



ESG Performance Report for Listed Companies in 2024

SCI ELECTRIC PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

Published on 10 March 2025



ESG Performance

Company Name : SCI ELECTRIC PUBLIC COMPANY LIMITED Symbol : SCI
Market : SET Industry Group : Industrials Sector : Industrial Materials & Machinery

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines : Yes
Environmental guidelines : Electricity Management, Fuel Management, Water Management, Waste Management, Greenhouse Gas and Climate Change Management

The SCI Group recognizes the importance of addressing climate change, which is a critical global challenge. This policy outlines the company's commitment to mitigate the impacts of climate change and contribute to a sustainable future. The policy aims to guide all aspects of the company's operations and decision-making to reduce greenhouse gas emissions, promote environmental sustainability, and adapt to climate change effects.

Policy Objectives:

Environmental Protection and Resource Management

SCI Group will control, prevent, and reduce environmental impacts by using resources sustainably, while maintaining biodiversity and ecosystem health. The company will focus on pollution prevention at the source, improving energy efficiency, and mitigating climate change effects, aiming for a low-carbon society.

Support for Renewable Energy

SCI Group will promote and support the development and use of renewable energy products that are safe and environmentally friendly, in line with global trends toward clean energy solutions.

Awareness and Participation at All Levels

The company will raise awareness at all levels of the organization, encouraging active participation from all employees in reducing greenhouse gas emissions and promoting environmentally friendly operations. The goal is to foster a culture of sustainability and environmental responsibility.

Monitoring and Data Collection

SCI Group will collect and manage data on its greenhouse gas emissions and energy usage to effectively monitor and reduce carbon emissions. The company will also work to enhance energy conservation and adopt renewable energy sources where feasible.

Regular Monitoring and Transparent Reporting

The company will regularly track and review its progress toward achieving the objectives of this policy. Performance will be reported transparently to both internal and external stakeholders to ensure accountability and openness.

Adapting to Climate Change and Regulatory Compliance

SCI Group will continuously monitor global and local climate change developments, including relevant laws, regulations, and international standards. The company will ensure compliance with these regulations, participate in relevant forums, and cooperate with government agencies and public organizations on climate-related issues.

Responsibility and Compliance:

Management Responsibility

The policy is applicable to all departments within SCI Group and its business partners. Management at all levels is responsible for ensuring that operations align with the organization's climate change objectives. Senior management will provide leadership and resources for the implementation of this policy.

Employee Engagement

All employees must be informed, understand, and adhere to the policy. Compliance should be continuous and integrated into everyday operations to ensure the effective implementation of the company's climate change goals.

Information on review of environmental policies, guidelines, and/or goals over the past year

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

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

Changes in environmental policies, guidelines, and/or goals : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water Management, Waste Management, Greenhouse Gas and Climate Change Management

The policy is reviewed regularly every year. In 2024, specific goals have been set in the areas of reducing electricity consumption, managing water resources, waste management, and reducing greenhouse gas emissions. These targets aim to further strengthen the company's commitment to sustainability and enhance its environmental performance across all operations.

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 energy management principles and standards

Energy management principles and standards : Other : ISO 14001

Compliance with water management principles and standards

Compliance with waste management principles and standards

Waste management principles and standards : Other : ISO 14001

Compliance with greenhouse gas or climate change management principles and standards

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

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	:	Company
Total number of disclosure boundaries	:	2
Actual number of disclosure boundaries	:	2
Data disclosure coverage (%)	:	100.00

Information on energy management

Energy management plan

The company's energy management plan : Yes

A project plan has been developed to reduce energy consumption in both production processes and other business operations. This includes initiatives such as installing solar panels on factory rooftops to harness renewable energy. Targeting to reduce energy consumption by 0.5% compared to the previous year.

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	2024 : energy consumption 9,715.18 Megawatt-Hours	2025 : Reduced by 0.5%

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

The project on using electricity from renewable energy (solar cells) to reduce electricity purchases has resulted in an 20.3% reduction in electricity purchases in 2024 compared to 2023.

Information on electricity management

Company's electricity consumption (*)

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	2,339,720.00	2,487,483.00	2,319,144.19
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	2,339,720.00	2,487,483.00	1,815,375.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	0.00	0.00	503,769.19
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	3,912.58	4,266.69	3,728.53

Additional explanation : ⁽¹⁾ Exclude electricity consumption outside of the Company

Electricity Consumption Intensity

	2022	2023	2024
Intensity of total electricity consumption within the organization (Kilowatt-Hours / Kilogram of product)	0.00000000	0.00000000	0.09900000

Electricity Expense ^(*)

	2022	2023	2024
Total electricity expense (Baht)	10,230,535.75	12,808,404.29	8,493,283.17
Percentage of total electricity expense to total expenses (%) ^(**)	0.61	0.59	0.54
Percentage of total electricity expense to total revenues (%) ^(**)	0.69	0.80	0.64
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	17,107.92	21,969.82	13,654.80

Additional explanation : ⁽¹⁾ Exclude electricity expense outside of the Company

^(**) 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)	82,208.63	87,363.43	75,001.20
Gasoline (Litres)	5,586.13	11,550.88	12,928.30
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)	508,834.00	584,928.00	465,553.00
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 ^(*)

	2022	2023	2024
Total fuel expense (Baht)	13,188,867.53	16,173,759.23	13,442,322.05

	2022	2023	2024
Percentage of total fuel expense to total expenses (%) ^(**)	0.79	0.75	0.86
Percentage of total fuel expense to total revenues (%) ^(**)	0.88	1.01	1.01

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) 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)	0.00	0.00	9,715.18

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) ^(*)	0.00000000	0.00000000	0.00728999
Intensity of total energy consumption within the organization (kJ / Kilogram of product)	0.00000000	0.00000000	1,496.82000000

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

Water management

Disclosure boundary in water management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	2
Actual number of disclosure boundaries	:	2
Data disclosure coverage (%)	:	100.00

Information on water management plan

Water management plan

The Company's water management plan : Yes

The reuse of water from production processes or treatment systems to reduce the purchase of tap water. The target has been set to reduce water consumption by 1% compared to the year 2023.

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 consumption	2024 : Water consumption 16,438.00 Cubic meters	2025 : Reduced by 1%

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : Yes

In 2024, water consumption decreased by 20% compared to 2023.

Information on water management

Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	19,155.00	20,560.00	16,438.00
Water withdrawal by third-party water (cubic meters)	19,155.00	20,560.00	8,838.00
Water withdrawal by surface water (cubic meters)	0.00	0.00	7,155.00
Water withdrawal by groundwater (cubic meters)	0.00	0.00	0.00

	2022	2023	2024
Water withdrawal by seawater (cubic meters)	0.00	0.00	0.00
Water withdrawal by produced water (cubic meters)	0.00	0.00	445.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	32.03	35.27	26.43
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.01	0.01	0.01

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

Water discharge by destinations

	2022	2023	2024
Percentage of treated wastewater (%)	0.00	0.00	0.00
Total wastewater discharge (cubic meters)	0.00	0.00	1,165.00
Wastewater discharged to third-party water (cubic meters)	0.00	0.00	1,165.00
Wastewater discharged to surface water (cubic meters)	0.00	0.00	0.00
Wastewater discharged to groundwater (cubic meters)	0.00	0.00	0.00
Wastewater discharged to seawater (cubic meters)	0.00	0.00	0.00

Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	19,155.00	20,560.00	16,438.00

Recycled water consumption

	2022	2023	2024
Total recycled water for consumption (Cubic meters)	0.00	0.00	0.00

Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.01282953	0.01278763	0.01233460
Intensity of total water consumption (Cubic meters / Person (employee))	0.00000000	0.00000000	26.43000000

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

Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)	312,499.17	344,024.29	308,078.03
Total water withdrawal expense from third-party water (Baht)	312,499.17	344,024.29	212,678.03
Total water withdrawal expense from other sources (Baht)	0.00	0.00	95,400.00
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.02	0.02	0.02
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.02	0.02	0.02
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	522.57	590.09	495.30

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

Waste management

Disclosure boundary in waste management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	2
Actual number of disclosure boundaries	:	2
Data disclosure coverage (%)	:	100.00

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

The Company adopts the 3R Principle (Reduce, Reuse, Recycle) for use in the production process beginning from the production planning, working method improvement and providing knowledge and understanding to employees in order to minimize wastes from the production process. In addition, there is a system for suitably managing wastes generated from the production processes and each type of garbage in the factory properly in accordance with the law, including requesting for a permission to bring wastes or unused materials out of the factory annually according to the Ministry of Industry Notification, waste or unused Material Disposal, B. E. 2548 (A.D. 2005), before the expiration of the license or in case of the additional wastes or unused materials, a request for permission on the disposal of such additional particulars shall be resubmitted.

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
Reduction of waste generation Waste type: Non-hazardous waste and hazardous waste	2024 : non-hazardous waste and hazardous waste 1,490,846.80 Kilograms	2025 : Reduced by 0.5%	<ul style="list-style-type: none">• Reuse• Recycle• Landfilling• Incineration with energy recovery

Information on performance and outcomes of waste management

Performance and outcomes of waste management

The company's performance and outcomes of waste management : Yes

The Project of separating industrial waste (hazardous) for disposal and reusing non-hazardous waste and materials. In 2024, the total volume of waste reused increased by more than 100% compared to 2023.

Information on waste management

Waste Generation^(*)

	2022	2023	2024
Total waste generated (Kilograms)	0.00	2,136,771.30	1,490,846.80
Total non-hazardous waste (kilograms)	0.00	1,252,246.30	884,320.70

	2022	2023	2024
Non-hazardous waste - Landfilling (Kilograms)	0.00	0.00	0.00
Non-hazardous waste - Incineration with energy recovery (Kilograms)	0.00	0.00	0.00
Non-hazardous waste - Incineration without energy recovery (Kilograms)	0.00	0.00	0.00
Non-hazardous waste – Others (kilograms)	0.00	1,252,246.30	884,320.70
Total hazardous waste (kilograms)	0.00	884,525.00	606,526.10
Hazardous waste - Landfilling (Kilograms)	0.00	0.00	0.00
Hazardous waste - Incineration with energy recovery (Kilograms)	0.00	0.00	0.00
Hazardous waste - Incineration without energy recovery (Kilograms)	0.00	0.00	0.00
Hazardous waste – Others (kilograms)	0.00	884,525.00	606,526.10
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(*)	0.00	1.33	1.12
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.78	0.66
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.55	0.46

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

^(**) Total revenues and expenses from consolidated financial statement

Information on waste management

Waste reuse and recycling

	2022	2023	2024
Total reused/recycled waste (Kilograms)	0.00	0.00	1,413,462.70
Reused/Recycled non-hazardous waste (Kilograms)	0.00	0.00	819,580.70
Reused non-hazardous waste (Kilograms)	0.00	0.00	0.00
Recycled non-hazardous waste (Kilograms)	0.00	0.00	819,580.70
Reused/Recycled hazardous waste (Kilograms)	0.00	0.00	593,882.00
Reused hazardous waste (Kilograms)	0.00	0.00	0.00
Recycled hazardous waste (Kilograms)	0.00	0.00	593,882.00

	2022	2023	2024
Percentage of total reused/recycled waste to total waste generated (%)	N/A	0.00	94.81
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	N/A	0.00	92.68
Percentage of reused/recycled hazardous waste to hazardous waste (%)	N/A	0.00	97.92

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	:	Company
Total number of disclosure boundaries	:	2
Actual number of disclosure boundaries	:	2
Data disclosure coverage (%)	:	100.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

1. Utilize alternative or renewable energy sources that are safe and environmentally friendly.
2. Encourage participation in reducing greenhouse gas emissions through environmentally friendly and sustainable operations.
3. Collect data on the organization's greenhouse gas emissions to manage carbon reduction, renewable energy use, energy conservation, and related risks.

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 : Other Greenhouse Gas Emission Reduction Target

Setting other greenhouse gas reduction targets

Details of setting other greenhouse gas reduction targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year
Scope 1-3	2024 : Greenhouse gas emissions 23,369.07 tCO ₂ e	2024 : Reduced by 0.5% in comparison to the base year	2027 : Reduced by 0.5% in comparison to the base year

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

The Project of improving production process efficiency to reduce greenhouse gas emissions, such as by replacing traditional light bulbs with LED bulbs, maintaining machinery, and optimizing various treatment systems. This includes the use of renewable energy from solar cells. In 2024, greenhouse gas emissions in Scope 1-2 were reduced by 21% compared to 2023.

Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	3,137.06	3,510.00	23,369.07
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	1,967.35	2,266.00	1,863.96

	2022	2023	2024
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	1,169.71	1,244.00	908.09
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	20,597.02

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) ^(*)	0.002101	0.002183	0.017535
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	5.25	6.02	37.57
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / Kilogram of product)	0.00000000	0.00000000	0.00100000

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 emissions : Yes

List of greenhouse gas verifier entity : Management System Certification Institute (Thailand) : MASCI

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2022	2023	2024
Total reduced GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Bear Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Whale Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Other projects (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

Absorption and removal of Greenhouse Gas

	2022	2023	2024
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Wild Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

	2022	2023	2024
Other projects (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

Remarks - This document is automatically generated based on information processed as received from the listed company on “as is” basis. The Stock Exchange of Thailand (“SET”) does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

ESG Performance

Company Name : SCI ELECTRIC PUBLIC COMPANY LIMITED Symbol : SCI
Market : SET Industry Group : Industrials Sector : Industrial Materials & Machinery

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, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work, Non-discrimination, Supplier rights

To promote respect for human rights and labor practices throughout the organization and ensure that employees and all stakeholders are treated with dignity, their basic rights are respected equally and fairly in various aspects, including the right to collective bargaining, freedom of association, equal remuneration, protection against discrimination, prevention of harassment (both sexual and non-sexual), opposition to human trafficking, forced labor, child labor, and other relevant rights. Special attention must also be given to the rights of vulnerable groups, including children, persons with disabilities, women, minorities, migrants, indigenous peoples, local communities, foreign workers or third-party contracted workers, the LGBTQ+ community, and the elderly in all activities conducted in the company's operational areas. Therefore, the company has established the following practices:

1. Respect and adhere strictly to the company's regulations and relevant laws.
2. Regularly monitor, assess, and evaluate human rights risks and impacts, and establish appropriate risk management measures, ensuring that all departments are responsible for managing risks within their areas of responsibility.
3. Communicate, disseminate, and provide education to all stakeholders, giving employees and stakeholders the opportunity to voice concerns, report problems, or lodge complaints if any incidents or actions related to human rights violations occur.
4. Share this policy with business partners to ensure they have appropriate management and operational practices to prevent becoming involved in human rights violations.

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 : Yes
Changes in social and human rights policies, guidelines, and/or goals : Employee Rights, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work, Non-discrimination, Supplier rights

The policy and practices are reviewed annually.

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

Human rights management principles and standards : Thai Labour Standard: Corporate Social Responsibility of Thai Businesses (TLS 8001-2010) by the Ministry of Labour

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : Yes

1. Announce the company's policy and principles on respecting human rights.
2. Conduct a human rights risk assessment to identify current and potential future risks arising from the company's business operations. This assessment considers all stakeholders who may be directly or indirectly affected by the company's business activities throughout the value chain.
3. Establish preventive measures or mitigation plans to address human rights risks.
4. Monitor and report on the implementation outcomes and provide appropriate remedies for any adverse impacts.

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
Total number of cases or incidents of significant legal or social and human rights violations (cases)	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)	0	0	0
Total number of incidents or complaints related to business partner's rights violations (cases)	0	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	0	0	0
Total number of cases or incidents related to workplace safety and occupational health (cases)	0	0	0

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	2
Actual number of disclosure boundaries	:	2
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, Migrant/foreign labor, Child labor, Occupational health and safety in workplace

The Company has a policy to treat all employees equally and fairly, take care of well-being workplace safety and hygiene as well as promoting organizational learning and personnel development to enhance the professional work of employees. Develop work systems and create innovations in the organization. The guidelines are as follows:

- Provide fair employment conditions and appropriate compensation according to their potential.
- Provide reasonable welfare for employees, such as employee dormitories, annual leave, reasonable overtime, the medical treatment as necessary and appropriate, etc.
- Appointment of rotation, rewarding and punishing employees will be done in good faith, equal and knowledge-based on the competence and suitability of employees.
- Provide the safety working environment for life and assets of employees.
- Encourage employees to develop skills and potential by giving employees the opportunity to learn thoroughly and regularly as well as strictly complying with the laws and regulations related to employees.
- Avoid unfair practices that may affect the stability of employees' work as well as treat employees with politeness.

Information on setting employee and labor management goals

Setting employee and labor management goals

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

Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Employee training and development	The average training hours per employee = 18 hours/person/year	2024: The average training hours per employee (hours/person/year) = 26.15	2025: The average training hours per employee = 18 hours/person/year

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 management	:	Yes
--	---	-----

1. Employee development performance (average training hours per employee = 18 hours/person/year) in 2024 = 26.15%

2. Employee engagement target (greater than 80%) in 2024 = 87.55%

Information on employment

Employment

	2022	2023	2024
Total Employment (Person)	598	583	622
Percentage of employees to total employment (%)	100.00	100.00	100.00
Percentage of non-employee workers to total employment (%)	0.00	0.00	0.00
Total employees (persons)	598	583	622
Male employees (persons)	402	398	423
Percentage of male employees (%)	67.22	68.27	68.01
Female employees (persons)	196	185	199
Percentage of female employees (%)	32.78	31.73	31.99
Total of workers who are not employees (Person)	0	0	0
Male workers who are not employees (Person)	0	0	0
Percentage of male non-employee workers (%)	0.00	0.00	0.00
Female workers who are not employees (Person)	0	0	0
Percentage of female non-employee workers (%)	0.00	0.00	0.00

Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	133	139	133
Percentage of employees under 30 years old (%)	22.24	23.84	21.38
Total number of employees 30-50 years old (Persons)	381	354	396
Percentage of employees 30-50 years old (%)	63.71	60.72	63.67
Total number of employees over 50 years old (Persons)	84	90	93
Percentage of employees over 50 years old (%)	14.05	15.44	14.95

Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	91	99	97

	2022	2023	2024
Percentage of male employees under 30 years old (%)	22.64	24.87	22.93
Total number of male employees 30-50 years old (Persons)	257	241	268
Percentage of male employees 30-50 years old (%)	63.93	60.55	63.36
Total number of male employees over 50 years old (Persons)	54	58	58
Percentage of male employees over 50 years old (%)	13.43	14.57	13.71

Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	42	40	36
Percentage of female employees under 30 years old (%)	21.43	21.62	18.09
Total number of female employees 30-50 years old (Persons)	124	113	128
Percentage of female employees 30-50 years old (%)	63.27	61.08	64.32
Total number of female employees over 50 years old (Persons)	30	32	35
Percentage of female employees over 50 years old (%)	15.31	17.30	17.59

Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	492	478	521
Percentage of employees in operational level (%)	82.27	81.99	83.76
Total number of employees in management level (Persons)	89	92	92
Percentage of employees in management level (%)	14.88	15.78	14.79
Total number of employees in executive level (Persons)	17	13	9
Percentage of employees in executive level (%)	2.84	2.23	1.45

Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	323	320	348

	2022	2023	2024
Percentage of male employees in operational level (%)	80.35	80.40	82.27
Total number of male employees in management level (Persons)	68	70	70
Percentage of male employees in management level (%)	16.92	17.59	16.55
Total number of male employees in executive level (Persons)	11	8	5
Percentage of male employees in executive level (%)	2.74	2.01	1.18

Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	169	158	173
Percentage of female employees in operational level (%)	86.22	85.41	86.93
Total number of female employees in management level (Persons)	21	22	22
Percentage of female employees in management level (%)	10.71	11.89	11.06
Total number of female employees in executive level (Persons)	6	5	4
Percentage of female employees in executive level (%)	3.06	2.70	2.01

Number of employees categorized by department over the past year

Significant changes in the number of employees

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

Number of male employees categorized by region

Number of female employees categorized by region

Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	7	7	6

	2022	2023	2024
Percentage of disabled workers to total employment (%)	1.17	1.20	0.96
Total number of employees with disabilities (Persons)	7	7	6
Percentage of disabled employees to total employees (%)	1.17	1.20	0.96
Total number of workers who are not employees with disabilities (persons)	0	0	0
Percentage of disabled non-employee workers to total non-employee workers (%)	0.00	0.00	0.00
Contributions to empowerment for persons with disabilities fund	-	-	No

Information on compensation of employees

Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	228,768,169.00	247,835,466.75	235,232,065.51
Total male employee remuneration (baht)	155,829,893.00	172,343,636.83	162,478,140.39
Percentage of remuneration in male employees (%)	68.12	69.54	69.07
Total female employee remuneration (baht)	72,938,276.00	75,491,829.92	72,753,925.12
Percentage of remuneration in female employees (%)	31.88	30.46	30.93
Average remuneration of employees (Baht / Person)	382,555.47	425,103.72	378,186.60
Average remuneration of male employees (Baht / Person)	387,636.55	433,024.21	384,109.08
Average remuneration of female employees (Baht / Person)	372,134.06	408,063.94	365,597.61
Ratio of average remuneration of female employees to male employees	0.96	0.94	0.95

Provident fund management policy

Provident fund management policy : Have

The company has established a provident fund for executives and employees, with contribution conditions based on years of service. Contributions start at 30% for employees with 3 years of service or more, and reach 100% for those with 10 years of service or more.

Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	598	560	552

	2022	2023	2024
Proportion of employees who are PVD members (%)	100.00	96.05	88.75
Total amount of provident fund contributed by the company (baht)	5,289,850.61	5,344,697.93	5,322,922.48
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	2.31	2.16	2.26

Information on employee development

Employee training and development

	2022	2023	2024
Employee development plans as part of annual performance reviews	Yes	Yes	Yes
Average employee training hours (Hours / Person / Year)	76.37	78.36	26.15
Total amount spent on employee training and development (Baht)	832,162.48	809,253.97	698,215.71
Percentage of training and development expenses to total expenses (%) ^(*)	0.000500	0.000374	0.000446
Percentage of training and development expenses to total revenue (%) ^(*)	0.000557	0.000503	0.000524

Additional explanation : ^(*) 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)	1,282,713.00	1,714,293.33	1,601,633.50
Total number of hours worked by employees (Hours)	1,282,713.00	1,714,293.33	1,601,633.50
Total number of hours work by non-employee (Hours)	0.00	0.00	0.00

Statistic of accident and injuries of employees from work

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	8	6	2
Total number of employees that lost time injuries for 1 day or more (Persons)	6	6	2

	2022	2023	2024
Percentage of employees that lost time injuries for 1 day or more (%)	1.00	1.03	0.32
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) (Persons / 1 million-manhours) ^(*)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours) ^(**)	0.00	0.00	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 engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	114	74	67
Total number of male employee turnover leaving the company voluntarily (persons)	83	52	50
Total number of female employee turnover leaving the company voluntarily (persons)	31	22	17
Proportion of voluntary resignations (%)	19.06	12.69	10.80
Percentage of male employee turnover leaving the Company voluntarily (%)	13.88	8.92	8.04
Percentage of female employee turnover leaving the Company voluntarily (%)	5.18	3.77	2.73
	2022	2023	2024
Evaluation result of employee engagement	No	No	Yes

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

Responsible sales and marketing policy and guidelines

Responsible sales and marketing policy and guidelines	:	Yes
Responsible sales and marketing guidelines	:	Marketing communications that respect the law, adhere to relevant regulations, and consider consumer rights., Not supporting advertisements or promotional activities that encourage illegal acts or immoral conducts

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	:	Yes
Policy and guidelines on communicating the impact of products and services to customers / consumers	:	Prohibition of exaggerated, inaccurate, or misleading marketing claims

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	:	Responsible production and services for customers, Communication of product and service impacts to customers / consumers, Development of customer satisfaction and customer relationship, Consumer data privacy and protection

The company is committed to producing quality and standard products and services at a reasonable price, maintain customer confidentiality seriously and consistently, constantly seek out channels for the best benefits for customers, and strictly comply with the business conditions. The guidelines are as follows:

- Deliver quality and standard products that meet the needs of customers under the fair business conditions.
- Continuously develop products and services to add value to the business and to increase the benefits for customers.
- Provide accurate, adequate and sufficient products and services information to the customers for their decisions.
- Maintain customer confidentiality and do not use it for the benefit of yourself or those involved in wrongful ways.

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals	:	Yes
--	---	-----

Details of setting customer management goals

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Protection of customer personal information	There are no incidents of customer data leakage.	2024: There are no incidents of customer data leakage.	2025: Number of incidents of customer data leakage = 0

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

1. No incidents of customer personal data breaches occurred.
2. Customer satisfaction across all three aspects (quality, delivery, and service) averaged at a rating of "Good" or above, exceeding 90%.

Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	Yes	Yes	Yes

Channels for receiving complaints from customers/consumers

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

Telephone : 023618129

Fax : -

Email : sales@sci-mfgr.com

Company's website : www.sci-mfgr.com

Address : -

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 implemented by the company over the past year : Employment and professional skill development, Education, Religion and culture, Forests and natural resources, Occupational health, safety, health, and quality of life, Water and sanitation management

The company has a policy to promote the use of business processes for the benefit of improving the quality of life, helping to build the economy and strengthening of the community and society. The guidelines are as follows:

- Community employment support.
- Support the social and community creative activities.
- Cultivate awareness of social and environmental responsibility among employees at all levels.
- Control to strictly comply with the laws and regulations.

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	Indicators	Base year	Target year
• Occupational health, safety, health, and quality of life	There have been no complaints from the surrounding community regarding occupational health and safety.	2024: The number of complaints from the surrounding community regarding occupational health and safety = 0.	2025: The number of complaints from the surrounding community regarding occupational health and safety = 0.

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

In 2024, there were no complaints from surrounding communities regarding occupational health and safety.

