



เดินทางปลอดภัย มั่นใจ

ถึง บริษัท - ที่พัก แน่นนอน

“ให้มืออาชีพดูแลความปลอดภัยดีกว่าครับ”

www.atp30group.com

บริษัท เอทีพี 30 จำกัด (มหาชน)

FORM 56-1 ONE REPORT

FOR THE YEAR 2023

ATP 30 PUBLIC COMPANY LIMITED

www.atp30.com

ATP30 Public Company Limited

บริการขนส่งพนักงาน โรงงานอุตสาหกรรมทั่วประเทศ



SAFETY , RELIABILITY AND COMFORT

www.atp30group.com
700/199 Moo 1, T.Bankhao, A.Panthong, Chonburi 20160
Tel/Fax : 039-498-788 Fax : 039-557-857



VISION, MISSION, AND OPERATIONAL STRATEGY

Vision: The company is a leader in providing shuttle bus services to transport employees round residential areas to industrial estate or enterprises. For the highest customer satisfaction and international standard service acceptably

Mission 1. Maintain our sustainable strength, growth, and expansion of our business operation. 2. Applying technology to provide service and operation controller for related to safety and responding to customer satisfaction. 3. Building and developing the knowledge and work skills for personnel efficiency improvement.

Company Strategy 1. Maintaining an existing customer base while building a new customer base by providing quality services and satisfying customers. 2. Operating systems development and standards for the provision of quality services by adhering to the principle of customer satisfaction as the focus of the service policy Safety, Reliability and Comfort 3. Improvements in service quality to improve customer satisfaction and users realizable.

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MESSAGE FROM THE CHAIRMAN OF THE BOARD OF DIRECTORS



In 2023, ATP 30 Public Company Limited was still able to produce satisfactory operating results. Although the overall Thai economy in 2023 grew less than expected from the slowdown in exports and in the industrial sector producing goods in line with the direction of major economic countries. This growth comes from expanding to new customers, and the Company has efficient cost management, including success in providing electric vehicles to serve clients. Those operations support the trends in the business environment and support the reduction of emissions that affect customer demand that is continually increasing.

This is due to the dedication of physical and mental strength of all organizations' staffs and the continuous development of the Company's business plan, cause the Company's business direction has grown under the Company's mission, both in maintaining and strengthening the growth of the business base, applying technology to provide

services and control commuting operations, providing shuttle services with safety and responding to the satisfaction of the clients and passengers, including the development of knowledge personnel abilities and skills in performing work to operate the business to grow sustainably. By focusing on strengthening existing client groups and expanding new customer bases with quality and increasing competitive potential. Such an operation above, the Company moves closer to our goal of being “Leader in providing shuttle transportation services to various industrial factories with determination to develop services to create satisfaction and service standards until they are accepted at the international level”.

On behalf of the Board of Directors, I would like to thank shareholders, clients, partners, and all groups of stakeholders who have highly trusted and supported the Company, and the Company will operate its business with the principles of good governance, ethics, and business ethics by considering the benefits of stakeholders, communities, and society.

A handwritten signature in blue ink, appearing to read 'Chartchai Panichewa'. The signature is stylized and fluid.

Mr. Chartchai Panichewa

Chairman of the Board of Directors

REPORT OF THE BOARD OF DIRECTORS' RESPONSIBILITIES FOR THE FINANCIAL STATEMENTS



The Board of Directors is aware of the obligations and responsibilities as a listed company committee. In being responsible for the financial statements of the ATP 30 PCL., the financial statements have been established in accordance with the Thai Financial Reporting Standards (TFRS) standards by considering the use of proper accounting policies and regularly combined with the use of discretion carefully and reasonable estimates in the preparation sufficient information has been revealed in the financial statements. As well as express explanations and analysis of financial status and company performance to benefit shareholders and general investors.

In this regard, the financial statements have been inspected in an independent auditor,

in addition, the Board of Directors encourages the Company to comply with good corporate governance principles as well as providing risk management systems effective internal control to ensure that the recording of accounting data is accurate, complete, and sufficient to maintain the Company's assets including preventing corruption or unusual operations. In this regard, the Audit Committee of the Company which consists of independent directors responsible for the quality of financial reports and internal control systems, and the opinion of the Audit Committee appeared in the Audit Committee report which is displayed in the annual data form (F56-1). The Board of Directors commented that good corporate governance Risk management system and the company's internal control system is sufficient and appropriate, able to create reasonable confidence that Company financial statements for years, ended of 31 December 2023, has been prepared and revealed correctly as it should be in the essence according to general accounting principles.

A handwritten signature in black ink, appearing to be 'Piya Techakul', written over a horizontal line.

Mr. Piya Techakul

Chief Executive Officer (CEO)

AUDIT COMMITTEE REPORT



Audit Committee of ATP 30 PCL appointed by resolution of the Board of Directors consists of 3 members as follows;

1.Ms.Suwanee Khamman	Chairman of the Audit Committee
2.Mr.Kumchai Boonrirachot	Member of the Audit Committee
3.Mr.Prasert Akkaraprathomphong	Member of the Audit Committee

The Audit Committee has performed its duties independently in accordance with the duties and responsibilities specified in the Company's charter by follow the guidelines for the Company according to the principles of good corporate governance conforms to the rules, regulations and guidelines of the Securities Commission, the Stock Exchange of Thailand, and related regulatory agencies with being responsible for duties with transparency, fairness, reliability, and verifiability. There are systems to verify and balances in performing work and making decisions for highest benefit for the Company and all groups of stakeholders, to the Company to have efficient operations transparent and reliable in accordance with the policy of good corporate governance on a continuous basis. For reviewing financial statements in accordance with financial reporting standards, acknowledge effective risk management, and review of the internal control

system Including supervision of compliance with the rules, focusing on being a transparent organization. In 2023, the Audit Committee held a total of 4 meetings, with the results of its duties summarized as follows.

1. Review of financial statements of quarterly financial statements and annual financial statements.

By considering important items, accounting policies, and information disclosure in the notes to the financial statements. Including attending a meeting to summarize the auditor's opinion on the said financial statements, important items found from the audit (Key Audit Matters) and other information. that will appear in the auditor's report.

Audit Committee's Opinion: The Company has prepared financial statements correctly according to financial reporting standards and has a sufficient internal control system necessary to prepare financial statements that are free from material misstatements with is importance.

2. Acknowledge risk management

The Audit Committee acknowledges risk management from the report of the audit results of the internal audit department and auditor and acknowledge the report on organizational risk management where the Risk Management Committee is responsible for overseeing specific risks. The Audit Committee receives regular reports on the progress of risk management.

Audit Committee's opinion: The company has adequate and appropriate risk management. Control overall company risks Consistent with the company's business operations Including the ability to reduce losses and create new business opportunities.

3. Review of the internal control system

The Audit Committee reviewed the adequacy and appropriateness of internal controls. From the assessment of the adequacy of the internal control system prepared by the

management. According to the assessment form for the adequacy of the internal control system of the Securities and Exchange Commission of Thailand (SEC) found that the company has an organizational structure that takes into account the division of duties in important departments. Have a good corporate governance policy Work operations are supervised to be in accordance with the rules. There are policies and risk management throughout the organization. There are ongoing activities to raise awareness about corruption.

There are guidelines. There is a process for supervising and monitoring the company's operations. Controls are assessed at the organization level. Including the evaluation of internal controls by the operators themselves. and there is an examination of internal control of various activities. by the internal audit department

Audit Committee's opinion: The company has an adequate and appropriate internal control system. without finding any defects that may have been found Significant impact on the company's business operations

4. Review of connected transactions or there may be a conflict of interest

According to the rules of connected transactions. The transactions were conducted in accordance with the announcement of the Capital Market Supervisory Board, the announcement of the Board of Governors of the Stock Exchange of Thailand and the law as normal business transactions, reasonable, it is in the best interests of the Company and adequate disclosure of information.

Audit Committee's opinion: : The Company has connected transactions according to normal business conditions and has disclosed all connected transactions or that may have conflicts of interest accurately and completely.

5. Compliance with laws and regulations of relevant agencies

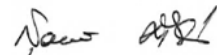
To review the operation to be in accordance with Rules of law, the Securities and Exchange Commission SET and agencies related to the company strictly

Audit Committee's opinion: : The Company operates in accordance with the rules of the law of the SEC, SET and related agencies without any claims/ damages/ prosecution/ penalties/ fines from various departments with transparency and accuracy.

6. Consideration of auditors' appointment and annual remuneration.

To consider the annual appointment and withdrawal the auditors, review of remuneration by assessing according to the Company criteria including the independence of the works quality and properties as announced by the market, securities and lead presented to the Board of Directors before proposing for approval at the annual shareholders' meeting. For the year 2024 , EY Office Limited was appointed as a certified public accountant which was proposed to the Board of Directors as follows:

- | | |
|----------------------------|------------------------------|
| 1.Mr.Preecha Arunnara | CPA Registration No. 5800 or |
| 2.Ms.Sirirat Srichareonsub | CPA Registration No. 5419 or |
| 3.Ms. Witoo Kayankarnawee | CPA Registration No. 5423 |



Ms. Suwanee Khamman
Chairman of the Audit Committee

REPORT OF THE RISK MANGEMENT COMMITTEE



Dear Shareholders,

The Risk Management Committee of ATP 30 Public Company Limited consists of experts in various fields. Consisting of 5 directors:

1.Mr.Prasert Akkarapathompong	Chairman of the RMC
2.Mr.Piya Techakul	Member of the RMC
3.Mr.Sujit Panwongpaiboon	Member of the RMC
4.Ms.Nichanan Rattanakate	Member of the RMC
5.Ms.Pattamaporn Prasatketkan	Member of the RMC and Secretary of the RMC

In 2023, the Risk Management Committee has performed its work in accordance with the scope of duties and responsibilities as assigned by the Board of Directors, which is specified in writing in the Risk Management Committee's Charter. The Risk Management Committee convened its 2 meetings to consider the important matters that can be summarized as follows:

1. Considering the annual risk management policy and plans of the Company to ensure that such plans have addressed such internal and external risk factors which may affect the Company's operations. It is determined to be consistent with the environment and principles of good governance in the company's business operations.
2. Considering plans and strategies in line with the risk management policies to be able to assess, monitor, and control the Company's overall risks to stay at an acceptable level. This makes it possible to reduce losses and create new business opportunities (New Business Model) for sustainable company growth under acceptable risks. and use the evaluation results to determine the risk management plan for 2024.
3. Monitoring and supervising risk management at least twice a year through the reports from the management of the Company and reporting on the results of its performance in respect of risk management to the Board of Directors on a quarterly basis.

Mr. Prasert Akkarapathompong
Chairman of the Risk Management Committee

REPORT OF THE CORPORATE GOVERNANCE COMMITTEE

Dear Shareholders,

The Board of Directors is committed and persistent in driving the organization towards becoming an organization with high performance transparent and ethical on the basis of honesty, verifiability, and opposition to all forms of corruption by adhering to operating according to the principles of good corporate governance business ethics to develop and raise the level of good corporate governance of the Company to be continuously effective and develop towards sustainable growth. The Board of Directors has appointed a Corporate Governance Committee consisting of

- | | |
|---------------------------------|---------------------|
| 1. Mr.Prasert Akkaraprathompong | Chairman of the CGR |
| 2.Mr.Piya Techakul | Member of the CGR |
| 3.Mr.Sujit Panwongpaiboon | Member of the CGR |

In 2023, the Corporate Governance Committee held a meeting, with all directors attending the meeting and performed duties as specified in the Charter of the Corporate Governance Committee and as assigned by the Board of Directors completely including a summary of the results of governance operations business to the Board of Directors for acknowledgment, which can be summarized as follows:

1. Prescribe to set a policy for Recruiting company directors, Requirements for independent directors of the Company, Policy on managing inside information that affects stock prices and policies and guidelines for recruiting and selecting business partners of the Company.
2. Rights of shareholders by holding the 2023 Annual General Meeting of Shareholders, providing

information on the date, time, place, and meeting agenda. as well as all information related to matters to be decided at the meeting to shareholders in advance sufficiently and in a timely manner Including various rules used in meetings and publish such information on the company's website. in advance of sending documents to give shareholders an opportunity to study the information in advance. Including facilitating shareholders to exercise their rights to attend meetings and vote. Shareholders are given the opportunity to propose additional agenda items and nominate individuals to be considered for election as directors in advance during the day. From 15 December 2022 to 16 January 2023 according to the criteria set by the Company.

3. To prepare annual information Form 56-1 One Report as well as disclosing the Company's operating results. and important information is complete, sufficient, reliable, and timely through various channels continuously, such as the system of the Stock Exchange of Thailand (SET) and the company's website (www.atp30.com)

Mr. Prasert Akkaraprathompong
Chairman of the Corporate Governance Committee

REPORT OF THE NONMINATION AND REMUNERATION COMMITTEE



1. Mr. Kamchai Boonirachot
2. Mr. Chartchai Panichewa
3. Mr. Prasert Akkaraphathompong

Dear Shareholders,
The Nomination and Remuneration Committee of ATP 30 Public Company Limited consists of qualified experts, consisting of Chairman of the NRC

Member of the NRC

Member of the NRC

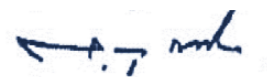
In 2023, the Nomination and Remuneration Committee, in the performance of its duties in accordance with the scope of responsibilities specified in the Nomination and Remuneration Committee Charter as approved by the Board of Directors, convened its a meeting to consider the significant matters and report the results to the Board of Directors that can be summarized as follows:

1. Consideration and selection of candidates as directors to replace who were due to retire by rotation by considering their knowledge, ability, experience, transparency, morality, responsibility, maturity, and professionalism. It also took into account the Board Diversity and set a Board Skills Matrix to determine the qualifications of the directors to be nominated based on the necessary skills, appropriate qualifications, and are consistent with the composition and Board's structure according to the company's business strategy. In addition, the Director Pool database from the Thai Institute of Directors Association (IOD) is also used for recruiting new directors.
2. To submit "Mr. Suchit Panwongpaiboon" to the Annual General Meeting of Shareholders to appoint a new director to replace the resigned director this event has

considered the qualifications by the Nomination and Remuneration Committee, it's taking into account knowledge, ability, experience, and a transparent work experience with morality and responsibility leadership and professionalism and provide orientation for new director, including encouraging directors to develop their knowledge continuously.

3. Consideration and determination of remuneration for directors and the CEO by considering the appropriateness for duties and responsibilities of the directors, together with the company's operational results, compared with that of companies in the same industry and on a similar scale.
4. Reviewing the criteria for granting the right of shareholders to nominate persons to be directors and the agenda of the Annual General Meeting of Shareholders in advance.
5. Consideration and review of the Nomination and Remuneration Committee's Charter to ensure that the format and topic are in the same direction and in line with the CG Code.

In this regard, the Nomination and Remuneration Committee has performed its duties independently in accordance with good corporate governance principles to make the recruitment and remuneration processes transparent and build the confidence of shareholders and all stakeholders.

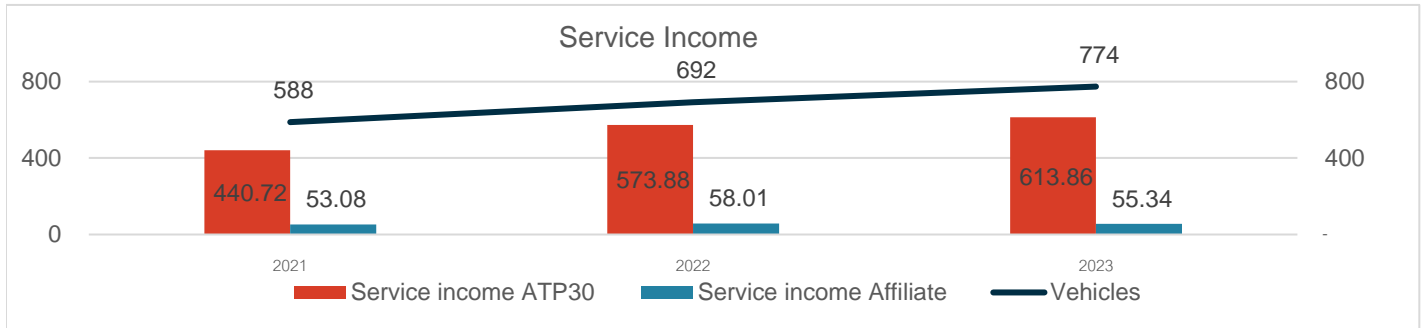


Mr. Kamchai Boonirachot

Chairman of the Nomination and Remuneration Committee

FINANCIAL SUMMARY

The company's revenue structure for 2021 to 2023 is as follows:

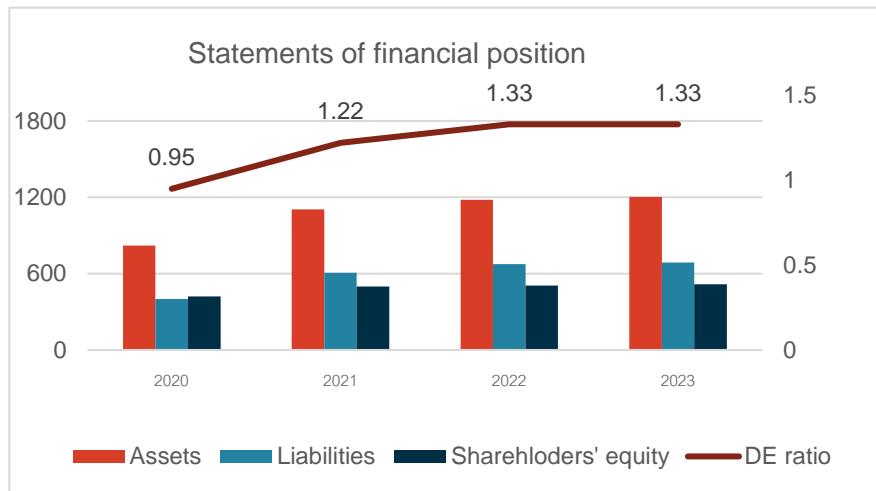


Company Goals:

One year Goal: The Company is committed to being a leader in commuter transport services in this country. Focusing on personnel development, the work process, and the integration of technology strategies into the shuttle service management of all dimensions of the train operation process are as follows:

- Development of work processes, set the work standards, internal training, and strengthen activities that are beneficial to the Company.
- Organize motivational project activities to support being a professional driver.
- Customer management to maintain the existing customer base.
- Increase the proportion of investment in electric vehicles.

For period of 2-5 years Goal: The Company plans to expand its market share in commuter providing services, in line with the strategic plan for Net Zero Employee Commuting, with an emphasis on sustainable business operations based on the concept of ESG (Environment, Social, and Governance) in considering the Company's responsibilities towards the environment, society and governance. Focusing on reducing the amount of greenhouse gas emissions in participating in the T-Ver project and expanding the investment format to include more energy.



Ratio summary

Ratio		YE2021	YE2022	YE2023
<u>Liquidity Ratio</u>				
Current ratio	=	0.66	0.49	0.52
Quick ratio	=	0.60	0.42	0.44
Cash flow ratio	=	0.57	0.57	0.54
Trade receivable turnover ratio	=	6.97	7.54	7.03
Average collection period	Day	52	48	52
Trade payable turnover ratio	=	11.91	13.56	13.99
Repayment period for trade creditors	Day	31	27	26
Cash Cycle	Day	23	23	27
<u>Profitability Ratio</u>				
Gross profit margin	%	20.52	17.38	17.50
Operating profit margin	%	10.89	8.57	8.34
Ratio of other income to total income	%	0.36	0.09	0.34
Cash to profitability ratio	%	234.09	249.36	245.44
Net profit margin	%	6.68	4.61	4.32
Return on equity	%	6.65	5.81	5.66
<u>Efficiency Ratio</u>				
Return on assets	%	3.00	2.55	2.43
Return on fixed assets	%	11.49	12.00	11.73
Asset turnover rate	=	44.91	55.38	56.33
<u>Financial Policy Ratio</u>				
Debt to Equity Ratio	=	1.22	1.33	1.33
Interest capacity ratio	=	9.51	8.22	7.65
EDIT	=	53.92	54.13	55.78
EDITDA	=	130.64	145.50	151.07
Obligation capacity ratio	=	0.82	1.03	0.96
Dividend Payout ratio	%	61.82	73.87	49.82

BOARD OF DIRECTORS



The company has a Board of Director of 8 persons, as follows



NO.	NAME	POSITION	TYPE OF COMMITTEE	REGISTERED
1	MR. CHARTCHAI PANICHEWA	CHAIRMAN OF THE BOARD OF DIRECTORS	EXECUTIVE COMMITTEE	OCT. 31, 2005
2	PH.D. VIWAT KROMMADIT	DEPUTY CHAIRMAN OF THE BOARD OF DIRECTORS	EXECUTIVE COMMITTEE	OCT. 31 2005
3	MR. PIYA TECHAKUL	MANAGING DIRECTOR	CHAIRMAN OF EXECUTIVE COMMITTEE	OCT. 31, 2005
4	MRS. SOMHATAI PANICHEWA	DIRECTOR	NON-EXECUTIVE COMMITTEE	APR. 30, 2014
5	MR. SUCHIT PANVONGPAIBOON	DIRECTOR	NON-EXECUTIVE COMMITTEE	FEB. 21,2023
6	MRS. SUWANEE KHAMMAN	INDEPENDENT DIRECTOR	NON-EXECUTIVE COMMITTEE	APR. 30, 2014
7	MR. KUMCHAI BOONJIRACHOT	INDEPENDENT DIRECTOR	NON-EXECUTIVE COMMITTEE	APR. 30, 2014
8	MR. PRASERT AKKHARAPRATHOMPONG	INDEPENDENT DIRECTOR	NON-EXECUTIVE COMMITTEE	FEB. 25, 2020



GENERAL INFORMATION THE COMPANY

Company Name	ATP30 PCL.
Business Type	Service (Providing transportation services)
Tax ID	0107558000105
Head office	9/30 Moo9 Bang Nang, Panthong, Chonburi 20160
Telephone/ Fax no.	038-468-788
Map Ta Phut Rayong Branch	13/3 Mabchlood-Laemson Road, Huai Pong, Muang Rayong, 21150
Telephone/ Fax no. (Rayong)	038-683-151/ 038-337-667
Company web site	www.atp30.com
Common shares	682,310,058 shares
Registrar	Thailand Securities Depository Co., Ltd.
Auditor	EY Office Co., Ltd. Mr. Preecha Arunnara Certified Public Accountant Registration No 5800 or MS. Sirirat Srichareonsub Certified Public Accountant Registration No 5419 or MS. Witoo Kayankarnnawee Certified Public Accountant Registration NO 5423
Legal Advisor	The Golden Tree Legal CO.,Ltd.
CFO	Mr.Piya Techakul (Acting)/ Piya@atp30group.com/ 086-716-0631
Internal Audit	Ms. Oonin Incharoensuk/ Oonin@atp30group.com/ 082-716-1567
Company Secretary	Mrs. Sukranda Puttaraksar/ Sukarnda@atp30group.com/ 063-903-0049
Investor Relation	Ms.Chotiga Weerasilp/ Chotiga@atp30group.com/ 038-468-789/ 091-774-4432
Human Resource and General Affair	Ms. Rachtikal Sangthong/ Rachtikal.s@atp30group.com/ 038-468-788/ 095-562-5183
Safety	Ms. Suchanan Tharach/ Suchanan@atp30group.com/064-597-7051

Legal disputes the Company has no legal disputes that may have a significant negative impact on the Company's business operation.

1. Organization structure and operation of the group of companies

1.1 Business operation Policy/ and Outlook

ATP30 Public Company Limited (“the Company”) provides shuttle service for factory employees from community to Industrial Estate and around area, especially Eastern Seaboard. certified a Freight Transport License from the Department of Land Transport. Implemented service under “Road Safety Management System” (BSI ISO39001: 2012) applied to manage the commuter service to increase efficiency and safety for all passengers. In addition, the Company realized the importance to the development of the quality of drivers, such as the recruitment process, training, building service awareness. as well as embedding services in caring for the quality of life and property of passengers/passengers according to the Company's policy as follows.

- **Safety**

- The Company cooperates with Amata Digital Center, a medical specialist in occupational health, and has set standards for employees and drivers of public, general drivers as a guideline for the selection of the Company's drivers.
- The Company has arranged for random alcohol and drug testing with the driver in practice continuous and directly report to the clients.
- The Company has installed a driving behavior tracking system on all Company's service vehicles to monitor the unsafe action of all drivers.
- The Company has surveyed an unsafe condition along the service route to create incentives for drivers to protect against accidents continuously.

- **Reliability**

- The Company has initiated the use of a new chassis and engine for assembling buses for transporting instead of a bus assembled from old spare parts, to protect of vehicles breakdowns during the service.
- The company has arranged for inspection and maintenance systematically and continuously to make the process of operating the vehicle more efficient.
- The Company has provided a driver's manual and continuous training to make drivers aware and responsibilities.
- The Company has provided a real time GPS system on the buses to track, monitor, and support the operation staff.
- The Company has provided a mobile service unit to maintain the service vehicle at any time.

- **Comfort**

- The company has collaborated with bus body operators to design a vehicle that is specifically used to transport employees, especially, the service vehicles qualified for the employee transport both in terms of comfort, cleaning, and the prevention of various epidemic.
- New air conditioners system has installed on every service vehicle, thus ensuring that are able to control the temperature as well.
- The Company has provided convenient equipment such as TV, radio, and VCD player on every service vehicle in order to facilitate the trip.
- The Company has arranged to check the condition of the service vehicles as well as various facilities continuously.

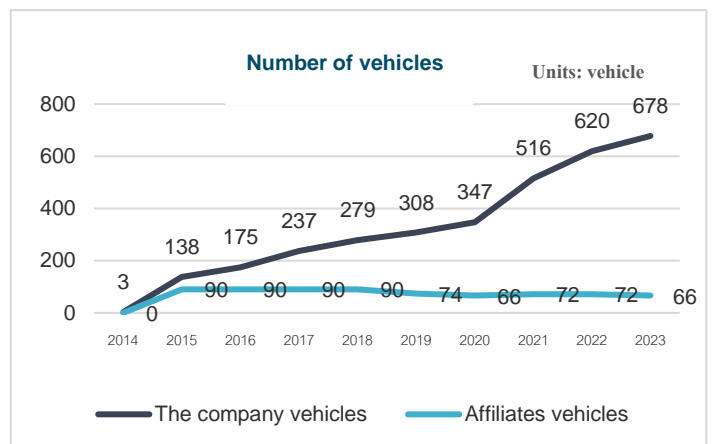
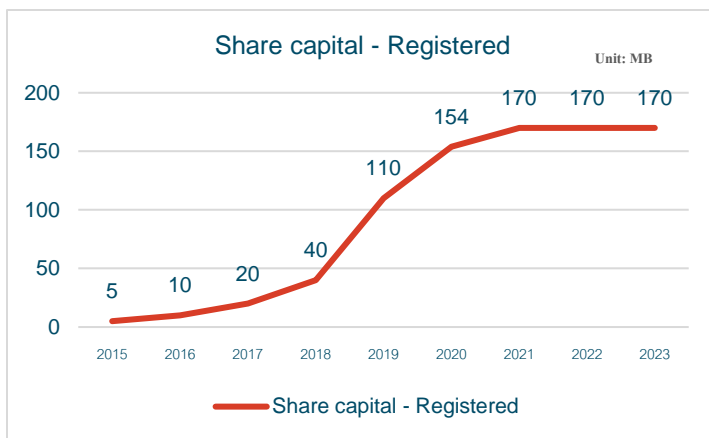
As of 31 December 2023, the Company had 66 clients, considered a small number when compared to the number of industrial factories in the eastern region. The Company has seen opportunities to expand its market share. In addition, cooperation with TTTH, which is a business partner and bring experiences from jointly managing the electric vehicle operation process to further develop the electric vehicle service which supported the expansion of new customer base, as well as the Company continues to develop technology to enhance services that comply the needs of our clients the most, such as Connect social, Sharing of Bus, EV, Automatically vehicle and RPA control to create a good image, reduce costs, increase growth rate and increase potential competition.



Major changes and developments

The Company was established and was named Amata Transport 30 Co., Ltd. started business on October 20, 2005, with 3 founders namely Mr. Chartchai Panichewa, Dr. Viwat Kromadit and Mr. Piya Techakul. Mr. Piya is the main executive who has highly experience in the transportation business therefore foreseeing business opportunities from the travel of employees who work in industrial plants most of which are in industrial estates that are far from their residences. Therefore, there is a limitation for entrepreneurs to select potential employees from the inconvenience of traveling. From the limitations, entrepreneurs need to recruit qualified personnel transport service providers. safe and professional in addition, the industrial trend in the eastern region has continued to expand, thus enabling this business to expand its growth.

The major changes and developments of the Company are summarized as follows:



Year	Important development
2005	<ul style="list-style-type: none"> In Oct., the Company started business under the name of Amata Transport 30 Co., Ltd. with its head office at Amata City Chonburi Industrial Estate, No. 700/199, Village No. 1, Ban Kao Subdistrict, Panthong District, Chonburi Province, 20160, with a license to operate issued by Department of Land transportation for a period of five years with a registered capital of 1.00 MB., a par value of 100 baht per share. In November, the capital was increased to 5.00 MB. by offering to the existing shareholders for business expansion and working capital.
2006	<ul style="list-style-type: none"> In May, the capital was increased to 10.00 MB. by offering to the existing shareholders for business expansion and working capital. The company began to use the bus with a new chassis and engine from the manufacturer Hino RK model.
2007	<ul style="list-style-type: none"> The Company has expanded the area to Amata City Rayong Industrial Estate to cover the eastern region.
2008	<ul style="list-style-type: none"> The company has expanded the area to Map Ta Phut Industrial Estate, Rayong Province and in August increased the capital to 20.00 MB. by offering to the existing shareholders for business expansion and working capital. The Company began use new chassis and engine from the brand; Scania from Sweden, K310 and K250 models, as well as the introduction of technology to control the operation process with GPS satellites installed in all the Company's buses in real time with the operational staff to check the status 24 hours a day, which can record The status of the reversing bus (Log sheet) in order to control, ready to serve at least 30 minutes before the time and

Year	Important development
	control the speed of not more than 90 kilometers per hour. In addition, it summarizes the list of data sent to customers every day (Daily report).
2011	<ul style="list-style-type: none"> - In January, the Company received a license from the Department of Land Transport for another 5 years, and in December, the Company increased its capital to 40.00 MB. by offering to the existing shareholders for business expansion and working capital - The Company has set up “Good car maintenance and safe driving (12 Yim)” Project for drivers to drive safely, maintaining good manners and car maintenance to motivate and encourage drivers to have quality driving for passengers by giving special bonuses according to the criteria set by the Company.
2012	- The Company changed its name to ATP 30 Corporation Co., Ltd.
2013	- The Company has opened a Map Ta Phut branch, Mueang, Rayong District, Rayong Province to serve the Map Ta Phut Industrial Estate and other nearby by installing the air conditioning systems and various facilities and additional facilities for good hygiene for passengers.
2014	- The Company has expanded the area to Rojana Industrial Estate, Rayong Province, as well as the use of Implemented Tablet and smartphone to control the service vehicle operation process to collect various data in real time.
2015	<p>On March 12, the Company called the 2015 Annual Meeting and resolved to approve the important matters as follows:</p> <ul style="list-style-type: none"> • Increased capital to 70.00 MB. by offering to the existing shareholders. • Dividend payment of 27.00 MB., The payment date is June 30, 2015 <p>On March 14, the Company called the Extraordinary General Meeting of Shareholders No. 1/2015 resolved to approve the important matters as follows:</p> <ul style="list-style-type: none"> • Transformation to a public company and changed its name to “ATP 30PublicCompany Limited.” • Change the par value of 100 baht per share to 0.25 baht. • Increased capital to 110.00 MB., 440.00 million ordinary shares, and 160.00 million new ordinary shares were offered to the public for the first time (IPO) and listed on the Market for Alternative Investment (mai).
2016	<ul style="list-style-type: none"> - In Jan. The Company renewed a license from the Department of Land Transport for another 5 years. - On April 4, the Company announced a dividend payment of 9.68 MB. or 82.92%, 0.022 baht per share, due on 1 May 2016.
2017	<p>On April 3, the 2017 Annual General Meeting of Shareholders announced a dividend payment of 19.68 MB. or 94.74% ,0.004473 baht per share, the payment date is May 2, 2017.</p> <ul style="list-style-type: none"> • In Aug. The Company received the road traffic safety management system (BSI ISO39001: 2012 Road traffic safety management system) for 3 years.
2018	On April 2, the 2018 Annual General Meeting of Shareholders announced a dividend payment of 15.64 MB. or 62.96%, 0.004473 baht per share, The payment date is April 30, 2018.

Year	Important development
2019	<p>On April 2, the 2019 Annual General Meeting of Shareholders announced a dividend payment of 21.63 MB. or 56.51%, 0.040 baht per share, the payment date is April 30, 2019.</p> <p>On November 5, the Board of Directors Meeting No. 4/2019 announced the interim dividend payment of 12.35 MB. or 36.02% due on December 4, 2019.</p>
2020	<p>On April 1, the 2020 Annual General Meeting of Shareholders announced a dividend payment of 12.35 MB. or 55.59% 0.020 baht per share, due on April 30, 2020.</p> <p>In Aug. The Company is certified the road traffic safety management system (BSI ISO39001: 2012 Road traffic safety management system) for another 3 years.</p>
2021	<p>In Jan. The Company renewed a license from the Department of Land Transport for another 5 years.</p> <p>On February 24, the Extraordinary General Meeting of Shareholders No. 1/2021 resolved to approve the important matters as follows:</p> <ul style="list-style-type: none"> • The Company increased its capital in the amount of 65.00 million shares or 9.53% to the private placement to Toyota Tsusho Thai Holdings Co., Ltd. ("TTTH") at a price of 0.99 baht per share, which was received on the 8 Mar. and add a director from TTTH in proportion to the capital increase. <p>On April 2, the 2021 Annual General Meeting of Shareholders announced a dividend of 20.47 MB. or 74.95%, due on April 30, 2021.</p>
2022	<ul style="list-style-type: none"> - The Company has started providing services to 9 new clients by investing in 104 new passenger vehicles (diesel vans) as electric vans are not yet available in the market. - Expand service area in industrial plants in the central region of the country such as Ayutthaya, Saraburi and Bangkok. - Initiate providing electric minibuses to serve our clients. - Announcement of cash dividend payment from operating results for the year 2022 at the rate of 0.03 baht per share, totaling 20.47 MB. or 73.84% and has been approved by the 2023 Annual General Meeting of Shareholders.
2023	<ul style="list-style-type: none"> - The Company has sold 9 used buses which depreciated for 10 years, and invested in 67 new buses, consisting of 5 buses, 7 minibuses, and 54 vans/VIP vans. and 1 mini electric cabinet. - The Company has 66 clients, with a total of 678 buses in service, consisting of 267 buses, 51 minibuses, 350 VIP vans/vans, and 8 electric vehicles. 8 cars and 2 pickup trucks in service, which has revenue unrecognition of 1,500 MB. of the remaining contract. - The Company places importance on disclosing the organization's greenhouse gas emissions according to the criteria of Form 56-1 and One Report of the SEC as a guideline for driving business towards sustainability. Therefore, a corporate carbon footprint report for the year 2023 has been prepared, which has been verified. As well as registering with the TGO to request documents to certify the organization's carbon footprint report (CFO) and the organization's carbon footprint label.

Year	Important development
	- Announcement of cash dividend payment from operating results for the year 2023 at the rate of 0.02 baht per share, totaling 13.65 MB. or 49.83%, paid on April 30, this must be approved by the 2024 Annual General Meeting of Shareholders.

Description	Certificate and Awards
Road Safety Management Standard Certificate (BSI ISO39001: 2012)	 <p>The image shows a BSI Certificate of Registration for a Road Traffic Safety Management System. The certificate is issued to ATP 30 PUBLIC COMPANY LIMITED, located at 9/30 Moo 9, Bangkhong, Pathong, Chonburi, 20100, Thailand. The certificate number is RTS 66454B. It certifies that the company operates a Road Traffic Safety Management System which complies with the requirements of BS ISO 39001:2012 for the following scope: The provision of shuttle bus for employees. The certificate is valid from 2023-06-01 to 2026-07-31. The managing director, Uthairat Sornthirakwong, has signed the certificate on behalf of the company.</p>
Non-regular transport operator license from the Department of Land Transport	 <p>The image shows a Thai license for a non-regular transport operator. The license is issued to ATP 30 PUBLIC COMPANY LIMITED. The license number is 10.264/2563. The license is valid from 11 June 2023 to 11 June 2024. The license is issued for the purpose of providing shuttle bus services for employees. The license is issued by the Department of Land Transport, Ministry of Transport, Thailand.</p>
“SET Awards 2023” The Company won the Business Excellence Market category not exceeding 1,500 MB. in the Outstanding Investor Relation Awards category.	 <p>The image shows a group of six people standing on a stage during the SET Awards 2023 ceremony. The group consists of four men and two women, all dressed in formal attire. They are standing in front of a backdrop that features the SET Awards 2023 logo and the text '20th SET AWARDS 2023'. The group is holding a trophy, indicating that the company has won an award in the Outstanding Investor Relation Awards category.</p>

Financial Instruments

The Company emphasizes managing cash flow that is sufficient for business expansion and creating sufficient income to cover the Company's expenses to create positive cash flow by planning financial risk management policies as follows: 1. Reducing interest rates. 2. Cash management 3. Debt management 4. Investment management. For the year 2023, the Company had credit lines from financial institutions in the amount of 256.00 MB., consisting of fleet card credit, long-term loan, and short-term loan such as overdrafts and promissory notes (PN) and bank guarantees in the amount of 57.10 MB., as well as long-term loans from other companies in the amount of 50.00 MB. (TTTH Group, which is a business partner), which is sufficient for the Company's cash flow management. However, the operating model is based on 3-5 years period of installment payments for new buses, the appropriate source of credit should be a long-term model. As a result, the Company is considering finding more long-term sources of funds to be consistent with its operations.

1.2 Nature of Business

Revenue structure comes from 2 types of sources of income as follows:

1. Revenue from services includes the Company vehicles and Affiliates vehicles.

Type	Number of seats	Number of vehicles
Buses	Min. 40	267
Minibus/ Microbus	Max. 21 / 30	51
VIP Van / Van	Max. 10 / 13	343
Electric Van	Max. 7	7
Electric Minibus	Max. 21	8
Pick-up truck	Max. 7	2
Affiliated Vehicle	Min. 40 & Max. 10 / 13	66
Total		744



2. Other income consists of interest on bank deposits, gains from disposal of assets and other income, such as income from provident fund. Sales of worn-out parts, discounts on fuel bills, and revenue from GPS management, etc.

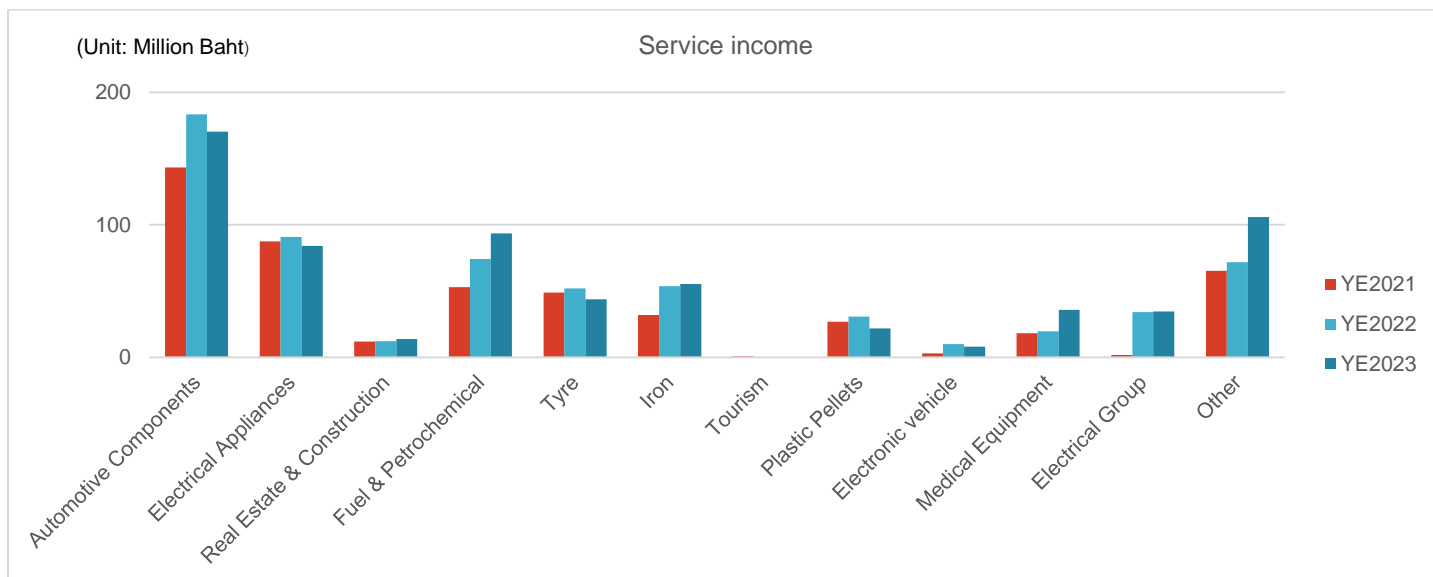
The table shows the company's revenue structure for 2021 to 2023 as follows:

TOTAL REVENUES (UNIT: MB.)	YE2021			YE2022			YE2023		
	Vehicle	Amount	%	Vehicle	Amount	%	Vehicle	Amount	%
Service income									
1. Company vehicles	516	440.72	88.93%	620	573.88	90.74%	678	606.09	90.57%
1.1 Buses	257	321.81	64.93%	271	365.78	57.84%	267	344.02	51.41%
1.2 Minibuses	42	40.95	8.26%	44	41.36	6.54%	51	50.51	7.55%
1.3 Van/VIP van	217	77.96	15.73%	296	156.23	24.70%	350	195.16	29.16%
1.4 Electronic vehicles	-	-	-	2	0.68	0.11%	8	7.28	1.09%
1.5 Pick-up truck	-	-	-	5	-	-	2	1.23	0.18%
1.6 Management of electric car rental services	-	-	-	-2	9.83	1.55%	-	7.89	1.18%

TOTAL REVENUES (UNIT: MB.)	YE2021			YE2022			YE2023		
	Vehicle	Amount	%	Vehicle	Amount	%	Vehicle	Amount	%
2. Affiliated vehicle	72	53.08	10.71%	72	58.01	9.17%	66	63.11	9.43%
Total service income	588	493.80	100.00%	692	631.89	100.00%	744	669.20	100.00%
Other income		1.79			0.56			2.28	

Note: Information 1.4: 8 electric trains, consisting of 2 minivans, 1 minivan, and 5 minibuses

Graph of revenue structure from services by clients industry For 2021 to 2023 as follows:



From the graph above, the proportion of income from services classified by industry of customers with a variety, as this result, the Company need to manage the risk of business types to avoid concentration and dependency on any industry group to be crowded. If there is a crisis that affects the economy in the future society, environment, finance, politics, technology, and electric train trends that may directly affect any business. This can cause a significant decrease in service income.

Information about the service

1. Service nature by dividing the company has a domestic source of income 100% the income proportion into 2 groups which are:

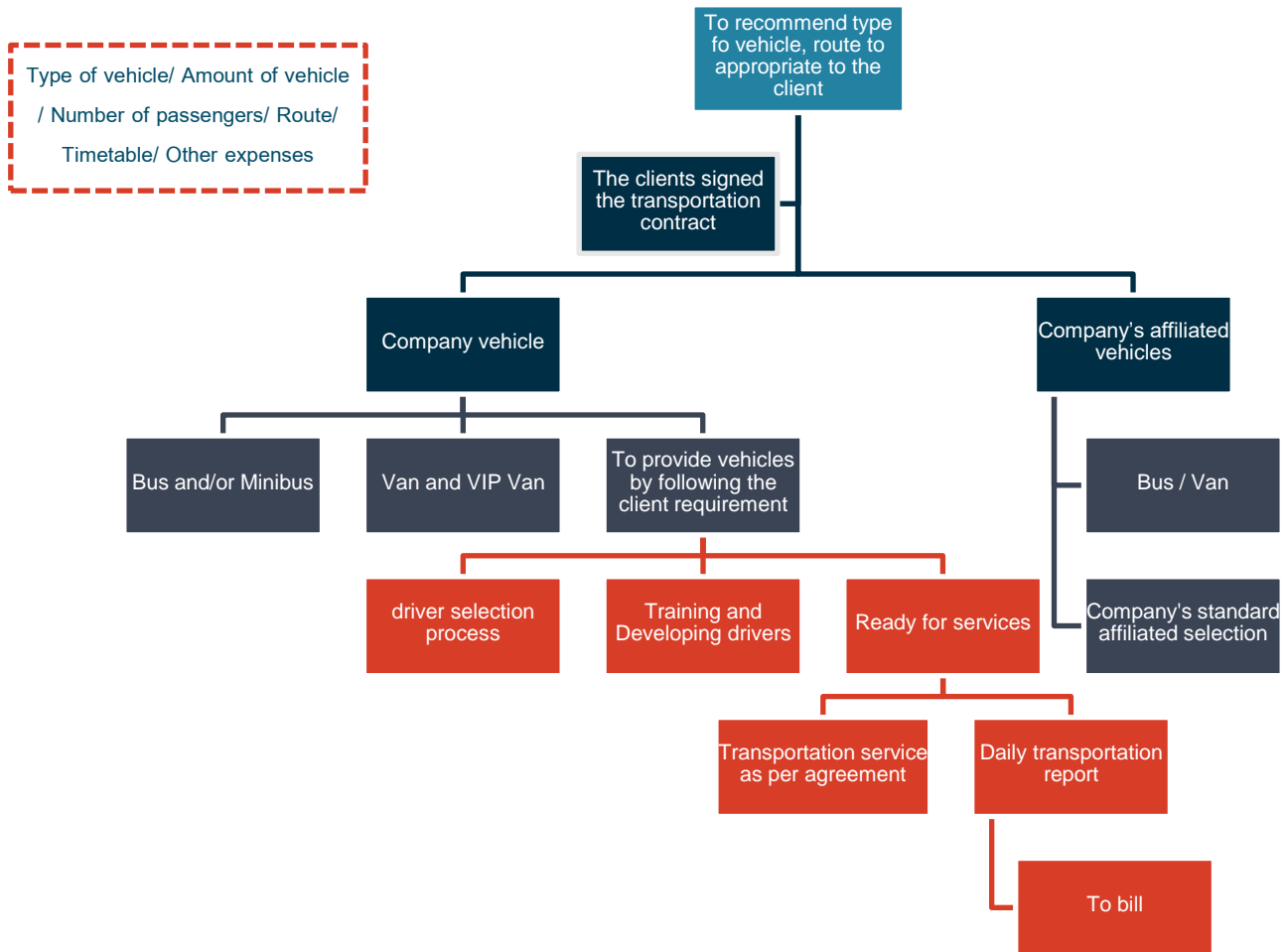
Service income of the company vehicles:

Every company Vehicles must have legal characteristics with a yellow license plate and the numbers are black, beginning with 30-xxxx and have a bus structure suitable for transportation personnel. Is safe and convenient for passengers. The company has collaborated with leading car manufacturers and distributors such as Hino Scania and Mercedes-Benz, Toyota and Yutong etc. in designing the passenger vehicle's structure that is standard.

Service income of the company's affiliated vehicles

Shared service buses are buses that are under the management of the company. From selection and policy setting which is either a person or a juristic person but must be licensed to be a car operator Passenger transportation is not fixed from the Department of Land Transport only

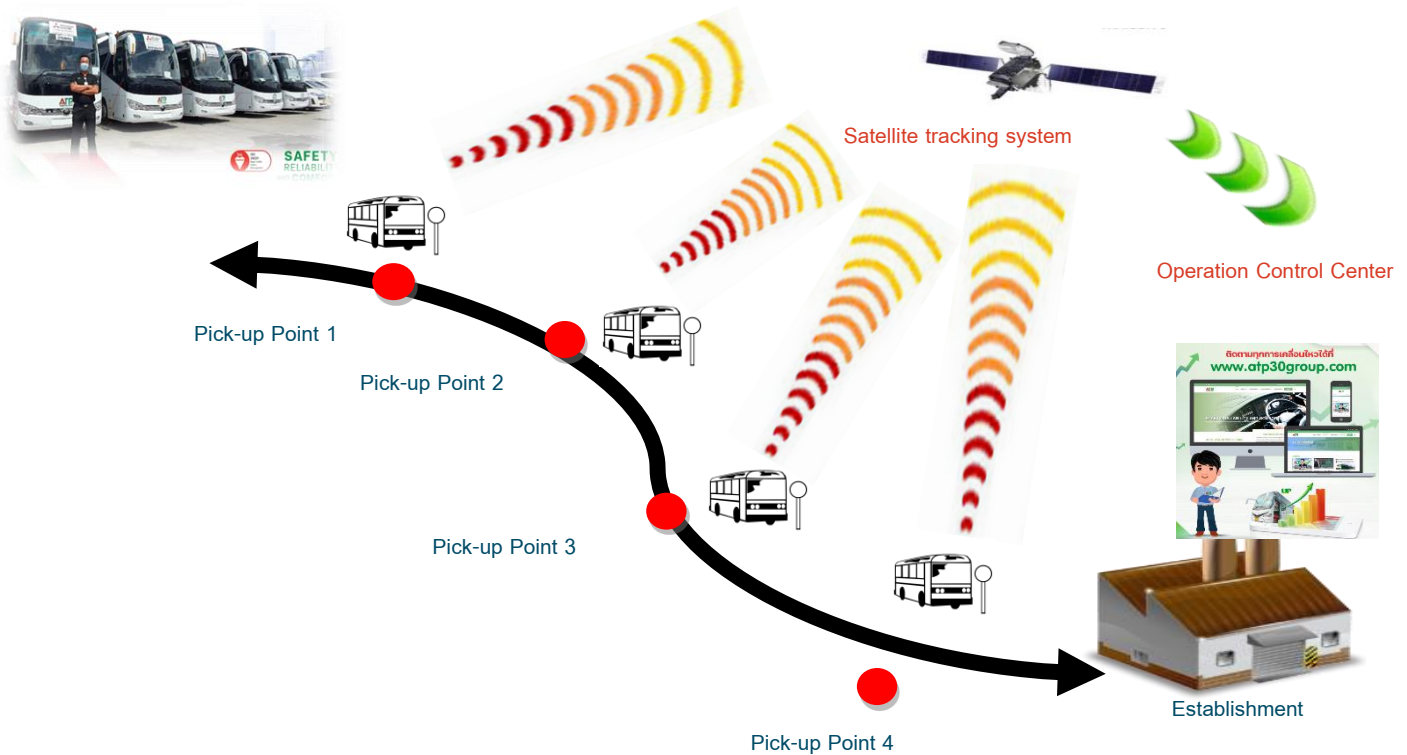
The process of providing and servicing



- 1 The meeting of the Company and client is arranged to determine service plans such as Type of vehicle, number of vehicles, number of passengers, route, schedule, and other expenses for the client to consider.
- 2 After the client agrees to enter into the Company service, a Transportation Service Agreement will be arranged.
- 3 The company will procure vehicles and prepare drivers for operation according to the shuttle service contract. The details are as follows.
 - In the case of the Company's vehicle: The Company has both the used buses and the new buses, in case of the client require to use a new bus, the Company will procure new vehicles according to the type that has been agreed with two parties, such as the bus type will be ordered to assemble, for example, purchasing the chassis and engine, and assembling the body with decorations from leading manufacturers and recruiting drivers and giving training before the actual operation.
 - In the case of affiliated vehicles service: The most of affiliated vehicles are vans which the Company has due to the affiliated vehicles entrepreneur by annual contract, the Company is a customer supplier and controls the service standards on behalf of ATP 30 Plc

Procedures for personnel transportation services

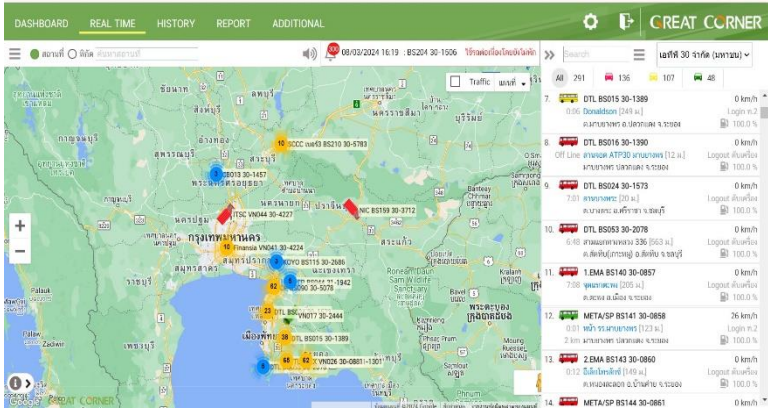
Parking spot ATP30



- The driver will take the car to the parking spot. To prepare to check the car condition Clean and tidy inside the bus 30 minutes before duty.
- The Operations Officer will randomly measure alcohol and substance abuse levels. Including the condition of the physical and mental readiness of the daily driver to save and report to customers Therefore, the driver must be ready for duty and should have an alcohol level equal to 0 milligram percent if the OP official finds that the alcohol level is greater than 0 milligrams, there are guidelines as follows.
 1. The alcohol level is less than 50 milligrams percent. The OP staff will evaluate the driver's readiness to be able to perform the duty or not. In which OP staff will monitor and control throughout the operation.
 2. Alcohol level greater than 50 milligrams percent considered to be considered a drunk According to the Ministerial Regulation No. 16 (1994) and is banned from driving under the Road Traffic Act (1979), the OP staff will find a replacement driver or a driver instead. (Must have a non-public bus driver's license only)
- Drivers will be stationed at the pick-up point. According to the time and path agreed with the customer.
- The driver will record the time of arrival and departure from the pick-up point and record the number of staff in the car. To be information for OP staff
- When the driver proceeds to send and receive personnel to the destination safely Must bring the car to the designated parking spot to prepare to receive - send personnel in the next round

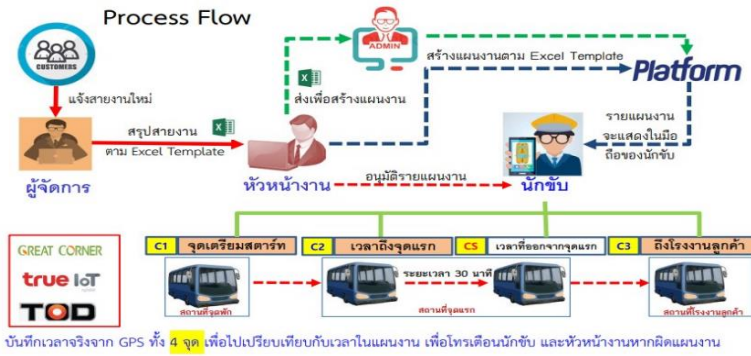
- The operation staff collected information from the driver to prepare daily reports to report to clients and the accounts department to bill invoices for service fees according to service cycles.
- The Company will work with clients to control expenses appropriately by considering monthly service information such as types of vehicles, number of vehicles, number of passengers, routes, and schedule etc.
- All the Company's vehicles are equipped with a satellite tracking system (GPS Tracking)

The company has experimented with an application called ATP30 Passenger, the latest innovation provided by the company for customer and passenger service via smartphone devices, to provide convenience for users to know the location of the company's vehicles in managing the lead time at the closest stops



RPA system

The Company initiated the Robotic Process Automation (RPA) system to participate in the bus operating management. Emphasis is placed on conducting inspections on behalf of drivers, to reduce costs and control risks.



Great Conner system, controlling the fuel quantity and status of all company buses (Company Information)

The company has a Great Corner system to control the amount of oil used as a sensor system to measure the amount of oil in each tank of the car. Which the company has used to track abnormalities in the amount of oil if there is a significant decrease, OP personnel must find the cause and report to the management immediately



2. Marketing and Competitive

Overview of the economic situation

A. Gross Domestic Product: GDP

The table of "Summary of the Thai economy growth rate".

ECONOMIC GROWTH RATE (%)	YE 2022	YE 2023	FORECAST FOR YE 2024
GDP (at constant prices)	3.5-4.5	3.8	2.7-3.7
Total investment	4.0	2.5	1.6
Private sector	3.8	3.6	2.8
Government sector	4.6	1.8	-1.8
Private consumption	4.5	3.5	3.2
Government consumption	-0.2	-1.2	2.2
Product export value	4.9	0.4	3.8
Amount	3.9	5.3	3.3
Product import value	5.9	-0.1	4.7
Amount	4.4	2.3	3.7

Source: Macroeconomic Policy Division Fiscal Policy Office (20 November 2023)

Thai economic outlook for 2024, it is expected to expand 2.7 - 3.7%t (the median estimate is 3.2%) with important supporting factors (1) the return of export expansion (2) a good expansion of consumption (private consumption and investment), and (3) the continued recovery of the tourism sector. It is expected that private consumption and investment will expand by 3.2% and 2.8%, respectively. The value of merchandise exports in US dollars expands by 3.8%, general inflation is expected to average in the range of 1.7 - 2.7% and the current account balance will be in surplus at 1.5% of GDP.

Details of the economic projections for 2024 in various areas are as follows:

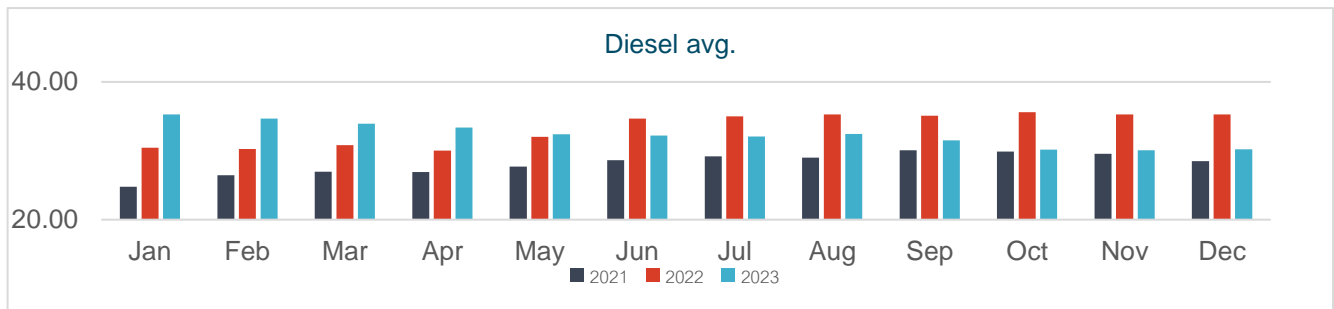
- 1 Consumption spending consists of (1) private consumption spending with expected 3.2%, slowing down from the high expansion of 7.0% in 2023, with an important supporting factor from the strong labor market For the consumer confidence is higher and low inflationary pressures and (2) government consumption spending It is expected to return to expansion of 2.2% from a decrease of 4.2% in 2023, in line with an increase in the current budget framework. Under the fiscal year 2024 expenditure budget, the budget amount is 2,762,800 MB., an increase of 7.5% from the budget of 2,569,219 MB. in the fiscal year 2023.
- 2 Total investment is expected to expand by 1.6%, continuing from an expansion of 1.3% in 2023 by (1) private investment It is expected to expand by 2.8%, accelerating from 2.0% in 2023, following the recovery trend of the merchandise exports and industrial production sectors. Including the continuous increase in the value of projects requesting investment promotion and issuing investment promotion certificates, and (2) public investment. It is expected to decrease by 1.8%, continuing from a decrease of 0.8% in 2023 due to a delay in the 2024 annual budget process that will result in a delay in disbursement.
- 3 The value of merchandise exports in US dollar terms is expected to return to expansion of 3.8%, compared to a decline of 2.0% in 2023. It is expected that the export volume will increase 3.3 percent, compared to A decrease of 3.1 percent in 2023 and export prices will increase by 0.0 - 1.0%, compared to 1.1% in 2023. Combined with service exports, it is expected that the volume of goods and services exports in 2024 will expand. 6.2%, increase 2.9% in 2023

B. WTI Crude Oil Price



ที่มา : <https://th.investing.com/commodities/crude-oil> as at 24 Jan 2024

C. Energy prices



Source: Company Profile Shell Oil Average Price and PTT Oil

Oil prices in 2024.

The outlook for oil prices in 2024 is volatile and uncertain. The US government's Energy Information Administration (EIA) expects that oil demand will be higher than production at the end of 2023, continuing into 2024, putting pressure on oil prices in 2024 to remain high. It is expected that the price trend of Brent crude oil will be at 94.91 dollars/barrel. The price of West Texas Crude Oil (WTI) will be \$90.91/barrel.

In 2024, the PTT Group (PRISM Experts) expects that crude oil prices in 2024 will be at the level of 75-85 dollars/barrel. There are uncertain factors from the production control policy of the OPEC Plus group. Chinese economic stimulus measures political conflict and the strict implementation of financial policies by western countries in control inflation Including seeking opportunities and ways to adapt the energy group in the era of energy transition (Energy Transition), which will be seen in summary, the price of crude oil in the world market is still at a high level of 80-90 dollars/barrel. This will affect the government's energy price reduction policy. Both the price of oil and electricity (Fuel Fund Office, 8 January 2024, edition)

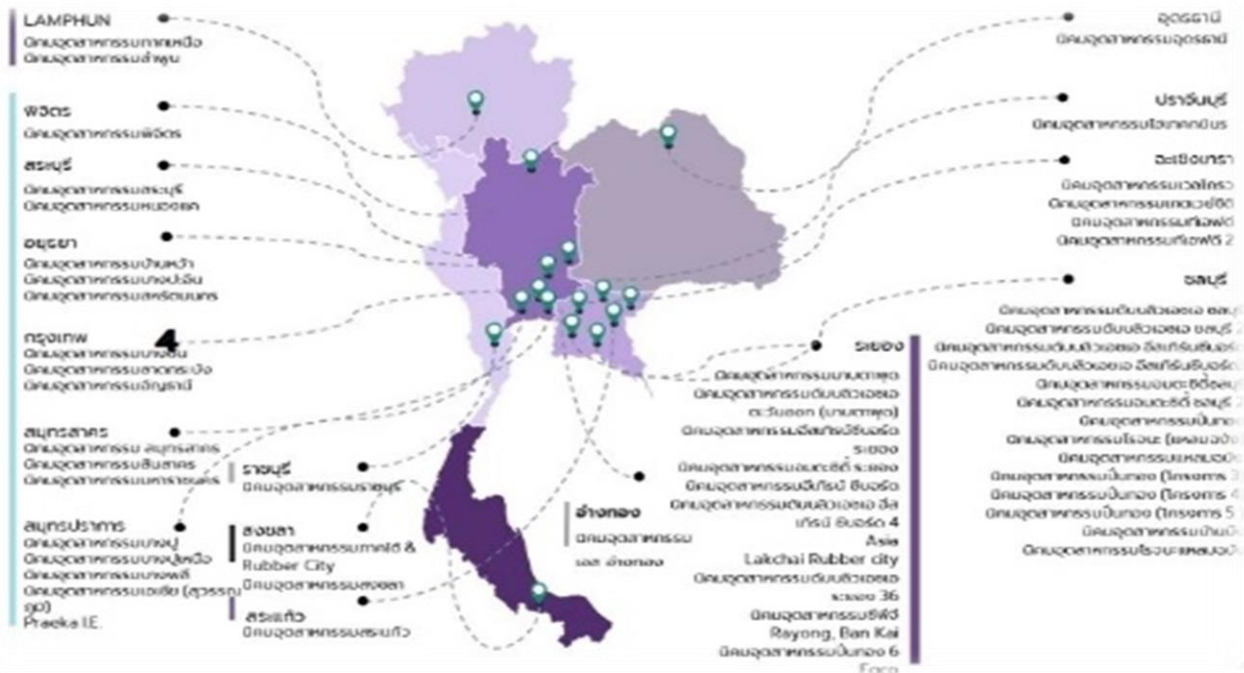
D Industrial conditions

Domestic Industrial Estates

Number of industrial estates in the whole country Information as of January 2024

	CENTRAL	WEST	EAST	NORTH	SOUTH	NORTHEAST	TOTAL OF THAILAND
Number of industrial estates	17	1	43	3	2	1	67

Source: Industrial Estate Authority of Thailand - Wikipedia (wikipedia.org) August 2022



The number of industrial estates in Thailand as of August 2023 totaled 68 industrial estates, with more than half of the country's industrial estates located in the eastern region. Because it is convenient for transportation, close to Bangkok and is also a safe area from flooding. Information on the status of investment in industrial estates from the Industrial Estate Authority of Thailand (IEAT) as of August 2022 indicates that there are a number of land users or the number of entrepreneurs in the estate is 4,828 factories, with a total of 994,696 workers. The estate's area according to the master plan is 190,150 rai, with 25,094 rai remaining for sale or rent.

