



ESG Performance Report for Listed Companies in 2024

ATP30 PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

Published on 12 March 2025



ESG Performance

Company Name : ATP30 PUBLIC COMPANY LIMITED Symbol : ATP30

Market : mai Industry Group : Services Sector : SECTOR 0

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines : Yes

Environmental guidelines : Electricity Management, Fuel Management

Attachment, Code of Business Conduct, Page 63, Environmental Policy

Policy

The company has established an environmental management policy according to the ISO 39001 standard, vehicle management and other relevant laws, with an emphasis on regulations set as guidelines for the benefit of society and the environment of both the public and private sectors in all activities involved in business operations, including energy and environmental management to prevent impacts or damage to the environment and community resources, as follows:

1. Operations in accordance with the law, cooperating with all relevant agencies.
2. Establish a Safety, Occupational Health and Working Environment (SOHE) unit to be responsible for the safety, occupational health and environment of employees at all levels in accordance with company policies and regulations.
3. Develop documents, work procedures, and appropriate data boundaries to prevent damage to resources, people, and the environment.
4. Organize training, meetings, and communicate to employees at all levels to understand and have knowledge of safety, such as working methods, policies, and various regulations on a regular and continuous basis.
5. Environmentally friendly procurement process (Green Procurement) in procurement in detail according to environmentally conscious guidelines.

Guidelines

1. The company regularly assesses and reviews the reduction of environmental impacts related to business operations, and every time before a new operation process, to find ways to manage the vehicle operation process in control, such as the amount of dust, odor, noise, emissions according to legal regulations.
2. Organize training, meetings, and communicate to employees at all levels to have knowledge, understanding, and be able to work in the same direction.
3. Communicating with the community and disseminating energy and environmental management policies, as well as monitoring the management results to inform stakeholders.

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

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

Review of environmental policies, guidelines, and/or goals : Yes

over the past year

Changes in environmental policies, guidelines, and/or goals : Electricity Management, Fuel Management

Goal: Reducing corporate greenhouse gas emissions

Overview: The total (Type 1 + 2) carbon footprint emissions were originally 14,260 Ton CO₂e in 2023. In 2024, the original carbon footprint emissions are 16,692 Ton CO₂e. In 2024, carbon footprint emissions are higher than the previous year by 2,432 Ton CO₂e, an increase of approximately 14% from the previous year. This is because in 2024, the company expanded its new customer base, increased the number of vehicles in service, and continued to maintain its customer base. Currently, in 2024, there are 65 customers using 729 passenger vehicles. Compared to 2023, there were 670 passenger vehicles in service, an increase of 59 vehicles, representing an 8% increase in the number of vehicles. In conclusion, the increase in the business size of ATP 30 Co., Ltd. in terms of the number of vehicles and services provided will directly result in higher carbon emissions.

Operations to reduce in 2025

- Installing SOLAR POWER from 60 KW to 240 KW, along with installing EV MANAGEMENT SYSTEM charging stations and increasing the capacity to 240 KW at the Map Ta Phut branch.

- Increasing the proportion of passenger electric vehicles in service by 16 to 37 for customers who want to reduce greenhouse gas emissions, and the quantity may increase if customers are interested.

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Environmental management principles and standards : Other : Sustainability Reporting Guide for Listed Companies

Compliance with energy management principles and standards

Energy management principles and standards : Other : Sustainability Reporting Guide for Listed Companies

Compliance with water management principles and standards

Compliance with waste management principles and standards

Waste management principles and standards : Other : Sustainability Reporting Guide for Listed Companies

Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and standards : Other : Sustainability Reporting Guide for Listed Companies

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

Policy

The company has established an environmental management policy in accordance with the ISO 39001 standard, strictly managing driving processes and relevant laws. The company prioritizes regulations as guidelines for the benefit of society and the environment of both the public and private sectors in all activities related to business operations. This includes managing energy and the environment to prevent impacts or damage to the environment and community resources. The details are as follows:

1. Operate in accordance with the law and cooperate with all relevant agencies.
2. Establish a Safety, Occupational Health, and Working Environment (SOHE) unit to be responsible for safety. Occupational health and safety and the environment for employees at all levels according to company policies and regulations.
3. Prepare documents, work procedures, and appropriate data scopes to prevent damage to resources, personnel, and the environment.
4. Organize training, meetings, and communication to ensure that employees at all levels understand and are knowledgeable about safety, such as work procedures, policies, and regulations, on a regular and continuous basis.

