ESG Performance Report
for Listed Companies in 2024

TURNKEY COMMUNICATION SERVICES PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

Published on 30 April 2025

ESG Performance

Company Name : TURNKEY COMMUNICATION SERVICES PUBLIC COMPANY LIMITED Symbol : TKC

Market : SET Industry Group : Technology Sector : Information & Communication Technology

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines	:	No
Environmental guidelines	:	Electricity Management, Fuel Management, Renewable/Clean Energy Management, Waste Management

The Company is focusing on the use of renewable energy to reduce reliance on fossil fuels, which contribute to climate change. The Company has installed solar panels on the roofs of office buildings.
Environmental policies and practices are currently under development.

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

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

Review of environmental policies, guidelines, and/or goals over the past year	:	No
Changes in environmental policies, guidelines, and/or goals	:	Electricity Management, Fuel Management, Renewable/Clean Energy Management, Waste Management

Waste Management Training Activities

The Company conducted training sessions on organizational waste management for employees through the TKC Together Program to promote proper waste management practices.

Plastic Bottle Waste Management Activities within the Organization

Organize plastic bottle segregation activities. The segregated plastic bottles are sent for recycling to produce shirts and keychains, which are then distributed to employees to wear at the Company's annual outing.

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Compliance with energy management principles and standards

Compliance with water management principles and standards

Water management principles and standards	:	3Rs or 5Rs

Compliance with waste management principles and standards

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

Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management 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	:	5
Actual number of disclosure boundaries	:	3
Data disclosure coverage (%)	:	60.00

Information on energy management

Energy management plan

The company's energy management plan	:	Yes

Renewable energy plan with solar cells The company has installed and used solar panels in every building and campaigned to reduce energy consumption.

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 for consumption	2024 : purchased electricity for consumption 300,428.00 Kilowatt-Hours	2026 : Reduced by 10% or 30,042.00 Kilowatt-Hours

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management	:	No

Information on electricity management

Company’s electricity consumption (*)

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	123,416.00	146,841.00	400,380.31
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	123,416.00	146,841.00	300,428.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	N/A	N/A	99,952.31
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	254.47	300.29	725.33

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

Electricity Consumption Intensity

	2022	2023	2024
Intensity of total electricity consumption within the organization (Kilowatt-Hours / Person (employee))	254.46597938	300.28834356	725.32664855

Electricity Expense (*)

	2022	2023	2024
Total electricity expense (Baht)	592,711.46	783,592.73	1,546,505.54
Percentage of total electricity expense to total expenses (%)(**)	0.03	0.02	0.07
Percentage of total electricity expense to total revenues (%)(**)	0.02	0.02	0.06
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	1,222.09	1,602.44	2,801.64

Additional explanation : (*) 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
Diesel (Litres)	N/A	238.46	50,590.29
Gasoline (Litres)	N/A	N/A	85,161.06
Natural gas (Standard Cubic Feet)	N/A	N/A	1,075.33

Additional explanation : Not include external fuel consumption

Company's fuel expense (*)

	2022	2023	2024
Total fuel expense (Baht)	N/A	N/A	5,815,909.60
Percentage of total fuel expense to total expenses (%)(**)	N/A	N/A	0.26
Percentage of total fuel expense to total revenues (%)(**)	N/A	N/A	0.24

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)	N/A	0.00	0.00

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)(*)	N/A	0.00000000	0.00000000

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	:	5
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	3.00

Information on water management plan

Water management plan

The Company's water management plan	:	No

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management	:	No

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management	:	No

Information on water management

Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	0.00	0.00	1,706.00
Water withdrawal by third-party water (cubic meters)	N/A	N/A	1,706.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	0.00	0.00	3.09
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues)(*)	0.00	0.00	0.00

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

Water discharge by destinations

	2022	2023	2024
Total wastewater discharge (cubic meters)	0.00	0.00	0.00

Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	0.00	0.00	1,706.00

Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues)(*)	0.00000000	0.00000000	0.00069664

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

Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)	0.00	0.00	37,855.60
Total water withdrawal expense from third-party water (Baht)	N/A	N/A	37,855.60
Percentage of total water withdrawal expense to total expenses (%)(*)	0.00	0.00	0.00
Percentage of total water withdrawal expense to total revenues (%)(*)	0.00	0.00	0.00
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	0.00	0.00	68.58

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	:	5
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on waste management plan

Waste management plan

The company's waste management plan	:	Yes

Under the "TKC Together" project, the focus is placed on waste management within the organization and surrounding communities. Activities include campaigns to reduce employee use of plastic cups, providing guidance on proper waste segregation, and increasing the number of waste bins for community use. Additionally, there is internal and external communication aimed at raising awareness among employees and communities about environmental issues and promoting changes in waste management behaviors. These efforts took place from October to December

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management	:	No

Information on performance and outcomes of waste management

Performance and outcomes of waste management

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

Project & Activity

1.Waste Management Training Activities

The Company conducted training sessions on organizational waste management for employees through the TKC Together Program to promote proper waste management practices.

2.Plastic Bottle Waste Management Activities within the Organization

Organize plastic bottle segregation activities. The segregated plastic bottles are sent for recycling to produce shirts and keychains, which are then distributed to employees.

3. **Waste Segregation Promotion Activities for Rural Communities** In 2024, the Company organized activities to promote waste segregation in Trang Province.

4.**Campaign to Encourage Employees to Reduce "the Use of Plastic Cups"**

The Company, in collaboration with community stores, participates in an ongoing annual project to reduce the use of plastic cups. The campaign promotes and encourages employees to reduce their use of plastic cups by offering beverage discounts to those who bring their own containers when using the services of participating stores.