Benefit from implementing social development project

Financial benefits

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

Non-financial benefits

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

Expenses from social and environmental development project

	2022	2023	2024
Total financial contribution to community/social development projects or activities (Bath)	0.00	0.00	300,501.00
Percentage of financial contribution for community/social development projects or activities to total expense (%) ^(*)	0.000000	0.000000	0.019180
Percentage of financial contribution for community/social development projects or activities to total revenue (%) ^(*)	0.000000	0.000000	0.022549

Additional Explanation : () Total revenues and total expenses from total financial statement*

Remarks - This document is automatically generated based on information processed as received from the listed company on “as is” basis. The Stock Exchange of Thailand (“SET”) does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

ESG Performance

Company Name : SCI ELECTRIC PUBLIC COMPANY LIMITED Symbol : SCI
Market : SET Industry Group : Industrials Sector : Industrial Materials & Machinery

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

The Company recognizes the importance of being in line with Corporate Governance Policy in the business operation. Therefore, the Company's Board of Directors is entitled to set up Corporate Governance Policy to be in line with the good principles and guidelines for directors which are consistent with the Code of Best Practices for Directors of Listed Company that comply with the regulations of the Stock Exchange of Thailand. In order to ensure real practice, it is also established various provisions. Moreover, the Company has conducted corporate governance (CG Code 2560) to guide the policy development that covers the rights and equitable treatment of shareholders and other stakeholders, structures, roles, responsibilities and independence of the Board of Directors, disclosure and transparency, control and risk management, as well as Business Ethics in order to make the administration and the Company's business operation run with an efficient and transparent. The corporate governance will be reviewed and approved annually at the Board of Directors' Meeting.

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, Corporate Governance of Subsidiaries and Associated Companies

Nomination of Directors

1. In the selection of directors, the Nominating committee should establish a nomination framework that will ensure the nominated persons will be able to perform their duties with prudence, caution and honesty.
2. For clarity and transparency the Nomination committee should disclose the nominating procedure to shareholders as well as prepare a nomination form stating the information necessary to determine the justification, including the willingness of those who have been nominated in the nomination form as well.
3. Scrutinize and examine the list of candidates to be nominated as directors that they are qualified according to laws and regulations of regulatory agencies such as the Securities and Exchange Act B.E. 2535, etc.
4. In the nomination of directors, the name list should be submitted to the Board for consideration in excess of the number of directors to be nominated to give the Board an opportunity to select the most suitable director proposed to the shareholders' meeting to consider the number of appointments.
5. In the case of nomination of directors who have expired to be re-appointed should present the Director's work dedication and history of attending the Board of Directors and shareholders' meetings for shareholders to use for consideration as well.
6. In the case of appointing independent directors, the independence of the person who is nominated as an independent director should be considered in accordance with the rules prescribed by the SEC and the company's own criteria.
7. Considering the term of tenure of independent directors if the former independent director will be re-elected for another term. The term of tenure of the independent director should be continued from the date of first being appointed as an independent director, not more than 9 years. There should be a reasonable consideration of such necessity.
8. Arrange for the company orientation officially to new directors before attending the first board meeting.

Determination of Director Remuneration

1. Determine policies and criteria for payment of compensation and other benefits of the Board of Directors, Subcommittees and high level Executives for submission to the Board of Directors Meeting and/or Shareholders Meeting for consideration on the approval, as the case may be.
2. Propose recommendations on the remuneration of the Board of Directors, Subcommittees and high level Executives with the return reasonably suitable to their duties and responsibilities.
3. Assess the Company's turnover in order to set out the procedural guidelines on giving bonus and annual salary increase of the Company by using the suitably industrial standard basis to support the considerations.
4. Propose recommendations on the Company's salary structure including other fringe benefits.

Independence of the Board of Directors from the Management

The company has set the qualifications of independent directors as follows:

1. Holding shares not exceeding zero-point five percent (0.5%) of the total number of shares with voting rights of the Company, parent company, subsidiary companies, associated companies, major shareholder or controlling person of the Company, including the shareholding by related persons of such Independent Director.
2. Neither being nor used to being a director participating in work management, employee, staff, advisor drawing a regular salary, or controlling person of the Company, parent company, subsidiary companies, associated companies, subsidiary companies of the same hierarchy, major shareholder, or controlling person of the Company unless otherwise the aforementioned status have come to an end for a period of not less than 2 years. Provided, however, that such prohibitions shall not include the case where an Independent Director used to be a government official or an advisor to a government organization being the major shareholder or controlling person of the Company.
3. Not being a person related by blood or by legal registration in a manner of being a parent, spouse, sibling and child, including spouse of child, executive, major shareholder, controlling person, or person who will be nominated as an executive or controlling person of the Company or its subsidiary companies.
4. Neither having nor used to having a business relationship with the Company, parent company, subsidiary companies, associated companies, major shareholder, or controlling person of the Company in a manner that may obstruct his independent judgment; and neither being nor used to being an implicitly significant shareholder or a controlling person of the person having the business relationship with the Company, parent company, subsidiary companies, associated companies, major shareholder, or controlling person of the Company unless otherwise the aforementioned status have come to an end for a period of not less than 2 years.
5. Not being a Director appointed as a representative of the Company's Directors, major shareholder, or shareholders who is related to the major shareholder.
6. Neither operating a business of the same nature and in a manner likely to be an implicit competition with the business of the Company or subsidiary companies; nor being an implicitly significant partner in a partnership, or being a director participating in work management, employee, staff, advisor drawing a regular salary, or holding shares exceeding zero-point five percent (0.5%) of the total number of shares with voting rights of other companies carrying out business of the same nature and in a manner likely to an implicitly significant competition with the business of the Company or its subsidiary companies.

Director Development

The company has a policy to encourage directors to develop knowledge continuously to support the operation of the Board more efficient by using the information of the director training program from the Thai Institute of Directors Association (IOD) as criteria.

Board Performance Evaluation

The Company's Board of Directors shall cause to be provided the Annual Performance Evaluation on the Board, Subcommittees both by group and by individual which shall be in the form of self-evaluation method in order that result of such evaluation can be used in the development of duty performances.

1. Self-Assessment Evaluation Form consists of; Structure and Qualification of the Board of Directors | Roles, duties and responsibilities of the Board | The Board Meeting | Acting Director | Relationship with Management | Self Development of directors and executive development.
2. Assessment of the performance of one's own duties of individual directors in 7 areas: Readiness of Directors | Strategy Formulation and business planning | Risk management and internal control | Preventing conflicts of interest | Monitoring financial and operating reports | Board meetings | other matters.

Corporate Governance of Subsidiaries and Associated Companies

The Company requires the nomination and exercise of voting rights to appoint individuals to be directors in subsidiaries and associated companies must be approved by the Board of Directors. A person who is appointed as a director in a subsidiary or associated company is responsible for operating in the best interests of the subsidiary or associated company (not to the company) and the company has designated the person who has been appointed must be approved by the Board of Directors before voting or exercise the right to vote on matters of importance that must be approved by the Board of Directors if it is operated by the company itself. In this regard, the sending of directors to be representatives in subsidiaries or associated companies according to the shareholding proportion of the Company. In addition, in the case of a subsidiary, the company stipulates regulations for persons appointed by the company to must ensure that the subsidiary has regulations on connected transactions, acquisition or disposition of assets or any other important transactions of such companies complete and correct and the rules related to information disclosure and preliminary transactions in the same manner as the Company's rules including to supervise the collection of data and the recording of the subsidiary's accounts for the Company to examine and gathered to prepare consolidated financial statements in time as well.

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, Government agencies, Community and society

Shareholder

The Company is well aware and places importance on the rights of the shareholders; not taking any action that would violate or deprive the rights of shareholders as well as encouraging shareholders to use their rights. The basic rights of shareholders include rights to trade or transfer their shares; the rights to receive dividends; the rights to adequately access the Company's information; the rights to attend shareholders' meetings to remove members of the board or to appoint auditor; and the rights to join in deciding on important matters that will have an impact on the Company such as dividend allocation, the amendment of the memorandum or articles of association of the Company, the increment or decrement of capital, and the approval of important business transactions, etc.

Employee

The Company has a policy to treat all employees equally and fairly, take care of well-being workplace safety and hygiene as well as promoting organizational learning and personnel development to enhance the professional work of employees. Develop work systems and create innovations in the organization. The guidelines are as follows:

- Provide fair employment conditions and appropriate compensation according to their potential.
- Provide reasonable welfare for employees, such as employee dormitories, annual leave, reasonable overtime, the medical treatment as necessary and appropriate, etc.
- Appointment of rotation, rewarding and punishing employees will be done in good faith, equal and knowledge-based on the competence and suitability of employees.
- Provide the safety working environment for life and assets of employees.
- Encourage employees to develop skills and potential by giving employees the opportunity to learn thoroughly and regularly as well as strictly complying with the laws and regulations related to employees.
- Avoid unfair practices that may affect the stability of employees' work as well as treat employees with politeness.

Customer

The company is committed to producing quality and standard products and services at a reasonable price, maintain customer confidentiality seriously and consistently, constantly seek out channels for the best benefits for customers, and strictly comply with the business conditions. The guidelines are as follows:

- Deliver quality and standard products that meet the needs of customers under the fair business conditions.
- Continuously develop products and services to add value to the business and to increase the benefits for customers.
- Provide accurate, adequate and sufficient products and services information to the customers for their decisions.
- Maintain customer confidentiality and do not use it for the benefit of yourself or those involved in wrongful ways.

Business competitor

Conducting business with fairness will create confidence with those involved. The company is committed to conduct business with good ethics towards competitors for fair competition as the followed guidelines:

- Operate under the framework of good competition rules, promote free trade competition and avoid favouritism or collusion behaviour.
- Do not seek fraudulently or improperly seeking confidential information of competitors, such as paying bribes to competitors' employees.
- Do not try to damage the reputation of competitors by making unfounded malicious allegations.
- Do not support any action that looks like an infringement of intellectual property, use of products and services that have a valid copyright.

Business partner

The company has a Supply Chain management with suppliers by defining the guidelines for supplier treatment as follows:

- The partner selection process must be unbiased and based on quality, service and price.
- Strict compliance with agreed contracts or conditions.
- Shall refrain from demanding or accepting deceitful benefits.
- Developing and maintaining sustainable relationships with business partners based on the righteousness and equality.
- Treating business competitors within a good and fair competition framework.
- Shall not try to damage business competitors' reputation by making false accusations.

Creditor

The company has a policy of treating all financial institutions, creditors, and debtors equally, adhering strictly to contractual agreements with creditors as required by law. The company's practices regarding financial institutions, creditors, and debtors are as follows:

- Treat all creditors and debtors fairly and equally, considering the best interests of the company and its affiliates.
- Establish contracts with financial institutions, creditors, and debtors in a lawful, fair, and transparent manner without taking advantage of any party.
- Strictly comply with agreed-upon contracts and conditions.
- Manage operations to ensure creditors have confidence in the company's financial stability and debt repayment capability.
- Make full and timely debt payments to lending financial institutions and creditors as specified. If unable to meet any contractual condition, promptly notify creditors in advance to collaboratively find solutions and prevent damages.
- Do not solicit, accept, or offer any dishonest benefits to creditors.

Government agencies

The company has a policy of conducting business transparently, upholding integrity, and not supporting success achieved through fraudulent means. All directors, executives, and employees must adhere to the company's anti-corruption and anti-bribery policies, as well as relevant operational regulations.

Business dealings with the government must be conducted transparently, fairly, and in full compliance with the law.

- Implement appropriate and regular internal controls to prevent improper practices, including oversight of charitable donations and political contributions.
- Ensure that business gifts and sponsorships are transparent and not intended to improperly influence government or private sector officials.
- Establish reporting channels for corruption and bribery incidents, with protective measures in place for whistleblowers.

Community and society

The company has a policy to promote the use of business processes for the benefit of improving the quality of life, helping to build the economy and strengthening of the community and society. The guidelines are as follows:

- Community employment support.
- Support the social and community creative activities.
- Cultivate awareness of social and environmental responsibility among employees at all levels.
- Control to strictly comply with the laws and regulations.

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

The company has prepared the code of conduct related to business ethics for the Board of Directors, Executives and practitioners in various departments take it as a guideline for practice. The main issue is to maintain the confidentiality of the company, honesty, legitimate respect for each other's rights and taking care of resources both internal and external of the company. The focus on business ethics will lead to honesty, effective internal control, resulting in confidence in the capital market and building trust among investors which the company has published on the Company's website for stakeholders and the public to be informed.

Reference link for the full version of business code of conduct : http://www.sci-mfgr.com/upload_images/file/SCI_COD_Web.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

Prevention of Conflicts of Interest

The Company has established policy regarding conflict of interest on the basis that every employee must perform their duty for the utmost benefits of the Company. Any action or decision must not be affected by personal interest as well as interest of their family member, relative or any other persons by establishing a comprehensive policy on Related transactions: The Company will consider the appropriateness of every related transaction, including price specification and condition of such transactions similar to those made with the external party (arm's length basis) The Company must appoint the Audit and Risk Management Committee to consider its related transactions and such transactions were specified according to the Notice of the Board of Stock Exchange of Thailand with regard to information disclosure and the operation of Listed Company in managing related transactions as well as the Notice of Capital Market Supervisory Board with regard to criteria of related transactions. The Company shall handle such transactions based on criteria, conditions and methods as indicated in the Notice. Moreover, the Company shall also disclose such transactions in its annual registration statement (56-1 One Report) to ensure its transparency and to solve any problems resulting from possible conflicts of interest.

Anti-corruption

The company has a policy to conduct business with transparency, adhere to the correctness, not promoting business success through fraudulent means. The Board of Directors has a policy to comply with the anti-corruption by defining the guidelines to follow the Company's anti-corruption policy.

The Company has operated in accordance with the anti-corruption policy as follows:

1. The Company communicates to both directors, executives and employees by stipulating that every process is strictly within the legal scope.
2. The company provides a channel for reporting if there is a violation of the policy or seen corrupt acts and protection measures for reporters.

