



รายงานความยั่งยืน

Sustainability Report



Journey with

Innovation



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Company Goal

Vision

We will be the leader in providing personnel transportation services to various industrial plants, by striving to improve service to create satisfaction for service users and create service standards until it is accepted internationally.

Mission Objectives and Goals

- Maintain business base enhance growth and continually expanding the business base towards sustainability
- Applying technology to manage and control the traffic for safety and consistently meet the satisfaction of passengers
- Develop and enhance the potential of personnel to have knowledge, ability and skills to work effectively

Company's strategy

- Maintain existing customer base and along with building a new customer base with quality service
- Operating system development and the standards of continuous personnel delivery services
- Developing and enhancing the potential of operating personnel and the driver to meet the standards
- Giving importance to and enhancing customer satisfaction



Sustainability Management

Throughout the period of business in the past found Adapting quickly and keeping up with the current situation is considered an important factor in business progress. The Company has always adopted a safety policy in bus transportation for personnel to be the leader in using high-efficiency buses to provide employee transport services, including participating in providing consulting services on transportation management to customers to drive the most cost-effective use of resources for customers. Therefore, it is accepted by leading companies and factories. in the Eastern Industrial Estate and nearby areas

At the present, most people need to be quickly, businesses therefore need to optimize their work processes. One of the methods to achieve the expected results is a collaboration between Organizations and stakeholders to enhance competitiveness and increase the ability to meet the needs of customers and create more business opportunities, this collaboration will also benefit and strengthen for sustainable growth in the future.

The company has prepared to offer travel value from innovation in service " **Journey with innovation** ".
With the concept " **The Company does not only deliver services with safety reliability and convenience only Creating benefits and accountability to stakeholders as a whole is a way to drive sustainable development. to encourage the business to grow continuously.** "

However, the operation under good management Starting with efficient employees and work efficiently as an important tool for the sustainability of the Company and pass it on to society, economy and environment.

Sustainability Framework

Items	CARE			Economic Success	Social Responsibility	Environmental Responsibility
	I-Solution	I-Operation	I-Service			
Reasonable price	•			✓		
Communication	•				✓	
Reliability	•		•	✓	✓	
Branding	•			✓		
Service mind	•				✓	
Knowledge Management	•				✓	
Solution Management	•			✓		
Cost Management	•		•	✓	✓	
Time Management		•		✓		
Innovation	•	•	•	✓		
Anti-Corruption	•	•		✓		
Safety				✓	✓	✓
Quality				✓	✓	✓
ISO Standard		•	•	✓		
Professional		•		✓	✓	
Regulatory Compliance	•	•	•	✓	✓	✓
Customer satisfaction			•	✓	✓	
Training		•	•	✓	✓	
Health		•			✓	
Human Rights		•			✓	
Comfort			•		✓	
Emissions	•					✓

Note: I stands for Innovation.

Business Overview

ATP 30 Public Company Limited (“the Company”) is a service provider of buses transporting personnel between residential areas in the community to industrial factories or establishments especially in industrial estates in the eastern region which has received a non-routine transport operator license from the Department of Land Transport, the Company has two types of bus services.

Service vehicle type	Company vehicle	(Unit : vehicles)
		Affiliated vehicle
Bus	265	4
Mini bus	42	-
Van	216	65

Note : At present, the company There are 55 customers serving an average of 15,000 – 20,000 passengers per day .

In addition, the Company has adopted road traffic safety management standards (BSI ISO39001 : 2012 Road traffic safety management system) to manage the operating process to increase the efficiency of service to customers to achieve the most satisfaction In addition, the emphasis is placed on the development of the quality of employees. especially the driver since the recruitment process Compensation and welfare, training, raising awareness of service and instilling concern for the quality of life and property of passengers and passengers.

Outlook for the year 2022 The company focuses on expanding the market base of passenger transport services in the eastern region. and the central region

- Expand customer base Continuous production industry
- Expand industrial bases related to major Japanese companies

by focusing on the use of quality transportation services and the introduction of various technologies to increase the efficiency of customer service, including adding convenience including reducing costs for customers increase the potential for more competition



About this report and assessment of important issues

ATP 30 Public Company Limited (“the Company”) has prepared this report to demonstrate its commitment to disclose important business information accurately and transparently. for stakeholders to have confidence in the operation

Operational guidelines

The Company prepares the Sustainability Report for the year 2021 in accordance with the guidelines for preparing the Sustainable Development Report. within the scope of this report in accordance with the reporting framework of the Stock Exchange of Thailand (“ SET ”) by content that the report is consistent with the context of the business Assessing issues critical to the sustainability of the company and its stakeholders including policies and guidelines for managing important issues and report on performance

- Economic
- Social
- Environment

Stakeholder participation

The Company has established an engagement approach that is appropriate to the needs of stakeholder groups in order to know and access their expectations, as well as to apply the opinions received to analyze and fit into business decision-making processes .

stakeholder group	how to get involved	stakeholder expectations
employee	<ul style="list-style-type: none">• evaluation• satisfaction survey and complaints through supervisors	<ul style="list-style-type: none">➢ Compensation, benefits and benefits➢ employee retention➢ career advancement➢ potential development
customer	<ul style="list-style-type: none">• gaining trust and build good relationship• satisfaction survey• system and channels for complaints, suggestions	<ul style="list-style-type: none">➢ Good, efficient service, such as no car breakdown during service, punctual, convenient contact➢ The ability to resolve problems in a timely manner➢ Service safety
partner	<ul style="list-style-type: none">• selection process• Annual Assessment Process	<ul style="list-style-type: none">➢ transparent procurement fair and verifiable
shareholder	<ul style="list-style-type: none">• quarterly, annual earnings releases and key information disclosures• Annual shareholder meeting• communication channel	<ul style="list-style-type: none">➢ Operate business with transparency, accountability and fairness.➢ The business has a good performance.➢ Conduct business under good corporate governance
competitor	<ul style="list-style-type: none">• business operations	<ul style="list-style-type: none">➢ behave under the framework of good competition rules
community society	<ul style="list-style-type: none">• participation in gathering activities• Complaint Channel	<ul style="list-style-type: none">➢ sustainable coexistence➢ Participate in community and social development
public sector	<ul style="list-style-type: none">• Report on business performance and performance as required by relevant departments.	<ul style="list-style-type: none">➢ Work in accordance with the law, rules, regulations➢ Disclosure of operating information

Assessing key issues and connecting stakeholder groups

Sustainability Key Assessment Process

1. Identifying key issues : The Company has set the scope of analysis on issues that are important to sustainability as follows:
 - Internal factors: Comprehensive analysis of sustainability issues affecting the value chain for short-term and long-term sustainability From pre-service preparation activities until service delivery including key factors affecting vision, mission and strategy corporate sustainability
 - External factors: Analysis of issues of interest to stakeholders Trends of Thailand and the world and goals Sustainable Development
2. Prioritization of important issues : Take the issues of interest from internal and external factors into consideration. and given importance by groups of stakeholders and executives as shown in the picture

Key Sustainability Issues		extent of impact	
		intrenal organization	external stakeholders
Company and Sustainability	Corporate Governance	✓	✓
	Risk Management	✓	✓
	Guidelines for working under the law, rules and regulations (Compliance)	✓	✓
Operation	Solution (I-Solution)	✓	✓
	• trademark creation	✓	✓
	• Be an expert in systems and stakeholder participation	✓	✓
	Performance (I-Operation)	✓	✓
	• operational excellence	✓	✓
	• AI Platform	✓	✓
Personnel	Service (I-Service)	✓	✓
	• Training Center - Development	✓	✓
	• creating shared values	✓	✓
Personnel	Personal Development	✓	
	Motivation (Talent Retention)	✓	
Safety	(Safety service)	✓	✓
	Occupational safety and health	✓	✓

Establishing guidelines for responding to stakeholders

Considered and agreed sustainability issues will be used in defining the direction of operations. at the plan/project level and to be formulated as a strategy to drive the business to respond to the needs of the stakeholders and suitable for current business operations

Company and Sustainability

Sustainability Strategy

The company's journey to sustainability includes risk management and the value it delivers. It is the framework above and has corporate governance and good ethics as another framework

Value delivered by the company “ **Journey with innovation** ”

I-Solution	I-Operation	I-Service
<ul style="list-style-type: none"> ➤ Creating a Trademark (Branding) ➤ Be an expert in systems and stakeholder engagement (Expert system & engagement) 	<ul style="list-style-type: none"> ➤ Operational excellence ➤ AI Platform 	<ul style="list-style-type: none"> ➤ Training Center - Development (Training Development Center) ➤ creating shared values (Value co-creation)
<ul style="list-style-type: none"> ▪ Customer communication ▪ Design solution to serve customer inquiry ▪ Customer engagement 	<ul style="list-style-type: none"> ▪ Selection ▪ Route survey ▪ Time & pick up point management ▪ Vehicle standard checking ▪ (Internal control) 	<ul style="list-style-type: none"> ▪ Operate customer requirement ▪ Control operation standard ▪ Preventive Maintenance ▪ Customer feedback ▪ Cost Control ▪ Innovation



Connecting with Stakeholders and Sustainable Development

From gathering information stakeholders related to business operations and awareness of the importance of running a business that is in harmony with the community and the environment and to effectively meet the needs and expectations of the stakeholders and lead to the development of sustainability management processes from the assessment of key issues affecting the sustainability of business operations. Therefore, the Company has established a method to operate and engage with stakeholders by considering the important issues as follows:

Stakeholder	Channel of participation	Expectation	Guidelines
Employee	<ul style="list-style-type: none"> • Management sets meetings with employees at least twice a year • Arrange various activities • Communication in various forms within the company 	<ul style="list-style-type: none"> • Compensation and benefits • Employee retention • Career advancement • Potential development 	<ul style="list-style-type: none"> • Pay compensation and benefits appropriately • Promote growth in the line of work in accordance with knowledge and ability • Provide opportunities for employees to participate in managing the quality of work life such as Establishment of the Occupational - Health and Safety Committee
Customer	<ul style="list-style-type: none"> • Planned communication • Scheduled customer meetings • Meeting of customers on various agendas • Customer Satisfaction Survey 	<ul style="list-style-type: none"> • Good, efficient service, such as no car breakdown during service, punctual, convenient contact • The ability to resolve problems in a timely manner • Service safety 	<ul style="list-style-type: none"> • Develop services to meet various needs continually as well as provide advice and be a consultant for efficient transportation management and can be confident that the service is safe
Partners	<ul style="list-style-type: none"> • Communication through the media electronics and phone • Meeting with partners accordingly company plan 	<ul style="list-style-type: none"> • transparent procurement fair and verifiable 	<ul style="list-style-type: none"> • Taking into account mutual benefits • Create an opportunity to exchange knowledge and experience and expertise • Promote the competitive policy free and fair trade • Focus on the importance of "partners" as a partner by treating Fair and equal partners to build trust, develop and maintain relationship good to each other
Shareholder	<ul style="list-style-type: none"> • Annual General Meeting • Annual report • Investors meet executive and Company visit 	<ul style="list-style-type: none"> • Operate business with transparency, accountability and fairness. • The business has a good performance. • Conduct business under good corporate governance 	<ul style="list-style-type: none"> • Treat shareholders according to the policy business ethics as well as respecting the rights of shareholders in obtaining the necessary information truthfully As prescribed by the SEC and SET

stakeholder	channel of participation	expectation	guidelines
Competitor	<ul style="list-style-type: none"> Business Operations 	<ul style="list-style-type: none"> Behave within the framework good competition rules 	<ul style="list-style-type: none"> Do not seek confidential information of competitors by means of that are dishonest or inappropriate, such as payment of wages to directors and Competitor's employees Do not damage the reputation of competitors. with a malicious accusation support each other
Community society	<ul style="list-style-type: none"> Listen to comments and complaints engagement with the community accordingly Company plan 	<ul style="list-style-type: none"> Sustainable coexistence Participate in community and social development 	<ul style="list-style-type: none"> Cooperate in black, run a project for the community by chance Monitor environmental quality
Public sector	<ul style="list-style-type: none"> Submitting reports to agencies service as required Participation in activities and suitable projects of government agencies 	<ul style="list-style-type: none"> Work in accordance with the law, rules, regulations Disclosure of operating information 	<ul style="list-style-type: none"> Comply with the law and report Strict performance Pay taxes and other expenses according to the rules and regulations set by the government

Operation

Solution (I-Solution)

1.1 Selection

Vehicle (BUS)

All company buses are new such the chassis ,engine and air conditioning system. The Company order directly from leading manufacturers such as Hino, Scania and Mercedes-Benz, Toyota and Yutong, etc. The body is designed according to engineering principles and complies with the law. by considering safety as the main The characteristics of the vehicle are specifically designed for use in picking up passengers according to the needs of customers. and full facilities such as TV, sound system, first aid kit, fire extinguisher and safety equipment.

