



ESG Performance Report for Listed Companies in 2024

LOHAKIT METAL PUBLIC COMPANY LIMITED

Fiscal Year End 31 March 2025

Published on 23 May 2025



ESG Performance

Company Name : LOHAKIT METAL PUBLIC COMPANY LIMITED Symbol : LHK

Market : SET Industry Group : Industrials Sector : Steel

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

- Environmental policy and guidelines : Yes
- Environmental guidelines : Electricity management, Fuel management, Renewable/clean energy management, Water resources and water quality management, Waste management, Greenhouse gas and climate change management, Air quality management, Noise pollution management

Lohakit Metal Public Company Limited, a manufacturer of quality stainless steel pipes, stainless steel sheets and coils, is aware of the value and importance of using natural resources and the environment. Lohakit Metal Public Company Limited is committed to improving the working methods and activities of the company that may have an impact on the environment and to continuously implement guidelines for pollution prevention in all aspects.

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

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

- Environmental management principles and standards : Standard of Corporate Social Responsibility, Department of Industrial Works (CSR-DIW STD), ISO 14001 - Environmental management systems

Compliance with energy management principles and standards

- Energy management principles and standards : ISO 50001 — Energy management

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), The Greenhouse Gas Protocol, Defra Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance

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	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

Information on energy management

Energy management plan

The company's energy management plan : Yes

The Company is aware and committed to controlling the use of fuel and electricity for maximum efficiency by using natural resources in a worthwhile manner, reducing the impact on the environment as much as possible, and be able to reduce the Company's energy costs by taking the following actions:

1. Fuel energy management

- Campaigning for employees to switch to using the transportation system provided by the company to facilitate and save on travel expenses for employees, as well as to preserve the environment and reduce air pollution.
- Managing product transport routes to reduce transport trips or the number of vehicles that need to be delivered by arranging routes so that one vehicle can deliver products to more than one customer in order to reduce fuel usage.

2. Electric Power Management

- Campaign to turn off electricity and computer screens during lunch break between 12.00 - 13.00 hrs. This is to allow employees to practice energy saving and apply it in their daily lives, including disseminating energy saving methods in their own communities.
- Installation of a rooftop solar cell power generation system for energy saving and renewable energy use, reducing environmental impacts. This project has also received investment promotion (BOI) on investment promotion measures to improve production efficiency. The company has proposed an investment plan for energy saving, renewable energy use in business, or reducing environmental impacts.

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 : Yes
management

Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased for consumption	2019 : purchased electricity for consumption 1,635,819.17 Kilowatt-Hours	2024 : Reduced by 6.44% or 105,279.45 Kilowatt-Hours
Reduction of fuel consumption	2019 : fuel consumption 1,967,527.98 Kilowatt-Hours	2024 : Reduced by 30.17% or 593,729.61 Kilowatt-Hours
Reduction of electricity purchased and fuel consumption	2019 : energy consumption 3,603,347.14 Kilowatt-Hours	2024 : Reduced by 19.4% or 699,009.05 Kilowatt-Hours

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

Reducing the use of energy, including electricity and fuel, has significant positive impacts on a company in various aspects. Most notably, it leads to a clear reduction in operating costs. When energy consumption decreases, companies can

save on regular expenses such as electricity and fuel bills, which in turn increases operational efficiency and contributes to higher net profits. Moreover, it enhances the company's image in terms of environmental responsibility, which is increasingly important in an era where consumers and investors value sustainable business practices. Energy reduction also helps companies mitigate risks associated with fluctuating energy prices in global markets, enabling more accurate financial planning. Furthermore, it prepares the organization to comply with future environmental regulations or policies. Overall, efficient energy use serves as both a business strategy and a sustainable development approach that benefits the organization, the environment, and the surrounding community.

Information on electricity management

Company's electricity consumption ^(*)

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	1,350,161.78	1,391,948.07	1,530,539.72
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	723,430.75	757,052.67	745,103.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	626,731.03	634,895.40	785,436.72
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	7,628.03	7,443.57	7,930.26

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 / m ²)	0.00000000	0.00000000	0.00000000
Intensity of total electricity consumption within the organization (Kilowatt-Hours / Kilogram of product)	0.06657921	0.06580434	0.06213230

Electricity Expense ^(*)

	2022	2023	2024
Total electricity expense (Baht)	3,590,979.87	4,744,637.55	4,712,713.83
Percentage of total electricity expense to total expenses (%) ^(**)	0.15	0.18	0.19
Percentage of total electricity expense to total revenues (%) ^(**)	0.13	0.17	0.18
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	20,288.02	25,372.39	24,418.21

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
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	125,002.87	120,324.57	120,494.32
Gasoline (Litres)	18,227.53	19,531.45	17,702.38
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)	0.00	0.00	0.00
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)	3,881,827.50	4,465,040.51	4,586,594.04
Percentage of total fuel expense to total expenses (%) ^(**)	0.16	0.17	0.18
Percentage of total fuel expense to total revenues (%) ^(**)	0.14	0.16	0.17

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)	3,695.71	3,667.08	2,904.09

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) ^(*)	0.00132431	0.00130181	0.00109289
Intensity of total energy consumption within the organization (Megawatt-Hours / m ²)	0.00000000	0.00000000	0.00000000
Intensity of total energy consumption within the organization (Megawatt-Hours / Kilogram of product)	0.18220000	0.17340000	0.11790168

Additional explanation : ⁽¹⁾ 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	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

Information on water management plan

Water management plan

The Company's water management plan : Yes

The company has systematically managed tap water, emphasizing efficient management and campaigning to raise awareness among employees to use water to its full potential and maximize its benefits.

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : Yes

Details of setting goals for water management

Target(s)	Base year(s)	Target year(s)
Reduction of water withdrawal	2019 : Water withdrawal 6,213.00 Cubic meters	2024 : Reduced by 42.61% or 2,648.00 Cubic meters

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : Yes

Reducing water consumption has significant positive impacts on the company in various ways. It helps lower operational costs related to water bills and wastewater treatment, allowing the company to manage its budget more efficiently. Additionally, it enhances the company's image as an environmentally conscious and socially responsible organization, which is crucial for building trust and credibility with customers and business partners. Reducing water usage also minimizes the risk of water shortages or environmental issues that could affect the company's production processes and operations in the long term. Moreover, sustainable water management is part of the company's broader approach to sustainable development, helping the business grow steadily while being responsible to the planet over the long run.

Information on water management

Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	3,379.00	3,249.00	3,565.00
Water withdrawal by third-party water (cubic meters)	3,379.00	3,249.00	3,565.00
Water withdrawal by surface water (cubic meters)	0.00	0.00	0.00
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	0.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	19.09	17.37	18.47
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
Percentage of treated wastewater (%)	0.00	0.00	0.00
Total wastewater discharge (cubic meters)	0.00	0.00	0.00
Wastewater discharged to third-party water (cubic meters)	0.00	0.00	0.00
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)	3,379.00	3,249.00	3,565.00

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) ^(*)	0.00121082	0.00115339	0.00134160
Intensity of total water consumption (Cubic meters / m ²)	0.00000000	0.00000000	0.00000000

	2022	2023	2024
Intensity of total water consumption (Cubic meters / Person (employee))	23.11744584	21.37500000	23.44109589

Additional explanation : ⁽¹⁾ Total revenues and expenses from consolidated financial statement

Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)	53,653.10	51,877.07	57,444.25
Total water withdrawal expense from third-party water (Baht)	53,653.10	51,877.07	57,444.25
Total water withdrawal expense from other sources (Baht)	0.00	0.00	0.00
Percentage of total water withdrawal expense to total expenses (%) ⁽¹⁾	0.00	0.00	0.00
Percentage of total water withdrawal expense to total revenues (%) ⁽¹⁾	0.00	0.00	0.00
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	303.12	277.42	297.64

Additional explanation : ⁽¹⁾ 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	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

To dispose of waste such as polishing powder, stainless steel scraps, iron waste, and contaminated waste, the Company and its subsidiaries have hired a company that specializes in the disposal and destruction of these wastes. In addition, there are monthly sound and light intensity analysis tests and regular water quality inspections by experts to ensure compliance with the specified standards. Therefore, all pollutants from factories and offices will be treated in accordance with the requirements and have been inspected by relevant government agencies, such as the Department of Industrial Works, Ministry of Industry, and the Pollution Control Department, Ministry of Science and Environment, etc.

1. Waste management

Waste disposal from production must strictly comply with relevant industrial standards and laws. The company has been certified with the ISO 14001 environmental management standard, which requires systematic waste management within the factory. Waste is separated into non-hazardous waste, hazardous waste, and recyclable waste to facilitate management and proper disposal, and to separate waste for reuse or recycling. There are also measures to reduce the use of consumables (Supplies) used in production to reduce the amount of hazardous waste that follows.

2. Wastewater management

The company is aware of the impact of wastewater discharge from various processes and activities. Before releasing wastewater into public canals, the water must be treated to meet the standards set by law. A certified external agency will inspect the quality of wastewater at the final pond every 3 months. This is an environmental responsibility that the company has continuously implemented

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : Yes

Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Increase of waste recovery Waste type: Non-hazardous waste	2019 : non-hazardous waste 187,500.00 Kilograms	2024 : Increased by 148.52% or 278,473.00 Kilograms	<ul style="list-style-type: none">• Reuse• Recycle
Reduction of waste generation Waste type: Hazardous waste	2019 : hazardous waste 54,920.00 Kilograms	2024 : Reduced by 57.38% or 31,510.00 Kilograms	<ul style="list-style-type: none">• Landfilling

Information on performance and outcomes of waste management

Performance and outcomes of waste management

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

Effective waste and residue management enables the company to significantly reduce operational costs related to waste

disposal. It also helps minimize legal risks and penalties associated with environmental regulation violations. This leads to an improved corporate image among customers, investors, and the community, reflecting the company's commitment to social and environmental responsibility. Good waste management promotes employee health and safety while reducing overall environmental impact. All these factors contribute to the company's sustainability and long-term business stability.

Information on waste management

Waste Generation^(*)

	2022	2023	2024
Total waste generated (Kilograms)	242,420.00	373,081.00	489,383.00
Total non-hazardous waste (kilograms)	187,500.00	332,117.00	465,973.00
Total hazardous waste (kilograms)	54,920.00	40,964.00	23,410.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.09	0.13	0.18
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.07	0.12	0.18
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.02	0.01	0.01

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)	N/A	N/A	465,973.00
Reused/Recycled non-hazardous waste (Kilograms)	N/A	N/A	465,973.00
Reused/Recycled hazardous waste (Kilograms)	N/A	N/A	0.00
Reused hazardous waste (Kilograms)	N/A	N/A	0.00
Recycled hazardous waste (Kilograms)	N/A	N/A	0.00
Percentage of total reused/recycled waste to total waste generated (%)	N/A	N/A	95.22
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	N/A	N/A	100.00
Percentage of reused/recycled hazardous waste to hazardous waste (%)	N/A	N/A	0.00

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	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

Lohakit Metal Public Company Limited realizes and places importance on conducting business that is friendly to the environment and focuses on managing the use of natural resources efficiently, including adapting, preparing and reducing the impacts of climate change by using appropriate technology to prevent impacts on the environment, including promoting awareness of environmental care for employees.

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : Yes

Company's existing targets : Setting other greenhouse gas reduction targets

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	2019 : Greenhouse gas emissions 479.00 tCO ₂ e	2024 : Reduced by 26.51% or 127.00 tCO ₂ e in comparison to the base year	2027 : Reduced by 30% or 143.70 tCO ₂ e in comparison to the base year
Scope 2	2019 : Greenhouse gas emissions 661.00 tCO ₂ e	2024 : Reduced by 43.58% or 288.00 tCO ₂ e in comparison to the base year	2027 : Reduced by 30% or 462.70 tCO ₂ e in comparison to the base year
Scope 1-2	2019 : Greenhouse gas emissions 1,140.00 tCO ₂ e	2024 : Reduced by 36.4% or 415.00 tCO ₂ e in comparison to the base year	2027 : Reduced by 30% or 342.00 tCO ₂ e in comparison to the base year

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

Reducing greenhouse gas emissions brings multiple benefits to a company. It enhances the company's image as an environmentally conscious and sustainable organization, which is crucial for building trust and credibility with customers, investors, and business partners. Additionally, it reduces the risk of future regulatory changes or environmental laws that may lead to increased costs or penalties if the company fails to comply. Lowering emissions also improves energy and resource efficiency, which can reduce long-term operational costs. Overall, it strengthens the company's competitiveness in a market that increasingly values sustainability and environmental responsibility.

Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	840.00	728.00	1,140.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	378.00	349.00	479.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	462.00	379.00	661.00
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) ^(*)	0.000301	0.000258	0.000429
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	4.75	3.89	5.91
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / m ²)	0.00000000	0.00000000	0.00000000
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / Kilogram of product)	0.03706648	0.00344774	0.02943139

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 : No

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

Absorption and removal of Greenhouse Gas

	2022	2023	2024
--	------	------	------

	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

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 : LOHAKIT METAL PUBLIC COMPANY LIMITED Symbol : LHK

Market : SET Industry Group : Industrials Sector : Steel

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

The Company has a policy to comply with laws and regulations related to employees and the principles of basic human rights according to international standards, without discrimination based on place of birth, race, gender, age, skin color, religion, disability, status, nationality, family, educational institution or any other status not directly related to the work, including respect for individuality and human dignity, as well as the assessment of human rights risks. In addition, the Company encourages employees to realize the importance of and understand human rights and to comply with human rights principles correctly by organizing annual refresher training.

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

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

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

Information on 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 : No

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

	2022	2023	2024
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	:	1
Actual number of disclosure boundaries	:	1
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, Safety and occupational health at work

Lohakit Metal Public Company Limited realizes the importance of employees and considers them as valuable resources to drive the company's business. By recruiting employees, motivating and retaining quality employees, the company also emphasizes developing employees to have the ability to support business operations and be able to develop new business operations in the long term to make the company an efficient organization with sustainable growth.

In terms of employment, performance and career advancement, the Company has set clear and standard practices based on the principle of non-discrimination and in compliance with relevant laws, providing equal opportunities to everyone regardless of gender, race, religion, origin, age, disability, socio-economic status or educational qualifications.

In terms of payroll management, compensation and various benefits, management considers the principle of motivating employees to work to their full potential, with fairness, in accordance with legal requirements and with a standard practice system. There is an evaluation and analysis of work values to ensure they are current, appropriate for the level of responsibility, consistent with business operations and at a level that is competitive or equivalent to the compensation rates of other companies in the same business.

In terms of employee development The company supports and develops the potential of its employees because employees are a key force driving the company's business. Therefore, the company has set up a program to develop the potential of employees so that they can expand their own capabilities and co-create.

Fostering employee relationships and engagement

Lohakit Metal Public Company Limited has always organized various activities to strengthen good relationships within the organization between executives and employees because we believe that good relationships between teams will lead to efficient work results and help create employee engagement, satisfaction and quality of life for employees to take care of employees who are valuable resources to stay with the organization

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)	177	187	193
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)	177	187	193
Male employees (persons)	127	122	123
Percentage of male employees (%)	71.75	65.24	63.73
Female employees (persons)	50	65	70
Percentage of female employees (%)	28.25	34.76	36.27
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)	24	40	49
Percentage of employees under 30 years old (%)	13.56	21.39	25.39
Total number of employees 30-50 years old (Persons)	136	133	125
Percentage of employees 30-50 years old (%)	76.84	71.12	64.77
Total number of employees over 50 years old (Persons)	17	14	19
Percentage of employees over 50 years old (%)	9.60	7.49	9.84

Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	19	25	33
Percentage of male employees under 30 years old (%)	14.96	20.49	26.83
Total number of male employees 30-50 years old (Persons)	96	90	79

	2022	2023	2024
Percentage of male employees 30-50 years old (%)	75.59	73.77	64.23
Total number of male employees over 50 years old (Persons)	12	7	11
Percentage of male employees over 50 years old (%)	9.45	5.74	8.94

Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	5	15	16
Percentage of female employees under 30 years old (%)	10.00	23.08	22.86
Total number of female employees 30-50 years old (Persons)	40	43	46
Percentage of female employees 30-50 years old (%)	80.00	66.15	65.71
Total number of female employees over 50 years old (Persons)	5	7	8
Percentage of female employees over 50 years old (%)	10.00	10.77	11.43

Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	157	172	178
Percentage of employees in operational level (%)	88.70	91.98	92.23
Total number of employees in management level (Persons)	16	11	11
Percentage of employees in management level (%)	9.04	5.88	5.70
Total number of employees in executive level (Persons)	4	4	4
Percentage of employees in executive level (%)	2.26	2.14	2.07

Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	112	112	114
Percentage of male employees in operational level (%)	88.19	91.80	92.68

	2022	2023	2024
Total number of male employees in management level (Persons)	11	6	5
Percentage of male employees in management level (%)	8.66	4.92	4.07
Total number of male employees in executive level (Persons)	4	4	4
Percentage of male employees in executive level (%)	3.15	3.28	3.25

Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	45	60	64
Percentage of female employees in operational level (%)	90.00	92.31	91.43
Total number of female employees in management level (Persons)	5	5	6
Percentage of female employees in management level (%)	10.00	7.69	8.57
Total number of female employees in executive level (Persons)	0	0	0
Percentage of female employees in executive level (%)	0.00	0.00	0.00

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

	2022	2023	2024
Bangkok Metropolitan (Person)	0	0	58
Northern (Person)	0	0	3
Central (Person)	0	0	2
Northeastern (Person)	0	0	56
Southern (Person)	0	0	0
Eastern (Person)	0	0	4

Number of female employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person)	0	0	49
Northern (Person)	0	0	1
Central (Person)	0	0	5
Northeastern (Person)	0	0	12
Southern (Person)	0	0	1
Eastern (Person)	0	0	2

Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	2	2	2
Percentage of disabled workers to total employment (%)	1.13	1.07	1.04
Total number of employees with disabilities (Persons)	2	2	2
Total male employees with disabilities (persons)	2	2	2
Total female employees with disabilities (persons)	0	0	0
Percentage of disabled employees to total employees (%)	1.13	1.07	1.04
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	No	Yes

Information on compensation of employees

Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	69,427,808.00	69,190,567.00	64,034,041.00
Average remuneration of employees (Baht / Person)	392,247.50	370,003.03	331,782.60

Provident fund management policy

Provident fund management policy : Have

The company recognizes the importance of promoting long-term financial security for its employees. Therefore, a provident fund has been established as part of the employee benefits and motivation program. The company contributes to the fund at

an appropriate rate in accordance with the fund's regulations and encourages employees to save regularly. The fund is managed by a certified professional fund manager in compliance with legal standards to ensure appropriate returns, transparency, and alignment with the employees' acceptable risk levels. Regular disclosures on fund performance and operations are provided to enable employees to monitor, review, and plan their personal finances effectively.

Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	119	125	125
Proportion of employees who are PVD members (%)	67.23	66.84	64.77
Total amount of provident fund contributed by the company (baht)	2,105,367.40	2,277,597.06	2,353,914.85
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	3.03	3.29	3.68

Information on employee development

Employee training and development

	2022	2023	2024
Employee development plans as part of annual performance reviews	No	No	No
Average employee training hours (Hours / Person / Year)	2.41	2.64	1.50
Total amount spent on employee training and development (Baht)	121,650.00	45,120.00	75,281.54
Percentage of training and development expenses to total expenses (%) ^(*)	0.000049	0.000017	0.000030
Percentage of training and development expenses to total revenue (%) ^(*)	0.000044	0.000016	0.000028

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)	358,776.00	409,664.00	446,292.00
Total number of hours worked by employees (Hours)	358,776.00	409,664.00	446,292.00
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)	1	1	0
Total number of employees that lost time injuries for 1 day or more (Persons)	1	1	0
Percentage of employees that lost time injuries for 1 day or more (%)	0.56	0.53	0.00
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (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)	31	23	42
Total number of male employee turnover leaving the company voluntarily (persons)	22	18	32
Total number of female employee turnover leaving the company voluntarily (persons)	9	5	10
Proportion of voluntary resignations (%)	17.51	12.30	21.76
Percentage of male employee turnover leaving the Company voluntarily (%)	12.43	9.63	16.58
Percentage of female employee turnover leaving the Company voluntarily (%)	5.08	2.67	5.18
	2022	2023	2024
Evaluation result of employee engagement	No	No	No

Employee internal groups

Employee internal groups : No

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	:	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 has established a Code of Ethics or Statement, which stipulates the confidentiality of customer data and the guidelines for using data received from customers. All levels of employees must comply with the various requirements. The customer data that employees and the Company must keep confidential includes personal information of customers, such as ID cards, telephone numbers, addresses, or complaints. If the Company receives suggestions or complaints from customers, the recipient will inquire for permission to disclose the customer's personal information to the relevant agency. The customer's personal information will be concealed in cases where the customer does not wish to disclose personal information.

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 : Yes
customers/consumers

Telephone : 0-2673-9559

Fax : 0-2673-9579

Email : sale@lohakit.co.th

Company's website : www.lohakit.co.th

Address : 43 Thai CC Tower, Room 167-169, 16th Floor , South
Sathorn Rd, Sathorn, Bangkok 10120

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

Information on community and social management plan

Community and social management plan

Company's community and social management plan : Yes

Community and social management plan implemented by the : Education, Religion and culture, Forests and natural resources
company over the past year

The Company also cares and supports the health, safety, security and environment of local communities, and supports basic human rights by emphasizing participation and creating value for stakeholders.

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social management : No
goals

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 : No
management

Benefit from implementing social development project

Financial benefits

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

Non-financial benefits

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

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	0.00
Percentage of financial contribution for community/social development projects or activities to total expense (%) ^(*)	0.000000	0.000000	0.000000
Percentage of financial contribution for community/social development projects or activities to total revenue (%) ^(*)	0.000000	0.000000	0.000000

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 : LOHAKIT METAL PUBLIC COMPANY LIMITED Symbol : LHK

Market : SET Industry Group : Industrials Sector : Steel

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

The Company places importance on operating under the principles of good governance. The Board of Directors is committed to complying with good corporate governance measures by adhering to the best practices for directors of listed companies as specified by the Stock Exchange of Thailand in the Code of Best Practice for Directors of Listed Companies. In addition, the Company has complied with the 5 categories of good corporate governance principles (Principle of Good Corporate Governance) according to the guidelines of the Stock Exchange of Thailand for the benefit of the Company's business operations and to enhance the transparency and efficiency of the management, which will create confidence for shareholders, investors and all relevant parties.

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

The Board of Directors has assigned the Nomination and Remuneration Committee to select suitable individuals to serve as directors, considering various factors, such as knowledge, ability, and experience related to the business or that can benefit the Company's business in the future, etc., for presentation to the Board of Directors and the shareholders' meeting.

Determination of director remuneration

The Company allows the Nomination and Remuneration Committee to perform its duties under the scope of authority of the Nomination and Remuneration Committee as assigned by the Board of Directors by setting a clear and transparent policy on directors' remuneration. The remuneration is at the same level as the industry and considers experience, duties, scope of roles and responsibilities in order to look after and retain directors with the desired qualifications

Independence of the board of directors from the management

Lohakit Metal Public Company Limited (LHK) places great importance on good corporate governance principles, particularly in maintaining the independence of the Board of Directors from the management team. This ensures transparency, accountability, and alignment with the interests of shareholders and all stakeholders.

LHK has established the following practices to uphold the independence of its Board of Directors:

Appointment of Independent Directors: The company appoints independent directors who have no involvement with the management or major shareholders. This ensures their ability to perform duties objectively, free from any conflicts of interest.

