. Mr. PHREECHA TACHAKRAISRI  Gender: Male  Age : 62 years  Highest level of education : Master's degree  Study field of the highest level of education : Marketing Youngstown State  Thai nationality : Yes  Residence in Thailand : Yes</p>	<p>Member of the executive committee</p>	<p>6 Jan 2004</p>
<p>3. Mr. CHUMPOL TECHAKRAISRI  Gender: Male  Age : 44 years  Highest level of education : Bachelor's degree  Study field of the highest level of education : Finance  Thai nationality : Yes  Residence in Thailand : Yes</p>	<p>Member of the executive committee</p>	<p>6 Jan 2004</p>
<p>4. Mr. Neeranart Promnart  Gender: Male  Age : 61 years  Highest level of education : Master's degree  Study field of the highest level of education : Finance  Thai nationality : Yes  Residence in Thailand : Yes</p>	<p>Member of the executive committee</p>	<p>1 Dec 2023</p>
<p>5. Mr. VORAPONG PHONMUANGLA  Gender: Male  Age : 43 years  Highest level of education : Master's degree  Study field of the highest level of education : Management  Thai nationality : Yes  Residence in Thailand : Yes</p>	<p>Member of the executive committee</p>	<p>1 Dec 2023</p>

List of committee members	Position	Appointment date of executive committee member
6. Mr. WAH YING CHAN Gender: Male Age : 60 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : No Residence in Thailand : No	Member of the executive committee	14 Nov 2022

**List of executive committee members who resigned / vacated their position during the year**

**Other Subcommittees**

Subcommittee name	Name list	Position
Remuneration and Nomination Committee	Mr. PAOTEP CHOTINUCHIT	The chairman of the subcommittee (Independent director)
	Ms. SIRIPUN KRIANGWATTANAPONG	Member of the subcommittee (Independent director)
	Mr. SUMATE TECHAKRAISRI	Member of the subcommittee
Corporate Governance Committee	Mr. PAOTEP CHOTINUCHIT	The chairman of the subcommittee (Independent director)
	Ms. SIRIPUN KRIANGWATTANAPONG	Member of the subcommittee (Independent director)
	Mr. SUMATE TECHAKRAISRI	Member of the subcommittee
Risk Management Committee	Mr. VIRASAK SUTANTHAVIBUL	The chairman of the subcommittee (Independent director)
	Mr. JITTAPON SITTISAK	Member of the subcommittee (Independent director)
	Mr. PHREECHA TACHAKRAISRI	Member of the subcommittee

Subcommittee name	Name list	Position
Sustainable Development Committee	Mr. PHREECHA TACHAKRAISRI	The chairman of the subcommittee
	Mr. Pitsanu Vilawanjit	Member of the subcommittee
	Ms. Prapaporn Poonked	Member of the subcommittee
	Mr. Neeranart Promnart	Member of the subcommittee
	Mr. VORAPONG PHONMUANGLA	Member of the subcommittee

List of subcommittees who resigned / vacated their position during the year

Information on the executives

Information on the executives

List and positions of the executive

List of the highest-ranking executive and the next four executives

List of executives	Position	First appointment date	Skills and expertise
1. Mr. SUMATE TECHAKRAISRI <sup>(***)</sup> Gender: Male Age : 77 years Highest level of education : Bachelor's degree Study field of the highest level of education : Economics Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	CFO (The highest-ranking executive)	6 Jan 2004	Automotive, Strategic Management, Property Development, Construction Materials, Leadership

List of executives	Position	First appointment date	Skills and expertise
<p>2. Mr. VORAPONG PHONMUANGLA<sup>(***)</sup>  Gender: Male  Age : 43 years  Highest level of education : Master's degree  Study field of the highest level of education : Management  Thai nationality : Yes  Residing in Thailand : Yes  Highest responsibility in corporate accounting and finance : No  Accounting supervisor : No</p>	<p>MANAGING DIRECTOR  (The highest-ranking executive)</p>	<p>1 Dec 2023</p>	<p>Business Administration, Automotive, Industrial Materials &amp; Machinery, Engineering</p>
<p>3. Mr. Ek-Udom Anongpornyoskul<sup>(***)</sup>  Gender: Male  Age : 54 years  Highest level of education : Master's degree  Study field of the highest level of education : Business Administration  Thai nationality : Yes  Residing in Thailand : Yes  Highest responsibility in corporate accounting and finance : No  Accounting supervisor : No</p>	<p>Deputy Managing Director</p>	<p>1 Dec 2023</p>	<p>Business Administration, Automotive, Industrial Materials &amp; Machinery, Engineering</p>

List of executives	Position	First appointment date	Skills and expertise
<p>4. Mr. CHUMPOL TECHAKRAISRI<sup>(***)</sup> Gender: Male Age : 44 years Highest level of education : Bachelor's degree Study field of the highest level of education : Finance Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	Asst. Managing Director	6 Jan 2004	Automotive, Accounting, Finance, Strategic Management, Risk Management
<p>5. Ms. Nual-anong Sukhanaphorn<sup>(*)(***)</sup> Gender: Female Age : 58 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : No</p>	General Manager Financial & Accounting	14 Feb 2020	Business Administration, Accounting, Finance

List of executives	Position	First appointment date	Skills and expertise
<p>6. Mr. Pitsanu Vilawanjit (***)</p> <p>Gender: Male Age : 66 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	<p>General Manager Kingkaew Plant.</p>	<p>26 Feb 2018</p>	<p>Automotive, Industrial Materials &amp; Machinery, Engineering</p>
<p>7. Mr. Boonthiwa Inchata (***)</p> <p>Gender: Male Age : 56 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	<p>General Manager Operation Excellence/TPS</p>	<p>26 Feb 2018</p>	<p>Automotive, Industrial Materials &amp; Machinery, Engineering</p>