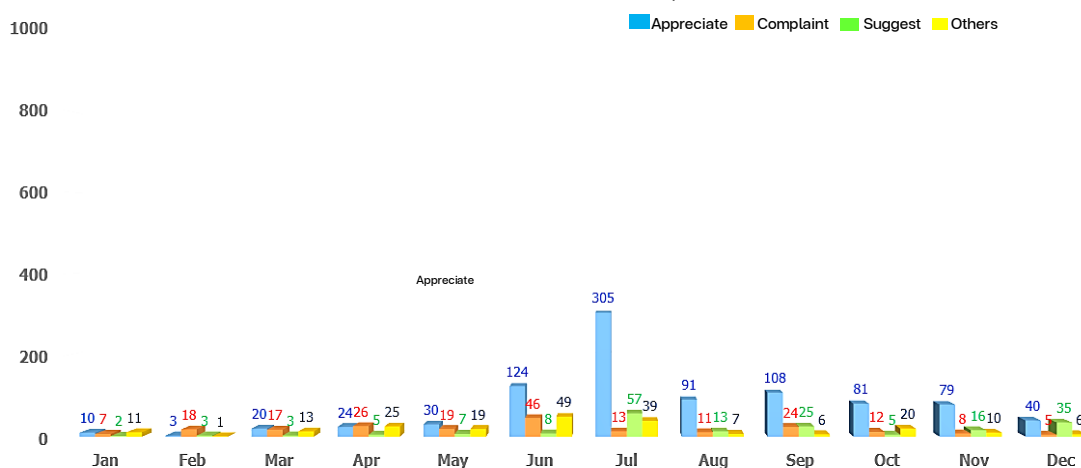
driver

The Company attaches great importance to recruiting drivers. From rigorous selection, such as interviews, background checks, Driving tests and physical examinations, etc., when becoming a company driver must undergo a training process in order to have knowledge, abilities and work properly according to the Company's standards, such as creating a consciousness of service car maintenance safe driving as well as continuous performance measurement.

1.2 Responding and acting according to customer needs

The company has implemented policies - practical guidelines to satisfy and recognize the needs of customers, passengers and road users. by collecting data during the year Both appreciated and feedback from customers, passengers (directly affected) and road users (indirectly affected) and used in problem analysis. To improve service and prevent duplication of problems which can be quantitatively summarized as follows ;

Number of suggestions from service users and road users: data as of Dec 31, 2021



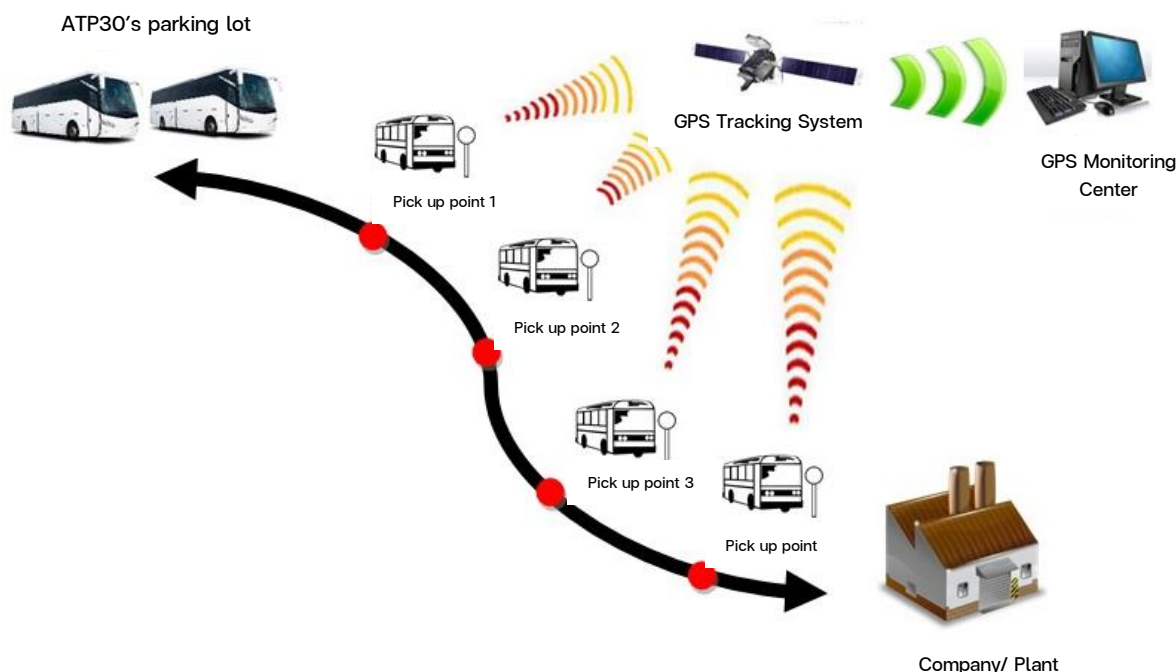
Customer treatment policy

1. Deliver quality service that meets or exceeds customer expectations. under fair conditions
2. Provide accurate, adequate and timely service information to customers. To provide customers with enough information to make decisions without exaggeration all communication channels which causes the customer to misunderstand the quality, quantity or any - condition of the service.
3. Keep the confidentiality of the customer and do not use it for their own benefit. or those who are wrongfully involved respond to customer needs with speed and provide a system and channel for customers, passengers and road users to complain about service quality and satisfied effectively

Performance (I-Operation)

2.1 Operating Procedures

Procedures for providing service for passengers



Pre-service process	In-service process	Post-service process
<ul style="list-style-type: none"> The driver will take the car to the designated parking spot. to prepare by checking the readiness of the car for service according to company standards, cleanliness, tidiness Inside the car service 30 minutes before work The operation staff measures the alcohol level. and readiness for both Driver's body and mind every time before work and random detection substance abuse at least 10 times per person per month 	<ul style="list-style-type: none"> The driver will start walking to various pick-up points. according to the time and route that have been set with customers The driver will record the time to and from the pick-up point. and record the number of employees who boarded the car To collect information for use in customer reports. When the driver picks up the staff to the destination safely Requires the driver to take the car to the designated parking spot. in order to prepare for picking up and sending employees in the next round 	<ul style="list-style-type: none"> When the daily service is finished Operations staff will collect information such as the time to start picking up passengers. Arrival time number of passengers to report to the customer's staff on a daily basis and used as evidence of invoicing at the end of the month of service The company used the data for analysis. to assess and adjust the route, the time of the car and appropriate number of passengers For example, in the case of some pick-up points There is an increase or decrease in the number of passengers The company therefore proposes to adjust the pick-up point or time for the customer so that the customer can control the cost.

Framework of Action and Monitoring

The Company's business is shuttle service which has received ISO 39001: 2012 certification by applying for, this is consistent with the sustainable business policy, which is a commitment to social responsibility and also represents a commitment to the Company to the safety and welfare of employees and road users in order to reduce the risk of road accidents. The guidelines for the implementation of the classification of 4 main components are as follows:

1. Management of "people" (Driver Management)
2. Management of "vehicles" (Vehicle Management)
3. Road and Traffic Management (Journey Management)
4. Emergency Response Management

The Company believes that this ISO 39001:20012 system will increase the potential of the company's safety management system to be certified according to international standards. and promote sustainable service quality and efficiency Due to continuous development

Tracking and Inspection

Tracking :

The Company provides a system to track the company's buses with satellite signals (GPS Tracking) which will work with Software called "GPS Tracking System" by Software Serves to collect information, Operations staff use to check the current location of the GPS Tracking and also check historical data at any time according to GPS capability Tracking System such as vehicle speed, vehicle status, fuel level, etc. In addition, the Company has pushed the car sharing service to start installing a GPS Tracking system to control operations as well.

Inspection :

Definition of "Drivers are ready to serve" means that they do not have any symptoms. The alcohol level was measured as 0 milligram percent and if the alcohol level is more than the above level but less than 50 milligram percent Operations staff will first assess the driver's readiness to drive. If the driver meets the criteria for being of sufficient readiness to perform the task, officers; the operations department will station the car with the driver. to control and supervise the traffic but in the event that the driver has an alcohol level of more than 50 milligram percent which is considered a "drunken person" under the Ministerial Regulation No. 16 (B.E. 2537) and is "a person is prohibited from driving" under the Road Traffic Act (BE 2522) replacement driver which comes from the company's reserve driver or the operation staff will be the driver instead. to record data and make reports to customers.

2.2 Cost control

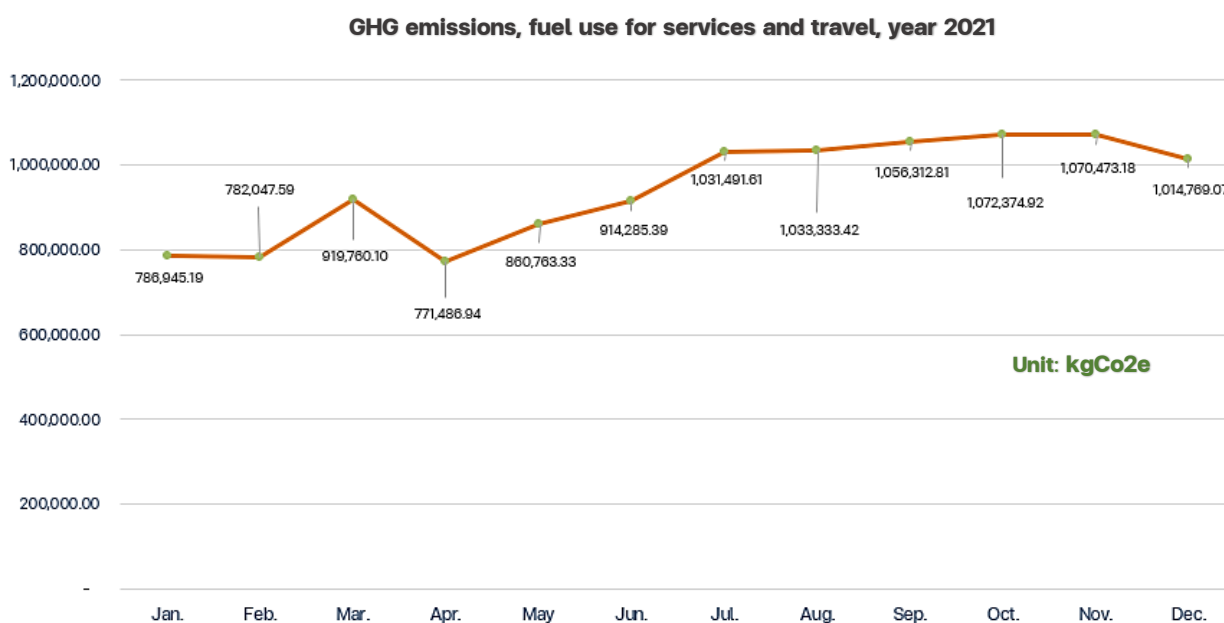
- Tracking oil usage for maximum efficiency :

The Company requires the operations department to monitor the use of oil for maximum efficiency by specifying the type of oil used check refueling Regularly track the traffic and analyze the route including requiring the maintenance department to set a plan for regular vehicle inspections at least once a month , along with the preparation of a ready-to-use vehicle inspection list before being serviced by the driver who is responsible.

- efficient use of water resources

The Company requires to use water to circulate in the part of the car's leak inspection by the maintenance department in order to save water resources, which results are satisfactory.