Guidelines

1. The company regularly assesses and reviews the reduction of environmental impacts related to business operations, including before any new operational processes. This is to find ways to manage driving processes and control factors such as dust, odor, noise, and emissions in accordance with regulations.
2. Organize training, meetings, and communication to ensure that employees at all levels have the knowledge, understanding, and ability to work in the same direction.
3. Communicate with the community and publicize energy and environmental management policies, as well as monitor management results to inform stakeholders.

Environmental Management

The company provides continuous environmental training to employees at all levels, recognizing the importance of energy and environmental management. This is because the main asset in the business is large buses, which emit pollution into the environment. Additionally, waste from the maintenance process, such as engine oil, batteries, and worn-out parts, needs to be managed. To mitigate potential environmental impacts, the company implements the following environmental management practices:

1. Reducing air pollution from engine combustion: The company chooses to use new engines with efficient combustion and controls engine maintenance according to monthly and annual maintenance plans.

2. Use of standard fuels to increase engine combustion efficiency, resulting in minimal emissions.
3. The company does not have a policy of modifying or altering engines that do not meet automotive engineering standards to reduce air pollution.
4. The company has a policy of controlling inventory from the purchasing process to the sale/destruction/disposal of inventory strictly and in accordance with the law.

Environmental Performance Results

The company recognizes the importance of environmental impacts from service processes, ensuring that there are no impacts/damage/claims on the environment and community resources.

Information on incidents related to legal violations or negative environmental impacts

Number of cases and incidents of legal violations or negative environmental impacts

| | 2022 | 2023 | 2024 |
|---|------|------|------|
| Number of cases or incidents of legal violations or negative environmental impact (cases) | 0 | 0 | 0 |

Energy management

Disclosure boundary in energy management in the past years

| | | |
|--|---|---------|
| Boundary type | : | Company |
| Total number of disclosure boundaries | : | 1 |
| Actual number of disclosure boundaries | : | - |
| Data disclosure coverage (%) | : | 0.00 |

Information on energy management

Energy management plan

The company's energy management plan : Yes

The company manages energy efficiently, both electrical and air conditioning systems. In addition, the company has started installing solar power (Solar Rooftop) at office buildings, garages, and company parking lots.

Environmental Performance

- The company recognizes the importance of the environmental impacts of the service process, which must not impact/destroy/claim the environment and community resources.
- Installed SOLAR POWER 60 KW. to 240 KW. Coupled with the installation of EV MANAGEMENT SYSTEM charging cabinets and an increase of 240 KW at the Map Ta Phut branch.

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or fuel management : Yes

Details of setting goals for electricity and/or fuel management

| Target(s) | Base year(s) | Target year(s) |
|-------------------------------|---|--|
| Reduction of fuel consumption | 2024 : fuel consumption 5,115,839.00 Litres | 2025 : Reduced by 10% or 2,618,715.00 Litres |

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

Corporate Greenhouse Gas Emissions and Removals Report for 2024

The company has been audited for greenhouse gas emissions (Scope 1, Scope 2, and Scope 3) by NPC Safety and Environmental Service Co., Ltd. (NPC) according to the verification criteria following the ISO 14064-3: 2019 standard and the Carbon Footprint Verification Guidelines for Organizations. The Greenhouse Gas Management Organization (Public Organization) and the Verifier have certified the annual corporate carbon footprint verification report. The company has followed the procedures, requirements, calculations, and reporting of the Corporate Carbon Footprint (ISO 14064-1) of the Greenhouse Gas Management Organization (Public Organization) to ensure confidence in giving importance to the impacts of service provision in all aspects, such as social, cultural, economic, and environmental, as well as the key responsibility for both direct and indirect greenhouse gas emissions.