List of executives	Position	First appointment date	Skills and expertise
8. Ms. Prapaporn Poonked (***)  Gender: Female Age : 50 years Highest level of education : Bachelor's degree Study field of the highest level of education : Management Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	General Manager Human Resources	1 Jan 2022	Human Resource Management
9. Mr. Kanphisit Thanathippong Gender: Male Age : 46 years Highest level of education : Bachelor's degree Study field of the highest level of education : Political Science Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	General Manager Suwintawong Plant. (Injection)	2 Sep 2024	Automotive

*Additional Explanation :*

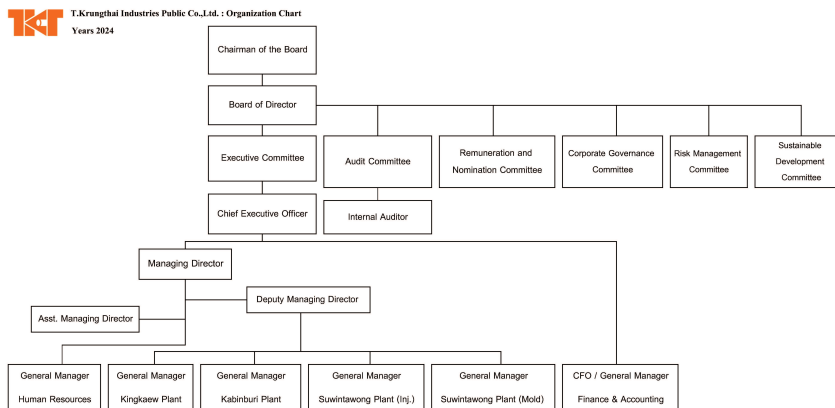
*(\*) Highest responsibility in corporate accounting and finance*

*(\*\*) Accounting supervisor*

*(\*\*\*) Appointed after the fiscal year end of the reporting year*

**Organization structure diagram of the highest-ranking executive and the next four executives**

**Organization structure diagram of the highest-ranking executive and the next four executives from the top executive**



### Remuneration policy for executive directors and executives

Policy Remuneration for Director and Executive

The Company has established a policy on remuneration for executive directors and executives with regard to fairness and suitability according to the job duties and responsibilities and in accordance with the Company's performance, economic conditions and consider comparing with the remuneration rates of other companies in the same industry or close to the Company.

Reference link for remuneration policy for executive directors and executives : [https://www.tkrungthai.com/investor/announcement/EOneReport\\_2023.pdf](https://www.tkrungthai.com/investor/announcement/EOneReport_2023.pdf)

Page number of the reference link : 61

Does the board of directors or the remuneration committee have an opinion on the remuneration policy for executive directors and executives : Doesnt Have

### Remuneration of executive directors and executives

#### Monetary remuneration of executive directors and executives

	2022	2023	2024
<b>Total remuneration of executive directors and executives (baht)</b>	20,460,605.00	29,309,832.00	31,647,774.57

#### Other remunerations of executive directors and executives

	2022	2023	2024
Company's contribution to provident fund for executive directors and executives (Baht)	N/A	275,295.00	295,836.60
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

#### Outstanding remuneration or benefits of executive directors and executives

Outstanding remuneration or benefits of executive directors and executives in the past year : 0.00

Estimated remuneration of executive directors and executives in the current year : 0.00

#### Other significant information

Other significant information

#### Assigned person

##### List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. Nichapha Kedtip	nichapha@tkrungthai.com	0813265542

##### List of the company secretary

General information	Email	Telephone number
1. Mr. Chumpol Techakaisri	chumpol@tkrungthai.com	0814441317

##### List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Ms. Malee Khammom	malee@tkrungthai.com	0813096855

##### List of the head of the compliance unit

General information	Email	Telephone number
1. Ms. Nual-anong Sukhanaphorn	Nual-anong@krungthai.com	0854852656

#### Head of investor relations

Does the Company have an appointed head of : Have  
investor relations

#### List of the head of investor relations

General information	Email	Telephone number
1. Mr. Chumpol Techakaisri	chumpol@krungthai.com	0814441317

#### Company's auditor

##### Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
KARIN AUDIT COMPANY LIMITED 72 CAT TELECOM TOWER, FLOOR 24,CHAROEN KRUNG ROAD, BANGRAK, BANGKOK. 10500 THAILAND BANG RAK BANG RAK Bangkok 10500 Telephone number +66 2105 4661	1,070,000.00	-	1. Mr. WORAPOL WIRIYAKULAPONG Email: Worapol@karinaudit. co.th License number: 11181

#### Assigned personnel in case of a foreign company

Does the company have any individual assigned to : No  
be representatives in Thailand

#### List of designated individuals as representatives in Thailand

## Performance Report on Corporate Governance

### Information about the summary of duty performance of the board of directors over the past year

#### Summary of duty performance of the board of directors over the past year

The Company operates its business under supervision and monitoring by the Board of Directors which is committed to conducting business with fairness and responsibility to all stakeholders.

In 2024, the Board of Directors has played an important role in formulating policies and strategies that lead to increasing competitiveness, creating corporate culture and values, supervision to have an appropriate and sufficient internal control system as well as supervising and monitoring risk management to reduce potential impacts on the organization and promoting the development of training for directors, management and staffs.