Information on waste management

Waste Generation(*)

	2022	2023	2024
Total waste generated (Kilograms)	0.00	0.00	1,462.30
Total non-hazardous waste (kilograms)	N/A	N/A	1,208.20
Non-hazardous waste - Landfilling (Kilograms)	N/A	N/A	80.50
Non-hazardous waste - Incineration with energy recovery (Kilograms)	N/A	N/A	355.80
Non-hazardous waste – Others (kilograms)	N/A	N/A	771.90
Total hazardous waste (kilograms)	N/A	N/A	254.10
Hazardous waste – Others (kilograms)	N/A	N/A	254.10
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues)(**)	0.00	0.00	0.00
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues)(**)	N/A	N/A	0.00
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues)(**)	N/A	N/A	0.00

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

Waste reuse and recycling

	2022	2023	2024
Total reused/recycled waste (Kilograms)	0.00	0.00	312.00
Reused/Recycled non-hazardous waste (Kilograms)	0.00	N/A	312.00
Recycled non-hazardous waste (Kilograms)	N/A	N/A	312.00
Percentage of total reused/recycled waste to total waste generated (%)	N/A	N/A	21.34
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	N/A	N/A	25.82

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	:	5
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	3.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The company’s greenhouse gas management plan	:	No

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals	:	No

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management	:	Yes

The Company has a policy to develop the Carbon Footprint for Organization (CFO) to determine the organization's greenhouse gas emissions and sequestration quantities. This information is then utilized to implement initiatives aimed at reducing the organization's greenhouse gas emissions in the future

Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	0.00	580.00	895.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	N/A	515.00	391.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	N/A	63.00	151.00
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	N/A	2.00	353.00

Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues)(*)	0.000000	0.000149	0.000365
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	0.00	1.19	1.62

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 : LRQA (Thailand) Limited

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

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

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Company Name : TURNKEY COMMUNICATION SERVICES PUBLIC COMPANY LIMITED Symbol : TKC

Market : SET Industry Group : Technology Sector : Information & Communication Technology

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

Placing Importtance on fair Labor practices, promoting equality, ensuring non-discrimination, supporting the continuous delopmeny of employee capabilities, and leveraging technology and experise to sustainably foster development

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

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

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

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

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

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

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	5
Data disclosure coverage (%)	:	3.00

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

Continuous employee training and development, Work Anyware one day per week, outing activities, sports venues and weekly health massages for employees, Safety Committee (KPO), Welfare Committee, annual fire drills.

Information on setting employee and labor management goals

Setting employee and labor management goals

Does the company set employee and labor management goals?	:	No

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	:	No

Information on employment

Employment

	2022	2023	2024
Total Employment (Person)	N/A	N/A	552
Percentage of employees to total employment (%)	N/A	N/A	100.00
Total employees (persons)	485	489	552
Male employees (persons)	284	246	295
Percentage of male employees (%)	58.56	50.31	53.44
Female employees (persons)	201	243	257
Percentage of female employees (%)	41.44	49.69	46.56

Significant changes in the number of employees

Significant changes in number of employees over the past 3 Years : Yes

Contract employees in IBS Corporation Co., Ltd. (subsidiary) are on a 5-year contract to support the Biss USO project with 210 stations, which is consistent with the project period.

Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	0	0	0
Percentage of disabled workers to total employment (%)	N/A	N/A	0.00

Information on compensation of employees

Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	212,100,000.00	205,390,000.00	213,860,000.00
Average remuneration of employees (Baht / Person)	437,319.59	420,020.45	387,427.54

Provident fund management policy

Provident fund management policy : Have

Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	153	134	134
Proportion of employees who are PVD members (%)	31.55	27.40	24.28
Total amount of provident fund contributed by the company (baht)	N/A	2,200,000.00	2,200,000.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	N/A	1.07	1.03

Information on employee development

Employee training and development

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	20.83	13.22	14.35

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

Information on safety, occupational health, and work environment

Statistic of accident and injuries of employees from work

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	N/A	N/A	0
Total number of employees that lost time injuries for 1 day or more (Persons)	N/A	N/A	0
Percentage of employees that lost time injuries for 1 day or more (%)	N/A	N/A	0.00
Total number of employees that fatalities as a result of work-related injury (Persons)	N/A	N/A	0
Percentage of employees that fatalities as a result of work-related injury (%)	N/A	N/A	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)	0	0	0
Total number of male employee turnover leaving the company voluntarily (persons)	N/A	N/A	0
Total number of female employee turnover leaving the company voluntarily (persons)	N/A	N/A	0
Proportion of voluntary resignations (%)	0.00	0.00	0.00
Percentage of male employee turnover leaving the Company voluntarily (%)	N/A	N/A	0.00
Percentage of female employee turnover leaving the Company voluntarily (%)	N/A	N/A	0.00

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 : No

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

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

Information on customer management plan

Customer management plan

Company's customer management plan : No

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals : No

Details of setting customer management goals

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : No

Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	Yes	Yes	Yes

Channels for receiving complaints from customers/consumers

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

Telephone : 0-2401-8222

Fax : 0-2940-9868

Email : cg@tkc-services.com

Company’s website : https://www.tkc-services.com/

Address : 44/44 Vibhavadi-Rangsit 60 Yake 18-1-2, Talad Bangkhen, Laksi, Bangkok 10210

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, Forests and natural resources, Sports and recreation, Occupational health, safety, health, and quality of life, Reducing inequality

Develop knowledge of employees at all levels, promote scholarships for further study, organize sports areas, recreational activities, take care of work areas, work environments, environmental promotion projects

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	:	No

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

Project Togetther - Conducted training sessions on Organizational Waste management for employees ,Plastic Bottle Waste Management Activities within the Organization, Waste Segregation Promotion Activities for Rural Communities given to the Andaman Foundation, Trang Province
Participation in the 2024 Campaign to Reduce Workplace accidents to Zero and successfully met the requrements to to receive the BRONZE level Certification from the institute of Occupational Safety, Health and Work Environment (Public Organization)

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

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Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

The Company adheres to principles of Good Corporate Governance, aligning with the guidelines outlined in the 5 (five) categories specified by the Stock Exchange of Thailand. The Board of Directors has committed to implementing and upholding these principles, fostering a governance environment that ensures transparency, accountability, and ethical conduct in all aspects of the Company's affairs.

