



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

T.KRUNGTHAI INDUSTRIES PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024



Table of Contents

| | Page |
|--|------|
| Business Operations and Performance | |
| Group Structure and Operations | 1 |
| Risk Management | 5 |
| Sustainable Development | 6 |
| Corporate Governance | |
| Corporate Governance Policy | 11 |
| Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information | 12 |
| Performance Report on Corporate Governance | 23 |

Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : T.KRUNGTHAI INDUSTRIES PUBLIC COMPANY LIMITED

Symbol : TKT

Address : 23 SOI CHAN 43 YAK 21, TUNGWATDON, SATHON

Province : Bangkok

Postcode : 10120

Business : Main business activities of the Company are manufacturing plastic products, and produce moulds.

Registration Number : 0107547000010

Telephone : 0-2211-2762, 0-2211-3732, 0-2212-4719

Fax (if applicable) : 0-2212-4864

Website : www.tkrungthai.com

Email : -

Total Shares Sold (shares)

Common Stock : 350,780,000

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

| | 2022 | 2023 | 2024 |
|--|--------------|--------------|--------------|
| Total revenue from operations (Thousand baht) | 1,396,773.30 | 1,265,027.71 | 1,090,426.14 |
| Automotive Industry (Thousand baht) | 1,113,811.82 | 1,096,820.03 | 917,676.81 |
| Electric Appliances Industries (Thousand baht) | 99,590.00 | 55,527.83 | 46,296.79 |
| Other Industry (Thousand baht) | 16,810.00 | 10,746.54 | 17,100.63 |
| Mold Production Service (Thousand baht) | 166,561.48 | 101,933.31 | 109,351.91 |

| | 2022 | 2023 | 2024 |
|------------------------------------|--------|--------|--------|
| Total revenue from operations (%) | 100.00 | 100.00 | 100.00 |
| Automotive Industry (%) | 79.74 | 86.70 | 84.16 |
| Electric Appliances Industries (%) | 7.13 | 4.39 | 4.24 |
| Other Industry (%) | 1.20 | 0.85 | 1.57 |
| Mold Production Service (%) | 11.92 | 8.06 | 10.03 |

By Geographical Area or Market

| | 2022 | 2023 | 2024 |
|---|--------------|--------------|--------------|
| Total revenue from operations (Thousand baht) | 1,396,773.30 | 1,265,027.71 | 1,090,426.14 |
| Domestic (Thousand baht) | 1,389,742.55 | 1,264,566.04 | 1,090,217.64 |
| International (Thousand baht) | 7,030.75 | 461.67 | 208.50 |
| South Africa (Thousand baht) | 5,127.80 | 17.49 | 0.00 |
| China (Thousand baht) | 967.25 | 403.57 | 208.50 |

| | | | |
|---------------------------|--------|-------|------|
| Argentina (Thousand baht) | 935.70 | 40.61 | 0.00 |
| India (Thousand baht) | 0.00 | 0.00 | 0.00 |
| Vietnam (Thousand baht) | 0.00 | 0.00 | 0.00 |
| Italy (Thousand baht) | 0.00 | 0.00 | 0.00 |

| | 2022 | 2023 | 2024 |
|-----------------------------------|--------|--------|--------|
| Total revenue from operations (%) | 100.00 | 100.00 | 100.00 |
| Domestic (%) | 99.50 | 99.96 | 99.98 |
| International (%) | 0.50 | 0.04 | 0.02 |
| South Africa (%) | 72.93 | 3.79 | 0.00 |
| China (%) | 13.76 | 87.42 | 100.00 |
| Argentina (%) | 13.31 | 8.80 | 0.00 |
| India (%) | 0.00 | 0.00 | 0.00 |
| Vietnam (%) | 0.00 | 0.00 | 0.00 |
| Italy (%) | 0.00 | 0.00 | 0.00 |

Other income as specified in the financial statements

| | 2022 | 2023 | 2024 |
|--|-----------|-----------|----------|
| Total other income (Thousand baht) | 16,864.04 | 21,308.15 | 7,060.24 |
| Other income from operations (Thousand baht) | 16,864.04 | 21,308.15 | 7,060.24 |
| Other Service Income (Thousand baht) | 6,609.06 | 12,219.55 | 2,425.26 |
| Income from selling scrap (Thousand baht) | 10,068.11 | 8,188.54 | 3,197.42 |
| Interest Income (Thousand baht) | 140.74 | 880.85 | 1,429.32 |
| Gain from foreign exchange (Thousand baht) | 46.13 | 19.21 | 8.24 |
| Other income not from operations (Thousand baht) | 0.00 | 0.00 | 0.00 |