### Selection, development and evaluation of duty performance of the board of directors

#### Information about the selection of the board of directors

#### List of directors whose terms have ended and have been reappointed

#### List of newly appointed director to replace the ex-director

#### List of newly appointed director not being replaced the ex-director

#### Selection of independent directors

#### Criteria for selecting independent directors

1. Hold no more than 0.5% of total voting stocks of TKT, its parent company, its subsidiaries and its associated companies, related juristic entity with conflicts including stocks held by related persons.

\* The company has established stricter criteria than the announcement made by The Capital Market Commission in which they can hold a share of not more than 1 percent.

2. Not a Board member or in the management team of the company / employee / wages / consultant who gets regular salary / has the authority to manage and direct the company , parent company , its subsidiaries, and its associated companies or related juristic entity with conflicts ( present and for the past 2 years before the appointment )

3. Not related by blood or legal registration such as parents, spouse, brothers, sisters and children including the directors children spouses, main shareholders, power to control and juristic entity who is entity who is appointed to manage the company or its subsidiaries.

4. No business relationship with TKT , parent company, its subsidiaries and its associated companies, or related juristic entity in order to have freedom in exercising the rights to express their ideas and opinions on the company performance

5. Is not appointed as a representative of the companys director, major shareholders or shareholders who are related to the major shareholders of the company.

6. No other impediments or impairments to express independent opinions concerning the operations of the company.

7. If qualified for the item 1-6, the independent director may be assigned by the Board of Directors to make decisions relating to business operations of the company, the company's major shareholder, a subsidiary or an associate subsidiary of the same tier or any juristic person with a conflict of interests, on the basis of collective decision.

#### **Business or professional relationships of independent directors over the past year**

Business or professional relationships of independent directors over the past year : No

#### **Selection of directors and the highest-ranking executive**

##### **Method for selecting directors and the highest-ranking executive**

Method for selecting persons to be appointed as directors through the nomination committee : Yes

Method for selecting persons to be appointed as the highest-ranking executive through the nomination committee : Yes

#### **Number of directors from major shareholders**

#### **Rights of minority shareholders on director appointment**

Method of director appointment : Method whereby each director requires approval votes more than half of the votes of attending shareholders and casting votes

#### **Setting qualifications for the selection of directors**

#### **Details of qualifications for the selection of directors**

### **Information on the development of directors**

#### **Development of directors over the past year**

## Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. GEN. TERDSAK MARROME (Chairman of the board of directors, Independent director)	Non-participating	Thai Institute of Directors (IOD)  • 2004: Director Accreditation Program (DAP)
2. Mrs. YUPA TECHAKRAISRI (Director)	Non-participating	Thai Institute of Directors (IOD)  • 2003: Director Certification Program (DCP)
3. Mr. SUMATE TECHAKRAISRI (Director)	Non-participating	Thai Institute of Directors (IOD)  • 2010: Director Accreditation Program (DAP)  Other  • 2013: Top Management Program (CMA) Class 17/2013
4. Mr. APICHART KASEMKULSIRI (Director)	Participating	Thai Institute of Directors (IOD)  • 2023: Advanced Audit Committee Program (AACP)  • 2023: Risk Management Program for Corporate Leaders (RCL)  • 2006: Director Certification Program (DCP)
5. Mr. PHREECHA TACHAKRAISRI (Director)	Non-participating	Thai Institute of Directors (IOD)  • 2004: Director Accreditation Program (DAP)  Other  • 2017: Company Secretary Program (Class 77/2017)
6. Mr. CHUMPOL TECHAKRAISRI (Director)	Non-participating	Thai Institute of Directors (IOD)  • 2008: Director Certification Program (DCP)  Other  • 2009: Fundamentals Practice for Corporate Secretary (FPCS) Class 21/2009

List of directors	Participation in training in the past financial year	History of training participation
7. Mr. VIRASAK SUTANTHAVIBUL (Director, Independent director)	Non-participating	Thai Institute of Directors (IOD)  • 2003: Director Accreditation Program (DAP)  Other  • 2010: Top Management Program Class 10/2010
8. Mr. PAOTEP CHOTINUCHIT (Director, Independent director)	Non-participating	Thai Institute of Directors (IOD)  • 2004: Director Accreditation Program (DAP)
9. Mr. WAH YING CHAN (Director)	Non-participating	-
10. Ms. MING MUI SILVIA CHAN (Director)	Non-participating	Other  • 2003: Directors Training - Listing Rules Enforcement Briefing, Listing Rules Enforcement Updates, Listed Issuer Regulatory Communications and Related Cases (years 2003)
11. Ms. SIRIPUN KRIANGWATTANAPONG (Director, Independent director)	Participating	Thai Institute of Directors (IOD)  • 2024: Director Accreditation Program (DAP)
12. Mr. JITTAPON SITTISAK (Director, Independent director)	Non-participating	Other  • 2015: Listed Company Director Program (Serial No. 2015/00020), Singapore Institute of Directors
13. Mr. RAYMOND CHAN (Director)	Non-participating	Other  • 2003: Directors Training - Listing Rules Enforcement Briefing, Listing Rules Enforcement Updates, Listed Issuer Regulatory Communications and Related Cases (years 2003)

## Information on the evaluation of duty performance of directors

### Criteria for evaluating the duty performance of the board of directors

Criteria assessment: The company uses the scoring criteria to measure the level as follows:

Level Need to improve Fair Standard Good Very good

Score (%) 50 - 59 60 - 69 70-79 80-89 90-100

Assessment process steps: The process of assessment is conducted by company secretary who encloses the form into an envelope and delivers to each director. The individual assessments are done by the directors randomly, selecting the form from the box and performing the assessment. After completion, they are handed back over to the company secretary

### Evaluation of the duty performance of the board of directors over the past year

Summary of assessment results for the year 2024 The Board of Directors and Sub-committee There are complete and effective duties.