Reference link for Anti-corruption : http://www.sci-mfgr.com/upload_images/file/2024_AntiCorruptionPublish.pdf

Whistleblowing and Protection of Whistleblowers

The Company has opened channels for to report clues and complaints through the channels provided by the company, via email and telephone. The Audit Committee, which is independent from the management, is considered and has the Audit Committee's secretary is responsible for filtering clues and such complaints together with the Chairman of the Executive Committee In accordance with the company's whistleblowing and complaint-handling policy.

Reference link for Whistleblowing and Protection of Whistleblowers : http://www.sci-mfgr.com/upload_images/file/2024_WhistleBlowPolicy.pdf

Prevention of Misuse of Inside Information

The Company has policies and procedures for auditing directors and executives in using the Company's inside information that has not yet been disclosed to the public for personal gain in securities trading as follows:

1. To educate directors and executives of various departments concerning the duty to report the holding of

securities of one's, spouse and minor children to the Office of the Securities and Exchange Commission and the Stock Exchange of Thailand in accordance with Section 59 and penalties in accordance with Section 275 of the Securities and Exchange Act B.E. 2535.

2. The Company directs the Directors and Executives to make reports to the Securities and Exchange Commission on the change in the possessions of securities in accordance with Section 59 of Securities and Exchange Act, B. E. 2535 (1992) and Office of SEC Notification No. Sor.Jor. 12/2552, Re: Preparation and Disclosure of Report on the Possession of Securities of a Director, an Executive and an Auditor in order to enable the Company to check the securities trading of all Directors and Executives.

3. The Company directs the Directors and Executives perceiving materially internal information having an effect on the change in the price of the securities that they must stop trading the Company's securities during the period of 1 month before such financial statements or internal information would be disclosed to the general public and that no information being such material substance shall be disclosed to the other persons. In this respect, if any internal information should be found to be used in a manner likely to suggest that the Company or shareholders would be impaired or damaged by an act of any personnel in the level of the Executive Board of Directors, the Company Board of Directors shall be the party to make a consideration in inflicting the punishment as reasonable upon such personnel and if the offender should be in the Management level down the line, the Executive Board of Directors shall be the party to make a consideration in inflicting the punishment upon such offender.

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

Business ethics are standards of good conduct established to ensure that everyone, including directors, executives, and employees, adheres to ethical practices, preventing misconduct or reputational harm. They also reflect the company's commitment to ensuring that all personnel comply with laws, regulations, and company policies.

Business ethics are reviewed in company board meetings and regularly reinforced through annual training sessions for executives and employees.

Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption networks : No

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 : Yes

Material changes and developments in policy and guidelines over the past year : No

Policies and practices related to corporate governance, including the Board of Directors' charter, are reviewed annually in board meetings. In 2024, the policies and board charter were reviewed in the Board of Directors' Meeting No. 3/2024, while corporate governance was reviewed in Meeting No. 5/2024.

Implementation of the CG Code for listed companies

Implementation of the CG Code as prescribed by the SEC : Fully implement

Other corporate governance performance and outcomes

Has been assessed by the Thai Listed Companies Corporate Governance Survey (CGR) at 3 stars from Thai institute of directors (IOD) Received an AGM Checklist score of 96 points by the Thai Investors Association.

Corporate Governance Structure

Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

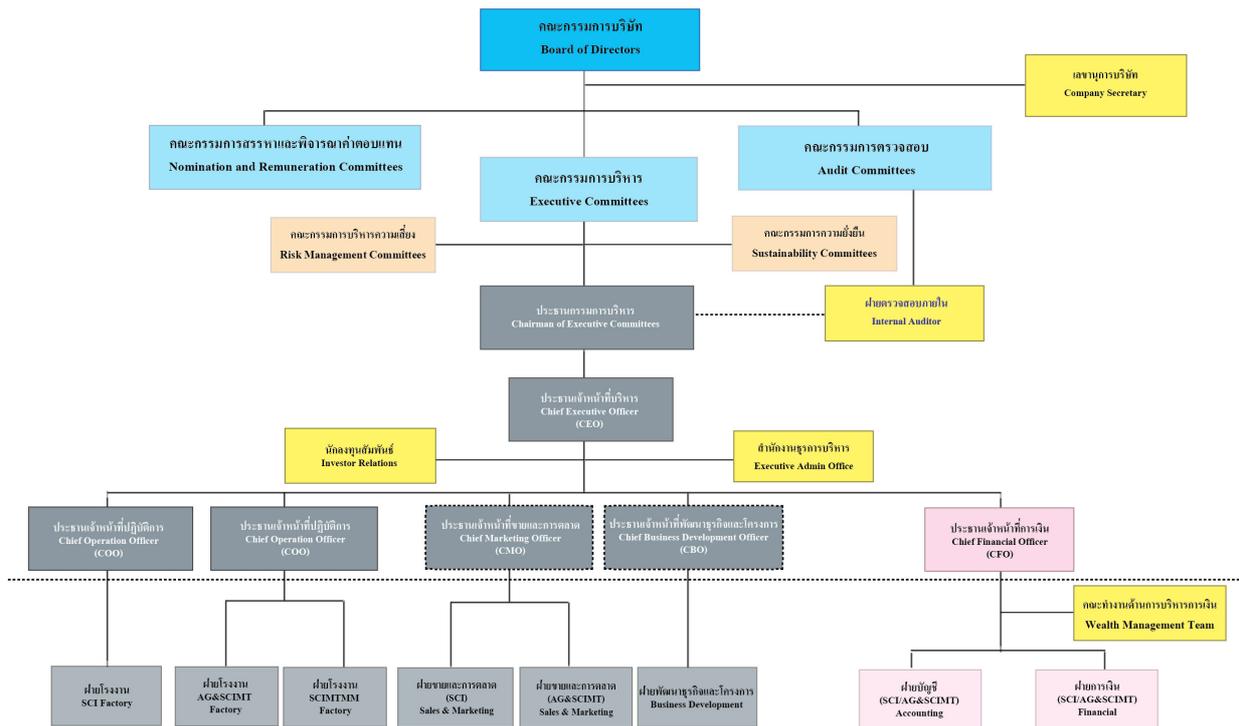
Corporate governance structure as of date : 31 Dec 2024

Corporate governance structure diagram

โครงสร้างองค์กร
ORGANIZATION CHART



บริษัท เอสซีไอ อิเล็คทริค จำกัด (มหาชน)
SCI ELECTRIC PUBLIC COMPANY LIMITED



Organization Chart

Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2024	
	Male (persons)	Female (persons)
Total directors	10	
	6	4
Executive directors	5	
	4	1
Non-executive directors	5	
	2	3

	2024	
	Male (persons)	Female (persons)
Independent directors	5	
	2	3
Non-executive directors who have no position in independent directors	0	
	0	0

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	60.00	40.00
Executive directors	50.00	
	40.00	10.00
Non-executive directors	50.00	
	20.00	30.00
Independent directors	50.00	
	20.00	30.00
Non-executive directors who have no position in independent directors	0.00	
	0.00	0.00

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

	2024	
	Male (years)	Female (years)
Average director age	65	
	61	71

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. Mr. NOPPOL MILINTHANGGOON Gender: Male Age : 70 years Highest level of education : Master's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Chairman of the Board of Directors (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	12 Nov 2014	Energy & Utilities, Engineering
<p>2. Mr. SIRICHAJ PHRUTTINARAKORN Gender: Male Age : 63 years Highest level of education : Below a bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 79,356,300 Shares (10.580840 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 37,694,986 Shares (5.025998 %) 	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	1 Jan 1987	Industrial Materials & Machinery, Commerce, Human Resource Management, Corporate Management, Steel

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Ms. AUNADA PHRUTTINARAKORN Gender: Female Age : 74 years Highest level of education : Bachelor's degree Study field of the highest level of education : Fine and Applied Arts Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 62,810,586 Shares (8.374745 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 267,370,472 Shares (35.649396 %) 	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	1 Jan 1988	Sustainability, Corporate Management, Steel, Budgeting, Governance/ Compliance
<p>4. Ms. CHAOVANA VIWATPANACHATI Gender: Female Age : 63 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 : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	12 Nov 2014	Accounting

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mrs. CHATTONG TIPPAYAKALIN Gender: Female Age : 72 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	12 Nov 2014	Finance, Banking
<p>6. Mrs. PRANEE PHASIPOL Gender: Female Age : 75 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 : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	12 Nov 2014	Accounting

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Mr. SUMETH CHAILERTVANITKUL Gender: Male Age : 74 years Highest level of education : Doctoral degree Study field of the highest level of education : Political Science Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	12 Nov 2014	Economics, Law
<p>8. Mr. KRIANGKRAI PHEANVITAYASKUL Gender: Male Age : 45 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 3,320,000 Shares (0.442667 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 11,469,886 Shares (1.529318 %) 	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	12 Nov 2014	Engineering, Energy & Utilities, Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
<p>9. Mr. THANAWAT YANISRANGKUL 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 Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 5,900,000 Shares (0.786667 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 21,352,286 Shares (2.846971 %) 	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	12 Nov 2014	Engineering, Finance, Information & Communication Technology
<p>10. Mr. VICHAI YANISRANGKUL Gender: Male Age : 71 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 5,762,100 Shares (0.768280 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 17,590,186 Shares (2.345358 %) 	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	12 Nov 2014	Industrial Materials & Machinery, Corporate Management, Engineering, Steel

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 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 company's certificate of registration
1. Mr. NOPPOL MILINTHANGGOON	Chairman of the Board of Directors		✓	✓		
2. Mr. SIRICHAH PHRUTTINARAKORN	Director	✓				✓
3. Ms. AUNADA PHRUTTINARAKORN	Director	✓				✓
4. Ms. CHAOVANA VIWATPANACHATI	Director		✓	✓		
5. Mrs. CHATTONG TIPPAYAKALIN	Director		✓	✓		
6. Mrs. PRANEE PHASIPOL	Director		✓	✓		
7. Mr. SUMETH CHAILERTVANITKUL	Director		✓	✓		
8. Mr. KRIANGKRAI PHEANVITAYASKUL	Director	✓				✓
9. Mr. THANAWAT YANISRANGKUL	Director	✓				
10. Mr. VICHAI YANISRANGKUL	Director	✓				
Total (persons)		5	5	5	0	3

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Business Administration	1	10.00
2. Economics	1	10.00
3. Banking	1	10.00
4. Industrial Materials & Machinery	2	20.00
5. Steel	3	30.00
6. Energy & Utilities	2	20.00
7. Commerce	1	10.00
8. Information & Communication Technology	1	10.00
9. Law	1	10.00
10. Accounting	2	20.00
11. Finance	2	20.00
12. Human Resource Management	1	10.00
13. Sustainability	1	10.00
14. Corporate Management	3	30.00
15. Engineering	4	40.00
16. Budgeting	1	10.00
17. Governance/ Compliance	1	10.00

Information about the other directors

	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
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 ⁽¹⁾	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

Remark: ⁽¹⁾ Chairman will responsible for setting the Board of Directors meeting agenda in consultation with the Managing Director and ensure that important matters are included in the meeting agenda.

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

The measures for balancing the power between the board of : Doesn't Have
directors and the Management

Information on the roles and duties of the board of directors

Board charter : Have

The Board of Directors plays a crucial role in driving the organization forward. It is responsible for overseeing corporate governance in alignment with the company's objectives and goals to maximize benefits while upholding social responsibility, considering environmental impacts, and ensuring fairness to all stakeholders. This is carried out under the company's corporate governance and anti-corruption policies, in compliance with laws, company regulations, board resolutions, and shareholder meeting resolutions. The Board operates with full knowledge, integrity, strong ethics, diligence, and accountability to shareholders.

Therefore, the Board of Directors has established this Board Charter and corporate governance practices. It incorporates the eight principles of the Corporate Governance Code (CG Code 2017) for listed companies, issued by the Securities and Exchange Commission, adapting them to the company's business context. This ensures that all board members are aware of their duties, responsibilities, and leadership role in making appropriate and correct decisions that contribute to sustainable business value creation.

The key contents of the Board Charter include:

- Structure and qualifications of the Board of Directors / Independent Directors
- Roles, duties, and responsibilities of the Board of Directors
- Qualifications and responsibilities of the Chairman of the Board

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Audit Committee

Role

- Audit Subcommittee
- RiskManagement Subcommittee
- Nomination Remuneration Subcommittee

Scope of authorities, role, and duties

1. Conduct reviews to ensure that the Company's Financial Report is accurately and adequately prepared.
2. Conduct reviews to ensure that the Company has suitable and effective internal control and internal audit and make consideration on the independency of the Internal Audit Unit as well as giving approvals on the considerations on the appointments, transfers, and employment termination of Internal Audit Unit Chief or any other Units responsible for matters in relation to internal audit.
3. Conduct reviews to ensure that the Company has complied with the Law on Securities and The Stock Exchange of Thailand and the Laws relating to the Company's business.
4. Make considerations on the selection and nomination for the appointment of an independent person to perform duty as the Company's auditor and proposes remuneration for such person as well as participating in the meeting with the auditor without the Management members taking part in, at least, once a year.
5. Make considerations on connected transactions or transactions which may have a conflict of interest that they are undertaken in accordance with the pertinent Law and Requirements of The Stock Exchange of Thailand and to ensure that they are reasonable and optimally beneficial to the Company.
6. Review to ensure that the company has an adequate risk management system.
7. Review the Company's compliance with anti-corruption measures and Whistle Blowing and Complaint Procedures.