Number of transport operators

Item 1 Number of transport operating licenses (issues), Item 2 Number of transport operators (persons), Item 3 Rate of change in the number of transport operating licenses (percent)

Number of transport operating licenses (cumulative) as of 31 December 2023 (unit: issue) as follows:

Vehicle characteristics	31 December 2022		31 December 2023		Article 3
	Article 1	Article 2	Article 1	Article 2	
Passenger bus	2,790	1,444	2,702	1,420	-2.65%
Transportation	34,731	34,371	33,286	33,286	-3.16%
Personal bus	7,901	7,901	7,987	7,987	1.09%
Total	45,062	43,716	43,975	42,693	-2.38%

Source: Statistics on the number of transport licenses and the number of transport operators Department of Transport, as of 31 December 2023

The number of vehicle transport operating licenses nationwide as of 31 December 2023 totaled 43,975, with a total of 42,693 operators when considering the type of transport, it was found that the majority were Non regular route public carrier licenses, 75.69%, followed by private bus licenses, 18.16%, and Regular route public carrier licenses, 6.14%.

In 2023, the carrier decreased in the number of licenses from 2022 by 2.41%, especially the Non regular route public carrier licenses decreased by 3.16% due to the overall economic contraction in the country. The cause is the impact from the COVID-19 epidemic situation. In the past, which has had a significant impact on the industrial and service sectors.

Number of vehicle license holders, according to the law on land transport (unit: edition) as follows.

DRIVERS LICENSE TYPE	2022		2023	
	Eastern region	other regions	Eastern region	other regions
TYPE DRIVER 1	1,529	13,756	1,389	13,579
TYPE DRIVER 2	90,905	542,883	96,427	552,363
TYPE DRIVER 3	37,173	193,773	40,496	198,840
TYPE DRIVER 4	28,500	92,822	29,794	94,593
TOTAL	158,107	843,234	168,106	859,375

Source: Transportation Statistics Group, Planning Division, Department of Land Transport, information as of 31 December 2023.

As of 31 December 2023, the number of driver's licenses according to the law on land transport totaled 1,027,481, an increase from 2022 which had 1,001,341 licenses, a decrease of 2.61%. This is the number of people who received driver's licenses in the eastern region, numbering 168,106 cases, accounting for 16.79% of the total number. By the definition of the Department of Land Transport Drivers must obtain a Type 2, 3 or 4 driver's license to drive a transport bus carrying more than 20 passengers.

Cumulative number of registered vehicles as of 31 December 2023, according to the law on land transport (unit: cars) as follows.

Vehicles type	2022		2023	
	Eastern region	other regions	Eastern region	other regions
Regular route public carrier	5,349	33,907	5,083	36,055
Non regular route public carrier	8,381	28,852	8,190	34,688
Private bus	1,119	8,939	1,139	9,620
Total	14,849	71,698	14,412	80,363
Trucks and small cars	147,928	961,328	151,861	980,819
Grand Total	162,777	1,033,026	166,273	1,061,182

Source: Transportation Statistics Group, Planning Division, Department of Land Transport, information as of 31, December 2023.

The cumulative number of registered buses according to the law on land transport as of 31 December 2023 totals 1,227,455 vehicles, an increase of 31,652 vehicles from 2022, accounting for 2.65% are buses. There are 42,878 Non regular route public carrier, accounting for 3.49% of buses in 2023.

From such statistics, the Non regular route public carrier as of 31 December 2023 increased from 2022 by 2.65% due to the overall economic contraction, the cause is the impact from the COVID-19 epidemic situation. In the past, which had a significant impact on the industrial and service sectors (Source: Transportation Statistics Group, data as of 31 December 2023)

Marketing policy and key services

1. Competitive strategies and competitive conditions within the industry

Since the bus business is not commuter, there are no restrictions on the entry of new operators. If there are sufficient funding factors. With a transport operator's license and drivers with licenses that meet the legal requirements, a large number of new non-commuter transport operators have emerged. In 2022, the number of non-bus operators was 37,233 and in 2023, the number increased to 42,878 or 15.16 percent. *The Company's management has estimated the market share at 3% of the number of factories in the service area*, namely Eastern and Outlying Industrial Estates, Industrial Estates and Central Industrial Estates ([more details, item 1.4 Target customers](#)).

Company highlights there is a standardized transportation process Focus on outstanding service quality According to the practice management guidelines Road safety in accordance with ISO: 39001: 2012 standards, as well as providing recommendations regarding the use of bus services that are suitable for the customer's route. To reduce costs with the following competitive strategies

1.1 Service Strategy

Throughout the period, the service quality of the company has been improved continuously, resulting in the Company receiving road safety management standards. (BS ISO39001: 2012 Road traffic safety management system) By adhering to the 3 service policies which are Safety, Credibility (Reliability) and convenience (Comfort) with the standard of service as follows.

Vehicle standard

The company's bus every car is a new car. The exterior of the car is specifically designed for use in transportation. Engineering and legal personnel, in addition, the chassis and engine (Bus body and Chassis) from leading companies such as Hino Scania and Mercedes-Benz, etc., the body has a design, use with safety as a primary. The installation of the air conditioning system is every new piece of equipment. And facilities, such as TVs, stereos, first aid kits, fire extinguishers and safety equipment for convenience and safety for passengers.

Driver standard

The Company attaches great importance to the recruitment of drivers. Since rigorous selection, such as interviews, background checks driving test and body condition examination etc. Developing abilities and working properly, including creating awareness of service provision. car maintenance safe driving as well as continuous performance measurement

Standard of bus control systems

The company has a system to track all buses of the company called GPD Tracking Systems in real time, with the operational staff responsible for checking the status. Monitoring behavior and supporting the work of drivers, such as availability (stand by at the appointed point) not less than 30 minutes before the service and control the speed of not more

than 80 km / hrs. Throughout the performance through CCTV within the company bus when the driver provides a transfer service. The operational staff will summarize the report from the data into daily reports and monthly reports for customers.

Standard maintenance

The company has a control system for the maintenance of engines and equipment. Related to the company's buses Adhere to the storage policy, withdrawal, and effective inventory control. In which the maintenance department is responsible. The company will train employees to be knowledgeable. Ability regularly to create expertise and set a clear maintenance plan without having to wait for damage Damaged or jammed So that every bus of the company is always ready to use. And the company has arranged a mobile unit for on-site maintenance. The type of care and maintenance can be divided into 2 types as follows.

- Daily care is to take care of the cleanliness and order of the buses such as seat cleaning Spraying antiseptic and keeping equipment inside the car tidy before continuing to use, this is the responsibility of drivers and operators.
- Preventive maintenance is a maintenance plan. If major problems such as engine damage and suspension occur, the repair center will be delivered immediately.

1.2 Price strategy

The Company has a reasonable and fair pricing policy along with providing high quality services (Premium Strategy) for example, all the company's vehicles are new and suitable for service expert driver modern tracking system and efficient fleet management system to ensure passengers are in line with pricing principles. In addition, considering the investment in new buses for a period of approximately 4-5 years by setting 2 types of service fees as follows.

1. Fixed-Rate Contract is a service charge based on distance per trip under the service contract. (The service fee does not vary by the average fuel price)
2. Determination of variable service fees according to changes in fuel prices (Floating - Rate Contract) divided into 2 types as follows.
 - Static service configuration According to the distance that varies according to the compensation oil rate Calculated from fuel consumption for each route plus the difference in fuel prices. (Current average oil price compared to the contract oil price) If the average oil price is higher, the company will receive compensation for the difference from customers. But if the contracted oil price is higher, the company must give a discount to the customer.
 - Determining variable service fees based on fuel prices and service mileage (Minimum Guarantee) determines minimum service fees based on service costs for vehicle installments. Driver's wage and actual fuel cost. The revenue according to the distance provided to customer.

1.3 Place Strategy

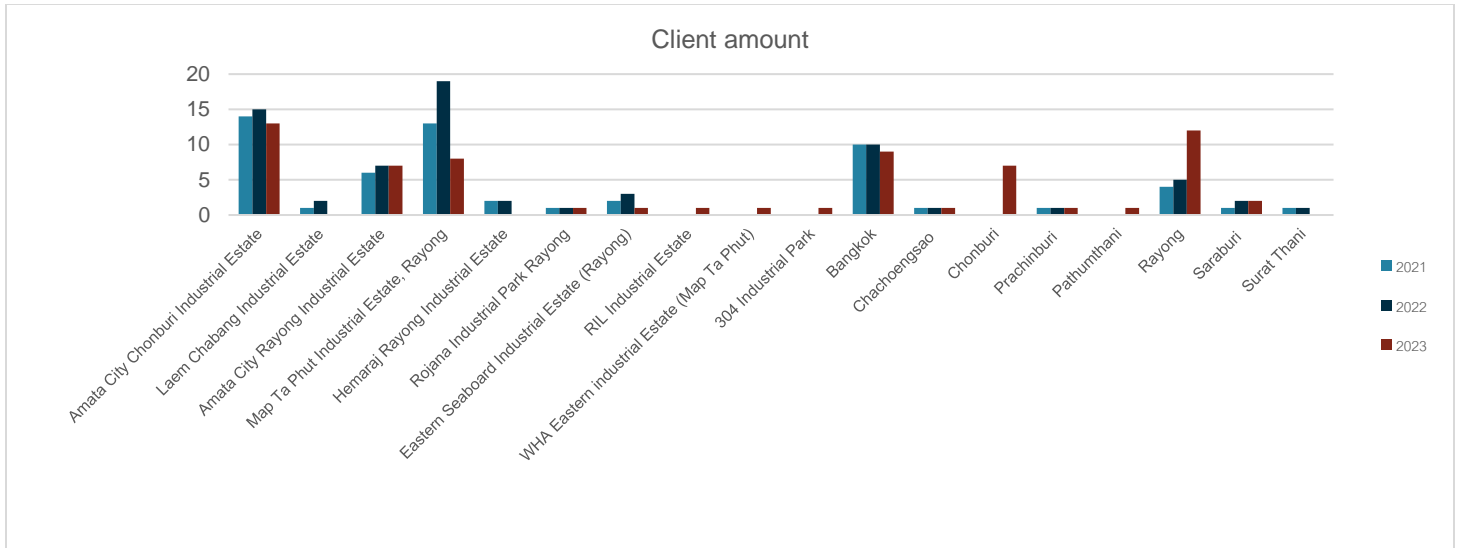
Marketing plan for 2 customer acquisition channels 1) Direct contact customers account for 70% of all customers. Most of them are referrals from existing and affiliated customers. 2) Participating in the auction (Price Action) and participating in bidding. representing 30 percent of all customers Since more of the existing customers come from the company, there is no policy on price competition but focusing on maintaining the quality and efficiency of the service, causing most of the existing customers to use the service almost all of them.

Public Relations (Promotion)

The Company's public relations procedure is there in many channels, such newspaper, company website, SET Facebook, Line live interview on radio etc. To build Brand Recognition and Brand Awareness.

1.4 Target customers

The Company's target customers are entrepreneurs in the manufacturing sector whose factories are located mainly in industrial estates or outside industrial estates in the eastern region. Service areas are divided as follows:



2. Provision of services

1 Bus procurement: The company has 2 forms of bus procurement as follows.

The company vehicles

The Company will invest in service vehicles only after signing a contract with clients by entering into a financial lease agreement and a hire purchase agreement and a bank's credit line with sufficient support and insurance for all buses that cover all damage.

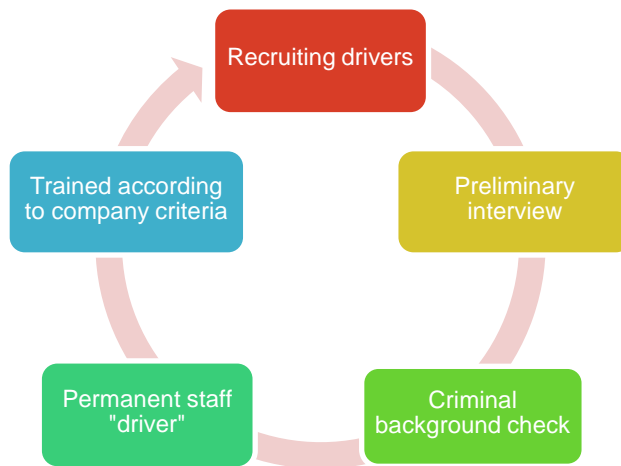
The company's affiliated vehicles

The Company enters into a affiliated vehicle service contract annually. It consists of a bus and a van. By specifying conditions and standard operations according to company policies, such as vehicle standards and customer selection and performance evaluation throughout the performance This excludes all liability for damages. At present, the company has no policy to enter into contracts with additional new joint ventures. Currently, the company does not have a policy to enter into contracts with new joint affiliated vehicles.

2. Driver

The company pays great attention to drivers. Starting from the recruitment process, recruitment such as placards, driver introductions public relations by various departments 1) Applying for a job, the HR Department is responsible for the qualifications of those who apply, interviews, driving ability tests. consider health check results Criminal background check and check driving license type 2, 3 or 4 from the Department of Land Transport 2) Accepting as a driver, must training in preventive driving skills before commencing operations. The operation department is responsible for evaluating the performance.

Driver recruitment process.



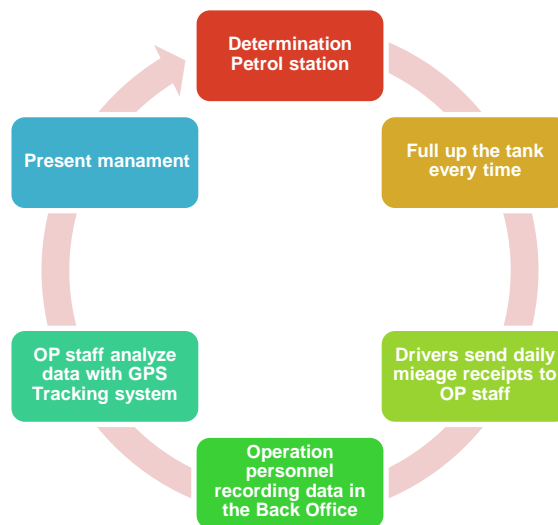
3. Fuel

The company has a policy for all company vehicles to use diesel fuel with no engine modification and refueling through the Fleet card system.

Steps to refuel.

Drivers must refuel at designated service stations. The tank must be filled every time. The mileage must be written down at the station to issue a receipt. Then bring the receipt to the OP staff by the next morning. The OP staff will record the data in the back-office system and analyze the consumption rate data for each vehicle. Check with the information in the GPS Tracking system. If abnormal, the cause must be found immediately. Then report to the manager in case of corruption, management must be notified immediately.

Procedures for driver refueling.



4. Assets used in the business.

Assets for business Property and equipment as of December 31, 2023, are as follows.

Details	Ownership	Amount (MB.)
Land	Mortgage with bank	34.18
Budling	Mortgage with bank	30.14
Furnishings and office supplies	Company owned	5.89
Equipment	Company owned	0.87
Cars	Company owned	1.56
Property under construction	Company owned	0.11
Right-of-use assets	Lease obligations	3.19
Total		75.94

Remark:

- Land belongs to the company with the construction of a head office building at Bang Nang Sub-district, Phan Thong District, Chonburi
- Vehicles are 3 executive vehicles for contacting customers and providing services or renting.

Comparison table Property, plant and equipment per year

Year	Transportation vehicle	Land	Building	Funitrun and office equipment	Tool	Motor vehicles	Leasehold improvement under construction	Right-of-use-assets	Total land, building and equipment
2021	877.18	34.18	31.30	6.82	1.13	1.57	0.02	3.95	78.97
2022	973.03	34.18	31.52	6.69	1.14	1.56	0.12	4.29	79.50
2023	990.70	34.18	30.14	5.89	0.87	1.56	0.11	3.19	75.94

Transportation vehicle

The Company has a total of 691 transportation vehicles, consisting of 1) 678 buses of the Company, 2) 10 maintenance and operation support vehicles and 3 management vehicles, for the year 2021 to 2023, with a book value of 877.18 million baht, 973.03 million baht and 990.70 million baht, respectively. detail as follows

Vehicle type	Number of cars (Unit)	Ownership (Unit)	Lease obligations (Unit)
Busses	267	183	84
Mini-Busses	51	30	21
Van / Van-VIP	350	86	264
Electric van for rent	8	-	8
Pickup truck for rent	2	-	2
Maintenance and operation support vehicles	10	10	-
Executive car	3	2	1
Total	691	311	380

Intangible Asset

Computer program system, amount 0.50 million baht having the characteristics of the company ownership, without obligation.

Non-regular transport operator license from the Department of Land Transport

The Company is an operator who has been granted a non-regular transport license No. Issued by the Department of Land Transport from January 2021 to January 2026 for a period of 5 years.

Road Safety Management Standard Certificate (BSI ISO39001: 2012)

The Company has been granted a road safety management standard certificate from August 2023 to July 2026 for a period of 3 years.

Contract for personnel transportation

- 57 contracts for personnel transportation with company buses for 69 customers
- There are 62 contracts for personnel transportation and shared bus services as follows: 6 buses and vans, The contract period is 1 year, and the carpool must strictly comply with the terms of the contract.

Building and parking space rental agreement details as follows

No.	Contract with	Period (Years)	Type of agreement	Obligation
1.	Mr. Chaiwat Chanthong	2 year contract	Parking lot at Bankhai, Rayong	None
2.	Mr. Sommart Subtawee	2 year contract	Parking lot at Banleang, Rayong	None
3.	Ms. Orrasa Khanngean	2 year contract	Parking lot at Nonglalom, Rayong	None
4.	Ms. Tahgkhaew Cheanpirom	3 year contract	Office building and parking lot at Mabtaput, Rayong	None
5.	Udomsuk Kabinburi Ltd., Part..	1 year contract	Parking lot at Kabinburi, Prachineburi	None
6.	Ms. Sortew Chaitakoonthong	3 year contract	Office building and parking lot at Bangpra, Chonburi	None
7.	Mr. Suchin Chiengngean	3 year contract	Parking lot at Mabyangpon, Rayong	None

Remark:

- No. 2 was originally a contract with Mr. Saphawee Due to the death of a contract with Mr. Sommart multiplied assets.
- No. 3 Subcontract with Mrs. Orasa Khanngern because Mrs. Surangpimon lam clean, the land has been sold.
- Cancel the contract of Mrs. Bubpha Manno, period 1 year, parking place, Pong Saket area Chonburi Province.
- Cancel the company contract Kromadit Park Co., Ltd. for a period of 3 years. It is a rental of space for the 1st and 3rd floors of the head office and parking spaces. due to purchase of new land.

Company transportation vehicles insurance contract

The Company has insurance for all company vehicles, including 678 company vehicles, 10 maintenance and operations support vehicles, and 3 service vehicles, with conditions covering all damages, including life, physical or hygiene per time and per person per time, damage to the vehicle, medical expenses, damage from accidents such as loss, fire, accidents involving the driver and passengers, etc., and driver's insurance. By having insurance with leading companies as follows

No.	insurance company	Insurance type	Number of insurance policies	obligations
1	Tokyo Marine PLC.	Class 1	325	none
2	Muangthai Insurance PLC.	Class 1	356	none
3	Bangkok Insurance PLC.	Class 1	9	none
4	Viriyah Insurance PLC.	Class 1	1	none
	Total		691	

Guarantee service agreement.

The Company has a bank guarantee facility with various banks in the amount of 57.10 million baht. For guarantees, getting a job providing transportation services to customers. Details are as follows:

No.	Bank	Credit (Million Baht)	Number of contracts	Obligation
1.	KIATNAKIN PHATRA BANK PCL	16.37	7	None
2.	KASIKORN BANK PCL.	7.10	19	None
3.	The Siam Commercial Bank	0.71	1	None
	Total	24.18	27	

Black log

The Company generated unrealized service revenue of Baht 1,500 million from 66 service customers for the remaining contract period.

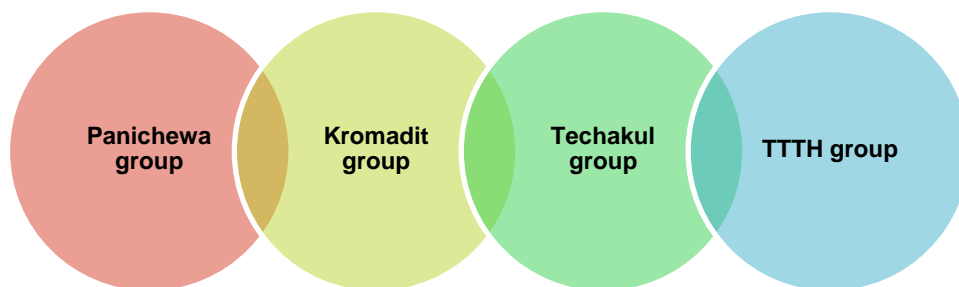
1.3 Shareholding Structure of the Company For 2023, the Company has no subsidiaries or associated companies.

1.4 Registered Capital and Paid up Capital

The Company had a registered capital of Baht 170,577,514.50 with paid-up capital full, 682,310,058 ordinary shares and prepared share - shares, Par value 0.25 Baht. The average market price for the year is 1.19 baht.

Shareholders

List of major shareholders



List of Directors and Executives of the Company

The Company reports the holding of securities of directors and service providers, both directly and indirectly. Details are as follows:

Name	30 December 2022		28 December 2023		Changes	
	Number of shares	%	Number of shares	%	Number of shares	%
1. Panichewa Family Group	130,991,250	19.20%	130,991,250	19.20%	-	-
Mr. Chartchai Panichewa	92,981,250	13.63%	92,981,250	13.63%	-	-
Mrs. Somhathai Panichewa	9,450,000	1.39%	9,450,000	1.39%	-	-
Mr. Pathit Panichewa	9,450,000	1.39%	9,450,000	1.39%	-	-
Mr. Saris Panichewa	9,660,000	1.42%	9,660,000	1.42%	-	-
Ms. Arpavit Panichewa	9,450,000	1.39%	9,450,000	1.39%	-	-
2. Kromadit Family Group	75,517,964	11.07%	75,764,564	11.10%	246,600	0.33%
Mr. Viwat Kromadit	42,750,000	6.27%	42,750,000	6.27%	-	-
Mrs. Nittaya Kromadit	1,476,800	0.22%	1,838,000	0.27%	361,200	24.76%
Ms. Wichaya Kromadit	378,462	0.06%	391,562	0.06%	13,100	3.46%
Ms. Wipawee Kromadit	11,078,003	1.62%	10,870,303	1.59%	(207,700)	(1.87%)
Ms. Somphatra Kromadit	80,000	0.01%	120,000	0.02%	40,000	50.00%
Mr. Withoon Kromadit	17,077,199	2.50%	17,117,199	2.51%	40,000	0.23%
3. Techakul Family Group	98,743,258	14.47%	97,397,358	14.27%	(1,345,900)	(1.36%)
Mr. Piya Techakul	55,100,000	8.08%	50,300,000	7.37%	(4,800,000)	(8.71%)
Mr. Thanaphum Techakul	52,764	0.01%	3,566,864	0.52%	3,514,100	6,660.03%
Ms. Orawan Techakul	1,210,000	0.18%	1,150,000	0.17%	60,000	(4.96%)
Mrs. Saisut Techakul	42,380,494	6.21%	42,380,494	6.21%	-	-
4. Other existing shareholders	25,768,300	3.78%	25,979,100	3.81%	210,800	0.82%
Mrs. Chanida Padetsuwannukul	3,600,900	0.53%	3,761,700	0.55%	160,800	4.47%
Mr. Bundit Tungkaseranee	5,757,900	0.84%	5,757,900	0.84%	-	-
Mr. Pongchai Chongpaisarnsin	16,159,500	2.37%	16,159,500	2.37%	-	-
Mr. Kamjorn Worawongsakul	250,000	0.04%	300,000	0.04%	50,000	20.00%
5. Toyota Tsusho Thai Holdings Co., Ltd.	65,000,000	9.53%	65,000,000	9.53%	-	-
Ms. Putthamalee Khamman	556,250	0.08%	576,250	0.08%	20,000	3.60%
Mr. Thiti Boonjirachot	20,500	0.00%	20,500	0.00%	-	-
Ms. Pattamaporn Prasartketkam	104,650	0.02%	104,650	0.02%	-	-
Ms. Nichanan Rattanakate	570,625	0.08%	630,625	0.09%	60,000	10.51%
Mr. Winai Pumpis	153,000	0.02%	241,300	0.04%	88,300	57.71%
Ms. Oonin Incharoensuk	200,000	0.03%	300,000	0.04%	100,000	50.00%
Mr. Chanut Incharoensuk	713,000	0.10%	713,000	0.10%	-	-
6. Executive group	2,318,025	0.34%	2,586,325	0.38%	268,300	11.57%
Other Shareholders	401,016,297	58.77%	400,396,097	58.68%	(620,200)	(0.16%)
Total	682,310,058	-	682,310,058	-	-	-

Remarks: Information of the year 2023

- The Company has no a group of major shareholders who have a significant influence on the Company's management policies or operations.
- The company disclosed the persons who may have conflicts of interest in holding business in every transaction along with explaining the transaction and the amount of the connected transaction.
- The company does not hold shares in other companies (Holding company).
- * The totality of securities is in accordance with the definition of persons pursuant to Section 258.

1. *Mr. Chartchai Panichewa's group consists of family and children including Mrs. Somhathai Panichewa, Mr. Pathit Panichewa, Mr. Saris Panichewa and Ms. Arpait Panichewa, excluding their mother, Mrs. Jaronlak Panichewa.*
2. *Mr. Piya Techakul's group consists of family and children, including Mrs. Saisut Techakul, and does not include the underage child, Thanaphum Techakul.*
3. *Mr. Viwat Kromadit does not include his siblings, Mr. Witoon Kromadit and Ms. Vipavee Kromadit.*
 - *The company has not organized a project to grant executives the right to purchase the company's securities.*
 - *Ms. Onin Incharoensuk is the internal auditor of the company and was promoted to account manager on May 1, 2022*

List of the first 10 major shareholders

List of major shareholders	30 December 2022			28 December 2023			Changes	
	No. of Shareholder	No. of Share	Percentage	No. of Shareholder	No. of Share	Percentage	No. of Share	Percentage
1. Mr. Chartchai Panichewa		92,981,250	13.63%		92,981,250	13.63%	-	-
2. Toyota Tsusho Thai Holdings Co., Ltd.		65,000,000	9.53%		65,000,000	9.53%	-	-
3 Mr. Piya Techakul		55,100,000	8.08%		50,300,000	7.37%	(4,800,000)	(8.71%)
4. Mr. Viwat Kromadit		42,750,000	6.27%		42,750,000	6.27%	-	-
5. Mrs. Saisut Techakul		42,380,494	6.21%		42,380,494	6.21%	-	-
6. Mr. Witoon Kromadit		17,077,199	2.50%		17,117,199	2.51%	40,000	0.23%
7. Thai NTDR Co., Ltd.		15,767,406	2.31%		16,953,521	2.48%	1,186,115	7.52%
8. Mr. Pongchai Jongpaisarnsilp		16,159,500	2.37%		16,159,500	2.37%	-	-
9. Ms. Vipavee Kromadit		11,078,003	1.62%		10,870,303	1.59%	(207,700)	(1.87%)
10. Mr. Saris Panichewa		9,660,000	1.42%		9,660,000	1.42%	-	-
Other Shareholders		314,356,206	46.07%		318,137,791	46.63%	(3,781,585)	1.20%
Total		682,310,058	100.00%		682,310,058	100.00%	-	-

Shareholding distribution by nationality as of December 28, 2023, as follows:

Shareholder	Amount			Juristic Person			Individual		
	No. of Shareholder	No. of Share	Percentage	No. of Shareholder	No. of Share	Percentage	No. of Shareholder	No. of Share	Percentage
Thai Shareholder	4,633	682,310,058	100.00%	5	83,088,258	12.18%	4,628	599,221,800	87.82%
Foreign Share	-	-	-	-	-	-	-	-	-
Total	4,633	682,310,058	100.00%	5	83,088,258	12.18%	4,628	599,221,800	87.82%

Shareholding distribution according to the ratio of shareholders According to the book closing date on 28 December. 2023 as follows:

Shareholder	Amount			Juristic Person			Individual		
	No of Shareholder	No. of share	%	No of Shareholder	No. of share	%	No of Shareholder	No. of share	%
Shareholders holding shares of more than 0.5%	22	438,494,531	64.27%	holder2	81,953,521	12.01%	20	356,541,010	52.26%
Shareholders holding no more than 0.5% but not less than one trading unit	4,267	243,807,735	35.73%	3	1,134,737	0.16%	4,264	242,672,998	35.57%
Shareholders holding less than one trading unit	344	7,792	-	-	-	-	344	7,792	-
Total	4,633	682,310,058	100.00%	5	83,088,258	12.17%	4,628	599,221,800	87.83%

Shareholder's agreement

The company does not have an agreement between the major shareholders (Shareholders' agreement) For matters affecting the offering of securities and the administration of the company.

1.5 Issuing other securities.

In 2017, the Company issued warrants to purchase the Company's ordinary shares. 123,750,000 units of ATP30-W1 with a maturity period of 2 years due on May 23, 2019 can be converted into 1 unit per 1 ordinary share with 122,310,254 convertible shares at the rate of Baht 0.85 per share, totaling Baht 103.96 million.

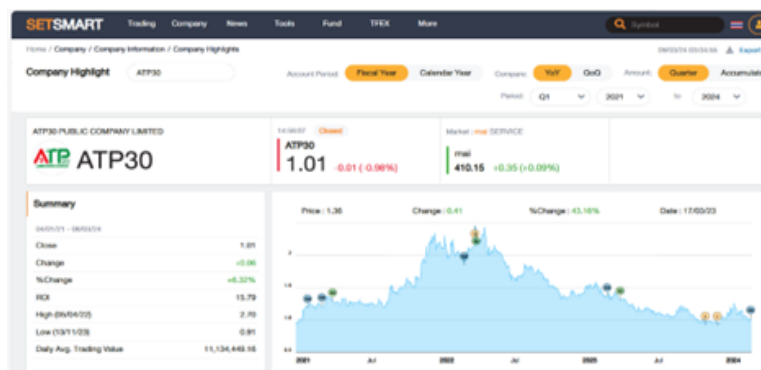
In 2020, the Company offered 65,000,000 shares or 9.53% to Toyota Tsusho Thai Holdings Co., Ltd. at a price of Baht 0.99 per share, totaling Baht 64.35 million.

Remark: Past Operations the Company has never issued debt securities such as debentures and bills.

1.6 Dividend Payment Policy

The Company has a policy to pay dividends of not less than 40% of net profit according to the financial statements, deduction of corporate income tax and reserves under the law. If the dividend payment is less than the policy, it must be approved by the Board of Directors based on factors such as investment plan, necessity, and other suitability. In the future and presented for approval to the Annual General Meeting of Shareholders unless the interim dividend payment is paid by the Board of Directors has the power to pay dividends. If there is a sufficient legal reserve net profit and report to the Annual General Meeting of Shareholders next time Details are as follows:

Detail	YE2021	YE2022	YE202
Number of ordinary shares (Million Baht)	682.32	682.32	682.32
Amount of cash dividends (Million Baht)	20.47	20.47	13.65
Dividend per share (Baht)	0.03	0.03	0.02
Earnings per share (Baht)	0.049	0.043	0.042
Dividend payout (Baht)	65.07%	73.84%	49.83%
Dividend payment due	29/04/2022	28/04/2023	30/4/2024



2. Risk management

2.1 Risk Management Policy

The Company has policies and guidelines as well as corporate risk management manuals in accordance with good corporate governance principles. The Company has set up risk management systems and processes throughout the organization in line with the Company's business strategies and goals, and supports necessary resources in various areas to enable risk management to control or reduce risks to a reasonably acceptable level.

The Risk Management Committee has the authority to formulate policies. Suggest risk management guidelines Establish a standard framework and risk management process related to the Company's business operations, including supervision to cover the Company's core strategies and changing situations, as well as considering and evaluating risk management appropriately and effectively. [\(For more information, Code of Conduct Manual on Risk Management Policy\)](#)

2.2 Risks to the Company's business operations

Business Risks

Risk of dependence on few customers

For 2023, the Company has 66 service customers, of which the top 10 customers have service revenue of THB 306.45 million or 45.75%. The company has maintained good relations with customers throughout and has continued to renew contracts for more than 10 years. However, business competition is quite high. There may be opportunities where some customers do not renew their contracts or make management adjustments to reduce customer costs.

Risk mitigation measures The company has a clear policy to retain existing customers and expand new ones. In addition, Industry Diversification is used to reduce the level of dependence on such customer groups and the concentration of customers in the same industry.

Environmental Impact Risks

Due to the company's operating process May cause pollution to communities along the route. The company therefore prevents problems that arise by giving importance to energy and environmental management. To set guidelines for implementation and follow up on management in matters related to the environment both internally and externally in order to reduce the impacts that occur.

Measures to reduce the risk. The Company has an environmental management policy according to the standards ISO39001 Smells, noises, smoke emissions and driving etiquette shall be within better limits than required by law. To reduce environmental impact and greenhouse gas emissions, which must not affect the health of the person concerned. In addition, the company's internal processes focus on limiting and destroying waste in the correct way. Such as worn-out parts, batteries, engine oil, etc The Company operates under good corporate governance. In the importance of social responsibility. Environment and Business Sustainability Development (ESG) [\(For more details, Business Ethics Manual on Environmental Policy\)](#)

1. Participate in activities related to tree planting and support other activities related to the environment, society and community.
2. Implement rooftop solar system installation projects on rooftops at maintenance workshops and parking lots of the company everywhere. Electrification and reduction of fuel costs
3. Participation in voluntary greenhouse gas reduction projects according to Thai standards (T-VER) to manage greenhouse gas emissions that are suitable for the business.
4. Investing in Electric Vehicles for a Clean Energy Business in the Future

In 2023, the Company operates according to service standards in every process which has no effect destruction or environmental complaints society and community.

Human rights risk

The Company has a Zero-Tolerance Policy in accordance with the laws related to anti-bribery and corruption. By focusing on operating systematically, efficiently and effectively as well as conducting human rights risk assessments in all processes of the value chain and activities such as assessments to identify Prevent and mitigate risks as well as assessing specific high-risk groups for special treatment, such as labor and human rights, such as work safety and services national impact operational impact and personal impact (more details Business Ethics Manual on the policy of respecting human rights and treating labor fairly)

Human Rights Risk Assessment Results: The Company has established measures to control and mitigate potential impacts. Regarding preventive and corrective measures to control to ensure that risk management is at an appropriate level as well as remedies for those who may be affected There is also a follow up and review process on a regular basis.

The Company has set goals and indicators for human rights performance at all levels, including the organizational level, the organizational level, the individual level, and related external agencies, such as including assessments from external agencies such as Partners assess the company's performance at the first purchase or service and every year to review the company's performance. and opening channels for receiving opinions and suggestions from employees and outsiders In order to use such opinions to determine solutions and preventive measures to reduce human rights violations in all aspects

Operational risks

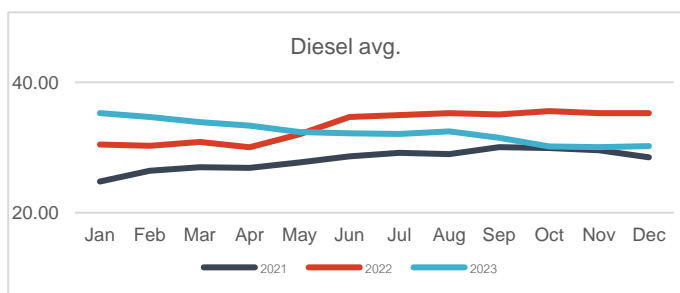
Risk of driver shortage

The Company has been growing continuously in line with the increasing number of vehicles and drivers. In addition, the transportation market sector is expanding continuously as well. causing the problem of a shortage of drivers

Risk mitigation measures The Company has the same appropriate policies regarding drivers' salaries and benefits as regular employees (More details Code of Conduct Manual on Employee and Employee and Driver Compensation Policy) as well as creating awareness of love for the profession in addition, the company has prepared 37 operation officers who must have a non-routine bus driving license and be trained like a driver. If there is a shortage of drivers, they can work instead in the past year, the company has been able to recruit enough drivers to provide services.

The risk of volatility in oil prices

The cost of fuel is considered the main cost of corporate buses at 28%, as the trend of average fuel prices continues to fluctuate. In addition, the company does not have a pre-purchase agreement for the oil. However, the Company has a variable service fee contract based on the average fuel price. (Floating-Rate Contract) equal to 82% of service income. If the average oil price fluctuates significantly, the company can charge the service fee to the customer in terms of the full amount of fuel prices (More details item 1.2 price strategy)



From the average oil price comparison chart, it can be seen that the average oil price is increasing every year. Therefore, the company must establish risk mitigation measures. as follows

- The adjustment of service contracts to customers is variable at approximately 89% of service revenue. To reduce the volatility of the continuously rising average oil price.

- Increasing the Bank's Fleet Card (PTT) limit to support operations and control of oil consumption and reduce the spread of average fuel prices.
- Using technology to manage the bus process using RPA (Robotic Process Automation)

Expanding fleet investment in electric vehicles to reduce fuel costs

Risks affecting rights or investment of securities holders.



Risks from management that rely on key executives.

The Company's employee transportation service has an image attached to the Company's key executive, Mr. Piya Techakul, who holds 15% of the Company's shares as Managing Director (MD) and Chief Executive Officer (CEO), who has played an important role in managing the company to become famous and recognized in this business. As a result, the company has consistently performed well. In 2023, the Company's revenue from services amounted to 669.20 million baht, or a growth rate

of 5% compared to the previous year. If the company loses such key executives, it may affect the management of the company. Therefore, the Company has established a succession plan policy to decentralize the management of the scope of duties and responsibilities to executives in various fields according to their knowledge, abilities and experience in order to reduce dependence on such executives. however The Company has prepared a business plan in line with appropriate organizational restructuring according to the scope. Recruit qualified personnel and support training to increase knowledge, as well as provide rewards based on the results of the assessment of duties and abilities, which can reduce the risk of dependence on key executives.

(More details Business Ethics Guide on policy on succession play)

Remark:

- *financial risks from the assessment of the company, it is seen that there is still a source of funds that is sufficient to continue the business.*
- *Risk to investment of securities holders. The company sees that past operations can continue to generate revenue and profit. There are also no material events that will affect shareholders who will not receive any returns or rights that should be granted or lost in whole or in part.*
- *Risk of investing in foreign securities from the past operations, the company has not invested in foreign securities.*

3. Business sustainability development

The company is committed to conducting business with responsibility for the economy, society and environment by adhering to professional business practices in accordance with the principles of good corporate governance Transparency, fairness, business ethics Considering the creation of added value for shareholders and all groups of stakeholders for mutual benefits.

The Company has assigned senior executives and executives of each department to have roles and duties in determining and planning social responsibility actions, community and environment in accordance with the policy and the Company's sustainable business strategy as well as overseeing and monitoring the operations to be in accordance with the established work plans and reporting the results to the Executive Committee and the Board of Directors on an ongoing basis.

The Board of Directors recognizes and places importance on sustainable growth, by adhering to policies and business guidelines with a professional management system Responsible for customers Partners and all groups of stakeholders as well as creating stable growth with an aim to develop the potential of personnel, which are valuable resources as well as developing a full range of work processes to provide the most secure services, which will lead to the sustainability of the organization in the long period

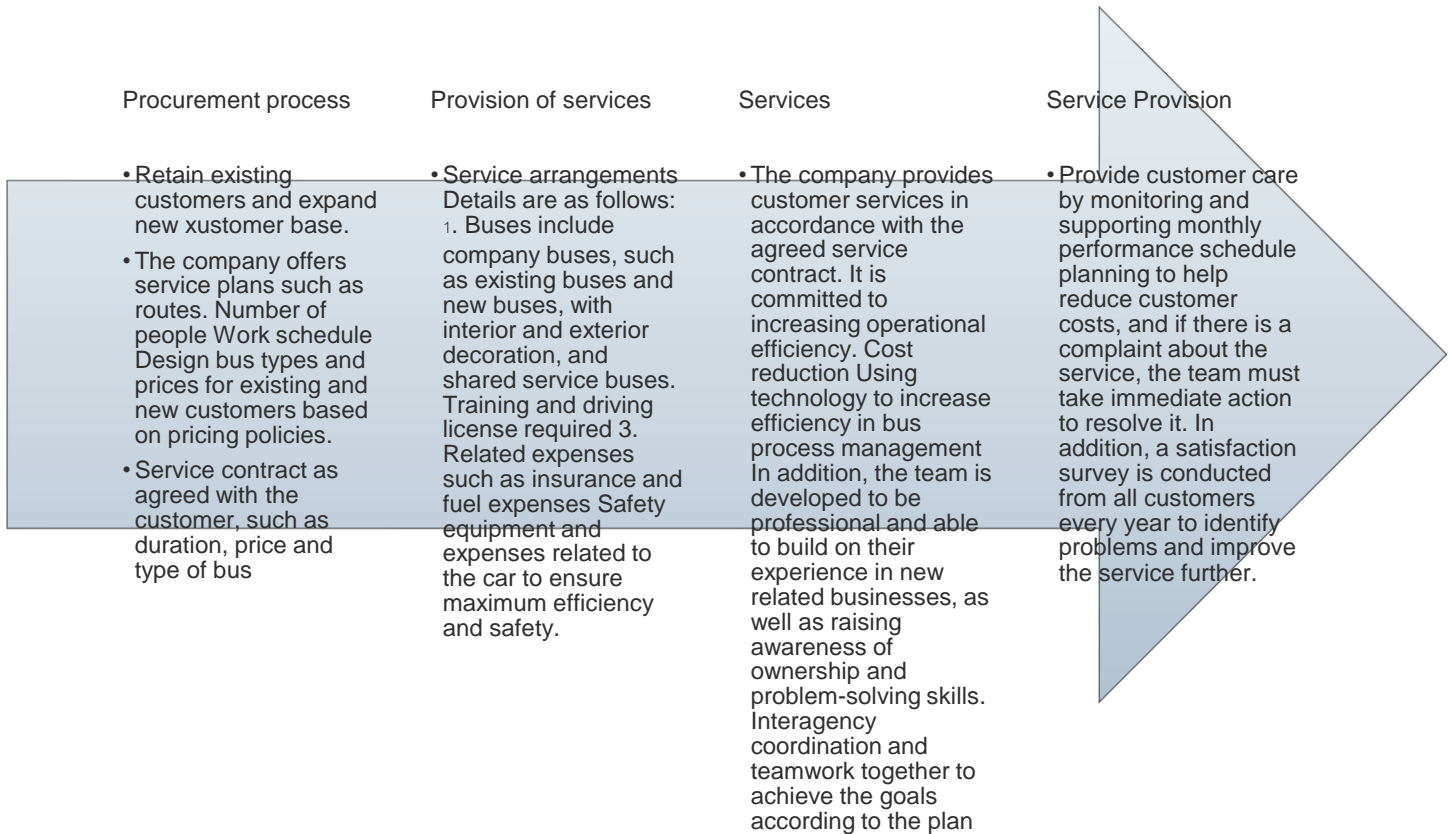
3.1 Sustainability Management Policies and Goals

The company has established policies and guidelines for sustainability development in line with the vision of the organization. "We will be the leader in providing personnel transportation services to various industrial plants, by striving to develop the service to satisfy the customers and create a service standard until it is accepted at the international level." by conducting business with good governance along with social responsibility Conserving natural resources and taking care of the environment To build trust among stakeholders through transparent and verifiable processes to be in line with the sustainable development goals In addition, the care and benefits of all stakeholder groups are balanced and equitable according to the framework of the Stock Exchange of Thailand. Good Corporate Governance Principles good governance Guide to Corporate Governance and Business Ethics Guide

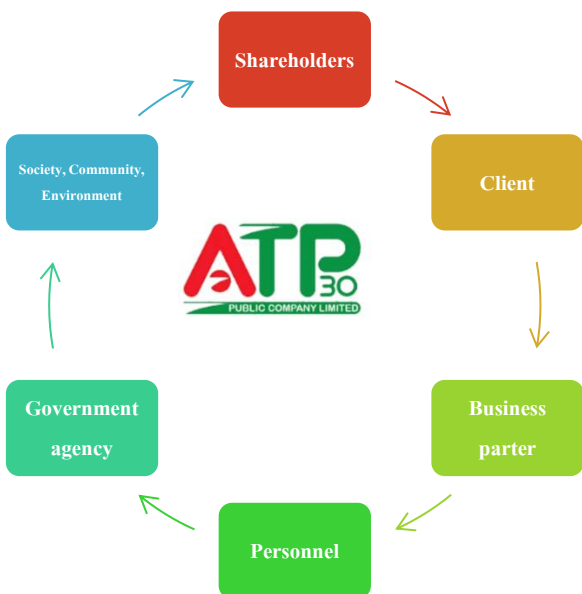


3.2 Managing impact on stakeholders in the business value chain

Business value chain (More details Business Ethics Guide on the process of providing and servicing)



Role of Stakeholders



Shareholders: The Company gives equal importance to all shareholders. and considering the creation of long-term business value for the benefit of shareholders Emphasis is placed on generating profits from operations and sharing profits in the form of fair dividends, while ensuring investment and increasing the company's credibility. by adhering to operating based on good corporate governance principles

Customers: The Company attaches importance to sustainable business operations and therefore strives to improve its services. as well as respecting strictly complying with the laws and trade ethics not doing anything to take advantage of the service recipient under consumer protection law The company has established a standardized and reliable system for conducting commercial transactions with customers. Pay attention to service before and after

Business partner: The Company places importance on its partners, who are important stakeholders in driving the business together. The Company adheres to the Code of Conduct of Business with business partners or contractual parties on the basis of fair trade and transparent and accountable practices.

Personnel: The Company values the development and promotion of the quality of personnel, as employees are considered the most important resources of the organization. The Board of Directors has established policies and guidelines for human resource management to be an international standard. Provide a systematic process from the recruitment and recruitment process. Human resource development, employee performance evaluation Promotion, fair remuneration and benefits designation for employees at all levels on the basis of individual KPI performance assessments, as well as providing care for employees in various areas with the aim of promoting healthy, safe work and improving the quality of life of employees

Society, Community and Environment: The company focuses on operating its business with responsibility for the economy. society and the environment in accordance with relevant rules, regulations and laws by using ethics and morals in business as well as conducting business with transparency, fairness, equality and not taking advantage of society, community, environment and all groups of stakeholders and do nothing contrary or illegal In addition, the company has continually communicated and trained personnel development. To have knowledge and understanding of social responsibility as well as instilling environmental awareness in the same direction

Government agency: The Company is committed to strengthening good relations with the government sector. by conducting business in accordance with relevant laws and official announcements as well as promoting good relations with government agencies by participating in various activities and cooperate in providing information as requested by the authorities

(More details Business Ethics Guide on compliance policy stakeholders)

3.3 Sustainability Management in Environmental Dimensions

Policy

The Company has established an environmental management policy in accordance with ISO 39001, strictly managing the transportation process and related laws, with a focus on the regulations set out as guidelines to benefit society and the environment of both the public and private sectors. In all activities related to business operations This includes energy and environmental management from affecting or damaging the environment and resources of the community. Details are as follows:

1. Operations as required by law by cooperating with all relevant agencies.
2. Establish a safety agency Occupational Health and Work Environment (CDC) to be responsible for safety Occupational health and environment of employees at all levels according to company policies and rules.
3. Prepare documents, working procedures and appropriate data boundaries to prevent damage to resources person and environment organize training, meetings, and communication for employees at all levels. Understand and have knowledge of safety such as working methods, policies, and regulations consistently and continuously.
4. Communicating with communities and disseminating energy and environmental management policies as well as follow up the management results for those involved to know.

Guidelines

1. The Company has regularly assessed and reviewed the environmental impact reduction related to its business operations before any new operating procedures. To find a way to manage the process of controlling the car, such as the amount of dust, smell, noise, smoke emissions according to the law.
2. Training, meeting, and communication for employees at all levels to have knowledge, understanding and being able to work in the same direction.

3. Communicating with communities and disseminating energy and environmental management policies as well as follow up the management results for those involved to know.

Environmental management

The company continually organizes training to educate employees at all levels on environmental issues. with awareness of energy and environmental management Because the main asset in the business is a large bus. which must release pollution to the environment in addition, waste from the maintenance process such as engine oil. Deteriorated batteries and spare parts, etc., to reduce the impact on the environment that may occur. The company therefore operates environmental management as follows:

1. Reducing air pollution from engine combustion. The company chooses new engines with efficient combustion and controls engine maintenance according to monthly and yearly maintenance plans.
2. The use of standardized fuel to optimize the engine's combustion results in minimal emissions.
3. The company has no policy to modify or change engines that do not meet the standards of automotive engineering to reduce air pollution.
4. The company has a policy to control the inventories strictly and legally from the purchase process to the distribution/destruction/deactivation of the inventories.

Power Management

The Company manages energy efficiently, both electrical and air conditioning systems. In addition, the company started installing solar rooftops at office buildings. Maintenance garages and company parking lots everywhere.

Environmental Per romance: The Company realizes the importance of environmental impacts from the service process so that there is no impact/destruction/ claim on the environment and community resources.

3.4 Sustainability Management in Social Dimension

Social Policy and Practices

The Company has a policy to conduct business with social responsibility. The Company is committed to creating corporate value in conjunction with economic development. Society and environment in tandem with sustainability in accordance with good corporate governance and SET's rules. In addition, the development of the potential of social responsibility practices towards the organization towards sustainability in the future. By intereconomic management society and environment to achieve balance.

Creating Social Shared Value

The Company places importance on efficient and fair human resource management by developing necessary knowledge and skills. Open opportunities for ideas and suggestions based on the principle of equality and non-discrimination. It also supports participation in communities and all groups of stakeholders, as well as communication. Build understanding and cooperation to reduce future conflicts.

Social Performance



The company organizes activities for the public in the New Year holiday travel campaign. To show your concern for traveling during the New Year holidays. With safety and reduction of road accidents. The feedback and those interested in the activity are very good.

Human Rights Respect Policy

The Company has a policy to adhere to and comply with the principles of the Universal Declaration of Human Rights and the United Nations Principles on Business and Human Rights. It places importance on labor practices and respect for human rights in a fair, equitable and non-discriminatory manner. Payment of remuneration It also supports employment for disadvantaged groups such as the disabled, the elderly, and the exonerated to create opportunities, create jobs and stable incomes as part of achieving the Sustainable Development Goals (SDGs) of the country and the world. In addition, to make all employees and personnel feel connected to the organization.

Guidelines

1. Providing equal opportunity for directors, executives, and all employees to work under rules, regulations, work regulations, announcements, orders, and laws.
2. Paying attention to every process of employment in accordance with labor laws and regulations Fair and equitable treatment, such as hiring, recruiting, compensation and performing tasks such as assignments. performance appraisal and training
3. Treatment of employees and workers about human rights, including employment, fair compensation, employee training, employee development, employee engagement and satisfaction.
4. Not doing anything which is a violation, threat, punishment, use of violence does not discriminate or discriminate against any person unlawfully.
5. Provide a good working environment. including systems and safety equipment necessary for hygiene Adequate protection and safety in the workplace
6. Promote and support employees at all levels to receive appropriate internal and external training. to increase knowledge The ability and potential to work professionally.
7. Provide channels for employees to request/ complain/ suggestion or contact.

(More details [General information and Business Ethics Guide on human rights respect policy and fair treatment of employee](#))

Greenhouse gas emissions and absorption report of the organization.

For the year 2023, greenhouse gas emissions (Scope 1, Scope 2, and Scope 3) have been inspected from NPC Safety and Environmental Services Co., Ltd. (NPC) according to the criteria in accordance with ISO 14064 3: 2019 standards and guidelines for verifying the organization's carbon footprint. By the Greenhouse Gas Registration Organization (Public Organization) and Verifier has certified the organization's carbon footprint audit report for the year 2023 on 25 Jan. 2024. The Company has taken steps in accordance with the requirements for calculating and reporting the organization's carbon footprint (ISO14064-1) of the Greenhouse Gas Management Organization (Public Organization) for confidence in giving importance to the impact of personnel transfer services in all areas, such as social, cultural, economic, and environmental aspects as well as important responsibility for direct and indirect greenhouse gas emissions. The Company is ready to find measures to initiate and guideline for managing GHG emission reduction and removal enhancement initiatives by determining appropriate activities for the business.

Identify all activities of the organization that create sources of greenhouse gas emissions. The Company has specified organizational activities during January - December 2024 as follows.

Facility	Organizational activities in each Facility		
	Scope 1	Scope 2	Scope 3
670 company vehicles, consist of 267 buses, 51 minibuses, 350 VIP vans/vans and 2 pickup trucks.	<ul style="list-style-type: none"> - Diesel fuel - Biogenic diesel B7 - Fire extinguishing agent containing CO2 as a component. - R-134a refrigerant for air conditioning systems. 	-	-
Executive vehicles and operations vehicles, totaling 13 vehicles	<ul style="list-style-type: none"> - Diesel fuel - Gasoline - Ethanol, Gasoline - NGV fuel - Biogenic diesel B7 	-	-
Office building, Parking area and maintenance center, 8 electric buses and 66 affiliated vehicles	<ul style="list-style-type: none"> - R-134a refrigerant for air conditioning systems. - Methane emissions from the Septic Tank system 	<ul style="list-style-type: none"> - Electricity usage - Electrical charging 	<ul style="list-style-type: none"> - Using diesel fuel for shared buses - Investment in company vehicles

Note:

- Activities in Scope 2: Electrical charging for electric vehicles to service non agreement customers.
- All activities in Scope3 of the organization refer to Attachment 1, Process for identifying other indirect greenhouse gas emissions sources (Type 3), pages 28 to 36.
- Methane emissions from the Septic Tank system, which is an estimated from calculating the amount of CH4 gas based on the total number of employees reporting monthly social security for the 12 months of 2023.
- Activities in Scope 2: Electrical charging for electric vehicles to service non agreement customers.
- All activities in Scope3 of the organization refer to Attachment 1. Process for identifying other indirect sources of greenhouse gas emissions.

Greenhouse gas emissions from the scope of operations, additional types are reported separately.

Greenhouse gas emissions sources	Emission quantity GHG (Ton CO ₂ e)
R-22 refrigerant for air conditioning systems office building Parking area and maintenance center	11.98
biogenic diesel B7 in company buses and executive and operations vehicles	835.44
Ethanol, Gasoline, executive cars and operations cars	7.55
Grand Total	854.97

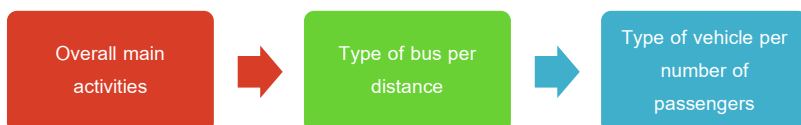
Information of the scope of greenhouse emission accounting by the following

No	Type	Ownership	Province	Address
1	Head office building and parking space and maintenance center	Company owned	Chonburi	9/30 Moo 9 Bangnang sub-district Panthong District Chonburi Province 20160
2	Branch office building and parking space and maintenance center	Obligations under the lease agreement	Rayong	16 Mabchalood-Leamson Road Huaypong sub-district Muang-Rayong district Rayong province 21150
3	Parking space	Obligations under the lease agreement	Prachinburi	379 Moo 10 Nong-kee subdistrict Kabinburi district Prachinburi province 21150
4	Parking space	Obligations under the lease agreement	Chonburi	102/48 Moo 9 Bangpra sub-district Sriracha district Chonburi province 20110
5	Parking space	Obligations under the lease agreement	Rayong	95 Moo 1 Bnalang road Bnalang sub-district Muang-Rayong district Rayong province 21150
6	Parking space	Obligations under the lease agreement	Rayong	198/29 Moo 9 Nongloulouk sub district Ban-Khai district Rayong province 21120
7	Parking space and maintenance center	Obligations under the lease agreement	Rayong	133 Moo 3 Mabyangporn sub-district Pluak Daeng district Rayong province 21140

CARBON INTENSITY








This is the first assessment of the organization's carbon footprint. The Company would like to explain in-depth details to understand the organization's service operations with the main fluctuations in the number of vehicles increasing/decreasing every year, which will directly affect the amount of greenhouse gas emissions. Therefore, calculations should be per unit for clarity, according to important factors such as type of bus per distance and vehicle type per passenger.

The Company would like to make the calculation of Type 1 greenhouse gas emissions for 691 company vehicles, with the calculation process steps as follows:



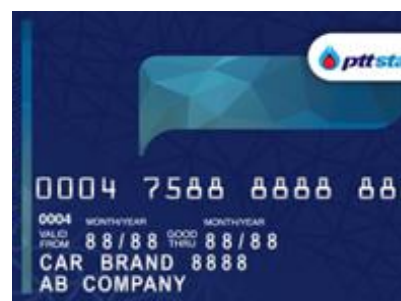
Summary results obtained in the base year for the organization to plan GHG emission reduction and removal enhancement initiatives that are appropriate for the organization. Including setting appropriate indicators to set further goals. In addition, the Company is also requesting registration with the TGO to request carbon footprint certification documents and carbon footprint labels in March 2024 and to continue other activities of TGO related to the T-Ver project. Voluntary reduction of greenhouse gases according to Thailand standards and partnering with customers to provide environmentally friendly services as follows:



 <p>Renewable Energy</p> <ol style="list-style-type: none"> พลังงานหมุนเวียนหรือพลังงานที่ใช้ทดแทนเชื้อเพลิงฟอสซิล การเพิ่มประสิทธิภาพในการผลิตไฟฟ้าและการผลิตความร้อน 	 <p>Factory</p> <ol style="list-style-type: none"> การปรับเปลี่ยนสารทำความเย็นธรรมชาติ การใช้วัสดุทดแทนปูนเม็ด
 <p>Transport</p> <ol style="list-style-type: none"> การใช้ระบบขนส่งสาธารณะ การใช้ยานพาหนะไฟฟ้า การเพิ่มประสิทธิภาพเครื่องยนต์ 	 <p>Waste</p> <ol style="list-style-type: none"> การจัดการขยะมูลฝอย การจัดการน้ำเสียชุมชน การนำก๊าซมีเทนกลับมาใช้ประโยชน์ การจัดการน้ำเสียอุตสาหกรรม
 <p>Energy Efficiency</p> <ol style="list-style-type: none"> การเพิ่มประสิทธิภาพการใช้พลังงานในอาคารและโรงงานและในครัวเรือน 	 <p>Land Use (Agriculture & Forestry)</p> <ol style="list-style-type: none"> การลด อดูดซับ และการกักเก็บก๊าซเรือนกระจกจากภาคป่าไม้และการเกษตร
 <p>CCUS</p> <ol style="list-style-type: none"> การดักจับ กักเก็บ และ/หรือ การใช้ประโยชน์จากก๊าซเรือนกระจก 	



Case the wild by mai Project



PTT by OR Project



Amata Carbon Neutral Network Project (ACNN)

For 2023, the Company continues to implement various projects with business partners by dividing the carbon credit benefits arising from the project in the form of the amount and amount of corporate prison emissions.

(For more details, the Business Code of Conduct Handbook, Environmental Policy and Sustainable Development Policy)

The company has applied for carbon label registration and certification which was registered and certified by Organization's Carbon Footprint Issued by the Greenhouse Gas Management Organization (Public Organization) on 11 March 2024, effective from 11 March 2024 to 11 March 2025. (For more details Attachment 1 other document)

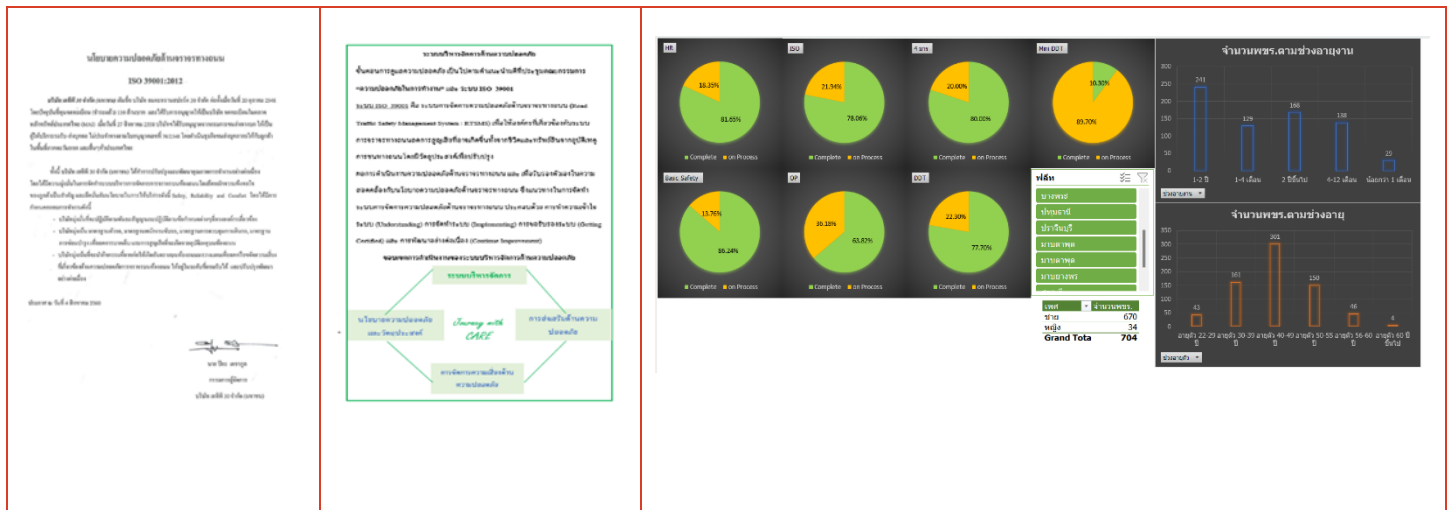
Occupational Health and Safety Policy

The Company has a policy on occupational health and safety for the environment and communities from setting a target of zero injury rate to stop work. This is considered as a measure of the performance of occupational health and safety operations of employees in the organization. This is an indicator of the company's performance. It also creates business value for all groups of stakeholders and increases business competitiveness. as follows

1. Respect for human rights of employees at all levels without discrimination on differences in origin, race, gender, age, skin color, religion, belief or culture.
2. Fair remuneration for employees along with opportunities for ideas Recommend, train and develop full potential according to the line of work and duties.
3. Adherence to Corporate Governance Principles Applicable laws, regulations and standards
4. Healthcare Provision Protect employees and all groups of stakeholders.Integration in the use of resources for maximum benefit
5. Creating benefits for communities and society related to the Company's operational processes to understand and accept.