1. Shareholders' Rights
2. Equal Treatment of Shareholders
3. Consideration of the Role of Stakeholders
4. Information Disclosure and Transparency
5. Board Responsibilities

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, Other guidelines regarding the board of directors

Nomination of Directors

Oversee the nomination of the Board members, subcommittee Chairmans, and senior executives in each business unit.

Determination of Director Remuneration

Evaluate and recommend both monetary and non-monetary compensation structures for the Board of Directors, subcommittee Chairmans, Management Committee Chairmans, and senior executives. This includes fixed elements like retainer fees and meeting allowances, as well as performance-based components such as bonuses and incentives. Ensure that the proposed compensation aligns with the Company's long-term strategy and goals.

Independence of the Board of Directors from the Management

. Is not a director appointed by the Company's board to have authority in decision-making regarding the Company's operations, major subsidiaries, affiliated companies, subsidiaries of the same level, major shareholders, or controlling parties.

Director Development

Encourage directors to attend training or seminars to increase their knowledge and improve their efficiency in performing their duties as directors.

Board Performance Evaluation

All committee members have performed their duties in accordance with the policies and regulations very well. The evaluation results have all passed the criteria.

Corporate Governance of Subsidiaries and Associated Companies

Establish the management structure of subsidiaries to be able to control and supervise the management and take responsibility for the operations of subsidiaries as if they were a unit of the Company, including monitoring the management of subsidiaries to maintain the benefits of the Company's investments.

Appointment of Company Secretary

Appoint a Company Secretary to assist the Board in various duties to ensure that the Company's operations comply with relevant laws, announcements, and regulations.

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, Government agencies, Community and society

Shareholder

The Company operates under good governance.

Employee

The company provides employees with a good working environment, various welfare, retirement fund, recreational activities, and continuous training to develop their skills.

Customer

The company provides good quality services and regular customer satisfaction assessments.

Business competitor

The company conducts its business ethically.

Business partner

Business partners operate transparently and fairly.

Government agencies

The company complies with laws and regulations transparently.

Community and society

Continuously promote, support and help communities and society.

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

The Company is committed to conducting business in strict compliance with relevant laws, ethics and practices, and has regulatory risk management to ensure the Company is reliable and trusted by customers.

Policy and guidelines related to business code of conduct

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

Prevention of Conflicts of Interest

The Company places importance on managing conflicts of interest of related parties in a prudent, fair and transparent manner. Transactions with related persons of the Company shall be carefully considered and such information shall be disclosed clearly and timely.

Anti-corruption

The company opposes all forms of corruption, does not pay bribes for business benefits, does not cooperate or support any person who does illegal business or is a threat to society and national security.

Whistleblowing and Protection of Whistleblowers

The Company encourages all stakeholders to report any potential fraud, corruption, bribery of officials, or violations of business ethics or related regulations.To help improve, correct or take action to make it more correct, appropriate, transparent and efficient, including measures to protect whistleblowers to build confidence in those individuals to fully cooperate.

Prevention of Misuse of Inside Information

The Company encourages all groups of investors to have equal access to the Company's information.The Company shall supervise directors, executives and personnel involved with inside information to keep such information limited to necessary persons in order to prevent the Company's inside information from being used for personal gain.

Gift giving or receiving, entertainment, or business hospitality

Comply with local laws or any local policies established by their local business units when any inconsistency or conflict arises between the gift and entertainment policies.

Compliance with laws, regulations, and rules

Setting ethical standards for executives and employees to adhere to and comply with, in conjunction with the company's rules and regulations.Aiming for the management and operations to be transparent, clear, fair, efficient, upholding honor and dignity, worthy of the trust and confidence of business partners, customers and the public.

Information and assets usage and protection

The directors, executives and employees of the Company and its subsidiaries are required to comply with the guidelines for the use of inside information under the Securities and Exchange Act, including other related regulations.

Anti-unfair competitiveness

Promote fair and open competition by conducting business in accordance with honest and transparent competition and anti-monopoly laws.

Information and IT system security

The Company takes into account the security of data of all stakeholders, including data of consumers, customers, employees, raw material manufacturers and other related sectors, by providing mechanisms to prevent access to systems and data that may cause business damage.
Enhancing the security of an organization's information technology data, including planning for potential threat incidents.

Environmental management

Systematic management of the organization's environmental responsibilities by managing resources and the environment along with organizational development.

Human rights

Human dignity, fundamental rights and freedoms that are inherent and equal to being discriminated against on the grounds of race, religion, sex, skin colour, language, ethnicity or any other status under the law.

Safety and occupational health at work

Work safety is the duty of all employees at all levels to cooperate in practicing for the safety of themselves and others. Support and promote activities related to safety, occupational health and working environment.

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

Directors, executives and employees must demonstrate honesty, ethics, transparency, and comply with laws and regulations related to business operations. They must not engage in any acts that are corrupt or bribery.

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

Implementation of the CG Code for listed companies

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

The Board of Directors oversees the Company with independence and is aware of the role and responsibility of the Board as the leader of the organization