Term Limits for Independent Directors: The company sets term limits for independent directors to prevent excessively long tenures that may affect their decision-making independence.

Performance Evaluation: The company conducts regular performance evaluations of both the Board of Directors and independent directors to ensure that their operations comply with the principles of good corporate governance.

Director development

The Board of Directors places importance on developing the knowledge and skills of the Directors to enhance their performance of duties more effectively. In addition, the Company promotes and supports senior executives to attend both internal and external training. For internal training, the training will be conducted by the Company's lecturers and/or external lecturers. For external training, the position and responsibilities will be considered in determining the curriculum and content of the training, as well as selecting an appropriate training institution.

Board performance evaluation

The Board of Directors arranges for a Board Self-Assessment for the entire group and individual every year to be used as a framework for examining the performance of the Board of Directors' duties, including reviewing and summarizing opinions on various issues related to the Company's operations and the performance of the Board of Directors' duties during the past year so that they can be used to correct and improve work efficiency.

The Company Secretary is responsible for delivering the performance evaluation forms to all directors, and for collecting and reporting the evaluation results to the Board of Directors for acknowledgement and for improving the efficiency of operations.

Corporate governance of subsidiaries and associated companies

Lohakit Metal Public Company Limited (LHK) has established comprehensive policies and practices for overseeing its subsidiaries and associates to ensure that the operations of the group are conducted efficiently, transparently, and in accordance with the principles of good corporate governance.

Supervision of Subsidiaries

Appointment of Directors and Executives:

LHK appoints directors and executives of subsidiaries who possess appropriate knowledge, skills, and experience to effectively supervise and manage operations.

Establishment of Policies and Operational Guidelines:

The company defines clear policies and operational guidelines for subsidiaries to ensure alignment with the objectives and goals of the group.

Monitoring and Evaluation:

Regular monitoring and evaluation of subsidiary performance are conducted to ensure that operations comply with established policies and achieve the desired goals.

- Supervision of Associates

Joint Investment with Capable Partners:

LHK engages in joint ventures with competent partners who have expertise in relevant businesses. For example, the company has partnered with JRD Perfect Tools PVT in India to establish a joint venture focused on the "Tube - Cut to Length and DC Project," with LHK holding a 45% stake in the registered capital.

Clear Agreements and Conditions:

The company defines clear agreements and terms for each joint venture to ensure smooth operations and alignment with the interests of the group.

Performance Monitoring and Evaluation:

LHK continuously monitors and evaluates the performance of its associates to ensure they meet the established goals and generate appropriate returns for the group.

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 focuses on developing the organization for continuous growth, resulting in increased income and profits for the Company, resulting in the Company's shareholders receiving returns appropriate to the business conditions.

Employee

The Company is always aware that all employees are important resources of the Company and are a factor in the success of achieving the Company's goals. The Company has therefore set clear and concrete policies on safety and hygiene care and disclosed its operations, including accident statistics and work stoppage rates or work-related illness rates, as well as the Company's personnel development policies and has disclosed concrete practices, disclosed the average number of hours

of employee training, and provided fairness in opportunities, compensation, appointment, transfer, and development of employee potential. The Company has adhered to the following principles:

- Treat employees with respect for their honor, dignity and personal rights.
- Maintain the working environment to always be safe for the lives and property of employees.
- Appointment and transfer, including reward and punishment of employees, are made with honesty and based on the knowledge, ability and suitability of each employee.
- Pay attention to the development of employees' knowledge and skills by developing employees in various forms such as organizing seminars, training, etc.
- Set fair compensation and welfare policies for employees that are consistent with the company's performance in the short term, such as market conditions, business competition, nature of work, performance and ability to make profits each year, etc., and in the long term, such as measuring performance according to the Balance Scorecard.
- Listen to comments and suggestions based on employees' professional knowledge.
- Educate and train employees on environmental issues, both in the workplace and outside the organization, to raise awareness of the importance of natural resources.

Customer

The Company takes care of and is responsible for its customers, procures, processes, produces and distributes quality products for sale, and listens to suggestions and comments from customers.

Business competitor

The Company adheres to fair competition rules and avoids dishonest means to destroy its competitors.

Business partner

The Company treats its business partners and creditors fairly, in accordance with trading terms and/or agreements in contracts made together to create good business relationships that will be beneficial to all parties.

Creditor

The Company treats its business partners and creditors fairly, in accordance with trading terms and/or agreements in contracts made together to create good business relationships that will be beneficial to all parties.

Government agencies

The Company has established guidelines for conducting transactions with the government in its Code of Conduct and Anti-Corruption Policy, which requires strict compliance with relevant laws and regulations, including cooperation with government agencies.

Community and society

The Company is responsible for the environment of the community and society and participates in activities for the benefit of society.

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

Lohakit Metal Public Company Limited ("the Company" or "LHK") places great importance on conducting business under the principles of ethics, honesty and social responsibility in order to build trust and confidence from shareholders, customers, business partners, employees and all stakeholders both domestically and internationally.

This Code of Conduct is intended to provide guidance to all levels of the Company's personnel, including the Board of Directors, executives, employees and representatives, to be adhered to in their daily operations and to make business decisions in all situations. It covers relationships with stakeholders, compliance with the law, anti-corruption, appropriate use of the Company's resources, and protection of the environment and human rights.

Adherence to ethics not only helps to enhance the organization's image to be more credible, but also encourages all employees to be a part of the organization's sustainable development in the long term.

Policy and guidelines related to business code of conduct

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

Prevention of Conflicts of Interest

The Company recognizes that conflicts of interest are among the factors that may pose business risks and impact the organization's credibility. A conflict of interest arises when an individual has a personal interest that may interfere with or influence their duties as a representative of the Company. This can lead to decisions that are unfair and misaligned with the best interests of the Company and its stakeholders. To prevent and mitigate such risks, the Company has established clear and comprehensive guidelines as follows:

• Disclosure of potential personal interests

Employees, members of the Board of Directors, and executives at all levels are required to disclose any personal interests or external activities that may lead to a conflict with their responsibilities to the Company, openly and immediately upon becoming aware, so the Company can properly assess and manage the situation.

• Abstaining from decision-making related to personal interests

In cases where employees or executives have personal interests in a particular matter, they must refrain from participating in the decision-making or operations related to that matter in order to prevent misuse of their position for personal gain.

• Strict control and supervision

The Company has implemented internal control systems and monitoring mechanisms to prevent and detect conflicts of interest. Additionally, the Company regularly provides training and disseminates knowledge regarding conflict of interest prevention to employees at all levels.

• Avoiding business dealings with related parties

Employees must not conduct business with partners, customers, or suppliers in which they or their close relatives have a direct or indirect interest. If such a relationship is necessary, approval from senior management must be obtained and the matter must be reported to the Ethics and Compliance Department.

• Maintaining transparency in operations

Employees must operate in a transparent and accountable manner, prioritizing the interests of the Company and its stakeholders above personal interests.

Penalties for violations

If it is found that an employee or executive has acted in a way that creates a conflict of interest without disclosure or authorization, the Company will take legal action and disciplinary measures, which may include termination of employment or civil and criminal proceedings as appropriate.

Anti-corruption

The Company has a clear policy of zero tolerance toward all forms of fraud and corruption, whether direct or indirect, occurring within the organization or involving external parties related to the Company's business. Employees at all levels, as well as any individuals acting on behalf of the Company, must refrain from soliciting, offering, or accepting bribes, money, gifts, or any other benefits that may compromise impartiality in the performance of their duties. They are required to report to their supervisors immediately upon discovering or suspecting any activity that may involve corruption.

The Company encourages the reporting of improper behavior and provides appropriate protection for whistleblowers in order to foster a corporate culture grounded in transparency and accountability.

Whistleblowing and Protection of Whistleblowers

The Company encourages employees and all stakeholders to actively participate in maintaining organizational transparency by providing safe and fair channels to report misconduct, corruption, or violations of the Company's code of conduct. The Company will not disclose the identity or personal information of whistleblowers without their consent and has measures in place to protect whistleblowers and witnesses from retaliation, threats, or any adverse consequences resulting from their reports. If any act of retaliation or harassment against a whistleblower is discovered, the Company will take strict disciplinary action against the offender in accordance with its regulations.

Prevention of Misuse of Inside Information

The Company places great importance on the control and prevention of using undisclosed internal information for personal gain, as such actions may result in unfair advantages and undermine the trust of stakeholders. Moreover, they constitute a violation of securities and stock exchange laws. Employees, executives, members of the Board of Directors, and external parties who have access to the Company's insider information must not use such information to trade the Company's securities or to induce others to trade them before the information is officially disclosed to the public. Insider information must be kept confidential, especially information that could affect the price of the Company's securities, such as financial data, business performance, mergers and acquisitions, changes in corporate structure, or other significant business events. Disclosure of such information must be carried out appropriately, through designated channels, and only by authorized persons in accordance with the Company's disclosure policy. Individuals must avoid disclosing insider information to close associates such as family or friends, in order to prevent potential misuse. Violation of these guidelines is considered a breach of the Company's code of conduct and may lead to legal consequences under applicable laws, including regulations of the Stock Exchange of Thailand (SET) and the Securities and Exchange Commission (SEC) of Thailand.

Gift giving or receiving, entertainment, or business hospitality

The Company recognizes the importance of transparency in business operations and acknowledges that giving or receiving gifts, hospitality, or business entertainment may, in some cases, lead to misunderstandings or serve as a channel for bribery or conflicts of interest. Therefore, the Company has established the following guidelines for the giving and receiving of gifts or business hospitality:

Guidelines for Giving or Receiving Gifts

- Employees are prohibited from giving or receiving gifts, cash, checks, gift cards, or items of value that may influence business decisions or be perceived as bribery.
- The giving or receiving of gifts is permitted only on special occasions, such as major festivals or common cultural practices, and must be of reasonable value and not tied to any obligation or business advantage.
- If there is uncertainty about whether a gift or benefit is appropriate, employees should consult their supervisor or the Ethics and Compliance Department for review and guidance.

Guidelines for Hospitality and Entertainment

- Business hospitality or entertainment is permissible only when it relates to legitimate business activities, and must remain reasonable in terms of both value and frequency.
- It must not involve bribery, undue inducement, or improper compensation, and must be justifiable and subject to audit, with clear documentation and prior approval where necessary.

Additional Precautions

- Avoid giving or receiving gifts or entertainment from business partners during bidding processes, procurement decisions, or contract negotiations.
- Employees must not solicit gifts, services, or hospitality from business partners, either directly or indirectly.
- The Company encourages employees to report any incidents that may pose an ethical risk in this regard through secure reporting channels and will protect whistleblowers from any form of retaliation.

Compliance with laws, regulations, and rules

The Company is committed to conducting business in strict compliance with applicable laws, regulations, and rules—both domestic and international—including the requirements of regulatory authorities such as the Securities and Exchange Commission (SEC) of Thailand and the Stock Exchange of Thailand (SET). All employees are responsible for understanding the legal roles, duties, and requirements relevant to their work. They must strictly adhere to the Company's internal policies, rules, and procedures, and avoid any actions that may violate the law or damage the Company's reputation. Employees are required to report any legal or regulatory violations to the relevant department immediately. Failure to comply may result in disciplinary action or legal liability, both for the individual and the Company.

Information and assets usage and protection

All employees are responsible for the proper and careful use and protection of the Company's information and assets to prevent loss, damage, or misuse. Employees must comply with the Company's requirements and policies as outlined below:

- Company assets such as equipment, computers, tools, and software must be used solely to support work-related activities. Personal use or use in any illegal activities is strictly prohibited.
- Company information, including internal data, customer information, and partner information, is confidential and must be protected. Disclosure or dissemination of such information to external parties is strictly prohibited without explicit authorization.
- The storage and management of important documents must be systematic and secure. Regular backups must be performed to

prevent data loss or damage.

- In the event of asset or data loss or damage, employees must immediately report the incident to their supervisor or the responsible department for prompt resolution and prevention of recurrence.
- Avoid disclosing any information—intentionally or unintentionally—that could harm the Company.