Occupational Health and Safety Performance

The Company has prepared a monthly report on safety related to operational accident statistics to be presented to the management for analysis, evaluation, control, and preparation of the operational plan .



**หลักสูตรเทคนิคการขับขี่เชิงป้องกันอุบัติเหตุ
Defensive Driving Technique (DDT)**



Anti-Bribery and Corruption Policy

The Company has a policy against bribery and corruption completely. Comply with all laws related to anti-bribery and corruption in Thailand. The Company will not engage in bribery and corruption directly or indirectly, and is committed to implementing an effective system against bribery and corruption.

Referee All executives and employees of the Company must not engage in corruption. Giving or accepting bribes from public and private officials, such as individuals of companies who have transactions with the company both directly and indirectly (more details in the Code of Business Conduct Manual on Anti-Bribery and Corruption Policy)

For 2023, the Company intends (under consideration for participation) to join the Private Sector Collective Action Coalition Against Corruption project. In summary, anti-corruption measures are as follows:

- Risk Management by Directors Executives and employees must understand business processes, assess potential risks, and determine measures to reduce risks to an acceptable level.
- Policy making related regulations including determining appropriate internal control measures for key activities that may cause corruption, such as political assistance; charity donation funding giving and receiving gifts Entertainment and other expenses with transparency.

Measures to detect corruption: To help detect and report actions in a timely manner as follows:

- Whistleblowing and Complaint Mechanism, The Company establishes independent reliable channels for complaints or whistleblowing. including measures to protect whistleblowers.
- Fraud Reporting: The Company requires the Internal Audit Department to report to the Audit Committee on a quarterly basis.

(More details report clues or complaints or in the event of violation)

Measures to respond in case of corruption Supervision and supervision actions to prevent involvement in corruption are as follows:

- The Board of Directors reviews the anti-corruption policy and guidelines annually.
- Assessment and review of corruption risks on a regular basis to determine adequate internal control measures and prepare a manual to manage fraud and corruption.
- Communication of Anti-Corruption Policy The organization has organized training for acknowledgment and strict compliance. External Communications By requesting cooperation from all groups of stakeholders to prevent and combat corruption.
- The Company provides several channels for reporting clues and complaints. There is a system to protect whistleblowers. If violations or fraudulent acts are found, the Internal Audit Department can take appropriate action and report to the Audit Committee at least quarterly.

Corruption monitoring and evaluation

- The company has fully complied with the anti-bribery and corruption policy. Zero-Tolerance Policy in accordance with all laws related to anti-bribery and corruption in Thailand. The Company will not engage in bribery and corruption, both directly and indirectly. There is a risk assessment in related activities or risk of fraud and corruption. and follow up such activities to ensure that they do not affect the operation of the business and the company must regularly monitor the internal control system. In addition, risk assessment reviews are reviewed at least once a year.

Disclosure Information

The company discloses its business drive for sustainability in its Sustainability Report for 2023

1. Management discussion and analysis (MD&A)

4.1 Significant changes in operating results and financial position

Statement of Financial Position

Transaction	YE 2021		YE 2022		YE2023		Change	
	MB	Percent	MB	Percent	MB	Percent	MB	Percent
Cash and cash equivalents	56.24	5.10%	20.96	1.78%	8.97	0.75%	(11.99)	(57.20%)
Trade and other receivables	75.56	6.85%	86.21	7.30%	102.65	8.53%	16.44	19.07%
Spare parts and supplies	1.29	0.12%	1.63	0.14%	2.43	0.20%	0.80	49.08%
Current tax assets	4.77	0.43%	6.43	0.54%	6.84	0.57%	0.41	6.38%
Other current assets	8.44	0.76%	9.59	0.81%	12.79	1.06%	3.20	33.37%
Total current assets	146.32	13.26%	124.84	10.57%	133.70	11.11%	8.86	7.10%
Restricted bank deposits	-	-	2.00	0.17%	2.00	0.17%	-	-
Transportation vehicles	877.18	79.49%	973.02	82.41%	990.70	82.33%	17.68	1.82%
Land, building and equipment	78.96	7.16%	79.50	6.73%	75.94	6.31%	(3.56)	(4.48%)
Other non-current assets	1.05	0.10%	1.30	0.11%	0.99	0.08%	(0.31)	(23.85%)
Total non-current assets	957.20	86.74%	1,055.83	89.43%	1,069.63	88.89%	13.80	1.31%
Total assets	1,103.53	100.00%	1,180.67	100.00%	1,203.34	100.00%	22.67	1.92%
Bank overdrafts and short-term loans from financial institutions	14.90	1.35%	63.01	5.34%	50.40	4.19%	(12.61)	(20.01%)
Trade and other payables	44.20	4.01%	46.51	3.94%	46.15	3.84%	(0.36)	(0.77%)
Current portion of long-term loans from financial institutions	13.74	1.25%	10.44	0.88%	21.88	1.82%	11.44	109.58%
Current portion of lease liabilities	144.97	13.14%	131.21	11.11%	135.55	11.26%	4.34	3.31%
Other current liabilities	2.70	0.24%	1.16	0.10%	1.62	0.13%	0.46	39.66%
Total current liabilities	220.52	19.98%	252.35	21.37%	255.62	21.24%	3.27	1.30%
Long-term other loans	-	-	-	-	50.00	4.16%	50.00	-
Long-term loans, net of current portion	30.04	2.72%	23.02	1.95%	1.14	0.09%	(21.88)	(95.05%)
Lease liabilities, net of current portion	299.29	27.12%	332.55	28.17%	305.56	25.39%	(26.99)	(8.12%)
Deferred tax liabilities	40.93	3.71%	48.19	4.08%	55.53	4.61%	7.34	15.23%
Provision for long-term employee benefits	11.38	1.03%	13.69	1.16%	14.13	1.17%	0.44	3.21%
Other non-current liabilities	3.23	0.29%	4.02	0.34%	4.87	0.40%	0.85	21.14%
Total non-current liabilities	384.88	34.88%	421.49	35.70%	431.24	35.84%	9.75	2.31%
Total liabilities	605.41	54.86%	673.84	57.07%	686.86	57.08%	13.02	1.93%
Share capital registered: Ordinary shares 682.31 million shares, per value of 0.25 baht per share	170.57	15.46%	170.57	14.45%	170.57	14.17%	-	-
Issued and fully paid-up	170.57	15.46%	170.57	14.45%	170.57	14.17%	-	-
Share premium	228.67	20.72%	228.67	19.37%	228.67	19.00%	-	-
Share capital								
RE Appropriated-statutory reserve	14.00	1.27%	15.46	1.31%	17.05	1.42%	1.59	10.28%

Transaction	YE 2021		YE 2022		YE2023		Change	
	MB	Percent	MB	Percent	MB	Percent	MB	Percent
RE Unappropriated	84.86	7.69%	92.12	7.80%	100.16	8.32%	8.04	8.73%
Total shareholders' equity	498.12	45.14%	506.83	42.93%	516.47	42.92%	9.64	1.90%
Total liabilities and shareholders' equity	1,103.53	100.00%	1,180.67	100.00%	1,203.34	100.00%	22.67	1.92%

Statement of comprehensive income

	YE 2021		YE 2022		YE 2023		Change	
	MB	Percent	MB	Percent	MB	Percent	MB	Percent
Service income	493.80	99.64%	631.88	99.91%	669.20	99.66%	37.32	5.91%
Other income	1.78	0.36%	0.56	0.09%	2.27	0.34%	1.71	305.36%
Total revenues	495.58	100.00%	632.45	100.00%	671.47	100.00%	39.02	6.17%
Cost of services	392.47	79.19%	522.08	82.55%	552.09	82.22%	30.01	5.75%
Administrative expenses	49.33	9.95%	56.23	8.89%	63.58	9.47%	7.35	13.07%
Total expenses	441.81	89.15%	578.31	91.44%	615.68	91.69%	37.37	6.46%
Operation profit	53.77	10.85%	54.13	8.56%	55.79	8.31%	1.66	3.07%
Finance cost	(13.74)	(2.77%)	(17.70)	(2.80%)	(19.74)	(2.94)	(2.04)	11.53%
Profit before income tax	40.19	8.11%	36.43	5.76%	36.04	5.37%	(0.39)	(1.07%)
Income tax expenses	(7.07)	(1.43%)	(7.26)	(1.15%)	(7.06)	(1.05%)	0.20	(2.75%)
Profit for the year	33.11	6.68%	29.17	4.61%	28.98	4.32%	(0.19)	(0.65%)
Other comprehensive income:								
Other comprehensive income not to be reclassified to profit or loss in subsequent period: Actuarial gain	0.78	0.16%	-	-	1.40	0.21%	1.40	-
Less: Income tax effect	(0.15)	(0.03%)	-	-	(0.28)	(0.04%)	(0.28)	-
Total other comprehensive income for the year	0.62	0.13%	-	-	1.12	0.17%	1.12	-
Total comprehensive income for the year	33.74	6.81%	29.17	4.61%	30.11	4.48%	0.94	3.22%
Earnings per share (Baht)	0.049		0.043		0.042			

Cash flow statement

Transaction	YE 2022	YE 2022	YE 2023	Change	Percent
Profit before tax	40.19	36.43	36.04	(0.39)	(1.07%)
Adjustment to reconcile profit before tax to net cash provided by (paid form) operating activities:					
Depreciation and amortisation	76.72	91.37	95.29	3.92	4.29%
Reversal of expected credit losses	(0.15)	(0.05)	(0.03)	0.02	(40.00%)
Loss (gain) on disposal/written-off of transportation vehicles and equipment	0.40	0.06	(0.31)	-	-
Increase in provision for long-term employee benefits	2.10	2.79	3.10	0.31	11.11%
Financial income	(0.05)	(0.02)	(0.03)	(0.01)	50.00%
Financial expenses	13.74	17.70	19.74	2.04	11.53%
Profit from operating activities before changes in operating assets and liabilities Operating assets (increase) decrease	132.96	148.30	153.81	5.51	3.72%
Trade and other receivables	(15.44)	(10.59)	(12.36)	(1.77)	16.71%
Spare parts and supplies	(0.33)	(0.33)	(0.79)	(0.46)	139.39%
Other current assets	(1.39)	(0.04)	(1.53)	(1.49)	3,725.00%
Other non-current assets	(0.43)	(0.74)	(0.25)	0.49	(66.22%)
Trade and other payable	10.28	2.38	0.06	(2.32)	(97.48%)
Other current liabilities	0.94	(1.53)	0.45	1.98	(129.41%)
Other non-current liabilities	0.68	0.78	0.84	0.06	7.69%
Cashflows flows from operating activities	127.25	138.21	140.23	2.02	1.46%
Cash paid for long-term employee benefits	(0.21)	(0.48)	(1.25)	(0.77)	160.42%
Cash received from interest income	0.05	0.02	0.03	0.01	50.00%
Cash received form refundable withholding tax	3.76	3.66	4.77	1.11	30.33%
Cash paid for income tax	(4.97)	(6.43)	(6.84)	(0.41)	6.38%
Net cash flows from operating activities	125.87	134.98	136.93	1.95	1.44%
Increase in restricted bank deposits	-	(2.00)	-	2.00	(100.00%)
Cash paid to settle payables from purchase of fixed assets	(11.93)	(0.86)	(0.75)	0.11	(12.79%)
Acquisition of transportation vehicles, building and equipment	(15.81)	(6.03)	(4.18)	1.85	(30.68%)
Proceeds from sales of transportation vehicles	-	-	3.62	3.62	-
Net cash flows used in investing activities	(27.74)	(8.90)	(1.31)	7.59	(85.28%)
Increase (decrease) in bank overdrafts	14.90	28.10	(32.60)	(60.70)	(216.01%)
Cash received from short-term loans from financial institution	-	20.00	80.00	60.00	300.00%
Cash received from shot-term loans from other company	-	-	40.00	40.00	-
Cash paid for short-term loans from financial institutions	-	-	(60.00)	(60.00)	-
Cash paid for short-term loans from other company	-	-	(40.00)	(40.00)	-
Cash received from long-term loans from other company	-	-	50.00	50.00	-
Cash received from long-term loans	9.45	-	-	-	-
Cash paid for long-term loans from financial institutions	(7.46)	(10.32)	(10.44)	(0.12)	1.16%
Payment of principal portion of lease liabilities	(128.76)	(161.01)	(134.35)	26.66	(16.56%)

Transaction	YE 2022	YE 2022	YE 2023	Change	Percent
Cash paid for interest expenses	(13.86)	(17.70)	(19.74)	(2.04)	11.53%
Proceeds from increase in share capital	64.35	-	-	-	-
Dividend paid	(20.46)	(20.42)	(20.46)	(0.04)	0.20%
Net cash flows used in financing activities	(81.84)	(161.35)	(147.61)	13.74	(8.52%)
Net increase (decrease) in cash and cash equivalents	16.28	(35.27)	(11.99)	23.28	(66.01%)
Cash and cash equivalents at beginning of year	39.96	56.24	20.96	(35.28)	(62.73%)
Cash and cash equivalents at end of year	56.24	20.96	8.97	(11.99)	(57.20%)
Supplemental cash flows information					
Non-cash items					
Increase of assets from lease agreements	307.97	180.52	111.73	(66.78)	(38.11%)
Payable of acquisition of equipment	0.86	0.75	0.32	(0.43)	(57.33%)
Receivable from sales of transportation vehicles	-	-	4.05	4.05	-

Independent Auditor's Report

For the year 2023, the auditor gave an opinion on the Company's financial statements from EY Office Limited as follows.

Report and financial statements	31 December 2022	31 December 2023
Opinion	I have audited the financial statements of financial position as at 31 December 2022, statement of comprehensive income, changes in shareholders' equity and cash flows for the then ended, and notes to the financial statements, including a summary of significant accounting policies	I have audited the financial statements of financial position as at 31 December 2023, statement of comprehensive income, changes in shareholders' equity and cash flows for the then ended, and notes to the financial statements, including a summary of significant accounting policies
Type of auditor's report	Unconditional report	Unconditional report
Basis for Opinion	Auditor independent, I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.	Auditor independent, I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.
Key Audit Matters	I do not provide a separate opinion on these matters - Residual values of transportation vehicles - Recognition of service income	I do not provide a separate opinion on these matters - Residual values of transportation vehicles - Recognition of service income
Other Information	Management is responsible for the other information. The other information comprise the information included in annual report of the Company. I am required to report that fact. I have nothing to report in this regard.	Management is responsible for the other information. The other information comprise the information included in annual report of the Company. I am required to report that fact. I have nothing to report in this regard.
Annual report	Responsibilities related to the audit of financial statements are reading and considering other information that is not contrary to material facts. If it is later found that there is other information that materially contradicts the facts will correct them to be appropriately.	Responsibilities related to the audit of financial statements are reading and considering other information that is not contrary to material facts. If it is later found that there is other information that materially contradicts the facts will correct them to be appropriately.
Certified Public Accountant Registration No.	MR. Preecha Arunnara CPA Registration No 5800 MS. Sirirat Srichareonsub CPA Registration No 5419 MS. Witoo Kayankarnawee CPA Registration No 5423	MR. Preecha Arunnara CPA Registration No 5800 MS. Sirirat Srichareonsub CPA Registration No 5419 MS. Witoo Kayankarnawee CPA Registration No 5423

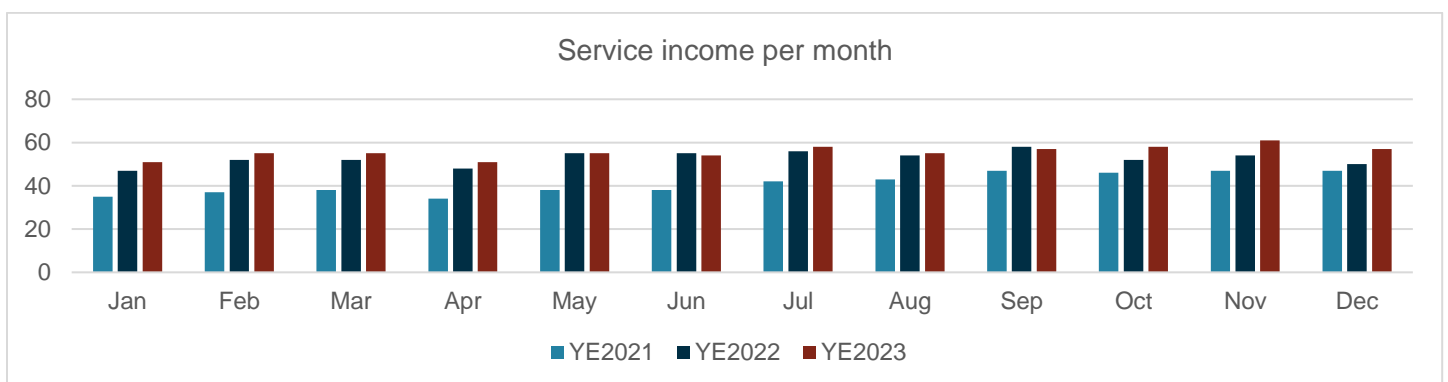
Discussion and analysis of operating results and financial position

Key developments

- The company sells 9 used passenger buses. Depreciation written off for 10 years
- The company has 66 customers with a total of 678 buses in service. 267 passenger buses 51 passenger minibuses, 350 VIP vans/vans Eight passenger trains and two pickup trucks are in service, with unrealized service income of 1,500 million baht of the remaining contract.
- The Company places importance on disclosing the organization's greenhouse gas emissions according to the SEC's 56-1 One Report criteria as a guideline to drive business towards sustainability, so it has prepared the organization's carbon footprint report for 2023, which has been verified and registered with the TGO to request a certificate of corporate carbon footprint (CFO) and carbon footprint label of the organization.

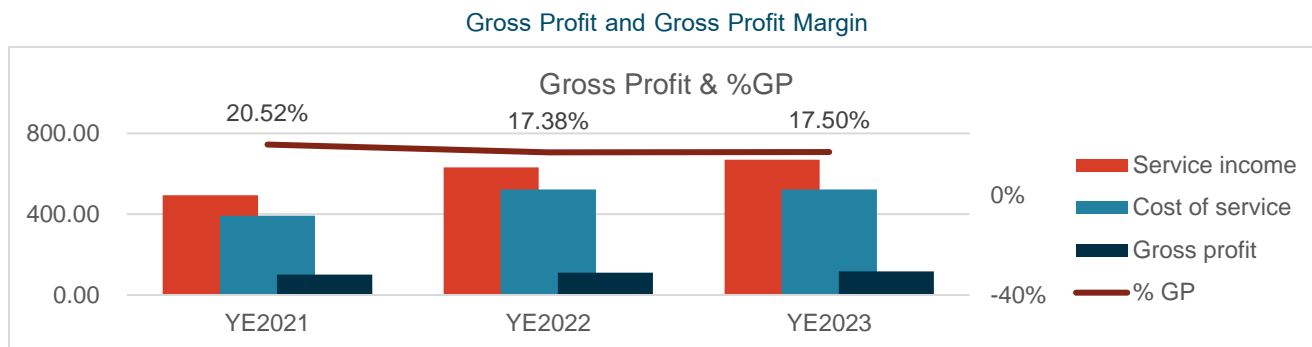
Money items and ratios with significant changes Details are as follows:	2021		2022		2023		Change	
	MB.	%	MB.	%	MB.	%	MB.	%
Service income	493.80	99.64%	631.89	99.91%	669.20	99.94%	37.32	5.91%
Service cost	392.48	79.19%	522.08	82.55%	552.09	79.19%	30.01	5.75%
Gross profit	101.32	20.52%	109.81	17.38%	117.11	17.50%	7.31	6.66%
Other income	1.79	0.36%	0.56	(0.09%)	2.27	0.34%	1.71	305.36%
Administrative expenses	49.18	9.93%	56.23	8.89%	63.58	9.47%	7.35	13.07%
Financial cost	(13.74)	(2.77%)	(17.70)	(2.80%)	(19.74)	(2.94%)	2.04	11.53%
Income tax expense	(7.07)	(1.43%)	(7.26)	(1.15%)	(7.06)	(1.05%)	(0.39)	(1.07%)
Profit for the year	33.12	6.68%	29.18	4.61%	28.98	4.32%	0.20	2.75%
Gross Profit Margin	20.52%		17.38%		17.50%			
Net Profit Margin	6.68%		4.61%		4.32%			

1. Revenue from services provided by company buses and shared bus Types of services such as staff transportation, non-regular transportation, tourism services, Car rental and train management services



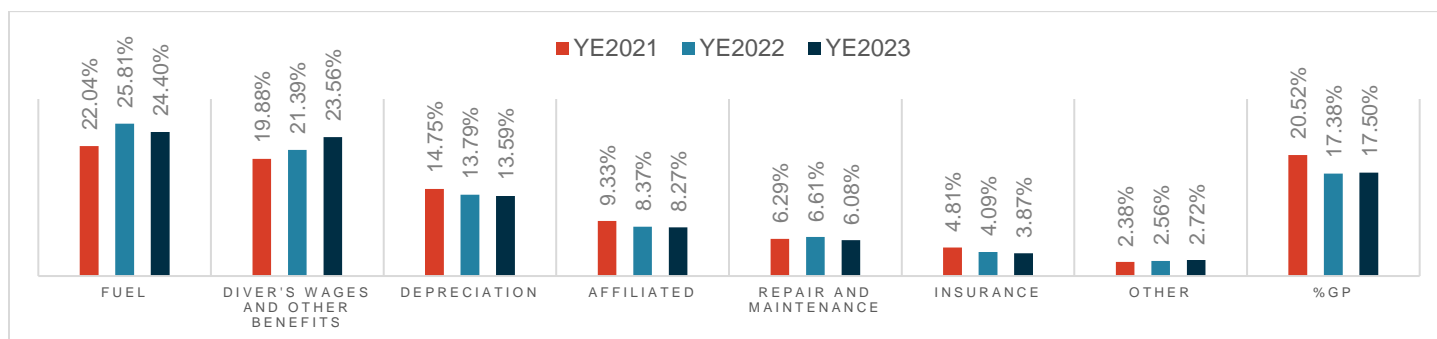
The Company's service revenue for 2021 to 2023 was Baht 490.80 million, Baht 631.89 million and Baht 669.20 million, respectively. This is due to the fact that the company is also able to expand its existing customer base and new customers.

2. Other income: It consists of interest income from bank deposits, income from GPS management for vehicles, reimbursement of funds for employees' resignation. For 2023, other income of THB 2.27 million came from the sale of nine used passenger buses . Depreciation has been written off for 10 years and worn-out parts are sold.



For 2021 to 2023, the Company's gross profit was Baht 101.33 million, Baht 109.80 million and Baht 117.11 million, respectively, and gross margins were Baht 20.52 , 17.38% and 17.50%, respectively. This is mainly due to the increased cost of services. As a result of the maintenance and reconditioning of used buses and the trend of diesel fuel prices, the average price has decreased.

However, if considered in proportion to direct costs to service income. Details are as follows:



The graph shows that in 2023, the proportion of direct costs will decrease as a result of the company's better control of direct costs. But for the salary. The wages and other benefits of drivers (drivers) increased slightly as December prepared n ew drivers to serve new customers the following year.

Administrative expenses

Transactions	YE 2021		YE 2022		YE 2023		Change	
	MB.	%	MB.	%	MB.	%	MB.	%
Selling expenses	17.94	2.36%	23.48	3.71%	26.37	3.93%	2.89	12.31%
Administrative expenses	31.39	6.33%	32.80	5.19%	37.21	5.54%	4.46	13.62%
Total	49.33	9.95%	56.28	8.90%	63.58	9.47%	7.35	13.07%

Consist of;

1. Administrative expenses consist of salary and other benefits such as benefits for other employees, bonuses, allowances. Overtime and provident fund fees, etc., directors' remuneration, audit fees, consulting fees, and other fees. and other expenses
2. Sales expenses consist of salary and other benefits such as bonuses, allowances, overtime, provident fund and travel expenses, etc., and advertising and sales promotion expenses.

For the years 2021 to 2023, equal to 49.33 MB., equal to 56.28 MB., and equal to 63.58 MB., respectively. For the year 2023, an increase of 7.35 MB. or 13.07%, mainly from expenses related to salaries and other benefits according to the increase in manpower according to business expansion.

Financial costs

Financial costs include interest on bank overdrafts, interest on bank loans, interest under the lease includes financial leases, hire purchase and lease agreements (TFRS16) such as parking space rental and photocopy machine rental, etc.

Transactions	YE 2021		YE 2022		YE 2023		Change	
	MB.	%	MB.	%	MB.	%	MB.	%
Interest under a finance lease	11.80	2.38%	14.20	2.25%	12.64	1.88%	(1.56)	(10.99%)
Long-term loan interest	1.38	0.28%	1.56	0.25%	2.25	0.34%	0.69	44.23%
Short-term loan interest	0.56	0.11%	1.94	0.31%	4.85	0.56%	2.91	150.00%
Total	13.74	2.77%	17.70	2.80%	19.74	2.94%	2.04	11.53%

From the table, it is found that the finance cost has increased from short-term loan interest, consisting of interest on overdraft deposits and interest on promissory notes, mainly from interest rates following the Thai economy that tend to increase and interest rates under financial lease contracts decrease. Although the company has continued to invest in new buses and interest rates have increased as well. During the year 67 contract installments were paid, so the interest rate decreased.

Transactions	YE 2021	YE 2022	YE 2023
New buses (Unit)	169	104	67
Fully paid buses (Unit)	41	57	61
Interest under a finance lease	2.57%-2.78%	2.96%	4.03%-4.35%

Note: Lease interest rate Effective Rate

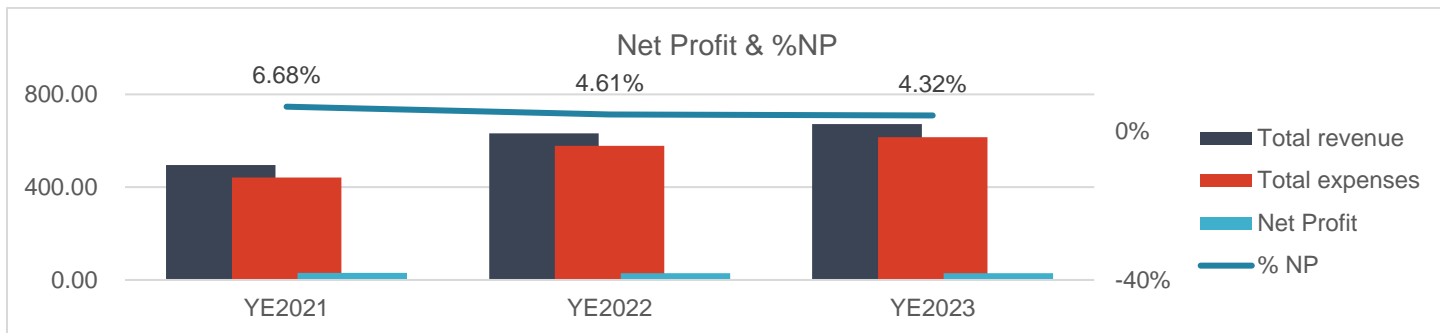
Income tax expenses

Consisting of corporate income tax (PND 50) and deferred taxes such as employee benefit reserves, reserve for losses from trade receivables Tax losses (Por Ngor Dor. 50), accounting and tax effects according to financial lease contracts and residual value of lease contracts (TFRS16) and loss reserves from trade receivables, details as follows.

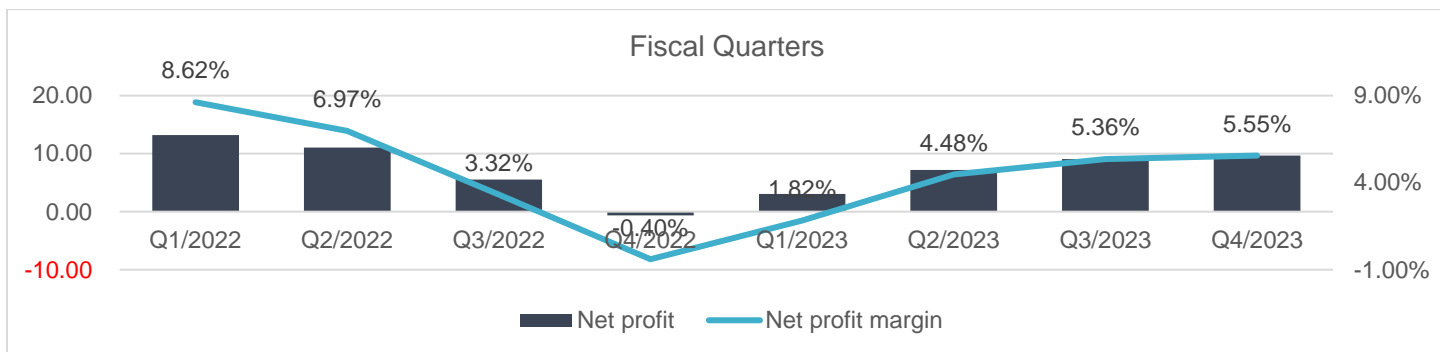
ITEM	YE 2021		YE 2022		YE 2023		Change	
	MB.	%	MB.	%	MB.	%	MB.	%
Deferred income tax	0.24	0.05%	-	-	-	-	-	-
Corporate income tax	6.83	1.38%	7.26	1.15%	7.06	1.05%	(0.20)	(2.75%)
Total	7.07	1.43%	7.26	1.15%	7.06	1.05%	(0.20)	(2.75%)

For 2023, the Company had income tax expenses equal to 7.06 MB., which was the entire amount of deferred income tax, a decrease of 0.20 MB. or 2.75%, due to accounting and tax effects from lease agreements and scrap values of the Company vehicles.

Net Profit and Net Profit Margin

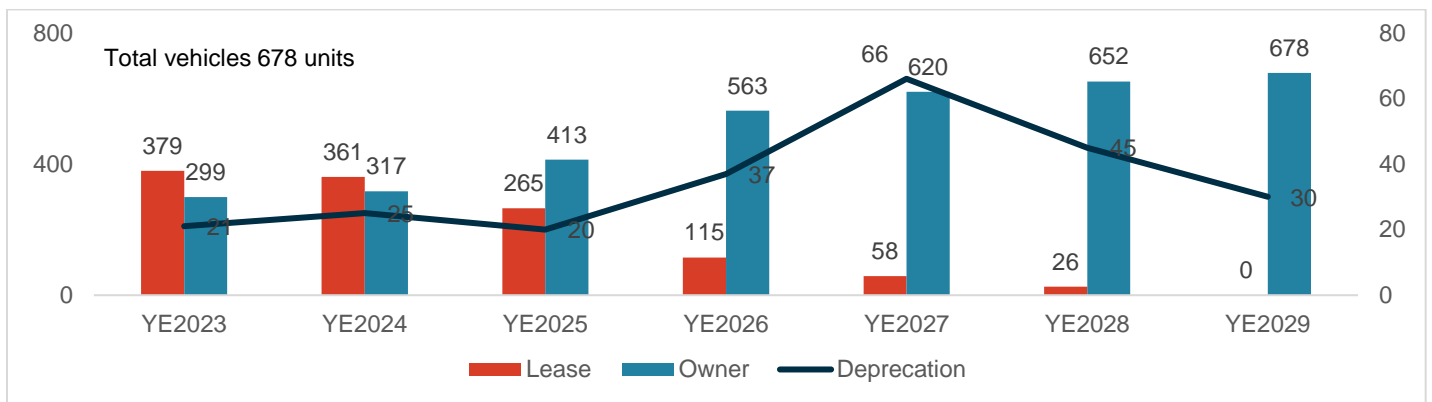
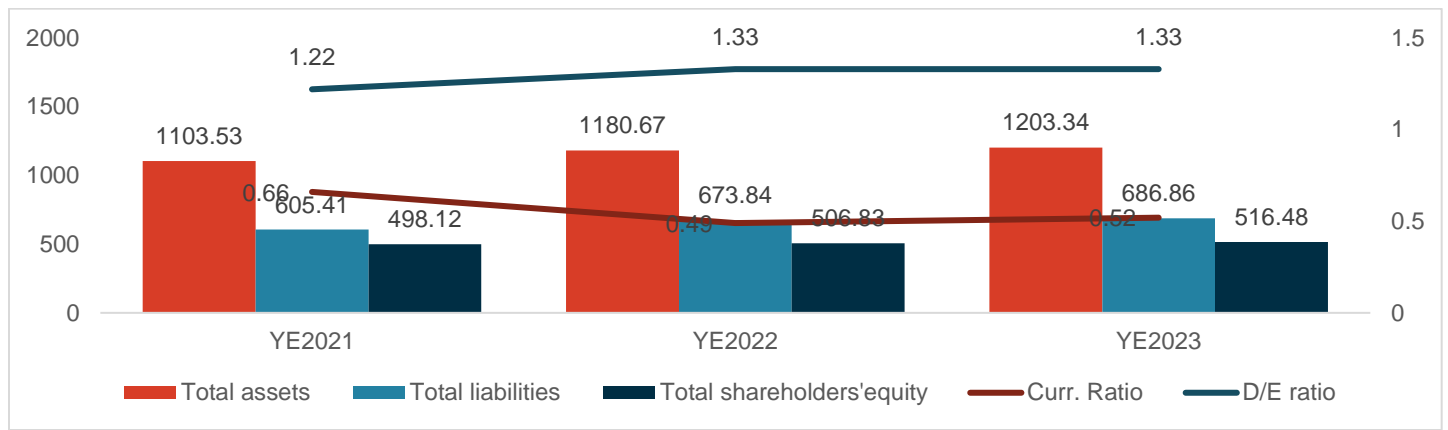


For the years 2021 to 2023, there is a net profit equal to 33.11 MB., equal to 29.17 MB. and equal to 28.98 MB., respectively, and net profit margin equal to 6.68%, 4.61%, and 4.32%, respectively, equal to 29.17 MB. and 4.61%, equal to 28.98 MB. and 4.32%, respectively. The decreasing trend is due to the Company's business planning, such as investment in new ICE vehicles. To increase the proportion of EVs, which have high costs. Maintenance and reconditioning of used buses is an option for existing and new customers and the trend of diesel prices increasing. If considering on a quarterly basis Details as follows:



From the table it shows that the Company's gross profit margin for 2023 is likely to increase according to the Company's business plan mentioned above, which will have an effect in the next year.

Statement of Financial Position



Important changes as follows:

Total assets amounted to 1,203.34MB., an increase of 22.66 MB. or 1.92%, mainly from investment in 67 new vehicles, total asset value 111.31 MB., and depreciation in the amount of 90.06 MB., which caused liabilities under lease contracts to increase, such as together Resulting in total liabilities equal to 686.86 MB., an increase of 13.02 MB. or 1.93%, even though during the period installment payments of 132.88 MB.

Total shareholders' equity was 516.48 million baht, an increase of 9.64 million baht or 1.90% from profits for the year of 28.98 million baht and annual dividend payment for 2022 in the amount of 20.46 million baht (rate of 0.03 baht per share).

6. Corporate Governance policy

The Company has policies and guidelines for good corporate governance principles for listed companies in 2017 (CG Code) and code of conduct set out in writing to reflect that all its entities are implemented in accordance with at least the policies and practices set out by the Board of Directors in the following areas:

6.1 Overview of Corporate Governance Policies and Practices

The Board of Directors' meeting has set a policy on corporate governance in accordance with the guidelines of the Stock Exchange of Thailand. For the board of directors, executives and all employees of the organization to adhere to it as a guideline to promote the Company Efficient in business be transparent and can check The Board of Directors is committed to the management based on corporate governance principles. Good Practices for Directors of Listed Companies, Rules, Regulations, and Guidelines of the Stock Exchange of Thailand and the Securities and Exchange Commission with a determination to develop to enhance the corporate governance of the Company towards international best practices 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 5 categories as follows: [\(More details Business Ethics Guide On good corporate governance policy\)](#) as follows;

Section 1 Rights of Shareholders and Equitable Treatment of Shareholders

Right of Shareholders

The Company values support, and care, and the rights of all shareholders equally. whether it is a major shareholder individual shareholder institutional investors or foreign shareholders and maintain the highest interests The rights of such shareholders cover basic rights such as trading in securities held, share 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 the allocation of dividends Determination or amendment of regulations and memorandum of association and capital reduction or capital increase, etc., in addition to the aforementioned basic rights, the Company requires various actions To promote and facilitate the exercise of shareholders' rights Such as location, travel, proxy documents. Supporting documents for attendance, as well as promoting the exercise of the registration process rights. Proxy Documents Open opportunities in advance to express opinions, suggestions, and questions before the meeting date and on the day of the meeting. After the meeting, the Company will immediately publish the resolutions of the minutes of the meeting.

For 2023, the company did not experience any discriminatory incidents. In addition, there is no action that violates the rights or deprives the rights of shareholders, and the Company clearly disclosed its shareholding structure, ensuring that there are no cross-shareholding or pyramid shareholding. [\(More details for shareholders\)](#)

Before quarterly financial statements and annual financial statements one month in advance before publishing. The company secretary will deliver documents on the use of inside information to the directors. executives and employees regarding the prevention of the use of insider information Including the prohibition of trading the company's securities. and review information to prevent the use of internal information within the company annually [\(more details Business Ethics Manual Regarding the securities trading policy of directors and executives and internal information management policy that affects securities prices and the policy to prevent the use of insider information of the Company\)](#)

The Company holds meetings to communicate to executives about the policy to prevent conflicts of interest annually. [\(For more information, the Code of Conduct Manual on Conflict-of-Interest Prevention Policy\)](#)

In 2023, the Company has amended the Articles of Association of the Company in accordance with the Public Limited Act (No. 4) B.E. 2565 (2022) announced in the Government Gazette to add text to the third paragraph of Section 2023. 6 of the Public Limited Companies Act to accommodate changes and developments in technology and create options for public companies to contact shareholders by using technology in document delivery and proxy. Make it more convenient and faster.

[\(For more information, the Code of Conduct Manual on Good Corporate Governance Policy\)](#)

Equitable Treatment of Shareholders

The Company treats all shareholders equally, one vote, one right per ordinary share. Before the start of the meeting, the meeting date and after the meeting in accordance with the relevant rules of the law. The SET and the SEC comply with measures to prevent the use of insider information for personal gain or misuse of other persons' information. Securities trading policy of directors and executives, which is a guideline for the entire organization to acknowledge.

For the year 2023, the Company has not found any disputes regarding securities trading due to insider information exploitation of directors and executives. [\(For more information, the Code of Conduct Handbook. Securities Trading Policy of Directors and Executives and Policy on Prevention of Use of Inside Information of the Company\)](#)

The Company places importance on employment by providing equal opportunities without discrimination covering disabled and disadvantaged groups. For 2023, 1 person with disabilities is hired and the Fund for the Promotion and Development of Life of Persons with Disabilities is paid every year.

The Company operates under corporate governance to be socially responsible. Emphasis is placed on green procurement, operational processes, maintenance, and the process of selling old and destructive spare parts [\(more details, Clause 3.1 Sustainability Management Policies and Goals\)](#).

For 2023, there were no whistleblowing or complaints about environmental and community matters.

Section 2: Taking into account the role of stakeholders and business development for sustainability

The Role of Stakeholders in Corporate Governance)

The Company attaches importance to the supervision of all groups of stakeholders such as customers, employees, trading partners, shareholders or investors, creditors, and communities. In accordance with good governance and relevant legal regulations, as well as prioritizing responsibility for stakeholders to communicate, advise, complain. Provide information or comments to the Board of Directors, independent directors, or audit committee members. [\(More information corporate governance milestones\)](#) To eliminate conflicts and build good relationships with each other. In addition, proper compensation for damage or loss and support for public interest activities to develop the community. Society and sustainable environment.

Section 3: Disclosure and Transparency

The Board of Directors attaches great importance to the disclosure of information 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 strictly comply with the relevant criteria of the SET and the financial transaction standards for disclosure, do not misrepresent and undergo proper consideration of the information. This does not affect the decisions of all shareholders and affects the price of securities. In addition, disclosure of other information contained in the Business Ethics

Manual through channels such as the Company's website. SET and SEC ([More details Business Ethics Guide on policy on information disclosure](#)) as follows.

1. Company's communication and disclosure channel

1.1 Disclosure through system SET Link of The Stock Exchange of Thailand and ATP30's Website

The company discloses information in accordance with the rules and regulations of the SET. Strictly complete, accurate and timely in Thai and English formats Details are as follows:

- Important items according to the laws and required record rules include financial statements. Important events affecting securities prices and investment decisions, such as acquisition/disposition Capital increase, capital reduction and payment/ no dividend payment.
- Invalid list or data There are discrepancies that affect prices, such as rumors or news from third parties. Misrepresentations based on facts and inaccurate analysis.
- Transaction and information that do not immediately affect the price, including estimates of annual financial statements. Revenue estimation more than 6 months Direction Industry Trends and Quantitative Figures
- Items and information that affect prices include performance, commentary on the company's securities price guidance, and unclear or uncertain information that should be disclosed and explained.

For 2023, the Company has released news and reports in accordance with the disclosure criteria in full and on time. There are no incidents of corrective or error. From relevant regulators such as SET of stock exchanges, the SEC, and the Revenue Department.

1.2 Investor Relation

The Board of Directors establishes ethics and best practices for investor relations by having an investor relation team consisting of senior executives, executives, and secretaries. Representing companies in communication, providing information reports and public relations activities such as: Media Events analyst Investors or shareholders and public relations such as Opportunity Day and Forum of the SET, as well as organizing annual visits to the Company to build good relationships and inform the results of the business and information, as well as getting to know the management better. ([More details Business Ethics Guide on ethics and code of conduct for investor relations](#))

For 2023, the Company received the Outstanding Investor Relation Awards for the third year at the SET Awards 2023 among companies listed on the MAI Stock Exchange with a market capitalization not exceeding 1,500 million baht. This award is an award that demonstrates the quality of investor relations in past operations. To create momentum for the Company to increase its operational potential in the future.

For the year 2023, during the year the Company gave various media opportunities to attend an interview for continuous operations to notify the situation that is beneficial to stakeholders and the direction of business operations. In February 2024, "Banana Investment" entered the program EP.45 about drilling new opportunities, step above the competition with EV led by Prof. Prapas Bunchun and Prof. Pakorn Monsiruangdet. and a group of investors.

ATP30 เพิ่มรถอีวี บิ๊กลูกค้าใหม่ Q4 ย้ำเป้าปีนี้โต 10 %



ATP30 รุ่นปี 66 กำไรโตปีที่ 2 ตั้งเป้าเติบโต 10% (แหล่งข่าว: 20 มี.ค. 2566 14:49 | เว็บไซต์: 20 มี.ค. 2566 14:49 | โทร: 02-00000000)



รถอีวี 30 คันส่งมอบขบวนที่ 66 ทำกำไรโตต่อเนื่องเป็นปีที่ 2 ตั้งเป้าเติบโต 10% ขาดรถให้บริการ 692 คัน สูงสุดคันละ 4 คนมีบริการ ขณะโครงการจะเพิ่มให้บริการรถไฟฟ้ามหานครพื้นที่ และนครหลวงด้วยระบบขนส่งมวลชนรวมโครงการ ขุมเงินจากลูกค้าหลายราย เฉลี่ยปี 65 รายได้รวม 632.45 ล้านบาท กำไรสุทธิ 29.18 ล้านบาท



ATP30 ปีบมารจีน - มุ่งหน้าโต เดินเกมใช้รถไฟฟ้า ส.ค.นี้



ATP30 ชุดเผย66 เป้าออลโกโมอี กลุ่มบชอีกรใหม่



Events	Number of times
Opportunity Days activities by SET	1 Times
Summary of company snapshots on a quarterly basis according to mai company snapshot project by mai.	4 Times
Press Release on Business Movements Performance and news footage of the company's activities through the media.	Regularly
The Company holds its annual general meeting of shareholders to welcome shareholders in inquiries on issues related to past and future business.	1 Times
Live interviews on online page, TV programs, radio programs and various online media.	Regularly

1.3 Company Secretary: The Board of Directors requires the Secretary to perform the performance of the charter in accordance it the duties and responsibilities in accordance with the legal framework. Principles of Corporate Governance with Caution and Integrity (More details Business Ethics Guide on company secretary charter)

According to the resolutions of the Board of Directors' meeting, the Company appointed to Mrs. Sukarnda Puttharaksar has been company secretary since August 3, 2016. (More details Attachments 1)

1.4 Whistleblowing or complaints or in case of being violated

The company has established a channel for reporting clues or complaints or in the case of rights violation including suggestions for various opinions via the channels provided by the Company via email and telephone as follows.

- Electronic Mail: Channels of the Board of Directors and the Audit Committee at www.info@atp30.com or registration letter.
Registration Letter channel: Audit Committee: ATP 30 Public Company Limited 9/30 Moo. 9, Bang Nang Panthong Chonburi 20160 Telephone No. 038-468-788
- Important cases such as whistleblowing Complaints, ignorance of rights. Reports of fraud, illegal activity, or business ethics of senior executives' Direct contact at the Board of Directors
- In case of doubts regarding good corporate governance and anti-corruption policies, please contact the Risk Management Committee. The Corporate Governance Committee of the Company or the Company Secretary, through the scrutiny of the clues from the Audit Committee, which is independent.
- **Compliant Process:** the process as follows.
 1. Employees or stakeholders provide whistleblowing, complaints or suggesting opinions through the specified channels, which information is considered confidential the Company has measures to protect whistleblowers, complaints or in the event of right violations, with clear contact information.
 2. Internal Audit Department: Receive complaints and proceed with the consideration of complaints according to "Complaint Management Guide", divided into three categories as follows.
 - Corruption
 - Violating non-compliance with the laws / regulations / company regulations
 - About violations of the Company's ethics/ethics, policies, guidelines for preventing and preventing
 3. Action Steps: Check the basic facts and find more reliable information on the complaint. If an actual offense is found, it shall be considered according to the level of the level of the fault in each category as; Employee ranking - by the Human Resources / Legal Department. Executives level by a director or Audit Committee, Director Level by the Board of Directors or to appoint a fact-checking committee as appropriate according to the hierarchy.
 4. Follow-up evaluation: By considering the complaints committee, the resolution of the matter or solution has been established. The complaint shall be returned within 7 business days after the settlement, with the internal audit department preparing a summary of the report presented to the Audit Committee and the Board of Directors on a quarterly basis. However, this is The Company has been monitoring reports of whistleblowing or complaints through designated channels.

In 2023, the Company found no disputes regarding important matters or milestones such as infringement, corruption, legal wrongdoing, and the business ethics of directors. Executives & Employees

2. Related transactions and conflicts of interest

The Board of Directors has established a policy on the prevention of conflicts of interest based on the principle of making decisions in the best interests of the Company and all shareholders by disclosing all items of directors. Executives, employees, and connected parties who cause interest conflicts, including the determination of important item approval authority and policies in accordance with good corporate governance. Applicable law or supervision authority with transparency and fairness.

In addition, the emphasis is placed on the trading transactions of directors, administrator, Futures contracts, auditors, planners and planning executives according to the meters 59 of the SEC's Securities and Exchange Act B.E. 2535 (1992), in accordance with the principal trading policies of the Company and its executives in the matter. Prohibition of Insider Trading Blackout Period Securities holding report and Penalties in case of violation Directors and executives must report every change in the main trading of Trump at least 1 day prior to trading the securities and notify the SEC within 3 business days. [\(More details Business Ethics Guide on related transaction policy, policy or trend of future related party transactions and conflict of interest prevention policy\)](#)

Section 4: Board Responsibilities)

The Board of Directors has strictly followed the prescribed charter rules. Qualifications, roles, responsibilities, appointments, term of office Board of Directors Meeting This includes the Code of Conduct and Code of Conduct for Directors to stakeholder groups such as companies, shareholders, employees, and stakeholders in accordance with the Public Act and related laws. In addition, the formulation of important policies is as follows:

Policy and Practices Relating to Shareholders and Stakeholders [\(More details Business Ethics Guide on compliance policy stakeholders\)](#)

Client policy

The Company realizes the importance of creating customer satisfaction for the success of the company's business. Therefore, it is determined to respond to the needs of customers with greater efficiency and effectiveness by defining policies and practices as follows:

1. Deliver quality service Meets or exceeds customer expectations at a reasonable price.
2. Provide accurate information sufficient and timely to customers to know about the service without exaggeration which causes the customer to misunderstand about the quality, quantity, or any condition of that service.
3. To comply with the terms and conditions of the contract strictly with customers if any conditions and contracts cannot be complied with, the customer must be informed immediately to jointly consider a solution to the problem.
4. The people responsible for all departments communicate with customers politely effectively and be trusted by customers.
5. The company provides channels, systems and processes in which customers complain about service quality, service safety, and how quickly they respond or take the ultimate action to provide customers with a quick response. As well as informing the customer of the results of the operation.
6. Maintain customer confidentiality and not to use it for the benefit of oneself or those involved in wrongful ways.
7. Give advice about the Company's services to be effective It is in the best interests of customers.

For 2023, there were no disputes regarding litigation from customers, most of them were satisfied with the company's operations from customers.

Policy on treatment trading partners and/or creditors

The Company has a policy to treat business partners and/or creditors regularly and fairly considering the maximum benefit of the company and is based on fair returns including avoiding situations that cause conflicts of interest including complying with the contractual obligations provide truthful information accurate report, negotiating solutions and finding solutions based on business relationships with the following guidelines:

1. Partners are selected fairly through consideration processes such as reputation, experience, expertise, quality and price, and proper comparison of quality and price with other partners or creditors prior to admission to the supplier list.

2. Not demanding or not accepting or paying any benefits dishonest in trading with trading partners and/or creditors.
3. In case of any information that is involved in calling or receiving or payment of any benefits in which dishonest acts occur, details must be disclosed to business partners and/or creditors and jointly solve problems fairly and quickly.
4. Comply with the terms and conditions of the contract strictly agreed. In the event that any conditions and contracts cannot be complied with, the trade partner must be promptly notified and/or creditors notified in advance to jointly consider a solution to the problem.

For 2023, the company does not have any disputes regarding default. Breach of contract or non-compliance with conditions with business partners, creditors. The Company has managed its capital structure appropriately for business operations. In addition, there are sufficient sources of funding to expand growth.

Competitor treatment policy

The Company has a policy to treat competitors in accordance with international principles. Under the framework of the law on the principles of trade competition. Not infringing on the confidentiality or knowing the trade secrets of competitors by fraudulent means. There are guidelines, as follows:

- Behave within the framework of good competition rules.
- Do not seek confidential information of competitors by dishonest means. or inappropriate
- Do not damage the reputation of competitors by making malicious accusations.

Policy Society General Public and Environment

The Company is committed to conducting business with responsibility for the economy. By adhering to professional business practices in accordance with good corporate governance principles. Transparency, fairness, and business ethics take into account the creation of value added to shareholders and all stakeholders in the mutual benefit. [\(More details Business Ethics Guide on environmental policy\)](#)

Policy for non-infringement of intellectual property or copyright

The company has a policy of non-infringement of intellectual property and copyright. With guidelines for dealing with such matters the use of computers and information technology is in accordance with the "Network Usage Regulations. And the Computer Crimes Act BE 2550 (2007). Ensuring accuracy, for example, the use of computer programs must be verified and properly licensed programs. Act in compliance with intellectual property and copyright laws, such as trademark laws. Patent law copyright law, other relevant laws and promote the training and knowledge of employees, any work or information that is the right of a third party that has been obtained or that will be used for the company must be reviewed to ensure that it does not infringe the intellectual property of others.

6.2 Business Ethics

The Company has established written business ethics for directors. All executives and employees understand the ethical standards the Company has adopted in its business operations. Encourage the implementation and serious monitoring of such code of conduct as revealed on the Company's website. [\(More details Business Ethics Guide\)](#)

6.3 Major changes and developments in the policy Guidelines and systems of corporate governance in the past year Corporate Governance Survey of Listed Companies (CGR)

CGR is a survey project to monitor and measure the development of corporate governance or corporate governance of Thai listed companies. which is operated by The Institute of Directors Association (TAHI INSTITUTE OF DIRECTORS: IOD) with the support of the Stock Exchange of Thailand and the Office of the SEC since 2001 to the present.

ATP 30 PCL. was certified for good corporate governance (or corporate governance) for the assessment results of corporate governance reporting (CGR). In summary, the overall assessment results for the year 2022 are at a good level. This reflects efficient, transparent, verifiable management of the company and considering all groups of stakeholders. The image showing the results of the CGR evaluation of the company in the past is as follows:

Items	Average Listed Company	ATP30
Rights of Shareholders and Equitable Treatment of Shareholders	84%	85%
Taking into account the role of stakeholders and business development for sustainability	75%	69%
Disclosure and Transparency	86%	79%
Responsibilities of the Board of Directors	70%	80%
Total average score	81%	81%

Assessment results from the annual Corporate Governance Survey of Thai listed companies



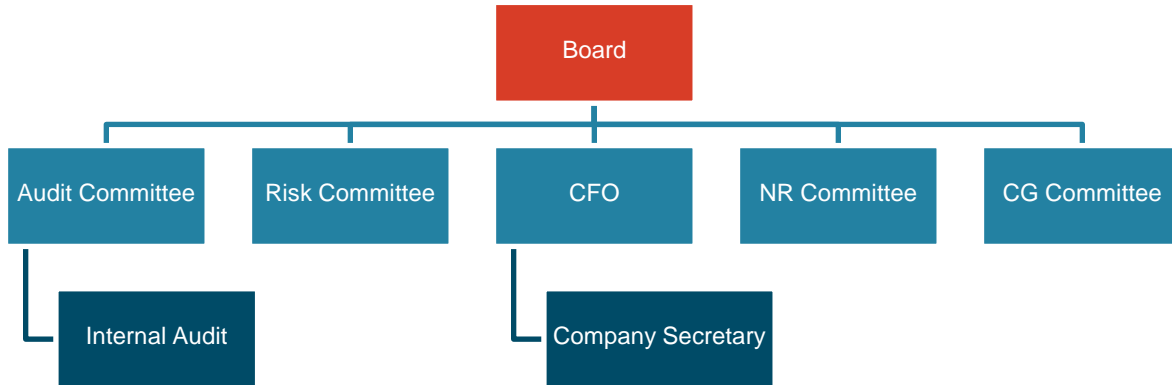
In 2023, there are matters that the company has not yet complied with, but appropriate replacement measures have been taken. as follows

Untreated clauses	reason
1. Companies should prepare social responsibility reports.	Greenhouse Gas Emissions and Recovery and Sustainability Reports
2. The Chairman of the Board of Directors should be an independent director.	The Chairman of the Board of Directors and the Chief Executive Officer are different persons. There is a clear separation of responsibilities of the Board of Directors and executives. It can balance power between corporate governance and administration.

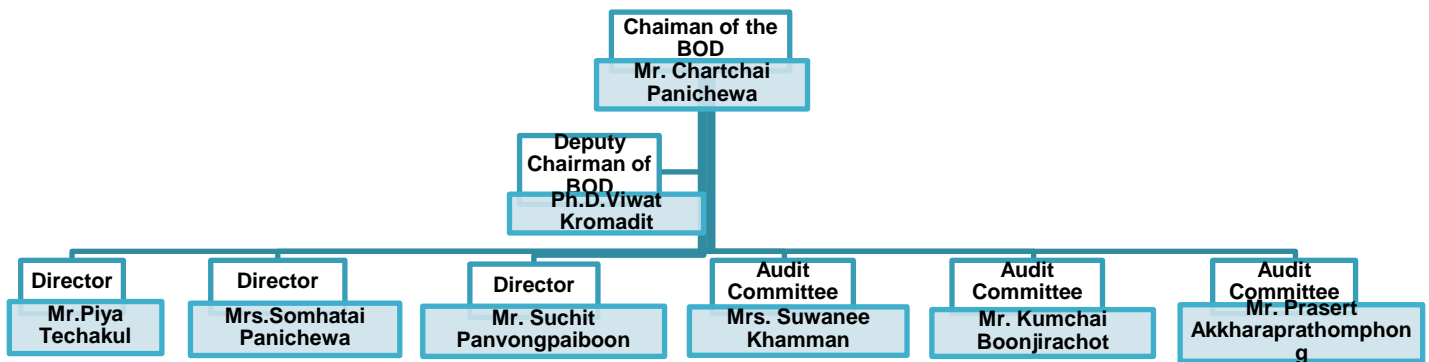
7. Corporate governance structure and material facts related to the board, subcommittees, executives, employees and others

7.1 Corporate governance structure

Organization Management Diagram



7.2 Information about the Board of Directors



Name	Position	Authorized signatory on behalf of the company	Board of Directors Meeting
1. Mr. Chartchai Panichewa	Chairman of the Board of Directors/ Executive Committee/ Nomination and Remuneration Committee	Authorized signature	5/5
2. Ph.D. Viwat Kromadit	Deputy Chairman of the Board of Directors/ Executive Committee/ Business Consultant	Authorized signature	5/5
3. Mr. Piya Techakul	Director/ Chairman of Executive Committee (CEO)/ Managing Director (MD)/ Chief Financial Officer (CFO)/ Risk Management Committee/ Corporate Governance Committee	Authorized signature	5/5
4. Mrs. Somhatai Panichewa	Director	-	5/5
5. Mr. Suchit Panvongpaiboon	Director/ Risk Management Committee/ Corporate Governance Committee	-	5/5
6. Mrs. Suwanee Khamman	Independent Director/ Chairman of Audit Committee	-	5/5
7. Mr. Kumchai Boonjirachot	Independent Director/ Audit Committee/ Chairman of Nomination and Remuneration Committee	-	5/5

Name	Position	Authorized signatory on behalf of the company	Board of Directors Meeting
8. Mr. Prasert Akkharapathompong	Independent Director / Audit Committee/ Nomination and Remuneration Committee/ Chairman of Risk Management Committee/ Chairman of Corporate Governance Committee	-	5/5

Note: For 2023

- No. 5 According to the Board of Directors' Meeting No. 1/2023 held on February 21 In 2023, the Company announced the resignation of Mr. Tanin Hiranpandaporn due to other obligations and the resolution to appoint Mr. Sujit Panwongpailboon to replace all positions. Effective from February 21, 2023, represented by Toyota Tsusho Thai Holdings Co., Ltd.
- Mrs. Sukanda Puttaraksa is the Secretary of the Board of Directors.
- 5 non-executive directors representing 62.50%
- The Board of Directors consists of 3 independent directors representing 37.50%.
- No directors or senior executives were found. Have been an employee or partner of an external auditing firm used by the Company
- The executive director who became a director in other listed companies outside the business group is Mr. Chatchai Panichjiva.
- The non-executive director with work experience related to the Company's business is Mrs. Somhathai Panichjiva.
- It was not found that any directors or executives had a history of violating the rules of the SEC and the SET.
- No non-executive directors were found to have resigned. Due to issues of corporate governance of the Company or failure to perform the duties of the Board of Directors.
- According to the company's Articles of Association Two-thirds of the authorized directors sign and seal the company.
- There are no non-executive directors meeting among themselves.

Summary of authority of the company (parts) is as follows.

No.	Approval	Person with authorization to proceed (*)				
		BOD.	Ex.Com.	MD	AMD	MG
1.	Investment ***					
	1.1. Investment in a new company / joint venture	A	P			
	1.2. Investments in shares across different companies					
	- Value not over THB. 1,000,000		A			
	- Value more than THB. 1,000,000	A				
	1.3. Transferring shares for re-structure of organize between group companies	A	P			
	1.4. Dissolution of a new company / other company / joint venture	A	P			
	1.5. Purchase of land / buildings					
	- Value not over THB. 10,000,000		A			
	- Value more than THB. 10,000,000	A	P			
	1.6. Purchase of a vehicle for business			A		
2.	Budget					
	Budget preparation					
	2.1. Annual or Mid-year	A				
	2.2. Additional during the year					
	- Value not over THB. 10,000,000 per item or project		A			
	- Value more than THB. 10,000,000 per item or project	A				
	2.3. Internal transfer of investment budgets		A			

No.	Approval	Person with authorization to proceed (*)				
		BOD.	Ex.Com.	MD	AMD	MG
	2.4. Cancellation of some investment budgets					
	Value not over THB. 10,000,000 per item or project			A		
	- Value more than THB. 10,000,000 per item or project		A			
	2.5. Canceling all investment budgets (project)		A			
	Budgeting					
	2.6. Annual or Mid-year	A				
	2.7. Modify / add budget during the year		A			
3.	The request for the budget, investment expenditures and the budget was carried out according to the annual budget.					
	3.1. Value not over THB. 5,000,000			A		
	3.2. Value in excess THB. 5,000,000		A			

Remark:

- * The authorized persons are as follows; BOD. = Board of directors, Ex.Com. = Executive Committee, MD. = Managing Director, Asst. MD = Assistant Managing Director, MG = Manager and Senior Manager
- ** Operating power consists of P = Past, S = Sign, A = Approve
- *** Subject to the annual investment budget approved by the Board of Directors

(For more information, refer to the business code of conduct)

The Board of Directors structures

The Company realizes the importance of determining the composition of the Board of Directors by determining the diversity in the structure of the Board of Directors (Board Diversity) is an important factor in building a balance of thought, quality of work, the efficiency in decision-making of the Board of Directors which is beneficial to the Company's is also included.

Composition of the Board of Directors

1. The Company's board of directors must consist of not less than seven directors and not less than half of the total number of directors must reside in the Kingdom of Thailand.
2. The Board of Directors consists of executive directors. Non-Executive Director and independent director having at least one - third of independent directors and not less than three people are qualifications of independent directors are as specified by the Stock Exchange of Thailand.
3. The Board of Directors elects one director from non-executive directors to be the chairman of the Board.
4. The Board of Directors selects a person to act as secretary of the Board of Directors, which can be a director or not.