8. Report the performance of the Audit Committee to the Board of Directors at least four times a year.
9. Prepare the Audit Committee Report by disclosing it in the Company's Annual Report.
10. Review the Audit Committee Charter as necessary and appropriate at least once a year.
11. Perform any other duties as assigned by the Company's Board of Directors with the approval of the Audit Committee.
12. In performing duties of the Audit Committee, if anything should be discovered or should there be any doubts that there are transactions or performances of any acts as follows which may materially affect the Company's financial condition and turnovers, the Audit Committee shall report such occurrence to the Company's Board of Directors to undertake remedial actions within the period of time it deems to be reasonable.
13. If the Board of Directors or the executives do not take action to make improvements within the specified period. Any member of the Audit Committee may report to the Office of the Securities and Exchange Commission (SEC) or the Stock Exchange of Thailand (SET) that there are transactions or actions under the above paragraph.
14. In the event that the auditor finds suspicious circumstances that the Chief Executive Officer or the person responsible for the operation of the company has committed an offense as specified by the law, has informed the facts about such circumstance to the Company's Audit Committee for acknowledgment to continue the inspection without delay and the Audit Committee shall report the results of the preliminary examination to the Office of the Securities and Exchange Commission and the auditor within thirty days from the date of being notified by the auditor about suspicious behaviour (under section 89/25 of the law on securities and exchange).

Reference link for the charter

-

Executive Committee

Role

- Other
 - Business Operation

Scope of authorities, role, and duties

The main roles and responsibilities of the Executive Committees involve the usual operations and managements, the specification of policies, plans, budget, management structure and the administration, as well as the operational rules that are required to conform to the economic conditions. The final role of the board is to present the provided responsibilities to other members during the Board Meeting for the consideration and approval and/or suggest the comments if needed. Additionally, the directors must revise and follow up the operation of the company and make sure it follows the specified policies.

Reference link for the charter

-

Nomination & Remuneration Committee

Role

- Nomination Subcommittee
- Remuneration Subcommittee

Scope of authorities, role, and duties

Nomination

1. Review the structure of Board of Directors to compatibly suit with the strategic necessity of the Company.
2. Set out the rules and procedures on the scrutiny and selections of persons to hold positions of Directors of the Board, Members in the Subcommittees, Executive Director Chairman, Executive Directors, Chief Executive Officer, High Level Executives and Company Secretary for nominations to the Company Board of Directors and/or submission to Shareholders Meeting for approval, as the case may be.
3. Consider, scrutinizes and screens list of names and personal background of persons to be nominated to be Directors of the Board, Members in the Subcommittees, Executive Director Chairman, Executive Directors, Chief Executive Officer, High Level Executives and Company Secretary in the case of a vacancy for submission to the Company Board of Directors Meeting for making considerations on the approval.
4. Disclose the policy and details of scrutiny process in the Company Annual Report.
5. Set out the rules on performance evaluation of the Company Board of Directors and Chief Executive Officer regularly every year for reporting to the Board of Directors.
6. Conduct performance evaluation of the Company Board of Directors and Chief Executive Officer regularly every year and report result of the evaluation to the Board of Directors.
7. Conducts its self-executed performance evaluation regularly every year and reports result of the valuation to the Board of Directors.

Remuneration

1. Determine policies and criteria for payment of compensation and other benefits of the Board of Directors, Subcommittees and high level Executives for submission to the Board of Directors Meeting and/or Shareholders Meeting for consideration on the approval, as the case may be.
2. Propose recommendations on the remuneration of the Board of Directors, Subcommittees and high level Executives with the return reasonably suitable to their duties and responsibilities.
3. Initiate actions on the scrutiny and nominates names of persons suitably qualified to hold positions of Directors for the first time and considers work achievements, qualifications and suitability of Directors vacating office on normal expiration of term in office who are suitable for re-elections for submission to the Board of Directors for consideration on the approval and onto the Shareholders Meeting for further appointments.
4. Make consideration and give recommendation to the Company's Board of Directors as well as conduct monitoring controls and follow ups over the operations relating to the visions and strategy on the aspects of human resources of the Company including the Company Executive development plan.
5. Assess the Company's turnover in order to set out the procedural guidelines on giving bonus and annual salary increase of the Company by using the suitably industrial standard basis to support the considerations.
6. Propose recommendations on the Company's salary structure including other fringe benefits.

Reference link for the charter

-

Risk Management Committee

Role

- Other
 - Implement risk management policies

Scope of authorities, role, and duties

The Risk Management Committee was formed up to be responsible for implementing the risk policy set by the Board of Directors. Including auditing, assessing, monitoring and controlling the risk of each departments in the company and reporting to the Executive Committee and/or the Board of Directors. The audit committee will audit, monitor and assess the Risk Management Committee to comply with the related regulations as well as review the adequacy of the risk policy and risk management.

Reference link for the charter

-

Sustainability Committee

Role

- Sustainability Subcommittee
- Climate Change Governance

Scope of authorities, role, and duties

The Sustainability Committee consists of board members and representatives from various management divisions. Together, they establish policies and operational guidelines to ensure the organization's sustainable development and growth. This is based on the three pillars of sustainability: environmental, social, and corporate governance (ESG).

Reference link for the charter

-

Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Mrs. PRANEE PHASIPOL^(*) Gender: Female Age : 75 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</p>	<p>Chairman of the audit committee (Non-executive directors, Independent director) Director type : Existing director</p>	12 Nov 2014	Accounting
<p>2. Ms. CHAOVANA VIWATPANACHATI^(*) Gender: Female Age : 63 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</p>	<p>Member of the audit committee (Non-executive directors, Independent director) Director type : Continuing director (Full term of directorship and being re-appointed as a director)</p>	12 Nov 2014	Accounting
<p>3. Mrs. CHATTONG TIPPAYAKALIN Gender: Female Age : 72 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No</p>	<p>Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director</p>	12 Nov 2014	Finance, Banking

Additional explanation :

(*) Directors with expertise in accounting information review

List of executive committee members

List of committee members	Position	Appointment date of executive committee member
<p>1. Ms. AUNADA PHRUTTINARAKORN Gender: Female Age : 74 years Highest level of education : Bachelor's degree Study field of the highest level of education : Fine and Applied Arts Thai nationality : Yes Residence in Thailand : Yes</p>	Chairman of the executive committee	13 Oct 2015
<p>2. Mr. KRIANGKRAI PHEANVITAYASKUL Gender: Male Age : 45 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	13 Oct 2015
<p>3. Mr. THANAWAT YANISRANGKUL 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>	Member of the executive committee	13 Oct 2015
<p>4. Mr. SIRICHAJ PHRUTTINARAKORN Gender: Male Age : 63 years Highest level of education : Below a bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	13 Oct 2015
<p>5. Mr. VICHAI YANISRANGKUL Gender: Male Age : 71 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	13 Oct 2015

List of committee members	Position	Appointment date of executive committee member
6. Mrs. Wanida Phruttnarakorn Gender: Female Age : 65 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	13 Oct 2015
7. Ms. Porntip Asavachatchanchai Gender: Female 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	Member of the executive committee	13 Oct 2015
8. Mr. Phanuphan Jesrichai Gender: Male Age : 50 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	13 Oct 2015
9. Ms. Orajid Pheanvitayaskul Gender: Female Age : 49 years Highest level of education : Bachelor's degree Study field of the highest level of education : Humanities Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	13 Oct 2015

Other Subcommittees

Subcommittee name	Name list	Position
Nomination & Remuneration Committee	Mr. SUMETH CHAILERTVANITKUL	Chairman (Independent director)
	Mrs. PRANEE PHASIPOL	Member (Independent director)
	Ms. AUNADA PHRUTTINARAKORN	Member

Subcommittee name	Name list	Position
Risk Management Committee	Mr. KRIANGKRAI PHEANVITAYASKUL	Chairman
	Mr. THANAWAT YANISRANGKUL	Member
	Mr. SIRICHAJ PHRUTTINARAKORN	Member
	Mr. VICHAI YANISRANGKUL	Member
	Mrs. Wanida Phruttinarakorn	Member
	Mr. Phanuphan Jesrichai	Member
	Ms. Orajid Pheanvitayaskul	Member
Sustainability Committee	Ms. AUNADA PHRUTTINARAKORN	Chairman
	Mr. THANAWAT YANISRANGKUL	Member
	Mr. SIRICHAJ PHRUTTINARAKORN	Member
	Mr. VICHAI YANISRANGKUL	Member
	Ms. Orajid Pheanvitayaskul	Member
	Mr. KRIANGKRAI PHEANVITAYASKUL	Member
	Mr. Phanuphan Jesrichai	Member
	Mrs. Wanida Phruttinarakorn	Member
	Ms. Nutcha Asavathavornvanit	Member

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
<p>1. Mr. KRIANGKRAI PHEANVITAYASKUL Gender: Male Age : 45 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>CHIEF EXECUTIVE OFFICER (The highest-ranking executive)</p>	12 Nov 2014	Engineering, Energy & Utilities, Business Administration
<p>2. Mr. THANAWAT YANISRANGKUL^{(*)(**)} 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 : Yes Accounting supervisor : Yes</p>	Chief Financial Officer	13 Oct 2015	Engineering, Finance, Information & Communication Technology
<p>3. Mr. SIRICHAJ PHRUTTINARAKORN Gender: Male Age : 63 years Highest level of education : Below a bachelor'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>	Chief Operation Officer	13 Oct 2015	Industrial Materials & Machinery, Commerce, Human Resource Management, Corporate Management, Steel
<p>4. Mr. VICHAI YANISRANGKUL Gender: Male Age : 71 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>	Chief Operation Officer	13 Oct 2015	Industrial Materials & Machinery, Corporate Management, Engineering, Steel

List of executives	Position	First appointment date	Skills and expertise
<p>5. Mrs. Wanida Phruttnarakorn Gender: Female Age : 65 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	Finance Division Manager	13 Oct 2015	Accounting, Finance, Procurement, Budgeting
<p>6. Ms. Pornnip Asavachatchanchai^(**) Gender: Female Age : 50 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : Yes</p>	Accounting Division Manager	13 Oct 2015	Accounting, Business Administration, Data Management, Data Analysis, Internal Control
<p>7. Mr. Phanuphan Jesrichai Gender: Male Age : 50 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>	Executive Committee	13 Oct 2015	Engineering, Marketing, Business Administration, Industrial Materials & Machinery, Steel
<p>8. Ms. Orajid Pheanvitayaskul Gender: Female Age : 49 years Highest level of education : Bachelor's degree Study field of the highest level of education : Humanities Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	Executive Committee	13 Oct 2015	Marketing, Governance/ Compliance, Sustainability, Corporate Social Responsibility, Risk Management

List of executives	Position	First appointment date	Skills and expertise
9. Ms. AUNADA PHRUTTINARAKORN Gender: Female Age : 74 years Highest level of education : Bachelor's degree Study field of the highest level of education : Fine and Applied Arts Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Executive Committee	13 Oct 2015	Sustainability, Corporate Management, Steel, Budgeting, Governance/ Compliance

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

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

Remuneration policy for executive directors and executives

Compensation of executives at all levels is based on performance and performance indicators (KPIs) which are jointly determined by Nomination and Remuneration Committee, Board of Directors and senior management. This metric consists of a financial perspective, customer retention and satisfaction, production process, quality, environment, stakeholders, employee learning and organizational growth. In addition, the annual performance evaluation and the potential of personnel at the leadership and operational levels each year, the Nomination and Remuneration Committee and the Chairman of Executive Committee will consider the salary adjustment of Chief Executive Officer and senior management according to performance such salary adjustment comply with the company's criteria and benchmarks from similar industries each year.

Does the board of directors or the remuneration committee : No
 have an opinion on the remuneration policy for executive
 directors and executives

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	23,255,291.00	23,962,606.00	24,346,071.47

Other remunerations of executive directors and executives

	2022	2023	2024
Company's contribution to provident fund for executive directors and executives (Baht)	736,616.52	658,485.36	668,943.00
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 : 0.00
 and executives in the past year

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

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. Porntip Asavachatchanchai	porntip@sci-groups.com	66-23381414

List of the company secretary

General information	Email	Telephone number
1. Mrs. Wanida Phruttnarakorn	secretary@sci-groups.com	66-23381414

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Ms. Romklo Muangyeunnarn	audit@sci-groups.com	66-23381414

Head of investor relations

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

List of the head of investor relations

General information	Email	Telephone number
1. Ms. Nutch Assawathawornvanich	ir@sci-groups.com	66-23618014

Company's auditor

Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
AST MASTER COMPANY LIMITED 790/12 THONG LOR TOWER, SOI THONG LOR 18, SUKHUMVIT 55 ROAD KHLONGTAN KHLONG TOEI Bangkok 10110 Telephone 0-2714-8843	2,000,000.00	-	1. Mr. PRADIT RODLOYTUK Email: - License number: 218 2. Ms. PAKAMON LAOHAARREEDILOK Email: - License number: 11499

Details of the auditors of the subsidiaries

Audit fee (Baht)	Other service fees
975,000.00	-

Assigned personnel in case of a foreign company

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

Performance Report on Corporate Governance

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

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

Information about the selection of the board of directors

Selection of independent directors

Criteria for selecting independent directors

Independent directors must have the qualifications as specified by the company and complies with the announcement of the Capital Market Supervisory Board and meets international standards. Must be able to look after the interests of the Board of Directors; Consist of people with knowledge, competence, honesty, be ethical in conducting business, enough time to devote knowledge ability and perform duties for the Company. Having qualifications and not having any prohibited characteristics under the law governing public limited companies and other relevant laws including not having characteristics indicating lack of suitability to be entrusted with managing a business that is held by a public as stipulated in Section 89/3 of the Securities and Exchange Act (No. 4) B. 2008. Should be diverse in terms of skills, gender, age, experience, abilities and characteristics necessary to achieve the main objectives of the organization.