### Details of the evaluation of the duty performance of the board of directors

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Board of Directors	Group assessment	98	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	95	100

### Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

Assessment Process: The company evaluates in areas such as Strategic Planning, Leadership, Financial Performance, Transaction Supervision, Preparation of a replacement plan, Human Resource Management, Communication and Relationship Building with the Board of Directors by adopting the sample form CEO Performance Evaluation Form of the Stock Exchange of Thailand and adjusting as appropriate and consistent with the specific characteristics of the company and appraised by the Board of Directors

Assessment results: In 2024, the assessment score was 95% in a very good level shows the results of work in the past to be used to review, maintain and increase work efficiency.

### Information on meeting attendance and remuneration payment to each board member

#### Meeting attendance and remuneration payment to each board member

#### Meeting attendance of the board of directors

## Meeting attendance of the board of directors

Number of the board of directors meeting over the : 6  
past year (times)

Date of AGM meeting : 19 Apr 2024

EGM meeting : No

### Details of the board of directors' meeting attendance

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. GEN. TERDSAK MARROME (Chairman of the board of directors, Independent director)	6	/	6	1	/	1		/	
2. Mrs. YUPA TECHAKRAISRI (Director)	6	/	6	1	/	1		/	
3. Mr. SUMATE TECHAKRAISRI (Director)	6	/	6	1	/	1		/	
4. Mr. APICHART KASEMKULSIRI (Director)	6	/	6	1	/	1		/	
5. Mr. PHREECHA TACHAKRAISRI (Director)	6	/	6	1	/	1		/	
6. Mr. CHUMPOL TECHAKRAISRI (Director)	6	/	6	1	/	1		/	

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
7. Mr. VIRASAK SUTANTHAVIBUL (Director, Independent director)	6	/	6	1	/	1		/	
8. Mr. PAOTEP CHOTINUCHIT (Director, Independent director)	6	/	6	1	/	1		/	
9. Mr. WAH YING CHAN (Director)	5	/	6	0	/	1		/	
10. Ms. MING MUI SILVIA CHAN (Director)	6	/	6	1	/	1		/	
11. Ms. SIRIPUN KRIANGWATTANAPONG (Director, Independent director)	5	/	6	1	/	1		/	
12. Mr. JITTAPON SITTISAK (Director, Independent director)	6	/	6	1	/	1		/	
13. Mr. RAYMOND CHAN (Director)	6	/	6	1	/	1		/	

#### Summary of the board of directors meeting attendance rate

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
1. GEN. TERDSAK MARROME (Chairman of the board of directors)	6/6 (100.00%)	1/1 (100.00%)	N/A
2. Mrs. YUPA TECHAKRAISRI (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
3. Mr. SUMATE TECHAKRAISRI (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
4. Mr. APICHART KASEMKULSIRI (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
5. Mr. PHREECHA TACHAKRAISRI (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
6. Mr. CHUMPOL TECHAKRAISRI (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
7. Mr. VIRASAK SUTANTHAVIBUL (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
8. Mr. PAOTEP CHOTINUCHIT (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
9. Mr. WAH YING CHAN (Director)	5/6 (83.33%)	0/1 (0.00%)	N/A
10. Ms. MING MUI SILVIA CHAN (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
11. Ms. SIRIPUN KRIANGWATTANAPONG (Director)	5/6 (83.33%)	1/1 (100.00%)	N/A
12. Mr. JITTAPON SITTISAK (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
13. Mr. RAYMOND CHAN (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
<b>Average meeting attendance rate</b>	<b>97.44%</b>	<b>92.31%</b>	<b>N/A</b>

#### Detailed justification for the Company director's non-attendance at the Board of Directors' meeting

Have a mission to go abroad

## Remuneration of the board of directors

### Types of remuneration of the board of directors

In 2024, the general meeting of shareholders has resolved to approve the remuneration of the Company's directors and sub-committees totaling 2,919,000 baht and refrain from paying returns from operations (bonuses).

## Remuneration of the board of directors

### Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
<b>1. GEN. TERDSAK MARROME</b> (Chairman of the board of directors, Independent director)			<b>642,600.00</b>		<b>N/A</b>
Board of Directors (Chairman of the board of directors)	642,600.00	0.00	642,600.00	No	
<b>2. Mrs. YUPA TECHAKRAISRI</b> (Director)			<b>192,600.00</b>		<b>N/A</b>
Board of Directors (Director)	192,600.00	0.00	192,600.00	No	
<b>3. Mr. SUMATE TECHAKRAISRI</b> (Director)			<b>0.00</b>		<b>N/A</b>
Board of Directors (Director)	0.00	0.00	0.00	No	
Executive Committee (The chairman of the executive committee)	0.00	0.00	0.00	No	
Remuneration and Nomination Committee (Member of the subcommittee)	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Corporate Governance Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
<b>4. Mr. APICHART KASEMKULSIRI (Director)</b>			<b>192,600.00</b>		<b>N/A</b>
Board of Directors (Director)	192,600.00	0.00	192,600.00	No	
<b>5. Mr. PHREECHA TACHAKRAISRI (Director)</b>			<b>0.00</b>		<b>N/A</b>
Board of Directors (Director)	0.00	0.00	0.00	No	
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
Sustainable Development Committee (The chairman of the subcommittee)	0.00	0.00	0.00	No	
Risk Management Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
<b>6. Mr. CHUMPOL TECHAKRAISRI (Director)</b>			<b>0.00</b>		<b>N/A</b>