Information and IT system security

The Company recognizes the importance of maintaining the security of its information and IT systems to prevent unauthorized access, alteration, or destruction of data. Employees are required to comply with the following guidelines:

- Use strong passwords and do not share them with others. Passwords must be changed periodically as required by the Company.

Avoid using software or files from untrusted sources, and do not download programs or files that may be harmful without proper authorization.

- Do not use the Company's devices or IT systems for illegal, unethical, or inappropriate activities that may damage the Company's reputation.
- Follow the Company's prescribed security measures, such as locking screens when not in use, using secure network connections, and exercising caution when opening emails or attachments that may pose risks.
- Immediately report any suspected security breaches, such as unauthorized access or data loss, to the appropriate personnel.

Environmental management

Lohakit Metal Public Company Limited, a manufacturer of high-quality stainless steel pipes, sheets, and coils, recognizes the value and importance of natural resource use and environmental protection. The company is committed to continuously improving its work methods and activities that may impact the environment and to implementing measures to prevent pollution in all aspects.

Human rights

Lohakit Metal Public Company Limited is committed to growing its business on the foundation of sustainable development by adhering to principles of good corporate governance and business ethics, while placing great importance on respecting human rights. The company is dedicated to preventing situations related to human rights violations, such as child labor, discrimination, and harassment. It upholds and implements its human rights policy in conducting business in alignment with the United Nations Universal Declaration of Human Rights (UNDHR) and labor laws, serving as a guiding principle for consistent practice.

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 : No

Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption networks : Yes

Anti-corruption networks or projects the company has joined or declared intent to join : Thai Private Sector Collective Action Against Corruption (CAC)
CAC membership certification status : Certified
Certification document of CAC membership status : 6.
CAC_Certificate.pdf

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 : No
over the past year

Implementation of the CG Code for listed companies

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

1. Roles and Responsibilities of the Board of Directors

- The board must have the knowledge, skills, and experience to oversee corporate governance effectively.
- They must exercise independent judgment and fairly protect the interests of all shareholder groups.
- Establish sub-committees (e.g., audit committee) to assist in specialized oversight areas.
- Clearly define company policies and strategies.

2. Transparency and Disclosure

- Disclose complete, accurate, and timely information in annual reports and any information affecting investor decisions.
- Provide accessible channels for shareholders and stakeholders to obtain information easily.

3. Respect for Shareholders' Rights

- Organize shareholders' meetings properly, allowing shareholders to participate in important decision-making.
- Respect the rights of minority shareholders and all shareholder groups equally.

4. Risk Management and Internal Control

- Implement effective risk management and internal control systems to prevent errors and fraud.
- The audit committee must diligently perform their duties to review and assess various risks.

5. Ethical Human Resource Management

- Promote an organizational culture focused on responsibility, ethics, and respect for human rights.
- Conduct transparent and appropriate processes for selecting and appointing senior executives.
- Prioritize employee development and well-being in the workplace.

6. Social and Environmental Responsibility

- Conduct activities that seriously promote social and environmental responsibility.

Disclose sustainability reports and social impact information related to business operations.

Corporate Governance Structure

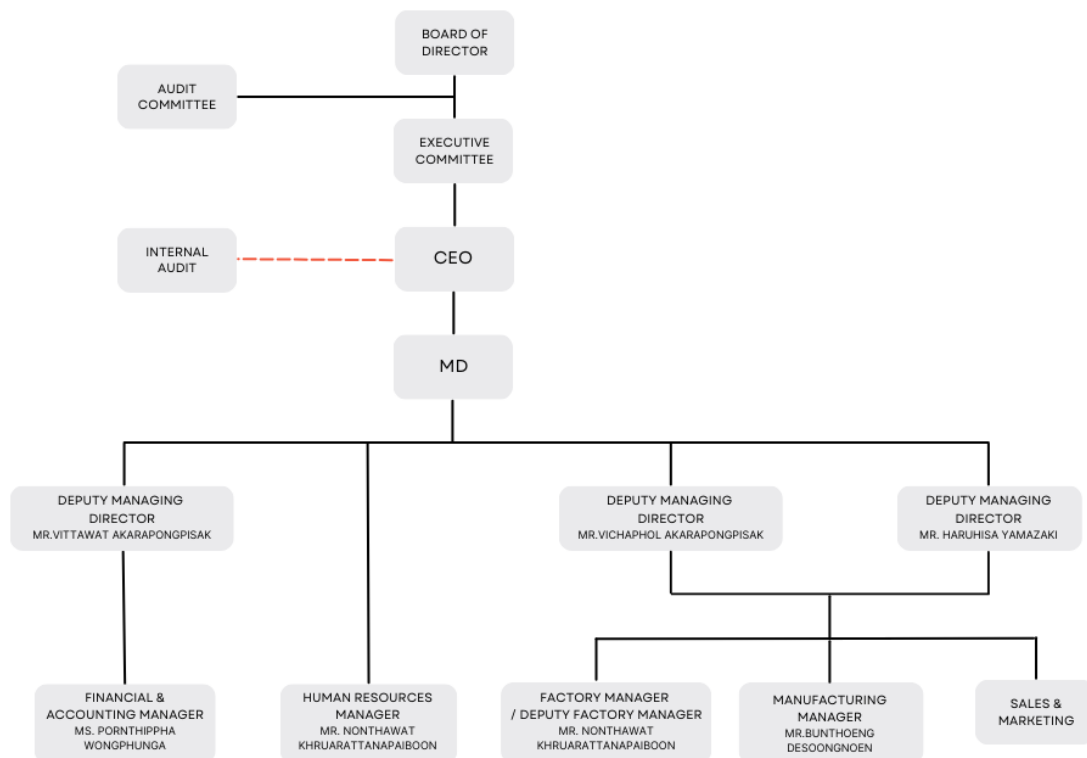
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure diagram

Lohakit Metal Public Company Limited Organization Chart



Org Chart EN

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	7	
	7	0
Executive directors	3	
	3	0
Non-executive directors	4	
	4	0

	2024	
	Male (persons)	Female (persons)
Independent directors	4	
	4	0
Non-executive directors who have no position in independent directors	0	
	0	0

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	100.00	0.00
Executive directors	42.86	
	42.86	0.00
Non-executive directors	57.14	
	57.14	0.00
Independent directors	57.14	
	57.14	0.00
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 age of board of directors	58	
	58	0

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. WANCHAI UMPUNG-ART Gender: Male Age : 77 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</p> <p>Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)</p>	<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>	31 Mar 2005	Accounting, Audit, Corporate Management, Leadership, Internal Control
<p>2. Mr. PRASARN AKARAPONGPISAKDI Gender: Male Age : 66 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</p> <p>Shareholding in the company • Direct shareholding : 1,086 Shares (0.000284 %)</p>	<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 Apr 1989	Economics, Marketing, Accounting, Governance/ Compliance, Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. ANURUT VONGVANIJ</p> <p>Gender: Male Age : 63 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</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>	18 Mar 2005	Corporate Management, Economics, Marketing, Leadership, Strategic Management
<p>4. Mr. TEERA NA WANGKANAI</p> <p>Gender: Male Age : 68 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</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>	31 Mar 2005	Construction Materials, Marketing, Engineering

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. LERT NITHERANONT Gender: Male Age : 63 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</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>	31 Mar 2005	Audit, Corporate Management, Engineering
<p>6. Mr. VITAWAT AKARAPONGPISAK Gender: Male Age : 43 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years ^(*) : Doesn't Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company • Direct shareholding : 15,940,760 Shares (4.162078 %)</p>	<p>Director (Executive directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	26 Jul 2018	Finance, Accounting, Corporate Management, Engineering, Leadership

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Mr. VICHAPHOL AKARAPONGPISAKDI Gender: Male Age : 32 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 : No DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 28,196,560 Shares (7.362026 %)</p>	<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>	21 Jul 2022	Marketing, Leadership, Strategic Management, Risk Management, Corporate Management

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. WANCHAI UMPUNG-ART	Chairman of the board of directors		✓	✓		
2. Mr. PRASARN AKARAPONGPISAKDI	Director	✓				✓
3. Mr. ANURUT VONGVANIJ	Director		✓	✓		
4. Mr. TEERA NA WANGKANAI	Director		✓	✓		
5. Mr. LERT NITHERANONT	Director		✓	✓		
6. Mr. VITTAWAT AKARAPONGPISAK	Director	✓				
7. Mr. VICHAPHOL AKARAPONGPISAKDI	Director	✓				✓
Total (persons)		3	4	4	0	2

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	2	28.57
2. Construction Materials	1	14.29
3. Marketing	4	57.14
4. Accounting	3	42.86
5. Finance	1	14.29
6. Corporate Management	5	71.43
7. Engineering	3	42.86
8. Leadership	4	57.14
9. Strategic Management	2	28.57
10. Risk Management	1	14.29
11. Audit	2	28.57
12. Internal Control	1	14.29
13. Governance/ Compliance	1	14.29
14. Business Administration	1	14.29

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

The company has stipulated that independent directors must constitute no less than half of the total number of directors on the board to enhance impartiality and transparency in business decision-making. Independent directors are responsible

for overseeing and balancing the management's power to prevent any abuse of authority or conflicts of interest that could harm the company and its shareholders.

Information on the roles and duties of the board of directors

Board charter : Doesn't 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

- (1) Arrange for a general annual meeting of shareholders within 4 months from the end of the Company's accounting period.
- (2) Arrange for a meeting of the committee at least once every three months.
- (3) Arrange for the preparation of the Company's balance sheet and profit and loss statement as of the end of the Company's accounting period, which has been audited by the auditor, and presented to the shareholders' meeting for consideration and approval.
- (4) The Board may authorize one or more directors or any other person to act on behalf of the Board, subject to the control of the Board, or may authorize such a person to have such power as the Board deems appropriate and within such period as the Board deems appropriate, which the Board may revoke, change or amend as the Board deems appropriate.

The Board of Directors may delegate authority to the Executive Board to perform various tasks, with details of the delegation of authority in accordance with the scope of authority of the Executive Board such delegation of authority must not be in the nature of delegation that allows the Executive Board to consider and approve any transaction in which they or persons who may have a conflict of interest or have any other conflict of interest with the Company or its subsidiaries, except for approval of transactions in accordance with the policies and criteria that the Board of Directors has already considered and approved.

- (5) Set the company's goals, guidelines, policies, plans and budgets; supervise the management and administration of the executives to comply with the assigned policies, except in the following matters: the board of directors must receive approval from the shareholders' meeting before taking action, which include matters that the law requires approval from the shareholders' meeting, such as capital increase, capital reduction, issuance of debentures, sale or transfer of all or some important parts of the company's business to another person, or purchase or take over the business of another company for the company, amendment of the memorandum of association or regulations, etc. In addition, the Board of Directors has the scope of duties to supervise the Company to comply with the Securities and Exchange Act, the regulations of the Stock Exchange of Thailand, such as related party transactions and the purchase or sale of material assets in accordance with the rules of the Stock Exchange of Thailand or laws related to the Company's business.
- (6) Consider the administrative structure, appoint the executive committee and other committees as appropriate.
- (7) Follow up on the performance to ensure that it is in accordance with the plan and budget continuously.
- (8) The director shall not engage in any business of the same nature and in competition with the business of the Company, or become a partner in a general partnership, or become a partner with unlimited liability in a limited partnership, or become a director of a private company or other company engaged in any business of the same nature and in competition with the business of the Company, whether for his own benefit or for the benefit of others, unless he has notified the shareholders' meeting before making a resolution for appointment.
- (9) The director must notify the company without delay if he has a direct or indirect interest in any contract entered by the company or if he holds an increase or decrease in the number of shares or debentures of the company or any affiliated company.