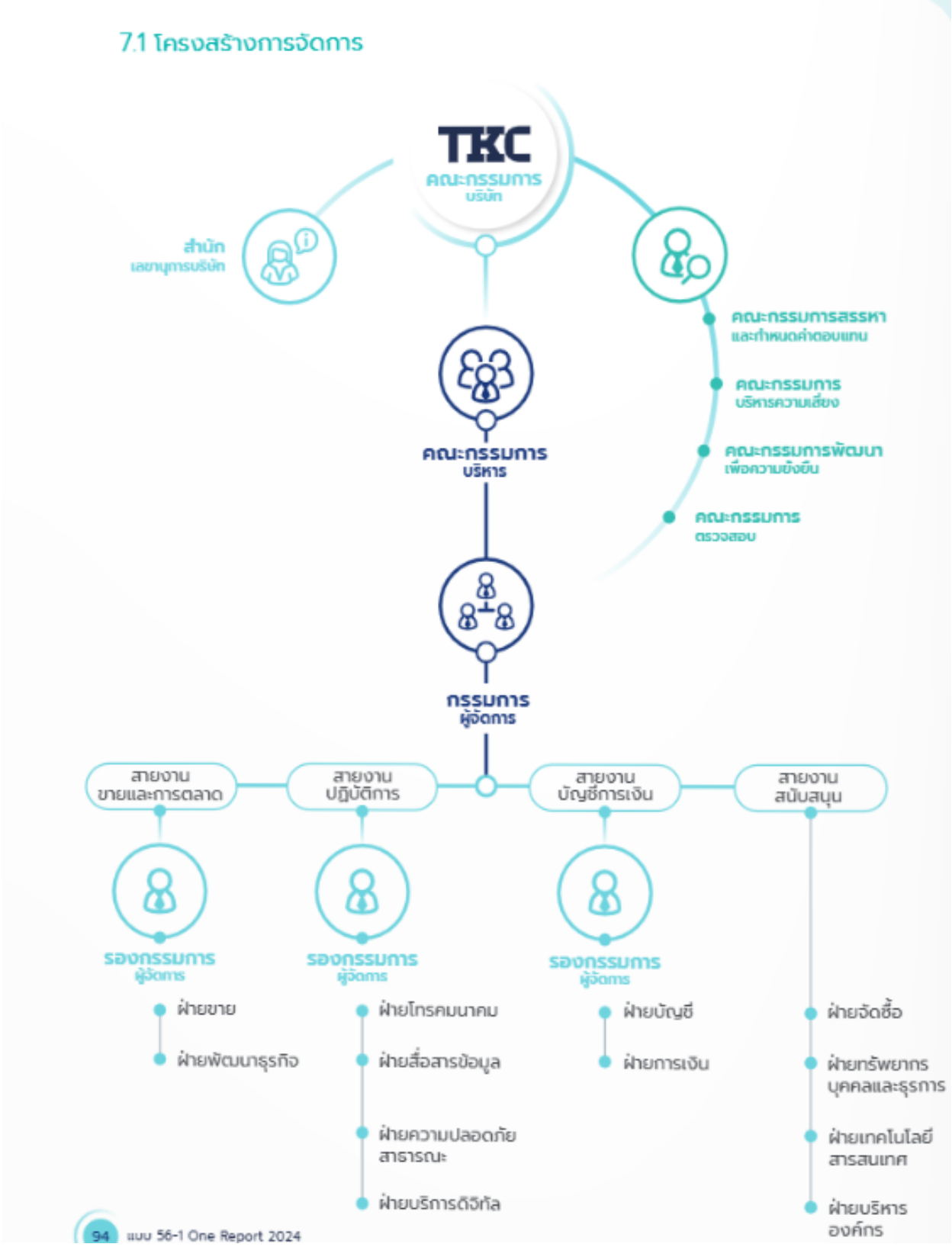
Corporate Governance Structure

Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure diagram



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	11	
	7	4
Executive directors	3	
	2	1
Non-executive directors	8	
	5	3
Independent directors	4	
	4	0
Non-executive directors who have no position in independent directors	4	
	1	3

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	63.64	36.36
Executive directors	27.27	
	18.18	9.09
Non-executive directors	72.73	
	45.45	27.27
Independent directors	36.36	
	36.36	0.00
Non-executive directors who have no position in independent directors	36.36	
	9.09	27.27

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

	2024	
	Male (years)	Female (years)
Average age of board of directors	51	
	53	49

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
1. Mr. KITTISAK AMORNCHAIROJKUL Gender: Male Age : 64 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 : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No **Shareholding in the company** • Direct shareholding : 0 Shares (0.000000 %)	Chairman of the Board of Directors (Non-executive directors, Independent director) Authorized directors as per the company's certificate of registration : No Type of director : Continuing director (Full term of directorship and being re-appointed as a director)	7 Aug 2014	Economics, Finance & Securities, Finance, Accounting
2. Mr. SAYAM TIEWTRANON Gender: Male Age : 52 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 : Yes DCP course : Yes **Shareholding in the company** • Direct shareholding : 124,699,900 Shares (31.174975 %)	Director (Executive Directors) Authorized directors as per the company's certificate of registration : Yes Type of director : Continuing director (Full term of directorship and being re-appointed as a director)	2 Nov 2007	Information & Communication Technology, IT Management, Engineering

List of directors	Position	First appointment date of director	Skills and expertise
3. Mr. WIWAT WETTHAYANUKOOL Gender: Male Age : 67 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 : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes **Shareholding in the company** • Direct shareholding : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the company's certificate of registration : No Type of director : Existing director	24 Feb 2014	Accounting, Audit, Internal Control
4. Mr. PICHAI CHAINARONGLOKA Gender: Male Age : 52 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 : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : Yes **Shareholding in the company** • Direct shareholding : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the company's certificate of registration : No Type of director : Existing director	24 Feb 2014	Accounting, Data Analysis, Audit, Risk Management

List of directors	Position	First appointment date of director	Skills and expertise
5. Mr. SITHIDEJ MAYALARP Gender: Male Age : 47 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 : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes **Shareholding in the company** • Direct shareholding : 238,200 Shares (0.059550 %)	Director (Non-executive directors) Authorized directors as per the company's certificate of registration : No Type of director : Existing director	5 Mar 2018	Engineering
6. Ms. KULNADA ORANRAKTHAM Gender: Female Age : 56 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 : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : Yes **Shareholding in the company** • Direct shareholding : 20,000 Shares (0.005000 %)	Director (Non-executive directors) Authorized directors as per the company's certificate of registration : No Type of director : Existing director	5 Mar 2018	Accounting, Finance