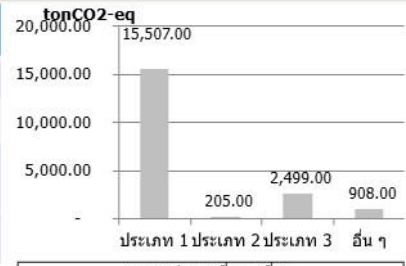
Along with finding initiatives and guidelines for management to reduce emissions and enhance greenhouse gas (GHG emission reduction and removal enhancement initiatives) removals from determining activities appropriate to the business. Identify all organizational activities that generate greenhouse gas emissions. The company has identified organizational activities from January to December 2024.

Diagram of performance and outcomes in energy management

1. บริษัท เอทีพี 30 จำกัด (มหาชน)



| ขอบเขต | ปริมาณ GHG (tCO2e/year) | สัดส่วนเมื่อเทียบกับประเภท 1 และ 2 |
|-----------------|-------------------------|------------------------------------|
| ประเภท 1 | 15,507 | 98.70 |
| ประเภท 2 | 205 | 1.30 |
| ประเภท 3 | 2,499 | |
| อื่น ๆ | 908 | |
| รวม Scope 1 & 2 | 15,712 | |



| | |
|------------------------------|--|
| ประเภทอุตสาหกรรม | บริการขนส่ง |
| ที่อยู่องค์กร | 9/30 หมู่ 9 ต.บางนาง อ.พานทอง จ.ชลบุรี 20160 |
| ระยะเวลาเก็บข้อมูล | ช่วงเวลา 12 เดือน (1 ม.ค. 67 – 31 ธ.ค. 67) |
| วันที่ขอขึ้นทะเบียน | ตามรอบพิจารณาครั้งที่ 3-2568 |
| ค่า CFO ((Scope 1+2+3) | ปี 2566 16,028 TonCO2e / ปี |
| Carbon intensity (Scope 1+2) | ปีปัจจุบัน 18,211 TonCO2e / ปี |
| รายชื่อบริษัท | บริษัทดำเนินการเอง |
| หน่วยงานทวนสอบ | ชื่อหน่วยงานทวนสอบ บริษัท เอ็นพีซี เซฟตี้ แอนด์ เอ็นไวรอนแมนทอล เซอร์วิส จำกัด |
| ระดับการรับรอง | แบบจำกัด |
| ผู้ตรวจสอบของ อบก. | ธาดา วรณโชติกุล |
| ได้รับการสนับสนุน | ศาลคทยอนค่าธรรมเนียมรายปี กลด |

| แหล่งปล่อยที่มากที่สุด | |
|--|---|
| Scope 1 | การใช้น้ำมันดีเซล |
| Scope 2 | การใช้ไฟฟ้า |
| Scope 3 | การใช้น้ำมันดีเซล รถโดยสารรวม บริการ และการลงทุนในรถโดยสาร บริษัท |
| สาเหตุที่ค่า CFO ต่างจากปีฐาน | |
| การเติบโตจากการขยายฐานลูกค้าใหม่ และรักษาฐานลูกค้าเก่า เดิมปี 2566 ให้บริการรถโดยสาร 670 คัน ปี 2567 ให้บริการรถโดยสาร 729 คัน เพิ่มจำนวนรถโดยสารให้บริการคิดเป็น 8.10 % | |

Organization's Greenhouse Gas Emissions and Removals Report Summary

Information on electricity management

Company's electricity consumption (*)

| | 2022 | 2023 | 2024 |
|--|------|------------|------------|
| Total electricity consumption within the organization (Kilowatt-Hours) | 0.00 | 376,433.55 | 487,458.00 |
| Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours) | 0.00 | 318,613.55 | 409,008.00 |
| Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours) | 0.00 | 57,820.00 | 78,450.00 |
| Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year) | 0.00 | 466.46 | 555.82 |

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

Electricity Consumption Intensity

| | 2022 | 2023 | 2024 |
|---|------------|------------|------------|
| Intensity of total electricity consumption within the organization (Kilowatt-Hours / m ²) | 0.00000000 | 0.00000000 | 0.00000000 |