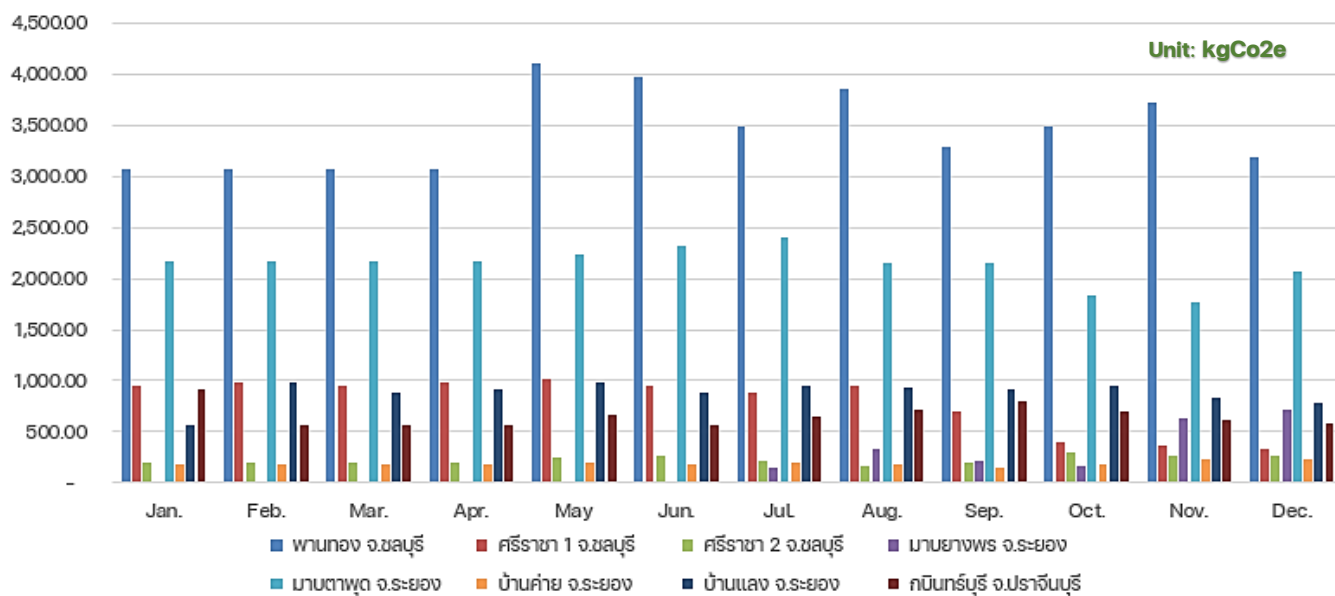
2.3 Greenhouse Gas Emissions Disclosure: Data as of December 31, 2021



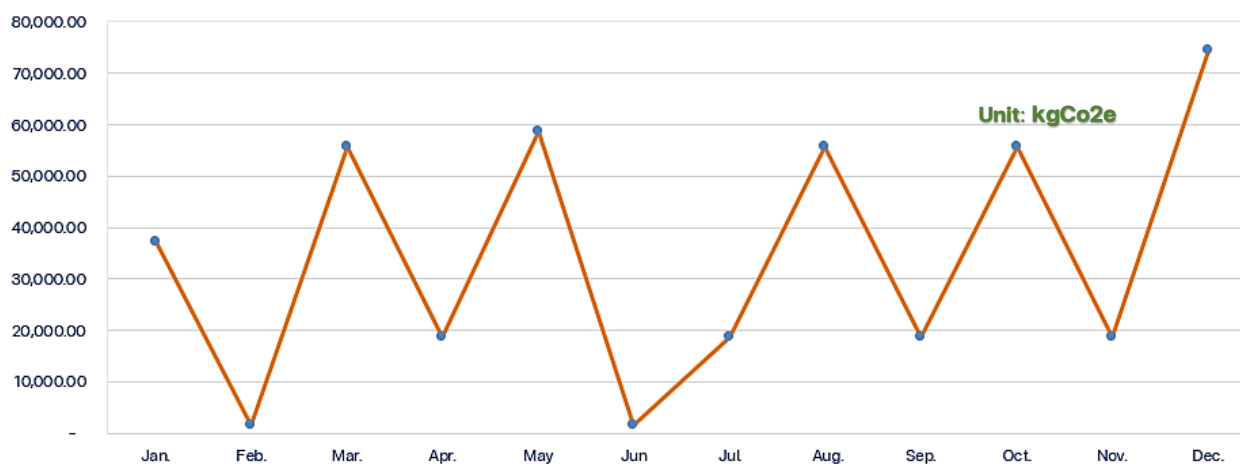
	Jan	Feb.	Mar	Apr	May	Jun
CF	786,945	782,0478	919,760	771,487	860,763	914,285
Number of cars (vehicles)	365	378	387	393	416	458

	Jul	Aug	Sept.	Oct.	Nov	Dec.
CF	1,031,492	1,033,333	1,056,313	1,072,375	1,070,473	1,014,769
Number of cars (vehicles)	458	458	458	458	470	528

Greenhouse Gas Emissions for Electricity in 2021



Greenhouse gas emissions from refrigerants type R134a year 2021



Service (I-Service)

3.1 Preventive maintenance

Based on the experience and collecting information about the company's service, the problems encountered are compiled for assessment and preventive planning through preventive maintenance. To increase the trust in service to customers which is considered as one of the company's missions which has the following methods

- Periodic maintenance (Preventive Maintenance no.1 (PM1))
mean: Inspection and maintenance according to each manufacturer's manual for use and maintenance which the company checks and corrects to adjust or replace parts and equipment strictly as specified in the manual.
- Monthly vehicle inspection (Preventive Maintenance no.2 (PM 2))
mean: Determines the bus inspection according to the Company's standards, the maintenance department consists of engine system, transmission system, electrical system, air conditioning system, brake system and other details. which such inspection Set a frequency of at least 1 time per vehicle per month.
- Extended vehicle condition inspection (Preventive Maintenance no.3 (PM 3))
mean: Detecting any malfunctions or defects of the vehicle, the maintenance department will apply the effect of corrective or preventive measures to other service vehicles as well, thereby preventing recurrence of the problem.
- Vehicle condition inspection to prevent breakdowns during service (Preventive Maintenance no. 4 (PM4))
mean: To collect information on the cause of car breakdowns and analyzed to define a list of vehicles inspections and use them for maintenance planning and preventive vehicle inspections to increase service efficiency.
- Determination of tire life
mean: Determines the service life of the tires of each type of vehicle according to the requirements of various tire manufacturers by collecting data strictly and the Company has a policy to use new tires from quality manufacturers only.
- Bus Body condition inspection
mean: Check the condition of the bus body in particular, "leakage", which the Company has established a leak testing system for the tank. by spraying water onto the roof, around the body and the edge of the glass at the same time to prevent water leakage into the cabin Determine the leak check at least once a year.

3.2 IT system for traffic management

All employees of the company are equipped with GPS Tracking system. Real time For use in the management of the bus and the company designed a program for use in management under the name " Back Office Program " for use in traffic management The program consists of

- Maintenance Module will monitor maintenance, timing, maintenance progress. Both Preventive Maintenance and Breakdown maintenance are also used to control over 300 spare parts inventory to be ready for use.
- Operation Module will be responsible for planning the route. Operations and fuel consumption control and operational efficiency measurement
- HR Module is responsible for checking the driver's record both before joining and during their employment. as well as training history including a valid driving license as required by law
- Safety Module serves to check the logs. Using the speed of the car Accident history and follow up on accident prevention guidelines
- Customer suggestion Module will keep track of customer complaints and guidelines.

3.3 Innovation Development

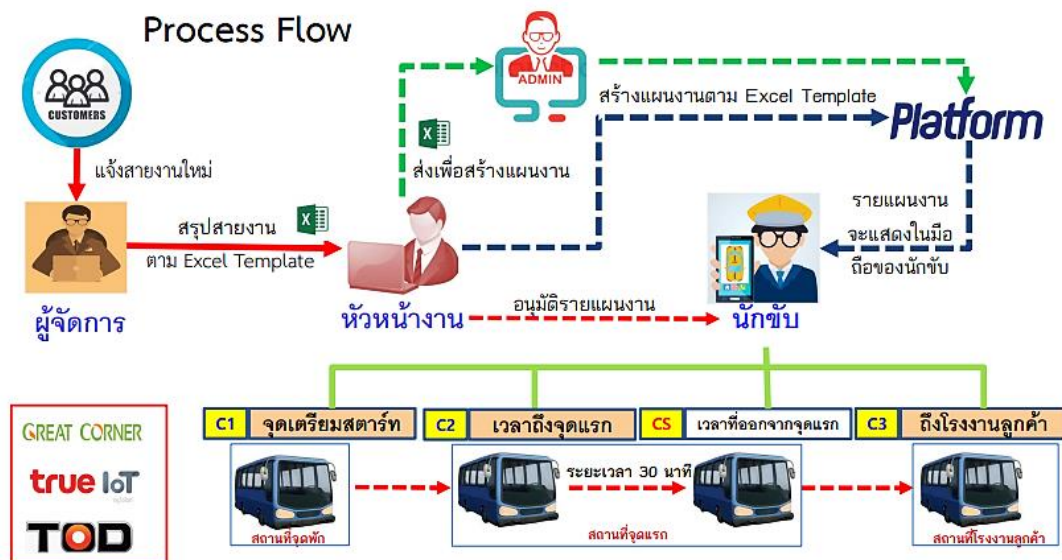
- ATP 30 Passenger Application

I can't deny that The use of technology plays an increasing role in everyone's daily life . It focuses on the development of the bus location monitoring system. To increase efficiency and connection between passengers and buses to increase the convenience and safety of traveling The company plans to meet the needs of society through innovation. The ATP 30 Passenger Application establishes a route connection. Create interactions between people, vehicles and roads with timely information for convenience, safety and saving travel time.

The company sees the potential from modern technology and innovation. By taking advantage of the efficiency of service and management. Therefore , the result is efficient transportation management. Highly flexible and accessible technology selection can reach users at all levels



- ATP 30 RPA (Robo tic Process Automation): Processes using AI technology innovation robot or AI will replace human labor in the future It's not that far off any longer . Today , some large corporations have begun to replace employment with innovative AI technologies. which is something that must come into the world society more Society must change with the advancement of technology. The company brings technological innovations in AI Come to use in the car inspection with service on behalf of employees to reduce errors in operation and Simplify the steps in the audit process and increase the broader capabilities.



Record real time from 4 GPS points to compare with the schedule, then call to the driver and the supervisor if it was different.

- Applying technology to reduce pollution : Using an EV (Electric Vehicle : Electric Vehicle) instead of a petrol-powered car

The advantages of electric cars

- The cost of fuel is inexpensive.
Because the energy of the electric car comes from charging the electric charge into the battery. causing the fuel cost of electric cars to be cheaper than petrol
- The engine runs quietly, no noise.
Because the driving mechanism is not as good as a gasoline-powered car, the electric car has a quieter sound than a petrol-powered car.
- Protect the environment with no need to detonate to drive, electric cars do not cause pollution.
Because there is no exhaust from the combustion of energy like a combustion engine.



Corporate Governance

Code of Practice for Corporate Governance (Corporate Governance)

Objectives : The Company has established a corporate governance policy in accordance with the good corporate governance guidelines of the Office. The Securities and Exchange Commission (“SEC”) and the Stock Exchange of Thailand (“SET”) as the basis for the Board of Directors, executives and employees of the Company to uphold and comply. for creating value for sustainable business operations and promote to be an efficient organization in doing business be transparent and can check In addition to creating confidence for shareholders, investors and related parties in order for the business to be competitive and effective Operate with regard to long-term impacts able to conduct business with ethics Respect rights and responsibility to shareholders and stakeholders as well as conducting business for the benefit of society and develop or reduce the negative impact on the environment. and can adapt under various changing factors The essence of the corporate governance policy can be divided into 8 Principles of practice are as follows:

Principle 1: Realize the roles and responsibilities of the Board of Directors. As an organization leader that creates sustainable value for the business (Establish Clear Leadership Role and Responsibilities of the Board)

The Company has clearly stipulated the roles and responsibilities of the Board of Directors in the Board of Directors Charter. It has an important role in formulating important policies and strategies in business operations as well as allocating various resources. The Board of Directors understands the roles, duties, benefits and principles of good corporate governance in creating sustainable business values and conducting follow-up, evaluation and overseeing reporting on the Company's performance to be consistent with the objectives and goals In this regard, the Board of Directors will supervise the Company's operations, taking into account the ability to compete and adapting to accommodate changes from various environmental factors inside and outside for good long-term performance by operating a business that benefits society and takes into account the environment In this regard, conduct business with ethics. Respect the rights and be responsible to the shareholders and stakeholders of the Company continuously as follows:

1. Treat shareholders equally
2. Taking into account the roles of stakeholders
3. Disclosure and transparency, emphasis on creating value for sustainable business
4. Encouraging and developing innovations, such as the introduction of technology for passenger convenience and the design of bus management with customers. To provide services that meet the needs of customers along with maintaining the price at an appropriate level, etc.

In addition, the Board of Directors has set the duties and scope of responsibility of the various sub-committees and senior management such as the Chairman of the Executive Committee or the Managing Director clearly and to supervise the directors and executives to perform their duties as stipulated with responsibility, caution and honesty. Ready to supervise the Company's operations in accordance with relevant laws and regulations, including the resolutions of the Board of Directors meeting and Company policies.

Principle 2 : Determine the objectives and main goals of the business for sustainability (Define Objectives that Promote Sustainable Value Creation)

The Board of Directors attaches great importance to the determination of objectives and main goals in doing business in order to grow with society with sustainability, create value and benefit the organization, customers, employees, partners, shareholders. stakeholders and society as a whole communication promotion and strengthen the main objectives and goals of the organization reflected in the decisions and operations of personnel at all levels under the principles of good corporate governance In this regard, the Board of Directors has established strategies, plans, and monitors to ensure that operations are carried out regularly, including following up on performance appraisals to achieve the objectives and main goals of the organization by applying innovation and technology appropriately.

The Company is aware of the risks in setting objectives and goals, including methods of action that may lead to illegal conduct or lack of ethical conduct as well as supervise the transfer of objectives and goals through strategies and plans throughout the organization by considering business plans and corporate strategies taking into account the creation of sustainable value for shareholders Stakeholders, society and environment through the process "Selection of competent personnel" and realize The importance of "personnel development" has been regularly assessed and trained, such as supporting employees to develop their work and responsible. Encouraging employees to participate in training for other developments to promote, etc.