Reference link for the charter

-

Audit Committee

Role

- Audit of financial statements and internal controls

Scope of authorities, role, and duties

- (1) To review the Company's financial reporting to ensure that it is accurate and has sufficient disclosure by coordinating with the auditor and executives responsible for preparing quarterly and annual financial reports. The Audit Committee may recommend that the auditor review or examine any items deemed necessary and important during the audit of the Company's accounts.
- (2) Review the Company's internal control system and internal audit system to ensure that they are appropriate and effective, and consider the independence of the internal audit unit, as well as give approval to consider appointing, transferring, or terminating the head of the internal audit unit or any other unit responsible for internal auditing.
- (3) Review the Company's operations to ensure compliance with the Securities and Exchange Act, the requirements of the Stock Exchange, or laws related to the Company's business.
- (4) Consider selecting and proposing appointments, re-election and termination of the Company's auditors, including considering proposing the auditors' remuneration, considering the reliability, adequacy of resources and the volume of audit work of the audit firm, including the experience of the personnel assigned to audit the Company's accounts, including attending a meeting with the auditors without management present at least once a year.
- (5) Consider related party transactions or transactions that may have conflicts of interest to ensure that they comply with the law and the regulations of the Stock Exchange of Thailand, to ensure that such transactions are reasonable and of the utmost benefit to the Company.
- (6) Perform any other operations assigned by the Board of Directors and approved by the Audit Committee, such as reviewing the financial management and risk management policies, reviewing the management's compliance with the Code of Conduct, and jointly reviewing with the Company's management important reports that must be presented to the public as required by law, such as management reports and analyses, etc.
- (7) Prepare a report of the Audit Committee to be disclosed in the Company's annual report, which report must be signed by the Chairman of the Audit Committee and must contain at least the following information:
 - (a) Opinions regarding the accuracy, completeness and reliability of the Company's financial reports.
 - (b) Opinions regarding the adequacy of the Company's internal control system.
 - (c) Opinions regarding compliance with the Securities and Exchange Act, the requirements of the Stock Exchange, or laws related to the Company's business.
 - (d) Opinions on the suitability of the auditor.
 - (e) Comments on any items that may give rise to a conflict of interest.
 - (f) the number of meetings of the Audit Committee and the attendance of each Audit Committee member.
 - (g) Overall opinions or observations received by the audit committee from performing its duties in accordance with the charter.
 - (h) Other items that shareholders and general investors should be aware of within the scope of duties and responsibilities assigned by the Board of Directors.
- (8) Report the operations of the Audit Committee to the Board of Directors regularly at least once a quarter.
- (9) Report to the Board of Directors if any transaction is found or suspected to have a material impact on the Company's financial position and performance, such as a report of a conflict of interest, fraud or irregularity or a material defect in the internal control system, a violation of the Securities Act, the regulations of the Stock Exchange of Thailand, or laws related to the Company's business.

Reference link for the charter

-

Executive Committee

Role

- Sustainability development
- Climate-related risks and opportunities governance

Scope of authorities, role, and duties

- (1) Consider the annual budget allocation as proposed by the management before submitting it to the Board of Directors for consideration and approval. This includes considering and approving changes and additions to the annual expenditure budget during times when there are no Board of Directors meetings in urgent cases and submitting it to the Board of Directors for consideration at the next meeting.
- (2) Approve the purchase and sale of goods that are part of the normal course of business of the Company, not exceeding 200 million baht per transaction and not exceeding 600 million baht per month.
- (3) Approve expenses for purchasing assets that are of an investment nature (including repairs of machinery and equipment) other than those specified in the annual budget, within an amount not exceeding 10 million baht.
- (4) Approve the expenditure of important investment funds specified in the annual budget as assigned by the Board of Directors or as previously approved in principle by the Board of Directors.
- (5) Act as a management advisory board on matters relating to finance, investment, marketing, personnel management and other practical policies.
- (6) Allocate bonuses which have been approved by the Board of Directors to employees or workers of the Company or any person who does business for the Company.
- (7) Supervise the operations of the company.

Reference link for the charter

-

Risk Management Committee

Role

- Risk management

Scope of authorities, role, and duties

- (1) Study, review and assess potential risks, including the potential impacts on the organization, including internal and external risks of the Company.
- (2) Propose the Company's risk management policy and risk management guidelines to the Board of Directors, which cover various important types of risks affecting the Company's operations, such as product price risk, market risk, exchange rate risk, liquidity risk and operational risk.
- (3) Determine risk management policies and submit them to the Board of Directors.
- (4) Establish strategies that are consistent with the Company's risk management policy and business direction.
- (5) Review, control, monitor and evaluate risk management results in accordance with the specified risk management policy.
- (6) Other issues assigned by the Board of Directors.
- (7) The Risk Management Committee shall hold meetings at least twice a year as the situation and necessity permit.
 - (a) At a meeting of the Risk Management Committee, no less than half of the total number of directors must attend the meeting to constitute a quorum.
 - (b) The resolution of the Risk Management Committee meeting shall be based on a majority vote of the directors present at the meeting.
 - (c) If the Chairman of the Risk Management Committee is not present at the meeting or is unable to perform his duties, the directors present at the meeting shall select one of their members to be the Chairman of the meeting in his place.
 - (d) The Risk Management Committee may invite the management or relevant people to attend meetings and provide information or documents on the relevant matters.
 - (e) The Secretary of the Risk Management Committee shall be responsible for preparing for meetings, scheduling meetings, preparing meeting documents, preparing meeting minutes, etc. assigned by the Risk Management Committee.
- (8) The Risk Management Committee has a duty to report its performance to the Board of Directors after the meeting and to prepare a report on its performance for the past year for shareholders in the annual report, disclosing the following details:
 - (a) Number of times of meetings
 - (b) Number of times the Risk Management Committee attended meetings.
 - (c) Results of performance of duties in accordance with the Charter as prescribed.

Reference link for the charter

-

Nominating and Remuneration Committee

Role

- Director and executive nomination
- Remuneration

Scope of authorities, role, and duties

- (1) Propose a policy for selecting and recruiting directors, which must contain clear, fair, and reasonable methods and criteria, to be presented to the board of directors or the shareholders' meeting for consideration and appointment.
- (2) Propose a policy for selecting and recruiting the Managing Director, which must contain clear, fair and reasonable methods and criteria, for submission to the Board of Directors for consideration.
- (3) Review and propose for approval to the Board of Directors on human resource policies and strategies which should be consistent with the Company's business strategies.
- (4) Recruit, select and nominate qualified people with morality, ethics and appropriate qualifications who should be appointed as directors and/or managing directors.
- (5) Review the proportion, number and experience of the Company's directors, including making recommendations for selecting directors to fill vacant positions.
- (6) Ensure that there is a specific succession plan for the directors and managing director.
- (7) To lay down various terms and conditions in the employment contract of the Managing Director, including evaluating performance and recommending a successor.
- (8) Determine the policy and form of providing compensation to directors and the Managing Director in accordance with the Company's business strategy, with clear, fair and reasonable methods and criteria to be presented to the Board of Directors or the shareholders' meeting for consideration.
- (9) Propose guidelines and methods for paying compensation, both in monetary form or other forms, to the Company's Board of Directors, other committees appointed by the Board of Directors, and the Company's Managing Director.
- (10) Consider and review the structure and system of compensation and compensation rates to be consistent with current market conditions and appropriate for the duties, responsibilities and performance of the Company and the performance of the directors and managing director.
- (11) Consider the annual remuneration of the directors to be proposed to the Company's shareholders' meeting for consideration and approval.
- (12) The Nomination and Remuneration Committee is a sub-committee appointed by the Board of Directors to assist in studying and screening. It must therefore report the results of its performance to every Board meeting after the Nomination and Remuneration Committee meeting and report the results of its performance in the previous year to shareholders in the Company's annual report.
- (13) Perform any other duties assigned by the committee related to recruitment and compensation consideration.

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. Mr. WANCHAI UMPUNG-ART^(*) Gender: Male Age : 77 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</p>	<p>Chairman of the audit committee (Non-executive directors, Independent director) Director type : Existing director</p>	31 Mar 2005	Accounting, Audit, Corporate Management, Leadership, Internal Control
<p>2. Mr. LERT NITHERANONT Gender: Male Age : 63 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 : No</p>	<p>Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director</p>	31 Mar 2005	Audit, Corporate Management, Engineering
<p>3. Mr. TEERA NA WANGKANAI Gender: Male Age : 68 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 : No</p>	<p>Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director</p>	15 Aug 2007	Construction Materials, Marketing, Engineering

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. PRASARN AKARAPONGPISAKDI Gender: Male Age : 66 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	12 Apr 1989
2. Mr. VITAWAT AKARAPONGPISAK Gender: Male Age : 43 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	26 Jul 2018
3. Mr. Vichaphol Akarapongpisak Gender: Male Age : 32 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	Member of the executive committee	21 Jul 2022

Other Subcommittees

Subcommittee name	Name list	Position
Risk Management Committee	Mr. Haruhisa Yamazaki	The chairman of the subcommittee
	Mr. VITAWAT AKARAPONGPISAK	Member of the subcommittee
	Mr. Vichaphol Akarapongpisak	Member of the subcommittee
Nominating and Remuneration Committee	Mr. WANCHAI UMPUNG-ART	The chairman of the subcommittee (Independent director)
	Mr. TEERA NA WANGKANAI	Member of the subcommittee (Independent director)
	Mr. LERT NITHERANONT	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
<p>1. Mr. PRASARN AKARAPONGPISAKDI Gender: Male Age : 66 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>	14 Aug 2019	Economics, Marketing, Accounting, Governance/ Compliance, Business Administration
<p>2. Mr. VITTAWAT AKARAPONGPISAK^(*) Gender: Male Age : 43 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : No</p>	Deputy managing director	26 Jul 2018	Finance, Accounting, Corporate Management, Engineering, Leadership
<p>3. Mr. Vichaphol Akarapongpisak Gender: Male Age : 32 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</p>	Deputy managing director	21 Jul 2022	Marketing, Corporate Management, Leadership, Strategic Management, Audit
<p>4. Mr. Haruhisa Yamazaki Gender: Male Age : 58 years Highest level of education : Bachelor's degree Study field of the highest level of education : Political Science Thai nationality : No Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	Deputy managing director	16 Sep 2020	Business Administration, Automotive, Steel, Negotiation, Strategic Management

List of executives	Position	First appointment date	Skills and expertise
5. Mr. Nonthawat Khruarattanapaiboon Gender: Male Age : 47 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	Deputy factory manager and Human Resources Manager	1 Dec 2018	Human Resource Management, Sustainability, Corporate Social Responsibility
6. Ms. Pornthippa Wongphunga ^(**) Gender: Female Age : 51 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 : Yes	Accounting and Finance Manager	1 Jan 2022	Accounting, Finance
7. Mr. Bunthoeng Desoongnoen Gender: Male Age : 48 years Highest level of education : 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	Production Manager	15 Jan 2025	Human Resource Management, Business Administration