List of directors	Position	First appointment date of director	Skills and expertise
7. Mr. PIYA JIRAPAPONGSA Gender: Male Age : 49 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 : Yes DCP course : Yes **Shareholding in the company** • Direct shareholding : 50,000 Shares (0.012500 %)	Director (Executive Directors) Authorized directors as per the company's certificate of registration : Yes Type of director : Existing director	5 Mar 2018	Risk Management, Engineering, Corporate Management, Information & Communication Technology
8. Ms. RADAKARN MEETAM Gender: Female Age : 52 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No **Shareholding in the company** • Direct shareholding : 164,500 Shares (0.041125 %)	Director (Executive Directors) Authorized directors as per the company's certificate of registration : Yes Type of director : Existing director	5 Mar 2018	Accounting, Finance, Risk Management, Audit, Internal Control

List of directors	Position	First appointment date of director	Skills and expertise
9. Mr. KHEMCHART NANTASAGUANTHAI Gender: Male Age : 41 years Highest level of education : Master's degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No **Shareholding in the company** • Direct shareholding : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the company's certificate of registration : No Type of director : Continuing director (Full term of directorship and being re-appointed as a director)	11 Nov 2022	Law, Accounting, Audit
10. Ms. SUREERAT PRACHAYANUKUL Gender: Female Age : 52 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	Director (Non-executive directors) Authorized directors as per the company's certificate of registration : No Type of director : Existing director	19 Apr 2024	Accounting
11. Mrs. SASINET BAHOLYODHIN Gender: Female Age : 38 years Highest level of education : Master's degree Study field of the highest level of education : MSc Marketing 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 : Yes	Director (Non-executive directors) Authorized directors as per the company's certificate of registration : No Type of director : Newly appointed director to replace the ex-director	11 Nov 2024	Marketing, Information & Communication Technology

Additional explanation:

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

(1) Dishonest act or gross negligence

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

shareholders, investors or other parties involved
(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.
(**) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

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

List of directors	Position	Date of resignation / termination	Replacement director
1. Mr. SIRIPONG OONTORNPAN Gender: Male Age : 61 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 : Yes	Director (Non-executive directors) Authorized directors as per the company's certificate of registration : No	13 Oct 2024	-

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. KITTISAK AMORNCHAIROJKUL	Chairman of the Board of Directors		✔	✔		
2. Mr. SAYAM TIEWTRANON	Director	✔				✔
3. Mr. WIWAT WETTHAYANUKOOL	Director		✔	✔		
4. Mr. PICHAI CHAINARONGLOKA	Director		✔	✔		
5. Mr. SITHIDEJ MAYALARP	Director		✔		✔	
6. Ms. KULNADA ORANRAKTHAM	Director		✔		✔	
7. Mr. PIYA JIRAPAPONGSA	Director	✔				✔
8. Ms. RADAKARN MEETAM	Director	✔				✔
9. Mr. KHEMCHART NANTASAGUANTHAI	Director		✔	✔		
10. Ms. SUREERAT PRACHAYANUKUL	Director		✔		✔	
11. Mrs. SASINET BAHOLYODHIN	Director		✔		✔	
Total (persons)		3	8	4	4	3

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	1	9.09
2. Finance & Securities	1	9.09
3. Information & Communication Technology	3	27.27
4. Law	1	9.09
5. Marketing	1	9.09
6. Accounting	7	63.64
7. Finance	3	27.27
8. IT Management	1	9.09
9. Data Analysis	1	9.09
10. Corporate Management	1	9.09
11. Engineering	3	27.27
12. Risk Management	3	27.27
13. Audit	4	36.36
14. Internal Control	2	18.18

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	Yes

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

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

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

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

Methods of balancing power between the board of directors and Management : Increasing the proportion of independent directors to more than half

Information on the roles and duties of the board of directors

Board charter : Have

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Board of Directors

Role

• Corporate governance

Scope of authorities, role, and duties

-

Reference link for the charter

-

Audit Committee

Role

• Audit of financial statements and internal controls

Scope of authorities, role, and duties

-

Reference link for the charter

-

Executive Committee

Role

• Others

  • -

Scope of authorities, role, and duties

-

Reference link for the charter

-

Risk Management Committee

Role

• Risk management

Scope of authorities, role, and duties

-

Reference link for the charter

-

Nomination and Remuneration Committee

Role

• Director and executive nomination

• Remuneration

Scope of authorities, role, and duties

-

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
1. Mr. WIWAT WETTHAYANUKOOL(*) Gender: Male Age : 67 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 Expertise in accounting information review : Yes	Chairman of the audit committee (Non-executive directors, Independent director) Director type : Existing director	24 Feb 2014	Accounting, Audit, Internal Control
2. Mr. PICHAI CHAINARONGLOKA(*) Gender: Male Age : 52 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 Expertise in accounting information review : Yes	Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director	24 Feb 2014	Accounting, Data Analysis, Audit, Risk Management
3. Mr. KHEMCHART NANTASAGUANTHAI(*) Gender: Male Age : 41 years Highest level of education : Master's degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Member of the audit committee (Non-executive directors, Independent director) Director type : Continuing director (Full term of directorship and being re-appointed as a director)	11 Nov 2022	Law, Accounting, Audit

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
1. Mr. SAYAM TIEWTRANON Gender: Male Age : 52 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	The chairman of the executive committee	27 Mar 2003
2. Mr. PIYA JIRAPAPONGSA Gender: Male Age : 49 years Highest level of education : Master's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	5 Mar 2018
3. Ms. RADAKARN MEETAM Gender: Female Age : 52 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	5 Mar 2018

Other Subcommittees

Subcommittee name	Name list	Position
Risk Management Committee	Mr. PICHAI CHAINARONGLOKA	The chairman of the subcommittee (Independent director)
	Mr. SAYAM TIEWTRANON	Member of the subcommittee
	Mr. PIYA JIRAPAPONGSA	Member of the subcommittee
	Ms. RADAKARN MEETAM	Member of the subcommittee
	Dr. Panupat Poocharoen	Member of the subcommittee
Nomination and Remuneration Committee	Mr. KITTISAK AMORNCHAIROJKUL	The chairman of the subcommittee (Independent director)
	Mr. SAYAM TIEWTRANON	Member of the subcommittee
	Mr. PICHAI CHAINARONGLOKA	Member of the subcommittee (Independent director)