Principle 3: Strengthen Board Effectiveness

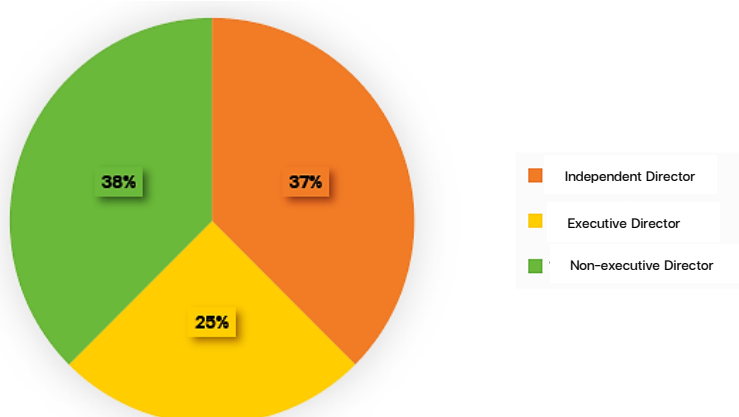
The Company's Board of Directors consists of persons with knowledge and abilities. having expertise and experience to perform duties for the benefit of the Company must have qualifications and not have prohibited characteristics as the law is stipulated by the Board of Directors with duties and responsibilities in defining and reviewing the structure.

The Board of Directors consists of at least one third independent director and not less than three The Company's independent directors must have qualifications and not have any prohibited characteristics as stipulated by the Board of Directors. which complies with relevant laws and regulations in accordance with the qualifications specified by the SEC.

Board Skill Matrix:

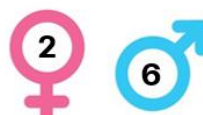
Director's name	Education and work experience											
	company director	independent director	female director	business administration	account	finance	law	marketing	information technology	engineering	risk management	corporate governance
Mr. Chatchai Panichchiva	✓			✓	✓	✓	✓	✓	✓		✓	✓
Dr. Wiwat Kromadit	✓			✓		✓	✓	✓	✓	✓	✓	
Mr. Piya Techakul	✓			✓	✓	✓		✓	✓	✓	✓	✓
Mrs. Somhathai Panichchiva	✓		✓	✓	✓	✓		✓				✓
Mr. Thanin Hiranpanthaporn	✓			✓				✓	✓		✓	✓
Mrs. Suwannee pledge		✓	✓	✓	✓	✓					✓	✓
Mr. Kamchai Boonchirachot		✓		✓			✓					✓
Mr. Prasert Prime Minister Phong		✓		✓			✓		✓	✓	✓	✓

Board diversity



The Board of Directors consists of three independent directors from eight in order to balance the power appropriately, including the appointment of the committee sub-sets to help the board manage the scope specified in the charter of each faculty to promote the efficiency and effectiveness of the Board of Directors' performance.

8 Directors



The Board of Directors appoints an appropriate person to be the Chairman of the Board. The Board of Directors has appointed the Nomination and Remuneration Committee to serve as support the Board of Directors selects qualified directors through a transparent and clear process, ready to consider Appropriate remuneration before proposing to shareholders for approval.

The Board of Directors is responsible for supervising all directors to be responsible for performing their duties and allocating time and ensure that the roles and duties of the Board of Directors and sub-committees are disclosed the number of meetings as well as the number of times each director attended in the previous year. Including sub - committees must report their performance and board must be assessed annually by both faculty and individual assessment by using the evaluation results to consider the suitability of the board's composition. The Board of Directors must also ensure that the directors are continually developing necessary and relevant knowledge. In addition, the Company provides a company secretary to support the board's operations, including coordinating the implementation of the Board's resolutions as well as managing board meetings and shareholders' meetings.

Principle 4: Recruit and develop top executives and personnel management (Ensure Effective CEO and People Management)

The Company determines the qualifications of directors and high-level executives in order to be able to ensure that the Company has selected directors and senior management who are suitable and sufficient for the operation and follow the business plan and guidelines for preparing succession plans as specified in the charter and the code of conduct of the Company in accordance with the objectives and goals. In addition, the Board of Directors also attaches great importance to understanding the structure and relationship of major shareholders that may affect the management and control over the Company's management. In order not to hinder the performance of duties of the Board of Directors and to ensure that information that may affect the control of the business is properly disclosed. The Board of Directors has established the remuneration structure for directors and executives as well as an assessment that is appropriate to the scope of responsibility of the assigned duties. There is a Nomination and Remuneration Committee to supervise in accordance with the policy on personnel management and organizational development that the Company is in the process of creating and shareholders' resolutions on personnel development. The Board of Directors will monitor the management and development of personnel to have knowledge, skills, experience and appropriate motivation to be able to manage the business in accordance with the good corporate governance policy effectively as well as being able to continuously improve operations.

Principle 5: Promote innovation and responsible business operations (Nurture Innovation and Responsible Business)

The committee emphasizes and supports the creation of innovation. Including the development and improvement of systems or assets that create added value to the business by focusing on studies, trials and improvements to suit the purpose of use to create a competitive advantage create customer satisfaction and advance over competitors In addition, the Company promotes the creation of various innovations by forming business alliances with companies that are generally recognized for innovation development in which customers and passengers are the direct beneficiaries both for safety and convenience.

The Board of Directors established the Risk Management Committee to determine the risk management and control of information technology. In order to allocate and manage information technology resources effectively and efficiently including establishing adequate and appropriate information security measures with regard to confidentiality maintaining credibility and readiness to use the information as well as to prevent the misuse of information Including supervision to ensure that the company complies with laws, rules, regulations and standards related to the use of IT. To establish a contingency plan in case an adverse event poses an obstacle to business continuity, such as a crisis or emergency (Business Continuity Plan: BCP).

In addition, the Board will monitor and ensure that the management operates business in parallel with to create benefits for all stakeholders involved and is responsible for society and the environment. The Company will always promote actions to add value to the Company in accordance with the changing environmental conditions. This may cover the formulation of the business model and study perspectives on vehicle design, maintenance planning and monitoring service to achieve maximum efficiency improving the Traffic Management Process - Technology and Innovation to achieve maximum efficiency in service and cost, including collaborating with partners. The Company is committed to conduct business with honesty, integrity, transparency and fairness, and ready to provide services to create high customer satisfaction and all parties involved. The Company is willing to compete in the business properly, honestly, fairly, without taking advantage or exploiting unfairly. strictly operate within the framework of good governance.

The Board of Directors realizes the importance of the role of stakeholders and treats all groups of stakeholders with transparency and appropriateness. equal and fair

Principle 6: Ensure that there is an appropriate risk management and internal control system. (Strengthening Effective Risk Management and Internal Control)

The Board will ensure that the Company has adequate risk management and internal control systems to achieve objectives effectively and complies with relevant laws and standards. All of which are independent directors and does not have any prohibited characteristics under the relevant laws as well as having qualifications and duties in accordance with the rules of the SEC and SET to be able to perform duties effectively and independently to perform duties appropriately as assigned by the Board of Directors. This includes the duty to review financial reports, internal control system compliance with the law Auditor Selection Disclosure of Company Information and the preparation of the Audit Committee's report, etc. In addition, the Board has appointed the Risk Management Committee to supervise and support the Board in overseeing the risk management system as stipulated in the risk management policy. This ensures that the Board of Directors can effectively oversee the risk management and risk control system, moreover the Board has established other policies related to help manage governance:

1. Business ethics and work practices
2. Risk Management Policy
3. Policy on connected transactions
4. Policy to prevent the use of inside information of the company
5. Anti-Corruption Policy
6. Whistle-blowing policy or complaints of wrongdoing or fraud
7. Authority to approve operations at the management level

The Board of Directors has a clear anti-corruption policy. set out in the Code of Business Conduct By communicating to personnel at all levels of the organization and outsiders for implementation. And the Board of Directors has supervised to have a system for receiving complaints and taking action in case of clues. Receiving complaints of corruption and wrongdoing. In the event that stakeholders have observations about the Company's operations able to inquire for more information, report a complaint or clues to legal offenses, inaccuracies of financial reports defective internal control system or a violation of business ethics through independent directors or the Company's audit committee. The information of complaints and clues reported to the Company will be kept confidential, complaint recipient collects facts related to the violation or does not comply with the requirements report, facts to the management and/or the Audit Committee as appropriate to conduct an investigation of the facts and determine the appropriate action measures and inform the results of the investigation to the complainant. If complainant reveals himself In the event that it is important to report the results to the Chairman and/or the Board of Directors for further acknowledgment.

The Company provides channels for receiving complaints and/or comment and add a channel to email directly to senior executives at Stakeholders can express their opinions through communication channels with the Company as follows:

1. By post, deliver to the Chairman of the Board of Directors or the Chairman of the Audit Committee.
ATP 30 Public Company Limited
No. 9/30, Village No. 9 Bang Nang Sub-district, Panthong District, Chonburi Province 20160
2. By e-mail sent to the Chairman of the Audit Committee through the Company Secretary and the Secretary of the Audit Committee: info@atp30group.com
3. Company's website <http://www.atp30.com>

Principle 7 : Maintain Financial Credibility and Disclosure (Ensure Disclosure and Financial Integrity)

The Board of Directors is responsible for ensuring that the system of financial reporting and disclosure of important information is accurate. Adequate, timely and in accordance with relevant rules, standards and guidelines by ensuring that there are qualified personnel suitable for the preparation of financial reports and disclosure of the Company's information; including monitoring the adequacy of financial liquidity and ability to repay debt including remedial plans In case of facing financial problems, taking into account the rights of stakeholders In this regard, the Company has assigned the Finance and Control Department Manager to act. " Investor Relations" to communicate and publicize necessary and useful information to shareholders, investors, analysts and related parties. appropriately, equally and in a timely manner, as well as helping to oversee the dissemination of the Company's information according to the specified criteria to the Office The SEC and SET and related agencies through the "Form 56-1 (One Report)" and/or the Company's website (www.atp30.com) , etc., including Important information that affects the price of the Company's securities which affects the decision-making process of investors and stakeholders of the Company correctly and do not make any mistake and sufficient for investors' decision-making.

Principle 8 : Encourage participation and communication with shareholders (Ensure Engagement and Communication with Shareholders)

The Board of Directors gives importance to the shareholders of the Company. The Company operates to ensure that shareholders are treated equally and that shareholders can exercise their fundamental rights as shareholders in full, for example:

- (1) Right to trade or share transfer
- (2) Right to share the company's profits
- (3) Right to receive sufficient relevant information through the channel "Company website" (www.atp30.com) or " SET website " (www.set.or.th) or by any other method
- (4) Right to attend the meeting to exercise the right to vote at the shareholders' meeting independently to appoint or remove directors Consideration of Directors' Remuneration appointment of auditors dividend payment capital increase and issuance of new shares, including the right to ask questions to the Board of Directors Company concerning the report of the Board of Directors and any other matters presented to the meeting for consideration and approval. The right to propose agenda in advance and to nominate persons to be elected as directors of the Company and participation in decision making in important matters of the Company All shareholders have the right to vote according to the number of shares held and each share has one vote.

In addition, the Board of Directors recognizes and places great importance on the rights of shareholders, not doing any act that infringes or deprives the rights of shareholders by ensuring that shareholders are involved in making decisions on important matters of the Company ensuring that the shareholders' meetings are organized, transparent, efficient and encourage shareholders can exercise their rights will ensure that the disclosure of the resolutions of the shareholders' meeting and the preparation of the minutes of the meeting of shareholders are accurate and complete;

The Board of Directors' meeting has set a policy on corporate governance in accordance with the guidelines of the SET for the Board of Directors, executives and all employees of the organization to follow as guidelines. To promote the Company's efficiency in business operations be transparent and can check The Board of Directors is committed to the management based on corporate governance principles. Good conduct for listed company directors, rules, regulations and related practices of the SET and the SEC Office, with a commitment to develop to enhance the corporate governance of the company to practice guidelines, international excellence which creates confidence for shareholders, investors and all related parties and is committed to supervising the administration to ensure efficient work The essence of corporate governance is divided into five categories as follows:

Section 1 : Rights of Shareholders

The Company values the rights of all shareholders equally. The rights of such shareholders cover basic rights such as trading in securities held here in the profits of the business obtaining sufficient information and information of the Company attending the meeting to vote at the shareholders' meeting to appoint or remove directors Appoint an auditor and matters that affect the Company, such as dividend allocation Determination or amendment of regulations and memorandum of association and capital reduction or capital increase, etc., in addition to the aforementioned fundamental rights the Company requires action on various matters to promote and facilitate the exercise of shareholders' rights as follows:

- 1) The Company will disseminate information on the agenda of the shareholders' meeting in advance on the Company's website before submitting the documents. The Company will send the invitation letter to the shareholders' meeting and supporting documents not less than 7 days in advance of the meeting date, specifying the date, time, place, agenda of the meeting as well as complete meeting information documents including informing various rules used in the meeting and the rights of shareholders to attend the meeting and vote.
- 2) In the event that the shareholders are unable to attend the meeting in person. The Company give shareholders the opportunity to appoint independent directors or any person can attend the meeting instead by using any one of the proxy forms that the Company has sent together with the notice of the meeting.
- 3) Provide opportunities for shareholders to express their opinions, suggestions and questions prior to the date of the shareholders' meeting, including in the meeting the Company will allocate appropriate time to allow shareholders to ask questions, comments and suggestions fully and independently. The company will provide the shareholders with sufficient detailed information on such matters.
- 4) All directors will attend the meeting unless there is a necessity so that shareholders can ask questions on related matters.
- 5) After finished the meeting, the Company will prepare minutes of the meeting to show accurate and complete information for shareholders to be able to examine.