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

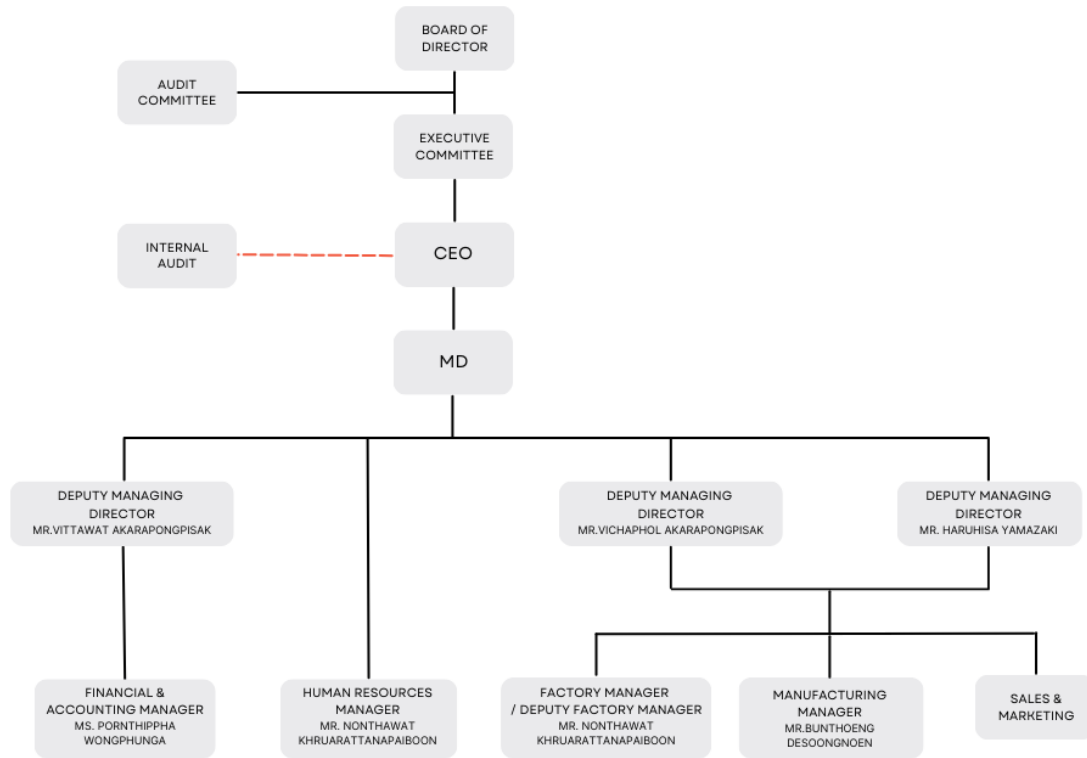
(***) Appointed after the fiscal year end of the reporting year

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

Organization structure of the highest-ranking executive and the : 31 Mar 2025
next four executives as of date

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

Lohakit Metal Public Company Limited Organization Chart



Org Chart EN

Remuneration policy for executive directors and executives

The Company allows the Nomination and Remuneration Committee to perform its duties under the scope of authority of the Nomination and Remuneration Committee as assigned by the Board of Directors by setting a clear and transparent policy on directors' remuneration. The remuneration is at the same level as the industry and considers experience, duties, scope of roles and responsibilities in order to look after and retain directors with the desired qualifications and present them to the shareholders' meeting for consideration and approval.

Does the board of directors or the remuneration committee : Doesn't Have
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)	20,422,239.00	23,436,885.00	26,634,402.46

Other remunerations of executive directors and executives

	2022	2023	2024
Company's contribution to provident fund for executive directors and executives (Baht)	0.00	0.00	0.00

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

There is no compensation for directors in other benefits.

Outstanding remuneration or benefits of executive directors and executives

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

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. Pornthippha Wongphunga	ponthippha@lohakit.co.th	02-673-9559 ต่อ 300

List of the company secretary

General information	Email	Telephone number
1. Mr. Vittawat Akarapongpisak	vittawat@lohakit.co.th	026739559

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Mr. Chaiyuth Angsuwithaya	achaiyuth@gmail.com	-

List of the head of the compliance unit

General information	Email	Telephone number
1. Mr. VITTAWAT AKARAPONGPISAK	vittawat@lohakit.co.th	026739559

Head of investor relations

Does the Company have an appointed head of investor relations : Doesn't Have relations

Company's auditor

Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
EY OFFICE LIMITED 33RD FLOOR, LAKE RAJADA OFFICE COMPLEX, 193/136-137 RAJADAPISEK ROAD KHLONG TOEI KHLONG TOEI Bangkok 10110 Telephone number +66 2264 9090	3,055,000.00	-	1. Mrs. GINGKARN ATSAWARANGSALIT Email: gingkarn.atsawarangsalit@ty.ey.com Telephone number: 02 264 9090 License number: 4496 2. Mr. CHAYAPOL SUPPASEDTANON Email: chayapol.suppasedtanon@th.ey.com Telephone number: 02 264 9090 License number: 3972 3. Ms. SUMANA PUNPONGSANON Email: sumana.punpongsanon@th.ey.com Telephone number: 02 264 9090 License number: 5872 4. Ms. ORAWAN TECHAWATANASIRIKUL Email: orawan.techawatanasirikul@th.ey.com Telephone number: 02 264 9090 License number: 4807 5. Ms. KIRDSIRI KANJANAPRAKASIT Email: kirdsiri.kanjanaprakasit@th.ey.com Telephone number: 02 264 9090 License number: 6014

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

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

Annual Performance Evaluation of the Board of Directors (Collective)

In 2024, the overall evaluation result was rated as "Very Good" with an average score of **93.51%**.

Annual Performance Evaluation of Individual Directors

In 2024, the overall evaluation result was rated as "Excellent" with an average score of **95.24%**.

Annual Performance Evaluation of Sub-Committees

Audit Committee: In 2024, the overall evaluation result was rated as "Excellent" with an average score of **99.49%**.

Nomination and Remuneration Committee: In 2024, the overall evaluation result was rated as "Excellent" with an average score of **98.89%**.

Risk Management Committee: In 2024, the overall evaluation result was rated as "Very Good" with an average score of **90.30%**.

Annual Performance Evaluation of the Chief Executive Officer (CEO)

In 2024, the overall evaluation result was rated as "Excellent" with an average score of **98.00%**.

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. VITTAWAT AKARAPONGPISAK	Director	26 Jul 2018	Finance, Accounting, Corporate Management, Engineering, Leadership

Selection of independent directors

Criteria for selecting independent directors

The Company's Independent Committee and Audit Committee consist of 4 independent directors and 3 audit committee members. The Board of Directors' Meeting and/or the Shareholders' Meeting of the Company approves the establishment of the Audit Committee and determines that the independent committee members and audit committee members shall serve a term of 3 years. The Company has a policy to recruit and select suitable people to hold the positions of independent directors and audit committee members by considering factors in terms of independence, ability to represent minority shareholders, knowledge, skills, and experience related to the business. In selecting the Company's independent committee members and audit committee members, they must have the following qualifications:

- (1) Holding shares not exceeding 5 percent of the paid-up capital of the company, affiliated company, associated company or related company, including shares held by related persons;
- (2) Not participating in the management of the Company, affiliated companies, associated companies, related companies, or major shareholders of the Company, and not being an employee, staff member, or consultant who receives a regular salary from the Company, affiliated companies, associated companies, related companies, or major shareholders of the Company;
- (3) Has no direct or indirect benefit or interest in finance and management of the Company, affiliated companies, associated companies or major shareholders of the Company, and has not had any benefit or interest of the above nature within a period of 1 year prior to being appointed as an independent director or audit committee member, unless the board of directors has carefully considered and sees that having such benefit or interest will not affect the performance of duties and the giving of independent opinions;
- (4) Not a related person or a close relative of the executives or major shareholders of the Company;
- (5) Has not been appointed as a representative to protect the interests of the company's directors, major shareholders, or shareholders who are related to the company's major shareholders;
- (6) Able to perform duties, express opinions or report the results of duties as assigned by the Board of Directors,

without being under the control of the Company's executives or major shareholders, including related people or close relatives of such persons.

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- : Yes
ranking executive through the nomination committee

Number of directors from major shareholders

Number of directors from each group of major shareholders : 0
over the past year (persons)

Rights of minority shareholders on director appointment

Right to vote for directors based on the number of shares held (1 share = 1 vote).

Cumulative voting not allowed – all votes must be used for one or more candidates equally; votes cannot be split.

Directors are elected at the shareholders' meeting, and those with the highest votes will be appointed according to the required number.

One-third of directors retire annually and shareholders have the right to elect new or reappoint retiring directors.

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. WANCHAI UMPUNG-ART (Chairman of the board of directors)	Non-participating	-
2. Mr. PRASARN AKARAPONGPISAKDI (Director)	Non-participating	-
3. Mr. ANURUT VONGVANIJ (Director)	Non-participating	-
4. Mr. TEERA NA WANGKANAI (Director)	Non-participating	-
5. Mr. LERT NITHERANONT (Director)	Non-participating	-
6. Mr. VITTAWAT AKARAPONGPISAK (Director)	Participating	Other <ul style="list-style-type: none"> • 2024: TLCA CFO CPD Session 1/2024 Topic: "Guidelines for Enhancing the Quality of Financial Reporting of Listed Companies" • 2024: TLCA CFO CPD Session 2/2024 Topic: "Economic Update for CFOs"
7. Mr. VICHAPHOL AKARAPONGPISAKDI (Director)	Non-participating	-

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

The Board of Directors arranges for a Board Self-Assessment for the entire group and individual every year to be used as a framework for examining the performance of the Board of Directors' duties, including reviewing and summarizing opinions on various issues related to the Company's operations and the performance of the Board of Directors' duties during the past year so that they can be used to correct and improve work efficiency.

The Company Secretary is responsible for delivering the performance evaluation forms to all directors, and for collecting and reporting the evaluation results to the Board of Directors for acknowledgement and for improving the efficiency of operations. The evaluation criteria are calculated as a percentage from the full score in each item as follows:

- More than 95% = Excellent
- 90% - 95% = Very good
- 80% - 89% = Good
- 70% - 79% = Fair

Less than 70% = Needs improvement

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

Annual Performance Evaluation of the Board of Directors (Collective)

In 2024, the overall evaluation result was rated as "Very Good" with an average score of **93.51%**.

Annual Performance Evaluation of Individual Directors

In 2024, the overall evaluation result was rated as "Excellent" with an average score of **95.24%**.

Annual Performance Evaluation of Sub-Committees

Audit Committee: In 2024, the overall evaluation result was rated as "Excellent" with an average score of **99.49%**.

Nomination and Remuneration Committee: In 2024, the overall evaluation result was rated as "Excellent" with an average score of **98.89%**.

Risk Management Committee: In 2024, the overall evaluation result was rated as "Very Good" with an average score of **90.30%**

Annual Performance Evaluation of the Chief Executive Officer (CEO)

In 2024, the overall evaluation result was rated as "Excellent" with an average score of **98.00%**.

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

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Board of Directors	Group assessment	93.51	100
	Self-assessment	95.24	100
	Cross-assessment (assessment of another director)	None	None
Risk Management Committee	Group assessment	90.30	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Nominating and Remuneration Committee	Group assessment	98.89	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Audit Committee	Group assessment	99.49	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

The Board of Directors has determined that the CEO's performance will be assessed annually using targets and evaluation criteria linked to the achievement of the operational plan (Key Performance Indicators or KPI) to consider determining appropriate compensation and incentives.

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 : 4
(times)

Date of AGM meeting : 24 Jul 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. WANCHAI UMPUNG-ART (Chairman of the board of directors, Independent director)	4	/	4	1	/	1	N/A	/	N/A
2. Mr. PRASARN AKARAPONGPISAKDI (Director)	3	/	4	1	/	1	N/A	/	N/A
3. Mr. ANURUT VONGVANIJ (Director, Independent director)	4	/	4	1	/	1	N/A	/	N/A
4. Mr. TEERA NA WANGKANAI (Director, Independent director)	4	/	4	1	/	1	N/A	/	N/A
5. Mr. LERT NITHERANONT (Director, Independent director)	4	/	4	1	/	1	N/A	/	N/A
6. Mr. VITAWAT AKARAPONGPISAK (Director)	4	/	4	1	/	1	N/A	/	N/A
7. Mr. VICHAPHOL AKARAPONGPISAKDI (Director)	4	/	4	1	/	1	N/A	/	N/A

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

Travel abroad

Remuneration of the board of directors

Types of remuneration of the board of directors

The Company allows the Nomination and Remuneration Committee to perform its duties under the scope of authority of the Nomination and Remuneration Committee as assigned by the Board of Directors by setting a clear and transparent policy on directors' remuneration. The remuneration is at the same level as the industry and considers experience, duties, scope of roles and responsibilities in order to look after and retain directors with the desired qualifications and present them to the shareholders' meeting for consideration and approval.