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors (Director)	0.00	0.00	0.00	No	
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
<b>7. Mr. VIRASAK SUTANTHAVIBUL (Director, Independent director)</b>			<b>552,000.00</b>		<b>N/A</b>
Board of Directors (Director)	552,000.00	0.00	552,000.00	No	
Audit Committee (Chairman of the audit committee)	0.00	0.00	0.00	No	
Risk Management Committee (The chairman of the subcommittee)	0.00	0.00	0.00	No	
<b>8. Mr. PAOTEP CHOTINUCHIT (Director, Independent director)</b>			<b>378,000.00</b>		<b>N/A</b>
Board of Directors (Director)	378,000.00	0.00	378,000.00	No	
Audit Committee (Member of the audit committee)	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Remuneration and Nomination Committee (The chairman of the subcommittee)	0.00	0.00	0.00	No	
Corporate Governance Committee (The chairman of the subcommittee)	0.00	0.00	0.00	No	
<b>9. Mr. WAH YING CHAN (Director)</b>			<b>0.00</b>		<b>N/A</b>
Board of Directors (Director)	0.00	0.00	0.00	No	
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
<b>10. Ms. MING MUI SILVIA CHAN (Director)</b>			<b>0.00</b>		<b>N/A</b>
Board of Directors (Director)	0.00	0.00	0.00	No	
<b>11. Ms. SIRIPUN KRIANGWATTANAPONG (Director, Independent director)</b>			<b>360,000.00</b>		<b>N/A</b>
Board of Directors (Director)	360,000.00	0.00	360,000.00	No	
Remuneration and Nomination Committee (Member of the subcommittee)	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Corporate Governance Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
<b>12. Mr. JITTAPON SITTISAK (Director, Independent director)</b>			<b>360,000.00</b>		<b>N/A</b>
Board of Directors (Director)	360,000.00	0.00	360,000.00	No	
Audit Committee (Member of the audit committee)	0.00	0.00	0.00	No	
Risk Management Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
<b>13. Mr. RAYMOND CHAN (Director)</b>			<b>0.00</b>		<b>N/A</b>
Board of Directors (Director)	0.00	0.00	0.00	No	
<b>14. Mr. Neeranart Promnart (Member of the executive committee)</b>			<b>N/A</b>		<b>N/A</b>
Executive Committee (Member of the executive committee)	N/A	N/A	N/A	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Sustainable Development Committee (Member of the subcommittee)	N/A	N/A	N/A	-	
<b>15. Mr. VORAPONG PHONMUANGLA (Member of the executive committee)</b>			<b>N/A</b>		<b>N/A</b>
Executive Committee (Member of the executive committee)	N/A	N/A	N/A	No	
Sustainable Development Committee (Member of the subcommittee)	N/A	N/A	N/A	-	
<b>16. Mr. Pitsanu Vilawanjit (Member of the subcommittee)</b>			<b>N/A</b>		<b>N/A</b>
Sustainable Development Committee (Member of the subcommittee)	N/A	N/A	N/A	No	
<b>17. Ms. Prapaporn Poonked (Member of the subcommittee)</b>			<b>N/A</b>		<b>N/A</b>
Sustainable Development Committee (Member of the subcommittee)	N/A	N/A	N/A	No	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	2,677,800.00	0.00	2,677,800.00
2. Audit Committee	0.00	0.00	0.00
3. Executive Committee	0.00	0.00	0.00
4. Remuneration and Nomination Committee	0.00	0.00	0.00
5. Corporate Governance Committee	0.00	0.00	0.00
6. Risk Management Committee	0.00	0.00	0.00
7. Sustainable Development Committee	0.00	0.00	0.00

#### Summary of the remuneration of the board of directors

	2022	2023	2024
Meeting allowance (Baht)	2,919,000.00	2,677,800.00	2,677,800.00
Other monetary remuneration (Baht)	0.00	0.00	0.00
Total (Baht)	2,919,000.00	2,677,800.00	2,677,800.00

#### Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the : 2,677,800.00  
board of directors over the past year  
(Baht)

#### Information on corporate governance of subsidiaries and associated companies

##### Corporate governance of subsidiaries and associated companies

##### Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated : No  
companies

Mechanism for overseeing subsidiaries and : No / In progress  
associated companies

## Information on the monitoring of compliance with corporate governance policy and guidelines

### The monitoring of compliance with corporate governance policy and guidelines

#### Prevention of conflicts of interest

##### Operations for conflict of interest prevention over the past year

Has the company operated in preventing conflicts of interest over the past year : Yes

##### Number of cases or issues related to conflict of interest

	2022	2023	2024
Total number of cases or issues related to conflict of interest (cases)	0	0	0

#### Prevention of the use of inside information to seek benefits

##### Operations for prevention of the use of inside information to seek benefits over the past year

Has the company operated in preventing the use of inside information to seek benefits over the past year : Yes

##### Number of cases or issues related to the use of inside information to seek benefits

	2022	2023	2024
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

## Anti-corruption action

### Operations in anti-corruption in the past year

Has the company operated in anti-corruption over : Yes  
the past year

Form of operations in anti-corruption : Communication and training for employees on anti-corruption policy and guidelines

The company organizes Safety, Environment, Energy Conservation and Anti-Corruption Day activities once a year to provide knowledge to employees about anti-corruption by organizing knowledge boards, answering questions to win prizes, etc.