Nomination Process

1. In the selection of directors, the Nominating committee should establish a nomination framework that will ensure the nominated persons will be able to perform their duties with prudence, caution and honesty.
2. For clarity and transparency the Nomination committee should disclose the nominating procedure to shareholders as well as prepare a nomination form stating the information necessary to determine the justification, including the willingness of those who have been nominated in the nomination form as well.
3. Scrutinize and examine the list of candidates to be nominated as directors that they are qualified according to laws and regulations of regulatory agencies such as the Securities and Exchange Act B.E. 2535, etc.
4. In the nomination of directors, the name list should be submitted to the Board for consideration in excess of the number of directors to be nominated to give the Board an opportunity to select the most suitable director proposed to the shareholders' meeting to consider the number of appointments.
5. In the case of nomination of directors who have expired to be re-appointed should present the Director's work dedication and history of attending the Board of Directors and shareholders' meetings for shareholders to use for consideration as well.
6. In the case of appointing independent directors, the independence of the person who is nominated as an independent director should be considered in accordance with the rules prescribed by the SEC and the company's own criteria.
 - Holding shares not exceeding zero-point five percent (0.5%) of the total number of shares with voting rights of the Company, parent company, subsidiary companies, associated companies, major shareholder or controlling person of the Company, including the shareholding by related persons of such Independent Director.
 - Neither being nor used to being a director participating in work management, employee, staff, advisor drawing a regular salary, or controlling person of the Company, parent company, subsidiary companies, associated companies, subsidiary companies of the same hierarchy, major shareholder, or controlling person of the Company unless otherwise the aforementioned status have come to an end for a period of not less than 2 years. Provided, however, that such prohibitions shall not include the case where an Independent Director used to be a government official or an advisor to a government organization being the major shareholder or controlling person of the Company.
 - Not being a person related by blood or by legal registration in a manner of being a parent, spouse, sibling and child, including spouse of child, executive, major shareholder, controlling person, or person who will be nominated as an executive or controlling person of the Company or its subsidiary companies.
 - Neither having nor used to having a business relationship with the Company, parent company, subsidiary companies, associated companies, major shareholder, or controlling person of the Company in a manner that may obstruct his independent judgment; and neither being nor used to being an implicitly significant shareholder or a controlling person of the person having the business relationship with the Company, parent company, subsidiary companies, associated companies, major shareholder, or controlling person of the Company unless otherwise the aforementioned status have come to an end for a period of not less than 2 years.

- Not being a Director appointed as a representative of the Company's Directors, major shareholder, or shareholders who is related to the major shareholder.
- Neither operating a business of the same nature and in a manner likely to be an implicit competition with the business of the Company or subsidiary companies; nor being an implicitly significant partner in a partnership, or being a director participating in work management, employee, staff, advisor drawing a regular salary, or holding shares exceeding zero-point five percent (0.5%) of the total number of shares with voting rights of other companies carrying out business of the same nature and in a manner likely to an implicitly significant competition with the business of the Company or its subsidiary companies.

In this regard, the company has set Independent directors have a term of tenure not exceeding 9 years (or no more than 3 consecutive terms) (Unless there is a reason and necessity as proposed by the company).

Business or professional relationships of independent directors over the past year

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

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 : Yes
through the nomination committee

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

Rights of minority shareholders on director appointment

Allowing minority shareholders (who have total voting rights of not less than 5% of the total voting rights of the Company) to add agendas before the meeting date, an opportunity to nominate a person to be a director in advance at a reasonable time along with information for the nominee's eligibility consideration and consent by disclosing the criteria and procedures for consideration on the company's website.

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

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. Mr. NOPPOL MILINTHANGGOON (Chairman of the Board of Directors)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2024: Director’s Guide to Legal Obligations and Duties (DLD) • 2024: Successful Formulation & Execution of Strategy (SFE) • 2007: Director Certification Program (DCP)
2. Mr. SIRICHAJ PHRUTTINARAKORN (Director)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2014: Director Certification Program (DCP)
3. Ms. AUNADA PHRUTTINARAKORN (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2020: Strategic Board Master Class (SBM) • 2019: Board Nomination and Compensation Program (BNCP) • 2016: Ethical Leadership Program (ELP) • 2013: Director Accreditation Program (DAP) • 2001: Director Certification Program (DCP) Other <ul style="list-style-type: none"> • 2024: Aspiring Directors : Transformation • 2024: Business Transformation & Leadership Summit 2024: Accelerating Sustainable Business Transformation • 2016: Role of the Nomination & Governance Committee (RNG) • 2016: Role of the Compensation Committee (RCC)
4. Ms. CHAOVANA VIWATPANACHATI (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2024: Director’s Guide to Legal Obligations and Duties (DLD) • 2022: Subsidiary Governance Program (SGP) • 2020: Ethical Leadership Program (ELP) • 2005: Director Certification Program (DCP) • 2003: Director Accreditation Program (DAP) Other <ul style="list-style-type: none"> • 2018: IT Governance and Cyber Resilience Program (ITG) • 2017: Anti-Corruption : The Practical Guide (ACPG) • 2016: Risk Management Program for Corporate Leaders (RCL) • 2006: Audit Committee Programs (ACP)
5. Mrs. CHATTONG TIPPAYAKALIN (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2016: Advanced Audit Committee Program (AAP) • 2012: Director Accreditation Program (DAP) Other <ul style="list-style-type: none"> • 2024: Audit Committee Forum 2024 : Emerging Audit Standards and Implications for the Audit Committee • 2018: Boardroom Success through Financing & Investment
6. Mrs. PRANEE PHASIPOL (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2022: Role of the Chairman Program (RCP) • 2019: Board Nomination and Compensation Program (BNCP) • 2015: Director Certification Program (DCP) • 2015: Risk Management Program for Corporate Leaders (RCL) Other <ul style="list-style-type: none"> • 2024: Financial reporting standards for 2024 • 2019: IT Governance and Cyber Resilience Program (ITG) • 2015: Role of the Nomination & Governance Committee (RNG) • 2015: Role of the Compensation Committee (RCC) • 2010: Audit Committee Programs

List of directors	Participation in training in the past financial year	History of training participation
7. Mr. SUMETH CHAILERTVANITKUL (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2019: Board Nomination and Compensation Program (BNCP) • 2015: Director Certification Program (DCP) Other <ul style="list-style-type: none"> • 2016: Role of the Nomination & Governance Committee (RNG) • 2015: Role of the Compensation Committee (RCC)
8. Mr. KRIANGKRAI PHEANVITAYASKUL (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2013: Director Certification Program (DCP) • 2013: Financial Statements for Directors (FSD) Other <ul style="list-style-type: none"> • 2024: Aspiring Directors 1/2024 : Transformation • 2024: TEPCIAN 3 • 2018: How to Develop a Risk Management Plan • 2014: Family Business Governance for Sustainability (FBS)
9. Mr. THANAWAT YANISRANGKUL (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2017: Financial Statements for Directors (FSD) • 2013: Director Certification Program (DCP) Other <ul style="list-style-type: none"> • 2024: TLCA CFO Professional Development Program (TLCA CFO CPD) • 2024: Financial reporting standards for 2024 • 2022: Digital Asset (New S-Curve) • 2017: Boardroom Success through Financing & Investment • 2013: Chief Financial Officer Certification Program
10. Mr. VICHAI YANISRANGKUL (Director)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2014: Director Certification Program (DCP) Other <ul style="list-style-type: none"> • 2022: Digital Asset (New S-Curve)

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

The Company's Board of Directors shall cause to be provided the Annual Performance Evaluation on the Board, Subcommittees both by group and by individual which shall be in the form of self-evaluation method in order that result of such evaluation can be used in the development of duty performances.

Self-Assessment Evaluation Form consists of; Structure and Qualification of the Board of Directors | Roles, duties and responsibilities of the Board | The Board Meeting | Acting Director | Relationship with Management | Self Development of directors and executive development. The evaluation criteria are as follows.

More than 85% = Excellent / more than 75% = Very good / more than 65% = Good / more than 50% = Fair / less than 50% = should be improved

- Assessment of the performance of one's own duties of individual directors in 7 areas: Readiness of Directors | Strategy Formulation and business planning | Risk management and internal control | Preventing conflicts of interest | Monitoring financial and operating reports | Board meetings | other matters.

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

- Summary of the overall director's self-assessment, most operations the average is in the excellent category, equal to 94.6%.
- All directors' opinion that in 2024 the Board of Directors has supervised to determine and complete all 7 aspects.

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

- The Board of Directors Organize an annual performance evaluation of Chief Executive Officer By way of assessment from independent directors to provide unbiased assessment results and to help the Chief Executive Officer reviewed the performance during the past year and improve it to increase the efficiency of work.
- The Chief Executive Officer Performance Assessment Form consists of ten topics: Leadership | Strategic Formulation | Strategy Implementation | Planning and Financial Performance | Relationship with the Board | External Relations | Management and Personnel Relationship | Succession Plan | Product and Service Knowledge | Personal Characteristics.
- Summary of Chief Executive Officer Assessment (by independent directors) , most operations average is in the excellent category, equal to 91.3%.

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⁽²⁾

Number of the board of directors meeting over the past year : 8
(times)

Date of AGM meeting : 26 Apr 2024

EGM meeting : No

Details of the board of directors' meeting attendance

List of directors	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. Mr. NOPPOL MILINTHANGGOON (Chairman of the Board of Directors, Independent director)	8	/	8	1	/	1	N/A	/	N/A
2. Mr. SIRICHAI PHRUTTINARAKORN (Director)	7	/	8	1	/	1	N/A	/	N/A
3. Ms. AUNADA PHRUTTINARAKORN (Director)	7	/	8	1	/	1	N/A	/	N/A
4. Ms. CHAOVANA VIWATPANACHATI (Director, Independent director)	8	/	8	1	/	1	N/A	/	N/A
5. Mrs. CHATTONG TIPPAYAKALIN (Director, Independent director)	8	/	8	1	/	1	N/A	/	N/A

List of directors	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)
6. Mrs. PRANEE PHASIPOL (Director, Independent director)	8	/	8	1	/	1	N/A	/	N/A
7. Mr. SUMETH CHAILERTVANITKUL (Director, Independent director)	8	/	8	1	/	1	N/A	/	N/A
8. Mr. KRIANGKRAI PHEANVITAYASKUL (Director)	7	/	8	1	/	1	N/A	/	N/A
9. Mr. THANAWAT YANISRANGKUL (Director)	7	/	8	1	/	1	N/A	/	N/A
10. Mr. VICHAI YANISRANGKUL (Director)	7	/	8	1	/	1	N/A	/	N/A

Remark: ⁽²⁾The Board of Directors held a total of seven full meetings and one independent directors' meeting, making a total of eight meetings.

Remuneration of the board of directors

Types of remuneration of the board of directors

The Annual General Meeting of Shareholders No. 1/23, dated April 28, 2023 approved the remuneration of the Audit Committee and the Nomination and Remuneration Committee in the form of meeting allowances for directors, monthly compensation and special compensation for the directors of the company in 2024 as follows:

1. Board meeting allowance (Only directors attending the meeting)

- Chairman 45,000 Baht/Meeting
- Director 20,000 Baht/Meeting

2. Monthly Remuneration

- Chairman 25,000 Baht/Month
- Chairman of Subcommittees 20,000 Baht/Month
- Director 15,000 Baht/Month

Remark: Monthly Directors' Remuneration consider paying at the single highest position.

3. Remuneration of the Subcommittees (Only directors attending the meeting) consists of the Audit Committee, the Nomination and Remuneration Committee.

- Chairman 25,000 Baht/Meeting
- Sub-Committees 20,000 Baht/Meeting

Special Remuneration

For a special remuneration of not more than 3,250,000 baht (only Independent Directors), approved by the general meeting of shareholders. The Board of Directors authorize the Nomination and Remuneration Committee to consider the allocation.