Board of Directors' Meeting Allowance

Chairman of the Board: THB 30,000 per meeting

Director: THB 20,000 per meeting

Audit Committee Meeting Allowance

Chairman of the Audit Committee: THB 30,000 per meeting

Audit Committee Member: THB 20,000 per meeting

Nomination and Remuneration Committee Meeting Allowance

Chairman of the Nomination and Remuneration Committee: THB 30,000 per meeting

Nomination and Remuneration Committee Member: THB 20,000 per meeting

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. WANCHAI UMPUNG-ART (Chairman of the board of directors)			280,000.00		0.00
Board of Directors	120,000.00	0.00	120,000.00	No	
Audit Committee	120,000.00	0.00	120,000.00	No	
Nominating and Remuneration Committee	40,000.00	0.00	40,000.00	No	
2. Mr. PRASARN AKARAPONGPISAKDI (Director)			0.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Executive Committee	0.00	0.00	0.00	No	
3. Mr. ANURUT VONGVANIJ (Director)			80,000.00		0.00
Board of Directors	80,000.00	0.00	80,000.00	No	
4. Mr. TEERA NA WANGKANAI (Director)			220,000.00		0.00
Board of Directors	80,000.00	0.00	80,000.00	No	
Audit Committee	80,000.00	0.00	80,000.00	No	
Nominating and Remuneration Committee	60,000.00	0.00	60,000.00	No	
5. Mr. LERT NITHERANONT (Director)			200,000.00		0.00
Board of Directors	80,000.00	0.00	80,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Audit Committee	80,000.00	0.00	80,000.00	No	
Nominating and Remuneration Committee	40,000.00	0.00	40,000.00	No	
6. Mr. VITTAWAT AKARAPONGPISAK (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	
7. Mr. VICHAPHOL AKARAPONGPISAKDI (Director)			0.00		0.00
Board of Directors	0.00	0.00	0.00	No	
8. Mr. Vichaphol Akarapongpisak (Member of the executive committee)			0.00		0.00
Executive Committee	0.00	0.00	0.00	No	
Risk Management Committee	0.00	0.00	0.00	No	
9. Mr. Haruhisa Yamazaki (The chairman of the subcommittee)			0.00		0.00
Risk Management 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	360,000.00	0.00	360,000.00
2. Audit Committee	280,000.00	0.00	280,000.00
3. Executive Committee	0.00	0.00	0.00

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
4. Risk Management Committee	0.00	0.00	0.00
5. Nominating and Remuneration Committee	140,000.00	0.00	140,000.00

Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	780,000.00
Other monetary remuneration (Baht)	0.00
Total (Baht)	780,000.00

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 : No / In progress
- 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 governance, management, and operational oversight of subsidiaries and associated companies is a key mechanism in group business administration, aimed at ensuring transparency, efficiency, and alignment with the parent company's direction.

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 : Yes
over the past year

1. The Company's directors, executives and employees shall avoid any action that may cause a conflict of interest with the Company and shall not act in any manner that is contrary to the Company's interests or seek personal benefits and/or those of related people.
2. Do not use or allow others to use their position, directly or indirectly, to seek benefits from the Company.
3. Do not use the company's secrets or information to seek personal benefits and/or those of others.
4. If the Company's directors, executives and employees or related people participate in or become shareholders in any business which may have benefits or cause conflicts of interest with the Company, they must notify the Chief Executive Officer in writing.

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 : Yes
information to seek benefits over the past year

- (1) The directors, executives, including spouses and minor children of such people are prohibited from using inside information to buy, sell, transfer or receive transfer of the Company's securities before such information is disclosed to the public, especially during the 30-day period before the Company's financial statements are disclosed to the public. In addition, after the information is disclosed, the above persons must refrain from buying or selling the Company's securities until the public who has received such information has had a sufficient period to evaluate the information received (7 days from the date of disclosure).
- (2) Provide knowledge to directors and executives who are required to report on their own securities holdings, their spouses, and their minor children, regarding the reporting of the Company's securities holdings. If directors, executives, including their spouses and minor children are involved in the purchase, sale, transfer, or receipt of the Company's securities as specified in the SEC Office Announcement No. SorJor. 14/2540 on the Preparation and Disclosure of Securities Holding Reports and Penalties under the Securities and Exchange Act B.E. 2535, and to prevent the use of inside information by executives, the Company has regulations on the use of the Company's inside information that has not yet been disclosed for the benefit of oneself or others, as follows:
 - (a) The Company has established measures to prevent misuse of the Company's information by requesting that agencies that have knowledge of the information are prohibited from disclosing the information to unrelated agencies or people.
 - (b) The Company's executives who have access to the Company's financial information shall not make use of such information before it is disclosed to the public, by prohibiting the executives from trading in the Company's securities for a period of 1 month before the financial statements are disclosed to the public.
 - (c) The Company shall require executives to report changes in their securities holdings to the Securities and Exchange Commission in accordance with Section 59 of the Securities and Exchange Act B.E. 2535, and prohibits executives or employees who have access to inside information from disclosing inside information to outsiders or persons who are not involved, and shall not trade in the Company's securities for a period of 30 days before the financial statements are released to the public.

If there is any violation of the above-mentioned regulations, the Company shall take disciplinary action to consider appropriate punishment, such as written warning, salary deduction, suspension, termination, etc.

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

	2022	2023	2024

	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 : Review of appropriateness in anti-corruption, The participation in anti-corruption projects, 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 Company has a clear policy of zero tolerance towards all forms of corruption and bribery, whether direct or indirect, within the organization or involving external parties related to the Company's business. All employees, as well as those acting on behalf of the Company, are strictly prohibited from soliciting, offering, or accepting bribes, money, gifts, or any other benefits that may compromise their impartiality in performing their duties. Any suspected or observed misconduct must be promptly reported to the supervisor.

The Company encourages the reporting of inappropriate behavior and provides appropriate protection for whistleblowers, in order to foster a corporate culture rooted in transparency and accountability.

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 Company has established channels for reporting complaints or whistleblowing regarding inappropriate conduct, violations of the Code of Business Ethics, or any actions that may indicate corruption. Reports can be made either verbally or in writing through the following channels:

8.1 Report directly to the Company Secretary

Verbally or in writing

Or via email to: whistleblower@lohakit.co.th

8.2 Through the Company's email provided on the website:

www.lohakit.co.th

8.3 By postal mail to:

Company Secretary

Lohakit Metal Public Company Limited

43 Thai CC Tower, 16th Floor, Room 167-169

Sathorn Road, Yannawa, Sathorn District

Bangkok 10120, Thailand

The Company will handle all reports in a confidential and fair manner, and has established protective measures to

safeguard whistleblowers from any form of retaliation or harassment.

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. WANCHAI UMPUNG-ART (Chairman of the audit committee)	4	/	4
2 Mr. LERT NITHERANONT (Member of the audit committee)	4	/	4
3 Mr. TEERA NA WANGKANAI (Member of the audit committee)	4	/	4

The results of duty performance of the audit committee

1. Review of Financial Statements

The Audit Committee reviewed the Company's quarterly and annual financial statements in collaboration with the external auditor to ensure accuracy, fairness, and compliance with generally accepted accounting standards.

2. Oversight of Internal Control System

The Committee monitored and assessed the adequacy and effectiveness of the internal control and information systems to ensure they are suitable for the Company's operations.

3. Risk Management Oversight

The Audit Committee reviewed the Company's risk management practices, evaluated key risks, and provided recommendations to enhance risk mitigation measures.

4. Compliance with Laws and Code of Conduct

The Committee ensured that the Company complies strictly with applicable laws, regulations of the Stock Exchange, and the corporate code of conduct.

5. Auditor Appointment Consideration

The Audit Committee assessed the independence, expertise, and remuneration of the external auditor, and proposed the appointment to the Board of Directors and shareholders' meeting for approval.

6. Review of Complaints and Allegations

The Committee oversaw the whistleblowing process and investigated complaints regarding fraud or misconduct, providing recommendations for appropriate corrective actions.

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) : 0

List of Directors	Meeting attendance of Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. PRASARN AKARAPONGPISAKDI (The chairman of the executive committee)	0	/	0
2 Mr. VITTAWAT AKARAPONGPISAK (Member of the executive committee)	0	/	0
3 Mr. Vichaphol Akarapongpisak (Member of the executive committee)	0	/	0

The results of duty performance of Executive Committee

- (1) Consider the annual budget allocation as proposed by the management before submitting it to the Board of Directors for consideration and approval. This includes considering and approving changes and additions to the annual expenditure budget during times when there are no Board of Directors meetings in urgent cases and submitting it to the Board of Directors for consideration at the next meeting.
- (2) Approve the purchase and sale of goods that are part of the normal course of business of the Company, not exceeding 200 million baht per transaction and not exceeding 600 million baht per month.
- (3) Approve expenses for purchasing assets that are of an investment nature (including repairs of machinery and equipment) other than those specified in the annual budget, within an amount not exceeding 10 million baht.
- (4) Approve the expenditure of important investment funds specified in the annual budget as assigned by the Board of Directors or as previously approved in principle by the Board of Directors.
- (5) Act as a management advisory board on matters relating to finance, investment, marketing, personnel management and other practical policies.
- (6) Allocate bonuses which have been approved by the Board of Directors to employees or workers of the Company or any person who does business for the Company.
- (7) Supervise the operations of the company.

Meeting attendance of Risk Management Committee

Meeting Risk Management Committee (times) : 2

List of Directors	Meeting attendance of Risk Management Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. Haruhisa Yamazaki (The chairman of the subcommittee)	2	/	2
2 Mr. VITTAWAT AKARAPONGPISAK (Member of the subcommittee)	2	/	2
3 Mr. Vichaphol Akarapongpisak (Member of the subcommittee)	2	/	2

The results of duty performance of Risk Management Committee

- (1) Study, review and assess potential risks, including the potential impacts on the organization, including internal and external risks of the Company.
- (2) Propose the Company's risk management policy and risk management guidelines to the Board of Directors, which cover various important types of risks affecting the Company's operations, such as product price risk, market risk, exchange rate risk, liquidity risk and operational risk.

- (3) Determine risk management policies and submit them to the Board of Directors.
- (4) Establish strategies that are consistent with the Company's risk management policy and business direction.
- (5) Review, control, monitor and evaluate risk management results in accordance with the specified risk management policy.
- (6) Other issues assigned by the Board of Directors.
- (7) The Risk Management Committee shall hold meetings at least twice a year as the situation and necessity permit.
 - (a) At a meeting of the Risk Management Committee, no less than half of the total number of directors must attend the meeting to constitute a quorum.
 - (b) The resolution of the Risk Management Committee meeting shall be based on a majority vote of the directors present at the meeting.
 - (c) If the Chairman of the Risk Management Committee is not present at the meeting or is unable to perform his duties, the directors present at the meeting shall select one of their members to be the Chairman of the meeting in his place.
 - (d) The Risk Management Committee may invite the management or relevant people to attend meetings and provide information or documents on the relevant matters.
 - (e) The Secretary of the Risk Management Committee shall be responsible for preparing for meetings, scheduling meetings, preparing meeting documents, preparing meeting minutes, etc. assigned by the Risk Management Committee.
- (8) The Risk Management Committee has a duty to report its performance to the Board of Directors after the meeting and to prepare a report on its performance for the past year for shareholders in the annual report, disclosing the following details:
 - (a) Number of times of meetings
 - (b) Number of times the Risk Management Committee attended meetings.
 - (c) Results of performance of duties in accordance with the Charter as prescribed.