### Number of cases or issues related to corruption

	2022	2023	2024
Total number of cases or issues related to corruption (cases)	0	0	0

## Whistleblowing

### Operations related to whistleblowing over the past year

Has the company implemented whistleblowing : Yes  
procedures over the past year

The Board of Directors gives opportunity to the stakeholders ( Whistle Blower) to report or launch complain in case of any illegal acts , code of conduct, financial statement reliability and internal control deficiencies. Reports can be sent to the Independent Committee of the company in order to find out and investigate the truth including measures to safeguard and protect the whistle blower.

Channel any clue if you see any actions or hear complaints that violate the law or non-compliance with the code of ethics which can be notified via the following channels.

1. E-Mail To Audit Committee (Independent Director) : [independent@tkrunchai.com](mailto:independent@tkrunchai.com)
2. Registered post at the following address : Audit Committee (independent) T.Krunchai Industries Public Company Limited.  
23 Soi Chan 43 Yak 21, Tungwatdon, Sathorn Bangkok 10120.

The stakeholders may report infringements or complaints at Tel. 02-211-3732 central office or contact the company secretary, Mr.Chumpol Techakraisi via email: chumpol@tkrngthai.com

#### Number of cases or issues related to whistleblowing

	2022	2023	2024
Total number of cases or issues received through whistleblowing channels (cases)	0	0	0

#### Information on report on the results of duty performance of the audit committee in the past year

##### Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 4

List of Directors	Meeting attendance of audit committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. VIRASAK SUTANTHAVIBUL (Chairman of the audit committee)	4	/	4	4/4 (100.00%)
2 Mr. PAOTEP CHOTINUCHIT (Member of the audit committee)	4	/	4	4/4 (100.00%)
3 Mr. JITTAPON SITTISAK (Member of the audit committee)	4	/	4	4/4 (100.00%)
<b>Average meeting attendance rate</b>				<b>(100.00%)</b>

##### The results of duty performance of the audit committee

1. The Audit Committee had reviewed quarterly financial statements and annual financial statements including the notes to the financial statements of the company reviewed and certified by the auditor. The audit committee agrees with the auditor that the information in the Company's financial statements is accurate, complete and reliable in accordance with the accounting standards and the auditor gave unqualified opinions on the financial statements

2.The Audit Committee have reviewed the efficiency and effectiveness of the Annual Audit Plan, Operations according to plan and Internal Audit Results of the internal audit department, provided recommendations and followed up the correction in the significant issues in order to achieve good corporate governance and adequate internal control according to COSO Standards, including a manpower plan and internal audit personnel development plan, selection and hiring of independent internal auditors. The Audit Committee have considered the audit report that the internal auditor has reported every quarter and provided recommendations to the internal auditor and management for the benefit of improving operations. Including considering the results of the evaluation of the internal control system according to the assessment form for the adequacy of the internal control system of the Securities and Exchange Commission of Thailand (SEC). The results of the review found that the internal control system and internal audit were effective adequate effectiveness and suitable for conducting business

3.The Audit Committee has assessed the independence and considered the performance in the past year of Karin Audit Co., Ltd., as the Company's auditor, which was satisfying, including knowledge, ability, experience, reliability, adequacy of resources and independence. Therefore, it is appropriate to recommend that the Board of Directors propose to the shareholders' meeting for approval to appoint them as the Company's auditor for the year 2024.

4.The Audit Committee has reviewed connected transactions or transactions that may have conflicts of interest. including the disclosure of such information correctly and completely according to the laws and regulations of the Stock Exchange of Thailand. The auditor expressed the opinion that the transactions with persons who may have conflicts have already been disclosed and shown in the financial statements and notes to the financial statements. The Audit Committee agreed with the auditor that the transaction is in accordance with normal business terms and is beneficial to the business of the company including disclosure of information correctly and completely according to the laws and regulations of the Stock Exchange of Thailand.

-Besides the above, in the year 2024 Audit Committee held a meeting with auditors and internal auditors without the presence of management on November 14<sup>th</sup>, 2024 to consider and acknowledge the scope of the annual audit plan and annual internal audit plan information including important issues freely and without restrictions.

- In conclusion, the Audit Committee has performed its duties according to their authority and responsibilities as assigned by the Board of Directors with due care and knowledge and are given enough independence for the benefit of all stakeholders equally. According to the results of the evaluation of the internal auditors and the auditor's report, the Audit Committee believe that the company's preparation and disclosure in financial reporting is appropriate and reliable. The method of internal control and risk management is adequate, and no significant flaws.

## **Information on summary of the results of duty performance of subcommittees**

### **Meeting attendance and the results of duty performance of subcommittees**

#### **Meeting attendance of Executive Committee**

Meeting Executive Committee (times) : 8

List of Directors	Meeting attendance of Executive Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. SUMATE TECHAKRAISRI (The chairman of the executive committee)	8	/	8	8/8 (100.00%)
2 Mr. PHREECHA TACHAKRAISRI (Member of the executive committee)	8	/	8	8/8 (100.00%)
3 Mr. CHUMPOL TECHAKRAISRI (Member of the executive committee)	8	/	8	8/8 (100.00%)
4 Mr. Neeranart Promnart (Member of the executive committee)	8	/	8	8/8 (100.00%)
5 Mr. VORAPONG PHONMUANGLA (Member of the executive committee)	8	/	8	8/8 (100.00%)
6 Mr. WAH YING CHAN (Member of the executive committee)	5	/	8	5/8 (62.50%)
<b>Average meeting attendance rate</b>				<b>(93.75%)</b>

#### The results of duty performance of Executive Committee

Check and follow up on monthly performance, provide advice on various issues, review financial statements and performance reports, projects before submitting to the Board of Directors.