Section 2: Equitable Treatment of Shareholders

The Company has guidelines for treating shareholders in every transaction both executive shareholders and non-executive shareholders of the Company, major shareholders or minority shareholders fairly and equitably. This is to assure the shareholders that the Board of Directors and the Company's management will take care and use the shareholders' money appropriately. It has established guidelines for shareholders to treat and protect their fundamental rights equally which in the management of the shareholders' meeting. The Company give shareholders an opportunity to nominate a person to be a director in advance on an appropriate date and time, including giving opportunities to shareholders who are unable to attend the meeting in person can exercise the right to vote by authorizing an independent director or other person to attend the meeting and vote on his/her behalf.

However, the proceedings of the meeting will be in accordance with the Company's Articles of Association and according to the agenda of the meeting. The company will prepare documents for consideration in each agenda clearly and sufficiently, also the agenda will not be added without unnecessary notice in advance especially important agenda that shareholders need time to study the information before making a decision.

The Company has established preventive measures in the event that directors, executives, employees and employees use inside information for their own benefit or others in a wrong way by defining written guidelines and has informed the guidelines for everyone in the organization to follow. The policies and methods for monitoring the use of inside information for personal benefits. In the event that a director uses inside information for personal gain. The Company has assigned the Board of Directors to take care and judge the fault. In the event that the management Employees and employees use inside information for personal gain and assign the top executive to consider the offense according to the prescribed sanctions. In addition, the Company has informed directors and executives of their duty to report the holding of the Company's securities for themselves, their spouses and underage children as well as reporting changes in securities holdings to the Office of the SEC in accordance with Section 59 and penalties under the Securities and Exchange Act B.E. 2535

Section 3: Roles of Stakeholders (Roles of Stakeholders)

The Company places importance on supervising all groups of stakeholders such as customers, employees, partners, shareholders or investors, creditors and communities in which the Company is located, etc. Stakeholders will be treated by the Company according to their legal rights related the Company will not take any action that violates the rights of stakeholders under the law or in accordance with the agreement. The Company has considered to have a process to promote the participation of stakeholders in accordance with their roles and duties in enhancing the Company's performance for the Company's business operations to go well, including creating sustainable stability for the business and create fair benefits to all parties. In addition, the Company provides channels for stakeholders to communicate, suggest or provide information to the Board of Directors through the independent directors or the Audit Committee of the Company.

The Company has considered to have a process to promote cooperation between the Company and its stakeholders to create financial prosperity and sustainability of the business as follows:

- 1) Give importance to employees at all levels of the Company by treating employees equally, fairly, and providing compensation that is appropriate to the knowledge and abilities of each employee along with focusing on the development of potential and knowledge continually, including the importance of taking care of the working environment. Taking into account the safety of work and the quality of life of employees is important.
- 2) The purchase of goods and services from customers is subject to commercial terms by strictly complying with the contracts made together to create a relationship that will bring long-term benefits to both parties.
- 3) Compliance with the loan terms in accordance with the existing agreements.
- 4) Customer care and responsibility for customers in terms of product quality and providing good and standard service, customer confidentiality and an emphasis on fair and equitable pricing under the available pricing policy.
- 5) Compliance with the rules good competition including avoiding dishonest methods to destroy trade competitors.
- 6) Giving importance and responsibility to nearby communities and societies about the environment as well as to support activities that benefit the community as well as to develop the environment of the community and society for a better life by considering as appropriate.

Section 4: Disclosure and Transparency

The Company attaches great importance to information disclosure, whereby the Board of Directors will ensure that the Company discloses information related to the Company. Both financial and non-financial information is accurate, complete, timely and transparent by disclosing through various channels with easy access to information equal and reliable according to the channels prescribed by law. The important information that the company will disclose are financial reports and various non-financial information, that may affect the company's stock price which is in accordance with the requirements of the SEC and SET.

The Company ensures the quality of financial reports is accurate. It complies with generally accepted accounting standards, and has been audited by independent auditors which has been certified by the SEC. In addition, the Company will disclose the following information to show transparency in business operations: disclosure of information about the duties of the Board of Directors and the Audit Committee, such as the number of meetings; and the number of times each director attended the meeting in the past year, disclosure of remuneration payment policy for directors and senior management including the form and nature of the compensation and reports on corporate governance policies and performance in accordance with the policies. The above information, in addition to disclosures to the public through the SEC or SET, is also disclosed through the company's website.

Section 5: Board Responsibilities

Board of Directors consists of qualified persons with knowledge and skills and diverse experiences which can use their experiences to develop and formulate policies that will benefit the Company's business operations by the Board of Directors have independence in making decisions for the best interest of the business and its shareholders as a whole and has an important role in formulating Company policies including supervision, monitoring and auditing of operations and evaluating the performance of the business compared to the planned work plan. The Company has eight members of the Board of Directors, consisting of three directors from the management and five non-executive directors with three independent qualified directors, which is more than one-third of the total number of directors. In addition, the Company has appointed the Audit Committee which consists of There are three independent directors with a term of office of three years each, the scope and authority of the said committees are clearly specified in the Audit Committee Charter.

The Company has a clear and transparent compensation process by presenting for approval from the shareholders' meeting which will consider the appropriateness in determining the directors' remuneration according to the scope of duties and responsibilities of each director to be at a level that can motivate and retain knowledgeable directors to perform their duties with the company. Including the remuneration rates set can be comparable to the remuneration of directors in the same industry or similar.

All Company Directors understand their responsibilities as Company Directors and ready to express their opinions independently and keep yourself up-to-date all the time. They also perform their duties with honesty, integrity, carefulness and prudence, taking into account the best interests of the Company and being fair to all shareholders. In addition, all directors of the Company devote their time to performing their duties fully and sufficiently, including adherence to the Board of Directors meeting except in case of necessity.

In addition, the Board of Directors also attaches great importance to the disclosure of sufficient information to shareholders, investors and related parties. All parties, information disclosed must be accurate, complete, transparent, thorough and timely, including financial reports, performance and other related information as well as information that affects the Company's stock price in accordance with the principles of good corporate governance by disseminating various information for shareholders, investors and related parties to use in making investment decisions through various channels both delivery of documents by post, Media of the Stock Exchange of Thailand and the SEC Office, including the Company's website after the listing of ordinary shares on the SET.

The Company has an internal audit unit is responsible for auditing operations and important financial activities by coordinating with the Audit Committee and the Auditor, in order to control the work according to the law rules and procedures as specified by the Company.

Internal Control and Internal Audit Policy

The Company has established a systematic internal audit from 2013 – 2017 by an external audit office and the Company established an internal audit department in 2018 to supervise work in various fields and report directly to the Audit Committee. They are responsible for consulting, auditing and evaluating internal controls in the risk management system to ensure that the internal control system and the risk management system and the corporate governance process of the company. have been sufficiently arranged effective for the intended purpose.

Information Disclosure Policy

The Company assigns the Board of Directors the duty to disclose information both financial information and other information in a complete and adequate, reliable and timely manner so that the Company's shareholders receive information equally. The Company's information must be carefully prepared, clear, concise, easy to understand and transparent and must disclose information regularly, both positive and negative. Careful to do not to make any confuse as well as establishing a public relations unit for information that is beneficial to shareholders, investors and those related to the Company.

Policy to prevent the use of insider information of the Company

The Company recognizes and recognizes the importance of supervising the use of inside information in accordance with the principles of good corporate governance. by adhering to the principles of good governance Integrity, morality and ethics in business operations and to ensure that Investors in the Company's securities receive reliable, equitable and timely information. The key points can be summarized as follows:

1. Directors, executives and employees at all levels must not use inside information of the Company that is material to the change in the price of securities that have not been disclosed to the public or the SET for trading in the company's securities which brings benefits to oneself and others, whereby directors, executives must refrain from trading in the Company's securities during the period of 30 days before the public disclosure of financial statements.
2. The Company has a duty to immediately and thoroughly disclose information about the Company's important operations to the public through the media and methods stipulated by the SET and the Company's disclosure policy to ensure that information is accessible to all investors in a timely and equitable manner.
3. Directors and executives are responsible for reporting their holdings of securities issued by their own companies, their spouses, and minor children to the SEC Office in accordance with Section 59 of the Securities and Exchange Act B.E. 2535.
4. The Company requires all employees to adhere to the protection of confidentiality of information about activities of business and prohibits seeking benefits for oneself and others by using any information of the Company which has not yet been disclosed to the public or taken any action in a manner that may cause conflicts of interest to the organization.
5. Supervision of the use of inside information
 - 5.1 The Company has policies and procedures to take care of employees, executives and directors in using the Company's inside information for personal benefit to disclose to others including for trading in securities and also complying with the rules of the SEC regarding the reporting of securities trading of Directors and Executives.

- 5.2 The Company communicates about the inside information to remind all employees by including important details in orientation for new employees to let all employees know important details are “Consider the interests of the Company as a priority and promised not to rely on the position, duties and responsibilities assigned to seek any benefits that cause damage to the Company, including must not bring out the secret of the Company and/or of customers to disclose to competitors or third parties is strictly prohibited”.

Accounting and Financial Policy

The Company attaches importance to the preparation of financial accounting reports which must be correct and complete according to reality timely, reasonable to propose to the executives, shareholders, government agencies and other related persons. Therefore, personnel at all levels are required to follow various procedures related to accounting, finance and internal control systems including the accounting and financial requirements of the company and strictly generally accepted accounting principles as follows:

- 1) The accuracy of the recording
The Company's record of all business transactions must be accurate and complete and can check without limitations or exceptions to the actual recording according to accepted accounting standards and in accordance, the relevant laws have completed and appropriated documentary evidence supporting business transactions.
- 2) Accounting and Financial Items
All accounting and financial transactions of the Company must be accurate and clear, sufficient material information including the disclosure of important information appropriately according to generally accepted standards and in accordance with the Company's accounting and financial regulations. All employees must be aware of the accuracy of the Company's accounting and financial transactions. It is the shared responsibility of the Board of Directors, executives and employees who are responsible for all business transactions.

Taxation Operations Policy

The Company recognizes the roles and responsibilities of being a good taxpayer. Promote and create value and the highest value for stakeholders Taxes are properly filed as required by law as well as having guidelines for tax planning and operations in the same direction with transparency and fairness by realizing Risks related to taxes, both directly and indirectly, are as follows:

- 1) Carry out tax planning management and paying taxes in accordance with the requirements regulations and related tax laws for the maximum benefit of the Company and stakeholders.
- 2) Process tax remittances or tax refunds accurately, appropriately and within the time period required by applicable laws or regulations, including adhering to the roles and duties of being a good citizen by complying with tax laws to reflect transparency in tax operations.
- 3) Tax effects are studied and considered when there are new investment projects or transactions, including when there is a new tax law or policy to be consistent with the activities business strategy legitimacy and cover the benefits of the stakeholder groups.

Legal Compliance Policy

Personnel at all levels must comply with regulations and relevant legal requirements both domestically and/or abroad and before performing any work that may be stipulated by law It must be carefully reviewed carefully. It is checked by the person in charge that it has complied with the relevant laws.

Information Technology Policy

The Company has a policy to allow employees and related workers to use the Information Technology (IT) system which consists of a data communication network circuit Software systems used to operate and process computer data along with peripheral devices, files, and the Company data efficiently not contrary to the relevant laws or statutes with adequate safety standards for the benefit and effectiveness of the Company's business. Therefore, it is required to comply with the following practices:

1) Governance of Enterprise IT

IT Governance aims to ensure that the Company is able to achieve the goals set by using IT as a tool to support and can effectively manage risks that may arise and IT Management requires a link between IT Management processes, powerful resources and information to support appropriate policies, strategies, organizational goals and risk management, including reporting and monitoring of operations to ensure that technology used by the Company, it can support strategy and achieve business objectives and build competitiveness, including adding value to the Company.