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	
1. Mr. NOPPOL MILINTHANGGOON (Chairman of the Board of Directors)			1,460,000.00		0.00
Board of Directors	360,000.00	1,100,000.00	1,460,000.00	No	
2. Mr. SIRICHAH PHRUTTINARAKORN (Director)			0.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Executive Committee	0.00	0.00	0.00	No	
Risk Management Committee	0.00	0.00	0.00	No	
Sustainability Committee	0.00	0.00	0.00	No	
3. Ms. AUNADA PHRUTTINARAKORN (Director)			0.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Executive Committee	0.00	0.00	0.00	No	
Sustainability Committee	0.00	0.00	0.00	No	
Nomination & Remuneration Committee	0.00	0.00	0.00	No	
4. Ms. CHAOVANA VIWATPANACHATI (Director)			928,000.00		0.00
Board of Directors	160,000.00	648,000.00	808,000.00	No	
Audit Committee	120,000.00	0.00	120,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
5. Mrs. CHATTONG TIPPAYAKALIN (Director)			928,000.00		0.00
Board of Directors	160,000.00	648,000.00	808,000.00	No	
Audit Committee	120,000.00	0.00	120,000.00	No	
6. Mrs. PRANEE PHASIPOL (Director)			1,130,000.00		0.00
Board of Directors	160,000.00	780,000.00	940,000.00	No	
Audit Committee	150,000.00	0.00	150,000.00	No	
Nomination & Remuneration Committee	40,000.00	0.00	40,000.00	No	
7. Mr. SUMETH CHAILERTVANITKUL (Director)			774,000.00		0.00
Board of Directors	160,000.00	564,000.00	724,000.00	No	
Nomination & Remuneration Committee	50,000.00	0.00	50,000.00	No	
8. Mr. KRIANGKRAI PHEANVITAYASKUL (Director)			0.00		N/A
Board of Directors	0.00	0.00	0.00	No	
Executive Committee	0.00	0.00	0.00	No	
Risk Management Committee	0.00	0.00	0.00	No	
Sustainability Committee	0.00	0.00	0.00	No	
9. Mr. THANAWAT YANISRANGKUL (Director)			0.00		N/A
Board of Directors	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	
Executive Committee	0.00	0.00	0.00	No	
Risk Management Committee	0.00	0.00	0.00	No	
Sustainability Committee	0.00	0.00	0.00	No	
10. Mr. VICHAI YANISRANGKUL (Director)			0.00		N/A
Board of Directors	0.00	0.00	0.00	No	
Executive Committee	0.00	0.00	0.00	No	
Risk Management Committee	0.00	0.00	0.00	No	
Sustainability Committee	0.00	0.00	0.00	No	
11. Mrs. Wanida Phruttinarakorn (Member of the executive committee)			0.00		N/A
Executive Committee	0.00	0.00	0.00	No	
Risk Management Committee	0.00	0.00	0.00	No	
Sustainability Committee	0.00	0.00	0.00	No	
12. Ms. Porn-tip Asavachatchanchai (Member of the executive committee)			0.00		N/A
Executive Committee	0.00	0.00	0.00	No	
13. Mr. Phanuphan Jesrichai (Member of the executive committee)			0.00		N/A
Executive Committee	0.00	0.00	0.00	No	
Risk Management 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	
Sustainability Committee	0.00	0.00	0.00	No	
14. Ms. Orajid Pheanvitayaskul (Member of the executive committee)			0.00		N/A
Executive Committee	0.00	0.00	0.00	No	
Sustainability Committee	0.00	0.00	0.00	No	
Risk Management Committee	0.00	0.00	0.00	No	
15. Ms. Nutcha Asavathavornvanit (Member)			0.00		N/A
Sustainability Committee	0.00	0.00	0.00	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	1,000,000.00	3,740,000.00	4,740,000.00
2. Audit Committee	390,000.00	0.00	390,000.00
3. Executive Committee	0.00	0.00	0.00
4. Nomination & Remuneration Committee	90,000.00	0.00	90,000.00
5. Risk Management Committee	0.00	0.00	0.00
6. Sustainability Committee	0.00	0.00	0.00

Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	1,480,000.00
Other monetary remuneration (Baht)	3,740,000.00
Total (Baht)	5,220,000.00

Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the board of directors over the past year : 0.00
(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 companies : Yes

Mechanism for overseeing subsidiaries and associated companies : Yes

Mechanism for overseeing management and taking responsibility for operations in subsidiaries and associated companies approved by the board of directors : The appointment of representatives as directors, executives, or controlling persons in proportion to shareholding, The determination of the scope of duties and responsibilities of directors and executives as company representatives in establishing important policies, Disclosure of financial condition and operating results, Transactions between the company and related parties, Other significant transactions, Acquisition or disposal of assets, Internal control system of the subsidiary operating the core business is appropriate and sufficient in the subsidiary operating the core business

The Company requires the nomination and exercise of voting rights to appoint individuals to be directors in subsidiaries and associated companies must be approved by the Board of Directors. A person who is appointed as a director in a subsidiary or associated company is responsible for operating in the best interests of the subsidiary or associated company (not to the company) and the company has designated the person who has been appointed must be approved by the Board of Directors before voting or exercise the right to vote on matters of importance that must be approved by the Board of Directors if it is operated by the company itself. In this regard, the sending of directors to be representatives in subsidiaries or associated companies according to the shareholding proportion of the Company. In addition, in the case of a subsidiary, the company stipulates regulations for persons appointed by the company to must ensure that the subsidiary has regulations on connected transactions, acquisition or disposition of assets or any other important transactions of such companies complete and correct and the rules related to information disclosure and preliminary transactions in the same manner as the Company's rules including to supervise the collection of data and the recording of the subsidiary's accounts for the Company to examine and gathered to prepare consolidated financial statements in time as well.

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

The Company has established policy regarding conflict of interest on the basis that every employee must perform their duty for the utmost benefits of the Company. Any action or decision must not be affected by personal interest as well as interest of their family member, relative or any other persons by establishing a comprehensive policy on Related transactions: The Company will consider the appropriateness of every related transaction, including price specification and condition of such transactions similar to those made with the external party (arm's length basis) The Company must appoint the Audit and Risk Management Committee to consider its related transactions and such transactions were specified according to the Notice of the Board of Stock Exchange of Thailand with regard to information disclosure

and the operation of Listed Company in managing related transactions as well as the Notice of Capital Market Supervisory Board with regard to criteria of related transactions. The Company shall handle such transactions based on criteria, conditions and methods as indicated in the Notice. Moreover, the Company shall also disclose such transactions in its annual registration statement (56-1 One Report) to ensure its transparency and to solve any problems resulting from possible conflicts of interest.

- In 2024, there were no cases that might causing a conflict of interest with the Company.

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

The Company has policies and procedures for auditing directors and executives in using the Company's inside information that has not yet been disclosed to the public for personal gain in securities trading as follows:

1. To educate directors and executives of various departments concerning the duty to report the holding of securities of one's, spouse and minor children to the Office of the Securities and Exchange Commission and the Stock Exchange of Thailand in accordance with Section 59 and penalties in accordance with Section 275 of the Securities and Exchange Act B.E. 2535.
2. The Company directs the Directors and Executives to make reports to the Securities and Exchange Commission on the change in the possessions of securities in accordance with Section 59 of Securities and Exchange Act, B. E. 2535 (1992) and Office of SEC Notification No. Sor.Jor. 12/2552, Re: Preparation and Disclosure of Report on the Possession of Securities of a Director, an Executive and an Auditor in order to enable the Company to check the securities trading of all Directors and Executives.
3. The Company directs the Directors and Executives perceiving materially internal information having an effect on the change in the price of the securities that they must stop trading the Company's securities during the period of 1 month before such financial statements or internal information would be disclosed to the general public and that no information being such material substance shall be disclosed to the other persons. In this respect, if any internal information should be found to be used in a manner likely to suggest that the Company or shareholders would be impaired or damaged by an act of any personnel in the level of the Executive Board of Directors, the Company Board of Directors shall be the party to make a consideration in inflicting the punishment as reasonable upon such personnel and if the offender should be in the Management level down the line, the Executive Board of Directors shall be the party to make a consideration in inflicting the punishment upon such offender.

- In 2024, there were no directors and executives who traded in securities during the period specified by the company to refrain from trading (the company determined that directors and executives including the department that is involved in important information Refrain from trading in the Company's shares 30 days in advance before the financial statements are published and 1 day after the release . Including during other important information that directors and executives know that information but that information has not yet been released to investors).

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 the past year : Yes

Form of operations in anti-corruption : Assessment and identification of corruption risk, Communication and training for employees on anti-corruption policy and guidelines, The monitoring of the evaluation of compliance with the anti-corruption policy, Review of the completeness and adequacy of the process by the Audit Committee or auditor

- The Anti-Corruption Policy was reviewed in the Board of Directors' Meeting No. 8/2024 and communicated to executives and employees at all levels.
- Conduct a corruption risk assessment and report to the Audit Committee meeting on a quarterly basis.
- The Audit Committee reviews the adequacy of the internal control system to ensure its effectiveness and efficiency in preventing corruption.

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 procedures over the past year : Yes

- The whistleblowing and complaint-handling policy was reviewed in the Audit Committee meeting.
- The Company has opened channels for to report clues and complaints through the channels provided by the company, via email and telephone. The Audit Committee, which is independent from the management, is considered and has the Audit Committee's secretary is responsible for filtering clues and such complaints together with the Chairman of the Executive Committee.

In 2024, there is no whistleblowing and/or complaints from stakeholders.

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) : 6

List of Directors	Meeting attendance of audit committee	
	Meeting attendance (times)	Meeting attendance rights (times)
	/	

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Mrs. PRANEE PHASIPOL (Chairman of the audit committee)	6	/	6
2 Ms. CHAOVANA VIWATPANACHATI (Member of the audit committee)	6	/	6
3 Mrs. CHATTONG TIPPAYAKALIN (Member of the audit committee)	6	/	6

The results of duty performance of the audit committee

Refer to the Audit Committee Report for 2024 in Form 56-1.

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance Executive Committee

Meeting Executive Committee (times) : 12

List of Directors	Meeting attendance Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Ms. AUNADA PHRUTTINARAKORN (Chairman of the executive committee)	12	/	12
2 Mr. KRIANGKRAI PHEANVITAYASKUL (Member of the executive committee)	12	/	12
3 Mr. THANAWAT YANISRANGKUL (Member of the executive committee)	12	/	12
4 Mr. SIRICHAJ PHRUTTINARAKORN (Member of the executive committee)	12	/	12
5 Mr. VICHAI YANISRANGKUL (Member of the executive committee)	12	/	12
6 Mrs. Wanida Phruttinarakorn (Member of the executive committee)	12	/	12
7 Ms. Pornpip Asavachatchanchai (Member of the executive committee)	12	/	12
8 Mr. Phanuphan Jesrichai (Member of the executive committee)	12	/	12
9 Ms. Orapid Pheanvitayaskul (Member of the executive committee)	12	/	12

The results of duty performance of Executive Committee

Fully perform duties in accordance with authority and responsibilities, including policy-making, approval authority, and general management.

Meeting attendance Nomination & Remuneration Committee

Meeting Nomination & Remuneration Committee : 2
(times)

List of Directors	Meeting attendance Nomination & Remuneration Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. SUMETH CHAILERTVANITKUL (Chairman)	2	/	2
2 Mrs. PRANEE PHASIPOL (Member)	2	/	2
3 Ms. AUNADA PHRUTTINARAKORN (Member)	2	/	2

The results of duty performance of Nomination & Remuneration Committee

Fully perform duties in accordance with authority and responsibilities, including Nomination and Remuneration considerations.

Meeting attendance Risk Management Committee

Meeting Risk Management Committee (times) : 4

List of Directors	Meeting attendance Risk Management Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. KRIANGKRAI PHEANVITAYASKUL (Chairman)	4	/	4
2 Mr. THANAWAT YANISRANGKUL (Member)	4	/	4
3 Mr. SIRICHAJ PHRUTTINARAKORN (Member)	4	/	4
4 Mr. VICHAI YANISRANGKUL (Member)	4	/	4
5 Mrs. Wanida Phrutthinarakorn (Member)	4	/	4
6 Mr. Phanuphan Jesrichai (Member)	4	/	4
7 Ms. Orajid Pheanvitayaskul (Member)	4	/	4

The results of duty performance of Risk Management Committee

Review risks across all four areas, including sustainability, and ensure that relevant departments implement measures to mitigate or eliminate risks. Additionally, report risk management performance to the Audit Committee on a quarterly basis.

Meeting attendance Sustainability Committee

Meeting Sustainability Committee (times) : 4

List of Directors	Meeting attendance Sustainability Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Ms. AUNADA PHRUTTINARAKORN (Chairman)	4	/	4
2 Mr. THANAWAT YANISRANGKUL (Member)	4	/	4
3 Mr. SIRICHAJ PHRUTTINARAKORN (Member)	4	/	4
4 Mr. VICHAI YANISRANGKUL (Member)	4	/	4
5 Ms. Orajid Pheanvitayaskul (Member)	4	/	4
6 Mr. KRIANGKRAI PHEANVITAYASKUL (Member)	4	/	4
7 Mr. Phanuphan Jesrichai (Member)	4	/	4
8 Mrs. Wanida Phruttnarakorn (Member)	4	/	4
9 Ms. Nutcha Asavathavornvanit (Member)	4	/	4

The results of duty performance of Sustainability Committee

Review sustainability policies and hold sustainability committee meetings to set goals and strategies. Additionally, report sustainability performance to the Board of Directors.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

The company has established a policy to guide business operations in managing business processes to promote sustainable development and growth within the framework of sustainable development guidelines in three areas: Environment, Social, and Corporate Governance (ESG) as follows:

1. Conducting business with integrity, adhering strictly to legal and trade requirements, promoting transparency in organizational management aligned with international standards, including supporting anti-corruption efforts, preventing conflicts of interest, and responsibly using power for maximum benefit to stakeholders.
2. Promoting the practice of human rights through business activities in accordance with the Universal Declaration of Human Rights (UDHR) and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.
3. Managing human resources fairly, prioritizing workforce development and ensuring occupational safety, health, and environmental conditions for employees, partners, and stakeholders to prevent loss of life, property, injuries, or illnesses resulting from work, thereby driving organizational efficiency.
4. Committing to responsible business conduct with customers and partners, emphasizing safety, quality, and mutual assistance with trust and stringent data privacy.
5. Promoting innovation responsibly towards society and the environment to enhance efficiency and effectiveness, creating value for the organization and stakeholders.
6. Emphasizing climate change adaptation by promoting efficient resource utilization, controlling and reducing greenhouse gas emissions, as well as air, water, and soil pollution, in line with national and global social policies.
7. Contributing to community and societal economic development, supporting local employment, participating in activities for public benefit, fostering a sense of collective responsibility among employees, and promoting positive social contributions.