#### Meeting attendance of Remuneration and Nomination Committee

Meeting Remuneration and Nomination : 2  
Committee (times)

List of Directors	Meeting attendance of Remuneration and Nomination Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	

List of Directors	Meeting attendance of Remuneration and Nomination Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. PAOTEP CHOTINUCHIT (The chairman of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
2 Ms. SIRIPUN KRIANGWATTANAPONG (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
3 Mr. SUMATE TECHAKRAISRI (Member of the subcommittee)	2	/	2	2/2 (100.00%)
<b>Average meeting attendance rate</b>				<b>(100.00%)</b>

### The results of duty performance of Remuneration and Nomination Committee

1. Consider the remuneration of the directors carefully by scrutinizing the various suitability with reference from the same industry, economic conditions as well as the appropriateness and responsibility of the directors in order to present to the Board of Directors for consideration before proposing to the 2024 Annual General Shareholder Meeting
2. Consider performance assessment results and remuneration for Chief Executive Officer (CEO) to suit with duties, assigned responsibilities and the performance of the company by comparing with the company's goals and the economic conditions in order to propose to the Board of Directors for approval
3. Follow up the company in part of a succession plan and appropriate management continuity for senior management positions and important positions to prepare personnel to be suitable for the business.
4. Consider the suitability of knowledge, experience, and specific abilities that are beneficial to the company in order to make the Board of Directors to have a diverse composition of skills by creating a table of knowledge and expertise (Board Skills Matrix) which will help the recruitment of directors to be in line with the direction of the Company's business operations.
5. Consider, review, select and screen qualified persons to serve as directors in place of those who will retire by rotation in order to present to the Board of Directors for consideration before proposing to the 2024 Annual General Meeting of Shareholders.
6. Support and provide opportunities for minority shareholders to participate in proposing agendas and nominating individual to be directors in place of directors whose terms have expired in advance for the 2024 annual shareholders' meeting during October 1 - December 30, 2023 via the Company's website.

### Meeting attendance of Corporate Governance Committee

Meeting Corporate Governance Committee : 1  
(times)

List of Directors	Meeting attendance of Corporate Governance Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. PAOTEP CHOTINUCHIT (The chairman of the subcommittee, Independent director)	1	/	1	1/1 (100.00%)
2 Ms. SIRIPUN KRIANGWATTANAPONG (Member of the subcommittee, Independent director)	1	/	1	1/1 (100.00%)
3 Mr. SUMATE TECHAKRAISRI (Member of the subcommittee)	1	/	1	1/1 (100.00%)
<b>Average meeting attendance rate</b>				<b>(100.00%)</b>

### The results of duty performance of Corporate Governance Committee

In year 2024, Good Corporate Governance Committee has worked in compliance with the charter and as assigned by the Board of Directors by supervising the operations of the company in accordance with the principles of good corporate governance. The management is transparent, open, verifiable and fair to all groups of stakeholders. Key points can be summarized as follows:

- 1.Promote and support employees at all levels to comply with good corporate governance policies and business ethics.
- 2.Set criteria and time frame to provide an opportunity for shareholders to propose meeting agendas, send questions in advance and nominate individuals to be considered for director selection through the company's website in advance before the 2024 Annual General Meeting of Shareholders
- 3.Supervise the holding of the 2024 Annual General Meeting of Shareholders in accordance with good practices and guidelines according to the AGM Checklist criteria, resulting in the company being evaluated for the quality of holding shareholder meetings at full 100 points continuously from the Thai Investors Association (TIA)
- 4.Support operations to comply with the principles of good corporate governance resulting in the company receiving an evaluation of the Thai Listed Companies Corporate Governance Project (CGR) for the year 2024 at the level of "Excellence" continuously from the Thai Institute of Directors Association (IOD)

### Meeting attendance of Risk Management Committee

Meeting Risk Management Committee (times) : 1

List of Directors	Meeting attendance of Risk Management Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. VIRASAK SUTANTHAVIBUL (The chairman of the subcommittee, Independent director)	1	/	1	1/1 (100.00%)
2 Mr. JITTAPON SITTISAK (Member of the subcommittee, Independent director)	1	/	1	1/1 (100.00%)
3 Mr. PHREECHA TACHAKRAISRI (Member of the subcommittee)	1	/	1	1/1 (100.00%)
<b>Average meeting attendance rate</b>				<b>(100.00%)</b>

### The results of duty performance of Risk Management Committee

The Risk Management Committee has performed duties as assigned to supervise the company to have the appropriate risk management measures and monitor the risk management. There is a summary of the key points as follows:

1. Review the Risk Management Committee Charter to ensure its appropriateness and consistency with the policies assigned by the Board of Directors
2. Review the risk management framework
3. Establish a risk management working group to identify risks, assess risks and impacts, manage risks, monitor performance, and report results to the Risk Management Committee
4. Monitor various risk situations to ensure that the impact of changes in external and internal factors are analyzed in order to achieve the company's objectives, including determining risk management strategies appropriately to the changing situation
5. Report the risk management results to the Board of Directors for acknowledgement

### Meeting attendance of Sustainable Development Committee

Meeting Sustainable Development Committee : 2  
(times)

List of Directors	Meeting attendance of Sustainable Development Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	

List of Directors	Meeting attendance of Sustainable Development Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. PHREECHA TACHAKRAISRI (The chairman of the subcommittee)	2	/	2	2/2 (100.00%)
2 Mr. Pitsanu Vilawanjit (Member of the subcommittee)	2	/	2	2/2 (100.00%)
3 Ms. Prapaporn Poonked (Member of the subcommittee)	2	/	2	2/2 (100.00%)
4 Mr. Neeranart Promnart (Member of the subcommittee)	0	/	0	N/A
5 Mr. VORAPONG PHONMUANGLA (Member of the subcommittee)	0	/	0	N/A
<b>Average meeting attendance rate</b>				<b>(100.00%)</b>