Information on Products and Services (1.2.2)

Product/Service Information and Business Innovation Development (1.2.2.1)

Research and Development (R&D) Policy : No

| (Unit : Thousand baht) | 2022 | 2023 | 2024 |
|----------------------------------|----------|----------|----------|
| R&D expenses in the past 3 years | 9,662.60 | 8,675.64 | 6,101.87 |

Risk Management

Risk Management

Risk Factors (2.2)

Risk that might affect the company's business, including environmental, social and corporate governance issues (2.2.1)

Environmental, Social and Governance Risks (ESG)

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- ESG risk

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : No

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : https://www.tkrungthai.com/investor/announcement/Policy_Tenvironment.pdf
(if applicable)

Company environmental guideline : Electricity Management, Water Management, Waste Management, Greenhouse Gas and Climate Change Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• 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 |
|----------------------|------|------|------|

• Electricity consumption

| | 2022 | 2023 | 2024 |
|--|---------------|---------------|---------------|
| Total electricity consumption within the organization (Kilowatt-Hours) | 18,343,864.00 | 15,918,510.00 | 13,015,209.00 |

Water management

• Water consumption

| | 2022 | 2023 | 2024 |
|---------------------------------------|-----------|-----------|-----------|
| Total water withdrawal (Cubic meters) | 18,307.00 | 17,456.00 | 14,494.00 |

Waste management

• Waste from operations

| | 2022 | 2023 | 2024 |
|--|------------|------------|------------|
| Hazardous waste (Kilograms) | 145,997.00 | 144,858.00 | 121,020.00 |
| Total waste generated (Kilograms) | N/A | N/A | N/A |

Greenhouse gas management

• Greenhouse gas emissions

| | 2022 | 2023 | 2024 |
|---|------------------|------------------|-----------------|
| Scope 1 (Tons of carbon dioxide equivalents) | 943.00 | 2,067.00 | 893.60 |
| Scope 2 (Tons of carbon dioxide equivalents) | 36,669.00 | 7,958.00 | 6,534.20 |
| Scope 3 (Tons of carbon dioxide equivalents) | 0.00 | 0.00 | 0.00 |
| Total GHG emissions (Metric tonnes of carbon dioxide equivalent) | 37,612.00 | 10,025.00 | 7,427.80 |

- **Verification of greenhouse gas emissions over the past year**

Third-party verification : No

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

URL of human rights policy : <https://www.tkrungthai.com/investor/announcement/TConduct.pdf>

Company human right guideline : Employee Rights, Child Labor, Community and Environment Rights, Safety and Occupational Health at Work, Non-discrimination

Results with Respect to the Social Aspect (3.4.2)

Information about employees

• Total number of employees

| | 2022 | 2023 | 2024 |
|-------------------------------------|-------|------|------|
| Total number of employees (Persons) | 1,047 | 877 | 753 |

• Employee remuneration

| | 2022 | 2023 | 2024 |
|------------------------------|----------------|----------------|----------------|
| Employee remuneration (baht) | 285,993,896.91 | 282,187,747.96 | 255,717,926.38 |

• Employee development and training

| | 2022 | 2023 | 2024 |
|---|------------|------------|------------|
| Average employee training hours (Hours / Person / Year) | 4.00 | 12.00 | 14.00 |
| Employee development and training expenses (baht) | 152,860.87 | 552,701.25 | 709,389.92 |

• Health, safety and work environment

| | 2022 | 2023 | 2024 |
|---|------|------|------|
| Total number of lost time injury incidents by employees (Cases) | 0 | 1 | 0 |

• Significant labor dispute

| | 2022 | 2023 | 2024 |
|---------------------------|------|------|------|
| Significant labor dispute | No | No | No |

Corporate Governance Policy

Corporate Governance Policy

Overview of the Corporate Governance Policy and Guideline (6.1)

Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : <https://www.tkrungthai.com/investor/announcement/TGGovernance.pdf>

Policy and Guideline Related to the Board of Directors (6.1.1)

Policy and guideline related to the board of directors

Company policy and guideline : Nomination of Directors, Compensation, Independence of the Board of Directors, Director Development, Board Performance Evaluation

Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct : Yes

Policy and Guideline related to the Code of Conduct

Company policy and guideline : Preventing of Conflicts of Interest, Preventing the Misuse of Inside Information, Anti-corruption, Whistleblowing

Corporate Governance Structure
and Significant Information Regarding
the Board of Directors, Subcommittees,
Management,
Employee and Other Information

Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information

Board of Directors (7.2)

Composition of the board of directors (7.2.1)

| | Number of persons | Percentage (%) |
|-----------------------------------|-------------------|----------------|
| Total number of directors | 13 | 100.00 |
| Number of male directors | 10 | 76.92 |
| Number of female directors | 3 | 23.08 |
| Number of executive directors | 4 | 30.77 |
| Number of non-executive directors | 9 | 69.23 |
| Number of independent directors | 5 | 38.46 |

Information on the board of directors and persons with authority to control the company (7.2.2)

List of directors

| General information | Position | Date position was assumed | Experience and expertise |
|--|--|---------------------------|---------------------------|
| 1. GEN. TERDSAK MARROME Gender: Male Age: 88 years old Highest level of education: Honorary degree Major: Science Thai nationality: Yes Residing in Thailand: Yes | Chairman of the board (Non-executive, Independent director) Director type: Original director | 6 Jan 2004 | Law, Strategic Management |

| | | | | |
|----|---|--|------------|---|
| 2. | <p>Mrs. YUPA TECHAKRAISRI</p> <p>Gender: Female</p> <p>Age: 74 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Economics</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p> | 6 Jan 2004 | <p>Automotive, Accounting, Finance, Strategic Management, Property Development</p> |
| 3. | <p>Mr. SUMATE TECHAKRAISRI</p> <p>Gender: Male</p> <p>Age: 77 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Economics</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p> | 6 Jan 2004 | <p>Automotive, Strategic Management, Property Development, Construction Materials, Leadership</p> |
| 4. | <p>Mr. APICHART KASEMKULSIRI</p> <p>Gender: Male</p> <p>Age: 58 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Finance</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p> | 6 Jan 2004 | <p>Accounting, Finance, Strategic Management, Property Development</p> |
| 5. | <p>Mr. PHREECHA TACHAKRAISRI</p> <p>Gender: Male</p> <p>Age: 62 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Marketing Youngstown State</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p> | 6 Jan 2004 | <p>Automotive, Marketing, Human Resource Management, Strategic Management, Risk Management</p> |

| | | | | |
|----|--|---|-------------|---|
| 6. | <p>Mr. CHUMPOL TECHAKRAISRI</p> <p>Gender: Male</p> <p>Age: 44 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Finance</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director (Executive)</p> <p>Director type: Original director</p> | 6 Jan 2004 | <p>Automotive, Accounting, Finance, Strategic Management, Risk Management</p> |
| 7. | <p>Mr. VIRASAK SUTANTHAVIBUL</p> <p>Gender: Male</p> <p>Age: 67 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: M.E.,</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p> | 6 Jan 2004 | <p>Accounting, Finance, IT Management, Strategic Management, Risk Management</p> |
| 8. | <p>Mr. PAOTEP CHOTINUCHIT</p> <p>Gender: Male</p> <p>Age: 91 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: M.Sc Metallurgical engineer,</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p> | 6 Jan 2004 | <p>Automotive, Human Resource Management, Accounting, Finance, Strategic Management</p> |
| 9. | <p>Mr. WAH YING CHAN</p> <p>Gender: Male</p> <p>Age: 60 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Engineering</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p> | <p>Director (Executive)</p> <p>Director type: Original director</p> | 14 Nov 2022 | <p>Automotive, Steel, Electronic Components, Engineering</p> |

| | | | | |
|-----|--|---|-------------|--|
| 10. | Ms. MING MUI SILVIA CHAN Gender: Female Age: 53 years old Highest level of education: Master's degree Major: Master of Business Administration Thai nationality: No Residing in Thailand: No | Director (Non-executive) Director type: Original director | 14 Nov 2022 | Human Resource Management, Strategic Management, Risk Management |
| 11. | Ms. SIRIPUN KRIANGWATTANAPONG Gender: Female Age: 46 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes | Director (Non-executive, Independent director) Director type: Original director | 15 Feb 2023 | Law, Governance/ Compliance |
| 12. | Mr. JITTAPON SITTISAK Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes | Director (Non-executive, Independent director) Director type: Original director | 15 Feb 2023 | Business Administration, Accounting, Internal Control |
| 13. | Mr. RAYMOND CHAN Gender: Male Age: 57 years old Highest level of education: Below a bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: No | Director (Non-executive) Director type: Original director | 14 Nov 2022 | Industrial Materials & Machinery, Steel, Electronic Components, Marketing, Engineering |