2) Information Technology Security

The Company has a policy to allow employees and related workers to use the IT system which consists of a data communication network circuit Software systems used to operate and process computer data along with peripheral devices, files, and the Company data efficiently not contrary to the relevant laws or statutes with adequate safety standards for the benefit and effectiveness of the Company's business, the following practices are required:

- Implement information technology systems in all aspects of the work along with the development of the Company's personnel to have up-to-date knowledge.
- Employees must bring IT systems to promote the Company's business, must not act for personal benefit or violates ethics or good morals.
- Information recorded through and disseminated through IT systems is the responsibility of the owner of the information to take care and not to cause illegal or infringe upon a third party.
- Use legal and standard software.
- Implementation of IT systems It must be approved and comply with the established regulations.
- The owner of the information must protect the IT system and their own business sensitive data from outside access or theft and undermining to ensure that the company's business will continue.
- Person responsible for the overall information system assigned by the Company is responsible for determining measures to control and protect the IT system to be stable and safe, including monitoring for all personnel to strictly comply with the requirements.

IT Security Policy

1. The Company must have a duty to oversee the formulation of a written IT security policy and the Company must communicate the policy in order to understand and be able to follow it properly. Especially between the IT department and other internal departments, in order to have coordination and be able to operate the business according to the goals set.
2. The Company must arrange for a review of the IT security policy at least once a year or when there is a change that affects the Company's IT security.

Guidelines

- Do not use resources and computer networks to act illegally and against the good morals of society, such as creating a website for trading or disseminate anything illegal or contrary to good morals, etc.
- Do not accessing the computer network or computer with another user's account name both allowed and without permission from the owner of the user account name.
- Do not access computer systems and protected data from others' access to edit, delete, add, or copy.
- Do not publish other people's information or of the agency without permission from the owner of that information.
- Do not disrupt, obstruct or damage the Company's resources and computer networks, for example by transmitting computer viruses, entering a program that causes the computer or network device to refuse to work (Denial of Service) , etc.
- Do not eavesdrop on the Company's computer network and that of others who are receiving and sending in a computer network.
- Before using any portable, recording media or open a file attached to an electronic mail or files downloaded from the Internet must be checked for viruses by an antivirus program first.
- Users must not allow others to use their account and password to access the computer together.

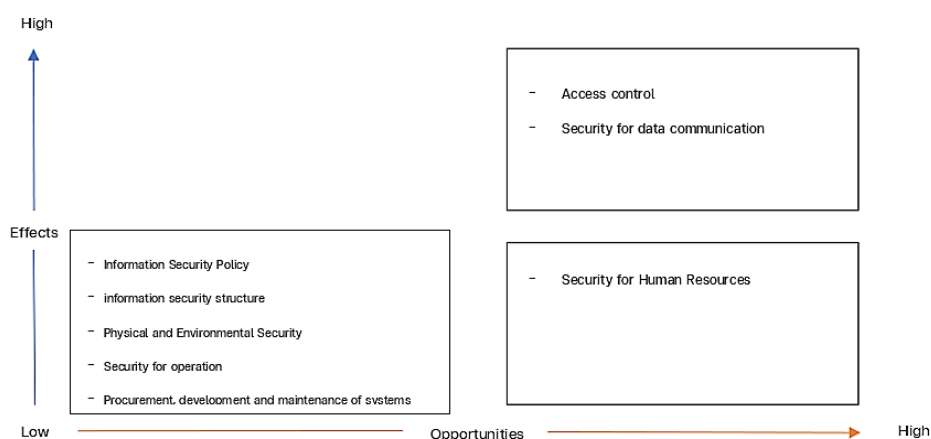
IT Risk Management:

Must be consistent with corporate risk management policy and cover the following matters:

1. Determination of duties and responsibilities in information technology risk management and IT managers are responsible for education, provide IT methods or approaches to mitigate or manage existing risks then presented to the management for consideration in the management of IT system risks.
2. Identification of risks related to IT (IT Related Risk)
 - Physical and environmental risks include the Data Center Room , which is the storage and installation of server computers, network equipment and other devices must have access control and use system monitoring such as room temperature, alarm system, fire alarm system, etc.
 - The risk of using computer programs on the Company's computers to prevent the use of installation of unsafe or malicious programs, such as downloading programs from outside to install which may contain malware or computer virus or has a vulnerability to connect to an external network attacks a computer that is in use or another machine on the same network, etc.
 - Risks associated with the use of the Company's computer network must have to monitor and monitor the use of internal networks and Internet systems. There is a system to prevent access and external attacks for the host computer (server) and the client that the operator uses, such as a protection system for accessing through the Internet by installing a computer antivirus program Email filtering, etc.
 - Personal risk must have a license to access the computer system, various network devices and data in accordance with the rights they have to prevent access to, amendment or change of information.

3. Comprehensive risk assessment of the likelihood of exposure and the impact that will occur to prioritize risk management, consist to four types of risk defined as follows:
 - The potential technical risks of computers and devices being compromised.
 - Operator risk arising from improper rights management cause access to information beyond duty and may cause damage to information.
 - Risks from disasters and emergency situations arising from disasters or nature including other situations such as power outages protests, etc.
 - Management risk arising out of the active policy guidelines may not be consistent with the potential risks.
4. Determining methods or tools to manage and manage risks at an acceptable level for the Company. Prepare a table of description of risk with the heading risk name type of risk risk nature Risk factors and impacts, etc. Determine the level of the likelihood of an incident and the severity of the risk impact. including making a risk map.
5. Set up indicators for Information Technology Risk Indicator, as well as arrange to monitor and report the indicators to those responsible for it, in order to be able to manage and manage risks appropriately and in a timely manner.

Risk Level Measurement



Follow-up to ensure compliance

The Company defines the duties and responsibilities of directors, executives and all employees to be informed Understand and strictly abide by the policies and procedures set out in this manual. Executives at all levels in the organization must be responsible for overseeing and it is important to let the employees under their command line know and strictly comply with the Company's Code of Conduct. If any director, executive and employee violates the corporate governance principles as specified will be punished with both disciplinary and if there is an action that is believed to be illegal State rules and regulations, the Company will forward the matter to government officials for further action.

If the employee sees an illegal act and/or corporate governance principles as specified to report complaints or allegations to the Chairman of the Board of Directors, Chairman of the Audit Committee, chief executive or Managing Director of the Company, the Company will conduct an audit without disclosing the name of the whistleblower to protect the potential impact on the complainant.

Anti-Bribery and Corruption Policy

The Company has a policy against bribery and corruption completely (Zero-Tolerance Policy) and comply with all laws related to anti-bribery and corruption in Thailand. The Company will not engage in bribery and corruption either directly or indirectly and committed to implementing effective systems against bribery and corruption, consist of directors, executives and all employees of the Company must not engage in corruption, giving/receiving bribes to/from government and private officials such as individuals of various companies with transactions with the company both directly and indirectly to obtain or maintain a business or competitive advantages. This Anti-Bribery and Corruption Policy provides comprehensive anti-bribery and anti-corruption guidelines and guidelines for the Company in the following;

1. Directors, executives and employees of the Company and its business lines are prohibited from operating or accepting or supporting corruption in any form. both directly and indirectly and covers all companies in the consumer goods/consumer business line including contractors or other subcontractors related and requires regular reviews of the implementation of this Anti-Corruption Policy as well as reviewing the guidelines for compliance with the policy, rules, regulations, announcements and business changes.
2. Anti-Corruption Standards It is part of the business operation and is the responsibility of the Board of Directors, executives, employees and employees at all levels. Suppliers or sub-contractors who will be involved in expressing opinions on the practices in order to achieve anti-corruption operations in accordance with the specified policies.
3. The Company develops anti-corruption measures in accordance with relevant laws and moral codes by providing a risk assessment in activities related to or prone to corruption and corruption and using it as a guideline for practice for those involved.
4. The Company does not act or encourage bribery for all activities under supervision including control charity donation donations to political parties, giving business gifts and supporting activities. It is transparent and does not intend to convince government or private officials to act inappropriately.
5. The Company has set up appropriate internal controls regularly to prevent employee mistreatment especially sales, marketing, procurement.
6. The Company provides knowledge on anti-corruption to the Board of Directors. Executives, employees and all employees at all levels to promote honesty and responsible for the performance of duties and responsibilities, including the media to show the commitment.
7. The Company provides a transparent and accurate financial reporting mechanism.
8. The Company encourages various communication channels so that employees and stakeholders can report suspicious clues by ensuring that whistleblowers are protected without being punished, unfair transfer or harassment in any way including appointing a person to monitor every clue that has been notified.

Code of Conduct

Business ethics

- Conduct business with standards and with good control to the best of our knowledge, with sufficient information and evidence to be cited with caution including complying with the law and strictly related requirements
- Conduct business in a socially responsible manner both legal and ethical with honesty, committed to doing good to individuals, community groups, society and the environment.
- Abide by the terms and conditions with customers fairly, if unable to comply with the terms or conditions must notify customers immediately to find a solution.
- Do not disclose customer information that has been known, due to the nature of business operations, information that is normally reserved and not disclosed unless it is a disclosure in accordance with the law.
- Disclosure of information and information of the service accurately and completely
- Set channel to customers to make complaints about service imperfections.

Code of Conduct and Code of Conduct for Executives and Employees

The Company has established the Code of Conduct and Code of Conduct for executives and employees to adhere to as follows:

- **Management treats shareholders**
Executives must perform their duties with honesty and carefully and has a broad vision. Do not seek benefits for yourself and others from corporate information that has not yet been disclosed to the public and do not disclose corporate confidential information to outsiders, including not taking any action which may cause conflicts of interest.
- **Management treats employees**
Management must treat employees fairly, unbiased, support in building the potential for advancement and increase the efficiency of employees as well as encouraging employees to understand the code of conduct that employees must follow. Provide appropriate welfare for employees and treat employees with good faith, listen to your opinions and suggestions rationally.
- **Management treats customers**
Management must treat customers in strict accordance with the business ethical practices set forth by the entity.
- **executives to partners**
Management must treat business partners fairly. Do not claim or receive any benefits unfairness from partners and if unable to comply with any of the conditions Please notify your business partner in advance to jointly find solutions.
- **executives to competitors**
Management must treat competitors under the framework of good competition rules and not seek confidential information of competitors by dishonest.
- **Executives treat society and the environment.**
Executives must act or control to ensure compliance with relevant laws and regulations and be socially responsible, including to cooperate, help, support and volunteer to do activities that are beneficial to the community and society.

Code of Conduct for Employees

- Work with honesty and with perseverance diligent and improve work efficiency.
- Must strictly comply with the rules and regulations of the Company's instruction.
- Be respectful and obey the supervisors who give orders in accordance with the policy. and regulations
- There should be solidarity with each other and generous helping each other, does not cause conflict This will lead to damage to other people and companies.
- Respect the rights and respect each other, avoid taking other people's information or stories both in matters related to work and personal matters to be disclosed or criticize in a way that will cause damage both to employees and to the Company.
- Avoid accepting any gifts that may make themselves feel uncomfortable in performing duties in the future if unavoidable notify the supervisor immediately.
- Do not use the position or taking advantage of their job duties, seeking benefits for themselves or their associates, or doing business in competition with the company
- Treat customers partners with honesty and with equality
- Maintain the confidentiality of customers, partners and the organization strictly.
- Report the matter to the supervisor without delay, whenever known matters may affect the operations or reputation of the Company.
- Maintain and take care of the benefits and assets of the Company to be in good condition

Penalty

In the event that the management and employees behave in a manner that causes a conflict of interest with the Company Consider according to the organizational structure of the company and rules and regulations relating to work, provided that each party shall initially consider and summarize the matter forwarded to high-level commanders and related business lines to judge both specifying the appropriate penalties, if the conflict of interest is severe and causes a lot of damage may not be in the jurisdiction of the agency then bring the matter to the management of the company to consider finding a conclusion and determine the next penalty.