Qualifications of the Board of Directors

1. Directors must be qualified and not qualified and must not have characteristics that indicate a lack of appropriateness to be trusted in the management of the business under the Public Act B.E. 2535 and the announcement of the Securities and Exchange Commission.
2. Have knowledge, ability, skills, and work experience that benefit the company's business and can devote the full amount of time to fulfilling responsibilities. There is no limit to gender, race, religion, age, and other specific abilities.
3. Have leadership and control the operation effectively and effectively.

Duties and responsibilities of the Board of Directors

1. Perform duties responsibly, caution honestly and be careful to protect the interests of the Company and in accordance with the law, objectives, and regulations of the Company as well as shareholders' resolutions.
2. It is responsible for setting the vision. By directing and supervising management to effectively and effectively implement established policies to maximize economic value for shareholders and sustainable growth.
3. Be responsible to shareholders on a regular basis Operate in the interests of shareholders, disclosure of material information to investors is accurate and complete, standardized, and transparent.
4. Have knowledge, ability and experience that will benefit the business are interested in the Company's business that he is truly a director.
5. Evaluate the performance and consider the remuneration of directors. and senior management as presented by the Nomination and Remuneration Committee to present to shareholders for approval.
6. Responsible for the performance and performance of the management's duties with the intention and caution in the operation.
7. Supervise clear and measurable business goals. To guide the operation, considering the feasibility and reasonableness.
8. Supervise the business operation and act ethically.
9. Supervise the management to have an appropriate and efficient risk management system.
10. Consider making decisions on important matters such as policies and business plans for large investment projects. The authority to manage the acquisition or disposition of assets and any other items required by law.
11. Determine the authority and level of approval in transactions. and various operations related to the work of the Company to the group or person as appropriate and in accordance with the relevant requirements by preparing a manual on the power of action and require a review in line with strategy and business goals including changing circumstances.
12. Provide reliable accounting, financial reporting, and auditing systems as well as to ensure that there is a process for evaluating the suitability of internal control.
13. To approve the proposal to appoint an auditor and consider the annual audit fee to present to the shareholders for consideration and approval of the appointment.
14. Report on the responsibility of the Board of Directors to prepare financial reports in conjunction with the auditor's report in the annual report and cover important matters in accordance with the Policy of Best Practices for Directors of listed companies of the Stock Exchange of Thailand.
15. Supervise the performance of various sub-committees. to be in accordance with the prescribed charter.
16. The Board shall self-assess its performance and assess its overall performance.

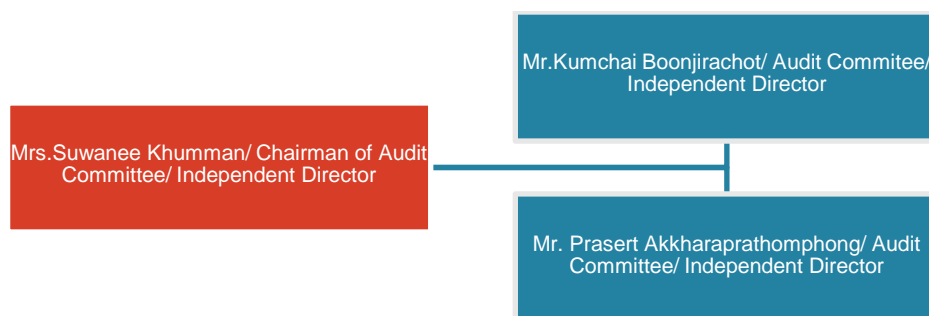
The election of the Company's directors shall be made by the shareholders' meeting, if it shall be done in accordance with the following rules:

1. A shareholder has a vote equal to one share per vote.
2. In the election of directors, voting may be used to elect each director individually. One person or several people at a time, as the meeting of shareholders seems appropriate. But in each vote Shareholders must vote with the available votes. Therefore, the shareholders cannot divide their votes in the election of directors for any person under section 70 paragraph one of the Public Company Act (NON-CUMULATIVE voting only)

3. In voting for the election of directors, a majority of votes must be used. If there are equal vote, the chairman of the meeting shall have the casting vote.
4. The Board of Directors shall hold office for a term of three years. Directors retiring under this article, may be re-elected to assume office. In addition to the expiration of the agenda the director vacates office when Dead/Resign/Lack of qualifications or having prohibited characteristics under the law governing public companies / The meeting resolved to leave or the court has issued an order.
5. Any director who resigns from his position may also submit his resignation letter to the Registrar for acknowledgment.
6. Director of the company who will hold the position of director of other companies Must be approved by the Board of Directors.

7.3 Information about Sub Committee

Audit Committee



Remark:

- *Mrs. Suwanee Khamman is an Audit Committee member with sufficient knowledge, experience, and able to be responsible for reviewing the reliability of financial statements, and Ms. Sukamda Puttaraksar as a secretary of the Audit Committee.*
- *Mrs. Sukranda Puttaraksar is secretary of the Audit Committee*

The Board of Directors realizes the importance of a good corporate governance system and therefore considers the appointment of the Audit Committee. It consists of independent committees responsible for auditing the Company's business operations. Review the effectiveness of internal controls to ensure that the operations of the various departments to be efficient Legitimate comply with good practice regulations business administration is carried out appropriately, efficiently and with maximum efficiency. The Audit Committee is also responsible for reviewing the Company's financial reports. Work with the auditors to ensure that the Company's financial reports are reliable, complete, and accurate disclosure of information. It complies with relevant standards and requirements to build confidence and credibility for investors and stakeholders that there has been a careful examination and supervision of the business, fair and transparent, And the business is conducted in accordance with the principles. Good Corporate Governance. The Board of Directors therefore deems it appropriate to define the charter of the Audit Committee as follows:

Audit Committee of the Company must contain the following components:

1. The Audit Committee consists of not less than three independent directors.
2. The Audit Committee has appropriate skills and expertise for the assigned tasks, at least one member of the Audit Committee must have knowledge, understanding or experience in accounting or finance.
3. The Board of Directors of the Company shall elect and appoint one of the Audit Committee members to be the Chairman of the Audit Committee.

4. Requires the Audit Committee to appoint the Secretary of the Audit Committee, this may be the head of the internal audit department or a person who the Audit Committee deems appropriate.

Duties and responsibilities of the Audit Committee

1. Review financial reports to ensure they are accurate and reliable, including adequate disclosure of information by coordinating with external auditors and executives responsible for preparing quarterly and annual financial reports.
2. Review the Company's internal control system and internal audit to be appropriate and effective and consider the independence of the internal audit supervisor or internal audit agency, as well as to approve the appointment, migration, termination, and determination of responsibility regarding the internal audit. And may suggest any review or review of items deemed necessary and important, allow the internal audit supervisor or internal audit agency to report directly to the Audit Committee and implement recommendations on the improvement and revision of the important and necessary internal control system. Proposal to the Board of Directors.
3. Review the company's policies, rules, regulations, and other laws relating to the Company's business. Requirements and compliance with securities and exchange laws.
4. To consider selection and propose to appoint an independent person to act as an auditor including considering and proposing the remuneration of the Company's auditors to the Board of Directors including attending the meeting with the auditor without the management attending the meeting at least once a year.
5. Review the Company's internal audit plan according to generally accepted methods and standards.
6. Consider connected transactions or transactions that may have conflicts of interest to comply with the laws and regulations of the Stock Exchange of Thailand as well as the disclosure of the Company's information in such matters to be accurate and complete to ensure that such transactions are reasonable and for the best benefit of the Company.
7. Review an appropriate and efficient risk management system for the Company.
8. Report the performance of the Audit Committee to the Board of Directors at least four times a year.
9. Prepare the Audit Committee's report to be disclosed in the Company's annual report. The report must be signed by the Chairman of the Audit Committee and must contain at least the following information:
 - An opinion on the accuracy, completeness, and reliability of the Company's financial reports.
 - Opinions on the sufficiency of the Company's internal control system.
 - Comments on compliance with securities and stock exchange laws stock exchange requirements or laws related to the company's business.
 - Opinions on the connected transaction or items that may have conflicts of interest.
 - Number of Audit Committee Meetings and attendance of each Audit Committee.
 - Overall opinions or observations received by the Audit Committee regarding the performance of its duties in accordance with the Charter.
 - Other items that shareholders and general investors should be aware of within the scope of duties and responsibilities assigned by the Board of Directors.
 - Performing duties within the scope of duties the Audit Committee has the power to invite the management, executives, or employees of the Company to comment. Attend meetings or submit documents deemed relevant or necessary.
 - Authorized to hire a consultant or outsiders according to the Company's regulations to give opinions or give advice.

- The Audit Committee shall assess its performance through self-assessment and report the results of the assessment together with problems, obstacles in the performance that may cause the performance to fail to achieve the objectives of the establishment of the Audit Committee to the Board of Directors by yearly.
- Consider reviewing and updating the Audit Committee Charter.
- Perform other tasks as assigned by the Board of Directors within the scope of duties and responsibilities of the Audit Committee.

Appointment of Audit Committee Member Term of Office

The Audit Committee operates within the scope of duties and responsibilities as directed by the Board of Directors.

The terms of office of the Audit Committee are as follows:

1. The Audit Committee shall hold office for a term of three years and the Audit Committee who vacates office upon the expiration of the term may be reappointed. In addition to the termination of the position according to the above-mentioned terms the Audit Committee member vacates office upon Dead/Resign/Lack of qualifications or having prohibited characteristics under the law governing public companies
2. Any member of the Audit Committee who wishes to resign from the position must submit a resignation letter to the Chairman of the Board. This should be notified in writing at least one month in advance with reasons and approved by the Board of Directors. The Company will notify the resignation together with a copy of the resignation letter to the Stock Exchange of Thailand. If the Audit Committee vacates office for the whole group, the Audit Committee who has vacated office shall remain in office for further proceedings until the new Audit Committee takes office.
3. In the case of the Audit Committee position becomes vacant for reasons other than the expiration of the term, the Committee shall the Company appoints a person with full qualifications to be an audit committee member within ninety days for the audit committee to reach the required number of committees as specified by the Board of Directors. The person who replaces the member of the Audit Committee can only hold the position for the remaining term of the Audit Committee member whom he/she replaces.

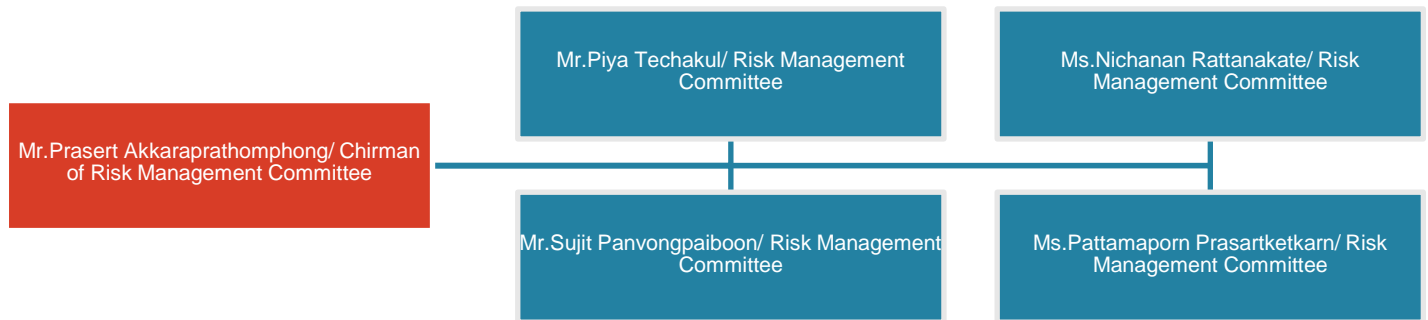
Minutes of the Audit Committee meeting, important matters for 2023, submitted to the Board of Directors for approval as follows:

AC	Operation plan	Resolution
1/2023 21/02/2023	Reviewing and giving opinions on the audited financial statements for the year 202 by the auditor.	Approval
	Report on recommendations on the internal accounting and financial control system of the annual auditor (Management Letter) for the year 2022	Acknowledged and have no recommendations.
	Recruiting auditors and determining audit fees for the year 2023	Approved compensation of 1,350,000 baht
	Approval on the report on the internal control system audit of the internal auditors and the internal audit plan for the year 2023.	Approve the annual inspection plan.
	Consent on the assessment of the adequacy of the internal control system for the year 2022	Acknowledge
	Approval regarding related transactions between the company and persons who may have conflicts of interest for the year 2022	Acknowledge
	Amending the Company's Articles of Association to comply with the Public Company Limited Act. (Edition 4)	Acknowledge

AC	Operation plan	Resolution
2/2023 09/05/2023	Consideration and review of financial statements for Q 1/ 2023 that have been reviewed by the auditor.	Approval
	Approval on the report on the internal control system audit of the internal auditor and the internal audit plan for Q1/2023.	Acknowledge and suggestion
	Approval regarding related transactions between the Company and persons who may have conflicts of interest in Q 1/2023.	Acknowledge
3/2023 08/08/2023	Consideration and review of financial statements Q 2/2023 that have been reviewed by the auditor.	Approval
	Agreed on the report on the internal control system audit of the internal auditor and the internal audit plan for Q 2/2023	Acknowledge and suggestion
	Approval regarding related transactions between the Company and persons who may have conflicts of interest in Q 2/2023	Acknowledge
	- Consider the sequel. - Human resources and administrative operations for the establishment of a branch skill standard testing center The Level 1 Safety Technician career is a long-term operational plan for the company.	Acknowledge and suggest setting Business model within 2 years
4/2023 10/10/2023	Consideration and review of financial statements for Q3/2023 have been reviewed by the auditor.	Approval
	Consider the <u>continuation</u> . - Human resources and administrative operations for the establishment training center of the Level 1 Safety Technician career (skill standard) is a long-term operational plan for the Company. - Monitoring the Company's Current Ratio to be less than 1 time for 5 quarters may affect long-term operations (Going Concern).	Acknowledge and advise to study additional information, emphasis on a Demand size before investing. -Recommending exchange, the characteristics of short-term to long-term loans and find additional sources of financing to maintain appropriate financial stability of the Company.
	Agreed on the report on the internal control system audit of the internal auditor and the internal audit plan for Q3/2023.	Acknowledge and suggestion
	Approval regarding related transactions between the Company and persons who may have conflicts of interest, as of Q 3/2023	Acknowledge
1/2024 23/02/2024	Consideration and giving opinion on the audited financial statements for the year 2023 by the auditor.	Approval
	Report on recommendations on the internal accounting and financial control system of the annual auditor (Management Letter) for the year 2023	Acknowledge
	Recruiting auditors and determining audit fees for the year 2024	Approved compensation of 1,350,000 baht
	Approval on the report on the internal control system audit of the internal auditors and the internal audit plan for the year 2024.	Approve the annual inspection plan.
	Report of the Risk Management Committee No. 1/2024 - Summary of operating results in risk management for the year 2023 - Define organizational risks in 2024	Acknowledge
	Consent on the assessment of the adequacy of the internal control system for the year 2023	Approve the annual inspection plan.

AC	Operation plan	Resolution
	Approval regarding related transactions between the Company and persons who may have conflicts of interest for the year 2023	Acknowledge

Risk Management Committee



Remark:

- According to the Board of Directors' Meeting No. 1/2023 held on February 21, 2023, approved the appointment of Mr. Sujit Panvongpaiboon as a member of the Risk Management Committee with effect from February 21, 2023 onwards
- Ms. Pattamaporn Prasartketkam Acts as Secretary to the Risk Management Committee

The Board of Directors realizes the importance of controlling the Company's management to comply with the policy, therefore, consider appointing the Risk Management Committee with the authority and duties as follows:

Composition of the Risk Management Committee

1. The Risk Management Committee will be appointed by the Board of Directors. The committee consists of people who understand the business and have direct experience in business, at least three persons and must be at least an independent director.
2. The Risk Management Committee consists of directors appointed by the Board of Directors.
3. The Chairman of the Risk Management Committee must not be the same person as the Chairman of the Board of Directors.
4. Requires the Risk Management Committee to appoint a Secretary of the Risk Management Committee. This may be the head of the business support department. or the person the Risk Management Committee deems appropriate.

Qualifications of the Risk Management Committee

1. To have knowledge and understanding of the risks of the entity.
2. The Risk Management Committee is able to devote sufficient time to work as a Risk Management Committee member to achieve the objectives.

Duties and Responsibilities of the Risk Management Committee

1. Formulate and review policies Organize Risk Management Framework.
2. Supervise and support the implementation of corporate risk management in line with strategy and business goals including changing circumstances.
3. Consider reporting the results of corporate risk management and comment on the risks that may arise including guidelines for determining control or mitigation measures and continuous improvement of the organization's risk management system to be effective.

4. Report the results of corporate risk management to the Board for acknowledgment and in the event that there are important factors or events which may affect the company significantly and must be report to the Board of Directors for acknowledgment and consideration as soon as possible.
5. Meeting of the Risk Management Committee at least twice a year.
6. Perform any other duties as assigned by the Board of Directors.

Appointment of the Risk Management Committee and Tenure

1. The Risk Management Committee operates within the scope of duties and responsibilities as instructed by the Board of Directors. The Board of Directors is responsible for the Company's operations directly to shareholders, stakeholders, and guests.
2. The Risk Management Committee shall hold office for a term of three years and according to the term of office as a director, which, upon vacating office upon the expiration of the term, may be reappointed in addition to the termination of office by the above-mentioned terms, the Risk Management Committee retiring when Dead/Resign/Lack of qualifications or having prohibited characteristics under the law governing public companies

If the Risk Management Committee position is vacant due to reasons other than retirement by rotation, the Board of Directors shall appoint a person with full qualifications to be a Risk Management Committee member so that the Risk Management Committee has the required number in these regulations. The person elected to be the Risk Management Committee member will remain in the position for only the remaining term of the Risk Management Committee member he replaces.

Minutes of the Risk Management Committee Meeting for the year 2023 proposed to the Board of Directors as follows:

RMC	Implementation Plan	resolution
1/2023	Review of Policy and Guidelines/ Risk	Acknowledgment Carry out further improvements and developments
7/02/2023	Management Manual of the Organization	based on feedback.
	Consider the framework of the corporate risk management plan. Year 2023	Approve the administrative plan.
2/2023	Sequel Implementation of the	Acknowledge and recommend the collection of additional information,
03/08/2023	Enterprise Risk Management Plan	such as accident statistics. Defining performance metrics for handling complaints and monitoring them

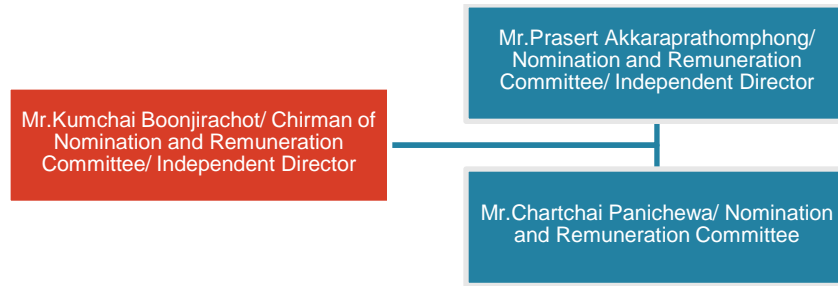
Consideration of the Corporate Sustainability Management Plan Framework for 2023 as follows:

Item	category risk	Key Risk List Topics	Preliminary Assessment			Targets of risk levels		
			Results			chance	impact	score
chance	impact	score	chance	impact	score			
1	Strategic	SR1 Value for Investment Power Energy	3	2	6	2	2	4
2	Operational	OR1 Audience potential to implement Microsoft 365, Power BI is not enough.	3	2	6	2	2	4
3	Operational	OR2 Maintaining quality and safety standards in the services of the Company and its joint operators in the business.	3	3	9	1	2	2
4	Financial	FR1 Risks in terms of cash flow of the Company Negative	2	3	6	1	1	1

Important risk control and management measures are as follows:

Risk issues	Management measures	Key Risk Indicator
SR1: The value of investing in Power Energy	<ul style="list-style-type: none"> - Experiment with using the solar-roof system has already been installed. - Study the amount of electricity used. E-Minibus and charging management time. - Study the investment and cost-effectiveness compared to public charging systems. - Study appropriate investment characteristics. 	<ul style="list-style-type: none"> - The amount of electricity obtained is compared to the investment. - Return on investment
OR1: The potential of the target group to use Microsoft 365, Power BI is insufficient.	<ul style="list-style-type: none"> - Training to provide knowledge about using Microsoft 365 and Power BI to target groups. - Track actual usage. 	<ul style="list-style-type: none"> - Number of users - Accuracy of display compared to actual performance (95% or more).
OR2: Maintaining quality and safety standards in providing services to the Company and business operators.	<ul style="list-style-type: none"> - Recruit an affiliated vehicle partner who has the required qualifications. - Create standards for inspection of affiliated vehicle operators. 	<ul style="list-style-type: none"> - NC notice cause of affiliated vehicle partner. - The proportion of revenue from affiliated vehicles.
FR1: Risk of negative cash flow of the Company	<ul style="list-style-type: none"> - Borrow more money. - Sell off assets. - Consider investments that do not affect cash flow. - Increase capital 	<ul style="list-style-type: none"> - Sufficient cash flow. - Not defaulting on payment

Nomination and Remuneration Committee



Remark:

- *The Nomination and Remuneration Committee consists of at least 3 directors and executives, with more than half of the total number of directors must be independent directors or 67 percent.*
- *Mrs. Sukanda Puttaraksar is the secretary of the Nomination and Remuneration Committee*

The Board of Directors realizes the importance of controlling the Company's management. To comply with the policy, therefore, consider appointing the Nomination and Remuneration Committee to be responsible for considering the criteria and the process of nominating qualified persons to hold positions of directors and top executives of the organization. To select the persons according to the nomination process that has been determined and consider the criteria for paying compensation and the form of remuneration for directors and top executives of the organization. To propose an opinion to the Board of Directors for consideration before proposing it to the shareholders for approval

Composition of the Nomination and Remuneration Committee

1. The Nomination and Remuneration Committee consists of at least three directors and executives, of which more than half of the total number of directors must be independent directors.
2. The Nomination and Remuneration Committee is appointed by the Board of Directors.
3. Independent Director, holding the position of Chairman of the Nomination and Remuneration Committee

Qualifications of the Nomination and Remuneration Committee

1. Qualified and not qualified under the law governing public limited companies and other relevant laws.
2. Members of the Nomination and Remuneration Committee who are independent directors must Being independent in accordance with the principles of good corporate governance.
3. A person who has the ability and useful experience in performing duties as a member of the Nomination and Remuneration Committee and able devote enough time to perform duties.

Duties and Responsibilities of the Nomination and Remuneration Committee

1. Recruitment Operations

- Select and nominate a qualified person to act as a director of the Company or directors in various sub-committees including if the position of the Company's director is vacant by using the definition and qualifications of the director as a criterion in considering and giving opinions to the Board of Directors, which will be presented to the shareholders' meeting to appoint the directors.

- Consider the suitability of the number, structure, and composition of the Board of Directors. Considering the qualifications of the Board of Directors must consist of people with appropriate knowledge and experience in various fields to be presented to the Board of Directors.
- Consider the nomination, selection, and nomination of suitable persons for the position. Retired directors and/or vacant positions and/or additional appointed.
- Planning and executing the recruitment of successors senior management* and senior executive vice-presidents** with appropriate qualifications, knowledge, abilities, and expertise. including having sufficient leadership skills
- To perform any other tasks related to recruiting as assigned by the Board of Directors.
- Evaluate the performance of the top management of the Company to propose to the Board of Directors' meeting for acknowledgment and approval.

2. Compensation

- Establish criteria and policies for determining the remuneration of the Board of Directors and sub-directors and regularly review the appropriateness of the criteria used in the current remuneration review. To comply with the Company's goals, as well as to consider the interests of all stakeholders and present them to the Board of Directors for consideration.
- Determine necessary and appropriate remuneration, both monetary and non-monetary, of the Board of Directors individually. By determining the remuneration of the Board of Directors, consider the appropriateness of the duties and responsibilities. Responsibilities, performance, and comparison with companies in similar businesses and expected benefits from directors to propose to the Board of Directors for consideration and to propose to the shareholders' meeting for approval. considering three factors as follows:
 - Practices that companies in the same industry use to pay compensation.
 - Operating results and business size of the company
 - Responsibilities, knowledge, abilities, and experiences of directors
- Consider payment of compensation or other benefits. of the Board of Directors and senior management * and senior executive vice-presidents ** as appropriate
- Disclosure policies regarding compensation and disclosure of compensation in various forms including the preparation of compensation reports and the opinion of the Nomination Committee according to the regulations of the stock exchange of Thailand in the annual report.
- Prepare Corporate Governance Report/ Performance of the Board of Directors Nomination and Remuneration to the Board of Directors which is disclosed in the Company's annual report and signed by the chairman Nomination and Remuneration.
- Perform any other tasks related to the determination of remuneration as assigned by the Board of Directors by the management and various departments must report or present relevant information and documents to the Nomination and Remuneration Committee to support the performance of the Nomination and Remuneration Committee to achieve its assigned duties.

Remark:

- **Top management means the position of Managing Director.*
- *** Senior Executive Vice President means Deputy Managing Director, Director of Operations and Director of Accounting and Finance*

Appointment of directors Nomination and Remuneration and term of office

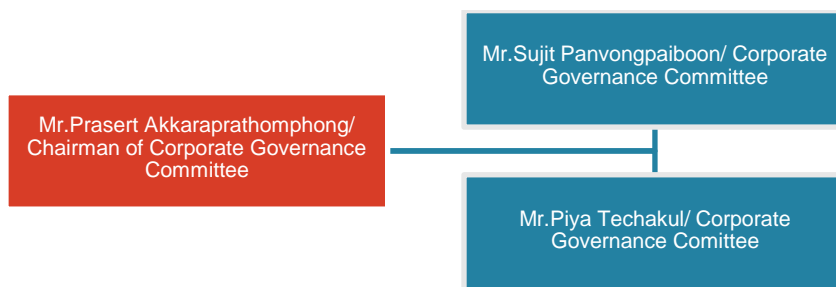
The Nomination and Remuneration Committee shall hold office for a term of three years and according to the term of office as a director, which upon vacating office upon the expiration of the term, may be reappointed in addition to the termination of office by the above-mentioned terms, the Nomination and Remuneration Committee retiring when Dead/Resign/Lack of qualifications or having prohibited characteristics under the law governing public companies.

If the position of the Nomination and Remuneration Committee is vacant for reasons other than retirement by rotation, the Board of Directors shall appoint a qualified person to be a member of the Nomination and Remuneration Committee, for the Nomination and Remuneration Committee to complete the amount as prescribed in these regulations. The person elected to be the Nomination and Remuneration Committee shall remain in office for the remaining term of the Nomination and Remuneration Committee he replaces.

Minutes of the Nomination and Remuneration Committee Meeting, important matters for 2023, submitted to the Board of Directors for approval as follows:

NRC	Operation plan	Resolution
1/2023 26/01/2023	Consideration of directors' remuneration for the year 2022	<u>acknowledge</u>
	Consideration of the Managing Director's remuneration	Considered to be increased by 5%
	Considering and giving opinions on the nomination of new directors from TTH to replace the existing directors.	Approval
	Consideration of names of directors to propose election of new directors to replace old directors who will be retired by rotation.	Approval
	Reporting on the survey of director compensation in 2022 by the Research and Development Department of the Thai Institute of Directors, such as meeting allowances, regular compensation Other benefits Bonuses and shares and other rights	<u>acknowledge</u>
	Consideration and determination of suitable persons to carry out important vacant positions. Chief Accounting and Financial Officer (CFO)	<u>acknowledge</u>

Corporate Governance Committee



Remark:

- According to the Board of Directors' Meeting No. 5/2021 on Nov. 11, 2021, Resolution to approve the appointment of the Corporate Governance Committee
- Mrs. Sukanda Puttaraksar is the secretary of the Corporate Governance Committee
- According to the Board of Directors' Meeting No. 1/2023 held on February 21, 2023, approved the appointment of Mr. Sujit Panvongpaiboon as a member of the Corporate Governance Committee with effect from February 21, 2023, onwards.

The Board of Directors has established corporate governance and anti-corruption policies to ensure that the Company's business operations are transparent, fair to all stakeholders and represent social responsibility, to build public confidence, as well as to enable the Company to manage the organization's growth and value sustainably, the Board of Directors has resolved to appoint the Corporate Governance Committee, as well as to establish the Charter of the Corporate Governance Committee. To be able to perform the duties assigned by the Board of Directors effectively and in accordance with international standards.

Components of the Corporate Governance Committee

1. Corporate Governance Committee Consists of at least three people directors and executives.
2. The Corporate Governance Committee is appointed by the Board of Directors.
3. Independent Director Chairman of the Corporate Governance Committee

Qualifications of the Corporate Governance Committee

1. Qualified and not qualified under the law governing public limited companies and other relevant laws.
2. Members of the Corporate Governance Committee who are independent directors must be independent according to the principles of good corporate governance.
3. A person who has the ability and useful experience in performing duties as a member of the Corporate Governance Committee and able to devote enough time to perform duties

Duties and responsibilities of the Corporate Governance Committee

1. Prepare corporate governance policy, business ethics, and code of conduct of Anti-Corruption Policy Sustainability Policy in accordance with the law and regulations of government agencies and organizations that govern the Company, such as the Stock Exchange of Thailand. The Office of the Securities and Exchange Commission is ready to present it to the Board of Directors for consideration and approval.
2. Establish policies and guidelines for socially and environmentally responsible business operations and sustainable development planning.
3. Propose corporate governance practices. The Board of Directors also provides advice and recommendations to the Board of Directors on matters related to corporate governance and practices related to anti-corruption and sustainability management.

4. Determine the supervision of the executives' performance in accordance with the corporate governance policy. Anti-Corruption Policy and Sustainability Policy This includes reviewing and evaluating the implementation of the Corporate Governance Policy and Sustainability Policy together with the directors and management and providing recommendations on the implementation of such policies.
5. Review of Corporate Governance Policy Business Ethics and Code of Conduct in accordance with Anti-Corruption Policy Sustainability policy and related practices to be continuously up-to-date. At least once a year (once), with reference to international practice. Laws and regulations of government agencies and corporate governance organizations such as the Stock Exchange of Thailand. The SEC also presents to the Board of Directors for consideration and approval of improvements.
6. Coordinate with sub-committees and working groups to consider matters related to corporate governance. Anti-Corruption Social and Environmental Responsibility Sustainability management and advice as needed.
7. Encourage the Company to communicate with directors. Executives, employees at all levels and related parties Recognize and understand corporate governance policies and practices. Business Ethics and Work Code of Conduct in accordance with Anti-Corruption Policy Adequate and continuous sustainability policies and related practices
8. Comply with anti-corruption policies as well as anti-corruption practices.
9. Comply with the anti-corruption policy as well as practices related to anti-corruption.
10. Approve the sustainability report before public disclosure.
11. Perform any other acts as the Board of Directors deems appropriate and assign.
12. Establish a security policy for the organization's information system (IT Security) and regularly disclose the results of monitoring operations.

Review the Charter of the Corporate Governance Committee such as composition, qualifications, duties, and responsibilities. Appointment and term of office, meeting, evaluation at least once a year and reporting sustainability to the Board of Director Summary of duties and 2 main responsibilities as follows:

1. Supervise all parties involved to comply with the Company's good corporate governance policy.
2. Supervising, promoting, supporting, and monitoring the implementation of the company's environmental policy or ESG is a concept about the sustainable development of the organization, which ESG gives importance to doing business. which considers the 3 main responsibilities which are:
 - The environment is a criterion that considers the responsibility of the company. against the siege
 - Social (Social) is a criterion used to measure whether a company Relationships are managed and communicated with employees, partners, customers, and other stakeholders.
 - Governance is a principle used to measure the management of governance relationship services. for efficient and transparent management Verifiable and considering the stakeholders
- 13 Review the corporate governance policy. Business ethics and work practices Policy against corruption Sustainability policies and related practices are continually updated. At least once a year

14. Sustainability reports are important mechanisms for organizations to communicate the performance of an entity taking account of its economic responsibilities, society and environment including social responsibility activities of the company and stakeholders in the business chain in communicating to the public for acknowledgment and building competitiveness.

Appointment of the Corporate Governance Committee and Term of Office

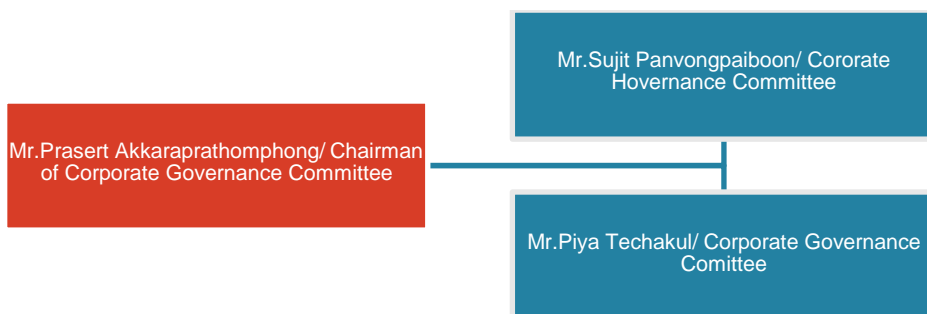
The Corporate Governance Committee has a term of office of three years and according to the term of office as a director, who, upon retirement from office upon the expiration of the term, may be reappointed as necessary and appropriate in addition to the termination of the position according to the above-mentioned terms Member of the Corporate Governance Committee retiring when Dead/Resign/Lack of qualifications or having prohibited characteristics under the law governing public companies.

If the position of Corporate Governance Committee is vacant due to reasons other than retirement by rotation, the Board of Directors shall appoint a person with full qualifications to be a member of the Corporate Governance Committee, in order for the Corporate Governance Committee to complete the number as specified in these regulations. The person elected to be a member of the Corporate Governance Committee shall remain in the position for the remainder of the term of the Corporate Governance Committee he replaced.

Minutes of the Corporate Governance Committee Meeting, important matters for 2023, submitted to the Board of Directors for approval as follows:

CGR	Operation plan	Resolution
1/2023	Executive Committee Selection Policy	Approval
07/02/2023	Requirements for independent directors of the company	Approval
	Review and improve the company's business ethics manual to comply to the principles of good corporate governance for listed companies.	Approval
	Sustainability Report 2022	acknowledge

Executive Committee



The Board of Directors realizes the importance of controlling the Company's management. In accordance with the policy, it was considered to appoint the Executive Committee with the following powers and duties.

The composition of the Executive Committee

1. Appointed by the Board of Directors
2. Three directors are executives and employees at management level together as the Executive Committee.
3. The Board of Directors will elect one Executive Director to be the Executive Chairman.
4. The Executive Chairman may be the same person as the senior management or managing director.

5. High-level executives or managing directors hold the positions of secretary to the Executive Committee.

Executive Board Qualifications

1. Being a director or executive of the Company.
2. Have knowledge, ability, skills, and work experience that benefit the company's business and can devote the full amount of time to fulfilling responsibilities. There is no limit to gender, race, religion, age and other specific abilities.
3. Being a person with knowledge, ability and experience that is beneficial to the Company's business, honesty, integrity, and ethical business conduct and able to devote enough time to perform duties.

Duties and responsibilities of the Executive Committee

1. Set goals, policies, business plans, and business strategies, and the Company's annual budget including business expansion financial, planning Human Resources Management Policy as well as consider and screen the management's proposals for submission to the Board of Directors for approval.
2. The meeting of the Executive Committee must be attended by not less than half of the Executive Committee members. As for the resolution of the Executive Committee, most votes must be obtained from the meeting and such votes counted at least half of the votes of the entire Executive Committee.
3. Consider improving the business plan accordingly for the benefit of the Company.
4. Consider various contracts which are binding on the Company according to the authority in the manual.
5. Responsible for having sufficient important information of the Company for decision-making by the Board of Directors and shareholders, including preparing reliable financial reports. It meets good standards and is transparent.
6. Consider the Company's profits and losses and propose interim dividends and/or annual dividend to the Board of Directors
7. Consider implementing a new business or selecting and expanding a business to propose to the Board of Directors.
8. Consider and scrutinize all types of work that must be presented to the Board of Directors' meeting. Unless the work is under the authority, responsibility and/or the authority of other sub-committees of the Company to be considered and screened for submission to the Board of Directors directly.
9. Take any action in support of the above. or according to the opinion of the Board of Directors or as authorized by the Board of Directors.
10. Proposing to the Executive Committee Meeting on any matter which has been resolved and/or approved by the Executive Committee meeting and report to the Board of Directors in the next Board of Directors meeting.

However, the Executive Committee is unable to approve the transactions in which it or people who may have conflicts of interest or may have conflicts of interest. Other Conflicts of Interest with the Company

Appointment of Executive Directors and term of office

1. The Executive Committee is appointed by the Board of Directors. The term of office is three years, with the term of office being according to the terms of the directorship which, upon vacating office upon the expiration of the term, may be reappointed. In addition to the termination of office by the above-mentioned terms, the Risk Management Committee retiring when Dead/Resign/Lack of qualifications or having prohibited characteristics under the law governing public companies.
2. Any executive director who wishes to resign from the position must submit a resignation letter to the Company. The resignation shall be effective from the date the resignation letter reaches the Company.

3. If an executive director's position is vacant for reasons other than retirement by rotation, the Board of Directors shall appoint a person who has all the qualifications to be an Executive Director so that the Executive Committee has a full number as prescribed in these Articles of Association. The person elected to be the Executive Director shall remain in office for the remaining term of the Executive Committee member he replaces.

7.4 Executives Management Teams

The structure of the Executive consists of the following components.

1. There are eight executives consisting of a Managing Director and seven executives as appropriate.
2. Managing Director Select and appoint from the Nomination and Compensation Committee According to the appropriate qualifications.

Scope of Authority, Duties of the Managing Director and Responsibilities as follows:

1. To control of business operations Strategic planning for operations and daily management of the Company.
2. To decide on important matters of the company Set missions, objectives, guidelines, policies of the company. including control of management in various fields.
3. Has the authority to command, contact, give orders, as well as to sign any contract, document, order, notice as set forth in the Operator's Manual.
4. Have the power to hire, appoint, migrate, dismiss, or dismiss persons as they deem appropriate, as well as determine the scope of authority, duties and returns as defined in the Operating Power Manual.
5. Has the power to set trade terms for the benefit of the Company.
6. To consider investing in a new business. or business termination to present to the Executive Committee and/or director of the Company.
7. To perform any act as assigned by the Executive Committee and/or the Company's Directors

The delegation of powers, duties and responsibilities of the Managing Director shall not include powers and/or sub-authorizations in approving any items that he or his/her sub-assignee. or persons who may have conflicts (as defined in the Notification of the Capital Market Supervisory Board) having interests or interests in any other manner contrary to the Company which is an approval of such transaction must be proposed to the Board of Directors' meeting and/or the shareholders' meeting (as the case may be) to consider such items according to the Company's regulations or the relevant laws.

Scope of authorities and duties of the Chairman of the Board

1. Responsible as the leader of the Board of Directors, to monitor, to supervise, to manage and to perform the duties as the Board of Directors to achieve the objectives as planned. The company policies and business goals are defined effectively for the company.
2. Chair the Board of Directors' meetings and shareholders' meetings, as well as control the meeting in accordance with the established regulations and agendas.
3. Good relations with all committees, the board, and the management

The separation of duties between the Board of Directors and Management

The Company clearly defines the management structure, division of authority and responsibilities between the Board of Directors and the Chairman of the Executive Committee, as well as requiring the person who holds the chairman's position not to be

the same person as the Chairman of the Executive Committee, where the non-executive director is not involved in the management. There is no relationship with the administration. To prevent any executive from having unlimited powers. It is possible to review the balance of management and not interfere with the management's operations unless involved in determining issues that significantly affect the company's business plan.

The Chairman of the Executive Committee must be appointed by the Board of Directors, which may be a non-executive third party. This is to get the most qualified people to take over as leaders of the organization towards stable and sustainable growth.

The Board of Directors sets policies and goals, supervises, and monitors the performance of senior management at the organizational level with the Chairman of the Executive Committee. While the Chairman of the Executive Committee is responsible for management within the framework of authority assigned by the Board of Directors and performs the actions assigned to achieve the goals. The Board of Directors monitors its performance on a quarterly basis. Management reports performance compared to annual plans and goals. With a statement explaining the reasons for failure to meet the goals and solutions.

Executives

As of 31 December 2023, The Company has a management structure, which has disclosed information in accordance with the first four corporate governance structure diagrams, namely the company's executives, according to the board announcement. SEC On defining the definition in the notice regarding the issuance and offering of securities.

1. List and Position of Executives

Name	Position
1. Mr. Piya Techakul	Chief Executive Officer (CEO), Managing Director (MD), Chief Financial Officer (CFO)
2. Ms. Nichanan Rattanakate	Chief Operating Officer
3. Ms. Mrs. Sukarnda Puttaraksar	Company secretary
4. Ms. Chotiga Weerasilp	Financial Controller
5. Mr. Atimet Chatwarechot	Senior Operation Manager
6. Ms. Kulwarin Pathompichayasit	Operation Manager
7. Ms. Pattamaporn Prasartketkarn	Quality Assurance Manager
8. Ms. Oonin Inchareansook	Accounting Manager (Promoted 1/05/2022)
9. Mr. Niwat Laokaseamsub	Information Technology Manager (Initiated 1/8/2022)
10. Ms. Suchanan Tarach	Safety Manager (Initiated 1/12/2022)
11. Mr. Pisanu Hemtayan	Maintenance Manager (Initiated 1/12/2022)
12. Ms. Rachtikal Sangthong	Human Resource and General Affair. Manager (Initiated 13/02/2023)

Note: In 2023, there were no directors and executives at all levels who were employees or partners of external auditing companies that the Company used.

2. Executive Remuneration Policy and Total Executive Remuneration

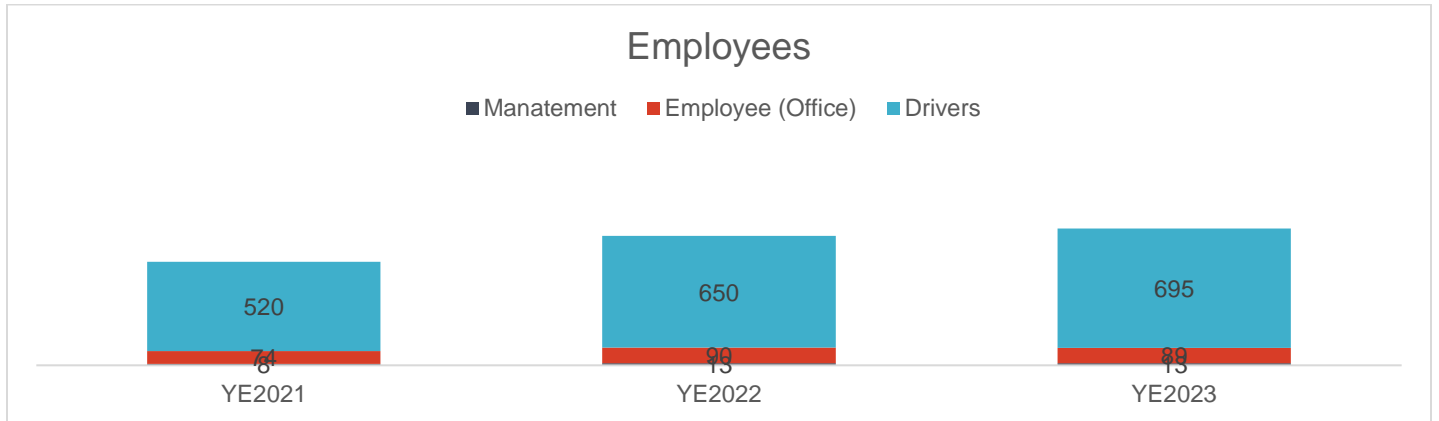
Compensation	Detail	YE2022 (MB.)	YE2023 (MB.)
Monetary Compensation	The company has appropriately considered its competence, position, and experience.	13.90	15.79
Others Compensation	Provident fund to executives with the Company contributing at the ratio of 4% of salary.		

7.5 Information about the employee.

Total number of company employees

The Company has a total of 797 employees. In 2023, the Company paid salary, wages, and other benefits amounting to 208.11 million baht (year 2022 amounting to 179.59 million baht and year 2021 amounting to 136.228 million baht). Welfare details include bonuses, overtime pay, allowances, driver travel expenses social security provident fund compensation for employee benefits and travel expenses.

The Company supports contributions to the provident fund according to the Provident Fund Act B.E. 2530 by contributing at the rate of 4% of salary monthly. Provident Fund K Master Pool Fund manages the fund and benefits amount Employee details are as follows:



Employee Compensation and Welfare Policy

The Company has a policy to pay remuneration to employees. With regard to suitability, fairness based on knowledge, competence, and performance of each employee and in line with the same industry average, including short-term and long-term employee remuneration must be suitable for business expansion and growth of the Company. In addition, the Company manages a fund for all employees at the rate of 4%, with the Company paying contributions for another 4% (in 2021, the rate is 3%), which must comply with the conditions that the Company has notified everyone to constitute a cumulative fund for employees (see also the Code of Conduct Manual on Employee Benefits Remuneration Policy and Notes to the Financial Statements No. 22).

Motivational activities and beneficial activities Societies such as:



For 2023, the Good Driving Safe Drive 12 Smile program for drivers who can perform their duties qualifies as an annual bonus.

HR. and OP Department distributed New Year gifts to YOKOHAMA Happy New Year 2024 drivers.



Birthday celebrations for employees, both office workers and drivers



Professional Driver Retirement Day 2023 with pension according to employee's years of service



Annual health check-up of employees who have reached 1 year of service. The company will have an annual health check-up.

Human Resource Development

The Company has a policy to continuously develop personnel from internal and external training to increase the potential of employees. Ability and skill to work professionally Support future growth, be able to compete internationally. Details are as follows.

1. Inhouse Training

The company has an annual training plan for initial employees and for the driver to receive constant training for everyone in driving (Technical Skill) and service (Soft Skill) together to provide quality service.

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.
- Refresh Defensive driving technique: This is a review of preventive driving techniques for drivers who have completed the DDT course for more than 1 year the Driver Development Department will provide training where drivers will receive the same training as the course. DDT

2. External Training

The Company has appointed the Committee on Occupational safety and the working environment. For the year 2023 has the duty to consider policies and plans on occupational safety. Including safety outside the workplace to prevent and reduce accidents. "The report suggested the measures for safety in the workplace" that all the Committee on Occupational safety and working environment must be trained Course of the Committee on Occupational Safety, Health, and Environment in the Workplace.

In addition, the Company has appointed a supervisory or executive safety officer. Such officers must undergo the Executive Safety Officer Course and the Supervisor-Level Occupational Safety Officer Course from the Occupational Safety Training Institute. Top Professional & Development Co., Ltd. (TPD.) with the Safety Committee. Occupational Health and Working Environment Number of hours 12 hours.

Process the external and internal training of the company.

Training Courses	Trainee	Trainers	duration (hours)	Year 2023
Introduce organizations and executives Rules, Regulations, Welfare and Introduction to ISO39001	New Employee	Human Resources/Quality Assurance	3	/
Training according to ISO39001 standards	New Employee	Communication in the team	6	/

Training Courses	Trainee	Trainers	duration (hours)	Year 2023
Accident Prevention Driving Techniques	Driver/ Operations Supervisor	Safety Promotion Association/Internal Lecturer	6	/
Executive Heart Driver	Driver/ Operations Supervisor	External Training Institute / Internal Science	6	/
Thaksa Supervisor	Supervisors of all departments	External Training Institutions	6	/
Annual fire evacuation drill	everyone	External Training Institutions	3	/
Primary Fire Extinguishing	everyone	External Training	6	/
Occupational Safety Officer/ Supervisory Safety Officer	everyone	Institute of External Training/Internal Science	12	/
Administrative Safety Officer	Management	Internal External Training Institute	12	/
Occupational Safety, Health and Work Environment Committee	everyone	External Training Institutions	12	/

Important labor disputes

The company has not encountered any major disputes over labor and employment laws in the past three years.

Auditor

The Company has hired an independent and qualified auditor who is recognized as the Company's auditor in accordance with the criteria of the Office. The Audit Committee considers the nomination of the auditor, namely EY Office Co., Ltd., with remuneration as follows:

Items	YE2021	YE2022	YE2023
Examination of financial statements	750,000	840,000	840,000
Review of interim financial statement (altogether 3 quarters)	510,000	510,000	510,000
Total	1,260,000	1,350,000	1,350,000

Remark: Audit fee consists of Annual Financial Statements and Review Form 56-1 One Report.

Non-audit fee

For the year 2023, the Company has no other service fees other than auditing or disclosure of other types and scope of services.

Policy on Succession Plans

The Company attaches great importance to the selection of personnel for the succession of positions at all important levels in a transparent manner and fairness to ensure that Company's business operations. There will be continuity in management 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 the position that is the main position (Key Job), which is important to the Company's business operations, such as the Chief Executive or Managing Director, Positions that are important in the management structure Specialized skilled positions offer in-depth expertise and are difficult to replace. [\(More details Business Ethics Guide on policy on succession plans\)](#)

Principles of action when senior management positions are vacant.

When the position of senior management or managing director is vacant or those in the position unable to perform their duties or a deputy to be in charge of the position until there is a selection and selection of a person who has the qualifications according to the criteria set by the Company and must be a visionary, knowledge and experience is appropriate to the corporate culture, 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 them. [\(More details Business Ethics Guide on Succession Plan Policy\)](#)

Positions in other listed Companies

The Board of Directors recognizes the importance of the performance of duties of directors. Managing Director So the directors can devote their time to overseeing the business to the fullest Therefore adjusted the policy of the position of directors The Board of Directors has set a policy for directorship in other listed companies of each director to hold the position of no more than 5 companies in order to increase efficiency in performing duties as a director of the Company and to maximize the benefit of the organization for growth. Future business.

The Board of Directors has established policies and procedures for holding the position of director in other companies of the Managing Director, senior management of the Company, both director positions and the number of companies, which must be approved by the Board of Directors.

Director's Remuneration Policy and Senior Management or Managing Director

The Board of Directors has assigned the Nomination Committee will consider determining the directors' remuneration from the Company performance, business size and responsibilities of the Board of Directors Compared to companies listed on the Stock Exchange of Thailand with market capitalization of the same size as the Company. and other companies in the same industry as the Company and proposed to the general meeting of shareholders for consideration and approval annually.

The Nomination Committee will determine the amount and form of remuneration for the senior management or the Managing Director by using various indicators as an indicator in terms of benefits; salary and bonus rates will be adjusted annually. This will be in line with the economic situation and the Company's operating results. [\(More details Business Ethics Guide on remuneration policy of director and senior management or managing director\)](#)

Short-term compensation levels include salaries and bonuses.

Long-term compensation levels must be consistent with past performance. And the implementation of long-term strategic objectives as well as the implementation and development of executives, as well as based on the company's business expansion and profitability growth.

Guidelines

Remuneration of senior management or Managing Director and of the position of executive deputy managing director will be considered annually, in accordance with the principle and policies that the Nomination Committee which various compensation will be at the level that motivates by considering the appropriateness and in accordance with the scope of duties, responsibilities, obligations according to the performance of the senior management or the Managing Director as well as operating results, the company's profit growth and the overall economic condition of the Company according to the strategic objectives and main goals of the organization consistent with the long-term benefits of the business Including reference comparisons from companies in the same industry at a similar level and presented to the Board of Directors for consideration and approval.

The Company may disclose the Directors' Remuneration Policy. Along with other sub-committees in a way that is comparable to the industry. Experience, obligations Scope of roles and responsibilities, as well as the expected benefits of each director. Details are as follows:

1. Monetary compensation

According to the resolution proposed to the 2024 AGM of Shareholders to approve the remuneration of directors for the year 2024 on March 31, 2023, the details are as follows.

Position	YE2021	YE2022	YE2023
Chairman of the Board of Directors	20,000	20,000	20,000
Deputy of the Chairman of the Board of Directors	15,000	15,000	15,000
Director	12,000	12,000	12,000
Chairman of the Audit Committee	20,000	20,000	20,000
Audit Committee / Independent Director	10,000	10,000	10,000
Chairman of Risk Management Committee	18,000	18,000	18,000
Risk Management Committee	12,000	12,000	12,000
Chairman of Nomination and Remuneration Committee	18,000	18,000	18,000
Nomination and Remuneration Committee	12,000	12,000	12,000
C Corporate Governance Committee chairman of the	-	18,000	18,000
Corporate Governance Committee	-	12,000	12,000

Annual Directors' Remuneration

Calculated from the Company's annual operating results at the rate of not exceeding 5% of the annual net profit after deduction of corporate income tax, the Board of Directors shall have the authority to allocate this amount to each director. without any other benefits.

Remuneration of Directors and Sub-Committees for 2023 Detail as follows

List	Board of Directors	Audit Committee	Nomination and Remuneration Committee	Risk Management Committee	Supervisory Board	Total
Mr. Chartchai Panichewa	Chairman 5/5 120,000		1/1 12,000			132,000
PH.D. Viwat Krommadit	Deputy Chairman 90,000					90,000
Mr. Piya Techakul	5/5 72,000			2/2 24,000	1/1 12,000	108,000
Mrs. Somhathai Panichewa	5/5 72,000					72,000
Mr. Suchit Punvongpaiboon	5/5 72,000			2/2 24,000	1/1 12,000	108,000
Mrs. Suwannee Khamman	5/5 72,000	Chairman 4/4 80,000				152,000
Mr. Prasert Akkarapathompong	5/5 72,000	4/4 48,000	1/1 12,000	2/2 Chairman 36,000	1/1 Chairman 18,000/	186,000
Mr. Komchai Boonjirachot	5/5 72,000	4/4 48,000	1/1 Chairman 18,000			138,000
Mr. Nichanan Rattanakate				2/2 24,000		24,000
Mr. Pattamapor Prasartketkarn				2/2 24,000		24,000
Total	642,000	176,000	42,000	132,000	42,000	2,177,000

Remark:

- Dr. According to the Board of Directors' Meeting No. 1/2022 held on February 22, 2022, it was resolved to adjust the consulting fee on a monthly basis of Baht 60,000 (excluding 5% withholding tax) at a fixed rate to suit the increasing obligations and responsibilities as the business progresses, effective from January 1, 2022, onwards. For the year 2023, the total amount is Baht 0.83 million.
- Mr. Piya Techakul approved the remuneration of the Managing Director in line with the objectives and main goals of the organization. In addition, other important positions in the Company, such as Chairman of the Executive Committee and Chairman of the Accounting and Finance Committee, amounted to Baht 0.39 million per month.

อุปุมัติผลตอบแทนกรรมการ ประจำปี 2566

คำตอบนแทนกรรมการรายปี

นโยบาย: “ผลตอบนแทนกรรมการประจำปีคิดจากผลประกอบการประจำปีของบริษัทฯ ในอัตราไม่เกินร้อยละ 5 ของกำไรสุทธิประจำปี โดยให้กรรมการบริษัทมีอำนาจจัดสรรเงินจำนวนนี้ให้แก่กรรมการ”

คำตอบนแทนกรรมการรายปี (โบนัส) จากผลการดำเนินงานปี 2566

ตำแหน่ง	ประจำปี 2564		ประจำปี 2565		ประจำปี 2566	
	เบี้ยประชุม	โบนัส 9 เท่า	เบี้ยประชุม	โบนัส 9 เท่า	เบี้ยประชุม	โบนัส 9 เท่า
ประธานกรรมการ	15,000	135,000	20,000	180,000	20,000	180,000
ประธานกรรมการตรวจสอบ	15,000	135,000	20,000	180,000	20,000	180,000
ประธานกรรมการบริหารความเสี่ยง	15,000	135,000	18,000	162,000	18,000	162,000
ประธานกรรมการสรรหาฯ	15,000	135,000	18,000	162,000	18,000	162,000
รองประธานกรรมการ	12,000	108,000	15,000	135,000	15,000	135,000
กรรมการ	10,000	90,000	12,000	108,000	12,000	108,000

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8. Report on key operating results related to corporate governance

8.1 Report on the performance of the Board of Directors and sub-committees in the past year

The Board of Directors and sub-committees prepare a summary report of past performance through a message from the Chairman to summarize the important information arising from the operation in the field of operations. Monetary Reports Internal control, management, risk management, corporate governance and nomination and remuneration determination to disclose to all shareholders. (More details message from the chairman of the board of directors, Report on the responsibility of the board of directors to financial reports, message from the chairman of the audit committee, message from the chairman of the risk management committee, message from the chairman of the corporate governance committee and message from the chairman of the nomination and remuneration committee)

1. Nomination, development, and evaluation of the duties of the Board of Directors

The Company has nominated top directors and executives through the Nomination Committee. Consider, for example, gender, age, qualifications, skills, and experience necessary for business administration. Details are as follows:

Independent Directors

Board of Directors or Shareholders' Meeting (if any) to appoint independent directors to participate as independent directors in the Board of Directors By appointing independent directors not less than 1 in 3 of the total number of directors and must have at least 3 independent directors.

The criteria for selecting independent directors are based on the criteria for selecting directors. By qualifications of independent directors Considering the qualifications and prohibitions of directors under the Public Companies Act And the law on securities and stock exchange, including announcements, regulations and / or regulations of the Securities and Exchange Commission, according to the definition of independent directors as follows.

Qualification of Independent Directors

The Company has defined independent directors in accordance with the requirements of the Office. SEC and Capital Market Supervisory Board Announcement No. 4/2009 Dated February 20, 2009, on the qualifications of independent directors, namely:

1. Holding less than 1 % of the total number of shares with voting rights of the Company. A major shareholder or a person with control over the Company, including the shareholding of related persons of that independent director.
2. Not being or having ever been a Director who takes part in Management area, employees, or consultants with regular salary or the controlling person of the Company , Major Shareholder or of the controlling person of the applicant unless he has been discharged from the aforementioned characteristics for at least two years prior to the date of submission of the application for permission to the office, such prohibited characteristics exclude cases where the independent directors used to be government officials or an advisor of the government agency, which is Major shareholders or the Company controlling person.
3. Not be a person with blood ties or a legal registration in the manner of parentage, spouse, sibling, and child, including the child's spouse of other directors, management, major shareholders, controlling person or a person who will be nominated as a director Management or controlling person of the Company.
4. Have no or used to no business relationship with the Company, the major shareholder or controlling person. The Company's regulators in a manner that may obstruct their independent judgment, including not being or having been a significant

shareholder or control of a business relationship with the Company, the major shareholder or controlling person of the Company, unless it has been removed from such a nature for at least two years.

5. Not be or have been an auditor of the Company. Major shareholders or controlling persons of the Company and implied shareholders. Controlling persons or partners of the Audit Office. The auditor of the Company, major shareholder or controlling person of the affiliated company is not less than two years before the date of application for permission to the office.

Business relations under paragraph one, including commercial transactions that are normally made to operate a rental or lease of property. Transactions related to assets or services or financial assistance, such as receiving loans, guarantees or providing assets as collateral for liabilities. As a result, the licensee or his or her partner has a debt obligation to pay to the other party, from three percent of the net tangible assets of the licensee or at least twenty million baht. Whichever is lower, the calculation of such debt obligations is in accordance with the method of calculating the value of connected transactions in accordance with the Notification of the Capital Market Supervisory Board on the Criteria for Connected Transactions. However, in determining the debt burden, the debt obligations incurred during the year before the date of the business relationship with the same person must be included.

6. It is not or has ever been a professional service provider, including providing services as legal advisors or financial advisors, which receives services more than two million baht per year from the Company, major shareholders or controlling persons of the Company, and is not an implied shareholder. Unless it has been retired from such characteristics at least two years before the date of application for permission to the office. Not be a director appointed to represent directors of the Company. Major shareholders or shareholders who are related to major shareholders.
7. Not being a director who has been appointed to represent the Company's Directors, Major Shareholders or shareholders who are related to the Major Shareholders.
8. Do not operate in the same nature business and in significant competition with the business of the Company or take position as an Executive Director, employee, advisor who receives regular salary, or holding more than 1% of the total number of voting shares of other company, which operating in the same nature business and in significant competition with the business of the Company.
9. No other characteristics which prevent us from expressing independent opinions on the operations of the applicant. After being appointed as an Independent Director who having the characteristics according to paragraphs (1) to (10), may assign by the Director to decide in the business operation of the Major Shareholders or controlling person of the Company by a decision in the form of a collective decision.

In addition, the Independent Director will have educational qualifications, specialization, work experience, and other suitability together to propose to the shareholders' meeting for further appointment as directors of the Company. In case of there is any Independent Director vacating office before the end of term, The Board of Directors may appoint an Independent Directors who has the qualifications specified above to replace the position. The substitute Independent Directors may hold office for the remaining term of the Independent Directors whose replaces.

In 2023, there are no independent directors who have served more than 9 years and no independent directors have served as directors in more than 5 listed companies. [\(more details Attachments 1\)](#)

Nomination of Directors and Top Executives

To appoint directors The Nomination Committee, consisting of two independent directors of three nominating committees, is responsible for determining, selecting, and scrutinizing qualified persons in accordance with the company's regulations, and nominating qualified directors to obtain professional and diverse directors from board skill matrix to comply with the company's business strategy, considering the company's structure, size and composition. The proposed number will be 40 times the number of directors who have completed the term and present their opinions to the Board of Directors for the approval of the directors. The names of such directors will then be presented to the shareholders' meeting to elect directors according to the next guidelines.

However, this is The Nomination Committee has considered the nature of the business and the future plan has determined the qualifications of the directors. In addition, The Nomination Committee has given shareholders the opportunity to participate in the nomination of qualified directors. It must pass the shareholders' meeting to vote for the directors. The Company allows shareholders to use the ballot to elect directors individually, with shareholders having all the votes they have, selecting the nominated persons as directors one by one.

To appoint a top executive The Board of Directors has considered and assigned the Nomination Committee to consider the criteria and procedures for nominating qualified persons to hold the position of chief executive, and nominate more than one person deemed appropriate, with reasons for the Directors to consider further appointment. In the recruitment process, the recruitment of qualified people was considered. Have knowledge, competence and experience that is useful to the company's operations and understands the company's business well and can manage to achieve the objectives set by the Board of Directors.

Nomination of Managing Director

"Managing Director" is appointed by considering and approving the appointment of the Company's directors by the Nomination Committee Conducting the recruitment of qualified persons for the position.

Qualifications of the Managing Director

1. General features

- Thai nationality
- Able to work full time for the Company.
- Not being a person of unsound mind or mental infirmity.
- Not being bankrupt or has never been a dishonest bankrupt.
- Never sentenced to a final sentence of imprisonment whether he has been sentenced to imprisonment, except for an offense committed through negligence or a petty offence or lapse of punishment or the expiration of the suspension period.
- Never been fired, laid off or fired from a job because of dishonesty.