Other Information pertaining to committees

The Chairman is an independent director : Yes

The Chairman and the manager are the same person : No

The Chairman and the manager are members of the same family : No

The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings : Yes

Sub-committees (7.3)

Information about sub-committees (7.3.2)

Audit Committee

List of audit committee members

| General information | Position | Date position was assumed | Experience and expertise |
|--|--|---------------------------|--|
| 1. Mr. VIRASAK SUTANTHAVIBUL [1] Gender: Male Age: 67 years old Highest level of education: Master's degree Major: M.E., Thai nationality: Yes Residing in Thailand: Yes | Chairman of the audit committee (Non-executive, Independent director) Director type: Original director | 15 Feb 2023 | Accounting, Finance, IT Management, Strategic Management, Risk Management |
| 2. Mr. PAOTEP CHOTINUCHIT [1] Gender: Male Age: 91 years old Highest level of education: Master's degree Major: M.Sc Metallurgical engineer, Thai nationality: Yes Residing in Thailand: Yes | Audit committee (Non-executive, Independent director) Director type: Original director | 7 Jan 2004 | Automotive, Human Resource Management, Accounting, Finance, Strategic Management |

| | | | | |
|----|---|--|-------------|--|
| 3. | Mr. JITTAPON SITTISAK [1] Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes | Audit committee (Non-executive, Independent director) Director type: Original director | 15 Feb 2023 | Business Administration, Accounting, Internal Control |
|----|---|--|-------------|--|

[1] A director with the accounting expertise needed to review financial statements

Executive Committee

List of executive committee members

| General information | Position | Date position was assumed |
|---|-------------------------------------|---------------------------|
| 1. Mr. SUMATE TECHAKRAISRI Gender: Male Age: 77 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes | Chairman of the executive committee | 6 Jan 2004 |
| 2. Mr. PHREECHA TACHAKRAISRI Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Marketing Youngstown State Thai nationality: Yes Residing in Thailand: Yes | Member of the executive committee | 6 Jan 2004 |
| 3. Mr. CHUMPOL TECHAKRAISRI Gender: Male Age: 44 years old Highest level of education: Bachelor's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes | Member of the executive committee | 6 Jan 2004 |

| | | | |
|----|---|-----------------------------------|-------------|
| 4. | Mr. Neeranart Promnart Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes | Member of the executive committee | 1 Dec 2023 |
| 5. | Mr. VORAPONG PHONMUANGLA Gender: Male Age: 43 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes | Member of the executive committee | 1 Dec 2023 |
| 6. | Mr. WAH YING CHAN Gender: Male Age: 60 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: No | Member of the executive committee | 14 Nov 2022 |

Other sub-committees

Sub-committees information

| Name of sub-committees | List of directors | Position |
|---------------------------------------|-------------------------------|----------|
| Remuneration and Nomination Committee | Mr. PAOTEP CHOTINUCHIT | Chairman |
| | Ms. SIRIPUN KRIANGWATTANAPONG | Member |
| | Mr. SUMATE TECHAKRAISRI | Member |
| Corporate Governance Committee | Mr. PAOTEP CHOTINUCHIT | Chairman |
| | Ms. SIRIPUN KRIANGWATTANAPONG | Member |
| | Mr. SUMATE TECHAKRAISRI | Member |
| Risk Management Committee | Mr. VIRASAK SUTANTHAVIBUL | Chairman |
| | Mr. JITTAPON SITTISAK | Member |
| | Mr. PHREECHA TACHAKRAISRI | Member |

| | | |
|-----------------------------------|---------------------------|----------|
| Sustainable Development Committee | Mr. PHREECHA TACHAKRAISRI | Chairman |
| | Mr. Pitsanu Vilawanjit | Member |
| | Ms. Prapaporn Poonked | Member |
| | Mr. Neeranart Promnart | Member |
| | Mr. VORAPONG PHONMUANGLA | Member |