Electricity Expense (*)

| | 2022 | 2023 | 2024 |
|----------------------------------|------------|--------------|--------------|
| Total electricity expense (Baht) | 961,678.00 | 1,428,306.00 | 1,473,382.00 |

| | 2022 | 2023 | 2024 |
|--|----------|----------|----------|
| Percentage of total electricity expense to total expenses (%) ^(**) | 0.17 | 0.23 | 0.23 |
| Percentage of total electricity expense to total revenues (%) ^(**) | 0.15 | 0.21 | 0.20 |
| Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year) | 1,377.76 | 1,769.90 | 1,680.03 |

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

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

Information on fuel management

Company's fuel consumption

| | 2022 | 2023 | 2024 |
|-----------------------------------|--------------|--------------|--------------|
| Jet fuel (Litres) | 0.00 | 0.00 | 0.00 |
| Diesel (Litres) | 5,039,790.98 | 4,705,025.09 | 5,107,238.14 |
| Gasoline (Litres) | 0.00 | 5,014.84 | 5,102.86 |
| Fuel oil (Litres) | 0.00 | 0.00 | 0.00 |
| Crude oil (Barrels) | 0.00 | 0.00 | 0.00 |
| Natural gas (Standard Cubic Feet) | 0.00 | 2,497.82 | 2,497.82 |
| LPG (Kilograms) | 0.00 | 0.00 | 0.00 |
| Steam (Metric tonnes) | 0.00 | 0.00 | 0.00 |
| Coal (Metric tonnes) | 0.00 | 0.00 | 0.00 |

Additional explanation : Not include external fuel consumption

Company's fuel expense ^(*)

| | 2022 | 2023 | 2024 |
|--|----------------|----------------|----------------|
| Total fuel expense (Baht) | 163,751,407.00 | 163,293,917.00 | 174,462,316.00 |
| Percentage of total fuel expense to total expenses (%) ^(**) | 28.32 | 26.52 | 26.70 |
| Percentage of total fuel expense to total revenues (%) ^(**) | 25.89 | 24.32 | 23.88 |

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

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

Information on total energy management (electricity + fuel)

Energy Consumption

| | 2022 | 2023 | 2024 |
|---|------|------|------|
| Total energy consumption within the organization (Megawatt-Hours) | 0.00 | 0.00 | 0.00 |

Energy Consumption Intensity

| | 2022 | 2023 | 2024 |
|---|------------|------------|------------|
| Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) ⁽¹⁾ | 0.00000000 | 0.00000000 | 0.00000000 |
| Intensity of total energy consumption within the organization (Megawatt-Hours / m ²) | 0.00000000 | 0.00000000 | 0.00000000 |

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

Water management

Disclosure boundary in water management over the past years

| | | |
|--|---|---------|
| Boundary type | : | Company |
| Total number of disclosure boundaries | : | 1 |
| Actual number of disclosure boundaries | : | - |
| Data disclosure coverage (%) | : | 0.00 |

Information on water management plan

Water management plan

The Company's water management plan : No

Water Management Policies and Goals

- Reduce water usage in the organization's production processes and activities
- Improve water use efficiency and wastewater treatment systems
- Reduce the impact of wastewater discharge on the environment

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : No

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : No

- Continuously monitor water quality to meet environmental standards.
- Improve water management measures based on data and water usage trends of the organization.

Information on water management

Water withdrawal by source

| | 2022 | 2023 | 2024 |
|---|------|------|------|
| Total water withdrawal (Cubic meters) | 0.00 | 0.00 | 0.00 |
| Water withdrawal by third-party water (cubic meters) | 0.00 | 0.00 | 0.00 |
| Water withdrawal by surface water (cubic meters) | 0.00 | 0.00 | 0.00 |
| Water withdrawal by groundwater (cubic meters) | 0.00 | 0.00 | 0.00 |
| Water withdrawal by seawater (cubic meters) | 0.00 | 0.00 | 0.00 |
| Water withdrawal by produced water (cubic meters) | 0.00 | 0.00 | 0.00 |
| Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year) | 0.00 | 0.00 | 0.00 |
| Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*) | 0.00 | 0.00 | 0.00 |

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

Water discharge by destinations

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

Water consumption

| | 2022 | 2023 | 2024 |
|--|------|------|------|
| Total water consumption (Cubic meters) | 0.00 | 0.00 | 0.00 |