2. Specific properties

- Graduated not lower than a bachelor's degree, having knowledge, expertise, and experience in organizational management.
- Have a vision of management in the transportation business and business related to transportation business.
- Have morals and ethics in administration and good corporate governance, personality, leadership, and good human relations.
- Able to communicate and coordinate well both internally and externally.
- Having knowledge and expertise in organizational management to be able to meet the needs and good services.

Knowledge Development Policy for Directors

The Board of Directors has assigned the Nomination and Remuneration Committee to supervise and prepare a development plan for every set of directors according to the Skill Matrix for the Board of Directors, senior management. Including the company secretary to participate in developing relevant skills, knowledge, and abilities all the time, and every change in the law, rules, regulations, regulations related to business operations by focusing on the performance of the committee's duties to achieve the objectives, goals and the maximum benefit to the organization. [\(more details Business Ethics Guide on learning and knowledge development policy for directors\)](#)

For the year 2023, the Company's Board of Directors has completed important training courses by organizations related to corporate governance such as Director Accreditation Program (DAP), Direct Certification Program (DCP), Advanced Audit Committee Program (AACP) by the Association for the Promotion of Thai Institute of Directors (IOD) and senior management by Capital Market Academy, and other training. [\(Additional details in Attachment\)](#)

Annual Performance Assessment of the Board of Directors

The Board of Directors holds both board self-assessments, namely the Board of Directors, sub-committees, such as audit committees. Risk Management Committee Nomination and Remuneration Committee and Corporate Governance Committee and Senior Executives or Managing Directors annually according to the guidelines and procedures that have been defined. Once completed, the Company Secretary will collect the evaluation scores and summarize the results. To report to the next Board of Directors' meeting [\(More details Business Ethics Guide Regarding on board of directors' annual performance evaluation and annual performance evaluation of senior management or managing director\)](#)

Attendance and remuneration of individual committees

Director and Sub Committee Meeting

1 The Board of Directors Meeting

Board of Directors Meetings must be held to acknowledge the Company's operating results at least every 3 months. In the meetings, directors must express their opinions and use their discretion independently. Directors should attend every meeting. In addition to the force majeure which must be notified to the secretary of the Board of Directors in advance the company must report the number of meetings held by the Board of Directors. In each meeting of the Board of Directors, all directors are informed in advance. The secretary of the Board of Directors must send a meeting invitation letter to all directors to know the date, time, place and agenda of the meeting. The delivery is made at least 7 days in advance, except in urgent cases, not less than 5 business days, and is responsible for collecting supporting documents for the meeting of directors and management to deliver to the board in advance and such documents must provide sufficient information for decision making. which exercises the independent discretion of the Board of Directors The secretary of the committee must record the issues in the meeting. to prepare the minutes of the meeting which must contain complete content and completed within 15 days from the date of the meeting to propose to the chairman of the board to sign and must provide a system good storage, easy to find and good confidentiality [\(more details Business Ethics Guide on Good Corporate Governance Policy\)](#)

- Directors who have interests in any matter are not entitled to vote on that matter.
- Voting in the meeting of the Board of Directors shall be based on the opinion of the majority vote. In case of equal votes, The

chairman of the meeting has an additional vote as a casting vote. Those who did not agree were to be stated in the minutes of the meeting.

This is to encourage the performance of the Board of Directors. Criteria and forms of information in documents to be presented to the Board of Directors for completeness, sufficient and appropriate to support the smooth running of the Board of Directors' meetings. The fastest and most efficient under the relevant laws and regulations at the time the Board of Directors will vote.

At the meeting, there must be at least two-thirds of the total number of directors. In 2023, all directors attended every meeting or representing 100 percent of the total number of directors' meetings, in line with the policy of promoting each director. Attended more than 75% of the total number of Board of Directors' meetings.

The Board has set a schedule for the Board meetings in advance throughout the year. For the directors to be able to arrange the time appropriately for the year 2023 with the meeting details as follows.

Details	Board of Directors	Audit Committee	Risk Management Committee	Corporate Governance Committee	Member of the Nomination and Remuneration Committee
Number of directors	8	3	5	3	3
Number of meetings	5	4	2	1	1
Number of directors attending the meeting	5	4	2	1	1
Meeting proportion	100%	100%	100%	100%	100%

Non-Executive Directors

The Board of Directors has focused on good corporate governance by requiring non-executive directors to have meetings with each other as appropriate. No executive directors attended the meeting to allow discussion of issues related to the management or corporate governance of the Company, including consultation on issues related to corporate governance. Consultation and comments or recommendations for improvement of various aspects and inform the Chairman of the Executive Committee to act on such issues.

Monitoring compliance with corporate governance policies and practices

The Company provides an internal audit agency to monitor important financial operations and activities in coordination with the Audit Committee and the authorized auditors hired by the Company to regulate the work to be lawful. Regulations and procedures as specified by the Company include internal control and audit policies. Information Disclosure Policy to prevent the use of internal information of the Company Accounting and Monetary Policy Tax policy and compliance policy.

[\(More details Business Ethics Guide on Compliance policy stakeholders\)](#)

For the year 2023, no directors and executives were found to have acted in any of the above-mentioned matters affecting the Company.

9. Internal control and related party transactions

9.1 Internal control

The Board of Directors has summarized the opinions on the Company's internal control system in the following matters: according to the internal control system sufficiency assessment form and includes Risk Management. The adequacy and appropriateness of the Company's internal control system and the provision of sufficient personnel to carry out such operations effectively and able to protect Company assets from directors or executives wrongly or without power. Details are as follows:

The Company's Internal Audit supervisor.

At the Audit Committee meeting on February 19, 2018, No. 1/2018, Ms. Oonin Inchareonsuk was appointed. To serve as the company's internal auditor supervisor. She was trained in courses related to internal audit operations, had the Certificate of Internal Auditors (CPIAT) of the Internal Auditor's Association of Thailand (2018), and understood the company's activities and operations, and therefore deemed it appropriate to perform such duties by presenting the results of the quarterly audit to the Audit Committee in accordance with the annually approved review plan. However, this is Consideration and approval, appointment, removal The relocation of the head of the company's internal audit agency must be approved by the Audit Committee.

(More details Attachment 3 and Business Ethics Guide on policy on control and internal audit of the company)

For 2023, the Company has appointed Mr. Chutipan Promsuwansiri as the Company's internal auditor and will replace Ms. Orinthu in the following year.

The Company's supervisory unit

The Company has not yet established a supervisory unit for the Company's operations (Compliance) but has assigned the Company Secretary for supervision and reporting to the Audit Committee. The Company Secretary is responsible for supervising the Company, the Board of Directors, executives, and employees to perform their duties in accordance with the announcements, regulations and /or other laws and regulations, related to both the Securities and Exchange Commission, the Stock Exchange of Thailand, and related agencies.

Internal audit plan for 2023

Opinion of the Audit Committee that the internal audit work plan for 2023 is appropriate and beneficial to the Company as per details are as follows:

YE2023	Operation Plan	Opinion of the Audit Committee
Q1/2023	Driver salary payment process	Acknowledge and advice on determining the roles and responsibilities of internal examiners by simply suggesting ways to solve problems. Methods for prevention, control, and further presentation to the audit committee
Q2/2023	Process for managing maintenance spare parts	Acknowledge the results of the internal audit.
Q3/2023	Personal Data Protection Act (PDPA)	Acknowledge and recommend additional information of process reviewing PDPA practices, such procedure and workflow.
Q4/2023	Human resources (HRM) work process	Acknowledge the results of the internal audit.

YE2024	Operation Plan
Q1/2024	VVS Service Management (On demand service)
Q2/2024	Maintenance Management (PM4 and PM5)
Q3/2024	Diver Development Training
Q4/2024	Management of EV

รายงานการปฏิบัติตามหลักการค้ากับดูแลกิจการที่ดี สำหรับปี 2566

บริษัทฯ ส่งเสริมการดำเนินธุรกิจไปสู่ความก้าวหน้า อย่างมั่นคงและยั่งยืน โดยในปีที่ผ่านมา ในการประชุมกรรมการบริษัท และกรรมการชุดย่อย ได้มีการติดตามและทบทวนนโยบาย “จรรยาบรรณธุรกิจ” ให้เป็นไปตามหลักการค้ากับดูแลกิจการที่ดีของตลก. นอกจากนี้ บริษัทฯ ยังควบคุมและกำกับเพื่อให้แน่ใจว่าการดำเนินธุรกิจนั้นเป็นไปตามนโยบายการค้ากับดูแลกิจการที่ดี ดังที่เคยปฏิบัติมา

หลักการพื้นฐานที่สำคัญของการกำกับดูแลกิจการ



แหล่งที่มา: <https://setsustainability.com/page/corporate-governance>

Internal control system adequacy assessment from year 2023

Control Environment

1. The organization demonstrates its commitment to the value of integrity and ethics.

Questions		Yes	No
1.1	Board of directors and management set principles of integrity and operations code of conduct, inclusiveness;		
1.1.1	Daily operations and making decisions	√	
1.1.2	Practice with business partners, customers and third parties	√	
1.2	There are written regulations to ensure that executives and employees operates with integrity and ethics, inclusiveness;		
1.2.1	There is appropriate code of conduct requirements for management and employees.	√	
1.2.2	There are provisions forbidding management and employees from acting in a manner that may create a conflict of interest with the entity and the prohibition of corruption causing damage to the organization ²	√	
1.2.3	There are proper penalties for violation of the above provisions.	√	
1.2.4	The above requirements and penalties are communicated to all executives and employees, for example, to present to new employee orientation, to sign to acknowledge the requirements and penalties on an annual basis by employees, the code of conduct is also published to employees and third parties.		No third-party notification
1.3	There is a procedure to monitor and assess that code of conduct		
1.3.1	Monitoring and evaluation by the internal audit department or the compliance unit	√	
1.3.2	Self-assessment by management and employees	√	
1.3.3	External independent expert assessment		No external assessment
1.4	There is a timely management when there is non-compliance in regulations on integrity and code of conduct.		
1.4.1	There is a process to be detected in a timely manner.	√	
1.4.2	There is a process that makes it possible to appropriately punish or deal with violations and within due time	√	
1.4.3	Actions that are contrary to the principles of honesty and ethical treatment are properly addressed and within proper time	√	

² The company should define the internal control in accordance with anti-corruption measures to suit the risks of the company.

2. The board of directors is independent from the management and has the duty to oversee and develop internal Control

	Questions	Yes	No
2.1	Roles and duties of the Board of Directors are set separately from that of the Management, The Board of Directors' authorities are clearly defined.	√	
2.2	The Board of Directors oversees that there is clear and measurable business target to use as guidelines for the executives and employees' operations.	√	
2.3	The Board of Directors supervises the Company to determine the roles and duties of the Board of Directors and executives in accordance with the law and the Charter which covers the important roles of the Audit Committee, the auditor, the internal auditor. and the person responsible for the financial reports	√	
2.4	The Board of Directors are knowledgeable about the company's business and has the expertise that would be beneficial to the company or able to seek advice from experts in the field.	√	
2.5	The Board of Directors comprises a suitable number of knowledgeable and reliable independent directors who can perform his/her duty independently. For example, the independent directors do not have any business relation with the company or any other relationship that could influence their independent judgement.	√	
2.6	The Board of Directors oversees the development and practice of the organization's internal control including the creation of control environment, risk assessment, control activities, information and communication, and the follow up.	√	

3. The Management, under the Board of Directors' oversight, sets suitable reporting function as well as defining the commanding authorities and responsibilities so that the organization would achieve its goals.

	Questions	Yes	No
3.1	Top management sets an organizational structure that supports the Company's goal by considering the business functions and legal requirements. There is also effective internal control. For example, there is a separation of duties in important business unit which would result in check and balance; there is an internal audit unit which reports directly to the Audit Committee; there is a clear line of report.	√	
3.2	Top management sets up line of report by considering duties, responsibilities, and communication	√	
3.3	Roles and responsibilities are suitably defined and assigned between the Board of Directors, top executives, management, and employees.	√	

4. The organization displays its commitment to motivate, develop and maintain capable personnel

	Questions	Yes	No
4.1	The company has the policy and practice for recruiting, developing, and retaining knowledgeable personnel and regularly reviews such policy and practice	√	
4.2	There is performance evaluation process, incentives, and rewards to personnel with good performance, management measure for the personnel who did not reach their targets and the process is communicated to all executives and employees.	√	

	Questions	Yes	No
4.3	The company has the process to timely solve or prepare for the event that the company lack knowledgably personnel.	√	
4.4	The company has process to recruit, develop and retain all executives and employees such as providing mentoring system or training.	√	
4.5	The company provides succession plan for significant roles	√	

5. The organization appoints personnel to have duty and responsibilities on internal control in order to achieve organizational goal

	Questions	Yes	No
5.1	The Board of Directors and the Management have the procedure and communication to enforce all personnel to have responsibilities for internal control and if necessary, provide corrective measure for such procedure.	√	
5.2	The Board of Directors and the Management set indicators for performance appraisal, give suitable incentives and rewards by considering the compliance of code of conduct and the company's short-term and long-term objectives.	√	
5.3	The Board of Directors and the Management regularly evaluates the incentives and rewards by focusing on the connection between the success of the performance and the compliance of internal control.	√	
5.4	The Board of Directors and the Management make sure that there is not too much pressure on each personnel duty	√	

Risk Assessment

6. The organization clearly defines its objectives so that risks related to the achievement of such objectives can be identified and evaluated.

	Questions	Yes	No
6.1	Companies can comply with generally accepted accounting standards which is appropriate to the business at that time by showing that the transaction in the financial report exists, complete, correctly show the rights or obligations of the company, have the right value and is properly disclosed	√	
6.2	The company defines the essence of the financial statements by considering the major factor such as the user of the financial report, the size of transaction and the business trend	√	
6.3	The company's financial report truly reflects the company' operational activities	√	
6.4	The Board of Directors or the Risk Management Committee approved and communicated the risk management policy to all executives and employees. Such policy is acknowledged and practiced as a part of the organizational culture.	√	

7. The organization identifies and analyzes all risks that may affect the achievement of the organizational objectives.

	Questions	Yes	No
7.1	The company identifies all risks that may affect the company's operations in organizational level, business unit level, department level, and work level.	√	
7.2	The company analyze all internal and external risk factors including strategic risk, operational risk, reporting risk, rule and regulation compliance risk and technological risk.	√	
7.3	All levels of management are involved with risk management	√	
7.4	The company evaluate the risk by considering the chance of occurrence and the effect that may occur.	√	
7.5	The company has the measure and operation plan to handle risk by either accepting, reducing, avoiding or sharing risks.	√	

8. The organization considers the chance of fraud while assessing risks that may affect the achievement of organizational objectives.

	Questions	Yes	No
8.1	The company evaluates the chance of fraud, covering all type of fraud including the faultily financial report, assets loss, corruption, management override of internal controls, the change of important information in report, wrongly acquisition or disposition of property, etc.	√	
8.2	The company review its operational target by considering the possibility of the target achievement as well as considering that the incentive or rewards given to employees would not instigate wrongdoing. For example, the sale goal is not unreasonably high that would motivate employees to give false sale figure.	√	
8.3	The Audit Committee has considered and questioned the Management regarding the chance of fraud and the prevention or correction measure.	√	
8.4	The company has communicated with all employees so that they understand and comply with existing policies and guidelines.	√	

9. The organization is able to identify and evaluate changes that could affect the internal control system.

	Questions	Yes	No
9.1	The company evaluates external changes that may affect the operations, internal control, and financial report and defines adequate measures to handle such changes.	√	
9.2	The company evaluates the change in business model that may affect the operations, internal control and financial statements and define suitable measure in response to such change.		There is no policy to change the business model.
9.3	The company evaluates the change of the organization leader which may affect business operation, internal control, and financial statements and defines suitable measure in response to such change.	√	

Control Activities

10. The organization has a control policy which would mitigate risks that would affect the achievement of organization objectives to an acceptable level.

Questions		Yes	No
10.1	The company's control measure is suitable to the risk and the organization's unique condition such as environment, the complexity of work, scope of work and other specific condition.	√	
10.2	The company has a written internal control measure. They cover various processes appropriately, for example, policies and procedures related to financial transaction, procurement and general administration, the scope of authority and the approval hierarchy of the executives at each level are clearly defined to prevent fraud, such, the credit limit and authorization power of each level of management, the procedure for approving investment projects, purchasing process and vendor selection method, recording of detailing procurement decisions, the process of withdrawing materials, equipment of using various tools, etc., has been organized for the following cases.		
	10.2.1 Collection of information about major shareholders, management and those related to such persons, including connected persons for monitoring and reviewing related transactions or items that may have conflicts of interest Including always updating information to be up to date	√	
	10.2.2 The company has a written internal control measure. They cover various processes appropriately, for example, policies and procedures related to financial transactions, procurement and general administration, the scope of authority and the approval hierarchy of the executives at each level are clearly defined to prevent fraud, such, the credit limit and authorization power of each level of management, the procedure for approving investment projects, purchasing process and vendor selection method, recording of detailing procurement decisions, the process of withdrawing materials, equipment or using various tools, etc., has been organized for the following cases.	√	
10.3	The company determines the appropriate diversity of internal controls such as manual and automated controls or preventive and monitoring controls.	√	
10.4	The company requires internal controls at all levels of the organization, such as at the group level, business unit, department, department, or process.	√	
10.5	The company completely separates 3 following responsibilities from one another in order to have check and balance: (1) Approving duty (2) Recording accounting transaction and information and (3) Assets storing	√	

11. The organization uses technology to select and develop general control activities in order to support its objectives.

	Questions	Yes	No
11.1	The company should identify the connection between the use of information technology in operations and the general control of the information technology system.	√	
11.2	The company should define suitable control for technology system fundamental.	√	
11.3	The company should define suitable security control for technology system	√	
11.4	The company should define suitable control for the procurement, development and maintenance of the technology system	√	

12. The Company sets up control activities through policy which specified its expectation and practice procedure so that the policy can be put to practice

	Questions	Yes	No
12.1	The company has strict policy to monitor that the transaction of the major shareholder, director, management or related person go through approval process as defined in the company's articles of association, rules and regulations of the Stock Exchange of Thailand, the Security Exchange Commissions, etc. in order to protect the company's benefit against the use for personal gain.	√	
12.2	The company has a policy that a transaction must be approved by the person who has no personal interest in such transaction	√	
12.3	The company has the policy to approve transaction by considering the company's utmost benefit and consider the transaction on the at arms' length basis at arms' length basis	√	
12.4	The company has the process to monitor the performance of subsidiaries or associates including setting guidelines to the person who is appointed as a director or executives in the subsidiaries or associates. (If the company does not have subsidiaries of associates, the company does not have to answer this question)		
12.5	The company sets the role and responsibilities that the executives and the employees are to implement the policy in their operations.	√	
12.6	The company's policies and processes are suitably implemented by capable personnel including the process of operation correction.	√	
12.7	The company regularly reviews its policy and process of practice	√	

Information & Communication

13. The organization has related and quality information to support the goal for internal control

Questions		Yes	No
13.1	The company specifies the related information that are required for its operation from both in and outside of the organization.	√	
13.2	The company considers the cost and benefit as well as the quantity and correctness of the information.	√	
13.3	The company provides the Board of Directors with sufficient information for their decision making such as the detail of the proposed agenda, the reasons, the effect to the company and other alternatives.	√	
13.4	The company provides the meeting notice or meeting documents that contain necessary and sufficient information for the directors' consideration before the meeting at least for the minimum requirement of the law.	√	
13.5	The company provides detailed minutes of the Board of Directors' meeting so that each director's performance can be reviewed. For example, record of directors' question, opinion, comment on the considered matters; the opinion of the directors who did not approve the proposed agenda and his/her reason.	√	
13.6	The company has the following actions		
	13.6.1 Filing and categorizing all important document.	√	
	13.6.2 In the event that the auditor or the internal auditor report about flaws in internal control, such flaws has been corrected.	√	

14. The organization communicates information within the organization including the purpose and the responsibility for necessary internal control system so that the internal control could be conducted as planned.

Questions		Yes	No
14.1	The company has effective internal information communication process and has appropriate communication channel to support internal control.	√	
14.2	The company regularly reports important information to the Board of Directors. And the Board of Directors has access to the resources necessary for their operations or review various items as required, such, assigning a person to a contact center, contacting between the other information received from management, including inquiries from the auditor, Internal Auditors, arranging meetings between the Board and the Management as requested, arrangement of meeting and discussion activities between the Board of Directors and the management, in addition to the board meeting, etc.	√	
14.3	The company provides special channel or secret channel so that its personnel can securely report information or clue regarding fraud or corruption (whistle-blower hotline) to the company	√	

15. The organization has communicated with external agencies regarding the issues that may affect its internal control.

	Questions	Yes	No
15.1	The company has the process for the effective information communication to stakeholders outside the organization as well as appropriate communication channels to support internal control such as providing investors relation officers or complaint center. (info@atp30.com)	√	
15.2	The company provides special channel or secret channel so that the stakeholders outside the organization can securely report information or clue regarding fraud or corruption (whistle-blower hotline) to the company.	√	

Monitoring Activities

16. The organization monitors and assesses its internal control to ensure that the internal control is thoroughly and appropriately conducted.

	Questions	Yes	No
16.1	The company provides a process to monitor the compliance with the code of conduct and prohibited the management and employees from conducting themselves in a manner is likely to cause conflicts of interests, such as assigning each unit to monitor the operations and report to their supervisor or assigning the internal audit unit to monitor the operation and report to the Audit Committee.	√	
16.2	The company reviews the internal control system through self-assessment and/or independent assessment by internal auditor	√	
16.3	The frequency of monitoring and assessment is suitable for the company's change.	√	
16.4	The internal audit system is monitored and assessed by knowledgeable personnel	√	
16.5	The result of internal audit is reported directly to the Audit Committee	√	
16.6	The company encourages the internal auditor to follow the International Standards for the Professional Practice of Internal Auditing (IIA)	√	

17. The Organization timely evaluates and communicates the internal control system flaws to responsible persons including high-level executives and board of directors as appropriated.

	Questions	Yes	No
17.1	The company evaluates and communicates the deficiencies of its internal control system and timely proceed to monitor and rectify such deficiencies in the event that the operating result significantly differs from the predefined goal.	√	
17.2	The company has the following reporting policies:		
	17.2.1 Management must immediately report to the board of directors in the event of fraud or suspicion of fraud, violation of laws or other unusual actions that may significantly affect the company's reputation of financial position.	√	
	17.2.2 Significant deficiencies along with problem solving guideline (although the problem may have already been managed) are timely reported to the company's board of directors/audit committee for consideration.	√	

Questions			Yes	No
17.2.3	Progress on the remedy of significant flaws is reported to the company's board of directors/audit committee		√	

9.2 Related transactions

The Company discloses the transactions between each other with the intention of ensuring transparency in transactions between the Company and persons who may have conflicts of interest in order to ensure that the Company discloses transactions between each other with fairness. Reasonable and fair at market price and is a normal transaction (Fair and at arms' length) and beneficial to shareholders. as follows

No.	Information about the transaction	YE2021	YE2022	YE2023
1.	Name and relationship of the person in conflict. Mr. Chatchai Panichewa; the Chairman of the Board of Directors / Member of the Nomination and Remuneration Committee / Member of the Executive Committee. /Authorized Director			
	Nature and volume of related transactions: The company's vehicle			
	Insurance premiums	3.45	0.34	-
	Annual insurance premiums	0.21	0.03	-
	Prepaid insurance premiums	0.01	-	-
	Accrued insurance premiums			
	Measures and systems to supervise: The Company compares insurance premium prices by reasonable conditions and coverage before deciding.			
	Transaction level as a percentage of service cost	0.88%	0.07%	-
2.	Name and relationship of the person in conflict Kromadit Parts Co., Ltd. by PhD. Viwat Kromadit; Vice Chairman of the Board of Directors / Advisor/ Executive Director / Authorized Director			
	Nature and volume of related transactions: Head office, parking area and garage rental and service fees.			
	Rental fees and service fees.	0.23	-	-
	Accrued Rental fees and service fees.	-	-	-
	Measures and systems to supervise: The Company compares rental fees and service fees with nearby areas. Transaction level as a percentage of service cost.			
	Transaction level as a percentage of service cost.	0.06%	-	-
3.	Name and relationship of the person in conflict: NPR Trans Tour Co., Ltd. by Ms. Nichanan Rattanakate; Business Owner / Assistant Managing Director / Member of the Risk Management Committee/ Executive			
	Nature and volume of related transactions: Affiliated vehicles: buses and vans			
	Rental fees and service fees.	4.17	4.94	3.32
	Accrued Rental fees and service fees.	1.36	1.09	1.22
	Measures and systems to supervise: The Company pays service fees like other affiliated services in terms of contract, condition, and service fees;			
	transaction level as a percentage of service cost.	1.06%	0.95%	0.60%
4.	Name and relationship of the person in conflict:			

No.	Information about the transaction	YE2021	YE2022	YE2023
	Mr. Ampol Techakul Brother of Mr. Piya Techakul is a Director of the Company. /Managing Director (MD) /Chairman of Executive Committee (CEO) /Risk Management Committee/ Corporate Governance Committee/ Authorized Director			
	Nature and volume of related transactions: Affiliated vehicles: buses and vans Rental fees and service fees. Accrued Rental fees and service fees.	0.15 0.15	- -	- -
	Measures and systems to supervise: The Company pays service fees like other affiliated services in terms of contract, condition, and service fees; transaction level as a percentage of service cost.	0.04%	-	-
5	Name and relationship of the person in conflict: Mr. Atimet Chatwareechote Operating Manager/ Executive			
	Nature and volume of related transactions: Affiliated vehicles: buses and vans Rental fees service fees. Accrued Rental fees and service fees.	0.77 0.22	0.89 0.22	0.87 0.22
	Measures and systems to supervise: The Company pays service fees like other affiliated services in terms of contract, conditions and service fees; transaction level as a percentage of service cost.	0.20%	0.17%	0.16%

Note:

- Item 1 for 2023 Premium from PCL. Thaisri Insurance There are no items between them.
- Item 2 The rental fee for Kromdit Park Building and Services was terminated on 1/02/2021.

Part 3
Financial Statement

ATP 30 Public Company Limited
Report and financial statements
31 December 2023

Independent Auditor's Report

To the Shareholders of ATP 30 Public Company Limited

Opinion

I have audited the accompanying financial statements of ATP 30 Public Company Limited (the Company), which comprise the statement of financial position as at 31 December 2023, and the related statements of comprehensive income, changes in shareholders' equity and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In my opinion, the financial statements referred to above present fairly, in all material respects, the financial position of ATP 30 Public Company Limited as at 31 December 2023, its financial performance and cash flows for the year then ended in accordance with Thai Financial Reporting Standards.

Basis for Opinion

I conducted my audit in accordance with Thai Standards on Auditing. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Company in accordance with the *Code of Ethics for Professional Accountants including Independence Standards* issued by the Federation of Accounting Professions (Code of Ethics for Professional Accountants) that are relevant to my audit of the financial statements, and I have fulfilled my other ethical responsibilities in accordance with the Code of Ethics for Professional Accountants. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Key Audit Matters

Key audit matters are those matters that, in my professional judgement, were of most significance in my audit of the financial statements of the current period. These matters were addressed in the context of my audit of the financial statements as a whole, and in forming my opinion thereon, and I do not provide a separate opinion on these matters.

I have fulfilled the responsibilities described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report, including in relation to these matters. Accordingly, my audit included the performance of procedures designed to respond to my assessment of the risks of material misstatement of the financial statements. The results of my audit procedures, including the procedures performed to address the matters below, provide the basis for my audit opinion on the accompanying financial statements as a whole.

The key audit matters and how audit procedures respond to each matter are described below.

Residual values of transportation vehicles

As disclosed in Note 10 to the financial statements, as at 31 December 2023, the net book values of the Company's transportation vehicles amounted to Baht 991 million and depreciation expense for the year then ended total Baht 90 million. In determining the depreciation expenses, the management was required to exercise judgment in estimating the residual values of the transportation vehicles. The estimates of residual values thus directly impact the amounts of depreciation expenses recorded during the year.

I gained an understanding of and assessed the residual values of the transportation vehicles through a review of the procedures applied by the management. I performed the assessment taking into account the knowledge and past experience of the experts, such as dealers of each type of vehicles. In addition, I compared the residual values determined by the experts with the market values.

Recognition of service income

The Company is principally engaged in the business of transport services. Service income is a significant account and key indicator on which the management and the stakeholders focus because an increase or decrease in such revenue directly impacts the Company's operating results. I therefore focused on the amount and timing of recognition of the Company's revenue, in accordance with its accounting policies as disclosed in Note 4.1 to the financial statements.

I assessed and tested the Company's internal controls with respect to the revenue cycle by making enquiry of responsible executives, gaining an understanding of the controls and selecting representative samples to test the operation of the designed controls. In addition, I sent confirmation requests for service income amounts to the major customers. I randomly selected documents supporting service income transactions occurring during the year and near the period end for examination, and reviewed credit notes issued by the Company to customers after the end of the reporting period. Moreover, I performed analytical procedures on disaggregated data to detect any unusual service transactions, particularly for accounting entries made through journal vouchers.

Other Information

Management is responsible for the other information. The other information comprise the information included in annual report of the Company, but does not include the financial statements and my auditor's report thereon. The annual report of the Company is expected to be made available to me after the date of this auditor's report.

My opinion on the financial statements does not cover the other information and I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit or otherwise appears to be materially misstated.

When I read the annual report of the Company, if I conclude that there is a material misstatement therein, I am required to communicate the matter to those charged with governance for correction of the misstatement.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Thai Financial Reporting Standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Company's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Thai Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Thai Standards on Auditing, I exercise professional judgement and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I also provide those charged with governance with a statement that I have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on my independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, I determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. I describe these matters in my auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, I determine that a matter should not be communicated in my report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

I am responsible for the audit resulting in this independent auditor's report.

Preecha Arunnara
Certified Public Accountant (Thailand) No. 5800

EY Office Limited
Bangkok: 23 February 2024

ATP 30 Public Company Limited**Statement of financial position****As at 31 December 2023**

		(Unit: Baht)	
	<u>Note</u>	<u>2023</u>	<u>2022</u>
Assets			
Current assets			
Cash and cash equivalents	7	8,976,039	20,968,806
Trade and other receivables	8	102,656,469	86,210,239
Spare parts and supplies		2,430,045	1,635,376
Current tax assets		6,848,069	6,436,317
Other current assets		<u>12,791,682</u>	<u>9,595,364</u>
Total current assets		<u>133,702,304</u>	<u>124,846,102</u>
Non-current assets			
Restricted bank deposits	9	2,000,000	2,000,000
Transportation vehicles	10	990,701,715	973,025,395
Land, building and equipment	11	75,942,467	79,500,292
Other non-current assets		<u>994,630</u>	<u>1,304,901</u>
Total non-current assets		<u>1,069,638,812</u>	<u>1,055,830,588</u>
Total assets		<u><u>1,203,341,116</u></u>	<u><u>1,180,676,690</u></u>

The accompanying notes are an integral part of the financial statements.

ATP 30 Public Company Limited
Statement of financial position (continued)
As at 31 December 2023

		(Unit: Baht)	
	<u>Note</u>	<u>2023</u>	<u>2022</u>
Liabilities and shareholders' equity			
Current liabilities			
Bank overdrafts and short-term loans from			
financial institutions	12	50,403,165	63,010,066
Trade and other payables	13	46,153,338	46,515,893
Current portion of long-term loans from			
financial institutions	14	21,880,000	10,440,000
Current portion of lease liabilities	16	135,559,015	131,216,159
Other current liabilities		1,626,585	1,168,957
Total current liabilities		<u>255,622,103</u>	<u>252,351,075</u>
Non-current liabilities			
Long-term loans from other company	15	50,000,000	-
Long-term loans from financial institutions			
- net of current portion	14	1,140,000	23,020,000
Lease liabilities, net of current portion	16	305,561,534	332,559,766
Deferred tax liabilities	21	55,535,726	48,193,067
Provision for long-term employee benefits	17	14,134,429	13,692,135
Other non-current liabilities		4,870,500	4,025,500
Total non-current liabilities		<u>431,242,189</u>	<u>421,490,468</u>
Total liabilities		<u>686,864,292</u>	<u>673,841,543</u>

The accompanying notes are an integral part of the financial statements.

ATP 30 Public Company Limited**Statement of financial position (continued)****As at 31 December 2023**

		(Unit: Baht)	
	<u>Note</u>	<u>2023</u>	<u>2022</u>
Shareholders' equity			
Share capital			
Registered			
682,310,058 ordinary shares of Baht 0.25 each		<u>170,577,514</u>	<u>170,577,514</u>
Issued and fully paid-up			
682,310,058 ordinary shares of Baht 0.25 each		170,577,514	170,577,514
Share premium		228,675,750	228,675,750
Retained earnings			
Appropriated - statutory reserve	18	17,057,751	15,460,000
Unappropriated		<u>100,165,809</u>	<u>92,121,883</u>
Total shareholders' equity		<u>516,476,824</u>	<u>506,835,147</u>
Total liabilities and shareholders' equity		<u>1,203,341,116</u>	<u>1,180,676,690</u>
		-	-

The accompanying notes are an integral part of the financial statements.

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Directors

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ATP 30 Public Company Limited
Statement of comprehensive income
For the year ended 31 December 2023

		(Unit: Baht)	
	<u>Note</u>	<u>2023</u>	<u>2022</u>
Profit or loss:			
Revenues			
Service income		669,202,567	631,889,936
Other income		<u>2,277,307</u>	<u>564,106</u>
Total revenues		<u>671,479,874</u>	<u>632,454,042</u>
Expenses			
Cost of services		552,095,593	522,081,963
Administrative expenses		<u>63,589,383</u>	<u>56,232,347</u>
Total expenses		<u>615,684,976</u>	<u>578,314,310</u>
Operating profit		55,794,898	54,139,732
Finance cost	19	<u>(19,749,235)</u>	<u>(17,702,483)</u>
Profit before income tax		36,045,663	36,437,249
Income tax expenses	21	<u>(7,061,196)</u>	<u>(7,262,327)</u>
Profit for the year		<u>28,984,467</u>	<u>29,174,922</u>
Other comprehensive income:			
<i>Other comprehensive income not to be reclassified to profit or loss in subsequent period</i>			
Actuarial gain		1,407,315	-
Less: Income tax effect	21	<u>(281,463)</u>	<u>-</u>
Total other comprehensive income for the year		<u>1,125,852</u>	<u>-</u>
Total comprehensive income for the year		<u>30,110,319</u>	<u>29,174,922</u>
Earnings per share			
Basic earnings per share	22	<u>0.042</u>	<u>0.043</u>

The accompanying notes are an integral part of the financial statements.

ATP 30 Public Company Limited

Statement of changes in shareholders' equity

For the year ended 31 December 2023

(Unit: Baht)

	Issued and fully paid-up share capital	Share premium	Retained earnings		Total
			Appropriated - Statutory reserve	Unappropriated	
Balance as at 1 January 2022	170,577,514	228,675,750	14,000,000	84,868,313	498,121,577
Total comprehensive income for the year	-	-	-	29,174,922	29,174,922
Dividend paid (Note 25)	-	-	-	(20,461,352)	(20,461,352)
Unappropriated retained earnings transferred to statutory reserve (Note 18)	-	-	1,460,000	(1,460,000)	-
Balance as at 31 December 2022	<u>170,577,514</u>	<u>228,675,750</u>	<u>15,460,000</u>	<u>92,121,883</u>	<u>506,835,147</u>
					-
Balance as at 1 January 2023	170,577,514	228,675,750	15,460,000	92,121,883	506,835,147
Profit for the year	-	-	-	28,984,467	28,984,467
Other comprehensive income for the year	-	-	-	1,125,852	1,125,852
Total comprehensive income for the year	-	-	-	30,110,319	30,110,319
Dividend paid (Note 25)	-	-	-	(20,468,642)	(20,468,642)
Unappropriated retained earnings transferred to statutory reserve (Note 18)	-	-	1,597,751	(1,597,751)	-
Balance as at 31 December 2023	<u>170,577,514</u>	<u>228,675,750</u>	<u>17,057,751</u>	<u>100,165,809</u>	<u>516,476,824</u>
					-

The accompanying notes are an integral part of the financial statements.

ATP 30 Public Company Limited**Cash flow statement****For the year ended 31 December 2023**

	(Unit: Baht)	
	<u>2023</u>	<u>2022</u>
Cash flows from operating activities		
Profit before tax	36,045,663	36,437,249
Adjustments to reconcile profit before tax to net cash provided by (paid from) operating activities:		
Depreciation and amortisation	95,290,667	91,379,656
Reversal of expected credit losses	(30,000)	(50,000)
Loss (gain) on disposal/written-off of transportation vehicles and equipment	(312,103)	66,641
Increase in provision for long-term employee benefits	3,106,849	2,792,105
Financial income	(36,971)	(24,302)
Financial expenses	<u>19,749,235</u>	<u>17,702,483</u>
Profit from operating activities before changes in operating assets and liabilities	153,813,340	148,303,832
Operating assets (increase) decrease		
Trade and other receivables	(12,366,230)	(10,590,568)
Spare parts and supplies	(794,669)	(338,910)
Other current assets	(1,533,281)	(44,825)
Other non-current assets	(255,940)	(747,414)
Operating liabilities increase (decrease)		
Trade and other payables	66,611	2,384,538
Other current liabilities	457,628	(1,536,602)
Other non-current liabilities	<u>845,000</u>	<u>788,000</u>
Cash flows from operating activities	140,232,459	138,218,051
Cash paid for long-term employee benefits	(1,257,240)	(483,600)
Cash received from interest income	36,971	24,303
Cash received from refundable withholding tax	4,773,280	3,666,549
Cash paid for income tax	<u>(6,848,069)</u>	<u>(6,436,317)</u>
Net cash flows from operating activities	<u>136,937,401</u>	<u>134,988,986</u>

The accompanying notes are an integral part of the financial statements.

ATP 30 Public Company Limited**Cash flow statement (continued)****For the year ended 31 December 2023**

	(Unit: Baht)	
	<u>2023</u>	<u>2022</u>
Cash flows from investing activities		
Increase in restricted bank deposits	-	(2,000,000)
Cash paid to settle payables - purchase of fixed assets	(757,617)	(868,908)
Acquisition of transportation vehicles and equipment	(4,183,586)	(6,036,570)
Proceeds from sales of transportation vehicles	3,626,664	-
Net cash flows used in investing activities	<u>(1,314,539)</u>	<u>(8,905,478)</u>
Cash flows from financing activities		
Increase (decrease) in bank overdrafts	(32,606,901)	28,102,338
Cash received from short-term loans from financial institutions	80,000,000	20,000,000
Cash paid for short-term loans from financial institutions	(60,000,000)	-
Cash received from short-term loans from other company	40,000,000	-
Cash paid for short-term loans from other company	(40,000,000)	-
Cash received from long-term loans from other company	50,000,000	-
Cash paid for long-term loans from financial institutions	(10,440,000)	(10,320,000)
Payment of principal portion of lease liabilities	(134,354,688)	(161,018,972)
Cash paid for interest expenses	(19,749,235)	(17,702,483)
Dividend paid	(20,464,805)	(20,420,779)
Net cash flows used in financing activities	<u>(147,615,629)</u>	<u>(161,359,896)</u>
Net decrease in cash and cash equivalents	(11,992,767)	(35,276,388)
Cash and cash equivalents at beginning of year	<u>20,968,806</u>	<u>56,245,194</u>
Cash and cash equivalents at end of year	<u><u>8,976,039</u></u>	<u><u>20,968,806</u></u>
	-	-
Supplemental cash flows information		
Non-cash items		
Increase of assets from lease agreements	111,738,121	180,526,475
Payable of acquisition of equipment	324,614	757,617
Receivable from sales of transportation vehicles	4,050,000	-

The accompanying notes are an integral part of the financial statements.

ATP 30 Public Company Limited
Notes to financial statements
For the year ended 31 December 2023

1. General information

ATP 30 Public Company Limited (“the Company”) is a public company incorporated and domiciled in Thailand. The Company is principally engaged in the business of transport services. The registered office of the Company is at 9/30 Moo 9, Bangnang, Panthong, Chonburi.

2. Basis of preparation

The financial statements have been prepared in accordance with Thai Financial Reporting Standards enunciated under the Accounting Professions Act B.E. 2547 and their presentation has been made in compliance with the stipulations of the Notification of the Department of Business Development, issued under the Accounting Act B.E. 2543.

The financial statements in Thai language are the official statutory financial statements of the Company. The financial statements in English language have been translated from the Thai language financial statements.

The financial statements have been prepared on a historical cost basis except where otherwise disclosed in the accounting policies.

3. New financial reporting standards

3.1 Financial reporting standards that became effective in the current year

During the year, the Company has adopted the revised financial reporting standards which are effective for fiscal years beginning on or after 1 January 2023. These financial reporting standards were aimed at alignment with the corresponding International Financial Reporting Standards with most of the changes directed towards clarifying accounting treatment and providing accounting guidance for users of the standards.

The adoption of these financial reporting standards does not have any significant impact on the Company’s financial statements.

3.2 Financial reporting standards that will become effective for fiscal years beginning on or after 1 January 2024

The Federation of Accounting Professions issued a number of revised financial reporting standards, which are effective for fiscal years beginning on or after 1 January 2024. These financial reporting standards were aimed at alignment with the corresponding International Financial Reporting Standards with most of the changes directed towards clarifying accounting treatment and providing accounting guidance for users of the standards.

The management of the Company believes that adoption of these amendments will not have any significant impact on the Company's financial statements.

4. Significant accounting policies

4.1 Revenue and expense recognition

Service income

Service income is recognised when services have been rendered.

Finance cost

Interest expense from financial liabilities at amortised cost is calculated using the effective interest method and recognised on an accrual basis.

4.2 Cash and cash equivalents

Cash and cash equivalents consist of cash in hand and at banks, and all highly liquid investments with an original maturity of three months or less and not subject to withdrawal restrictions.

4.3 Transportation vehicles, land, building and equipment/Depreciation

Land is stated at cost. Transportation vehicles, building and equipment are stated at cost less accumulated depreciation and allowance for loss on impairment of assets (if any).

Depreciation of transportation vehicles, building and equipment is calculated by reference to their costs on the straight-line basis over the following estimated useful lives:

Transportation vehicles	10	years
Building	5 to 40	years
Furniture, fixture and office equipment	5	years
Tool	5	years
Motor vehicles	5	years

Depreciation is included in profit or loss.

No depreciation is provided on land, work under installation for transportation vehicles and assets under construction.

An item of transportation vehicles, land, building and equipment is derecognised upon disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on disposal of an asset is included in profit or loss when the asset is derecognised.

4.4 Leases

As a lessee, the Company recognises right-of-use assets and leases liabilities for all leases at the date the underlying asset is available for use (the commencement date). The Company recognises as rental expenses on a straight-line basis over the lease term for a lease term less than 12 months or a lease of low-value assets.

Right-of-use assets

Right-of-use assets are measured at cost, less accumulated depreciation, any accumulated impairment losses, and adjusted for any remeasurement of lease liabilities (if any). The cost of right-of-use assets includes the amount of lease liabilities initially recognised, initial direct costs, and lease payments made at or before the commencement date of the lease less any compensation or incentives received from lessors.

Depreciation of right-of-use assets are calculated by reference to their costs on the straight-line basis over the lease term or their estimated useful lives in case of the ownership of the leased asset is transferred to the Company at the end of the lease term.

Office space and car park	Lease term
Furniture, fixture and office equipment	Lease term
Motor Vehicles	5 years
Transportation vehicles	10 years

Right-of-use assets are presented as a part of transportation vehicles, land, building and equipment in the statement of financial position.

Lease liabilities

Lease liabilities are measured at the present value of the lease payments to be made over the lease term and discounted by the interest rate implicit in the lease or the Company's incremental borrowing rate. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest, reduced for the lease payments made and is remeasured if there is a change in the lease term.

4.5 Related party transactions

Related parties comprise individuals or enterprises that control, or are controlled by, the Company, whether directly or indirectly, or which are under common control with the Company.

They also include associated companies and individuals or enterprises which directly or indirectly own a voting interest in the Company that gives them significant influence over the Company, key management personnel, directors, and officers with authority in the planning and direction of the Company's operations.

4.6 Impairment of non-financial assets

At the end of each reporting period, the Company performs impairment reviews in respect of the transportation vehicles, land, building and equipment, right-of-use asset, and other intangible assets whenever events or changes in circumstances indicate that the assets may be impaired. An impairment loss is recognised when the recoverable amount of an asset, which is the higher of the asset's fair value less costs to sell and its value in use, is less than the carrying amount.

An impairment loss is recognised in profit or loss.

4.7 Employee benefits

Short-term employee benefits

Salaries, wages, bonuses and contributions to the social security fund are recognised as expenses when incurred.

Post-employment benefits

Defined contribution plans

The Company and its employees have jointly established a provident fund. The fund is monthly contributed by employees and by the Company. The fund's assets are held in a separate trust fund and the Company's contributions are recognised as expenses when incurred.

Defined benefit plans

The Company has obligations in respect of the severance payments it must make to employees upon retirement under labor law. The Company treats these severance payment obligations as a defined benefit plan.

The obligation under the defined benefit plan is determined by a professionally qualified independent actuary based on actuarial techniques, using the projected unit credit method.

Actuarial gains and losses arising from defined benefit plans are recognised immediately in other comprehensive income.

4.8 Provisions

Provisions are recognised when the Company has a present obligation as a result of a past event, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation.

4.9 Income tax

Income tax expense represents the sum of corporate income tax currently payable and deferred tax.

Current tax

Current income tax is provided in the accounts at the amount expected to be paid to the taxation authorities, based on taxable profits determined in accordance with tax legislation.

Deferred tax

Deferred income tax is provided on temporary differences between the tax bases of assets and liabilities and their carrying amounts at the end of each reporting period, using the tax rates enacted at the end of the reporting period.

The Company recognises deferred tax liabilities for all taxable temporary differences while it recognises deferred tax assets for all deductible temporary differences and tax losses carried forward to the extent that it is probable that future taxable profit will be available against which such deductible temporary differences and tax losses carried forward can be utilised.

At each reporting date, the Company reviews and reduce the carrying amount of deferred tax assets to the extent that it is no longer probable that sufficient taxable profit will be available to allow all or part of the deferred tax asset to be utilised.

The Company records deferred tax directly to shareholders' equity if the tax relates to items that are recorded directly to shareholders' equity.

4.10 Financial instruments

The Company initially measures financial assets at its fair value plus transaction costs. Except for trade receivables, the Company measured at the transaction price as disclosed in the accounting policy relating to revenue recognition and classified as financial assets as to be subsequently measured at amortised cost using the effective interest rate (EIR) method and are subject to impairment. Gains and losses are recognised in profit or loss when the asset is derecognised, modified or impaired. The Company derecognised financial assets when the rights to receive cash flows from the asset have expired or have been transferred and either the Company has transferred substantially all the risks and rewards of the asset or control of the asset.

At initial recognition the Company's financial liabilities are recognised at fair value net of transaction costs and classified as liabilities to be subsequently measured at amortised cost using the EIR method. The Company takes into account any fees or costs that are an integral part of the EIR. Gains and losses are recognised in profit or loss when the liabilities are derecognised as well as through the EIR amortisation process. The EIR amortisation is included in finance costs in profit or loss. A financial liability is derecognised when the obligation under the liability is discharged or cancelled or expires.

Financial assets and financial liabilities are offset, and the net amount is reported in the statement of financial position if there is a currently enforceable legal right to offset the recognised amounts and there is an intention to settle on a net basis, to realise the assets and settle the liabilities simultaneously.

Impairment of financial assets

The Company considers the credit risk and to be in default when contractual payments are past due and using other internal or external information. The Company recognises an allowance for expected credit losses ("ECLs") of financial assets based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Company expects to receive, discounted at an approximation of the original effective interest rate. For trade receivables, the Company applies a simplified approach in calculating ECLs. It is based on its historical credit loss experience and adjusted for forward-looking factors specific to the debtors and the economic environment.

4.11 Fair value measurement

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between buyer and seller (market participants) at the measurement date. The Company applies a quoted market price in an active market to measure their assets and liabilities that are required to be measured at fair value by relevant financial reporting standards. Except in case of no active market of an identical asset or liability when a quoted market price is not available, the Company measures fair value using valuation technique that are appropriate in the circumstances and maximises the use of relevant observable inputs related to assets and liabilities that are required to be measured at fair value.

All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorised within the fair value hierarchy into three levels based on categorise of input to be used in fair value measurement as follows:

Level 1 - Use of quoted market prices in an active market for such assets or liabilities

Level 2 - Use of other observable inputs for such assets or liabilities, whether directly or indirectly

Level 3 - Use of unobservable inputs such as estimates of future cash flows

At the end of each reporting period, the Company determines whether transfers have occurred between levels within the fair value hierarchy for assets and liabilities held at the end of the reporting period that are measured at fair value on a recurring basis.

5. Significant accounting judgements and estimates

The preparation of financial statements in conformity with financial reporting standards at times requires management to make subjective judgements and estimates regarding matters that are inherently uncertain. These judgements and estimates affect reported amounts and disclosures; and actual results could differ from these estimates. Significant judgments and estimates are as follows:

Allowance for expected credit losses of trade receivables

In determining an allowance for expected credit losses of trade receivables, the management needs to make judgement and estimates based upon, among other things, past collection history, aging profile of outstanding debts and the forecast economic condition for groupings of various customer segments with similar credit risks. The Company's historical credit loss experience and forecast economic conditions may also not be representative of whether a customer will actually default in the future.

Transportation vehicles, land, building and equipment/Depreciation

In determining depreciation of transportation vehicles, building and equipment, the management is required to make estimates of the useful lives and residual values of transportation vehicles, building and equipment and to review estimate useful lives and residual values when there are any changes.

In addition, the management is required to review transportation vehicles, land, building and equipment for impairment on a periodical basis and record impairment losses when it is determined that their recoverable amount is lower than the carrying amount. This requires judgements regarding forecast of future revenues and expenses relating to the assets subject to the review.

Post-employment benefits under defined benefit plans

The obligation under the defined benefit plan is determined based on actuarial techniques. Such determination is made based on various assumptions, including discount rate, future salary increase rate, mortality rate and staff turnover rate.

6. Related party transactions

During the years, the Company had significant business transactions with its related parties. Such transactions, which are summarised below arose in the ordinary course of business and were concluded on commercial terms and bases agreed upon between the Company and those related parties.

	<u>2023</u>	<u>2022</u>	(Unit: Million Baht) <u>Pricing policy</u>
<u>Transactions with related parties</u>			
Subcontract service	4.2	5.8	As agreed rate
Insurance expenses	-	0.3	As agreed rate

As at 31 December 2023 and 2022, the balances of the accounts between the Company and those related parties were as follows:

	(Unit: Thousand Baht)	
	<u>2023</u>	<u>2022</u>
<u>Prepaid insurance expenses - related party</u>		
Related company (Common Director)	-	25
<u>Trade payables - related parties (Note 13)</u>		
Related company (Common management)	1,230	1,092
Related persons (Management)	223	216
Total trade payables - related parties	<u>1,453</u>	<u>1,308</u>

Directors and management's benefits

During the year ended 31 December 2023 and 2022, the Company had employee benefit expenses payable to their directors and management as below.

	(Unit: Thousand Baht)	
	<u>2023</u>	<u>2022</u>
Short-term employee benefits	18,724	16,754
Post-employment benefits	1,047	882
Total	<u>19,771</u>	<u>17,636</u>

7. Cash and cash equivalents

	(Unit: Thousand Baht)	
	<u>2023</u>	<u>2022</u>
Cash	200	150
Bank deposits	8,776	20,819
Total	<u>8,976</u>	<u>20,969</u>

As at 31 December 2023, bank deposits in saving accounts carried interests between 0.25 and 0.50 percent per annum (2022: between 0.20 and 0.25 percent per annum).

8. Trade and other receivables

The balances of trade and other receivables as at 31 December 2023 and 2022 aged on the basis of due dates, are summarised below.

	(Unit: Thousand Baht)	
	<u>2023</u>	<u>2022</u>
Trade receivables		
Aged on the basis of due dates		
Not yet due	91,114	82,075
Past due		
Up to 3 months	2,640	901
Over 12 months	3,080	3,110
Total trade receivables	<u>96,834</u>	<u>86,086</u>
Less: Allowance for expected credit losses	<u>(3,080)</u>	<u>(3,110)</u>
Total trade receivables - net	93,754	82,976
Accrued services income	4,515	2,941
Advance payment	93	199
Other receivables	4,294	94
Total trade and other receivables - net	<u>102,656</u>	<u>86,210</u>

The normal credit term is 10 to 120 days.

Set out below is the movement in the allowance for expected credit losses of trade receivables.

	(Unit: Thousand Baht)	
	<u>2023</u>	<u>2022</u>
Beginning balance	3,110	3,160
Reversal of expected credit losses	(30)	(50)
Ending balance	<u>3,080</u>	<u>3,110</u>

9. Restricted bank deposits

These represent fixed deposits pledged with the banks to secure the short-term loan from financial institutions.

10. Transportation vehicles

	(Unit: Thousand Baht)				
	Transportation	Work under installation for transportation	Total	Right-of-use	Total
	vehicles	vehicles	Transportation vehicles	assets	Total
Cost:					
As at 1 January 2022	587,685	15	587,700	709,529	1,297,229
Additions	3,476	-	3,476	178,800	182,276
Disposal/write-off	(674)	-	(674)	-	(674)
Transfers	165,626	(15)	165,611	(165,611)	-
As at 31 December 2022	756,113	-	756,113	722,718	1,478,831
Additions	3,722	69	3,791	111,311	115,102
Disposal/write-off	(27,331)	-	(27,331)	-	(27,331)
Transfers	134,724	(69)	134,655	(134,655)	-
As at 31 December 2023	867,228	-	867,228	699,374	1,566,602
Accumulated depreciation:					
As at 1 January 2022	317,051	-	317,051	102,997	420,048
Depreciation for the year	42,506	-	42,506	43,878	86,384
Depreciation- disposal/write-off	(626)	-	(626)	-	(626)
Depreciation for transfers	48,127	-	48,127	(48,127)	-
As at 31 December 2022	407,058	-	407,058	98,748	505,806
Depreciation for the year	47,655	-	47,655	42,407	90,062
Depreciation- disposal/write-off	(19,968)	-	(19,968)	-	(19,968)
Depreciation for transfers	42,007	-	42,007	(42,007)	-
As at 31 December 2023	476,752	-	476,752	99,148	575,900

(Unit: Thousand Baht)

	Transportation vehicles	Work under installation for transportation vehicles	Total Transportation vehicles	Right-of-use assets	Total
Net book value:					
As at 31 December 2022	349,055	-	349,055	623,970	973,025
As at 31 December 2023	390,476	-	390,476	600,226	990,702
Depreciation for the year:					
2022 (Included in cost of services)					86,384
2023 (Included in cost of services)					90,062

As at 31 December 2023, certain items of transportation vehicles were fully depreciated but are still in use. The gross carrying amount before deducting accumulated depreciation of those assets amounted to approximately Baht 225 million (2022: Baht 174 million).

The Company pledged its transportation vehicles with net book values of approximately Baht 102 million (31 December 2022: None) as collateral against the long-term loan from other company.

11. Land, building and equipment

(Unit: Thousand Baht)

	Land	Building	Furniture, fixture and office equipment	Tool	Motor vehicles	Leasehold improvement under construction	Total land, building and equipment	Right-of-use assets	Total
Cost:									
As at 1 January 2022	34,184	36,060	12,640	2,962	3,110	23	88,979	6,361	95,340
Additions	-	1,712	1,070	394	7	134	3,317	1,727	5,044
Disposal/write-off	-	-	(116)	(75)	-	-	(191)	-	(191)
Transfers	-	-	39	-	-	(39)	-	-	-
As at 31 December 2022	34,184	37,772	13,633	3,281	3,117	118	92,105	8,088	100,193
Additions	-	133	465	112	-	8	718	427	1,145
Disposal/write-off	-	-	(29)	(52)	-	-	(81)	(226)	(307)
Transfers	-	-	8	-	-	(8)	-	-	-
As at 31 December 2023	34,184	37,905	14,077	3,341	3,117	118	92,742	8,289	101,031
Accumulated depreciation									
As at 1 January 2022	-	4,756	5,825	1,834	1,542	-	13,957	2,415	16,372
Depreciation for the year	-	1,500	1,217	378	13	-	3,108	1,384	4,492
Depreciation-disposal/write-off	-	-	(96)	(75)	-	-	(171)	-	(171)
As at 31 December 2022	-	6,256	6,946	2,137	1,555	-	16,894	3,799	20,693
Depreciation for the year	-	1,509	1,273	390	-	-	3,172	1,490	4,662
Depreciation-disposal/write-off	-	-	(29)	(51)	-	-	(80)	(187)	(267)
As at 31 December 2023	-	7,765	8,190	2,476	1,555	-	19,986	5,102	25,088
Net book value:									
As at 31 December 2022	34,184	31,516	6,687	1,144	1,562	118	75,211	4,289	79,500
As at 31 December 2023	34,184	30,140	5,887	865	1,562	118	72,756	3,187	75,943
Depreciation for the year:									
2022 (Baht 2.3 million included in administrative expenses, and the balance in cost of services)									4,492
2023 (Baht 2.7 million included in administrative expenses, and the balance in cost of services)									4,662

As at 31 December 2023, certain items of building and equipment were fully depreciated but are still in use. The gross carrying amount before deducting accumulated depreciation of those assets amounted to approximately Baht 11 million. (2022: Baht 10 million)

The Company pledged its land and building with net book values of approximately Baht 60 million (2022: Baht 61 million) as collateral against the loan received from commercial bank.

12. Bank overdrafts and short-term loans from financial institutions

(Unit: Thousand Baht)			
	Interest rate	<u>2023</u>	<u>2022</u>
	(percent per annum)		
Bank overdrafts	MOR and MOR - 0.60%	10,403	43,010
Short-term loans from financial institutions	MLR and MLR - 1.825%	<u>40,000</u>	<u>20,000</u>
Total		<u><u>50,403</u></u>	<u><u>63,010</u></u>

As at 31 December 2023, the bank overdraft credit facilities of the Company which have not yet been drawn down amounted to Baht 51 million (2022: Baht 18 million). The bank overdrafts are unsecured.

There is no short-term loan credit facilities of the Company which have not yet been drawn down. The short-term loan from a financial institution is secured by the Company's bank deposit.

13. Trade and other payables

(Unit: Thousand Baht)		
	<u>2023</u>	<u>2022</u>
Trade payables - unrelated parties	38,237	37,925
Trade payables - related parties (Note 6)	1,453	1,308
Other payables	925	1,131
Payables for purchase of fixed assets	325	758
Accrued expenses	4,453	4,707
Advance receipt	<u>760</u>	<u>687</u>
Total trade and other payables	<u><u>46,153</u></u>	<u><u>46,516</u></u>

14. Long-term loans from financial institutions

	(Unit: Thousand Baht)	
	<u>2023</u>	<u>2022</u>
Long-term loans from financial institutions	23,020	33,460
Less: Current portion	(21,880)	(10,440)
Long-term loans, net of current portion	<u>1,140</u>	<u>23,020</u>

The Company has a long-term loan from a commercial bank. The loan principal and interest are to be settled in monthly installments over a 48-month period, starting from December 2020, and interest is charged at a rate based on MLR. The long-term loan is secured by the mortgage of land and construction, as described in Note 11 to the financial statements.

In addition, in April 2020, the Company obtained a long-term loan of Baht 15 million from the same bank under measures to provide soft loans to assist entrepreneurs affected by the COVID-19 pandemic. This long-term loan is unsecured and loan principal is to be settled in monthly installments over a 36-month period, starting from April 2022. Interest is charged at a rate of 2 percent per annum for 2 years, starting from April 2020, and then charged at a rate based on MLR from April 2022 onwards.

15. Long-term loan from other company

		(Unit: Thousand Baht)	
	<u>Interest rate</u>	<u>2023</u>	<u>2022</u>
	(percent per annum)		
Long-term loan from other company	4.10%	<u>50,000</u>	<u>-</u>
Total		<u>50,000</u>	<u>-</u>

The above long-term loan from other company carries interest to be charged in monthly installments over a 60-month period starting from October 2023. The loan principal is scheduled to be settled in September 2028. The long-term loan is secured by the pledge of transportation vehicles, as described in Note 10 to the financial statements.

16. Leases

The Company has lease contracts for assets used in its operations. Leases generally have lease terms between 1 - 8 years.

(a) Right-of-use assets

Movement of right-of-use assets for the year ended 31 December 2023 and 2022 are summarised below:

(Unit: Thousand Baht)

	Land, building and equipment					Total right-of-use assets
	Transportation vehicles	Office space and car park	Furniture, fixture and office equipment	Motor vehicles	Total	
1 January 2022	606,532	3,729	217	-	3,946	610,478
Additions	178,800	124	23	1,580	1,727	180,527
Transfer to assets during the year	(117,484)	-	-	-	-	(117,484)
Depreciation for the year	(43,878)	(1,219)	(107)	(58)	(1,384)	(45,262)
31 December 2022	623,970	2,634	133	1,522	4,289	628,259
Additions	111,311	245	182	-	427	111,738
Transfer to assets during the year	(92,648)	-	-	-	-	(92,648)
Depreciation for the year	(42,407)	(1,219)	(112)	(159)	(1,490)	(43,897)
Write-off	-	-	(39)	-	(39)	(39)
31 December 2023	600,226	1,660	164	1,363	3,187	603,413

(b) Lease liabilities

(Unit: Thousand Baht)

	2023	2022
Lease payments	465,924	490,074
Less: Deferred interest expenses	(24,803)	(26,298)
Total	441,121	463,776
Less: Portion due within one year	(135,559)	(131,216)
Lease liabilities - net of current portion	305,562	332,560

Movements of the lease liability account during the years ended 31 December 2023 and 2022 are summarised below:

	(Unit: Thousand Baht)	
	<u>2023</u>	<u>2022</u>
Balance at beginning of year	463,776	444,269
Additions	111,738	180,527
Accretion of interest	12,294	14,172
Repayments	(146,648)	(175,192)
Write-off	(39)	-
Balance at end of year	<u>441,121</u>	<u>436,776</u>

A maturity analysis of lease payments is disclosed in Note 27.1 to the financial statements under the liquidity risk.

(c) Expenses relating to leases that are recognised in profit or loss

	(Unit: Thousand Baht)	
	<u>2023</u>	<u>2022</u>
Depreciation expense of right-of-use assets	43,897	45,263
Interest expense on lease liabilities	12,294	14,172

(d) Others

The Company had total cash outflows for leases for the year ended 31 December 2023 of Baht 147 million (2022: Baht 175 million).