Information on the executives

Information on the executives

List and positions of the executive

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

List of executives	Position	First appointment date	Skills and expertise
1. Mr. SAYAM TIEWTRANON Gender: Male Age : 52 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	EXECUTIVE CHAIRMAN (The highest-ranking executive)	27 Mar 2003	Information & Communication Technology, IT Management, Engineering

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

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

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	16,697,368.20	20,853,019.58	21,340,496.00

Other remunerations of executive directors and executives

	2022	2023	2024
Employee Stock Ownership Plan (ESOP)	No	No	-
Employee Joint Investment Program (EJIP)	-	No	-

Outstanding remuneration or benefits of executive directors and executives

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

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Mrs. Jiraporn Sirirungnapawilai	jiraporn.s@tkc-services.com	-

List of the company secretary

General information	Email	Telephone number
1. Mr. arnon Champapoe	Arnon.c@tkc-services.com	-

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Mr. Pisan Pooratcharounchai	prosperity395@gmail.com	-

List of the head of the compliance unit

General information	Email	Telephone number
1. Ms. Radakarn Meetam	radakarn@tkc-services.com	-

Head of investor relations

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

List of the head of investor relations

General information	Email	Telephone number
1. Mr. Arnon Champapoe	arnon.c@tkc-services.com	-

Company's auditor

Details of the company’s auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
PRICEWATERHOUSECOOPERS ABAS COMPANY LIMITED 15Th Floor, Bangkok City Tower, 179/74-80 South Sathorn Road Thung Maha Mek Sathon Bangkok 10120 Telephone number -	4,400,000.00	-	1. Ms. NUNTIKA LIMVIRIYALERS Email: nuntika.limviriyalers@pwc.com License number: 7358 2. Ms. TITHINUN VANKEO Email: tithinun.vankeo@pwc.com License number: 9432 3. Ms. SVASVADI ANUMANRAJDHON Email: svasvadi.anumanrajdhon@pwc.com License number: 4400

Assigned personnel in case of a foreign company

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

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

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. KITTISAK AMORNCHAIROJKUL	Chairman of the Board of Directors	7 Aug 2014	Economics, Finance & Securities, Finance, Accounting
Mr. SAYAM TIEWTRANON	Director	2 Nov 2007	Information & Communication Technology, IT Management, Engineering
Mr. KHEMCHART NANTASAGUANTHAI	Director	11 Nov 2022	Law, Accounting, Audit

List of newly appointed director to replace the ex-director

List of directors	Position	First appointment date of director	Skills and expertise
Mrs. SASINET BAHOLYODHIN	Director	11 Nov 2024	Marketing, Information & Communication Technology

Selection of independent directors

Criteria for selecting independent directors

Business or professional relationships of independent directors over the past year

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

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

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

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

Rights of minority shareholders on director appointment

Method of director appointment : Method by which shareholders can divide their votes among candidates in accordance with the Public Limited Companies Act (Cumulative voting), 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. KITTISAK AMORNCHAIROJKUL (Chairman of the Board of Directors)	Non-participating	-
2. Mr. SAYAM TIEWTRANON (Director)	Participating	-
3. Mr. WIWAT WETTHAYANUKOOL (Director)	Participating	-
4. Mr. PICHAI CHAINARONGLOKA (Director)	Non-participating	-
5. Mr. SITHIDEJ MAYALARP (Director)	Participating	-
6. Ms. KULNADA ORANRAKTHAM (Director)	Participating	-
7. Mr. PIYA JIRAPAPONGSA (Director)	Participating	-
8. Ms. RADAKARN MEETAM (Director)	Participating	-
9. Mr. KHEMCHART NANTASAGUANTHAI (Director)	Non-participating	-
10. Ms. SUREERAT PRACHAYANUKUL (Director)	Non-participating	-
11. Mrs. SASINET BAHOLYODHIN (Director)	Non-participating	-
12. Mr. SIRIPONG OONTORNPAN (Director)	Non-participating	-

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

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

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

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

Date of AGM meeting : 19 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. KITTISAK AMORNCHAIROJKUL (Chairman of the Board of Directors, Independent director)	6	/	6	1	/	1	N/A	/	N/A
2. Mr. SAYAM TIEWTRANON (Director)	6	/	6	1	/	1	N/A	/	N/A
3. Mr. WIWAT WETTHAYANUKOOL (Director, Independent director)	5	/	6	1	/	1	N/A	/	N/A
4. Mr. PICHAI CHAINARONGLOKA (Director, Independent director)	6	/	6	1	/	1	N/A	/	N/A
5. Mr. SITHIDEJ MAYALARP (Director)	6	/	6	1	/	1	N/A	/	N/A
6. Ms. KULNADA ORANRAKTHAM (Director)	6	/	6	1	/	1	N/A	/	N/A
7. Mr. PIYA JIRAPAPONGSA (Director)	6	/	6	1	/	1	N/A	/	N/A
8. Ms. RADAKARN MEETAM (Director)	6	/	6	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)
9. Mr. KHEMCHART NANTASAGUANTHAI (Director, Independent director)	6	/	6	1	/	1	N/A	/	N/A
10. Ms. SUREERAT PRACHAYANUKUL (Director)	5	/	5	1	/	1	N/A	/	N/A
11. Mrs. SASINET BAHOLYODHIN (Director)	1	/	1	1	/	1	N/A	/	N/A
12. Mr. SIRIPONG OONTORNPAN (Director)	1	/	3	1	/	1	N/A	/	N/A