- 1) Verbal admonitions
- 2) Written admonitions
- 3) Wage cuts
- 4) Suspension of work
- 5) Termination of employment without compensation
- 6) Legal action

Risk Management

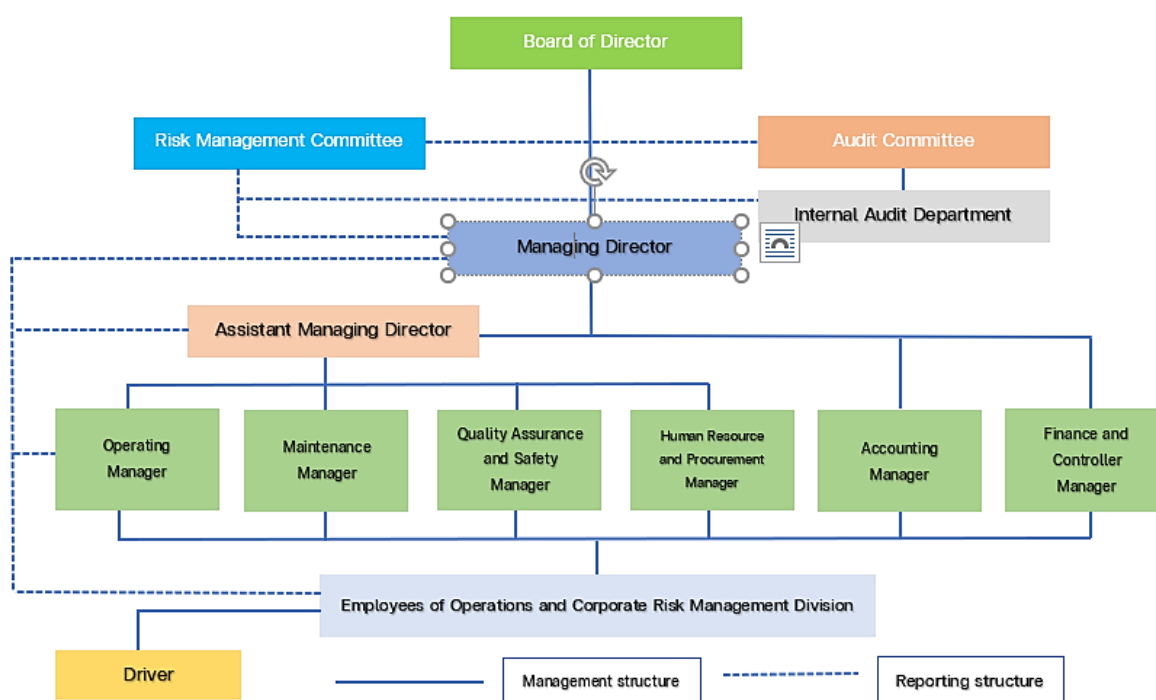
The Company has given importance to Risk Management for the organization to develop and progress steadily and reduce environmental damage and threats that may occur which will affect personnel, assets, business operations including the image of the organization. Therefore, the Company has established a policy for executives and employees to be aware of the risks. Cooperation and promotion of risk management system development to be the same standard throughout the organization. The risk management process is clearly defined, including the level of risk that the organization can accept and set to be part of the strategic planning action plan and normal activities of all departments. There are measures to monitor, assess, risk management, review, improve and continually develop the risk management process. To ensure that such processes and policies are appropriate and responsive to changes in the environment; In doing business that may happen at any time. In addition, the Company has appointed the Risk Management Committee (RMC) to be responsible for managing risks throughout the organization by reporting directly to the Board of Directors as regular.

Risk Management Policy

Risk Management Committee has given importance to the Company's risk management to be clear and cover the management of the organization to have an overview of efficiency and effectiveness, including linking other management systems systematically throughout the organization by taking into account the achievement of goals according to the vision and strategy of the organization. Therefore, the risk management policy has been established as follows:

1. The Company has established risk management systems and processes throughout the organization that are in line with the company's strategy and business goals. Provides necessary resource support in various fields in order for the risk management to be able to control or reduce the risk to a reasonably acceptable level.
2. Risk Management Committee have the authority to set the policy. Recommend guidelines for risk management. Establish a standard framework and risk management process related to the company's business operations. This includes oversight of the company's core strategy and changing circumstances, as well as consider monitoring and evaluating appropriate and effective risk management results.
3. The directors appointed to perform various tasks of the Company has the authority to manage and manage the Company's risks according to the scope of duties and responsibilities defined.
4. Executives assigned to be responsible for managing risks at each level in the organization to have as a duty to manage risks with employees at all levels to support risk management. Executives are assigned the duty to monitor and report on risk management results in accordance with the guidelines set by the Risk Management Committee.
5. Employees who follow the risk management system set by the company, as well as incorporate the risk management process as part of the operation. To create an organizational culture that all executives and employees must adhere to.

Risk Management Structure



Performance

The company has a project to manage risks and crises that bring business benefits (eg. cost reduction, risk reduction, increase revenue growth or other aspects related) by dividing according to the 4 risks as follows:

Strategy Risk	The Company has established strategies to promote education and innovation development to present and meet the needs of customers maintain market share not only that the Company also takes into account the issue of environmental sustainability and operate in accordance with the management policy “Reduce fuel consumption” and apply it to the operation management process and maintenance to reduce costs and expenses.
Operational Risk	The Company has introduced various intelligent technologies apply to increase efficiency, reduce costs and reduce losses in various aspects of the service process by promoting innovation as part of the corporate culture To be in line with the vision and mission of the Company to enhance competitiveness as well as creating sustainable value for the organization and to maintain quality standards The company places importance on controlling, monitoring results, improving and developing both resources and human resources to be able to operate the business with full efficiency to prevent problems that may affect environmental issues and minimizing the potential impact on nearby communities by striving to maintain a good relationship and understanding with the surrounding communities of the Company.
Financial Risk	Due to the epidemic situation (Covid- 19) resulting in the slowdown of the manufacturing sector, economic volatility and changing lifestyles these may affect the financial risks of the Company to cover this risk. The Company's executives have reported a summary to the Risk Management Committee and the Board of Directors for acknowledgment on a regular basis. In addition, the Company has cautious financial and investment planning guidelines.

Compliance Risk The Company realizes the importance of complying with laws, rules and regulations related to all operational processes, including safety, occupational health and environment; labor; information disclosure, corruption as well as various standards necessary and relevant to business operations from past operations. The company has never violated any laws or regulations.

New risks and management measures

Risk issues	Measures to manage
Risk from disruptive technology such as electric vehicles (EV) , which is a new product development technology that costs more than petrol-powered vehicles. There is a need for more power from electricity. Little impact on the cost of services in the short term and may have a significant impact in the long term Because most of the company's assets are oil-powered vehicles.	1) Study new technology to adapt or replace the use of petrol-powered vehicles 2) Jointly develop technology with experts
Risk from shortage of personnel ready to support the digital transformation The competitiveness is declining and the service quality standards cannot be maintained.	1) Emphasis is placed on recruiting new employees and focusing on training existing employees to have skills that match the Company's needs. 2) Emphasis is placed on training employees to have skills in accordance with changing circumstances. 3) Emphasis on pushing more human resource policies.

Security Management System

นโยบายความปลอดภัยด้านจราจรทางถนน

ISO 39001:2012

บริษัท เอทีพี 30 จำกัด (มหาชน) เล่มชื่อ บริษัท อมตะธารนสปอร์ต 30 จำกัด ก่อตั้งเมื่อวันที่ 20 ตุลาคม 2548 โดยปัจจุบันที่ทุนจดทะเบียน (ชำระแล้ว) 110 ล้านบาท และได้รับการอนุญาตให้เป็นบริษัท จดทะเบียนในตลาดหลักทรัพย์แห่งประเทศไทย (MAI) เมื่อวันที่ 27 สิงหาคม 2558 บริษัทฯ ได้รับอนุญาตจากกรมการขนส่งทางบก ให้เป็นผู้ให้บริการรถรับ-ส่งบุคคล ไม่ประจำทางตามใบอนุญาตเลขที่ 70/2548 โดยดำเนินธุรกิจขนส่งบุคลากรให้กับลูกค้าในพื้นที่ภาคตะวันออก และอื่นๆทั่วประเทศไทย

ทั้งนี้ บริษัท เอทีพี 30 จำกัด (มหาชน) ได้ทำการปรับปรุงและพัฒนาคุณภาพการทำงานอย่างต่อเนื่อง โดยได้ความมุ่งมั่นในการจัดทำระบบบริหารจัดการการจราจรบนท้องถนนโดยยึดหลักความพึงพอใจของลูกค้าเป็นสำคัญ และยึดมั่นกับนโยบายในการให้บริการดังนี้ Safety, Reliability and Comfort โดยได้มีการกำหนดกรอบการทำงานดังนี้

- บริษัทมุ่งมั่นที่จะปฏิบัติตามพันธะสัญญาและปฏิบัติตามข้อกำหนดต่างๆที่ทางองค์กรเกี่ยวข้อง
- บริษัทมุ่งเน้น มาตรฐานตัวรถ, มาตรฐานพนักงานขับรถ, มาตรฐานการควบคุมการเดินรถ, มาตรฐานการซ่อมบำรุง เพื่อลดการบาดเจ็บ และการสูญเสียชีวิตที่เกิดจากอุบัติเหตุบนท้องถนน
- บริษัทมุ่งเน้นที่จะนำกิจกรรมที่อาจก่อให้เกิดอันตรายบนท้องถนนมาวางแผนเพื่อลดหรือขจัดความเสี่ยงที่เกี่ยวข้องด้านความปลอดภัยการจราจรบนท้องถนน ให้อยู่ในระดับที่ยอมรับได้ และปรับปรุงพัฒนาอย่างต่อเนื่อง

ประกาศ ณ วันที่ 4 สิงหาคม 2560

นาย ปิยะ เดชากุล

กรรมการผู้จัดการ

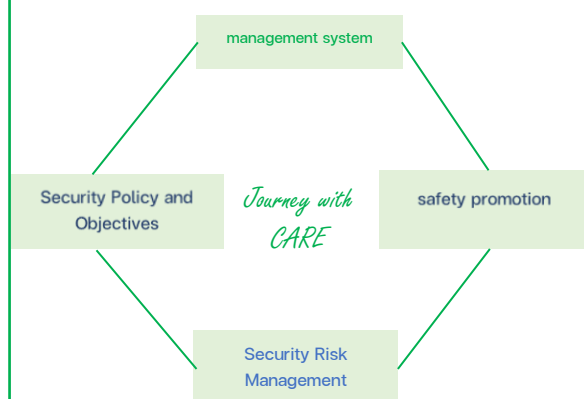
บริษัท เอทีพี 30 จำกัด (มหาชน)

Security Management System

Safety procedures in accordance with the recommendations and resolutions of the Board of Directors' meeting "Safety at work" and ISO 39001 system

The ISO 39001 system is a Road Traffic Safety Management System (RTSMS) to enable organizations involved in the road traffic system to reduce the potential loss of life and property from collision accidents. road with the purpose of improving Road Traffic Safety Performance and to certify yourself in compliance with the Road Traffic Safety Policy. The guidelines for creating a road traffic safety management system consist of understanding the system. (Understanding), Implementing, Getting Certified, and Continue Improvement

Scope of Operation of Security Management System



Safety Purpose

- Operate and provide services with the highest safety standards under the law, regulations. and safety standards of the Company.
- Prepare environment place of work as well as operating processes to be safe.
- Prepare, support, and provide the resources needed to manage security.
- Continuous improvement and development both self-development and operational skills.
- Create a safety culture within the organization together by starting from personal behavior to cause safety awareness.

Eliminating Security Risks

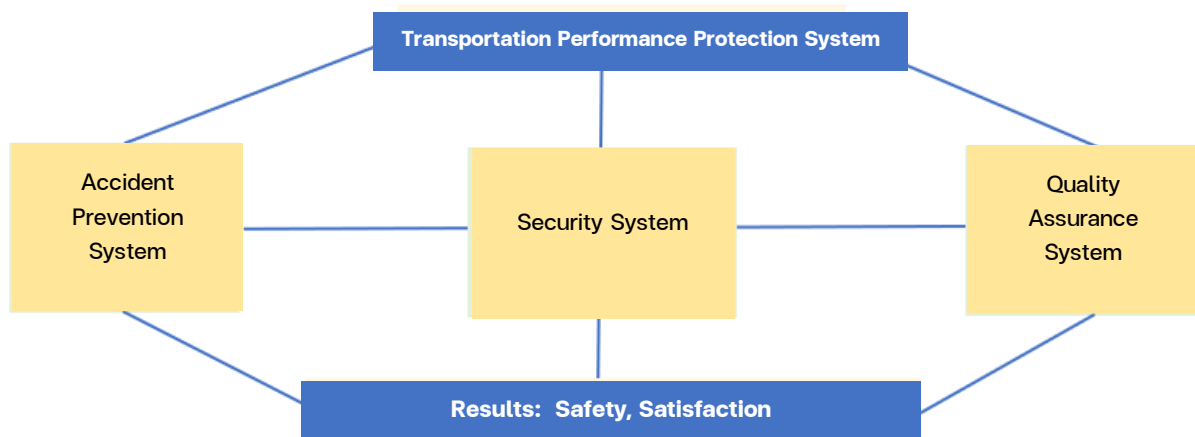
- **Hazard identification :** To identify and identify the nature, procedure, cause and component of the conditions causing the accident and collect data be analyzed and published the results of the conditions causing the accident systematically.
- **Assess and mitigate risks.:** The information is used to assess whether the risks are within acceptable limits if in the criteria unacceptable be analyzed to determine preventive measures or reduce the risk further.

Safety Promotion

- **Safety Training :** To provide employees with knowledge and expertise to work safely.
- **Communication and Public Relations :** Organize activities to communicate and disseminate knowledge, understanding and focus on safety to encourage to be aware of safety.

Safety activities

- DDT Course
- Gold bonus event for the project "Keeping Good Cars, Driving Safely (12 Yim)
- Safety Day event



Performance Protection System

- Accident Prevention System : Prevent accidents and control the conditions that cause accidents.
- Security system : Prevent illegal acts and disturb passengers.
- Quality Assurance System : Delivering confidence in using the service to passengers and coordinators.