17. Provision for long-term employee benefits

Provision for long-term employee benefits which represents compensation payable to employee after they retire from the Company, was as follows:

	(Unit: Thousand Baht)	
	<u>2023</u>	<u>2022</u>
Provision for long-term employee benefits		
at beginning of year	13,692	11,384
Included in profit or loss:		
Current service cost	2,846	2,576
Interest cost	260	216
Included in other comprehensive income:		
Actuarial gain arising from		
Financial assumptions changes	(969)	-
Experience adjustments	(438)	-
Benefits paid during the year	(1,257)	(484)
Provision for long-term employee benefits at end of year	<u>14,134</u>	<u>13,692</u>

The Company expects to pay long-term employee benefits during the next year of approximately Baht 0.6 million (2022: Baht 0.5 million).

As at 31 December 2023, the weighted average duration of the liabilities for long-term employee benefit is 9 years (2022: 10 years).

Key actuarial assumptions used for the valuation are as follows:

	<u>2023</u>	<u>2022</u>
	(% per annum)	(% per annum)
Discount rate	2.7	1.9
Future salary increase rate (depending on employment type)	2.5 - 6	2.5 - 6

The result of sensitivity analysis for significant assumptions that affect the present value of the long-term employee benefit obligation as at 31 December 2023 and 2022 are summarised below:

	(Unit: Million Baht)			
	<u>31 December 2023</u>		<u>31 December 2022</u>	
	<u>Increase 0.5%</u>	<u>Decrease 0.5%</u>	<u>Increase 0.5%</u>	<u>Decrease 0.5%</u>
Discount rate	(0.6)	0.6	(0.7)	0.7
Salary increase rate	0.6	(0.5)	0.8	(0.7)

18. Statutory reserve

Pursuant to Section 116 of the Public Limited Companies Act B.E. 2535, the Company is required to set aside a statutory reserve at least 5 percent of its net profit after deducting accumulated deficit brought forward (if any), until the reserve reaches 10 percent of the registered capital. The statutory reserve is not available for dividend distribution. At present, the statutory reserve has fully been set aside.

19. Finance cost

	(Unit: Thousand Baht)	
	<u>2023</u>	<u>2022</u>
Interest expenses on borrowings	7,455	3,530
Interest expenses on lease liabilities	12,294	14,172
Total	<u>19,749</u>	<u>17,702</u>

20. Expenses by nature

Significant expenses classified by nature are as follows:

	(Unit: Thousand Baht)	
	<u>2023</u>	<u>2022</u>
Salaries and wages and other employee benefits	208,107	179,584
Subcontract services	55,316	52,881
Depreciation and amortisation	95,291	91,380
Insurance expenses	23,804	23,906
Fuel expenses	163,294	163,060
Motor vehicles expenses	39,073	40,043

21. Income tax

Income tax expenses for the years ended 31 December 2023 and 2022 are made up as follows:

	(Unit: Thousand Baht)	
	<u>2023</u>	<u>2022</u>
Current income tax:		
Current income tax charge	-	-
Deferred tax:		
Relating to origination and reversal of temporary differences	7,061	7,262
Income tax expenses reported in the statement of comprehensive income	<u>7,061</u>	<u>7,262</u>

The amounts of income tax relating to each component of other comprehensive income for the years ended 31 December 2023 and 2022 are as follows:

	(Unit: Thousand Baht)	
	<u>2023</u>	<u>2022</u>
Deferred tax relating to actuarial gain	<u>281</u>	<u>-</u>

The reconciliation between accounting profit and income tax expense is shown below.

	(Unit: Thousand Baht)	
	<u>2023</u>	<u>2022</u>
Accounting profit before tax	36,046	36,437
Applicable tax rate	20%	20%
Accounting profit before tax multiplied by applicable tax rate	7,209	7,287
Effects of:		
Non-deductible expenses	49	250
Additional expenses deductions allowed	(197)	(275)
Total	(148)	(25)
Income tax expenses reported in the statement of comprehensive income	7,061	7,262

The components of deferred tax assets and deferred tax liabilities are as follows:

	(Unit: Thousand Baht)	
	<u>2023</u>	<u>2022</u>
Deferred tax assets		
Provision for long-term employee benefits	2,827	2,738
Allowance for expected credit losses	616	622
Unused tax loss	4,575	1,979
Total	8,018	5,339
Deferred tax liabilities		
Accumulated depreciation - transportation vehicles	40,734	37,897
Lease liabilities	22,820	15,635
Total	63,554	53,532
Deferred tax liabilities - net	55,536	48,193

22. Earnings per share

Basic earnings per share is calculated by dividing profit for the year (excluding other comprehensive income) by the weighted average number of ordinary shares in issue during the year.

23. Segment information

Operating segment information is reported in a manner consistent with the internal reports that are regularly reviewed by the chief operating decision maker in order to make decisions about the allocation of resources to the segment and assess its performance. The chief operating decision maker has been identified as the Company's Managing Director.

The three principal operating segments of the Company are the transport services segment, the management services segment and the vehicle rental segment. The management services segment consists of electric vehicle fleet management and shuttle public transport management. However, the management services segment and the vehicle rental segment are not material. The Company's operation is carried on only in Thailand. Segment performance is measured based on operating profit or loss, on a basis consistent with that used to measure operating profit or loss in the financial statements. Therefore, all of the revenues, operating profits and assets as reflected in these financial statements pertain exclusively to the aforementioned reportable operating segment and geographical area.

For the year 2023, the Company has revenue from one major customer in amount of Baht 67 million, arising from revenue by transport service segment (2022: Baht 66 million derived from one major customer, arising from revenue by transport service segment.)

24. Provident fund

The Company and its employees have jointly established a provident fund in accordance with the Provident Fund Act B.E. 2530. Both employees and the Company contribute to the fund monthly at the rate of 4 percent of basic salary (2022: 4 percent of basic salary). The fund, which is managed by K Master Pooled Fund, will be paid to employees upon termination in accordance with the fund rules. The contributions for the year 2023 amounting to approximately Baht 2.1 million (2022: Baht 1.7 million) were recognised as expenses.

25. Dividend

Dividends declared in 2023 and 2022 consisted of the followings:

Dividends	Approved by	Total dividends (Million Baht)	Dividend per share (Baht)
Final dividend for year 2022	Annual General Meeting of the shareholders on 31 March 2023	20.5	0.03
Final dividend for year 2021	Annual General Meeting of the shareholders on 1 April 2022	20.5	0.03

26. Bank guarantee

As at 31 December 2023, there were outstanding bank guarantees of approximately Baht 24 million (2022: Baht 24 million) issued by banks on behalf of the Company as required in the normal course of business.

27. Financial instruments

27.1 Financial risk management objectives and policies

The Company's financial instruments principally comprise cash and cash equivalents, trade and other receivables, bank overdrafts and short-term loans from financial institutions, trade and other payables, long-term loans and lease liabilities. The financial risks associated with these financial instruments and how they are managed is described below.

Credit risk

The Company is exposed to credit risk primarily with respect to trade receivables, and cash deposits with banks. The maximum exposure to credit risk is limited to the carrying amounts as stated in the statement of financial position.

Trade receivables

The Company manages the risk by adopting appropriate credit control policies and procedures. Outstanding trade receivables are regularly monitored, therefore does not expect to incur material financial losses. In addition, the Company does not have high concentrations of credit risk since it has a large customer base in various industries.

At each reporting date, the Company determines expected credit losses based on days past due for groupings of various customer segments with similar credit risks.

Cash deposits

The Company's credit risk associated with cash deposits is low because the Company's policy is that credit limits assigned to each counterparty are to be determined and approved by the Company's Board of Directors and the counterparties are banks with high credit-ratings assigned by international credit-rating agencies.

Market risk

Interest rate risk

The Company's exposure to interest rate risk relates primarily to its long-term loans and leases. Most of the Company's financial assets and liabilities bear floating interest rates or fixed interest rates which are close to the market rate.

The following table demonstrates the sensitivity of the Company's profit before tax for the year to a reasonably possible change in interest rates on that portion of floating rate of loans from bank affected as at 31 December 2023 and 2022 and all other variables remain constant over one year.

(Unit: Thousand Baht)

	Interest rates of loans from bank			
	Increase 1%		Decrease 1%	
	2023	2022	2023	2022
Increase (decrease) in profit before tax	(230)	(335)	230	335

Liquidity risk

The Company manages the risk of liquidity through the use of bank overdrafts, bank loans and lease contracts. The Company has assessed that the risk with respect to the Company's ability to pay its debt is low. This is because the Company has access to a sufficient variety of sources of funding, and debt maturing within 12 months can be rolled over with existing lenders.

The table below summarises the maturity profile of the Company's non-derivative financial liabilities as at 31 December 2023 and 2022 based on contractual undiscounted cash flows:

(Unit: Thousand Baht)

	As at 31 December 2023		
	Less than	1 to 5	Total
	1 year	years	
Bank overdraft and short-term loans			
from financial institutions	53,884	-	53,884
Trade and other payables	46,153	-	46,153
Long-term loans from other company	-	52,050	52,050
Long-term loans from financial institutions	23,126	1,211	24,337
Lease liabilities	147,296	318,628	465,924
Total	<u>270,459</u>	<u>371,889</u>	<u>642,348</u>

(Unit: Thousand Baht)

As at 31 December 2022

	Less than 1 year	1 to 5 years	Total
Bank overdraft and short-term loans			
from financial institutions	66,780	-	66,780
Trade and other payables	46,516	-	46,516
Long-term loans from financial institutions	10,918	24,038	34,956
Lease liabilities	142,980	347,094	490,074
Total	267,194	371,132	638,326

27.2 Fair values of financial instruments

Since the majority of the Company's financial instruments are short-term in nature or carrying interest at rates closed to the market interest rates, their fair value is not expected to be materially different from the amounts presented in statement of financial position.

28. Capital management

The primary objective of the Company's capital management is to ensure that it has appropriate capital structure in order to support its business and maximise shareholder value. As at 31 December 2023, the Company's debt-to-equity ratio was 1:33:1 (2022: 1.33:1).

29. Events after the reporting period

On 23 February 2024, a meeting of the Company's Board of Directors passed a resolution to propose that the Annual General Meeting of the Shareholders adopt the following resolutions:

- 1) To allocate Baht 1.6 million of profit for the year 2023 to the Company's legal reserve.
- 2) To pay a dividend of Baht 0.02 per share, or a total of approximately Baht 13.6 million, to the shareholders in respect of the 2023 earnings.

30. Approval of financial statements

These financial statements were authorised for issue by the Company's Board of Directors on 23 February 2024.

หนังสือรับรองงบการเงิน

งบการเงินของบริษัท เอทีพี 30 จำกัด (มหาชน).....

สำหรับรอบระยะเวลาบัญชีสิ้นสุดวันที่ 31 ธันวาคม 2566.....

ชื่อผู้สอบบัญชี นายปรีชา อรุณนารา..... สังกัดสำนักงาน บริษัท สำนักงาน อีวาย จำกัด.....


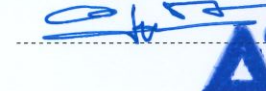
บริษัทได้สอบทานข้อมูลในงบการเงินนี้แล้วด้วยความระมัดระวัง บริษัทขอรับรองว่า

(1) งบการเงินนี้ได้แสดงข้อมูลอย่างถูกต้องครบถ้วนในสาระสำคัญเกี่ยวกับ ฐานะการเงิน ผลการดำเนินงาน และกระแสเงินสดของบริษัทและบริษัทย่อยแล้ว

(2) บริษัทได้จัดให้บริษัทมีระบบการเปิดเผยข้อมูลที่ดี เพื่อให้แน่ใจว่าบริษัทได้เปิดเผยข้อมูลในส่วนที่เป็นสาระสำคัญทั้งของบริษัทและบริษัทย่อยอย่างถูกต้องครบถ้วนแล้ว รวมทั้งควบคุมดูแลให้มีการปฏิบัติตามระบบดังกล่าว

(3) บริษัทได้จัดให้บริษัทมีระบบการควบคุมภายในที่ดี และควบคุมดูแลให้มีการปฏิบัติตามระบบดังกล่าว และบริษัทได้แจ้งข้อมูลการประเมินระบบการควบคุมภายใน ณ วันที่.....

ต่อผู้สอบบัญชีและกรรมการตรวจสอบของบริษัทแล้ว ซึ่งครอบคลุมถึงข้อบกพร่องและการเปลี่ยนแปลงที่สำคัญของระบบการควบคุมภายใน รวมทั้งการกระทำที่มีขอบที่อาจมีผลกระทบต่อการจัดทำรายงานทางการเงินของบริษัทและบริษัทย่อย

ชื่อ	ตำแหน่ง	ลายมือชื่อ*
1. ดร. วิวัฒน์ กรมดิษฐ์.....	รองประธานกรรมการ.....	
2. นายปิยะ เตชากุล.....	กรรมการผู้จัดการ.....	



หมายเหตุ มาตรา 89/20 ** แห่งพระราชบัญญัติหลักทรัพย์และตลาดหลักทรัพย์

พ.ศ. 2535 ซึ่งแก้ไขเพิ่มเติมโดยพระราชบัญญัติหลักทรัพย์และตลาดหลักทรัพย์ (ฉบับที่ 4) พ.ศ. 2551 กำหนดให้กรรมการและผู้บริหารต้องร่วมกันรับผิดชอบบุคคลที่ซื้อขายหลักทรัพย์ของบริษัทในความเสียหายใด ๆ อันเกิดขึ้นเนื่องจากการเปิดเผยข้อมูลต่อผู้ถือหุ้นหรือประชาชนทั่วไป โดยแสดงข้อความที่เป็นเท็จในสาระสำคัญหรือปกปิดข้อความจริงที่ควรบอกให้แจ้งในสาระสำคัญในกรณีของงบการเงินและรายงานเกี่ยวกับฐานะการเงินและผลการดำเนินงานของบริษัทหรือรายงานอื่นใดที่ต้องเปิดเผยตามมาตรา 56 หรือมาตรา 199 โดยมีได้จำกัดความรับผิดชอบเฉพาะกรรมการและผู้บริหารที่ลงลายมือชื่อรับรองความถูกต้องของข้อมูลในเอกสารดังกล่าวเท่านั้น อย่างไรก็ตาม กรรมการหรือผู้บริหารที่สามารถพิสูจน์ได้ว่าโดยตำแหน่งหน้าที่ตนไม่อาจล่วงรู้ถึงความแท้จริงของข้อมูลหรือการขาดข้อมูลที่ควรต้องแจ้งนั้น ย่อมไม่มีความรับผิดชอบตามมาตรา 89/20"

หมายเหตุ

* พร้อมประทับตราบริษัท (ถ้ามี)

** ใช้บังคับกับบริษัทที่อยู่ภายใต้บังคับของหมวด 3/1 แห่งพระราชบัญญัติหลักทรัพย์และตลาดหลักทรัพย์ พ.ศ. 2535 ซึ่งแก้ไขเพิ่มเติมโดยพระราชบัญญัติหลักทรัพย์และตลาดหลักทรัพย์ (ฉบับที่ 4) พ.ศ. 2551 เท่านั้น

MR. CHATCHAI PANICHEWA
CHAIRMAN OF THE BOARD OF DIRECTOR/ THE
EXECUTIVE COMMITTEE /
THE NOMINATION AND REMUNERATION COMMITTEE

The date of director appointed 31 October 2005

Years of Directorship: 17 years 2 months

Age 62 years' old

Education

- Master of International Trading and Marketing, San Francisco University, California, U.S.A.
- Bachelor of Banking, San Francisco University, California, U.S.A.

Training course

- Executive Development Training Program by the Royal Thai Police
- TME program Class 2, TAT Academy / 2018
- Business Revolution and Innovation Network Class 1 (BRAIN 1) The Federation of Thai Industries
- Top Executive Program in Urban Leader Class 1 (Urban Leader 1) Navamindrathiraj University
- Top Executive Program in Urban Green Development Class 3 (Mahanakorn 3) Navamindrathiraj University
- Top Executive Program in Commerce and Trade (TEPCoT) Class 6 Commerce Academy
- Advanced Security Management Program Class 3 National Defense College of Thailand
- Thailand Insurance Leadership Program Class 2 Office of Insurance Commission (OIC)
- Top Executive Program, Capital Market Academy Class 13 (CMA.13) Capital Market Academy
- Diploma, National Defense College, The National Defense Course Class 2009

Course of Thai Institute of Directors (IOD)

- Certificate of Director Accreditation Program # 9/2004 (IOD)

Training course 2023

- The Executive Program in Energy Literacy for a Sustainable Future # 18 (TEA)

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

Holding a Director's Position in listed companies on the Stock Exchange of Thailand: 4 companies

2018 - Present	The Nomination and Remuneration Committee ATP 30 Public Co., Ltd.
2005 - Present	Chairman of the Board of Director/ the Executive Committee ATP 30 Public Co., Ltd.
2008 - Present	Chairman Chewathai Public Co., Ltd
2007 - Present	Director TTL Industrial Co., Ltd.
1994 - Present	Director Cathay List Plan

Holding a Director's Position in other companies / businesses: 15 companies

2015 - Present	Director Kah Piboon Co., Ltd.
2014 - Present	Director Amata Transport Co., Ltd.
2014 - Present	Director Toon Piboon Co., Ltd.
2013 - Present	Director Chewathai Interchange Co., Ltd
2011 - Present	Chairman Global Environmental Technology Co., Ltd.
2008 - Present	Vice Chairman of the Executive Committee Bangkok Crystal Co., Ltd.
2008 - Present	Director Chewathai Hub Soon Co., Ltd.
2008 - Present	Director Paragon Car Rental Co., Ltd.
2006 - Present	Director Pailux Co., Ltd.
2005 - Present	Director Kromadit Park Co., Ltd.
2004 - Present	Director Amata Petroleum Co., Ltd.
2002 - Present	Director Chang Island Resort Co., Ltd.
1997 - Present	Director Chart Cheewa Co., Ltd.
1993 - Present	Director Sima Thanee Co., Ltd.
1986 - Present	Director Piboon Business Co., Ltd.

Number / proportion of attendance at meetings of the board of directors and sub-committee members for the year 2023

Board of Director Meeting	attended the meeting 5/5	100%
Nomination and Remuneration Committee Meeting	attended the meeting 1/1	100%

Proportion of shares in the Company as of 28 December 2023:

Personally:	13.63% (92,981,250 shares)
Spouse and minor children:	5.57% (38,010,000 shares)

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

Family relationship
among Executive:
Other

Spouse of Ms. Somhatai Panichewa

Never dishonesty committed an offence against
property

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

MR. VIWAT KROMADIT, PH.D.
DEPUTY CHAIRMAN OF THE
BOARD/ADVISOR/EXECUTIVE COMMITTEE

The date of director appointed 31 October 2005

Years of Directorship: 17 years 5 months

Age 61 years' old

Education

- Doctoral Degree Public Administration College of Innovation Management Rajamangala University of Technology Rattanakosin
- Master of Business Administration of Executive Sasin Graduate Institute of Business Administration, Chulalongkorn University
- Bachelor of Industrial Science King Mongkut's University of North Bangkok

Training course

- Top Executive Program in Commerce and Trade (*TEPCoT 13*)
- Advance Insurance (Thailand Leadership Program) Office of Insurance Commission #2014
- Chief Executive Program #25/2017 Capital Market Academy
- Chief Executive Program #9/2017 Thailand Energy Academy
- Advanced Security Management Program #11/2019 Security Management Foundation

Course of Thai Institute of Directors (IOD)

- Certificate of Director Accreditation Program #110/2014 IOD)

Training course 2023

- Security management course for senior executives, SML, Class 3 - 2022
- Health Media Course, Class 5 (Health Ambassador) - 2023

Holding a Director's Position in listed companies on the Stock Exchange of Thailand: 2 companies

2005 - Present Deputy Chairman of the Board/Advisor /Executive Committee ATP 30 Public Co., Ltd.

2019 - Present Chief Engineering Technical Officer and Chief Executive Officer Real estate business group in Thailand Amata Corporation Public Co., Ltd.

Holding a Director's Position in other companies / businesses: 2 companies

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

2016 - Present	Director Amata Network Co., Ltd.
2023 - Present	Director Rayong Thai-Chinese Industrial Real Estate Development Co., Ltd
2023 - Present	Director Amata Spring Development Co., Ltd
Number / proportion of attendance at meetings of the board of directors and sub-committee members for the year 2023	
Board of Director Meeting	attended the meeting 5/5 100%
Proportion of shares in the Company as of 28 December 2023:	
Personally: 6.27% (42,750,000 shares)	
Spouse and minor children: None	
Family relationship among Executive:	Brother of Ms. Somhatai Panicheewa, who the Spouse of Mr. Chartchai Panichewa
Other	Never dishonesty committed an offence against property

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

MR. PIYA TECHAKUL

DIRECTOR/ CHAIRMAN OF THE EXECUTIVE COMMITTEE/ THE RISK MANAGEMENT COMMITTEE AND THE CORPORATE GOVERNANCE COMMITTEE

The date of director appointed	31 October 2005
Years of Directorship:	16 years 5 months
Age	56 years' old
Education	
-	Master of Public Administration National Institute of Development Administration
-	Bachelor of Engineering (Chemical Engineering) Chulalongkorn University
Training course	
-	Advance Master Management Program # 2/2018 National Institute of Development Administration
Course of Thai Institute of Directors (IOD)	
-	Director Accreditation Program (DAP) #110/2014
Training course 2023	
-	Training courses of listed companies in 2023 of SET (Online)
Holding a Director's Position in listed companies on the Stock Exchange of Thailand: 1 company	
2021 - Present	Corporate Governance Committee ATP 30 Public Co., Ltd.
2014 - Present	Risk Management Committee ATP 30 Public Co., Ltd.
2005 - Present	Director/Executive Committee/Managing Director ATP 30 Public Co., Ltd.
Holding a Director's Position in other companies / businesses: 1 company	
2004 - Present	Director Gas and Gear Solution Co., Ltd.
Number / proportion of attendance at meetings of the board of directors and sub-committee members for the year 2023	
Board of Director Meeting	attended the meeting 5/5 100%
Risk Management Committee	attended the meeting 2/2 100%

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

Corporate Governance Committee	attended the meeting 1/1	100%
Proportion of shares in the Company as of 28 December 2023:		
Personally:	7.37 (50,300,000 shares)	
Spouse and minor children:	6.73 (45,947,358 shares)	
Family relationship among Executive:	None	
Other	Never dishonesty committed an offence against property	

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

MS. SOMHATHAI PANICHEWA

DIRECTOR

The date of director appointed 30 April 2014

Years of Directorship: 9 years 11 months

Age 58 years' old

Education

- Master of Commerce and Accounting
Sasin Graduate Institute of Business Administration, Chulalongkorn University
- Bachelor of Education (Business Administration)
Chulalongkorn University

Training course

Course of Thai Institute of Directors (IOD)

- Director Certification Program (DCP) #104/2008

Training course 2023

- In house workshop: "Corporate Strategy"
- In house workshop: "Business Unit Strategy"
- In house workshop: "Project Management"

Holding a Director's Position in listed companies on the Stock Exchange of Thailand: 3 companies

2015 - Present Director ATP 30 PLC.

2012 - Present Director, Chief Executive Officer Amata VN PLC.

2008 - Present Directors, Executive Director Chewathai PLC.

Holding a Director's Position in other companies / businesses: 12 companies

2018 - Present Chairman, Amata Asia (Myanmar) Ltd.

2018 - Present Director, Amata City Ha long Joint Stock Company

2016 - Present Director, Amata Township Long Thanh Company Limited

2015 - Present Director, Amata City Long Thanh Joint Stock Company

2015 - Present Chairman, Amata City Long Thanh

2013 - Present Chairman, Amata Asia Limited

2013 - Present Director, Chewathai Interchange Co.,Ltd.

2011 - Present Director, Global Environmental Technology Co., Ltd.

2002 - Present Director, President Amata City Bien Hoa Joint Stock Company

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

1997 - Present	Director, Chartchewa Co.,Ltd
1995 - Present	Director, Amata Holding Co.,Ltd.
1994 - Present	Director, Amata City Bien Hoa Industrial Estate
Number / proportion of attendance at meetings of the board of directors and sub-committee members for the year 2023	
Board of Director Meeting	attended the meeting 5/5 100%
Proportion of shares in the Company as of 28 December 2023:	
Personally:	1.39% (9,450,000 shares)
Spouse and minor children:	17.81% (121,541,250 shares)
Family relationship among Executive:	Spouse of Mr. Chartchai Panichewa and sister of Mr. Viwat Kromadit, PhD.
Other	Never dishonesty committed an offence against property

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

MR. SUJIT PANWONGPAIBOON

DIRECTOR/ THE RISK MANAGEMENT COMMITTEE/ THE CORPORATE GOVERNANCE COMMITTEE

The date of director appointed: 21 February 2023

Years of Directorship: 1 year 1 month

Age: 57 years' old

Education

- Master of Business Administration, National Institute of Development Administration
- Bachelor's degree, Faculty of Accounting, Chulalongkorn University

Training course

- 2022 (IBID) Institute of Business and Industrial development # 7
- 2019 (EIMMP) Executive Integrated Medical Management Program, Chulabhorn International College of Medicine, Thammasat University

Course of Thai Institute of Directors (IOD)

- 018 (IOD) Director Certification Program, Institute of Directors, Thailand

Training course 2023

- Training courses of listed companies in 2023 of SET (Online)

Holding a Director's Position in listed companies on the Stock Exchange of Thailand: 1 company

2023 - Present

Director/ the Risk Management Committee/
the Corporate Governance Committee
ATP 30 Public Co., Ltd

Holding a Director's Position in other companies / businesses: 2 companies

2017 - Present

Director of Asia Pacific Petrochemical Co., Ltd.

2017 - Present

Director of CG Poly oil Co., Ltd.

Number and proportion of attendance at meetings of the board of directors and sub-committee members for the year 2023

Board of Director Meeting	attended the meeting 5/5	100%
Risk Management Committee	attended the meeting 1/1	100%

Proportion of shares in the Company as of 28 December 2023:

- Personally: None
- Spouse and miner children: None

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

Family relationship among Executive:	None
Other	Never dishonesty committed an offence against property

*Note: "Mr. Suchit Panwongpaiboon" was appointed as a director of the company and a sub-committee member in place of the director who resigned on by the resolution of the Board of Directors Meeting No. 1/2023/ Risk Management Committee Meeting No. 1/2023 and Corporate Governance Committee Meeting No. 1/2023 held on 7 February 2023.

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

MS. SUWANEE KHAMMAN

DIRECTOR /INDEPENDENT DIRECTOR AND CHAIRMAN OF AUDIT COMMITTEE

The date of director appointed 30 April 2014

Years of Directorship: 9 years 11 months

Age 71 years' old

Education

- Master of Medicine, Community Development Department Queensland University, Australia
- Bachelor of Commerce and Accounting Chulalongkorn University

Training course

- National Defense College Course, Year 2005 by Ministry of Defense
 - Capital Market Academy Institute Course (CMA 15) by the Stock Exchange of Thailand
 - Leader in Development Program by Harvard university US
- Course of Thai Institute of Directors (IOD)
- Certificate of Director Accreditation Program #118/2009(IOD)

Training course 2023

- Topic: "Decorating financial statements to commit corruption in the Thai capital market and sustainability under the economic recession and measures to reduce global warming." By EY Office Co., Ltd.

Holding a Director's Position in listed companies on the Stock Exchange of Thailand: 1 company

2013 - Present Director /Independent Director and Chairman of Audit Committee
ATP 30 Public Co., Ltd.

Holding a Director's Position in other companies / businesses: 3 companies
2019 - Present Advisor of Minister of Ministry of Higher Education, Science, Research and Innovation

2018 - Present Director and Advisor Rajamangala University of Technology Isan

2017 - Present Director /Audit Committee Office of the National Economic and Social Development Council

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

Number / proportion of attendance at meetings of the board of directors and sub-committee members for the year 2023

Board of Director Meeting attended the meeting 5/5 100%

Audit Committee attended the meeting 4/4 100%

Proportion of shares in the Company as of 28 December 2023:

Personally: None

Spouse and minor children: None

Family relationship among Executive: None

Other

Never dishonesty committed an offence against property

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

MR. KUMCHAI BOONJIRACHOT

Director /Independent Director and Audit Committee / Chairman of the Nomination and Remuneration Committee

The date of director appointed:	30 April 2014
Years of Directorship:	9 years 10 months
Age	62 years old
Education	
Master's degree	Laws Ramkhamhaeng University
Bachelor's degree	Laws Ramkhamhaeng University
Training course	
Course of Thai Institute of Directors (IOD)	
- Certificate of Director Accreditation Program # 110/2014 (IOD)	
Training course 2023	
- Topic: Decorating financial statements to commit corruption in the Thai capital market and sustainability under the economic recession and measures to reduce global warming." By EY Office Co., Ltd.	
Holding a Director's Position in listed companies on the Stock Exchange of Thailand: 1 company	
2018 - Present	Chairman of the Nomination and Remuneration Committee ATP 30 Public Co., Ltd.
2013 - Present	Director/ Independent Director and Audit Committee ATP 30 Public Co., Ltd.
Holding a Director's Position in other companies / businesses: 1 company	
1986 - Present	Head Officer Nitiphol Laws Office
Number and proportion of attendance at meetings of the board of directors and sub-committee members for the year 2023	
Board of Director Meeting	attended the meeting 5/5 100%
Audit Committee Meeting	attended the meeting 4/4 100%
Nomination and Remuneration Committee Meeting	attended the meeting 1/1 100%
Proportion of shares in the Company as of 28 December 2023:	
• Personally:	None

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

• Spouse and minor children: None
Family relationship among Executives: None
Other: Never dishonesty committed an offence against property

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

MR. PRASERT AKKARAPHATHOMPHONG
DIRECTOR /INDEPENDENT DIRECTOR AND AUDIT
COMMITTEE /
CHAIRMAN OF THE RISK MANAGEMENT COMMITTEE/
THE NOMINATION AND REMUNERATION COMMITTEE/
THE CORPORATE GOVERNANCE COMMITTEE

The date of director appointed: 25 February 2020

Years of Directorship: 3 years

Age 58 years' old

Education

- Master of Engineering Management
Keio University, Japan
- Bachelor of Industrial Engineering
Chulalongkorn University

Training course

Certificate in Enterprise Risk Management (ERM) / Business Continuity Management (BCM)

Diploma Senior Executive Seminar Project by Chulalongkorn University (CU Executive Forum)

Course of Thai Institute of Directors (IOD)

Certificate of Director Accreditation Program # 171/2020 (IOD)

Training course 2023

- Topic: Decorating financial statements to commit corruption in the Thai capital market and sustainability under the economic recession and measures to reduce global warming." By EY Office Co., Ltd.

Holding a Director's Position in listed companies on the Stock Exchange of Thailand: 2 companies

2021 - Present Chairman of Corporate Governance Committee
ATP 30 Public Co., Ltd

2020 - Present Director/Audit Committee/Independent
Director/Chairman of Risk Management
Committee/Nomination and Remuneration
Committee ATP 30 Public Co., Ltd

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

2018 - Present	Risk Management Committee of MCOT Public Co., Ltd.
Holding a Director's Position in other companies / businesses: 4 companies	
2020 - Present	Risk Management Committee Office of the Science Promotion Commission Research and Innovation (OSMEP)
2019 - Present	Risk Management Committee Digital Government Development Agency (Public Organization)
2013 - Present	Executive Director of the Printing House Chulalongkorn University
2012 - Present	Strategy and Risk Management Subcommittee National Astronomical Research Institute (Public Organization)

Number and proportion of attendance at meetings of the board of directors and sub-committee members for the year 2023

Board of Director Meeting	attended the meeting 5/5	100%
Audit Committee Meeting	attended the meeting 4/4	100%
Nomination and Remuneration Committee Meeting	attended the meeting 1/1	100%
Risk Management Committee	attended the meeting 2/2	100%
Corporate Governance Committee	attended the meeting 1/1	100%

Proportion of shares in the Company as of 28 December 2023:

- Personally: None
- Spouse and miner children: None

Family relationship among Executive: None

Other

Never dishonesty committed an offence against property

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

MS. NICHANAN RATTANAKATE

CHIEF OPERATING OFFICER/RISK MANAGEMENT COMMITTEE

Age 53 Years' old

Education

- Master of Business Administration Ramkhamheng University
- Bachelor of Business Administration Ramkhamheng University

Training course: None

Training course 2023

- Training courses of listed companies in 2023 of SET (Online)

Transport Safety Manager by Department of Land Transport

Holding a Director's Position in listed companies on the Stock Exchange of Thailand: 1 company

2016 - Present Assistant Managing Director (Operating) ATP 30 Public Co., Ltd.

2014 - Present Risk Management Committee ATP 30 Public Co., Ltd.

Holding a Director's Position in other companies / businesses: 1 company

2007 - Present Director NPR Trans Tour Co., Ltd.

Pas work experience

2005 - 2016 Operating Manager ATP 30 Public Co., Ltd.

Proportion of shares in the Company as of 28 December 2023:

Personally: 0.09% (630,625 shares)

Spouse and miner children: None

Family relationship among Executive: None

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

MS. CHOTIGA WEERASILP

FINANCIAL AND CONTROL MANAGER

Age 40 years' old

Education

- Master of Management and Tourism (Accounting) Burapha University
- Bachelor of Accounting Bangkok University

Training course

- Certificate Guidelines for preparing financial reports for companies affected by COVID-19
- Certificate financial management strategy to the organization and create growth in the New Normal era
- Certificate of CFO Refresher Course Class 1

Training course 2023

- Training courses of listed companies in 2023 of SET (Online)

Holding a Director's Position in listed companies on the Stock Exchange of Thailand: 1 company

2014 - Present Financial and Control Manager ATP 30 Public Co., Ltd.

Holding a Director's Position in other companies / businesses: None

Pas work experience

2006 - 2014 Senior Assistant to the Auditor EY Office Co., Ltd

Proportion of shares in the Company as of 28 December 2023:

Personally: None

Spouse and minor children: None

Family relationship among Executive: None

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

MR. ATIMET CHATWARECHOT

SENIOR OPERATING MANAGER

Age 46 years' old

Education

- Bachelor of Business Administration Rajabhat Institute Nakornsawan

Training course: None

Training course 2023

- Transport Safety Manager by Department of Land Transport

- Training courses of listed companies in 2023 of SET (Online)

Holding a Director's Position in listed companies on the Stock Exchange of Thailand: 1 company

2019 - Present Senior Operating Manager ATP 30 Public Co., Ltd.

Holding a Director's Position in other companies / businesses: None

Pas work experience

2016 - 2018 Operating Manager ATP 30 Public Co., Ltd.

2010 - 2016 Assistant Operating Manager ATP 30 Public Co., Ltd.

Proportion of shares in the Company as of 28 December 2023:

Personally: 0.04% (241,300 shares)

Spouse and miner children: None

Family relationship among Executive: None

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

MS. KULWARIN PRATHOMPICHAYASIT OPERATION MANAGER

Age 43 years' old

Education

- Master of Business Administration Ramkhumheng University
- Bachelor of law Ramkhumheng University

Training course: None

Training course 2023

- Transport Safety Manager by Department of Land Transport
- Training courses of listed companies in 2023 of SET (Online)

Holding a Director's Position in listed companies on the Stock Exchange of Thailand: 1 company

2021 - Present Operation Manager ATP 30 Public Co., Ltd.

Holding a Director's Position in other companies / businesses: None

Pas work experience

2015 - 2021 Assistant Operations Manager ATP 30 Public Co., Ltd.

2006- 2014 Head of department Kasikorn thai Bank

Proportion of shares in the Company as of 28 December 2023:

Personally: None

Spouse and miner children: None

Family relationship among Executive: None

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

MS. PATTAMAPORN PRASARTKETKARN

QUALITY ASSURANCE MANAGER/RISK MANAGEMENT COMMITTEE

Age 49 years' old

Education

- Master of Business Administration (Industrial Management)

Ramkhumheng University

- Bachelor of Fine Arts (English) Prince of Songklanakarin University

Training course:

- Certificate Safety officer in management level

- Certificate Safety, Occupational Health and Working Environment Committee

Training course 2023

- Training courses of listed companies in 2023 of SET (Online)

Holding a Director's Position in listed companies on the Stock Exchange of Thailand: 1 company

2018 - Present Risk Management Committee ATP 30 Public Co., Ltd.

2016 - Present Quality Assurance Manager ATP 30 Public Co., Ltd.

Holding a Director's Position in other companies / businesses: None

Past work experience

2002 - 2016 Quality management representative Phillip Electronics (Thailand) Co., Ltd.

Proportion of shares in the Company as of 28 December 2023:

Personally: 0.02% (104,650 shares)

Spouse and minor children: None

Family relationship among Executive: Sister of Mr. Kumchia Boonjirachot

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

MS. OONIN INCHAREONSUK ACCOUNTING MANAGER

Age 38 years' old

Education

Business Administration and Information Technology

Rajamangala University of Technology Tawan-Ok (Chakkraphong Bhuwanat Campus)

Training course:

- Certified Professional Internal Audit of Thailand: Professional Internal Auditor Certificate Course

Training course 2023

- Federation of Accounting Professions: Management accounting for planning and decision making
- Federation of Accounting Professions: Principles and methods for issuing electronic tax invoices, receipts, debit notes, and credit notes.
- Federation of Accounting Professions: Differences in trade receivables Accounting and tax methods

- Training courses of listed companies in 2023 of SET (Online)

Holding a Director's Position in listed companies on the Stock Exchange of Thailand: 1 company

2022 - Present Accounting Manager ATP 30 Public Co., Ltd.

Holding a Director's Position in other companies / businesses: None

Pas work experience

2011 - 2021 Assistant of Accounting Manager ATP 30 Public Co., Ltd.

Proportion of shares in the Company as of 28 December 2023:

Personally: 0.04% (300,000 Shares)

Spouse and minor children: 0.10% (713,000 Shares)

Family relationship among Executive: None

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

MR. NIWAT LAOKASEMSUB

INFORMATION TECHNOLOGY MANAGER

Age 41 years' old

Education

- Bachelor's Degree Computer Engineering Naresuan University

Training course – None-

Training course 2023

- Training courses of listed companies in 2023 of SET (Online)

Holding a Director's Position in listed companies on the Stock Exchange of Thailand: 1 company

2023 - Present Information Technology Manager ATP 30 Public Co., Ltd.

Holding a Director's Position in other companies / businesses: None

Pas work experience

2021 - 2023 Information Technology Manager TSK Steel Co., Ltd

Proportion of shares in the Company as of 28 December 2023:

Personally: None

Spouse and miner children: None

Family relationship among Executive: None

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

MS. RACHTIKAL SANGTHONG

HUMAN RESOURCE AND GENERAL AFFAIR MANAGER

Age 42 years' old

Education

- Bachelor of Faculty of Business Administration Management field
Huachiew Chalermprakiet University

Training course: -None-

Training course 2023

- Training courses of listed companies in 2023 of SET (Online)

Holding a Director's Position in listed companies on the Stock Exchange of Thailand: 1 company

2023 - Present Human Resource and General Affair Manager ATP 30
Public Co., Ltd.

Holding a Director's Position in other companies / businesses: None

Pas work experience

2016 - 2022 Human Resource Manager S and V Communication Service
Network Co., Ltd.

Proportion of shares in the Company as of 28 December 2023:

Personally: None

Spouse and miner children: None

Family relationship among Executive: None

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

MS. SUCHANAN TARAJ

SAFETY MANAGER

Age 40 years' old

Education

Master's Degree	Engineering (Industrial)	King Monkut's University of Technology North Bangkok
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Bachelor's degree	Public health (Occupational Health)	Sukhothai Thammathirat University
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Bachelor's degree	Science (Animal Science)	Maejo University
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Training course -None-

Training course 2023

- Training courses of listed companies in 2023 of SET (Online)

Holding a Director's Position in listed companies on the Stock Exchange of Thailand: 1 company

2023 - Present Safety Manager ATP 30 Public Co., Ltd.

Holding a Director's Position in other companies / businesses: None

Pas work experience

2021 - 2023	Safety and Health Department Manager	Primaham Foods (Thailand) Co., Ltd.
2017 - 2019	Head of Occupational Safety and Health Department	Thai Beverage Logistics Co., Ltd.
2015 - 2017	Safety and Health Department Manager	JWD Info Logistics PLC.

Proportion of shares in the Company as of 28 December 2023:

Personally: None

Spouse and miner children: None

Family relationship among Executive: None

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

MR. PISANU HERMTAYAN MAINTENANCE MANAGER

Age 48 years' old

Education

- Bachelor's Degree Engineer (Industrial) Rajabhat Institute Chachoengsao

Training course: None

Training course 2023

- Training courses of listed companies in 2023 of SET (Online)

Holding a Director's Position in listed companies on the Stock Exchange of Thailand: 1 company

2023 - Maintenance Manager ATP 30 Public Co., Ltd.

Present

Holding a Director's Position in other companies / businesses: None

Pas work experience

Maintenance Manager Hino Mitsui Bussan Automotive
(Thailand) Co., Ltd.

Proportion of shares in the Company as of 28 December 2023:

Personally: None

Spouse and miner children: None

Family relationship among Executive: None

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

MS. SUKARND A PUTTARAKSAR

COMPANY SECRETARY/ SECRETARY OF THE BOARD OF DIRECTOR / SECRETARY OF AUDIT COMMITTEE/ SECRETARY OF NOMINATION AND REMUNERATION COMMITTEE/ SECRETARY OF CORPORATE GOVERNANCE COMMITTEE

Age 47 years' old

Education

- Master of Business Administration College of Commerce Burapha University

- Bachelor of Humanities Rajabhat Institute Suan Sunandha

Training course

- Training for system usage SET Link The Stock Exchange of Thailand / 2019

- Preparing for the 2019 Sustainability Assessment, Class 5/ The Stock Exchange of Thailand

Training course 2023

- Training courses of listed companies in 2023 of SET (Online)

Holding a Director's Position in listed companies on the Stock Exchange of Thailand: 1 company

2022 - Present Secretary of Corporate Governance Committee ATP 30 Public Co., Ltd.

2018 - Present Secretary of the Nomination and Remuneration Committee ATP 30 Public Co., Ltd.

2016 - Present Company Secretary/ Secretary of the Board of Director/ Secretary of Audit Committee ATP 30 Public Co., Ltd.

Holding a Director's Position in other companies / businesses: None

Has work experience

2011 - 2015 Building Manager Quality Property Management Co., Ltd.

Proportion of shares in the Company as of 28 December 2023:

Personally: None

Spouse and minor children: None

Family relationship among Executive: None

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

Qualifications of Company Secretary

The Board of Directors selects a person to be a company secretary. The Company's secretary may be the same person as the Board of Directors' secretary.

Duties and Responsibilities of Company Secretary

The company secretary must perform duties responsibly as caution and honesty According to the Securities and Exchange Act (No. 4) B.E. 2551 (2008), which specifically defines the roles, duties and responsibilities for the Company Secretary as follows:

1. Provide basic advice to the Board of Directors and executives regarding the laws, rules and regulations of the Company that the Company must comply with as well as to ensure the smooth operation of the Board of Directors and effective in accordance with the law and other relevant requirements.
2. Responsible for arranging the shareholders' meeting and meeting of the Board of Directors in accordance with the law and the Company's Articles of Association.
3. Record the minutes of the shareholders' meeting and Board of Directors meeting as well as follow up to ensure compliance with the resolutions of the shareholders' meeting and the Board of Directors' meeting.
4. Prepare and maintain the following documents:
 - Director registration
 - Board of Directors' meeting notice board meeting minutes and the Company's annual report
 - Notice of the shareholders' meeting and the minutes of the shareholders' meeting
5. Prepare and maintain a register of directors Company's annual report Notice of meeting of shareholders, notice of meeting of the Board of Directors Minutes of the shareholders' meeting and the minutes of the Board of Directors' meeting.
6. Keeping stakeholders' reports and reported by company directors or executives together with sending a copy of the report of conflict of interest to the Chairman of the Board of Directors and the Chairman of the Audit Committee within seven days from the date the Company receives the report.
7. Other actions as announced by the Capital Market Supervisory Board
8. Other actions as assigned by the Board of Directors

Principles of the company secretary

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

The company secretary must perform duties responsibly as caution and honesty as well as to comply with the law, objectives, and regulations of the Company Board resolution as well as shareholders' resolutions by

1. Decisions must be made on the basis of what in good faith believes to be sufficient.
2. The decision was made without any interest whether directly or indirectly in the matter of that decision.
3. Acting in good faith for the best interest of the Company is important.
4. Act with a legitimate and appropriate purpose and does not act that is contrary to or inconsistent with the interests of the company significantly.
5. Do not seek benefit from the use of the Company's information that has been known, unless it is information that has already been disclosed to the public or uses the Company's assets or business opportunities in a manner that violates the rules or general practice as prescribed in the notification of the Capital Market Supervisory Board;
6. Not enter into any agreement or contract which may cause conflicts of interest with the Company or its employees or customers, it is also contrary to the treatment of their duties.

In the event that the company secretary vacates office or is unable to perform duties

Guidelines in case of company secretary vacating office or unable to perform duties set out as follows;

1. The Board of Directors shall appoint a new company secretary within ninety days from the date the former company secretary vacates office or is unable to perform duties.
2. The Board of Directors has the power to assign any director. To perform duties on behalf of the company secretary during the retirement of the company or unable to perform duties.
3. The chairman of the board notifies the name of the company secretary to the Securities and Exchange Commission within fourteen days from the date of appointing a person responsible for such position.
4. Proceed to notify the Securities and Exchange Commission of Thailand of the location of document storage under Clauses 1 . and 2 .

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

Information of the Director Executive Authorized Person and Company Secretary

No	Name	ATP30 PLC.	Related Company				
			1	2	3	4	5
1	Mr. Chartchai Panichewa	x*,4x,5x^14.54	x	x,^4.22	x,5x,^17.21	x	x
2	Mr. Viwat Kromadit, Ph.D	x**,#1,5x,^6.27					
3	Ms. Somhatai Panichewa	1x,5x,#2,3x,5x*,6x,^14.58					
4	Mr. Piya Techakul	1x,^14.55,#3	x				
5	Ms. Suwanee Khamman	1x,2x*,/^0.08					
6	Mr. Kumchai Boonjirachot	1x,2x,4x*					
7	Mr. Prasert Akkarapathompong	1x,2x,3x*,6x*					
8	Mr. Sujit Panwongpaiboon	1x,3x,6x					
9	Ms. Nichanana Rattanakate	3x,7x,A,^0.08					
10	Ms. Chotiga Weerasilp	7x					
11	Mr. Atimet Chartwareechote	7x					
12	Ms. Pattamaporn Prasartketkarn	3x,7x,^0.02					
13	Ms. Kulwarin Prathompichayasit	7x					
14	Ms. Oonin Inchareonsuk	7x					
15	Ms. Suchanan Taraj	7x					
16	Mr. Pisanu Hermtayan	7x					
17	Mr. Niwat Laokasemsub	7x					
18	Ms. Rachtikal Sangthong	7x					
19	Ms. Sukarnda Puttaraksar	7x,//					

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

No	Name	ATP30 PLC.	Related Company				
			6	7	8	9	10
1	Mr. Chartchai Panichewa	x*,4x,5x^14.54	x	x	x*,5x*	x**,5x**	x
2	Mr. Viwat Kromadit, Ph.D	x**,#1,5x,^6.27					
3	Ms. Somhatai Panichewa	1x,5x,#2,3x,5x*,6x,^14.58					
4	Mr. Piya Techakul	1x,^14.55		x	x		
5	Ms. Suwanee Khamman	1x,2x*,/^0.08					
6	Mr. Kumchai Boonjirachot	1x,2x,4x*					
7	Mr. Prasert Akkaraprathompong	1x,2x,3x*,6x*					
8	Mr. Sujit Panwongpaiboon	1x,3x,6x					
9	Ms. Nichanana Rattanakate	3x,7x,A,^0.08					
10	Ms. Chotiga Weerasilp	7x					
11	Mr. Atimet Chartwareechote	7x					
12	Ms. Pattamaporn Prasartketkarn	3x,7x,^0.02					
13	Ms. Kulwarin Prathompichayasit	7x					
14	Ms. Oonin Inchareonsuk	7x					
15	Ms. Suchanan Taraj	7x					
16	Mr. Pisanu Hermtayan	7x					
17	Mr. Niwat Laokasemsub	7x					
18	Ms. Rachtikal Sangthong	7x					
19	Ms. Sukarnda Puttaraksar	7x,//					

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

No	Name	ATP30 PLC.	Related Company				
			11	12	13	14	15
1	Mr. Chartchai Panichewa	x*,4x,5x^14.54	x	x	x	x	x
2	Mr. Viwat Kromadit, Ph.D	x**,#1,5x,^6.27				x	
3	Ms. Somhatai Panichewa	1x,5x,#2,3x,5x*,6x,^14.58					
4	Mr. Piya Techakul	1x,^14.55					
5	Ms. Suwanee Khamman	1x,2x*,/^0.08					
6	Mr. Kumchai Boonjirachot	1x,2x,4x*					
7	Mr. Prasert Akkarapathompong	1x,2x,3x*,6x*					
8	Mr. Sujit Panwongpaiboon	1x,3x,6x					
9	Ms. Nichanana Rattanakate	3x,7x,A,^0.08					
10	Ms. Chotiga Weerasilp	7x					
11	Mr. Atimet Chartwareechote	7x					
12	Ms. Pattamaporn Prasartketkarn	3x,7x,^0.02					
13	Ms. Kulwarin Prathompichayasit	7x					
14	Ms. Oonin Inchareonsuk	7x					
15	Ms. Suchanan Taraj	7x					
16	Mr. Pisanu Hermtayan	7x					
17	Mr. Niwat Laokasemsub	7x					
18	Ms. Rachtikal Sangthong	7x					
19	Ms. Sukarnda Puttaraksar	7x,//					

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

No	Name	ATP30 PLC.	Related Company				
			16	17	18	19	20
1	Mr. Chartchai Panichewa	x*,4x,5x^14.54	x,^5.00	x,^1.68	x		
2	Mr. Viwat Kromadit, Ph.D	x**,#1,5x,^6.27				#4	
3	Ms. Somhatai Panichewa	1x,5x,#2,3x,5x*,6x,^14.58					x,^47.25
4	Mr. Piya Techakul	1x,^14.55	x,^100.00				
5	Ms. Suwanee Khamman	1x,2x*,/^0.08					
6	Mr. Kumchai Boonjirachot	1x,2x,4x*					
7	Mr. Prasert Akkarapathompong	1x,2x,3x*,6x*					
8	Mr. Sujit Panwongpaiboon	1x,3x,6x					
9	Ms. Nichanana Rattanakate	3x,7x,A,^0.08					
10	Ms. Chotiga Weerasilp	7x					
11	Mr. Atimet Chartwareechote	7x					
12	Ms. Pattamaporn Prasartketkarn	3x,7x,^0.02					
13	Ms. Kulwarin Prathompichayasit	7x					
14	Ms. Oonin Inchareonsuk	7x					
15	Ms. Suchanan Taraj	7x					
16	Mr. Pisanu Hermtayan	7x					
17	Mr. Niwat Laokasemsub	7x					
18	Ms. Rachtikal Sangthong	7x					
19	Ms. Sukarnda Puttaraksar	7x,//					

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

No	Name	ATP30 PLC.	Related Company				
			21	22	23	24	25
1	Mr. Chartchai Panichewa	x*,4x,5x^14.54					
2	Mr. Viwat Kromadit, Ph.D	x**,#1,5x,^6.27					
3	Ms. Somhatai Panichewa	1x,5x,#2,3x,5x*,6x,^14.58					
4	Mr. Piya Techakul	1x,^14.55	x,#2^0.30	x,#2	x*	x	x
5	Ms. Suwanee Khamman	1x,2x*,/^0.08					
6	Mr. Kumchai Boonjirachot	1x,2x,4x*					
7	Mr. Prasert Akkarapathompong	1x,2x,3x*,6x*					
8	Mr. Sujit Panwongpaiboon	1x,3x,6x					
9	Ms. Nichanana Rattanakate	3x,7x,A,^0.08					
10	Ms. Chotiga Weerasilp	7x					
11	Mr. Atimet Chartwareechote	7x					
12	Ms. Pattamaporn Prasartketkarn	3x,7x,^0.02					
13	Ms. Kulwarin Prathompichayasit	7x					
14	Ms. Oonin Inchareonsuk	7x					
15	Ms. Suchanan Taraj	7x					
16	Mr. Pisanu Hermtayan	7x					
17	Mr. Niwat Laokasemsub	7x					
18	Ms. Rachtikal Sangthong	7x					
19	Ms. Sukarnda Puttaraksar	7x,//					

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

No	Name	ATP30 PLC.	Related Company				
			26	27	28	29	30
1	Mr. Chartchai Panichewa	x*,4x,5x^14.54					
2	Mr. Viwat Kromadit, Ph.D	x**,#1,5x,^6.27					
3	Ms. Somhatai Panichewa	1x,5x,#2,3x,5x*,6x,^14.58					
4	Mr. Piya Techakul	1x,^14.55	x	#2	x		
5	Ms. Suwanee Khamman	1x,2x*,/^0.08					
6	Mr. Kumchai Boonjirachot	1x,2x,4x*					
7	Mr. Prasert Akkaraprathompong	1x,2x,3x*,6x*				3x	
8	Mr. Sujit Panwongpaiboon	1x,3x,6x					x
9	Ms. Nichanana Rattanakate	3x,7x,A,^0.08					
10	Ms. Chotiga Weerasilp	7x					
11	Mr. Atimet Chartwareechote	7x					
12	Ms. Pattamaporn Prasartketkarn	3x,7x,^0.02					
13	Ms. Kulwarin Prathompichayasit	7x					
14	Ms. Oonin Inchareonsuk	7x					
15	Ms. Suchanan Taraj	7x					
16	Mr. Pisanu Hermtayan	7x					
17	Mr. Niwat Laokasemsub	7x					
18	Ms. Rachtikal Sangthong	7x					
19	Ms. Sukarnda Puttaraksar	7x,//					

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

No	Name	ATP30 PLC.	Related Company		
			31	32	33
1	Mr. Chartchai Panichewa	x*,4x,5x^14.54			
2	Mr. Viwat Kromadit, Ph.D	x**,#1,5x,^6.27			
3	Ms. Somhatai Panichewa	1x,5x,#2,3x,5x*,6x,^14.58			
4	Mr. Piya Techakul	1x,^14.55			
5	Ms. Suwanee Khamman	1x,2x*,/^0.08			
6	Mr. Kumchai Boonjirachot	1x,2x,4x*			
7	Mr. Prasert Akkarapathompong	1x,2x,3x*,6x*			
8	Mr. Sujit Panwongpaiboon	1x,3x,6x		x	x
9	Ms. Nichanana Rattanakate	3x,7x,A,^0.08	x,^99.94		
10	Ms. Chotiga Weerasilp	7x			
11	Mr. Atimet Chartwareechote	7x			
12	Ms. Pattamaporn Prasartketkarn	3x,7x,^0.02			
13	Ms. Kulwarin Prathompichayasit	7x			
14	Ms. Oonin Inchareonsuk	7x			
15	Ms. Suchanan Taraj	7x			
16	Mr. Pisanu Hermtayan	7x			
17	Mr. Niwat Laokasemsub	7x			
18	Ms. Rachtikal Sangthong	7x			
19	Ms. Sukarnda Puttaraksar	7x,//			

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

Note:

1. x* : Chairman of the Board, x** : Vice Chairman of the Board, x : Director, 1x : Company Director, 2x* : Chairman of Audit Committee, 2x : Audit Committee Member, 3x* : Chairman of Risk Management Committee, 3x : Member of the Risk Management Committee, 4x* : Chairman of the Nomination and Remuneration Committee, 4x : Member of the Corporate Governance Committee, 5x* : Chairman of Executive Committee, 5x** : Vice Chairman of Executive Committee, 5x : Executive Director, 6x* : Chairman Corporate Governance Committee, 6x : Corporate Governance Committee, 7x : Executive, / : Independent Director, // : Secretary, ^ : Percentage of Shareholders, #1 : Advisor, #2 : Managing Director/CEO, #3 : CFO, #4 : Senior Director and - : No disclosure based on data from DBD.
2. ATP 30 Public Co.,Ltd. , as a percentage of shareholding as of December 30, 2021, is shown in Part 1, Clause 3, list of directors and executives.
3. Shareholding proportion by the Panichchiva Group consists of
 - 1!: Shareholding proportion by Mr. Chartchai Panichewa Group (related to Mr. Chartchai Panichewa / Mrs. Somhatai Panichewa / Ms. Arpapit Panichewa)
 - 2!: Shareholding proportion through Chartchewa Co. ,Ltd. (related to Mr. Chartchai Panichewa / Mrs. Somhatai Panichewa / Mr. Phatit Panichewa / Mr. Sarit Panichewa / Ms. Arpapit Panichewa / Mrs. Jaroonlak Panichewa)
 - 3!: Shareholding proportion through Chewathai Public Co. ,Ltd. (related to Mr. Chartchai Panichewa and Mrs. Somhatai Panichewa)
 - 4!: Shareholding proportion through the company Cathay Lease Plan Public Co. ,Ltd. (related to Mr. Chartchai Panichewa)
 - 5!: Shareholding proportion through Pailuck Co., Ltd., Mr. Chartchai Panichewa and Mrs. Somhatai Panichewa (which Pailuck Co., Ltd. is held by Chartcheewa Co., Ltd.)
4. A: Ms. Nichanan Rattanakate was appointed assistant Managing Director, according to the resolution of the Board of Directors Meeting No. 1/2016 dated February 25, 2016.

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

Related Company

	Company Name	Type of Business
1.	Chewathai Public Co., Ltd.	Residential real estate development business
2.	TTL Industry Public Company Limited	The textile industry by operating a spinning factory in the fields of weaving, bleaching, dyeing, finishing yarn and fabrics woven from synthetic yarns such Tetoron and Rayon.
3.	Cathay List Plan Public Co., Ltd.	Leasing (property rental) Hire purchase (cars, machinery and other assets)
4.	Kah Paiboon Co., Ltd.	Limited liability partner in a limited partnership Is a shareholder in a limited company and public limited company
5.	Amata Transport Co., Ltd.	Car rental business with other related services
6.	Toon Paiboon Co., Ltd.	Holding Company
7.	Chewathai Interchanges Co., Ltd.	Renting, selling, buying and operating real estate
8.	Global Environmental Technology Co., Ltd.	Providing wastewater treatment services
9.	Bangkok Crystal Co., Ltd.	Manufacturers and wholesalers of Glass bricks, tiles
10.	Chewathai Hub Soon Co., Ltd.	Renting, selling, buying and operating real estate
11.	Paragon Car Rental Co., Ltd.	Car Rental
12.	Pilux Co., Ltd.	Holding Company
13.	Kromadit Park Co., Ltd.	Property for rent (Rental of building with related utility services)
14.	Amata Petroleum Co., Ltd.	Fuel oil, coal, other energy-generating products and gas stations
15.	Chang Island Resort Co., Ltd.	Resort and Spa
16.	Chartchewa Co., Ltd.	Serve as a consultant
17.	Seema Thani Co., Ltd.	Hotel and Restaurant
18.	Paibon Business Co., Ltd.	Building and Furniture Rental
19.	Amata Network Co., Ltd.	providing fiber optic network services to support the telecommunications system in the Industrial Estate
20.	Gas and Gear Solution Co., Ltd.	selling industrial equipment and appliances-retail, wholesale
21.	Amata VN Public Co., Ltd.	Investment business in other companies
22.	Amata City Vietnam Joint Stock Company	Industrial Estate Development in Vietnam
23.	Amata Asia (Myanmar) Limited	Holding Company
24.	Amata Holding Co., Ltd.	Brokers, export-canned food export agents

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

	Company Name	Type of Business
25.	Amata Township Long Thanh Joint Stock Company	Industrial Estate Development in Vietnam
26.	Amata City Long Thanh Joint Stock Company	Industrial Estate Development in Vietnam
27.	Amata Asia Limited	Holding Company
28.	Amata Long Thanh Joint Stock Company	Industrial Estate Development in Vietnam
29.	MCOT Public Co., Ltd.	Mass communication business, under the supervision of the Thai government
30.	Toyota Tsusho (Thailand) Co., Ltd.	Trading, importing, exporting and dealers in the country.
31.	NPR Trans Tour Co., Ltd.	Transportation Service
32.	Asia Pacific Petrochemical Co., Ltd.	Import, wholesale and retail of chemical products. and toxic substances Transportation and transfer of goods and services related to such business and divide the packaging of chemicals
33.	GC Polyols Co., Ltd.	Produce and sell polyether, polyols, polyether derivatives

Attachment 1: Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision and the Company's secretary.

DETAILS OF DIRECTORS AND SUBSIDIARIES
THE COMPANY HAS NO SUBSIDIARIES OF
ASSOCIATES

MS. OONIN INCHAREONSUK ACCOUNTING MANAGER

Age 38 years' old

Education
Business Administration and Information Technology
Rajamangala University of Technology Tawan-Ok (Chakkraphong
Bhuwanat Campus)

Training course:
- Certified Professional Internal Audit of Thailand: Professional Internal
Auditor Certificate Course
Training course 2023

Federation of Accounting Professions: Management accounting for planning and decision making

Federation of Accounting Professions: Principles and methods for issuing electronic tax invoices, receipts, debit notes, and credit notes.

Federation of Accounting Professions: Differences in trade receivables Accounting and tax methods

Holding a Director's Position in listed companies on the Stock Exchange of Thailand: 1 company
2022 - Present Accounting Manager ATP 30 Public Co., Ltd.

Holding a Director's Position in other companies / businesses: None
Pas work experience
2011 - 2021 Assistant of Accounting Manager ATP 30 Public Co., Ltd.

Proportion of shares in the Company as of 28 December 2023:
Personally: 0.04% (300,000 Shares)
Spouse and miner children: 0.10% (713,000 Shares)
Family relationship among Executive: None

THE COMPANY HAS NO ASSET VALUATION LIST



I have fulfilled the responsibilities described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report, including in relation to these matters. Accordingly, my audit included the performance of procedures designed to respond to my assessment of the risks of material misstatement of the financial statements. The results of my audit procedures, including the procedures performed to address the matters below, provide the basis for my audit opinion on the accompanying financial statements as a whole.

The key audit matters and how audit procedures respond to each matter are described below.

Residual values of transportation vehicles

As disclosed in Note 10 to the financial statements, as at 31 December 2023, the net book values of the Company's transportation vehicles amounted to Baht 991 million and depreciation expense for the year then ended total Baht 90 million. In determining the depreciation expenses, the management was required to exercise judgment in estimating the residual values of the transportation vehicles. The estimates of residual values thus directly impact the amounts of depreciation expenses recorded during the year.

I gained an understanding of and assessed the residual values of the transportation vehicles through a review of the procedures applied by the management. I performed the assessment taking into account the knowledge and past experience of the experts, such as dealers of each type of vehicles. In addition, I compared the residual values determined by the experts with the market values.

ATTACHMENT OTHER DOCUMENT

Certificate Number:
TGO CFO FY24-118



องค์กร
rganization

THAILAND GREENHOUSE GAS
MANAGEMENT ORGANIZATION
(Public Organization)



CERTIFICATE

Awarded to

ATP 30 Public Company Limited

Company address verified: 9/30 Bangnang, Panthong, Chonburi 20160

Thailand Greenhouse Gas Management Organization certifies that the quantity of Greenhouse Gas of the above organization has been verified by NPC Safety and Environmental Service Co., Ltd. and found to be in accordance with the requirements of the standard detailed below.