Remuneration of the board of directors

Types of remuneration of the board of directors

Monthly compensation and meeting allowance

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. KITTISAK AMORNCHAIROJKUL (Chairman of the Board of Directors)			**656,000.00**		**N/A**
Board of Directors	112,000.00	352,000.00	464,000.00	-	
Nomination and Remuneration Committee	48,000.00	144,000.00	192,000.00	-	
2. Mr. SAYAM TIEWTRANON (Director)			**N/A**		**0.00**
Board of Directors	N/A	N/A	N/A	-	

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	N/A	N/A	N/A	-	
Risk Management Committee	N/A	N/A	N/A	-	
Nomination and Remuneration Committee	N/A	N/A	N/A	-	
3. Mr. WIWAT WETTHAYANUKOOL (Director)			**549,000.00**		**N/A**
Board of Directors	68,000.00	178,000.00	246,000.00	-	
Audit Committee	57,000.00	246,000.00	303,000.00	-	
4. Mr. PICHAI CHAINARONGLOKA (Director)			**1,024,000.00**		**N/A**
Board of Directors	90,000.00	176,000.00	266,000.00	-	
Audit Committee	48,000.00	204,000.00	252,000.00	-	
Risk Management Committee	62,000.00	216,000.00	278,000.00	-	
Nomination and Remuneration Committee	48,000.00	180,000.00	228,000.00	-	
5. Mr. SITHIDEJ MAYALARP (Director)			**256,000.00**		**N/A**
Board of Directors	80,000.00	176,000.00	256,000.00	-	
6. Ms. KULNADA ORANRAKTHAM (Director)			**256,000.00**		**N/A**
Board of Directors	80,000.00	176,000.00	256,000.00	-	
7. Mr. PIYA JIRAPAPONGSA (Director)			**N/A**		**0.00**
Board of Directors	N/A	N/A	N/A	-	
Executive Committee	N/A	N/A	N/A	-	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Risk Management Committee	N/A	N/A	N/A	-	
8. Ms. RADAKARN MEETAM (Director)			**N/A**		**0.00**
Board of Directors	N/A	N/A	N/A	-	
Executive Committee	N/A	N/A	N/A	-	
Risk Management Committee	N/A	N/A	N/A	-	
9. Mr. KHEMCHART NANTASAGUANTHAI (Director)			**508,000.00**		**N/A**
Board of Directors	80,000.00	176,000.00	256,000.00	-	
Audit Committee	48,000.00	204,000.00	252,000.00	-	
10. Ms. SUREERAT PRACHAYANUKUL (Director)			**180,000.00**		**N/A**
Board of Directors	60,000.00	120,000.00	180,000.00	-	
11. Mrs. SASINET BAHOLYODHIN (Director)			**27,000.00**		**N/A**
Board of Directors	12,000.00	15,000.00	27,000.00	-	
12. Dr. Panupat Poocharoen (Member of the subcommittee)			**N/A**		**0.00**
Risk Management Committee	N/A	N/A	N/A	-	
13. Mr. SIRIPONG OONTORNPAN (Director)			**106,500.00**		**N/A**
Board of Directors	24,000.00	82,500.00	106,500.00	-	

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	606,000.00	1,451,500.00	2,057,500.00
2. Audit Committee	153,000.00	654,000.00	807,000.00
3. Executive Committee	0.00	0.00	0.00
4. Risk Management Committee	62,000.00	216,000.00	278,000.00
5. Nomination and Remuneration Committee	96,000.00	324,000.00	420,000.00

Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	917,000.00
Other monetary remuneration (Baht)	2,645,500.00
Total (Baht)	3,562,500.00

Remunerations or benefits pending payment to the board of directors

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

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

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

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

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

Number of cases or issues related to conflict of interest

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

Prevention of the use of inside information to seek benefits

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

Has the company operated in preventing the use of inside information to seek benefits over the past year : No / In progress

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 : No / In progress

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 : No / In progress

Number of cases or issues related to whistleblowing

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

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

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 4

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Mr. WIWAT WETTHAYANUKOOL (Chairman of the audit committee)	4	/	4
2 Mr. PICHAI CHAINARONGLOKA (Member of the audit committee)	4	/	4
3 Mr. KHEMCHART NANTASAGUANTHAI (Member of the audit committee)	4	/	4

The results of duty performance of the audit committee

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance of Executive Committee

Meeting Executive Committee (times) : 12

List of Directors	Meeting attendance of Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. SAYAM TIEWTRANON (The chairman of the executive committee)	12	/	12
2 Mr. PIYA JIRAPAPONGSA (Member of the executive committee)	12	/	12
3 Ms. RADAKARN MEETAM (Member of the executive committee)	12	/	12

The results of duty performance of Executive Committee

Meeting attendance of Risk Management Committee

Meeting Risk Management Committee (times) : 6

List of Directors	Meeting attendance of Risk Management Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. PICHAI CHAINARONGLOKA (The chairman of the subcommittee)	6	/	6
2 Mr. SAYAM TIEWTRANON (Member of the subcommittee)	6	/	6

List of Directors	Meeting attendance of Risk Management Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
3 Mr. PIYA JIRAPAPONGSA (Member of the subcommittee)	6	/	6
4 Ms. RADAKARN MEETAM (Member of the subcommittee)	6	/	6
5 Dr. Panupat Poocharoen (Member of the subcommittee)	6	/	6

The results of duty performance of Risk Management Committee

Meeting attendance of Nomination and Remuneration Committee

Meeting Nomination and Remuneration Committee (times) : 4

List of Directors	Meeting attendance of Nomination and Remuneration Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. KITTISAK AMORNCHAIROJKUL (The chairman of the subcommittee)	4	/	4
2 Mr. SAYAM TIEWTRANON (Member of the subcommittee)	4	/	4
3 Mr. PICHAI CHAINARONGLOKA (Member of the subcommittee)	4	/	4

The results of duty performance of Nomination and Remuneration Committee

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

The Company recognizes the importance of sustainable business development. The organization is committed to managing its operations by principles of good corporate governance, conducting business ethically, and considering the interests of all stakeholders, as well as its social, community, and environmental responsibilities. To conclude, the Company has outlined a comprehensive sustainability management policy covering three main aspects: environmental, social, and corporate governance and economic dimensions.