## Corporate Sustainability Policy

### Information on policy and goals of sustainable management

#### Sustainability Policy

Sustainability Policy : No

#### Sustainability management goals

Does the company set sustainability management : No  
goals

### Information on review of policy and/or goals of sustainable management over the past year

#### Review of policy and/or goals of sustainable management over the past year

Has the company reviewed the policy and/or goals : No  
of sustainable management over the past year

Has the company changed and developed the : No  
policy and/or goals of sustainable management over  
the past year

### Information on impacts on stakeholder management in business value chain

#### Business value chain

#### Analysis of stakeholders in the business value chain

#### Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> <li>• Employees</li> </ul>	<ul style="list-style-type: none"> <li>• Appropriate compensation and benefits</li> <li>• Training to develop knowledge</li> <li>• Career stability and Promotion</li> <li>• Safety, health and environment in the workplace</li> <li>• Participation in expressing opinions</li> </ul>	<ul style="list-style-type: none"> <li>• Fair and equitable Evaluation, Opportunities for promotion</li> <li>• Appropriate Wage increase and annual bonus payment Organize training courses</li> <li>• Providing a good working environment</li> </ul>	<ul style="list-style-type: none"> <li>• Internal Meeting</li> <li>• Complaint Reception</li> </ul>
<b><u>External stakeholders</u></b>			
<ul style="list-style-type: none"> <li>• Creditor</li> </ul>	<ul style="list-style-type: none"> <li>• On time payment and completely</li> </ul>	<ul style="list-style-type: none"> <li>• Comply with the terms and conditions.</li> </ul>	<ul style="list-style-type: none"> <li>• Internal Meeting</li> <li>• Complaint Reception</li> </ul>

### Information on organization's material sustainability topics

#### Organization's material sustainability topics

The company has identified its sustainability : Yes  
materiality topics

Over the past year, the company has reviewed its : Yes  
sustainability materiality topics

#### Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
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The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Environmental Issues of Importance	<ul style="list-style-type: none"> <li>• Energy Management</li> <li>• Water Management</li> <li>• Waste and Waste Management</li> <li>• Greenhouse Gas Management</li> </ul>

**Information on sustainability report**

**Corporate sustainability report**

Corporate sustainability report : Doesnt Have data

**Company sustainability disclosure aligned with standards**

Company sustainability disclosure aligned with : GRI Standards  
standards or guidelines

## Sustainability risk management

### Information on risk management policy and plan

#### Risk management policy and plan

The Company has established a corporate risk management policy as part of good corporate governance and management. achieve the goals of the organization and protect the interests of stakeholders To prevent and reduce the impact on the transactions or activities of the organization including various disasters that may occur unexpectedly

### Information on ESG risk factors management standards

#### ESG risk factors management standards

Standards on ESG risk management : No

### Information on ESG risk factors

#### Risk factors on business operation

#### Operational risk associated with the Company or the group of companies

##### Risk 1 • Risk in Business Operations and Strategy

Related risk factors : Strategic Risk

- Other : The risk in the change of raw material price

ESG risk factors : No

#### Risk characteristics

If the price of raw material become higher our cost of goods sold will also be higher which will make out profit less. However, the Company has taken action and has an agreement with each customer to adjust the selling price structure according to the change in raw material prices. and assigned to the Marketing Department Follow up on changes in raw material prices. and adjusting the selling price with customers regularly

#### Risk-related consequences

If the price of raw material become higher our cost of goods sold will also be higher which will make out profit less.

#### Risk management measures

the Company has taken action and has an agreement with each customer to adjust the selling price structure according to the change in raw material prices. and assigned to the Marketing Department Follow up on changes in raw material prices. and adjusting the selling price with customers regularly

### Information on business continuity plan (BCP)

#### Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

The company has the following business continuity plans (BCPs):

1. Business continuity plan for fires
2. Business continuity plan for floods
3. Business continuity plan for epidemics
4. Business continuity plan for logistic breakdown
5. Business continuity plan for Cyber attach

## Sustainable supply chain management

### Information on sustainable supply chain management policy and guidelines

#### Sustainable supply chain management policy and guidelines

Company's sustainable supply chain management : No  
policy and guidelines

### Information on sustainable supply chain management plan

#### Sustainable supply chain management plan

Company's sustainable supply chain management : No  
plan

### Information on new suppliers undergoing sustainability screening criteria

#### New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening : No  
criteria with new suppliers?

### Information on supplier code of conduct

#### Supplier code of conduct

Supplier code of conduct : No

### Information on key suppliers acknowledging compliance with the supplier code of conduct

#### Key suppliers acknowledging compliance with the supplier code of conduct

Does the company require key suppliers to : No  
acknowledge compliance with the supplier code of  
conduct?

## Innovation development

### Information on innovation development policy and guidelines in an organizational level

#### Research and development policy (R&D)

Company's research and development (R&D) policy : No

#### Research and development (R&D) expenses over the past 3 years

	2022	2023	2024
Research and development (R&D) expenses over the past 3 years (Million Baht)	N/A	8.67	6.10

#### Additional explanation for research and development (R&D) expenses over the past 3 years

### Information on organizations innovation culture development and promotion process

#### Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's : No  
innovation culture

### Information on innovation development benefits and research and development (R&D) expenses

#### Benefits of innovation development

##### Financial benefits

Does the company measure the financial benefits : No  
from innovation development?

##### Non-financial benefits

Does the company measure the non-financial : No  
benefits from innovation development?

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