Standard

TGO Guidance of the Carbon Footprint for Organization

Verification Period: [01/01/2023 - 31/12/2023]

Total Greenhouse Gas Emission (Scope 1&2): 14,260 tonCO₂e/year

Direct GHG emissions	14,100 tonCO ₂ e/year
Energy Indirect GHG emissions	160 tonCO ₂ e/year
Other Indirect GHG emissions	1,768 tonCO ₂ e/year

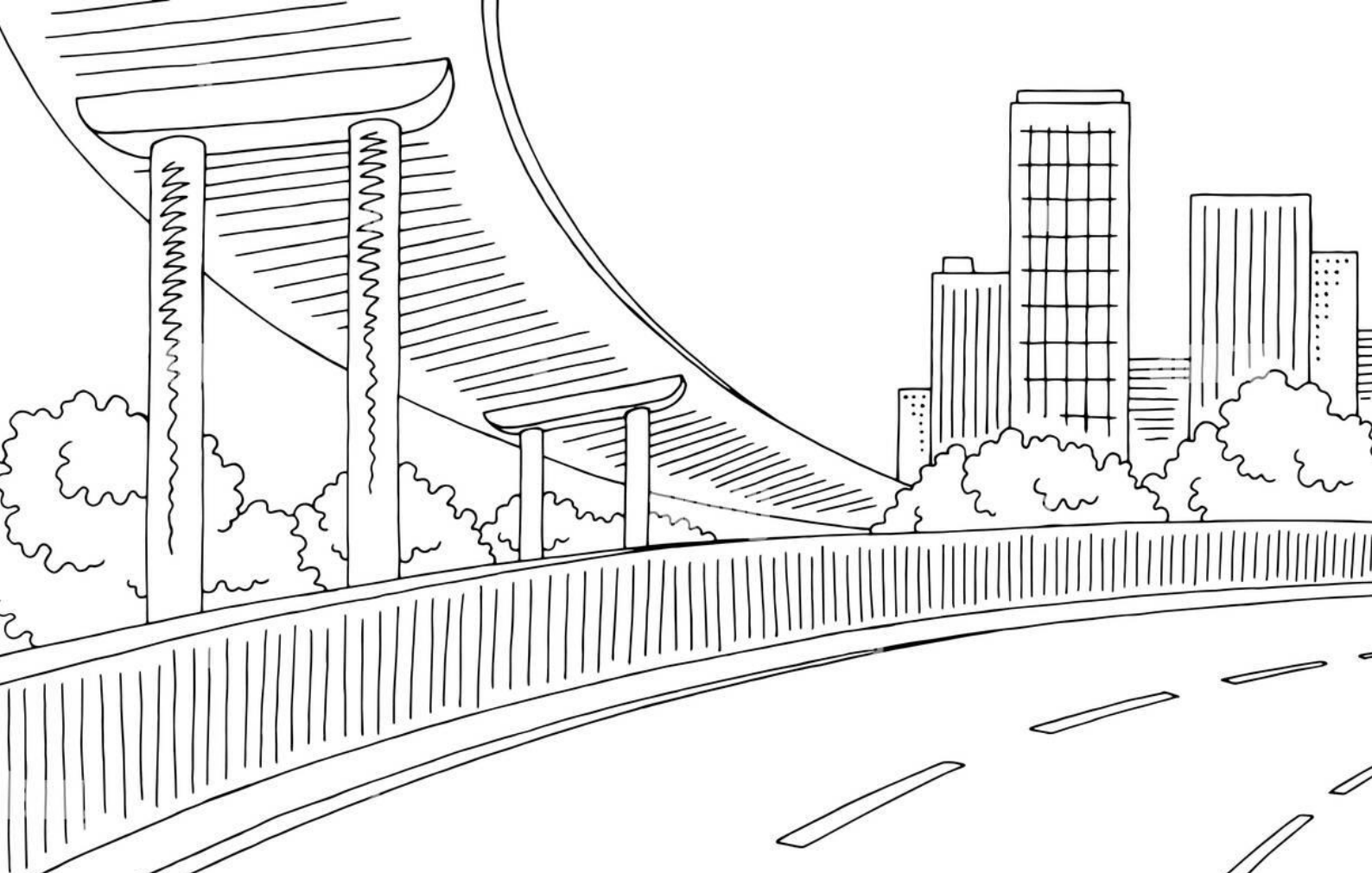
The agreed level of assurance is: Limited, at materiality of 5%

Registration Date: 11 March 2024

Mr. Kiatchai Maitriwong

Executive Director

Thailand Greenhouse Gas Management Organization (Public Organization)



Business Ethics Guide

ATP 30 Public Company Limited

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Document number : ATP-OV-017.001	Revised edition 2	Considered and Reviewer: Corporate Governance Committee Approver: Board of Directors
Effective date : 25 March 2015 Revised edition 1 effective date : 26 February 2019 Revision 2 effective on 22 Feb. 2022 Revision 3 effective on 22 Feb. 2023 Revision 4 effective on 23 Feb. 2024	22 February 2022	Meeting Minutes 1/2015 after conversion to a public limited company (25 March 2015) Revised Edition 1: Minutes of the BOD Meeting No. 1/2019 Revision 2: 1. Minutes of the Corporate Governance Committee Meeting No. 1/2022 2 Minutes of the BOD Meeting No. 1/2022 Revision 3: 1. Minutes of the Corporate Governance Committee Meeting No. 1/2023 2. Minutes of the Board of Directors Meeting No. 1/2023 Revision 4: 1. Minutes of the Nomination and Remulation Committee Meeting No. 1/2024 2. Minutes of the Board of Directors Meeting No. 1/2024

Perface

Business Ethics

ATP 30 Public Company Limited (“the Company”) will conduct business and ensure that the management and employees comply with the established business ethics. The Company committed to operating in accordance with good corporate governance by upholding the principles of accountability, transparency, equality and promoting best practice by adhering to the following practices:

1. The Company will operate its business with due regard for efficiency, effectiveness, ethics, integrity and transparency by adhering to responsibility to stakeholders and creating suitable returns for investors including making progress and having stable and sustainable growth
2. The Company will manage the business with integrity and comply with the laws, standards, terms and conditions towards contractual parties and good business practices, accurate accounting records and regular disclosure of financial information.
3. The Company will improve the management of various operational processes to continually improve to increase competitiveness.
4. The Company has social responsibility, environment, and support sustainable development by participating in accordance with the status of the Company.
5. The Company will disclose accurate and complete information about the service, including opening a complaint channel for stakeholders.

Ethical Principles for Business

1. Comply with laws, rules and regulations
 - Directors, executives and employees must conduct themselves within the framework of the laws, rules and regulations of the locality where the Company is located.
 - Directors, executives and employees must comply with the regulations the Stock Exchange of Thailand and Securities and Exchange Commission.
 - Directors, executives and employees must comply with the Company's rules and regulations.
 - Directors, executives and employees must refrain from doing anything or participate in the knowledge, help, support, cooperate in order to avoid compliance with the law. rules and regulations.
 - Directors, executives and employees are required to cooperate with regulatory agencies and report information about violations or non-compliance with the law, rules, and regulations strictly.
2. Responsibility to the Company
 - 2.1 Responsibility for the Company's assets
 - Executives and employees must use the Company's assets carefully, responsibly and use it for the maximum benefit of the Company For business purposes only.
 - Executives and employees must help each other to maintain and be careful not to let any assets of the Company be depreciated, damaged or lost
 - Executives and employees must not use the Company's assets. when no longer related to the Company
 - 2.2 Responsibility for intellectual Property Information and Information Technology of the Company : The Company attaches great importance to the Company's intellectual property which includes Company names, logos, copyrights, patents, trademarks, trade secrets, innovations, information and information technology, it is defined as follows:
 - Executives and employees must comply with the laws related to intellectual property rights in every country in which the Company invests, including the announcements, orders and regulations set forth by the Company.
 - Executives and employees must maintain and protect the Company's intellectual property; prevent damage, anti lost and overseeing the use of intellectual property for the maximum benefit of the Company.
 - Executives and employees have a duty to maintain trade secrets and information of the Company to ensure the best possible security.
 - Executives and employees must use the Company's information technology to provide for the Company's business only.
 - Management and employees must not disclose the password used to access the Company's information system to others who are not involved.
 - Executives and employees must not publish, copy or use illegal software in the Company .
 - Executives and employees must not use the Company's e-mail or computer systems to transmit vulgar, obscene messages. harass, threaten, defame others including

avoiding websites that are illegal or infringing on good morals according to the section specified in "Computer Crime Act, B.E. 2550"

- Management and employees must respect the intellectual property rights of others, no copyright infringement trademark or using the others' works for the benefit of oneself or the company which may cause damage to the Company.

3. Public information or interviews

- Providing any information about the Company must be based on accuracy be realistic and careful by the person who has been assigned to act on behalf of the Company.
- The Company assigns senior management or managing director to be authorized to provide information or public interviews including shareholders, investors, analysts, media and outsiders and has the power to delegate other executives to provide information.

4. Confidentiality and information within the Company

- Directors and executives or entities that have received inside information are prohibited from using such opportunities to seek benefits. personal or disclose inside information to outsiders or a person who has no relevant duties for the benefit of trading Company's securities.
- Refrain from trading in the Company's securities including providing any information during one month of directors and executives before the financial statements or any other information is released to the public to prevent exploitation of the Company's internal information which has not yet been disclosed to the public and may affect the movement of securities trading prices.
- All directors and executives, as defined by the Capital Market Supervisory Board, acknowledge their duty to report variation the securities holdings of oneself, spouse and minor child to the Stock Exchange of Thailand; and Securities and Exchange Commission According to Section 59 of the Securities and Exchange Act B.E. 2535 , immediately no later than three days after the date of purchase, sale, transfer or acceptance of transfer of the Company's securities.
- Non-disclosure of the Company's business secrets to outsiders even after retiring from being a director, executive and employees of the Company.

Ethics and Code of Conduct for Directors

This Code of Conduct prepared to achieved the aim of the Company's directors take it as a guideline for conducting oneself to comply with the principles of good corporate governance in accordance with the intent and principles including ethical standards for the benefit of the Company Shareholders, employees, customers and other stakeholders. The Board of Directors determines the organization's management policies and sets corporate governance principles, in order to operate the business efficiently and achieve the objectives of Vision and mission for the Company. To gain confidence in doing business from shareholders, investors and the general public. As a result, the Company's directors Everyone must follow the provisions and the spirit of the law with due diligence and care including acting as a role model for employees.

Code of Conduct and Responsibilities of the Board of Directors

1. Duties to the Company

- 1.1 Dedicate time to the Company fully in carrying out the mission as a director of the Company in accordance with the good corporate governance guidelines and the Company's business ethics.
- 1.2 Use independent discretion in corporate governance.
- 1.3 Responsibility to shareholders, taking into account the benefits of other stakeholders by adhering to the code of ethics and comply with the law.
- 1.4 Recruit potential high-level executives able to devote themselves to the benefit of the Company.
- 1.5 Supervise the management to report important matters of the company. in order to operate the business efficiently
- 1.6 Notify the Company in written, in the case that a director becomes an advisory director in the Company, organization or any other association, such action must not be contrary to the interests of the Company and direct responsibilities or becoming a shareholder in any business which may have benefits or cause business conflicts with the Company be a shareholder in any business which may have benefits or cause business conflicts with the Company.

2. Duties to shareholders

- 2.1 Supervise to ensure that the Company has proper financial, administrative and management status to generate appropriate returns to shareholders.
- 2.2 Supervise to ensure that the Company discloses information that is essential, complete, accurate, true and in time.
- 2.3 Supervise to ensure that the Company values and respects the rights of all shareholders equally.
- 2.4 Supervise to ensure that the Company provides detailed clarifications on operating results and status of the Company's financial It complies with disclosure rules.
- 2.5 Supervise to ensure that the Company pays attention to recommendations of shareholders and good recommendations into practice for the benefit of the operation.

3. Duty to employees

- 3.1 Treat all employees fairly without discrimination against anyone due to differences in race, religion, nationality, gender, age, educational background or personal preference.
- 3.2 Listening to employees' opinions or suggestions and consider using it in a way that is beneficial to the Company.
- 3.3 Not infringing on personal rights and liberties either directly or indirectly.

4. Duties to other stakeholders

- 4.1 Supervise to ensure that the Company complies with relevant laws and regulations.
- 4.2 Supervise to ensure that the Company pays attention to the impact that will occur to other stakeholders, community, society and environment.

Board responsibilities

1. Attend the Board of Directors' meeting every time, in the event that it is necessary to be unable to attend the meeting will inform the Company in advance.
2. Find information about the environment that affects the Company's business.
3. Study the relevant laws, rules, or regulations that affect the performance of duties as a director of the Company.
4. Take sufficient time to carefully consider the information in advance.
5. Consider and give opinions independently. In the event that any director disagrees with the resolution of the meeting that director can specify that dissenting opinions should be recorded in the minutes of the Board of Directors' meetings.
6. Promote communication between the Board of Directors and the Certified Public Accountant to ensure that Perform the duties of the certified public accountant independently and efficiently with cooperation from the management and Internal Audit Department.
7. Perform duties as a director in accordance with the law, rules, regulations, relevant regulations, including Business Standards and Ethics
8. In case of any doubt the Board of Directors can request additional information or clarification from the management or the Company's advisor.
9. Do not take any action that may charge of honesty and fairness by avoiding both by themselves and family in requesting or agreeing to receive money, things or any other benefits from business related parties of the Company.

Ethics and Code of Conduct for Executives and Employees

1. Code of Conduct for Executives

Executives mean employees who have subordinates. In addition to the management must comply with every code of conduct. As an employee of the Company, executives must have good practice to strengthen the good management as the supervisor of the employees must be a leader and be a model in good behavior for employees in general as well. Therefore, guidelines for management are set as follows:

1.1 Management treats shareholders

Executives must perform their duties with honesty and carefully and carefully and has a broad vision, avoiding to 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.

1.2 Management treats employees

Management must treat employees fairly, unbiased management 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, listening to the employee opinions and suggestions rationally.

1.3 Management treats customers

Management must treat customers in strict accordance with the business ethical practices set forth by the entity.

1.4 Executives to partners

Management must treat business partners fairly. Avoiding to 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.

1.5 Executives to competitors

Management must treat competitors under the framework of good competition rules and not seek confidential information of competitors by dishonest means

1.6 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.

2. Code of Conduct for Employees

2.1 Employees should perform their duties with honesty and with perseverance diligent and improve work efficiency for the benefit of oneself and the Company.

2.2 Employees must strictly comply with the rules and regulations of the Company's work.

2.3 Employees should respect and obey their supervisors who give orders in accordance with policies and regulations.

2.4 Employees should have solidarity with each other and support each other. does not cause conflict which will lead to damage to other persons and the Company

- 2.5 Employees should respect the rights and respect each other. Avoid taking other people's information both in matters related to work and personal matters to be disclosed or criticize in a manner that will cause damage to both employees and the Company.
- 2.6 Employees should avoid accepting any gifts that may make themselves feel uncomfortable in performing duties in the future if unavoidable notify the supervisor immediately.
- 2.7 Employees do not use their position or take advantage of their work for personal gain or their party or do business in competition with the Company.
- 2.8 Employees should treat customers partners with honesty and equality.
- 2.9 Employees must strictly maintain the confidentiality of customers, business partners and the organization.
- 2.10 Employees must report the matter that has been known to their supervisors without delay, the known matter may affect the operation or reputation of the Company.
- 2.11 Employees should be treated take care of the benefits and assets of the Company to be in good condition so that they can be fully utilized, economical, not to be wasted, wasted, damaged or deteriorated prematurely.

Maintaining the Company's Assets

Director, management and employee have duties and responsibilities to supervise the use of the Company's assets under the supervision of the Company efficiency by defining the following guidelines:

- 1) Use assets in business operations without using such assets for benefit personal or third party.
- 2) Protect your interests and take care of your assets from being lost, damaged or misused as a wise man should protect his own property eliminating unlawful exploitation whether directly or indirectly.
- 3) Do not use a computer to destroy, infringe, spy, or modify other people's files; or create false evidence which may cause information theft and provide an information technology system security that complies with international standard.
- 4) Use the e-mail and internet provided for the Company's business carefully and does not bring damage to the reputation.
- 5) Keep and do not allow others to use their passwords for accessing various information systems of the Company.
- 6) Company's intellectual property to reproduce, modify or do anything. for personal benefit or the benefit of others without permission from the Company
- 7) Report to supervisor any witnessing an action known that infringes or may lead to an infringement of rights or an action that may cause a dispute about the Company's intellectual property.
- 8) Supervise the storage of important documents of the Company complete in accordance with the law or related regulations and after the expiration of the period of time required to maintain the documents and employees involved must ensure that destruction is carried out in an appropriate manner.

Penalty

In the event that the management and employees act in a manner that causes a conflict of interest with the Company to consider according to the organizational structure of the Company, rules and regulations relating to work, provided that each party shall initially consider and summarize the story 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 seriously damage may not be in the jurisdiction of the agency then bring the matter to the management of the company to consider and draw conclusions and impose further penalties. Penalty as follows

- 1) Verbal admonition
- 2) Admonish in written
- 3) Pay cut
- 4) Furlough
- 5) Termination of employment without compensation
- 6) Legal action

Whistleblowing or Complaints

The Board of Directors provides opportunities for employees and stakeholders to inform clues or complaints when found to be an illegal act Corruption or misconduct of employees in the Company as well as behaviors that may cause problems and cause damage to the Company including receiving complaints in the event that employees and stakeholders are violated or not treated unfairly through the channels and processes specified by the Company. The Company will listen and deal with all complaints equally, transparently and fairly, with systematic and fair measures to protect complainants The complainant will be kept confidential of the Company measures to protect complainants as follows;

- 1) Complainants can choose to remain anonymous. If the disclosure is deemed to cause insecurity or damage
- 2) The Company will keep the relevant information confidential and take into account the safety of the complainant by establishing measures to protect complainants who are employees, including who cooperate in the investigation of facts will be protected from unfair treatment due to the cause of complaints such as interfere with work, change of position, dismissal, etc.

Ethics and Code of Conduct for Investor Relations

Investor relations are representative of the communication with shareholders, institutional investors individual investor Securities companies, journalists and the general public interested in the Company's securities through a variety of channels and methods. The information or disclosure must be done regularly, complete, accurate, timely, both positive and negative facts. The disclosure of information must be done thoroughly and fairly. and comply with the rules, regulations, regulations of the Stock Exchange of Thailand and the Securities Exchange Commission. Therefore, investor relations must perform their duties in accordance with the Investor Relations Code of Conduct as follows

1. Perform duties with honesty, fairness and responsibility.
2. Disclosure the necessary information is accurate, clear, timely and fair to all parties. by refraining from using words or inappropriate form that may cause misunderstanding of the Company's securities.
3. Provide opportunities for all relevant parties to access and inquire.
4. Do not present information that affects the price of the Company's securities or may affect investment decisions or affect the rights of shareholders before being officially published to the Stock Exchange of Thailand.
5. Do not disclose information that has not yet been concluded or in the process of negotiating which is uncertain or exaggeration.
6. Perform duties based on the interests of shareholders and stakeholders.
7. Building confidence, enhance the image, and good attitude of the company as well as good relationships with all parties.
8. Keep company secrets and avoid any action or exploitation that will bring benefits to oneself by relying on information within the Company.
9. Perform duties with knowledge full ability professional and diligently study for knowledge to improve work efficiency on a regular basis.
10. Follow the guidelines for not accepting investors or analysts' appointments near the announcement of the financial statements, stock trading practices that the company has specified.
11. Do not buy/sell the Company's shares before and after the earnings announcement date.
12. Operate in accordance with the rules, regulations, and relevant laws. including regulators

Policies and Principles of Good Corporate Governance

Charter of the Board of Directors

The Company realizes and attaches great importance to corporate governance. In addition to the Board of Directors must strictly perform duties in accordance with the Company's Articles of Association. According to the Public Company Act in accordance with relevant laws, the Company has established a corporate governance policy to emphasize the roles and duties of the Board of Directors in accordance with the principles of good corporate governance. Defined by the Stock Exchange of Thailand as follows:

Composition of the Board of Directors

1. The Company's board of directors must consist of not less than seven directors and not less than half of the total number of directors must reside in the Kingdom of Thailand.
2. The Board of Directors consists of executive directors. Non-Executive Director and independent director having at least one - third of independent directors and not less than three people are qualifications of independent directors are as specified by the Stock Exchange of Thailand.
3. The Board of Directors elects one director from non-executive directors to be the chairman of the Board.
4. The committee selects one person to act as the secretary of the Board of Directors. The secretary of the Board of Directors may or may not be a director.

Qualifications of the Board of Directors

1. Stipulated in the Public Act B.E. 2535 and the Securities and Exchange Act B.E. Management of publicly held business according to the announcement of the Securities and Exchange Commission.
2. Have knowledge, abilities, skills and work experience that are beneficial to the Company's business and be able to devote full time to performing duties in accordance with their responsibilities, this will consider regardless of gender, race, religion, age and other specific abilities.
3. Possess leadership and can control management's operations with efficiency and effectiveness.

Duties and responsibilities of the Board of Directors

1. Perform duties responsibly caution honesty and be careful to protect the interests of the Company and in accordance with the law, objectives and regulations of the Company as well as shareholders' resolutions.
2. It is responsible for determining the vision, policy and direction of the Company's operations and to supervise and supervise the management to operate in accordance with the established policies with efficiency and effectiveness in order to increase the maximum economic value for the shareholders and sustainable growth.
3. Be responsible to shareholders on a regular basis Operate in the interests of shareholders, disclosure of material information to investors is accurate and complete, standardized and transparent.

4. Have knowledge, ability and experience that will benefit the business are interested in the Company's business that he is truly a director.
5. Evaluate the performance and consider the remuneration of directors. and senior management as presented by the Nomination and Remuneration Committee to present to shareholders for approval.
6. Responsible for the performance and performance of the management's duties with the intention and caution in the operation.
7. Supervise to be clear and measurable business goals to be used as a guideline for setting operational goals, taking into account the possibility and reasonable.
8. Supervise the business operation and act ethically.
9. Supervise the management to have an appropriate and efficient risk management system.
10. Consider making decisions on important matters such as policies and business plans for large investment projects. The authority to manage the acquisition or disposition of assets and any other items required by law.
11. Determine the authority and level of approval in transactions. and various operations related to the work of the Company to the group or person as appropriate and in accordance with the relevant requirements by preparing a manual on the power of action and require a review in line with strategy and business goals including changing circumstances.
12. Provide reliable accounting, financial reporting and auditing systems as well as to ensure that there is a process for evaluating the suitability of internal control.
13. To approve the proposal to appoint an auditor and consider the annual audit fee to present to the shareholders for consideration and approval of the appointment.
14. Report on the responsibility of the board of directors for the preparation of financial reports. This is shown in conjunction with the auditor's report in the annual report and covering important matters. According to the policy of good practice for directors of listed companies of the Stock Exchange of Thailand.
15. Supervise the performance of various sub-committees. to be in accordance with the prescribed charter.
16. The Board shall self-assess its performance and assess its overall performance.

Appointment of directors and term

The election of the Company's directors shall be made by the shareholders' meeting, provided that it shall be done in accordance with the following rules:

1. A shareholder has a vote equal to one share per vote
2. In the election of directors, voting may be used to elect each director individually. One person or several people at a time, as the meeting of shareholders deems appropriate. But in each vote Shareholders must vote with the available votes. Therefore, the shareholders cannot divide their votes in the election of directors for any person under section 70 paragraph one of the Public Company Act (NON-CUMULATIVE voting only)
3. In voting for the election of directors, a majority of votes must be used. If there are equal vote, the chairman of the meeting shall have the casting vote.
4. The Board of Directors shall hold office for a term of three years. Directors retiring under this article , may be re-elected to assume office. In addition to the expiration of the agenda The director vacates office when

- Dead
 - Resign
 - Lack of qualifications or having prohibited characteristics under the law governing public companies
 - The meeting resolved to leave
 - The court has issued an order.
5. Any director resigns from his position, may also submit his resignation letter to the Registrar for acknowledgment.

Board Meeting

1. The Board of Directors must hold a meeting to acknowledge the Company's operating results at least every three months and directors should attend every meeting. In addition to force majeure which must be notified to the Secretary of the Board of Directors in advance. The Company must report the number of meetings attended by the Board of Directors in the annual report. In each meeting of the Board of Directors to inform all the Board of Directors in advance. The secretary of the Board of Directors must send a meeting invitation letter to all directors to inform them of the date, time, place and agenda of the meeting. by delivery at least seven days in advance and the person who collects the meeting documents from the directors and management to deliver to the committee in advance; such documents must provide sufficient information to make a decision and use the independent discretion of the Board. The committee secretary must record the issues in the meeting. to prepare meeting minutes which must have complete content and completed within 14 days (fourteen days) from the date of the completion of the meeting to propose to the chairman of the committee to sign and to establish a good filing system Easy to find and keep secrets well.
2. A company director who has an interest in any matter does not have the right to vote on that matter.
3. Voting at the Board of Directors Meeting, the company shall regard the opinion that is the majority vote as important. In the case of equal votes, the chairman of the meeting voted one more vote as the casting vote. that did not pass a resolution to be stated in the minutes of the meeting.

Compensation

Company Directors are entitled to receive remuneration from the Company as determined by the Board of Directors and proposed for approval from the shareholders' meeting holding ordinary shares for the year. The structure and composition of the stipulated remuneration must be appropriate to the duties and responsibilities assigned by each director and at a level that can be motivating. and maintain quality directors or comparable in the same industry.

Self-assessment of performance

The Board of Directors is responsible for evaluating their own performance once a year.

Audit Committee Charter

The Board of Directors realizes the importance of the good corporate governance system and therefore considers the appointment of the Audit Committee. It consists of independent committees responsible for auditing the Company's business operations. Review the effectiveness of internal controls to ensure that the operations of the various departments to be efficient Legitimate comply with good practice regulations business administration is carried out appropriately, efficiently and with maximum efficiency. The Audit Committee is also responsible for reviewing the Company's financial reports. Work with the auditors to ensure that the Company's financial reports reliable, complete, and accurate disclosure of information. It complies with relevant standards and requirements to build confidence and credibility for investors and stakeholders that there has been a careful examination and supervision of the business, fair and transparent, and conducting business in accordance with the principles of good corporate governance. The Board of Directors therefore deems it appropriate to prescribe the Audit Committee Charter as follows:

Elements of the Audit Committee

Audit Committee of the Company must contain the following components:

1. The Audit Committee consists of not less than three independent directors.
2. The Audit Committee has appropriate skills and expertise for the assigned tasks, at least one member of the Audit Committee must have knowledge, understanding or experience in accounting or finance.
3. The Board of Directors of the Company shall elect and appoint one of the Audit Committee members to be the Chairman of the Audit Committee.
4. Requires the Audit Committee to appoint the Secretary of the Audit Committee, this may be the head of the internal audit department or a person who the Audit Committee deems appropriate.

Audit Committee Qualifications

Appointed by the Board of Directors of the Company Qualifications as stipulated in public law Securities and Exchange Law and the regulations of the Stock Exchange as follows:

1. Shareholders not exceeding one percent of the total number of shares with voting rights of the Company, parent company, subsidiary company, associated company, major shareholder or a person with control over the Company, including the shareholding of a person related to that independent director.
2. Not being or used to be a director who takes part in the management, an employee, a consultant who receives a regular salary or controlling person of the Company, parent company, subsidiary company, associated company, major shareholder or of the person who has the power to control the company unless the aforementioned characteristics have been terminated for not less than two years prior to the date of filing. Application for permission to the Office of the Securities and Exchange Commission.

However, such prohibited characteristics do not include the case where the independent director used to be a government official or an advisor of a government agency which is a major shareholder or the person who has the power to control the Company.

3. Not a person who has a blood relationship or by legal registration in the form of parents, spouses, siblings and children, including the spouses of children of executives, major shareholders controller or a person who will be nominated as an executive or the person who has the power to control the company or a subsidiary.
4. Does not have or has had a business relationship with the Company Parent, company Subsidiary company, associated company, major shareholder or of the person who has the power to control the Company in a manner that may impede the exercise of one's independent judgment including not being or having been a significant shareholder or controlling person of a person having a business relationship with the Company, parent company, subsidiary company, associated company, major shareholder or of the person who has the power to control the company Unless the foregoing relationship has been terminated for not less than two years prior to the date of filing an application with the Office of the Securities and Exchange Commission.
5. Not being or having been an auditor of the Company, parent company, subsidiary company, associated company, major shareholder or of the person who has the power to control the Company and is not a significant shareholder, controlling person or partner of the audit firm which has auditors of the Company, parent company, subsidiary companies, associated companies, major shareholders or of the person who has the power to control the Company affiliated with, unless the foregoing relationship has been terminated for not less than two years prior to the date of submission of an application to the Office of the Securities and Exchange Commission.
6. Not being or having been a professional provider of any kind, including serving as a legal or financial advisor which received service fees in excess of 2,000,000 baht (two million baht) per year from the Company, parent company, subsidiary company, associated company, major shareholder or of the person who has the power to control the Company and is not a significant shareholder controlling person or a partner of that professional service provider unless the foregoing relationship has been terminated for not less than two years prior to the date of filing an application with the Office of the Securities and Exchange Commission.
7. Not being a director who has been appointed to represent the Company's directors major shareholder or shareholders who are related to major shareholders
8. Do not operate businesses with the same nature and are in significant competition with the Company's business or a subsidiary or not being a significant partner in the partnership or being a director who takes part in the management, an employee, an employee, an advisor who receives a regular salary or holding more than one percent of the total number of shares with voting rights of another company which operates businesses with the same condition and is a significant competition with the Company's business or a subsidiary.
9. There are no other characteristics that prevent us from expressing independent opinions on the Company's operations.
10. Independent Director according to the above qualifications may be assigned by the Board of Directors to make decisions on operations of the Company, parent company, subsidiary, associated company, subsidiary of the same order major shareholder or of the person who has the power to control the Company with the ability to make decisions in the form of Collective Decisions.

Duties and responsibilities of the Audit Committee

1. Review financial reports to ensure they are accurate and reliable, including adequate disclosure of information by coordinating with external auditors and executives responsible for preparing quarterly and annual financial reports.
2. Review the Company's internal control system and internal audit to be appropriate and effective and consider the independence of the internal audit department as well as to approve the appointment, transfer and dismissal of the internal audit supervisor or any other agency responsible for internal audits and may suggest a review or review of any items it deems necessary and important. The internal audit unit report directly to the Audit Committee and bring suggestions on improvements to the internal control system that are important and necessary to the Board of Directors by reviewing with external auditors and internal audit department manager.
3. Reviewing compliance with securities and stock exchange laws or regulations of the Stock Exchange of Thailand, policies, rules, regulations, regulations and other laws related to the Company's business.
4. To consider selection and propose to appoint an independent person to act as an auditor including considering and proposing the remuneration of the Company's auditors to the Board of Directors including attending the meeting with the auditor without the management attending the meeting at least once a year.
5. Review the Company's internal audit plan according to generally accepted methods and standards.
6. Consider connected transactions or transactions that may have conflicts of interest to comply with the laws and regulations of the Stock Exchange of Thailand as well as the disclosure of the Company's information in such matters to be accurate and complete in order to ensure that such transactions are reasonable and for the best benefit of the Company.
7. Review an appropriate and efficient risk management system for the Company.
8. Report the performance of the Audit Committee to the Board of Directors at least four times a year.
9. Prepare the Audit Committee's report to be disclosed in the Company's annual report. The report must be signed by the Chairman of the Audit Committee and must contain at least the following information:
 - (1) An opinion on the accuracy, completeness and reliability of the Company's financial reports.
 - (2) Opinions on the sufficiency of the Company's internal control system.
 - (3) Comments on compliance with securities and stock exchange laws stock exchange requirements or laws related to the company's business.
 - (4) Opinion on the suitability of the auditor.
 - (5) Opinions on the connected transaction or items that may have conflicts of interest.
 - (6) Number of Audit Committee Meetings and attendance of each Audit Committee.
 - (7) Overall opinions or observations received by the Audit Committee in the performance of its duties in accordance with the Charter.
 - (8) Other items that shareholders and general investors should be aware of within the scope of duties and responsibilities assigned by the Board of Directors.

10. Performing duties within the scope of duties the Audit Committee has the power to invite the management, executives or employees of the Company to related to comment. Attend meetings or submit documents deemed relevant or necessary.
11. Authorized to hire a consultant or outsiders according to the Company's regulations to give opinions or give advice.
12. The Audit Committee shall assess its performance through self-assessment and report the results of the assessment together with problems , obstacles in the performance that may cause the performance to fail to achieve the objectives of the establishment of the Audit Committee to the Board of Directors by yearly.
13. Consider reviewing and updating the Audit Committee Charter.
14. Perform other tasks as assigned by the Board of Directors within the scope of duties and responsibilities of the Audit Committee.

Appointment of the Audit Committee tenure

The Audit Committee operates within the scope of duties and responsibilities as instructed by the Board of Directors. The Board of Directors is responsible for the Company's operations directly to shareholders stakeholders and others related person.

The terms of office of the Audit Committee are as follows:

1. The Audit Committee shall hold office for a term of three years and the Audit Committee who vacates office upon the expiration of the term may be reappointed. In addition to the termination of the position according to the above-mentioned terms the Audit Committee member vacates office upon
 - Dead
 - Resign
 - Disqualified to be an Audit Committee according to this charter or according to the rules of the Stock Exchange of Thailand
 - Retired from being a director of the Company
2. Any member of the Audit Committee who wishes to resign from the position must submit a resignation letter to the Chairman of the Board. This should be notified in writing at least one month in advance with reasons and approved by the Board of Directors. The Company will notify the resignation together with a copy of the resignation letter to the Stock Exchange of Thailand. In the event that the Audit Committee vacates office for the whole group the Audit Committee who has vacated office shall remain in office for further proceedings until the new Audit Committee takes office.
3. In the case of the Audit Committee position becomes vacant for reasons other than the expiration of the term, the Committee shall the Company appoints a person with full qualifications to be an audit committee member within ninety days in order for the audit committee to reach the required number of committees as specified by the Board of Directors. The person who replaces the member of the Audit Committee can only hold the position for the remaining term of the Audit Committee member whom he/she replaces.

Meeting

1. To have an audit committee meeting to consider the financial statements. Internal Audit Report and other matters At least four times a year by convening a meeting or having the Chairman of the Audit Committee call a special meeting to consider other urgent matters.
2. Audit Committee members who have interests in any matter do not have the right to vote on that matter.
3. Voting at the Audit Committee meeting shall be based on the majority vote. In case of equal votes, the Chairman of the meeting shall have one more vote as a casting vote. However, the opinions of other Audit Committee members that did not pass a resolution to be presented as a dissenting opinion to the Audit Committee.
4. The Chairman of the Audit Committee shall report the meeting results to the next Board of Directors meeting every time.
5. The secretary of the Audit Committee or an assigned person shall record the minutes of the meeting.

Audit Committee Reporting

1. The Audit Committee shall report the performance to the Board of Directors at the Board of Directors' meeting.
2. In the performance of duties of the Audit Committee, if the following items or actions are found or suspected: which may have a material impact on the financial position and operating results of the Company. The Audit Committee shall report to the Board of Directors for improvement within the period as the Audit Committee deems appropriate.
 - (1) Conflict of Interest Report
 - (2) Fraud, or there is something wrong or there is a significant deficit in the internal control system.
 - (3) Violation of any law or requirement of the Stock Exchange of Thailand and other relevant laws
3. If the Audit Committee has reported to the Board of Directors anything that has a material impact on the financial position and results of operations. And there has been discussions with the Board of Directors and the executives that there must be improvements. At the expiration of the jointly stipulated time, if the Audit Committee finds that there is unreasonable neglect to take such remedial action, any member of the Audit Committee may report the findings directly to the Securities and Exchange Commission. or the Stock Exchange of Thailand.

Reporting of listed companies to the Stock Exchange of Thailand

1. Appointment of the Audit Committee
 - 1.1 Report on the resolutions of the Board of Directors' meeting regarding the appointment of the Audit Committee and submit the form to report the names and scope of the Audit Committee according to the regulations of the Stock Exchange of Thailand.
 - 1.2 Submit the certificate and profile of the Audit Committee together with a report on the resolution of appointing the Audit Committee to the Stock Exchange of Thailand within three days from the date the Board of Directors resolves to appoint the Audit Committee.

2. Changes in Audit Committee Members
 - 2.1 Report on the resolutions of the Board of Directors' meeting regarding the change of members of the Audit Committee to the Stock Exchange of Thailand in accordance with the regulations of the Stock Exchange of Thailand.
 - 2.2 Submit a certificate and profile of the audit committee for the newly appointed Audit Committee and report on the resolution of the appointment of the Audit Committee.
3. Report on the resolutions of the Board of Directors' meeting regarding the change of duties and scope of work of the Audit Committee to the Stock Exchange of Thailand, according to the regulations of the Stock Exchange of Thailand within three days from the date of the Board of Directors' resolution regarding the change.

Compensation

The Audit Committee receives remuneration from the Company as determined by the Board of Directors and proposed for approval from the shareholders' meeting holding ordinary shares for the year. The structure and composition of the stipulated remuneration must be appropriate to the duties and responsibilities assigned by each director and at a level that can be motivating, and maintain quality directors or comparable in the same industry.

Self assessment of performance

The Audit Committee is responsible for evaluating their own performance once a year.

Charter of the Risk Management Committee

The Board of Directors realizes the importance of controlling the Company's management to comply with the policy, therefore, consider appointing the Risk Management Committee with the authority and duties as follows:

Composition of the Risk Management Committee

1. The Risk Management Committee will be appointed by the Board of Directors. The committee consists of people who understand the business and have direct experience in business at least three persons and must be at least an independent director.
2. The Risk Management Committee consists of directors appointed by the Board of Directors.
3. The Chairman of the Risk Management Committee must not be the same person as the Chairman of the Board of Directors.
4. Requires the Risk Management Committee to appoint a Secretary of the Risk Management Committee. This may be the head of the business support department. or the person the Risk Management Committee deems appropriate.

Qualifications of the Risk Management Committee

1. To have knowledge and understanding of the risks of the entity.
2. The Risk Management Committee is able to devote sufficient time to work as a Risk Management Committee member to achieve the objectives.

Duties and Responsibilities of the Risk Management Committee

1. Formulate and review policies Organize Risk Management Framework.
2. Supervise and support the implementation of corporate risk management in line with strategy and business goals including changing circumstances.
3. Consider reporting the results of corporate risk management and comment on the risks that may arise including guidelines for determining control or mitigation measures and continuous improvement of the organization's risk management system to be effective.
4. Report the results of corporate risk management to the Board for acknowledgment and in the event that there are important factors or events which may affect the company significantly and must be report to the Board of Directors for acknowledgment and consideration as soon as possible.
5. Meeting of the Risk Management Committee at least twice a year.
6. Perform any other duties as assigned by the Board of Directors.

Appointment of the Risk Management Committee and Tenure

1. The Risk Management Committee operates within the scope of duties and responsibilities as instructed by the Board of Directors. The Board of Directors is responsible for the Company's operations directly to shareholders, stakeholders and guests.
2. The Risk Management Committee shall hold office for a term of three years and according to the term of office as a director, which, upon vacating office upon the expiration of the term, may be reappointed In addition to the termination of office by the above-mentioned terms, the Risk Management Committee retiring when

- Dead
- Resign
- Disqualified to be an audit committee according to this charter or according to the rules of the Stock Exchange of Thailand
- Retired from being a director of the Company

In the event that the Risk Management Committee position is vacant due to reasons other than retirement by rotation, the Board of Directors shall appoint a person with full qualifications to be a Risk Management Committee member so that the Risk Management Committee has the required number in these regulations. The person elected to be the Risk Management Committee member will remain in the position for only the remaining term of the Risk Management Committee member he replaces.

Meeting

1. The Risk Management Committee meeting has to be arranged at least twice a year and the Risk Management Committee may convene additional meetings as deemed appropriate or upon request from the Risk Management Committee or the Chairman of the Board to consider issues that need to be discussed together by inviting the management or executives or employees of the Company related persons or persons deemed appropriate to attend the meeting, give opinions or submit information documents that are deemed relevant or necessary.
2. In the event that the Chairman of the Risk Management Committee is unable to perform the duties of Chairman of the meeting. The Chairman of the Risk Management Committee shall assign any director or the committee members at the meeting elect any member to act as the chairman of the meeting instead.
3. In the event that the directors are unable to attend the meeting, the director shall notify the Secretary of the Risk Management Committee orally or may send a letter of absence from the meeting.
4. The risk management committee who has a stake in any matter does not have the right to vote on that matter.
5. The resolution of the meeting shall be made by a majority of votes as the criteria for the resolution of the Board of Directors to the board one person has one vote and the majority of votes shall be considered as a criterion. In the case of equal votes The chairman of the meeting casts an additional vote (one vote) in order to decide. The secretary of the Risk Management Committee has no right to vote.
6. The Secretary of the Risk Management Committee is responsible for prepare for the meeting, including preparing for the meeting; agenda documents accompanying the meeting including the delivery of the meeting invitation letter agenda and meeting documents to all Risk Management Committee not less than three days before the meeting, except in case of urgent need to maintain the Company's benefits may notify the meeting by other methods and may set an earlier meeting date and is responsible for preparing the minutes of the meeting to send to the Risk Management Committee within fourteen days after the meeting is finished.
7. A resolution of the Risk Management Committee may be made without a meeting and is effective as if a resolution had already been passed by the Risk Management Committee when all members of the Risk Management Committee have signed to certify the resolution.

Compensation

Risk Management Committee receive compensation from the Company as determined by the Board of Directors and proposed for approval from the Annual General Meeting of Shareholders. The structure and composition of the stipulated remuneration must be appropriate to the duties and responsibilities assigned by each director and at a level that can motivate and retain qualified directors or comparable in the same industry.

Self assessment of performance

Risk Management Committee is responsible for evaluating their own performance once a year.

Reporting

The Chairman Risk management is responsible for reporting to the Board of Director for acknowledgment of the risk management results or things that need to be made significant improvements in every meeting of the Board of Directors for acknowledgment to realize the Company's Major Risks including factors that may affect the operations of the organization in the future.

Charter of the Nomination and Remuneration Committee

The Board of Directors realizes the importance of controlling the Company's management. To comply with the policy, therefore, consider appointing the Nomination and Remuneration Committee to be responsible for considering the criteria and the process of nominating qualified persons to hold positions of directors and top executives of the organization. To select the persons according to the nomination process that has been determined and consider the criteria for paying compensation and the form of remuneration for directors and top executives of the organization. To propose an opinion to the Board of Directors for consideration before proposing it to the shareholders for approval.

Composition of the Risk Management Committee

1. The Nomination and Remuneration Committee consists of at least three directors and executives, of which more than half of the total number of directors must be independent directors.
2. The Nomination and Remuneration Committee is appointed by the Board of Directors.
3. Independent Director, holding the position of Chairman of the Nomination and Remuneration Committee

Qualifications of the Nomination and Remuneration Committee

1. Qualified and not qualified under the law governing public limited companies and other relevant laws.
2. Members of the Nomination and Remuneration Committee who are independent directors must be independent in accordance with the principles of good corporate governance.
3. A person who has the ability and useful experience in performing duties as a member of the Nomination and Remuneration Committee and able devote enough time to perform duties

Duties and responsibilities of the Nomination and Remuneration Committee

1. Recruitment Operations

- 1.1 Select and nominate a qualified person to act as a director of the Company or directors in various sub-committees including in the event that the position of the Company's director is vacant by using the definition and qualifications of the director as a criterion. In considering and giving opinions to the Board of Directors, which will be presented to the shareholders' meeting to appoint the directors.
- 1.2 Consider the suitability of the number, structure and composition of the Board of Directors. Determine the qualifications of the directors taking into account the qualifications of the committee that must consist of persons with knowledge and abilities and experiences in various fields appropriately to be presented to the Board of Directors.
- 1.3 Consider the nomination, selection and nomination of suitable persons for the position. Retired directors and/or vacant positions and/or additional appointed.
- 1.4 Planning and executing the recruitment of successors senior management* and senior executive vice-presidents** with appropriate qualifications, knowledge, abilities and expertise. including having sufficient leadership skills

*Note : * Top management means the position of Managing Director.*

*** Senior Executive Vice President means Deputy Managing Director, Director of Operations and Director of Accounting and Finance.*

- 1.5 To perform any other tasks related to recruiting as assigned by the Board of Directors.
- 1.6 Evaluate the performance of the top management of the Company to propose to the Board of Directors' meeting for acknowledgment and approval.

2. Compensation

- 2.1 Prepare rules and policies for determining the remuneration of the Board of Directors and sub-committees, and regularly review the appropriateness of the criteria used in considering the remuneration. To be in line with the goals of the company as well as being consistent with the interests of shareholders and present to the Board of Directors for consideration.
- 2.2 Determine necessary and appropriate remuneration, both monetary and non-monetary, of the Board of Directors individually. By determining the remuneration of the Board of Directors, consider the appropriateness of the duties and responsibilities. Responsibilities, performance, and comparison with companies in similar businesses and expected benefits from directors to propose to the Board of Directors for consideration and to propose to the shareholders' meeting for approval. taking into account three factors as follows:

- Practices that companies in the same industry use to pay compensation
- Operating results and business size of the company
- Responsibilities, knowledge, abilities and experiences of directors

- 2.3 Consider payment of compensation or other benefits. of the Board of Directors and senior management * and senior executive vice-presidents ** as appropriate

*Note : * Top management means the position of Managing Director.*

*** Senior Executive Vice President means Deputy Managing Director, Director of Operations and Director of Accounting and Finance.*

- 2.4 Disclosure policies regarding compensation and disclosure of compensation in various forms including the preparation of compensation reports and the opinion of the Nomination Committee according to the regulations of the stock exchange of Thailand in the annual report.
- 2.5 Prepare Corporate Governance Report/ Performance of the Board of Directors Nomination and Remuneration to the Board of Directors which is disclosed in the Company's annual report and signed by the chairman Nomination and Remuneration.
- 2.6 Perform any other tasks related to the determination of remuneration as assigned by the Board of Directors by the management and various departments must report or present relevant information and documents to the Nomination and Remuneration Committee to support the performance of the Nomination and Remuneration Committee to achieve its assigned duties.

Appointment of directors Nomination and Remuneration and term of office

The Nomination and Remuneration Committee shall hold office for a term of three years and according to the term of office as a director, which upon vacating office upon the expiration of the term, may be reappointed In addition to the termination of office by the above-mentioned terms, the Nomination and Remuneration Committee retiring when

- Dead
- Resign
- Disqualified to be a member of the Nomination and Remuneration Committee according to this charter or according to the rules of the Stock Exchange of Thailand
- Retired from being a director of the Company

In the event that the position of the Nomination and Remuneration Committee is vacant for reasons other than retirement by rotation, the Board of Directors shall appoint a qualified person to be a member of the Nomination and Remuneration Committee, in order for the Nomination and Remuneration Committee to complete the amount as prescribed in these regulations. The person elected to be the Nomination and Remuneration Committee shall remain in office for the remaining term of the Nomination and Remuneration Committee he replaces.

Meeting

1. Nomination and Remuneration Committee Meeting must be arranged at least one a year and may call additional meetings as deemed appropriate or upon request from the Nomination and Remuneration Committee or the Chairman of the Nomination and Remuneration Committee to consider issues that need to be discussed.
2. In the event that the chairman of the Nomination and Remuneration Committee is unable to perform the duties of chairman of the meeting, the Chairman of the Nomination and Remuneration Committee shall assign any director or the committee members at the meeting elect any member to act as the chairman of the meeting instead.
3. In the event that the directors are unable to attend the meeting, the committee shall notify the secretary of the Nomination and Remuneration Committee orally or may send a notice of meeting leave.
4. The Nomination and Remuneration Committee who has a stake in any matter shall not have the right to vote on that matter.
5. The resolution of the meeting shall be made by a majority of votes as the criteria for the resolution of the Board of Directors to the board Each person has one vote and the majority of votes shall be considered as a criterion. In the case of equal votes The chairman of the meeting casts an additional vote (one vote) in order to decide. The secretary of the Nomination and Remuneration Committee has no right to vote.
6. The secretary of the Nomination and Remuneration Committee is responsible for the preparation of meetings, including meeting preparation. Agenda Documents accompanying the meeting including the delivery of the meeting invitation letter agenda and meeting documents to all the Nomination and Remuneration Committee not less than three days before the meeting, except in case of urgency in order to maintain the benefits of the Company, the meeting may be called by other methods and the meeting date may be set earlier and is responsible for preparing the minutes of the meeting to send to the Nominate and determine remuneration within fourteen days after the meeting is over.
7. A resolution of the Nomination and Remuneration Committee may be made without a meeting and shall be valid as if the resolution had already been passed upon the signature of all members of the Nomination and Remuneration Committee endorsed in that resolution.

Compensation

The Nomination and Remuneration Committee receives remuneration from the Company. As determined by the Board of Directors and proposed for approval from the Annual General Meeting of Shareholders. The structure and composition of the stipulated remuneration must be appropriate to the duties and responsibilities assigned by each director and at a level that can motivate and retain qualified directors. or comparable in the same industry.

Self assessment of performance

The Nomination and Remuneration Committee is responsible for evaluating their own performance once a year.

Reporting

The Chairman of the Nomination and Remuneration Committee is responsible for reporting the results or any other reports to the Board of Directors should know.

Board Charter Corporate Governance Committee

The Board of Directors has established a corporate governance policy. Anti-Corruption Policy for the Company's Business Operations be transparent, fair to all stakeholders and demonstrate social responsibility to build public confidence as well as to allow the Company. There is management for the organization to create and improve create sustainable value for all stakeholder groups. The Board of Directors therefore resolved to appoint the Corporate Governance Committee as well as to establish a charter of the Corporate Governance Committee, in order to be able to perform duties as assigned by the Board of Directors in an effective and efficient manner according to international standards.

Components of the Corporate Governance Committee

1. Corporate Governance Committee Consists of at least three people directors and executives.
2. The Corporate Governance Committee is appointed by the Board of Directors.
3. Independent Director, holding the position of Chairman of the Corporate Governance Committee

Qualifications of the Corporate Governance Committee

1. Qualified and not qualified under the law governing public limited companies and other relevant laws.
2. Members of the Corporate Governance Committee who are independent directors must being independent according to the principles of good corporate governance.
3. A person who has the ability and useful experience in performing duties as a member of the Corporate Governance Committee and able to devote enough time to perform duties

Duties and responsibilities of the Corporate Governance Committee

1. Prepare corporate governance policy, business ethics, and code of conduct of Anti-Corruption Policy Sustainability Policy in accordance with the law and regulations of government agencies and organizations that govern the Company, such as the Stock Exchange of Thailand. The Office of the Securities and Exchange Commission is ready to present to the Board of Directors for consideration and approval.
2. Determine policies and guidelines for conducting business with social and environmental responsibility and sustainable development planning.
3. Propose guidelines on corporate governance practices related to anti-corruption and sustainability management to the Board of Directors along with giving advice as well as make recommendations to the Board of Directors on matters related to corporate governance and practices. related to anti-corruption and sustainability management.
4. Supervise the operation of the executives in accordance with the corporate governance policy, anti-corruption policy, sustainability policy. Including reviewing and evaluating compliance with corporate governance policy and sustainability policy with directors and management and give suggestions on the implementation of the policy.
5. Review the Corporate Governance Policy Business ethics and work practices anti-corruption policy , sustainability policy and relevant practices to be continually up-to-date at least once a year with reference to international guidelines, laws and regulations of government agencies and corporate governance bodies such as: Stock Exchange of Thailand Office of the Securities

- and Exchange Commission and to propose to the Board of Directors for consideration and approval of improvements.
6. Coordinate with sub-committees and various working groups in considering matters related to corporate governance, anti-corruption, Social and Environmental Responsibility and sustainability management and give advice.
 7. Promote the Company such communication to directors, executives, employees at all levels and related parties. Realize and understand the policies and practices of corporate governance. Business Ethics and Code of Conduct Work on anti-corruption policy Sustainability policies and related practices are sufficient and continuous.
 8. Comply with the anti-corruption policy as well as practices related to anti-corruption.
 9. Approve the sustainability report before public disclosure.
 10. Perform any other acts as the Board of Directors deems appropriate and assign

Appointment of the Corporate Governance Committee and their term of office

1. The Corporate Governance Committee has a term of office of three years and according to the term of office as a director. who, upon retirement from office upon the expiration of the term, may be reappointed as necessary and appropriate In addition to the termination of the position according to the above-mentioned terms Member of the Corporate Governance Committee retiring when
 - Dead
 - Resign
 - Disqualified to be a member of the Corporate Governance Committee under this Charter or according to the rules of the Stock Exchange of Thailand
 - Retired from being a director of the Company
2. In the event that the position of Corporate Governance Committee is vacant due to reasons other than retirement by rotation, the Board of Directors shall appoint a person with full qualifications to be a member of the Corporate Governance Committee, in order for the Corporate Governance Committee to complete the number as specified in these regulations. The person elected to be a member of the Corporate Governance Committee shall remain in the position for the remainder of the term of the Corporate Governance Committee he replaced.

Meeting of the Corporate Governance Committee

1. Set up a meeting of the Corporate Governance Committee at least once a year and may call additional meetings as deemed appropriate or upon request from the Corporate Governance Committee or Chairman of the Corporate Governance Committee to consider issues that need to be discussed together.
2. In the event that the Chairman of the Corporate Governance Committee is unable to perform the duties of chairman of the meeting. The Chairman of the Corporate Governance Committee shall assign any director or the committee members at the meeting elect any member to act as the chairman of the meeting instead.
3. In the event that the directors are unable to attend the meeting The directors shall notify the secretary of the Corporate Governance Committee oral or may send a letter of leave of absence from the meeting.

4. Any member of the Corporate Governance Committee who has a stake in any matter has no right to vote on that matter.
5. The resolution of the meeting shall be made by a majority of votes as the criteria for the resolution of the Board of Directors to the board. Each person has one vote and the majority of votes shall be considered as a criterion. In the case of equal votes, the chairman of the meeting casts an additional vote (one vote) in order to decide. Secretary of the Corporate Governance Committee who does not have the right to vote.
6. The secretary of the Corporate Governance Committee is responsible for the preparation of meetings, including meeting preparation. Agenda Documents accompanying the meeting including the delivery of the meeting invitation letter agenda and meeting documents to all Corporate Governance Committees not less than three days before the meeting, except in case of urgent need to maintain the Company's benefits may notify the meeting by other methods and may set an earlier meeting date and is responsible for preparing the minutes of the meeting to send to all the Corporate Governance Committee within fourteen days after the meeting is finished.
7. Resolution of the Corporate Governance Committee may be done without a meeting and shall be effective as if a resolution had already been passed when all members of the Corporate Governance Committee have signed to certify such resolution.

Compensation

The Corporate Governance Committee is entitled to receive remuneration from the Company as determined by the Board of Directors and proposed for approval from the annual general meeting of shareholders. The structure and composition of the stipulated remuneration must be appropriate to the duties and responsibilities assigned by each director and at a level that can be motivating and maintain quality directors or comparable in the same industry.

Self-assessment of performance

The Corporate Governance Committee is responsible for evaluating their own performance once a year.

Reporting

The Corporate Governance Committee reporting the performance to the Board of Directors at least once a year and prepare a report of the Corporate Governance Committee for disclosure in the Corporate Governance Committee in the Company's annual report and signed by the Chairman of the Corporate Governance Committee.

Executive Committee Charter

The Board of Directors realizes the importance of controlling the Company's management. In accordance with the policy, it was considered to appoint the Executive Committee with the following powers and duties:

The composition of the Executive Committee

1. Appointed by the Board of Directors
2. Three directors are executives and employees in management level together as the Executive Committee.
3. The Board of Directors will elect one Executive Director to be the Executive Chairman.
4. The Executive Chairman may be the same person as the senior management or managing director.
5. High-level executives or managing directors hold the positions of secretary to the Executive Committee.

Executive Board Qualifications

1. Being a director or executive of the Company.
2. Has qualifications and does not have any prohibited qualifications under the law governing public limited companies and the law governing with Securities and Exchange Commission of Thailand and Stock Exchange of Thailand and other relevant laws Including must not have characteristics that indicate a lack of suitability to be trusted to manage a publicly held company. Be a shareholder as specified by the Securities and Exchange Commission of Thailand
3. Being a person with knowledge, ability and experience that is beneficial to the Company's business, honesty, integrity, and ethical business conduct and able to devote enough time to perform duties.

Duties and responsibilities of the Executive Committee

1. Set goals, policies, business plans, and business strategies, and the Company's annual budget including business expansion financial, planning Human Resources Management Policy as well as consider and screen the management's proposals for submission to the Board of Directors for approval.
2. The meeting of the Executive Committee must be attended by not less than half of the Executive Committee members. As for the resolution of the Executive Committee, the majority of votes must be obtained from the meeting and such votes counted at least half of the votes of the entire Executive Committee.
3. Consider improving the business plan accordingly for the benefit of the Company.
4. Consider various contracts which is binding on the Company according to the authority in the manual.
5. Responsible for having sufficient important information of the Company for decision-making by the Board of Directors and shareholders, including preparing reliable financial reports. It meets good standards and is transparent.
6. Consider the Company's profits and losses and propose interim dividends and/or annual dividend to the Board of Directors

7. Consider implement a new business or selecting and expanding a business to propose to the Board of Directors.
8. Consider and scrutinize all types of work that must be presented to the Board of Directors' meeting. Unless the work is under the authority, responsibility and/or the authority of other sub-committees of the Company to be considered and screened for submission to the Board of Directors directly.
9. Take any action in support of the above. or according to the opinion of the Board of Directors or as authorized by the Board of Directors.
10. Proposing to the Executive Committee Meeting on any matter which has been resolved and/or approved by the Executive Committee meeting and report to the Board of Directors in the next Board of Directors meeting.
However, the Executive Committee is unable to approve the transactions in which it or persons who may have conflicts of interest or may have conflicts of interest. Other Conflicts of Interest with the Company or a subsidiary

Appointment of Executive Directors and term of office

1. The Executive Committee is appointed by the Board of Directors. The term of office is three years, with the term of office being according to the terms of the directorship which, upon vacating office upon the expiration of the term, may be reappointed. In addition to the termination of office by the above-mentioned terms, the Risk Management Committee retiring when
 - Dead
 - Resign
 - Disqualified to be an audit committee according to this charter or according to the rules of the Stock Exchange of Thailand
 - Retired from being a director of the Company
2. Any executive director who wishes to resign from the position must submit a resignation letter to the Company. The resignation shall be effective from the date the resignation letter reaches the Company.
3. In the event that an executive director's position is vacant for reasons other than retirement by rotation, the Board of Directors shall appoint a person who has all the qualifications to be an Executive Director so that the Executive Committee has a full number as prescribed in these Articles of Association. The person elected to be the Executive Director shall remain in office for the remaining term of the Executive Committee member he replaces.

Meeting

1. The Executive Committee meeting may be held or convened as it deems appropriate. The chairman of the executive committee or the secretary of the executive committee as the person assigned by the chairman of the executive committee shall convene a meeting of the executive committee. or upon request from senior management or the chairman of the board when there is an agenda that needs to be discussed together

2. in summoning the Executive Committee meeting The notice of the meeting shall be sent to the Executive Committee in advance. not less than 3 days (three days) before the meeting date except in case of urgent need The invitation letter must specify the date. time, place and agenda
3. Executive Board Meeting At least half of the total number of executive directors must be present. All Executive Directors therefore constitute a quorum. In the event that the Executive Chairman is not present at the meeting or unable to perform the duties, the Executive Directors present at the meeting shall elect one Executive Director to chair the meeting.
4. Executive directors who have stakes in any matter do not have the right to vote on that matter.
5. Executive Board Meeting shall be based on the majority vote. In case of equal votes, the chairman of the meeting shall have one more vote as a casting vote.
6. The secretary of the Executive Committee or an assigned person shall record the minutes of the meeting.

Reporting

1. The Chairman of the Executive Committee has the duty to report the results of the meetings or any other reports that the Board of Directors should be aware of in making decision at the next meeting of the Board of Directors The Board of Directors should know in the next Board of Directors meeting.
2. The Chairman of the Executive Committee has the duty to report the results of the previous year's performance to shareholders in the annual report.
3. The Executive Committee Secretary is responsible for preparing the minutes of the Executive Board meetings.

Managing Director's Charter

Nomination of Managing Director

“Managing Director” is appointed by considering and approving the appointment of the Company's directors by the Nomination Committee Conducting the recruitment of qualified persons for the position

Qualifications of the Managing Director

1. General features

- 1.1 Thai nationality
- 1.2 Able to work full time for the Company.
- 1.3 Not being a person of unsound mind or mental infirmity.
- 1.4 Not being a bankruptcy or has never been a dishonest bankrupt.
- 1.5 Never sentenced to a final sentence of imprisonment whether or not he has actually been sentenced to imprisonment, except for an offense committed through negligence or a petty offence or lapse of punishment or the expiration of the suspension period.
- 1.6 Never been fired, laid off or fired from a job because of dishonesty

2. Specific properties

- 2.1 Graduated not lower than a bachelor's degree, having knowledge, expertise and experience in organizational management.
- 2.2 Have a vision of management in the transportation business and business related to transportation business
- 2.3 Have morals and ethics in administration and good corporate governance, personality, leadership and good human relations.
- 2.4 Able to communicate and coordinate well both internally and externally
- 2.5 Having knowledge and expertise in organizational management to be able to meet the needs and good services

Duties and responsibilities of the Managing Director

The Managing Director has duties and responsibilities as follows:

1. To control of business operations Strategic planning for operations and daily management of the Company.
2. To decide on important matters of the company Set missions, objectives, guidelines, policies of the company. including control of management in various fields.
3. Has the authority to command, contact, give orders, as well as to sign any contract, document, order, notice as set forth in the Operator's Manual
4. Authorize to hire, appoint, or transfer any person as deemed appropriate as well as determine the appropriate scope of authority and compensation and have the power to dismiss to be issued according to the appropriateness of employees at different levels as set forth in the Action Authority Manual.
5. Has the power to set trade terms for the benefit of the Company.
6. To consider investing in a new business. or business termination to present to the Executive Committee and/or director of the Company.
7. To perform any act as assigned by the Executive Committee and/or the Company's Directors.

The aforementioned delegation of powers, duties and responsibilities of the Managing Director shall not include powers and/or sub-authorizations in approving any items that he or his/her sub-assignee, or persons who may have conflicts (as defined in the Notification of the Capital Market Supervisory Board) having interests or interests in any other manner contrary to the Company which is an approval of such transaction must be proposed to the Board of Directors' meeting and/or the shareholders' meeting (as the case may be) to consider such items according to the Company's regulations or the relevant laws.