Sustainability management goals

Does the company set sustainability management goals : Yes

In 2024, the Company's energy consumption increased due to the addition of one office building. Therefore, 2024 has been set as the base year for measuring energy reduction. By using technology to help reduce energy consumption

United Nations SDGs that align with the organization's sustainability management goals : Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 5 Gender Equality, Goal 6 Clean Water and Sanitation, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 10 Reduce Inequalities, Goal 11 Sustainable Cities and Communities, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 17 Partnerships for the Goals

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

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

Has the company reviewed the policy and/or goals 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 has added more office buildings and groups of companies. Energy consumption has increased. Adjusted the target to be consistent with the present. Used as base year data. Set a target to reduce energy consumption and waste management in a tangible way.

Information on impacts on stakeholder management in business value chain

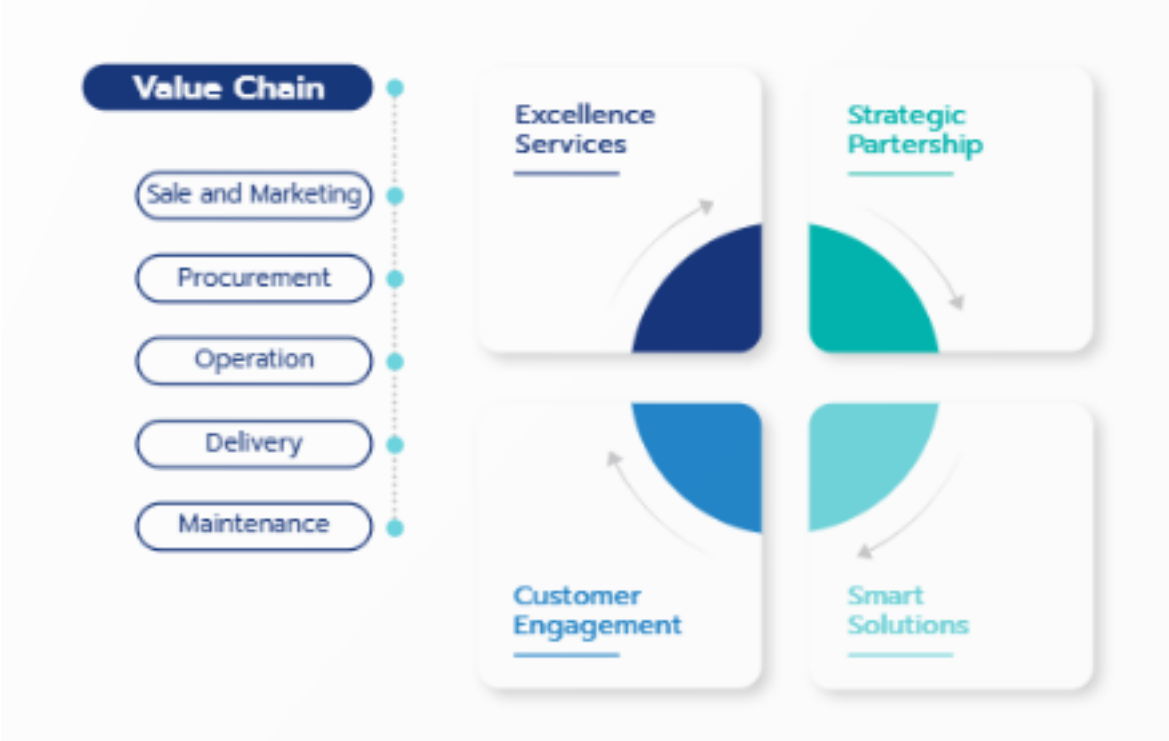
Business value chain

1.***Primary activities***

1) Management of *Inbound Factors*

Project identification and Study, Seeiancesaffking Business Partnerts/

Business value chain diagram



Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			
• Employees • Expatriate	-	-	• Social Event • Online Communication • Internal Meeting • Employee Engagement Survey • Satisfaction Survey • Training / Seminar
<u>External stakeholders</u>			
• Business partners • Shareholders • Customers	-	-	• Visit • Social Event • Online Communication • External Meeting • Annual General Meeting (AGM) • Complaint Reception • Satisfaction Survey

Diagram of the stakeholder analysis in the business value chain

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability materiality topics : Yes

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

Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Environment	• Energy Management • Waste and Waste Management
Social	• Fair Labor Practices • Community / Social Responsibility
Governace and Economy	• Customer / Consumer Responsibility

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Doesn't Have data

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

To support operations, build confidence among stakeholders and enable the company to grow sustainably.

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management	:	Yes
Standards on ESG risk management	:	COSO - Enterprise risk management framework (ERM)

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1

Related risk factors :

Strategic Risk
- Government policy
- Changes in technologies
- Reliance on large customers or few customers
- Reliance on large partners / distributors or few partners / distributors
- Economic risk
- ESG risk
- Climate change and disasters

Operational Risk
- Reliance on employees in key positions
- Information security and cyber-attack
- Loss or damage from non-compliance of partners or counterparties
- Delays in the development of future projects
- Safety, occupational health, and working environment
- Climate change and disasters
- System disruption risk

Compliance Risk
- Violations of laws and regulations
- Legal risk

Financial Risk
- Insufficient sources of funding
- Fluctuation in exchange rates, interest rates, or the inflation rate
- Fluctuation in return on assets or investment
- Liquidity risk
- Income volatility

ESG risk factors : No

Risk characteristics

Technology-related business: Risks related to personnel, rapidly changing technological products, relatively high investment, and the use of specialized skills.

Risk-related consequences

Supporting the shortage of personnel, inadequate personnel development, resulting in a lack of business opportunities

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	:	No

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	:	No

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

Key suppliers acknowledging compliance with the supplier code of conduct

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

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

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

Information on organization’s innovation culture development and promotion process

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?	:	No

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