Roles of Sub-committees

| | |
|---|--------|
| Sub-committees responsible for risk management | : None |
| Sub-committees responsible for nomination | : None |
| Sub-committees responsible for remuneration | : None |
| Sub-committees responsible for corporate governance | : None |
| Sub-committees responsible for corporate sustainability development | : None |

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

| General information | Position | Date position was assumed | Experience and expertise |
|--|--|---------------------------|--|
| 1. Mr. SUMATE TECHAKRAISRI Gender: Male Age: 77 years old Highest level of education: Bachelor's degree Major: Economics | CFO | 6 Jan 2004 | Automotive, Strategic Management, Property Development, Construction Materials, Leadership |
| 2. Mr. VORAPONG PHONMUANGLA Gender: Male Age: 43 years old Highest level of education: Master's degree Major: Management | MANAGING DIRECTOR | 1 Dec 2023 | Business Administration, Automotive, Industrial Materials & Machinery, Engineering |
| 3. Mr. Ek-Udom Anongpornyoskul Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Business Administration | Deputy Managing Director | 1 Dec 2023 | Business Administration, Automotive, Industrial Materials & Machinery, Engineering |
| 4. Mr. CHUMPOL TECHAKRAISRI Gender: Male Age: 44 years old Highest level of education: Bachelor's degree Major: Finance | Asst. Managing Director | 6 Jan 2004 | Automotive, Accounting, Finance, Strategic Management, Risk Management |
| 5. Ms. Nual-anong Sukhanaphorn [1] Gender: Female Age: 58 years old Highest level of education: Master's degree Major: Business Administration | General Manager Financial & Accounting | 14 Feb 2020 | Business Administration, Accounting, Finance |

| | | | | |
|----|---|--|-------------|---|
| 6. | Mr. Pitsanu Vilawanjit Gender: Male Age: 66 years old Highest level of education: Bachelor's degree Major: Engineering | General Manager Kingkaew Plant. | 26 Feb 2018 | Automotive, Industrial Materials & Machinery, Engineering |
| 7. | Mr. Boonthiwa Inchata Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Engineering | General Manager Operation Excellence/TPS | 26 Feb 2018 | Automotive, Industrial Materials & Machinery, Engineering |
| 8. | Ms. Prapaporn Poonked Gender: Female Age: 50 years old Highest level of education: Bachelor's degree Major: Management | General Manager Human Resources | 1 Jan 2022 | Human Resource Management |
| 9. | Mr. Kanphisit Thanathippong Gender: Male Age: 46 years old Highest level of education: Bachelor's degree Major: Political Science | General Manager Suwintawong Plant. (Injection) | 2 Sep 2024 | Automotive |

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : No

Employees (7.5)

Information about company employees

Employees

Total number of employees (persons) : 753

Employee Remuneration

Total employee remuneration : 255,717,926.38

Provident fund

Total number of employees (persons) : 753

Number of employees contributing to the PVD (persons) : 440

Percentage of employees who are members (%) : 58.43

Performance Report on Corporate Governance

Performance Report on Corporate Governance

Summary of Director Performance (8.1)

Selection, development, and evaluation of duty performance of the Board of Directors (8.1.1)

Development of directors over the past year

| List of directors | Position | Participated in director development program |
|-------------------------------|-----------------------|--|
| GEN. TERDSAK MARROME | Chairman of the board | Non-participating |
| Mrs. YUPA TECHAKRAISRI | Director | Non-participating |
| Mr. SUMATE TECHAKRAISRI | Director | Non-participating |
| Mr. APICHART KASEMKULSIRI | Director | Participating |
| Mr. PHREECHA TACHAKRAISRI | Director | Non-participating |
| Mr. CHUMPOL TECHAKRAISRI | Director | Non-participating |
| Mr. VIRASAK SUTANTHAVIBUL | Director | Non-participating |
| Mr. PAOTEP CHOTINUCHIT | Director | Non-participating |
| Mr. WAH YING CHAN | Director | Non-participating |
| Ms. MING MUI SILVIA CHAN | Director | Non-participating |
| Ms. SIRIPUN KRIANGWATTANAPONG | Director | Participating |
| Mr. JITTAPON SITTISAK | Director | Non-participating |
| Mr. RAYMOND CHAN | Director | Non-participating |

Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment, Cross-assessment (Assessment of another director)