Compensation

The determination of the Managing Director's remuneration shall be considered by the Nomination and Remuneration Committee by following to the Company's policy. In determining the remuneration of the Managing Director, both short-term and long-term, consist of annual salary and bonuses including any other compensation to consider from the operating results of the Company and performance.

Charter of the Company Secretary

The Board of Directors realizes the importance of roles, duties and responsibilities of the Company Secretary. Therefore, it was considered to appoint a company secretary to act in support of various activities of the Board of Directors and to assist the Board of Directors and the Company itself to perform their duties in accordance with the legal framework and in accordance with the principles of good corporate governance set by the Stock Exchange of Thailand The Board of Directors therefore deems it appropriate to prescribe the charter of the Company Secretary as follows:

Qualifications of Company Secretary

The Board of Directors selects a person to be a company secretary. The Company's secretary may be the same person as the Board of Directors' secretary.

Duties and Responsibilities of Company Secretary

The company secretary must perform duties responsibly as caution and honesty According to the Securities and Exchange Act (No. 4) B.E. 2551 (2008), which specifically defines the roles, duties and responsibilities for the Company Secretary as follows:

1. Provide basic advice to the Board of Directors and executives regarding the laws, rules and regulations of the Company that the Company must comply with as well as to ensure the smooth operation of the Board of Directors and effective in accordance with the law and other relevant requirements.
2. Responsible for arranging the shareholders' meeting and meeting of the Board of Directors in accordance with the law and the Company's Articles of Association.
3. Record the minutes of the shareholders' meeting and Board of Directors meeting as well as follow up to ensure compliance with the resolutions of the shareholders' meeting and the Board of Directors' meeting.
4. Prepare and maintain the following documents:
 - Director registration
 - Board of Directors' meeting notice board meeting minutes and the Company's annual report
 - Notice of the shareholders' meeting and the minutes of the shareholders' meeting
5. Prepare and maintain a register of directors Company's annual report Notice of meeting of shareholders, notice of meeting of the Board of Directors Minutes of the shareholders' meeting and the minutes of the Board of Directors' meeting.
6. Keeping stakeholders' reports and reported by company directors or executives together with sending a copy of the report of conflict of interest to the Chairman of the Board of Directors and the Chairman of the Audit Committee within seven days from the date the Company receives the report.
7. Other actions as announced by the Capital Market Supervisory Board
8. Other actions as assigned by the Board of Directors

Principles of the company secretary

The company secretary must perform duties responsibly as caution and honesty as well as to comply with the law, objectives, and regulations of the Company Board resolution as well as shareholders' resolutions by

1. Decisions must be made on the basis of what in good faith believes to be sufficient.
2. The decision was made without any interest whether directly or indirectly in the matter of that decision.
3. Acting in good faith for the best interest of the Company is important.
4. Act with a legitimate and appropriate purpose and does not act that is contrary to or inconsistent with the interests of the company significantly.
5. Do not seek benefit from the use of the Company's information that has been known, unless it is information that has already been disclosed to the public or uses the Company's assets or business opportunities in a manner that violates the rules or general practice as prescribed in the notification of the Capital Market Supervisory Board;
6. Not enter into any agreement or contract which may cause conflicts of interest with the Company or its employees or customers, it is also contrary to the treatment of their duties.

In the event that the company secretary vacates office or is unable to perform duties

Guidelines in case of company secretary vacating office or unable to perform duties set out as follows;

1. The Board of Directors shall appoint a new company secretary within ninety days from the date the former company secretary vacates office or is unable to perform duties.
2. The Board of Directors has the power to assign any director. To perform duties on behalf of the company secretary during the retirement of the company or unable to perform duties.
3. The chairman of the board notifies the name of the company secretary to the Securities and Exchange Commission within fourteen days from the date of appointing a person responsible for such position.
4. Proceed to notify the Securities and Exchange Commission of Thailand of the location of document storage under Clauses 1 . and 2 .

Good Corporate Governance Policy

The Board of Directors' meeting has set a policy on corporate governance in accordance with the guidelines of the Stock Exchange of Thailand. In order for the board of directors, executives and all employees of the organization to adhere to it as a guideline to promote the Company Efficient in business be transparent and can check The Board of Directors is committed to the management based on corporate governance principles. Good Practices for Directors of Listed Companies, Rules, Regulations, and Guidelines of the Stock Exchange of Thailand and the Securities and Exchange Commission with a determination to develop to enhance the corporate governance of the Company towards international best practices 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 5 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, share 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 the allocation of dividends Determination or amendment of regulations and memorandum of association and capital reduction or capital increase, etc., in addition to the aforementioned basic rights, the Company requires various actions 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 sending documents by the Company send the invitation letter to the shareholders' meeting and supporting documents not less than seven days prior to the meeting date, specifying the date, time, location, 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 will give the shareholders an opportunity to appoint independent directors or any person to attend the meeting instead by using any one of the proxy forms that the Company Sent along with the meeting invitation letter.
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 by independently. The Company will provide sufficient information on the matter to the shareholders.
4. All directors will attend the meeting unless there is a necessity so that shareholders can ask questions on related matters.
5. After the meeting is finished, the Company will prepare the minutes of the meeting to show accurate and complete information for the 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. In order to build confidence to shareholders that the Board of Directors and the management of the Company will take care and use the shareholders' money appropriately It has established guidelines for shareholders to treat and protect their fundamental rights equally. In organizing the shareholders' meeting, the Company will 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 regulations and according to the agenda of the meeting, the company will prepare documents for consideration on 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 consider the information before making a decision.

The Company has established preventive measures in cases where directors, executives, employees and employees use inside information to benefit themselves or others in a wrong way by defining written guidelines and has informed the guidelines for everyone in the organization to follow. The policy and method for monitoring the use of inside information for personal benefit has been assigned to the Board of Directors, being a caretaker and adjudicating the guilt In the case of directors and/or management uses inside information for personal gain and assign the top executive to consider the offense according to the prescribed sanctions. In addition, the company also informed the directors and executives of their duty to report the Company's holdings of securities for themselves, their spouses and underage children as well as reporting changes in securities holdings to the Office of the Securities and Exchange Commission 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 attaches importance to the supervision of all groups of stakeholders such as customers, employees, trading partners, shareholders or investors, creditors and communities where the Company is located, etc. Stakeholders will be taken care of by the Company, according to the rights under the relevant laws. 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 the roles and duties that are involved in enhancing the Company's performance. In order to operate the Company's business as well as to create sustainable stability for the business and create fair benefits to all parties. In addition, the Company also 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 a process to promote cooperation between the Company. with stakeholders in Creation of financial wealth and sustainability of the business as follows:

1. Give importance to employees at all levels of the Company by treating them equally, fairly and providing compensation that is appropriate to the knowledge and abilities of each employee. Along with continually focusing on the development of potential and knowledge 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 to customers in terms of service 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/ around 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 the disclosure of information by the Board of Directors to ensure that the Company Disclosure of 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 price of the Company's securities. This is in accordance with the requirements of the Securities and Exchange Commission of Thailand and the Stock Exchange of Thailand.

The Company ensure that 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 Securities and Exchange Commission and the Stock Exchange of Thailand In addition, the Company will disclose the following information to show transparency in its business operations: Disclosure of the duties of the Board of Directors and the Audit Committee such as the number of meetings and the number of times each director attends the meeting of the previous year. Disclosure of remuneration payment policy for directors and senior management including the form and nature of the compensation and report on corporate governance policy and performance according to the policy. The above information, in addition to disclosure to the public through the Securities and Exchange Commission or the Stock Exchange of Thailand, will also be disclosed through the Company's website.

Section 5: Board Responsibilities

The Board of Directors consists of qualified persons with knowledge/ 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 of the Company 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 work plan, which the Company has determined to have a committee of not less than seven members, comprising of not less than two directors from the management and non-executive directors not less than four, with three independent qualified directors person who is more than one third of the total number of directors In addition, the Company has appointed three Audit Committee comprising Independent Director and has a term of office of three years, with the scope and authorize of such committees clearly set out in the Audit Committee Charter.

The Company has a clear and transparent process for determining remuneration 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 the similar level that can motivate and retain directors who have knowledge and ability to perform their duties with the Company, including the prescribed remuneration rates that are 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 themselves regularly up-to-date, including performing duties with honesty, integrity, carefulness and prudence, taking into account the best interests of the Company and fair to all shareholders. In addition, all directors devote their time to fully and adequately perform their duties according to their responsibilities, 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 all related parties Information disclosed must be accurate, complete, transparent, thorough and timely, including financial reports. Performance and other related information that affects the price of the Company's securities according to 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 Securities & Exchange Commission of Thailand, including the Company's website after listing the ordinary shares in the Stock Exchange of Thailand.

Policy on compliance with business ethics

Policy and Guidelines for Directors and Executives

Policy on Qualifications and Nomination of Company Directors

The Board of Directors has assigned the Nomination and Remuneration Committee (“Nomination Committee”) to nominate qualified persons to be directors to replace those who retired by rotation or in other cases, propose to the Board of Directors and/or the shareholders' meeting to consider the election by the Nomination Committee selected from experts with backgrounds and expertise from various occupations, leadership, vision far and wide, being a person with morals and ethics Have a transparent and unblemished work history as well as having the ability expressing opinions independently which should take into account the following main components

Desired qualities in a director

Nomination Committee should consider and determine the personal characteristics of the person who will be selected to be nominated as a director in the following areas :

- Integrity and Responsibility
- Make decisions based on informed and rationale.
- Maturity and stability, be a good listener and dare to express different and independent opinions.
- Adhere to work with professional principles and standards.
- Other Features that Nomination Committee deems important.

Knowledge and Expertise requirement

Nomination Committee should consider determining the components of knowledge and expertise necessary for the Board of Directors and prepare the Board Skill Matrix to support the selection and nomination of candidates, who suitable for being a director knowledge and expertise in such areas to encourage the Board of Directors to be able to formulate strategies and policies as well as supervise to ensure compliance with effective strategies such as

- Accounting and Financial knowledge
- Organization Management and HR management
- Risk Management
- Crisis Management
- Knowledge about the Company's business (Industry Knowledge)
- Vision and Strategic Planning
- Knowledge and expertise in other areas that the Nominating Committee deemed necessary to the Company.

Director Nomination and Selection Process

The nomination of qualified persons to be considered for election as new directors should be considered from the following sources:

2.1 Nomination of new directors by company directors

Chairman of the Nomination and Remuneration Committee proposed in the Board of Directors' meeting to ask the directors to nominate qualified persons according to the Board Skill Matrix and in accordance with the strategy. To conduct business within the specified time.

2.2 Nomination of new directors by shareholders

To have a process that allows minority shareholders to be able to participate in the selection and appointment of directors. And to ensure that minority shareholders can elect independent directors to take care of their interests on their behalf, the Company will give an opportunity for at least 1 month. Allow every shareholder to nominate a person to be considered for election as a new director in accordance with the specified criteria and procedures. by the Nomination Committee will consider and propose to the Board of Directors' meeting to approve the time period that is appropriate and sufficient for the consideration of selection and proposing for election in the next step which the secretary The company will notify the SET. Know the time and details including publishing on the company's website

2.3 Nomination for the appointment of the former director

In the event that the Nominating Committee Nominate the former director to be the Company's director for another term. Nomination Committee Should also take into account the performance of the said director.

Selection

Nomination and Remuneration Committee Meeting (excluding interested directors) will consider appropriate in the qualifications of directors from the list of suitable persons to be new directors in line with the Company's director qualification and nomination policy, by taking into account the diversity of the structure of the Board of Directors and selecting persons with Knowledge, expertise or experience that will provide useful advice in formulating strategies and business policies in accordance with sustainable development guidelines for submission to the Board of Directors' meeting for consideration.

Election

Election of Directors to Replace Directors Retiring by Rotation

Board of Directors (excluding interested directors) will consider the qualifications of nominees according to the Nominating Committee Offered individually, thoroughly, carefully. to nominate suitable persons to the Annual General Meeting of Shareholders for consideration and election of directors However, the Board of Directors' meeting may assign senior management or managing director and/or appropriate directors contact and approach persons who have been approved by the Board of Directors to be elected as directors and report to the Board of Directors/ consideration. Then, the Company Secretary will notify the Stock Exchange of Thailand on the matter to be approved at the annual general meeting of shareholders. as well as disseminating the notice of the Annual General Meeting of Shareholders on the website of the Stock Exchange of Thailand and of the Company.

Election of Directors to Replace Interim Directors

Proceed with the same process as the election of directors to replace those who are due to retire by rotation. But the Board of Directors' meeting considers the election of directors. without having to propose to the shareholders' meeting for consideration and election

In addition, in the event that the resigned director's term of office is less than 2 months, the law requires that the shareholders' meeting elect a director to replace the resigned director.

Qualifications of Independent Directors of the Company

1. A shareholder not exceeding 1 (one) percent of the total number of shares with voting rights of the Company, parent company, subsidiary company, associated company, major shareholder or controlling person of the Company, including the shareholding of related persons of such independent director as well
2. Not being or having been an executive director, employee, staff, advisor who receives regular salary Or a controlling person of the company, parent company, subsidiary company, associated company, major shareholder or of those who have control over the Company Unless he has retired from such a position for not less than 2 years (two years) before the date of filing. Application for approval from the Securities and Exchange Commission
However, such prohibited characteristics do not include the case where the independent director used to be a civil servant or advisor to a government agency which is a major shareholder. or a person who has control over the company
3. Not being a person related by blood or by legal registration as father, mother, spouse, sibling, and child, including spouse of child, executive, major shareholder controller or a person who will be nominated as an executive or a controlling person of the Company or its subsidiaries
4. Not having or used to have a business relationship with the Company Parent Company Subsidiaries Associated Companies Major Shareholders or of those who have control over the Company in a manner that may obstruct the exercise of independent judgment Including not being or having been a significant shareholder or controlling person of a person having a business relationship with the Company, parent company, subsidiary company, associated company, major shareholder or of those who have control over the Company Unless he or she has retired from such a position for not less than 2 years (two years) prior to the date of filing an application for approval with the Office of the Securities and Exchange Commission.
5. Not being or having been an auditor of the Company, parent company, subsidiary company, associated company, major shareholder or of those who have control over the Company and not being a significant shareholder Controlling person or partner of the audit firm which has auditors of the Company, parent company, subsidiaries, associated companies, major shareholders or of those who have control over the Company being affiliated with, unless the foregoing status has ended for not less than 2 years (two years) prior to the date of filing an application for approval with the Office of the Securities and Exchange Commission.
6. Not being or used to be a professional service provider which includes providing services as legal advisors or financial advisors which receive service fees in excess of 2,000,000 baht (two million baht) per year from the Company, parent company, subsidiary company , associated company, major shareholder or of those who have control over the Company and not being a significant shareholder controlling person or partner of that professional service provider Unless he or she has retired from such a position for not less than 2 years (two years) prior to the date of filing an application for approval with the Office of the Securities and Exchange Commission.
7. Not being a director who has been appointed as a representative of the Company's directors. major shareholder or shareholders who are related to major shareholders

8. Do not operate any business that has the same nature and is in significant competition with the business of the Company, or its subsidiaries or not being a significant partner in a partnership or being an executive director, employee, staff, consultant who receives regular salary or holding more than 1 (one) percent of the total number of shares with voting rights of any other company which operates a business that has the same nature and is in significant competition with the business of the Company or its subsidiaries
9. Does not have any other characteristics that effected to express independent opinions on the operations of the Company.
10. The above qualifications may be assigned by the Board of Directors to make operational decisions of the Company, parent company, subsidiary, associated company, same-level subsidiary major shareholder or of those who have control over the Company
The decision can be made in the form of a collective decision .
11. Able to protect the interests of all shareholders equally
12. Able to prevent conflicts of interest

Knowledge Development Policy for Directors

The Board of Directors has assigned the Nomination and Remuneration Committee to supervise and prepare a development plan for every set of directors according to the Skill Matrix for the Board of Directors, senior management. Including the company secretary to participate in developing relevant skills, knowledge, and abilities all the time, and every change in the law, rules, regulations, regulations related to business operations by focusing on the performance of the committee's duties to achieve the objectives, goals and the maximum benefit to the organization.

Guidelines Board of Directors

The Board of Directors and sub-committees should attend trainings seminars /, courses that are beneficial to their performance of duties. Both in terms of laws, regulations or requirements organized by the Thai Institute of Directors Association Office of the Securities and Exchange Commission of Thailand Capital Market Supervisory Board Thai Institute of Directors Association or any other institution on topics related to the performance of duties on a regular basis.

New Director

The newly appointed directors will receive an orientation according to the director development plan. to receive important information about the Company's business operations duty and responsibility as well as creating an understanding of the objectives, goals, visions, missions and values of the organization as well as providing advice on laws, regulations, announcements, requirements, relevant laws various conditions of being a director of a listed company on the Stock Exchange of Thailand including the Company's Articles of Association from the Board of Directors sufficiently before performing duties according to the orientation of new directors of the Stock Exchange of Thailand. In addition, the Board of Directors encourages and encourages new directors to attend training, seminars in courses related to the performance of duties, including courses of the Thai Institute of Directors Associate (IOD), especially the Director Certification Program (DCP), Director Accreditation Program (DAP) , and the Securities and Exchange Commission, Stock Exchange of Thailand or other agencies related to develop knowledge, ability and increase skills that are useful for performing duties.

Orientation for new Directors

The Board of Directors realizes the importance of organizing an orientation for new directors so that new directors can know and understand the history business structure Nature of business operations, financial status and operating results of the Company as well as the scope of duties and responsibilities of the Board of Directors and sub-committees by having the company secretary present the documents and information useful for the performance of the new director's duties, such as the Director's Manual listed company, Good Corporate Governance Manual, Articles of Association, investment structure, shareholder structure, performance related laws, and regulations and director training courses including providing various information related matters such as annual reports, etc., in order to enhance knowledge and understanding of the Company's business and operations for directors who take office for the first time.

Director Development

The Board of Directors encourages, supports and facilitates those involved in the corporate governance of the Company such as directors, sub-committees, executives, etc., to attend training courses and seminars or participate in various activities. Organized by the Thai Institute of Directors Association (IOD) , Office of the Securities and Exchange Commission (SEC) The Stock Exchange of Thailand (SET) Association of Thai Listed Companies Thai Investors Association or independent organizations consistently and continuously to enhance knowledge improve operations which will be beneficial for performing duties more efficiently.

Policy on Succession Plans

The Company attaches great importance to the selection of personnel for the succession of positions at all important levels in a transparent manner and fairness to ensure that Company's business operations. There will be continuity in management 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 the position that is the main position (Key Job), which is important to the Company's business operations, such as the Chief Executive or Managing Director, Positions that are important in the management structure Specialized skilled positions offer in-depth expertise and are difficult to replace.

Guidelines

1. Assessing the situation in business.
2. Readiness of personnel according to the Company's strategy both short term and long term.
3. Develop a plan for recruiting and selecting qualified personnel with knowledge, ability and expertise. including having sufficient leadership skills.
4. Prepare and develop in all relevant areas, this is in accordance with the human resource development plan (potential) according to the position.
5. 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.
6. Propose to the Board of Directors for further consideration, approval, 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

In case of the position of senior management or managing director is vacant or those in the position unable to perform their duties or a deputy to be in charge of the position until there is a selection and selection of a person who has the qualifications according to the criteria set by the Company and must be a visionary, knowledge and experience is appropriate to the corporate culture, 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 them.

Basic features of senior management or Managing Director as follows:

1. Graduated not lower than a bachelor's degree with knowledge, expertise and experience in organizational management.
2. Has a management vision in transportation business and business related to transportation business.
3. Have morals and ethics in good corporate governance, personality, leadership and good human relations.
4. Able to communicate well both internally and externally.
5. Have knowledge and expertise in organizational management to be able to meet the needs and good services.

Annual Performance Assessment of the Board of Directors

Self-assessment of performance by directors

The Board of Directors arranges a Board Self-Assessment for both the group and the individual every year to be used as a framework for reviewing the performance of duties of the Board of Directors including reviewing Collecting opinions on various issues related to the Company's operations and the performance of duties of the Board of Directors during the past year by sending it to the company secretary to summarize and present the assessment results to the Board of Directors' meeting in order to be able to modify and increase work efficiency by dividing the assessment topic into two parts.

1. **Board of Directors Self-Assessment (Participants)**
 - 1.1 Structure and Qualifications of the Board of Directors
 - 1.2 Roles, duties and responsibilities of directors
 - 1.3 Board Meeting
 - 1.4 Performance of duties of directors
 - 1.5 Relationship with management
 - 1.6 Board self-improvement
2. **Board of Directors Self-Assessment (Individual)**
 - 2.1 Board structure and qualifications
 - 2.2 Roles, duties and responsibilities of directors
 - 2.3 Board Meeting

Performance appraisal of sub-committees

The Board of Directors requires that there be self-assessment of all sub-committees. Including the Audit Committee, Risk Management Committee, The Nomination and Remuneration Committee , and Corporate Governance Committee shall report to the Board of Directors annually. To review the performance of duties of the sub-committees including reviewing Collecting opinions on various issues related to the performance of duties of the sub-committees during the past year in order to be able to modify and increase work efficiency by the self-assessment form of the Board of Directors Prepared according to the scope of powers and responsibilities according to the charter of each sub-committee. In the assessment form of the Audit Committee The Best Practice Guidelines for Audit Committee has been assessed by the Stock Exchange of Thailand, Thai Institute of Directors Association (IOD) by specifying the assessment topics as follows:

1. Board structure and qualifications
2. Board Meeting
3. Roles, duties and responsibilities
 - 3.1 Audit Committee
 - 3.2 Risk Management Committee
 - 3.3 Nomination and Remuneration Committee
 - 3.4 Corporate Governance Committee

Performance Appraisal Criteria

The performance appraisal of the Board of Directors uses an assessment form prepared in accordance with the Stock Exchange of Thailand guidelines, which are adapted to suit the nature and structure of the Board of Directors. The results of the assessment will be an important part in the development of the duties and operations of the Board of Directors to be more efficient and effective. The self-assessment of the entire Board of Directors consists of 6 topics:

- (1) Board structure and qualifications
- (2) Roles, Duties and Responsibilities of the Board of Directors
- (3) board meeting
- (4) Director's duties
- (5) Relationship with management
- (6) Director's self-development and executive development

Board of Directors Self-Assessment The sub-committees are both faculty and individual, consisting of 3 topics:

- (1) Structure and Qualifications of the Company's Directors
- (2) Meeting of the Board of Directors
- (3) Roles, duties and responsibilities of the Company's directors

Scoring is based on the method of specifying the opinions of each judge.

Check (/) in only one score box from 0 – 4 in the assessment form. or have a rating ranging from strongly disagree or no action in that regard to agree very much or has done excellent in that regard. Then take all the scores obtained for evaluation. by percentage of the full score which is defined as the following criteria

- equal to or greater than 90% = excellent
- equal to or greater than 80% = very good
- equal to or greater than 70% = good
- 60 % = Fair
- Below 60 % = need to improve

Assessment process

The company secretary will send the performance appraisal form to all company directors for self-assessment every year-end. After each director has completed the evaluation The performance appraisal form will be sent back to the company secretary to collect assessment scores and report the results to the Board of Directors' meeting in order to determine measures to improve the performance of the Board of Directors.

Annual performance appraisal of senior management or Managing Director

Nomination and Remuneration Committee presents information “annual performance” appraisal of senior management or Managing Director to the Board of Directors to assess the performance of the senior management or the Managing Director on an annual basis by establishing a performance management system using performance indicators (KPIs) , setting goals and assessment criteria that are linked to the Company's strategic plans and annual work plans by considering the results of operations. The Company's business operations are carried out in accordance with the policies received from the Board of Directors. together with the overall economic and social situation

The Board of Directors will use the information obtained in determining the appropriate remuneration and incentive measures of the senior management or the Managing Director.

Remuneration Policy of Director and Senior Management or Managing Director

The Board of Directors has assigned the Nomination Committee to will consider determining the directors' remuneration from the Company performance, business size and responsibilities of the Board of Directors Compared to companies listed on the Stock Exchange of Thailand with market capitalization of the same size as the Company. and other companies in the same industry as the Company and proposed to the general meeting of shareholders for consideration and approval annually.

Nomination Committee will determine the amount and form of remuneration of the senior management or the Managing Director by using various indicators as an indicator in terms of benefits; salary and bonus rates will be adjusted annually. This will be in line with the economic situation and the Company's operating results.

Guidelines

Remuneration of senior management or Managing Director and f the position of executive deputy managing director will be considered annually, in accordance with the principle and policies that the Nomination Committee which various compensation will be at the level that motivates by considering the appropriateness and in accordance with the scope of duties, responsibilities, obligations according to the performance of the senior management or the Managing Director as well as operating results, the company's profit growth and the overall economic condition of the Company according to the strategic objectives and main goals of the organization consistent with the long-term benefits of the business Including reference comparisons from companies in the same industry at a similar level and presented to the Board of Directors for consideration and approval.

Employee Compensation and Welfare Policy

The policy to pay compensation to employees is taking into account the appropriated, fairness based on knowledge, abilities, and performance of each employee and is consistent with the same industry average. Both short-term and long-term employee compensation must be suitable for business expansion and the growth of the Company.

Guidelines

1. Employee compensation must be appropriate for business expansion and the growth of the Company by taking into account the ability to pay such remuneration of the Company, for example from the annual performance appraisal planned evaluation of the Company's strategy in the past three to five years, etc.
2. Compensation that employees receive in monetary terms include salary, other income, bonuses, provident funds.
3. Establish a provident fund (fund) on behalf of the Company for all employees. Employees able to select to pay contributions at the rate of four percent of their salary since the start. The Company will pay contributions to the fund. at the rate of four percent of the employee's salary.
4. The Company provides various welfare to employees as required by law.
5. The Company provides various welfare, such as forms and equipment , PPE , group life and accident insurance and annual health check.

Criteria for considering compensation, salary, and annual bonus

The Board of Directors has established a policy to determine the criteria for considering compensation, salary, and annual bonuses for the Managing Director, Managers, and employees of the Company each year. The additional amount will be set in accordance with the resolution of the Board of Directors. This is based on the operating results of the past year and the managing director is asked to adjust the salary. and pay annual bonuses to employees by adjusting the increase on an individual basis according to performance and results of employee performance evaluations according to the specified criteria and methods

The Nomination and Remuneration Committee Has a duty to consider and give opinions on compensation increases. Salary includes other benefits (if any) and the Managing Director's annual bonus.

1. Consideration of compensation, salary and annual bonus of the Managing Director.
The Nomination and Remuneration Committee is responsible for considering and giving opinions on compensation increases. Salary including other benefits (if any) of the Managing Director based on business performance and performance evaluation results each year.
2. Consideration of compensation, salary and annual bonus of employees
The Managing Director and the respective department managers are responsible for considering and evaluating the performance of employees in their departments/departments and for the Managing Director to determine the amount of money to be used for salary increases.
 - 2.1 Evaluation The company prepares employee performance evaluation forms 2 times a year.
The first: Evaluate employee performance in June
The Second: Evaluate employee performance in December

- 2.2 Evaluation process
 - 2.2.1 Employee level assessed by department manager and evaluated by the Managing Director
 - 2.2.2 Department manager levels and positions higher than department manager are assessed by the managing director.
- 2.3 Evaluation method
 - 2.3.1 The Human Resources and Administration Department collects statistics on work attendance, and summarize to the various department managers for use in considering and evaluating work
 - 2.3.2 The evaluator is the person who summarizes the evaluation results, and summarized according to the grade level specified in the evaluation form of each employee according to the performance evaluation form. Presented to the Managing Director to conduct further evaluation
- 2.4 Consideration of annual bonus
The Company pays annual bonuses at a variable rate based on the company's annual performance.
- 2.5 Consideration of the annual salary increase limit
The Managing Director prepares a total budget for annual salary adjustments and presents it to the Board of Directors for consideration. Considering the company's operating results in the past year.

Securities Trading Policy of Directors and Executives

The Company is committed to treating all shareholders with transparency and fairness in accordance with the principles of good corporate governance to achieve. The Board of Directors has formulated and adopted the securities trading policy of directors, executives and employees as a guideline for further practice.

Guidelines

1. Training and reviewing knowledge for directors, executives, and persons holding departmental manager positions or higher or equivalent in accounting or finance. In terms of trading terms or holding of the Company's securities including reporting according to the Securities Act. stipulates.
2. Training the employees to adhere to prevention, maintain confidentiality of information related to activities in business and forbidden to seek benefits for oneself or those involved by using any information of the Company which has not yet been disclosed to the public or take any action in a manner that may cause conflicts of interest to the organization.
3. In the event that a third party is involved in ad hoc work related to information that has not been released to the public and is in the process of negotiating. It is in the scope of keeping inside information that may affect the change of the Company's stock price. Those third parties must enter into a Confidential Agreement / Non- Disclosure Agreement with the Company until the information is disclosed to the Office of the Securities and Exchange Commission of Thailand and the Stock Exchange of Thailand.
4. The Company attaches great importance to information security in information systems as per control system and/or preventing access to the Company's information from outsiders and set the right to access the Company's information to employees at various levels according to their powers, duties and responsibilities
5. Supervision of the use of inside information to prevent damage that may occur from the exploitation of confidential information which is important and affects the price of such securities. There will be a meeting and notification of the audit committee's approval to the Stock Exchange of Thailand immediately on the next business day to prevent the confidential inside information for personal gain.

Prohibition of Insider Trading

Directors, executives, auditors and all employees must comply with the prohibition on insider trading as set out in Section 241 of Securities and Exchange Act B.E. 2535 "No person shall analyse or forecast the financial condition, the business operation, the price of securities or any other information related to a securities issuing company by using information known to be false or incomplete which may mislead materially the making of such analysis or forecast, or omit to consider the accuracy of such information, or by distorting the information used in the making of the analysis or the forecast, and disclosing or giving an opinion on the analysis or the forecast to the public in such a manner that is likely to have an effect on the price of securities or decision making on securities investment."

Blackout Period

1. Person designated by the Company to prohibit the Company's securities trading is scheduled for a period of thirty days prior to the disclosure "Quarterly and annual financial statements" and other periods that the Company will be prescribed from each event.
2. In an unusual situation person designated by the Company may trade the securities of the Company during the prohibition period, such as severe financial hardship. or have to comply with legal requirements or fall under a court order by having to prepare a memorandum specifying reasons for requesting further approval
 - (1) Chairman (In case the seller is a Director or company secretary)
 - (2) Chairman of the Audit Committee (In case the seller is the Chairman)
 - (3) Chief Executive Officer (In case the seller is a person designated by the Company who is not a director and company secretary). In this regard, a copy of such memorandum shall be delivered to the company secretary as well.
 - (4) The company secretary will notify the prohibition period for securities trading to the person designated by the Company in advance.

Securities holding report

Initiative:

Directors, executives and auditors of the Company have a duty to prepare a report on securities holding of oneself, spouse, and minor children according to Form 59 - 1 of the Office of the Securities and Exchange Commission and submit it to the Office of the Securities and Exchange Commission within thirty days from the date of appointment as a director, executive or auditor of the Company or the closing date for offering securities to the public under the Securities and Exchange Act, Section 59

Variance report:

Directors, the first four executive of the Company and the Company's auditor have a duty to prepare a variance report of holding of securities in accordance with Form 59 - 2 of the Office of the Securities and Exchange Commission and submit to the Office of the Securities and Exchange Commission within three days from the date of trading, transfer, or accepting the transfer of securities under the Securities and Exchange Act, Section 59.

Exception : Change of securities holding in the following cases, no need to prepare a variance report of holding of securities according to Form 59 - 2

- *Offering of shares to existing shareholders in proportion to their shareholding (Rights Offering)*
- *Exercise of rights under convertible securities*
- *Offer for sale or exercise of rights under warrants to purchase shares or convertible debentures (Warrants) newly issued to directors or employees of the Company (Employee Stock Option Program " ESOP ") or receiving securities from the Employee Joint Investment Program " EJIP "*
- *Inheritance*
- *Transfer or accept transfer of securities from placing as collateral for futures contracts*

Trading in securities that do not fall under this policy

This policy does not apply in the event of an acquisition of securities or acceptance of a tender offer.

Penalties in case of violation

Penalties in the event that directors, executives and auditors violate Section 275 of Securities and Exchange Act B.E. 2535 states that “Any person who has the duty to prepare and disclose the reports under Section 59 contravenes or fails to comply with Section 59 or the rules or procedures as prescribed thereunder shall be liable to a fine not exceeding five hundred thousand baht and a further fine not exceeding ten thousand baht for every day during which the contravention continues”

Related Transaction Policy

Measures and procedures for approval of related party transactions

In the event that there is a connected transaction of the Company with related persons who may have conflicts of interest have stake or there may be a conflict of interest in the future, which is a commercial agreement in the same way that a sensible person would do with a general counterparty in the same situation with the bargaining power of trade without the influence of being a director, executive or related person with normal trading conditions or market prices under reasonable conditions can check and does not cause the transfer of benefits Management of the company Able to operate normally under the principle that the Board of Directors has approved and prepared a summary report to report to the Audit Committee on a quarterly basis.

In this event the connected transaction is not a normal commercial transaction, the Company will provide an opinion by the Audit Committee on the necessity and appropriateness of the transaction. In the event that the Audit Committee does not have expertise in considering related transactions that may occur, the Company will consider the independent appraiser. Independent experts or auditors are to give opinions on such related transactions to the Audit Committee to make decisions and giving opinions to the Board of Directors or shareholders, as the case may be approved such transactions before entering. The Company will disclose related transactions in the notes to the financial statements that has been audited by the Company's auditor and if the Company's ordinary shares has been listed on the Market for Alternative Investment (mai) and the Company will disclose the said connected transaction in the Company's annual report in accordance with the rules and laws on securities and exchange must comply with the law on securities and exchange and regulations, announcements or regulations of the Stock Exchange of Thailand. Those who may have conflicts or have interests in related transactions will not have the right to vote on such related transactions.

Policy or trend of future related party transactions

In the future, if the Company has a necessity to make related transactions with persons who may have conflicts of interest. The Company will determine various conditions to be in accordance with normal trading operations and is a market price which can be referenced and compared with conditions or prices incurred with the same type of business, the Company will allow the Audit Committee to give opinions on the price, compensation rate including the necessity and appropriateness of the aforementioned connected transactions. In the event that the Audit Committee does not have expertise in considering related transactions that may occur the Company will consider to an independent appraiser. Independent experts or auditors are to give opinions on such related transactions to the Audit Committee to make decisions and giving opinions to the Board of Directors or shareholders, as the case may be, to approve such transactions before entering. The Company will disclose related transactions in the notes to the financial statements that has been audited by the Company's auditor and if the Company's ordinary shares has been listed on the Market for Alternative Investment (mai) and the Company will disclose the said connected transaction in the Company's annual report. according to the rules and laws on securities and exchange. However, considering and approving the said connected transactions must comply with the law on securities and exchange and regulations, announcements or regulations of the Stock Exchange of Thailand.

Related transactions that may occur in the future Directors must comply with various regulations that has been established and directors must not approve any transaction that oneself or a person who may have conflicts of interest in any other manner with the Company and must disclose such transactions to the Board of Directors In order for the Board of Directors to consider, the Company must comply with the Securities and Exchange Act and regulations, notifications, orders or requirements of the Stock Exchange of Thailand. including complying with the requirements relating to disclosure of connected transactions and the acquisition or disposition of assets of the Company and strictly according to the accounting standards set by the Association of Accountants. In addition, the Company will not do any related transactions with the Company related matters that are not the normal business operations.

Insider information management policy that affects stock prices

In operating the business of the Company, directors, executives, employees of the Company and related persons must consider and acknowledge any information that may affect the price of securities and cannot yet be disclosed to shareholders, investors or the public. therefore, the use of inside information of the Company It is therefore important that it be properly managed. in order not to leak information may be exploited in the wrong way and taking advantage of others In addition to being an offense against the law, it also affects the reputation of the company. The Board of Directors therefore agrees that the principles and practices in this regard should be compiled and prepared into a written policy for managing insider information that affects securities prices. by giving directors, executives and employees Every company has practiced and communicated correctly.

Policy

1. The company is committed to complying with laws related to trading of securities by using inside information that affects The price of the company's securities
2. Directors, executives who know or possess inside information of the Company must
 - 2.1 Keep inside information of the company with caution and safety to prevent information within the company leaked outside
 - 2.2 Do not disclose inside information to other people who are not involved in the operation. in order to prevent inside information may be used either for the benefit of oneself or others as it may affect the price or value of the Company's securities or may affect investment decisions
3. Directors, executives who know or possess inside information of the Company Must not buy or sell securities that involve inside information that has not yet been disclosed to the public. The company must have a measure to prohibit the trading of securities before and after the disclosure of inside information. To prevent the risk of wrongful use of inside information
4. The company must put in place an inside information management system that ensures that inside information will not be leaked. and used for the benefit of buying or selling securities whether for oneself or others
5. Failure to comply with this policy is considered an act that violates the Company's business ethics.

Conflict of Interest Prevention Policy

Board of Directors has established a policy on the prevention of conflicts of interest based on the principle “Any decision in business activities must be made in the best interests of the Company and its shareholders only and should avoid acts that causing conflicts of interest ” by requiring directors, executives and employees are involved or has interest in the considered transaction, must inform the Company of their relationship or interest in the said transaction and must not participate in the consideration including the approval authority in that transaction with the following important

Policies:

1. The Company requires compliance with the rules, procedures and disclosure of connected transactions. as strictly required by law or regulatory authority and in accordance with the Company's good corporate governance policy.
2. The Company has established a clear and transparent business structure and procedures in order to avoid any conflict of interest to any party.
3. The Company stipulates that directors and all executives must report their interests in the management of the Company 's business, the performance of duties both for themselves and those related that may cause conflicts of interest in business with the Company, for example:
 - Joint shareholding in the Company's competitors
 - Joint investment or having benefits with traders who do business with the Company or customers of the Company.
 - Holding any position or even being an advisor to a merchant who does business with the Company or customers.
 - Trading in goods or providing services directly with the company or through others, etc.In addition, directors and executives must report to the chairman of the board through the company secretary in accordance with the reporting of interests of directors and executives specified by the Company.
4. Directors, executives and employees must refrain from making transactions related to themselves or related persons or juristic persons that may cause a conflict of interest with the Company in the event that it is necessary to make a connected transaction, such transactions must be in accordance with the Company's regulations or approved by the Board of Directors with transparency and fairness like doing transactions with outsiders and taking into account the best interests of the Company.
5. Directors, executives and employees must not seek benefits for themselves or others by relying on the Company's confidential information such as plans, income, benefits, meeting resolutions, business predictions auction including important information of the Company for personal benefit whether it caused the Company to be damaged or not and must strictly comply with the Company's internal information usage policy .
6. The company stipulates that directors and executives with significant interests in a manner that may prevent such directors or executives from expressing their opinions independently and has no part in considering items that have conflicts of interest in that agenda
7. The Company requires directors, executives and all employees to comply with the rules and ethics of the Company's business operations, which is an important matter that must be strictly. In order for the Company to be credible and trustworthy of all stakeholders and provide information dissemination for understanding and compliance.

Compliance Policy on treatment of stakeholders

Employee treatment policy

The Company realizes that employees are the key factor for success in achieving the goals of the Company valuable. Therefore the Company's policy to provide fair treatment in terms of opportunities, rewards, appointments, transfers, and potential development In order to comply with this policy, the Company adheres to the following guidelines:

1. Treat employees with politeness and respect for the individuality and human dignity.
2. Provide fair compensation to employees.
3. Maintaining the working environment to ensure safety and properties of employees at all times.
4. Appointment, transfer, including awarding and punishing employees such act in good faith and based on knowledge, ability and suitability of that employee.
5. Give importance to knowledge development employee competence by providing thorough and consistent opportunities.
6. Receive opinions and suggestions based on the professional knowledge of employees.
7. Comply with laws and regulations strictly related to employees.
8. Avoid any action unfair may affect the stability and advancement in the work of employees or threaten and put pressure on the mental state of employees.
9. The Company provides channels for whistleblowing, dishonest acts or complaints. including complaints in the event that employees are not treated fairly according to the system and has a complaint response process Complainant Protection, including informing the results of the action to the complainants fairly.

Customer treatment policy

The Company realizes the importance of creating customer satisfaction for the success of the company's business. Therefore, it is determined to respond to the needs of customers with greater efficiency and effectiveness by defining policies and practices as follows:

1. Deliver quality service Meets or exceeds customer expectations at a reasonable price.
2. Provide accurate information sufficient and timely to customers to know about the service without exaggeration which causes the customer to misunderstand about the quality, quantity or any condition of that service.
3. To comply with the terms and conditions of the contract strictly with customers In the event that any conditions and contracts cannot be complied with, the customer must be informed immediately to jointly consider a solution to the problem.
4. Persons responsible for all departments communicate with customers politely effective and be trusted by customers.
5. The company provides channels Systems and processes in which customers complain about the quality of service, including the speed of responding or taking the best possible actions for customers a quick response including notifying the results of operations to customers.
6. Maintain customer confidentiality and not to use it for the benefit of oneself or those involved in wrongful ways.

7. Give advice about the Company's services to be effective It is in the best interests of customers.

Policy on dealing with partners

The Company has a policy to treat business partners and/or creditors regularly and fairly taking into account the maximum benefit of the company and is based on fair returns including avoiding situations that cause conflicts of interest including complying with the contractual obligations provide truthful information accurate report, negotiating solutions and finding solutions based on business relationships with the following guidelines:

1. Not demanding or not accepting or paying any benefits dishonest in trading with trading partners and/or creditors.
2. In case of any information that is involved in calling or receiving or payment of any benefits in which dishonest acts occur, details must be disclosed to business partners and/or creditors and jointly solve problems fair and quick.
3. Comply with the terms and conditions of the contract strictly agreed In the event that any conditions and contracts cannot be complied with, the trade partner must be promptly notified and/or creditors notified in advance to jointly consider a solution to the problem.

Policy on treatment of shareholders

The company is committed to doing business. by realizing sustainable growth Create good and stable performance including providing fair returns according to the company's dividend payment policy There is disclosure of operating information, financial information. and non-financial information that is accurate, clear, transparent and can be checked so that all groups of shareholders receive the most equal and fair benefits

Guidelines

1. The company regularly informs the progress of its operations. including accurate reporting of financial and non-financial information. Both direct notification through the channels of the Stock Exchange of Thailand as well as announcements on the Company's website (www.atp30.com) .
2. The Company complies with the requirements concerning shareholders. both the company's requirements Stock Exchange of Thailand Securities and Exchange Commission and other laws related
3. The Company gave an opportunity to shareholders to ask questions. comment offer suggestions and other information in the shareholders' meeting fully in accordance with the principles of good corporate governance of the Company
4. The Company supervises that directors, executives and employees do not seek benefits for themselves and their related parties by using any information of the Company which has not yet been disclosed to the public and/or disclosing confidential information of the Company. to third parties and/or take any action in a manner that may cause a conflict of interest with the Company
5. The Company provides channels for whistleblowing, dishonest acts or complaints. This includes the website, post and fax, and has a complaint response process. Complainant Protection Including informing the results of the action to the complainant fairly.

6. The company is committed to doing business, taking into account sustainable growth. Create good profits with continuous and stable profits causing reasonable returns to shareholders.
7. The Company provides information that is true, transparent, clear and can be examined, to all groups of shareholders equally and fairly for the maximum benefit of the shareholders as a whole.

Competitor treatment policy

The Company has a policy to treat competitors in accordance with international principles, under the framework of the law on the principles of trade competition. Not infringing on the confidentiality or knowing the trade secrets of competitors by fraudulent means. The guidelines are as follows:

1. behave within the framework of good competition rules
2. Do not seek confidential information of competitors by dishonest means, or inappropriate
3. Do not damage the reputation of competitors by making malicious accusations.

Important Policies and Mornitor Practices

The Company has set up an internal audit unit is responsible for auditing operations and important financial activities by coordinating with the Audit Committee and the authorized auditors that the Company has hired to audit to control the work according to the law. rules and procedures as specified

Internal Control and Internal Audit Policy

The Company has established a systematic internal audit from 2013 – 2017 by using the services of the External Audit Office and the Company established an Internal Audit Department in 2018 to supervise the work in various fields and report directly to the Audit Committee It is 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 has determined that the Board of Directors has a duty to disclose information both financial information and others in a complete and adequate, reliable and timely manner for the shareholders of the Company receive information equally. It must be carefully prepared, clear, concise, easy to understand and transparent and must disclose information regularly, both positive and negative, becareful not to confuse the facts as well as having a unit to publicize information that is beneficial to shareholders, investors and those related to the Company.

Policy for preventing 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, equal 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 which is material to the change in the price of securities that have not been disclosed to the public or the Stock Exchange of Thailand for trading in the Company's securities which brings benefits to themselves and others. Directors, executives must refrain from trading in the Company's securities during thirty days before the disclosure of the financial statements to the public.
2. The Company has a duty to disclose information about important operations of the Company to the public immediately and thoroughly through the media and methods that the Stock Exchange of Thailand and the Company's information disclosure policy determined to ensure that information is available to all investors in a timely and equitable manner.
3. Directors and executives are obliged to report their holdings of securities issued by their companies, their spouses and minor children to the Office of the Securities and Exchange Commission 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 various activities in 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 taking 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 a policy and method to take care of employees, executives and directors of the Company in using the Company 's inside information for personal benefit and disclosing it to other people, including for securities trading and also complying with the rules of the Securities and Exchange Commission regarding the reporting of securities trading of directors and executives
 - 5.2 The Company communicates the use of inside information to remind all employees by including important details in orientation for new employees to notify all employees realise the important details are “Consider the interests of the Company as a priority and promise not to rely on the position. Duties and responsibilities assigned to seek any benefit which causes the Company to be damaged and must not bring the secrets of the Company and/or of customers to disclose to competitors or third parties is strictly prohibited.”

Accounting and Financial Policy

The Company attaches great 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 company's accounting and financial requirements and strictly generally accepted accounting principles as follows:

1. The accuracy of the recording

Recording all business transactions of the Company must be complete and correct and can check without limitations or exceptions to the actual recording according to accepted accounting standards and in accordance with the relevant laws Have complete and appropriate documentary evidence supporting business transactions.

2. Accounting and Financial Items

All types of accounting and financial transactions of the Company must be clear accuracy, have 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 is aware of the roles and responsibilities to be a good tax payer, so to have a strong tax management, promote - 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, the Company therefore sets a policy on tax practice as follows:

Tax planning and practice

1. Carry out tax planning management and paying taxes in accordance with the requirements regulations and related tax laws for the maximum benefit to 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 any new tax law or policy to be consistent with the activities business strategy legitimacy are implement to 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 Care must be taken in careful review. It is checked by the person in charge. that it has complied with the relevant laws.

Risk Management Policy

The Risk Management Committee (RMC) 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 other management systems systematically throughout the organization Taking into account the achievement of goals according to the vision and strategy of the organization, the Risk management policy as follows:

1. The Company has established risk management systems and processes throughout the organization in accordance with its strategy and business goals, and the Company provides the necessary resources to 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 has the authority to formulate policies, recommend risk management guidelines, set standard frameworks and risk management processes related to the Company's business operations. This includes oversight to cover the company's core strategies and changing circumstances as well as consider monitoring and evaluating appropriate and effective risk management results.
3. Directors appointed for various operations of the Company have the powers and duties to manage the Company's risks according to the scope of duties and responsibilities defined.
4. Executives are assigned the responsibility of managing risks at each level in the organization has a duty to manage and 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 are responsible for complying with the risk management system prescribed by the Company, including incorporating the risk management process into the operation to create an organizational culture that all executives and employees.

Environmental Policy

The Company is committed and determined to comply with various standards and laws strictly related to the environment by giving importance to the rules set forth as a guideline for the benefit of society and the environment of both the public and private sectors, especially in all activities related to business operations. Including the guidelines of international standards and also includes the disposal of waste that has been used in business operations and scraps left over from the service in order not to be a burden and danger to society and the environment.

1. Operate by cooperating with all relevant departments to comply with the law.
2. Established the Occupational Safety, Health and Environment Committee to be responsible for overseeing the safety, occupational health and working environment of employees at all levels in order to comply with the Company's policy and Occupational Safety, Health and Environment rules which is determined by the employer
3. Provide documents such work instruction, technical information to prevent damage that may occur to personal and environmental.
4. Encourage employees to have knowledge of safety and familiarize with work instruction, policies and regulations on safety by organizing a meeting on safety training and regular and continuous advice to employees.

Guidelines

1. Focus on reducing environmental impact due to pollution related to business operations by assessing the environmental impact before launching the new process.
2. Find out to reduce energy consumption, reduce pollution levels and the amount of waste.
3. Endeavor to continually develop the environmental management system and enhance good knowledge and understanding for all employees in order to achieve the most effective environmental practices and management.
4. Recognizing the importance of communicating with the local community publish environmental policy environmental management system and the progress of the project implementation for employees and related persons to be informed.

Sustainable Development Policy

The Company realizes and attaches importance to sustainable business operations according to the vision “We will be the leader in providing shuttle services to various industrial plants by striving to develop services to create satisfaction and create service standards until it is accepted internationally” by operating the business with good governance along with social responsibility, conserving natural resources and taking care of the environment. In order to build trust among stakeholders through transparent and verifiable processes, the Company has developed this Sustainability Policy as a framework for sustainable development management of the Company. The organization has a set of operational guidelines as follows:

Good Corporate Governance

Operate the business in accordance with the principles of good corporate governance, transparency, accountability, and good governance in accordance with the organization's guidelines in the Corporate Governance and Business Ethics Manual, protection of personal information, risk management that covers the organization's value chain to ensure continuity of business operations by creating shared values and taking care of the benefits of all stakeholders in a balanced and equitable manner.

Corporate social responsibility as “Create shared value”

Efficient and fair human resource management, develop the knowledge and skills necessary according to the employee development plan, promote creativity in work and supporting a good occupational, health and safety management system, encourage management and employees to respect and comply with international human rights principles by adhering to the principle of equality and non-discrimination including supporting the participation of the Company with communities and related stakeholders to create satisfaction for employees stakeholder and communities around the Company's located by building a relationship create understanding and strong cooperation to reduce conflicts that may arise in the future.

Occupational Safety, Health and Environment

Under the Sustainable Development Policy, the Company balances increasing business competitiveness and creating value for all stakeholders as follows:

1. Respecting the human rights of employees without discrimination due to differences in origin, ethnicity gender, age, skin color, religion, belief or culture Providing fair compensation to employees while closing the opportunity to learn and develop to their full potential.
2. Adherence to Corporate Governance Principles compliance with the law various requirements related including international operating standards by covers partners, contractors and business partners.
3. Caring for the health of employees, business partners, contractors and business partners and without refraining from complying with applicable rules, regulations, environmental protection and mitigation standards. Focusing on integration in order to reduce resource usage or use resources for maximum benefit. Protection against impacts at the source and environmental management in the project to control in accordance with the law.

4. Creating benefits for communities and societies in the Company's main business areas with a participatory process to understand the real needs recognized by all relevant sectors and lead to sustainable development.
5. Establishing a database and setting clear operational goals, regular disclosure of management processes and results to stakeholders through appropriate channels such as Sustainable Development Reports.

Information Technology Policy

The Company has a policy to allow employees and related workers to use the information technology system (IT) 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, required to comply with the following practices:

Governance of Enterprise IT

IT Governance, the aim is to make sure that the Company able to achieve the goals by using IT as a tool to support and can effectively manage risks that may arise from the use of IT, good IT management requires a link between IT management processes and powerful resources and information to support appropriate policies, strategies, organizational goals and risk management, including reporting and monitoring of operations to ensure that used the technology can support strategies and achieve business objectives and build competitiveness as well as adding value to the Company by considering at least the following actions:

IT Security

1. Implement IT systems in all aspects of the work along with the development of the Company's personnel to have up-to-date knowledge.
2. Employees must bring IT systems to promote the Company's business, must not act for personal benefit or violates ethics or good morals.
3. Information recorded through and disseminated through IT systems is the responsibility of the owner of that information to take care not to cause illegal or infringe upon a third party.
4. Use legal and standard software.
5. Implementation of IT systems, must be approved and comply with the established regulations.
6. 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.
7. Person responsible for the overall information system that has been assigned by the Company has a duty to determine measures to control and protect the IT system to be stable and safe. Including the need to monitor for all personnel to strictly comply with the requirements.

IT Security Policy

1. Provide a duty to supervise the formulation of a written information technology security policy.
2. Communicate such policies in order to understand them and be able to follow them properly especially the IT departments and other departments of the Company in order to have coordination and be able to operate the business according to the goals.
3. 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

1. 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.
2. Do not access computer network or computer with another user's account name both allowed and without permission from the owner of the user account name.
3. Do not access computer systems and protected data from others' access to edit, delete, add, or copy.
4. Do not publish other people's information or the agency information without permission.
5. Company's resources and computer network, for example: computer virus transmission, entering a program that causes the computer or denial of Service, etc.
6. Do not steal any information from the Company's computer network and the others who are receiving and sending information in the Company's computer network.
7. Viruses must be checked by an antivirus program every time before using any portable media or open a file attached to an electronic mail or files downloaded from the Internet.
8. Users must not allow others to use their account and password to access the computer.

IT Risk Management Policy

IT Risk Management Policy has to be consistent with the corporate risk management policy and cover the following matters:

1. Determination of duties and responsibilities in IT risk management and IT managers are responsible for study to provide IT methods or approaches to mitigate or manage existing risks then proposed to the management for consideration of IT system risk.
2. Information Technology Related Risk
 - 2.1 Physical and environmental risks include the Data Center Room , which is the host computer ServerNetwork equipment and other devices must have access control and use the system monitoring such as room temperature, fire alarm system, etc.
 - 2.2 The risk of using computer programs on the Company's computer in order to prevent the use of unsafe or malicious installations 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 that is in use or another machine on the same network, etc.
 - 2.3 The risks associated with the use of the Company's computer network system must be monitored of the internal network and the Internet system. There is a system to prevent access and external attacks for the host computer (Server) and the client computer (Client) that the operator uses, such as a protection system for accessing through the Internet. Installing computer antivirus, email filtering, etc.
 - 2.4 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 4 types of risk defined as follows:

- 3.1 Technical risks may occur from computers and devices being compromised.
- 3.2 Operator risk arising from improper rights management cause access to information beyond duty and may cause damage to information.
- 3.3 Risks from disasters and emergency situations arising from disasters or nature including other situations such as power outages protests, etc.
- 3.4 Management risk arising out of the active policy guidelines may not be consistent with the potential risks.
4. Determining methods or tools for managing and managing risks to an acceptable level of the Company such prepare a table of Description of Risk with the heading risk name type of risk; nature risk, risk factors and risk impacts, etc. Determine the level of an incident and the severity of the risk impact, and including Risk Map.
5. Set up indicators for IT Risk Indicator, as well as arrange to monitor and report the indicators to those responsible, in order to be able to manage and manage risks appropriately and in a timely manner.

Personal Data Protection Policy

The Company respects the right to privacy and attaches great importance to the protection of personal information related to or transacting with the Company, therefore, this Privacy Policy has been established the rules, mechanisms, and regulatory measures and the management of personal information clearly and appropriately, as follows:

Scope of application

This Privacy Policy is applicable to the performance of all employees which means full-time employees, employment contract, employee specifying the expiration date of the contract temporary worker and contractor including personal data processors on behalf of the Company.

Definition

Personal Information	mean	Information about an individual by which an individual is identified whether directly or indirectly but does not include information of the deceased in particular
Sensitive personal data	mean	Information that is a person's inherent privacy but it is sensitive and may risk unfair discrimination, such as race, ethnicity, political opinions. cult religion or philosophy sexual behavior Criminal records, health information, disability, union information Genetic information, biological information or any other information which affects the owner of personal data in line with announced by the Personal Data Protection Committee
Processing	mean	Actions relating to the collection, use, disclosure, deletion or destruction of personal data
Personal data subject	mean	A natural person who is the owner of the personal data whose personal data can identify that person whether directly or indirectly
Personal Data Controller	mean	An individual or entity having the authority to make decisions about the collection, use or disclosure of personal data.
Personal data processor	mean	juristic persons who carry out the collection, use or disclosure of personal information on the order or on behalf of the Company which do so is not a controller of personal data

Collection of personal information

1. The Company will collect personal information for the purpose, scope and use lawful and fair methods. The collection will be done only to the extent necessary to operate under the objectives of the Company only .
2. The Company will proceed to inform the owner of the information. give consent according to the company's method In the case of storing sensitive personal data of the data subject, the Company will explicitly request consent from the data subject prior to collection. Unless the collection of personal data and sensitive personal data is subject to exceptions as specified by the Personal Data Protection Act B.E. 2562 or other laws.

Purposes for collecting or using personal data

1. The Company will collect, collect or use the personal information of the data subject for the benefit of the Company 's operations or to improve the quality of the work to be more efficient and/or to comply with laws or regulations related to the Company 's operations, whereby the Company will store and use such information only for the period necessary for the purposes for which the data owner has been informed or as required by law.
2. The Company will not take any action. different from those stated in the purpose of collection, unless
 - (1) Notifying the new purpose to the data subject and obtaining the consent of the data subject;
 - (2) In compliance with the Personal Data Protection Act or other relevant laws.

Disclosure of personal information

1. The Company will not disclose the personal information of the data subject to any person without consent and will disclose it according to the stated purpose.
2. The Company may have a need to disclose personal information of the data subject to related persons or juristic persons for the benefit of the Company 's operations and providing services to the owner of the information in disclosing personal information to such persons, the Company will ensure that those persons keep their personal information confidential and not use it for any purpose other than the scope specified by the Company.
3. The Company may disclose personal information of the information subject under the rules prescribed by law, such as disclosing personal information to government agencies, government agency, regulators including in the event of a request to disclose information by virtue of law.

Security of personal information

1. The Company will provide measures to maintain the security of personal data appropriately and in accordance with the law, policies, regulations, requirements and practices on personal data protection for the Company's employees and other related parties.
2. The Company supports and encourages employees to be knowledgeable and aware of their duties and responsibilities in collecting The storage, use and disclosure of the data subject's personal data in order for the Company to properly comply with personal data protection policies and laws effective.

Rights of the personal data subject

1. The right to request access and obtain a copy of personal data relating to oneself or requesting to disclose the acquisition of such non-consent personal information.
2. The right to object to the collection, use or disclosure of personal information.
3. Right to request removal or destruction or make personal information non-identifiable information who owns personal information.
4. Right to request to suspend the use of personal data.
5. The right to withdraw consent to the processing of personal data for which consent has been given. The revocation of consent shall not affect the collection, use or disclosure of personal data. who have already given consent.

6. Right to correct personal data.
7. Right to transfer personal data.
8. Review and Change of Personal Data Protection Policy

The Company may update or amend this policy from time to time to comply with legal requirements, changes in the Company 's operations, including suggestions and opinions from various departments, the Company will clearly announce the changes.

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Policies and guidelines for procurement and selection of business partners of the Company

To ensure that the Company will select Choose partners/business partners systematically, fairly, transparently and support partners who conduct business ethically. Have social and environmental responsibility and will not enter into a transaction with persons or juristic persons who commit illegal acts, dishonesty, or behaviors that imply corruption.

Definition:

Procurement	means	procurement, outsourcing, service contracting, transport contracting, rental and leasing
Partner	means	a supplier, a contractor, a service provider, a lessor or a hire purchaser that delivers the goods or service for the Company
List of business partners	means	business partners with transactions and is listed in the Company's system
List of registered business partners	means	rading partners or business partners listed in the list of business partners of the Company which has through the selecting and evaluating process specified by the company.

Procurement and selection of business partners of the Company

The company will systematically procure according to the regulations and methods of procurement of the company. with tight control Taking into account the needs in terms of quality, price, quantity, time of service, delivery, after-sales service, warranty and other conditions. By not conducting transactions with individuals or juristic persons that violate laws, dishonest or corrupt behaviors, the company will select business partners systematically, fairly, transparently and support partners who conduct business with ethics. Have social and environmental responsibility

Qualifications of the Company's partners

1. is a manufacturer, entrepreneur, distributor, dealer service provider or contractor which has a place of business that can be inspected
2. Personnel, machinery and equipment, products, services, warehouse, financial status and a history of reliable business operations
3. Agree to comply with the Company's business partner policy.
4. Be a person with satisfactory performance, whereby the company will evaluate the performance based on the quality of products and services. including delivery After-sales service, warranty or other conditions in the transaction
5. Not being a trade partner with a history of prohibited trade due to fraud

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, directly or indirectly, and is committed to implementing effective systems against bribery and corruption.

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 is set out by the the guidelines and guidelines covering the following matters:

1. Directors, executives and employees of the Company are prohibited. Take action or accept or support any form of corruption both directly and indirectly including other contractors or subcontractors related and requires regular reviews of the implementation of this Anti-Corruption Policy as well as reviewing the practice guidelines to be consistent with the policy Rules, regulations, regulations, announcements and business changes.
2. Anti-Corruption Standards are part of business operations and are the duties and responsibilities of the Company's Board of Directors, executives, supervisors, all employees at all levels, suppliers or sub-contractors who will be involved in expressing opinions on practices in order to achieve anti-corruption operations in accordance with the established policies.
3. The Company has developed anti-corruption measures in accordance with relevant laws and moral codes by providing a risk assessment in activities related to corruption and using it as a guideline for practice for those involved.
4. The Company does not commit or encourage bribery in any form. All activities under supervision including control charity donation donations to political parties giving business gifts and supporting activities are transparent and does not intend to convince government or private officials to act inappropriately.
5. The Company provides appropriate internal controls regularly to prevent employee mistreatment especially sales, marketing, purchasing.
6. The Company provides anti-corruption knowledge to the Board of Directors, executives and employees to promote honesty, and responsible for the performance of duties and responsibilities Including the media to show the commitment of the Company.
7. The Company provides a mechanism for reporting financial status that is transparent and accurate.

The Company encourages communication through various 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 via

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Human Rights Respect Policy and Fair to the employee

The Company recognizes and recognizes the importance of respecting human rights with equality and equality, taking into account 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 human rights law 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 Company that are in accordance with the same law.
2. Focus on labor by treating employees according to labor laws and regulations related to fair labor.
3. Treat employees equally in all employment processes since recruiting compensation working hours and holidays assignment performance appraisal 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 does not discriminate or discriminate against any person.
5. Encourage all personnel to have awareness of their rights, duties and responsibilities towards other people and society.
6. The Company does not use forced labor or unlawful child labor This includes penalties for intimidation, harassment, or 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. Create 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, 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.
11. Provide opportunities and channels for employees to file complaints or suggest various matters arising from the operation via

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Mornitoring to practice

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 notify the employees under their command 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 the rules and regulations, the Company will send the matter to government officials to proceed further.

If the employee sees an illegal act and/or corporate governance principles as set out in this manual to report complaints or allegations to the Chairman of the Board of Directors, Chairman of the Audit Committee, Chief Executive or Executive Director of the Company, moreover the Company will conduct an audit without disclosing the name of the whistleblower to protect the potential impact on the complainant, please contact :

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