Quality Assurance

The Company focuses on compliance with the established regulations in order to meet efficiency and expectations of the service recipient and can control undesirable behaviors that may pose a risk of harm.

Security Assurance Process

The Company promotes quality assurance to analyze, control, monitor and manage audits to ensure that the performance meets the specified criteria

Focus on quality before service as follows;

- 1) Resource Monitor
- 2) Personnel Competency Auditing and Testing
- 3) Compliance Audit

Security Management and Security Assurance

- Regulatory Compliance
- Identify operational needs, improve and correct hazardous areas. and security system including management when there is a change that affects the performance.

Occupational health and safety goals

The Company is not only concerned with occupational safety and health and employee environment but also to contractors and partners by the Company is determined to achieve the goal of “ **zero time loss injury rate** ”, which is a measure of efficiency in operating the occupational health and safety of employees in the organization. It is also used as an indicator of the Company's performance.

From the data collection as of December 31 , 2021 , **it was not found that the Company had accidents and deaths from work or accidents and injuries from work to the point of leaving work**

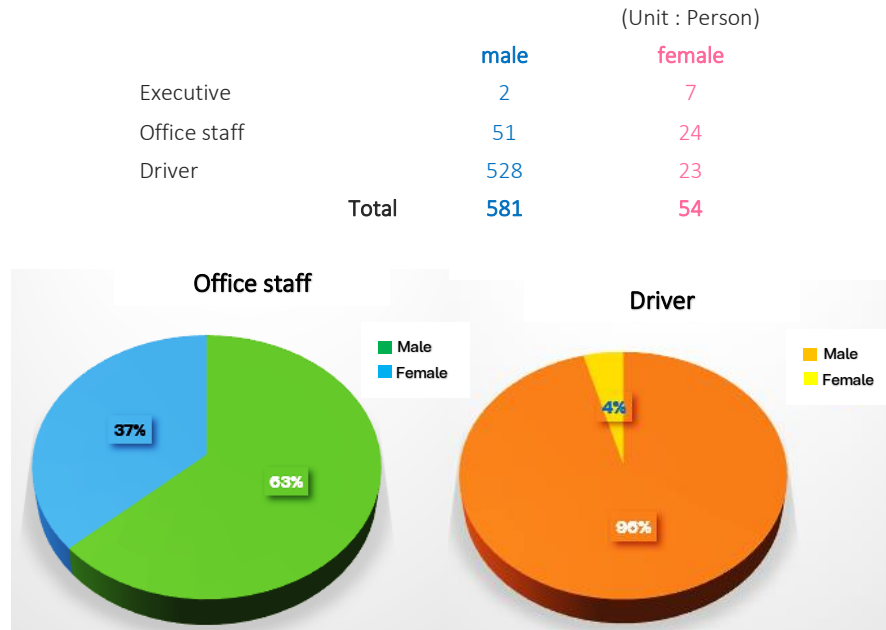
Occupational health and safety risk assessment and hazard identification procedures

The Company is aware of the dangers in every step of the work of employees. Therefore, hazard identification and assessment of occupational health and safety risks have been carried out by analyzing work for safety Consider all activities and tasks, break down tasks into sub-steps. Then identify the hazards and consequences. The Company has compiled occupational health and safety risks in order to find guidelines and develop a preventive and mitigation plan to mitigate potential risks.

In the event that there is a change in activities Nature of work or work process The company takes action to prevent and reduce occupational risks health and safety and present a control or risk reduction plan to the management. for approval in the preparation of risk control plans. In addition, the company also organizes projects on occupational health and safety.

Human Resource Management

As of December 31 , 2021 , the Company has a total of 635 employees, which can be divided according to the nature of work as follows:



Personal Development

1. Training : The Company has established standard courses for all employees and drivers must be trained as follows:
 - Orientation : Training for all employees before starting work by Human Resources Officers Training topics include Work rules and regulations, disciplinary action and penalties, grievances and termination of employment and compensation.
 - Basic Safety Course : Training for all employees by a professional safety officer (Professional Safety Officer)
 - Road Safety Management System Standard Awareness Course (Basic ISO 39001 Awareness): Training for all employees by Quality Assurance officer.
 - Defensive driving technique course : the Company cooperated with Safety and Health at Work Promotion Association Thailand to conduct theoretical and practical training of the Company's drivers on defensive driving techniques and the participants pass the assessment, the driver will be certified.
 - The Service mind for professional driver technique course is to develop service attitude and create awareness of responsibility towards passengers and passengers.
2. Follow-up after training :
 - The Company has established procedures for following up on the code of conduct for all employees and drivers. Follow-up results found that "No violators"
 - The Company has trained its operating officers for monitoring and evaluation. The driving behavior of drivers continues to encourage drivers to apply preventive driving knowledge to apply in their daily driving.

Employee Compensation and Welfare Policy

The Company has a policy to pay compensation to employees by taking into account the suitability, fairness based on knowledge, abilities, and performance of each employee and consistent with the same industry average. Including both short-term and long-term employee compensation must be suitable for business expansion. and the growth of the company

monetary compensation

such salary, including other income such as bonuses, provident funds the Company has established a provident fund for employees of the Company applying to be a member of the fund the Company has appointed “Kasikorn Asset Management Co., Ltd.” is the fund manager. The Company will pay contributions into the fund at the rate of 4 % of the employee's salary by employees to pay the accumulated at a rate of 4 % of salary. In addition, the Company provides various benefits to employees as required by law and provide additional welfare such as form kits, life insurance and group accidents including annual health checks

The principle of performance evaluation for employees, the company had to find a way to measure results in various dimensions to be able to evaluate the work as close to reality as possible. This will benefit the employees and also benefit the organization as follows:

- **Measured according to performance goals**
Performance evaluation every 6 months to assess the success of the goal is to approach the goal. both in terms of quantity and quality.
- **Measured by performance in accordance with Job Description Form**
Measure the behavior of employees according to the roles of employees in each position that have been defined, such as cooperation reliability, decision-making.
- **Measured by employees rating their job satisfaction.**
Employees who are satisfied with their jobs are an indicator of whether employees are likely to leave in the near future.
- **Measured by team performance**
Measure overall team performance and individual contributions will help determine whether are team members or need to redeploy the team to motivate them to work more efficiently.
- **Measured by lack of donkeys coming late**
Employees are absent, often late to the point of affecting the work, must take into account the necessity should not look at the number of days.

Talent Retention

The company is aware of the incentives which is the power within the person that drives certain behaviors, it is also what determines the direction or goal of that behavior to motivate influences productivity. Therefore, the Company need to understand which motivates their employees for their best and effectively.

The Company has established methods for motivating employees as follows:

- Building a good relationship within the organization
- Creating a good working atmosphere
- Reward
- Promotion of personnel development

Policy on succession

The Company places importance on the selection of personnel for the succession of positions at all important levels in a transparent manner and fairness to ensure that the Company's business operations will be continuity in management and able to support the expansion of business base and customer groups in a timely manner which the Nomination Committee will supervise and push for the preparation and review of the succession plan for the board of directors and job titles that are “Key Jobs” , which are important to the Company's business operations, including Senior Management or Managing Director Positions that are important in the management structure Specialized skilled positions offer in-depth expertise and are difficult to replace.

Guidelines

- Assessing the situation in business.
- Readiness of personnel according to the Company's strategy for both short-term and long-term
- Develop a plan for recruiting and selecting qualified personnel with knowledge, ability and expertise. including having sufficient leadership skills.
- Prepare and develop in all relevant areas This is in accordance with the human resource development plan (potential) according to the position.
- Assess the potential in a timely manner to see that it can actually perform its duties as expected, leads to drive the organization to achieve the organization's objectives.
- Propose to the Board of Directors for further consideration, approval, and/or acknowledgment, including reporting the results of operations to the Board of Directors at least once a year .

Principles of action when senior management positions are vacant

- When the position of Senior Management or Managing Director is vacant or the person in the position is unable to perform the duties, the Company set a system for executives at the level nearby or a deputy to be acting in the position until the recruiting and selection of qualified persons according to the criteria specified by the Company and must be a visionary, knowledge, and experience is appropriate to the corporate culture. Those who have the aforementioned qualifications have been nominated and considered suitability by the Nomination Committee to propose to the Board of Directors for consideration and approval to appoint suitable persons to replace.

Human Rights Management

The Company recognizes and recognizes the importance of respecting human rights with equality and equality with regard to human dignity and the freedom of the person and does not discriminate on origin, race, nationality, skin color, sex, age, language, religion, culture, class, disability, marital status physical status and health status of a person socioeconomic status social beliefs, education, or political opinions, etc., in accordance with the fundamental principles of international law on human rights which must strictly comply with the policy.

Guidelines

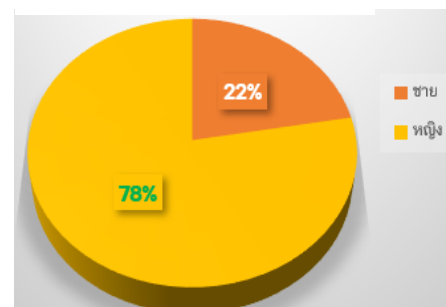
1. Give opportunities to directors, executives and all employees equally working under the rules, regulations, work regulations, announcements and orders of the same legal.
2. Focus on labor by treating employees in accordance with labor laws and regulations related to labor fairly.
3. Treat them equally in all employment processes since recruiting compensation, working hours and holidays, assignments, performance appraisals training, development, etc. without discrimination.
4. Do not take any action that is an infringement or threat whether verbal or by acting against another person, and do not discriminate and discriminate against anyone.
5. Encourage all personnel to have awareness and awareness of their rights, duties and responsibilities towards other people and society.
6. The Company does not use forced labor or unlawful child labor, includes penalties for intimidation, harassment, or use any form of violence against the body or mind of all personnel.
7. Providing compensation and benefits according to their abilities fair and equal.
8. Prepare a good working environment including the provision of necessary equipment for good hygiene and safety.
9. Promote and support employees to receive training both internally and externally on a regular basis. to learn and enhance professional expertise to increase the potential and efficiency in working for the organization including comprehensive and adequate customer service in every process.
10. Provide safety systems and equipment according to the requirements and laws for employees, customers and all parties involved to prevent potential hazards arising from operations or that may affect the lives, property, environment and reputation of customers.

Human Rights Risk Management for Employees

The Company places importance on respecting the human rights of employees and raising human rights awareness through training in various forms to create equal opportunities without discrimination also focuses on providing fair benefits and benefits to employees in all forms, both in terms of welfare and health care which can follow the measurement of the proportion of female executives in the organization according to the details as follows;

Executive

1	Mr. Piya	Techakul	Managing Director
2	Ms. Nichanan	Ratanakate	Assistant Managing Director (Operation)
3	Ms. Pannee	Kuhawan	Director of Accounting and Finance
4	Mr. Atimat	Chatwareechot	Senior Operations Manager
5	Ms. Kulwarin	Pathomphitchayasit	Operations Manager
6	Ms. Chotiga	Weerasilp	Finance and Control Manager
7	Ms. Onin	Incharoensuk	Accounting Manager
8	Ms. Pattamaporn	Prasartketkran	Quality Assurance Manager
9	Ms. Sukanda	Puttaraksar	company secretary



Complaint Handling Process

The company has established a complaint channel, and effective complaint handling processes Including notifying the results of the complaint resolution to the complainant.

Contact

ATP 30 Public Company Limited
 9/30 Village No. 9, Bang Nang Subdistrict, Phan Thong District, Chonburi Province 20160
 Phone: 66 (0) 38 468 788 Fax: 66 (0) 38 468 788
 Email info@atp30group.com

Human Rights Risk Assessment

The Company determines the human rights risk assessment criteria by considering 2 factors, namely the likelihood of occurrence and the impact of the human rights risk assessment result. The Company has established measures to control and mitigate the impacts that may occur after formulating guidelines for preventing and correcting human rights in business operations to ensure that human rights management is effective in controlling impacts throughout the value chain to support human rights complaints.

The Company has channels to receive and manage complaints for all groups of stakeholders both internal channels for employees and channels for third parties such as company websites, telephone calls, faxes and mails, etc.

In 2021 , there were **no complaints** arising from human rights violations in all issues.
 or practices that are inconsistent with human rights law

Company Activities

Human resource management activities

The Company has a policy to improve the quality of life of employees, especially the drivers who are important in business.

Therefore, the Company has organized various activities, so that employees are aware of their own importance and responsibilities

Such as activities to make merit in Songkran, Happy Body event , Safety Day event, honorary announcements for retired employees (annual), Gold bonus event for the project "Keeping Good Cars, Driving Safely (12 Yim)", etc.

DDT training course

Training on preventive driving techniques by Assoc. Prof. (Honorary) Boonchana Wichaikul from Safety and Health at Work Promotion Association Thailand



Gold bonus event for the project "Keeping Good Cars, Driving Safely (12 Yim)"

"Keeping Good Cars, Driving Safely (12 Yim)" project



Safety Day event