Sustainability management goals

Does the company set sustainability management goals : No

United Nations SDGs that align with the organization's sustainability management goals : Goal 3 Good Health and Well-being, Goal 5 Gender Equality, Goal 7 Affordable and Clean Energy, Goal 12 Responsible Consumption and Production

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 of sustainable management over the past year : Yes

Has the company changed and developed the policy and/or goals of sustainable management over the past year : Yes

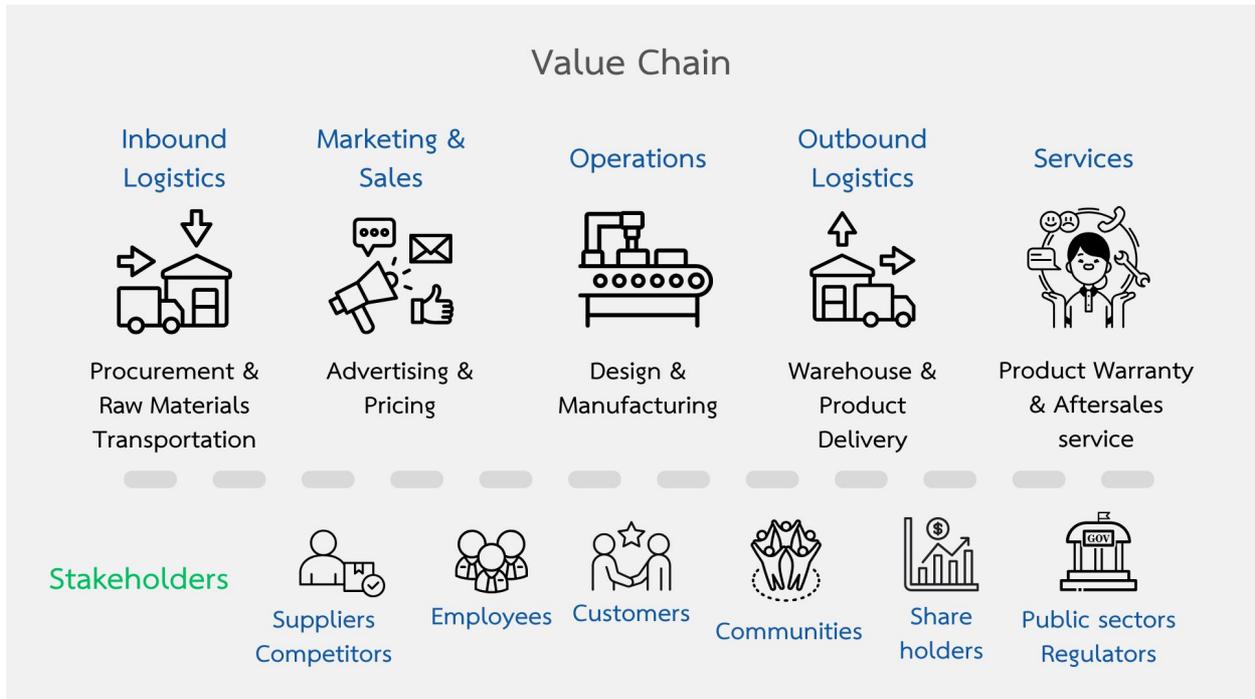
The company reviews its sustainability policies and practices annually. In 2024, various targets were set to align with its sustainability policy, such as reducing total energy consumption, lowering greenhouse gas emissions, and conducting comprehensive human rights assessments to prevent any human rights violations.

Information on impacts on stakeholder management in business value chain

Business value chain

As Attached photo

Business value chain diagram



Value Chains

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain⁽³⁾

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			
<ul style="list-style-type: none"> • Employees 	As attached photo	As attached photo	<ul style="list-style-type: none"> • Complaint Reception • Employee Engagement Survey • Training / Seminar
<ul style="list-style-type: none"> • Customers 	As attached photo	As attached photo	<ul style="list-style-type: none"> • Visit • Online Communication • Complaint Reception • Satisfaction Survey
<ul style="list-style-type: none"> • Suppliers 	As attached photo	As attached photo	<ul style="list-style-type: none"> • Visit • Online Communication • External Meeting • Complaint Reception • Training / Seminar
<ul style="list-style-type: none"> • Investors or investment institutions • Shareholders 	As attached photo	As attached photo	<ul style="list-style-type: none"> • Press Release • Online Communication • Annual General Meeting (AGM) • Complaint Reception • Training / Seminar
<ul style="list-style-type: none"> • Others • Surrounding communities 	As attached photo	As attached photo	<ul style="list-style-type: none"> • External Meeting • Complaint Reception • Others <ul style="list-style-type: none"> • Communities relation activities
<ul style="list-style-type: none"> • Government agencies and Regulators 	As attached photo	As attached photo	<ul style="list-style-type: none"> • Press Release • Online Communication • External Meeting • Annual General Meeting (AGM) • Complaint Reception

Diagram of the stakeholder analysis in the business value chain

Stakeholders	Approaches to fostering engagement	Stakeholders' Expectations	Response to expectations
Employees	Executives and supervisors regularly meet with employees.	Sustainable Growth	Regularly Communicate via email / website / notice board / Group Line
	Regularly Communicate via email / website / notice board / Group Line	Career stability	Questionnaire / Employee Satisfaction
	Surveys and feedback channels	Good welfare benefits	Training and skill development related to job positions according to the annual training plan.
	Company's activities	A safe and healthy working environment.	Occupational Health & Safety Management (ISO 45001) and Environmental Management (ISO 14001)
		Fair compensation	Encourage employees to participate or propose ideas for driving sustainability within the organization, such as energy conservation activities, waste segregation, and organizing events on important occasions
		Participation and opportunities for expressing opinions.	
		Knowledge development and career advancement	
Basic Human Right respectation			
Customers	Communicate via email / website	Quality & Safety Products	Controlling the production process to ensure quality and safety
	Visiting	Receiving transparent, accurate, and unbiased information	Communicate via email / website
	Questionnaire and Opinions / Complaint channels	Communication channels for expressing opinions and reporting issues.	Visits and meetings to provide information and gather feedback.
		Complying with contracts or agreed terms appropriately and strictly	Establish processes and channels for customers to file complaints regarding product and service quality and safety
Supplier	Communicate via email / website	Complying with contracts or agreed terms appropriately	Complying with contracts or agreed terms appropriately and strictly
	Occasional visiting	Suppliers selection and evaluation process is transparent and fair	Guidelines and practices for suppliers selection,
	Supplier Code of Conduct	Communication channels for opinions and report issues	Establish processes and channels for reporting issues
Surrounding communities	Occasional visiting	Do not discharge waste or cause pollution such as dust, smoke, or excessive noise.	Occupational Health & Safety Management (ISO 45001) and Environmental Management (ISO 14001)
	Compliant channels	Communication channels for opinions and report issues	Communication channels for opinions and report issues
Community relations and activities on various occasions			

Stakeholders and Expectatons (Table 1)

Stakeholders	Approaches to fostering engagement	Stakeholders' Expectations	Response to expectations
Government and Regulators	Occasional Meeting , Seminar and Training	Accurate information and reports	Strictly comply with laws and regulations
	Business operations in accordance with government activities.	Comply with laws and regulations in various aspects	Occupational Health & Safety Management (ISO 45001) and Environmental Management (ISO 14001)
		Greenhouse Gas emissions Reduction Support public's activities	Finding production innovations or systems to help reduce greenhouse gas emissions in operations
Shareholders and Investors	Annual shareholders Meeting	Return and growth sustainability	Conducting business ethically and practicing good corporate governance
	Communication through the Stock Exchange of Thailand channels and the company's website.	Transparent management with accountability at every step	Establish processes and channels for reporting issues
			Comply fully and correctly with various regulations of the Stock Exchange of Thailand

Stakeholders and Expectatons (Table 2)

Remark: ⁽³⁾As Attached photo

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability materiality topics : No

Details of organization's material sustainability topics⁽⁴⁾

Diagram of organization's material sustainability topics

Significant issues		Impacts (Positive and Negative)	Stakeholders	E	S	ECO + GOV
1	Greenhouse Gas emissions Reduction	Company reputation / image Revenue from new business opportunities Opportunities to obtain Green Loans from financial institutions Benefits to environment and social Requires investment	Government & Regulator / Shareholder & Investor / Employee / Supplier	x		x
2	Environmental management	Company reputation / image Good relationship with surrounding communities	Employee / Customer / Supplier / Government & Regulator / Surrounding communities	x	x	x
3	Energy consumption efficiency	Cost reduction Reducing greenhouse gas emissions from mixed energy use.	Customer / Supplier / Shareholder & Investor	x		x
4	Occupational health & Safety in working environmental	Reduce the risk of loss, injury, and illness from work operations Workplace accidents reduction Company reputation / image	Employee / Supplier		x	
5	Human resources development and Human rights	Turn over reduction Improve working efficiency Attract and retain employees Create a competitive advantage	Employee / Customer		x	x
6	Communities relation	Company reputation / image Acception from communities	Surrounding communities		x	
7	Supply chain management	Reduce the risk of operational disruptions Receive quality products and raw materials Cost reduction	Suplier		x	x
8	Customers relationship management	Customer Satisfaction Attract new customers Growth revenue	Customer		x	x
9	Cyver security and Personal data protection	Prevent data leaks Company reputation / image Reduce the risk of operational disruptions	Employee / Customer / Supplier / Government & Regulator / Shareholder & Investor			x
10	Innovation	Revenue growth from leveraging innovation to develop new products Prevent the risk of disruption from new market entrants Challenges or risks of failure	Employee / Customer / Supplier / Shareholder & Investor			x
11	Governance and business ethics	Company reputation / image Build investor confidence	Employee / Customer / Supplier / Government & Regulator / Shareholder & Investor			x
12	Crisis risk management	Emerging risks impacting business operations Reduce the risk of operational disruptions	Employee / Customer / Supplier / Government & Regulator / Shareholder & Investor			x

Significant issues and impacts

Remark: ⁽⁴⁾ Company Significant issues (As Attached photo)

Information on sustainability report

Corporate sustainability report

The company's corporate sustainability report : Doesn't Have data

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or : Other : SET
guidelines

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

The Sustainability Committee assigns the Sustainability Working Group to identify and assess sustainability risks, evaluate their impacts, and develop mitigation measures in cases where the risks have a high likelihood and significant impact on the company and its stakeholders.

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 The risks arising from changes in government policies due to climate change

Related risk topics : Strategic Risk
• Government policy

ESG risks : Yes

Risk characteristics

Climate change, caused by global warming, is one of the most important environmental issues in the world. It has led to an increase in the risks of natural disasters, as well as the establishment of stricter regulations and standards by governments. These include regulations related to reducing greenhouse gas emissions and changing consumer behaviors.

Risk-related consequences

Require company to develop management strategies to mitigate the impacts that could affect production costs, competitiveness, and the long-term sustainability of businesses.

Risk management measures

The company has implemented measures to reduce greenhouse gas emissions by establishing a sustainability committee responsible for defining and driving climate change policies. This committee pushes for the implementation of various projects aimed at achieving the greenhouse gas reduction targets, such as improving production efficiency, energy management, and the use of renewable energy. Additionally, the company monitors the results of these efforts and continuously reviews strategies and targets to ensure compliance with regulations and standards.

Risk 2 Cybersecurity Risks and Data Protection

Related risk topics : Strategic Risk
• Changes in technologies

ESG risks : Yes

Risk characteristics

Today, information technology plays an increasingly important role in business operations, creating more opportunities for cyberattacks and cyber fraud.

Risk-related consequences

These risks can disrupt production systems, operations connected to the internet, or lead to breaches of personal data of employees, partners, or contractors.

Risk management measures

The company prioritizes managing risks related to cybersecurity and data security. It has established policies for computer and information system use, covering effective use of information systems or networks, which serves as a guideline for the company and its affiliates. The company actively monitors and guards against new cyber threats, conducts system testing, and regularly performs recovery drills to proactively prevent incidents and respond swiftly when needed.

Additionally, the company has implemented and announced a personal data protection policy to ensure that personal data is securely managed in compliance with the Personal Data Protection Act and other relevant laws, guaranteeing both security and efficiency in handling sensitive information.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : No

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 policy and guidelines : Yes

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management plan : No

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

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

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes

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 acknowledge compliance with the supplier code of conduct? : Yes

	2022	2023	2024
Percentage of key suppliers acknowledging compliance with the supplier code of conduct over the past year (%)	0.00	0.00	76.77

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

Research and development policy (R&D) (Yes/No) : No

R&D expenses in the past 3 years

	2022	2023	2024
Research and development (R&D) expenses over the past 3 years (Million Baht)	0.00	0.39	0.00

Additional explanation about R&D expenses in the past 3 years

In 2023, a new type of switchboard was developed to increase sales and market share.

Information on process of developing and promoting the company's innovation culture

Process of developing and promoting the company's innovation culture

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

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 from innovation development? : No

Non-financial benefits

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

Remarks - This document is automatically generated based on information processed as received from the listed company on "as is" basis. The Stock Exchange of Thailand ("SET") does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.