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 6

Date of AGM meeting : 19 Apr 2024

EGM meeting : No

| | List of directors | Termination date | Number of Board Meeting | AGM meetings | EGM meetings |
|-----|---|------------------|-------------------------|-------------------|--------------------------|
| 1. | GEN. TERDSAK MARROME (Chairman of the board) | - | 6/6 | Participating | Did not hold the meeting |
| 2. | Mrs. YUPA TECHAKRAISRI (Director) | - | 6/6 | Participating | Did not hold the meeting |
| 3. | Mr. SUMATE TECHAKRAISRI (Director) | - | 6/6 | Participating | Did not hold the meeting |
| 4. | Mr. APICHART KASEMKULSIRI (Director) | - | 6/6 | Participating | Did not hold the meeting |
| 5. | Mr. PHREECHA TACHAKRAISRI (Director) | - | 6/6 | Participating | Did not hold the meeting |
| 6. | Mr. CHUMPOL TECHAKRAISRI (Director) | - | 6/6 | Participating | Did not hold the meeting |
| 7. | Mr. VIRASAK SUTANTHAVIBUL (Director) | - | 6/6 | Participating | Did not hold the meeting |
| 8. | Mr. PAOTEP CHOTINUCHIT (Director) | - | 6/6 | Participating | Did not hold the meeting |
| 9. | Mr. WAH YING CHAN (Director) | - | 5/6 | Non-participating | Did not hold the meeting |
| 10. | Ms. MING MUI SILVIA CHAN (Director) | - | 6/6 | Participating | Did not hold the meeting |
| 11. | Ms. SIRIPUN KRIANGWATTANAPONG (Director) | - | 5/6 | Participating | Did not hold the meeting |

| | | | | | |
|-----|-------------------------------------|---|-----|---------------|--------------------------|
| 12. | Mr. JITTAPON SITTISAK (Director) | - | 6/6 | Participating | Did not hold the meeting |
| 13. | Mr. RAYMOND CHAN (Director) | - | 6/6 | Participating | Did not hold the meeting |

Remuneration for company directors

| | List of directors | Termination date | Meeting allowance (baht) | Other monetary remuneration (baht) | Other non- monetary |
|-----|---|------------------|-----------------------------|--|------------------------|
| 1. | GEN. TERDSAK MARROME (Chairman of the board) | - | 642,600.00 | 0.00 | No |
| 2. | Mrs. YUPA TECHAKRAISRI (Director) | - | 192,600.00 | 0.00 | No |
| 3. | Mr. SUMATE TECHAKRAISRI (Director) | - | 0.00 | 0.00 | No |
| 4. | Mr. APICHART KASEMKULSIRI (Director) | - | 192,600.00 | 0.00 | No |
| 5. | Mr. PHREECHA TACHAKRAISRI (Director) | - | 0.00 | 0.00 | No |
| 6. | Mr. CHUMPOL TECHAKRAISRI (Director) | - | 0.00 | 0.00 | No |
| 7. | Mr. VIRASAK SUTANTHAVIBUL (Director) | - | 552,000.00 | 0.00 | No |
| 8. | Mr. PAOTEP CHOTINUCHIT (Director) | - | 378,000.00 | 0.00 | No |
| 9. | Mr. WAH YING CHAN (Director) | - | 0.00 | 0.00 | No |
| 10. | Ms. MING MUI SILVIA CHAN (Director) | - | 0.00 | 0.00 | No |
| 11. | Ms. SIRIPUN KRIANGWATTANAPONG (Director) | - | 360,000.00 | 0.00 | No |
| 12. | Mr. JITTAPON SITTISAK (Director) | - | 360,000.00 | 0.00 | No |
| 13. | Mr. RAYMOND CHAN (Director) | - | 0.00 | 0.00 | No |

Report on the Audit Committee's Performance for the Past Year (8.2)

Report on the audit committee's performance for the past year

Meeting attendance of audit committee

Number of Audit committee meetings (times) : 4

| List of directors | | Termination date | Number of the audit committee meeting |
|-------------------|--|------------------|---------------------------------------|
| 1. | Mr. VIRASAK SUTANTHAVIBUL (Chairman of the audit committee) | - | 4/4 |
| 2. | Mr. PAOTEP CHOTINUCHIT (Audit committee) | - | 4/4 |
| 3. | Mr. JITTAPON SITTISAK (Audit committee) | - | 4/4 |