Meeting attendance of Nominating and Remuneration Committee

Meeting Nominating and Remuneration : 2
Committee (times)

List of Directors	Meeting attendance of Nominating and Remuneration Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. WANCHAI UMPUNG-ART (The chairman of the subcommittee)	2	/	2
2 Mr. TEERA NA WANGKANAI (Member of the subcommittee)	2	/	2
3 Mr. LERT NITHERANONT (Member of the subcommittee)	2	/	2

The results of duty performance of Nominating and Remuneration Committee

- (1) Propose a policy for selecting and recruiting directors, which must contain clear, fair, and reasonable methods and criteria, to be presented to the board of directors or the shareholders' meeting for consideration and appointment.
- (2) Propose a policy for selecting and recruiting the Managing Director, which must contain clear, fair and reasonable methods and criteria, for submission to the Board of Directors for consideration.
- (3) Review and propose for approval to the Board of Directors on human resource policies and strategies which should be consistent with the Company's business strategies.
- (4) Recruit, select and nominate qualified people with morality, ethics and appropriate qualifications who should be appointed as directors and/or managing directors.
- (5) Review the proportion, number and experience of the Company's directors, including making recommendations for selecting directors to fill vacant positions.
- (6) Ensure that there is a specific succession plan for the directors and managing director.
- (7) To lay down various terms and conditions in the employment contract of the Managing Director, including evaluating performance and recommending a successor.

- (8) Determine the policy and form of providing compensation to directors and the Managing Director in accordance with the Company's business strategy, with clear, fair and reasonable methods and criteria to be presented to the Board of Directors or the shareholders' meeting for consideration.
- (9) Propose guidelines and methods for paying compensation, both in monetary form or other forms, to the Company's Board of Directors, other committees appointed by the Board of Directors, and the Company's Managing Director.
- (10) Consider and review the structure and system of compensation and compensation rates to be consistent with current market conditions and appropriate for the duties, responsibilities and performance of the Company and the performance of the directors and managing director.
- (11) Consider the annual remuneration of the directors to be proposed to the Company's shareholders' meeting for consideration and approval.
- (12) The Nomination and Remuneration Committee is a sub-committee appointed by the Board of Directors to assist in studying and screening. It must therefore report the results of its performance to every Board meeting after the Nomination and Remuneration Committee meeting and report the results of its performance in the previous year to shareholders in the Company's annual report.
- (13) Perform any other duties assigned by the committee related to recruitment and compensation consideration.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

Lohakit Metal Public Company Limited realizes and places importance on conducting business under the principles of sustainable development, taking into account the creation of value in 3 areas: economic, social, and environmental, based on good corporate governance to create stable and sustainable growth for the company.

Sustainability management goals

Does the company set sustainability management goals : Yes

Economic

The company is committed to developing good products and services by supporting innovation to respond and create satisfaction for customers and conducting business under good corporate governance, transparency, auditability, responsibility in business operations, risk management at an appropriate level and awareness of creating long-term corporate value, including developing and improving management processes for maximum efficiency to create good returns and taking into account the sharing of returns to all stakeholders.

Social

The Company places importance on personnel development by enhancing potential in various areas to support the Company's strategies and create a good society within the organization, including external personnel, communities and society, through effective relationship-building activities to create understanding and ensure that the Company's business activities will not affect or cause distress to the way of life of individuals, communities and surrounding society.

Environmental

The Company realizes and places importance on conducting business that is environmentally friendly and focuses on managing and using natural resources efficiently, as well as sustainably preserving the biodiversity of the ecosystem, including adapting, preparing and reducing the impact of climate change by using appropriate technology to prevent impacts on the environment, including promoting awareness of environmental care for employees.

United Nations SDGs that align with the organization's sustainability management goals : Goal 1 No Poverty, 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 14 Life below Water, Goal 15 Life on Land, Goal 16 Peace, Justice and Strong Institutions, 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 : No

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

Information on impacts on stakeholder management in business value chain

Business value chain

The Company is committed to creating fairness and giving importance to the rights of all stakeholders, whether they are internal stakeholders such as shareholders, employees, or external stakeholders such as business partners, customers,

etc. The Company realizes that support and opinions from all stakeholders will be beneficial to the Company's operations and business development. Therefore, the Company will comply with relevant laws and regulations to ensure that the rights of such stakeholders are well taken care of.

Business value chain diagram

Activity	Business Value Chain				
	Inputs	operation	Distribute products and services	After-sales service	Marketing and sales
Provides services, provides processing and distributes cold rolled stainless steel in coils and sheets. Produces and distributes stainless steel pipes, including stainless steel pipes for decorative purposes, stainless steel pipes for the automotive industry. Processes and distributes galvanized steel and galvanized steel in coils and sheets. Provides services in cutting, drilling and polishing stainless steel according to customer needs.					
	- Main raw materials - Supporting raw materials	- Quality Inspection - Standardized production - Packing - Stock (Inventory Control)	- Delivery Plan - Loading/ Unloading - Delivery	- Customer Storage Service - Check and troubleshoot product issues	- Product Test - Reasonable and negotiable pricing
Infrastructure	Source of funding / Maintenance of vehicles / machinery / Solar Electric Systems				
Purchase	Main raw materials/ Supporting raw materials /Outsourcing				
HR	HR Development / HR Management / Labor supply (Outsource)				
IT	Internet / Intranet / ERP / Program Business plus / Sim Pro (Repair) / GIS (Transportation Management) / Humanica (payroll)				

Business Value Chain

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			
<ul style="list-style-type: none"> • Employees 	<ul style="list-style-type: none"> - Paying appropriate compensation and receiving good benefits - Consideration of human rights and fair treatment of employees does not discriminate - Safety and good working environment - Promoting and maintaining good health - Stability and opportunities for career advancement - Development of knowledge and abilities 	<ul style="list-style-type: none"> - Compliance with the ethical code of conduct for executives and employees of the company - Compliance with human rights policy - Policy for accepting complaints - Implementation of standard systems IATF16949, ISO9001 and ISO14001 - Annual health check - Group life insurance - Personnel training and development plan 	<ul style="list-style-type: none"> • Online Communication • Complaint Reception • Training / Seminar • Others <ul style="list-style-type: none"> • Various announcements from the company

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			
<ul style="list-style-type: none"> • Customers 	<ul style="list-style-type: none"> - On-time, location, number and continuous delivery - Deliver quality products that meet the needs of customers. - Low price products 	<ul style="list-style-type: none"> - Delivery is planned - Products are inspected before delivery. - Products are inspected according to specified specs before delivery. - Follow APQP PPAP MSA FMEA (Automotive Group) - Make a Contingency Plan - Make an Emergency Plan - Conduct customer satisfaction surveys - Dealing with complaints quickly and efficiently 	<ul style="list-style-type: none"> • Visit • Online Communication • Internal Meeting • Complaint Reception • Satisfaction Survey
<ul style="list-style-type: none"> • Suppliers • Business partners 	<ul style="list-style-type: none"> - Maintain lasting relationships - Receive fair and transparent price competition. - Fulfill the contractual agreement in full. - Get paid on time 	<ul style="list-style-type: none"> - A meeting with sellers is arranged to request bids and bids are given without discrimination. - There is an evaluation of main sellers every month. - Procurement policies and practices (Supplier Manual) - Develop business partners to have good practices, such as anti-corruption policies. - No gift policy letter - There is a document to set a payment date for the partner 	<ul style="list-style-type: none"> • Online Communication • External Meeting • Complaint Reception

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
External stakeholders			
<ul style="list-style-type: none"> Government agencies and Regulators 	<ul style="list-style-type: none"> Production/Processing Quality Inspection Distribution & Service Logistics 	<ul style="list-style-type: none"> Report business performance and performance to relevant government agencies. Continuous participation in activities and projects of government agencies. 	<ul style="list-style-type: none"> Visit
<ul style="list-style-type: none"> Shareholders 	<ul style="list-style-type: none"> Good returns Good Corporate Governance Disclosure of sufficient information to support investment decisions Full disclosure of relevant information that may affect investor decisions 	<ul style="list-style-type: none"> Proper dividend payment Compliance with the SEC's CG Code Member of Thai Private Sector Anti-Corruption (CAC) Project Responding to inquiries in a timely manner 	<ul style="list-style-type: none"> Online Communication Annual General Meeting (AGM) Complaint Reception
<ul style="list-style-type: none"> Community 	<ul style="list-style-type: none"> Health & Safety and occupational health Resource Support Organizing events for the community 	<ul style="list-style-type: none"> Provide educational opportunities, such as scholarship programs. Employees and communities are safe, such as promote vaccinations Wellbeing and better health for people, such as blood donation activities 	<ul style="list-style-type: none"> Visit
<ul style="list-style-type: none"> Financial institution 	<ul style="list-style-type: none"> Ability to repay loans and interest as scheduled. Regular use of credit line services 	<ul style="list-style-type: none"> Repay the loan as scheduled. Consistent credit lines are used. The use of deposit services and other financial transactions 	<ul style="list-style-type: none"> Online Communication
<ul style="list-style-type: none"> Media 	<ul style="list-style-type: none"> Disclose clear, accurate and timely information Executive interviews 	<ul style="list-style-type: none"> Build confidence by providing accurate and transparent information 	<ul style="list-style-type: none"> Online Communication

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			
<ul style="list-style-type: none"> • Competitors 	<ul style="list-style-type: none"> - Fair competition - Refrain from seeking confidential information about the business competitors - Refrain from discrediting competitors 	<ul style="list-style-type: none"> - Discussing with competitors the market situation and trends in prices 	<ul style="list-style-type: none"> • Online Communication

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 : No

Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Reduce greenhouse gas emissions	<ul style="list-style-type: none"> • Greenhouse Gas Management

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

The Board of Directors of Lohakit Metal Public Company Limited has emphasized the importance of systematic risk management in line with good corporate governance, including adequate and appropriate internal control, and close risk monitoring, which enables the Company to achieve its objectives in implementing the business plan, including emergency plans, crisis management plans, and business continuity plans, in order to build trust, satisfaction for customers, and provide good returns to shareholders and all stakeholders. The Company has adopted COSO (The Committee of Sponsoring Organization of the Treadway Commission) and has specified specific risk management policies as a framework for the Company's risk management, for the Company's business operations to be in line with sustainable development goals. The Company has defined and categorized the organization's risks into 6 areas:

1. Strategic Risk
2. Operational Risk
3. Financial Risk
4. Compliance Risk
5. ESG Risk
6. Emerging Risks

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : No

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 Risk arising from reliance on key raw material manufacturers and suppliers.

Related risk factors : Strategic Risk

- Reliance on large partners / distributors or few partners / distributors

ESG risk factors : No

Risk characteristics

The Company's primary raw materials include cold rolled stainless steel coils, copper, aluminum, galvanized steel, and zinc-coated steel. These materials are sourced from domestic manufacturers, some of whom are the sole or one of very few producers in the country. This creates a supply risk due to the Company's dependency on domestic suppliers. The Company sources cold rolled stainless steel coils primarily from POSCO-Thainox Public Company Limited, the only major domestic producer of this material. Due to the presence of a single major supplier in Thailand and the enforcement of Anti-Dumping Law, importing cold rolled stainless steel coils from other Asian countries often results in higher procurement costs compared to domestic sourcing. Furthermore, international procurement requires longer lead times for transportation. As a result, the Company faces a risk of raw material shortages in cases where the domestic supplier is unable to deliver as scheduled. In such scenarios, the Company may be unable to source substitute materials in time, which could impact its production plans and fulfillment of customer orders.

Risk-related consequences

This exposes the Company to the risk of raw material shortages in the event that the major domestic supplier is unable to deliver materials as scheduled.

Risk management measures

The Company has established advance procurement planning by utilizing Supply Chain Management (SCM) systems, allowing for efficient forecasting of key raw material requirements.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

The Company has established a Business Continuity Plan (BCP) to ensure preparedness and minimize the impact of events that may disrupt operations, such as natural disasters, system failures, or raw material shortages. The plan includes risk assessment, business impact analysis, and the development of recovery strategies to restore operations to normal as quickly as possible. The Company also regularly reviews and tests the plan to ensure continuous and reliable delivery of products and services to its customers.

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 : No
guidelines

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 : No
new suppliers?

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : No

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

Key suppliers acknowledging compliance with the supplier code of conduct

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

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

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

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

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

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 : No
innovation culture

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

Benefits of innovation development

Financial benefits

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

Non-financial benefits

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

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.