Recycled water consumption

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

Water Consumption Intensity

| | 2022 | 2023 | 2024 |
|--|------------|------------|------------|
| Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ⁽¹⁾ | 0.00000000 | 0.00000000 | 0.00000000 |
| Intensity of total water consumption (Cubic meters / m ²) | 0.00000000 | 0.00000000 | 0.00000000 |

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

Water withdrawal expenses

| | 2022 | 2023 | 2024 |
|--|------------|------------|------------|
| Total water withdrawal expense (Baht) | 336,273.85 | 309,015.18 | 415,399.00 |
| Total water withdrawal expense from third-party water (Baht) | 336,273.85 | 309,015.18 | 415,399.00 |
| Total water withdrawal expense from other sources (Baht) | 0.00 | 0.00 | 0.00 |

| | 2022 | 2023 | 2024 |
|---|--------|--------|--------|
| Percentage of total water withdrawal expense to total expenses (%) ^(*) | 0.06 | 0.05 | 0.06 |
| Percentage of total water withdrawal expense to total revenues (%) ^(*) | 0.05 | 0.05 | 0.06 |
| Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year) | 481.77 | 382.92 | 473.66 |

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

Waste management

Disclosure boundary in waste management over the past years

| | | |
|--|---|---------|
| Boundary type | : | Company |
| Total number of disclosure boundaries | : | 1 |
| Actual number of disclosure boundaries | : | - |
| Data disclosure coverage (%) | : | 0.00 |

Information on waste management plan

Waste management plan

The company's waste management plan : No

- Reduce the amount of waste generated from production processes and various activities.
- Promote the reuse and recycling of waste.
- Manage waste properly in accordance with environmental principles and regulations.
- Reduce the impact of waste on communities and the environment.

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : No

Information on performance and outcomes of waste management

Performance and outcomes of waste management

The company's performance and outcomes of waste management : No

- Evaluate the effectiveness of waste reduction measures and improve operational approaches.
- Monitor waste management to comply with environmental standards and regulations.

Information on waste management

Waste Generation^(*)

| | 2022 | 2023 | 2024 |
|--|------|------|------|
| Total waste generated (Kilograms) | 0.00 | 0.00 | 0.00 |
| Total non-hazardous waste (kilograms) | 0.00 | 0.00 | 0.00 |
| Non-hazardous waste - Landfilling (Kilograms) | 0.00 | 0.00 | 0.00 |
| Non-hazardous waste - Incineration with energy recovery (Kilograms) | 0.00 | 0.00 | 0.00 |
| Non-hazardous waste - Incineration without energy recovery (Kilograms) | 0.00 | 0.00 | 0.00 |
| Non-hazardous waste – Others (kilograms) | 0.00 | 0.00 | 0.00 |
| Total hazardous waste (kilograms) | 0.00 | 0.00 | 0.00 |
| Hazardous waste - Landfilling (Kilograms) | 0.00 | 0.00 | 0.00 |

| | 2022 | 2023 | 2024 |
|--|------|------|------|
| Hazardous waste - Incineration with energy recovery (Kilograms) | 0.00 | 0.00 | 0.00 |
| Hazardous waste - Incineration without energy recovery (Kilograms) | 0.00 | 0.00 | 0.00 |
| Hazardous waste – Others (kilograms) | 0.00 | 0.00 | 0.00 |
| Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**) | 0.00 | 0.00 | 0.00 |
| Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**) | 0.00 | 0.00 | 0.00 |
| Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**) | 0.00 | 0.00 | 0.00 |

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

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

Information on waste management

Waste reuse and recycling

| | 2022 | 2023 | 2024 |
|--|------|------|------|
| Total reused/recycled waste (Kilograms) | 0.00 | 0.00 | 0.00 |
| Reused/Recycled non-hazardous waste (Kilograms) | 0.00 | 0.00 | 0.00 |
| Reused non-hazardous waste (Kilograms) | 0.00 | 0.00 | 0.00 |
| Recycled non-hazardous waste (Kilograms) | 0.00 | 0.00 | 0.00 |
| Reused/Recycled hazardous waste (Kilograms) | 0.00 | 0.00 | 0.00 |
| Reused hazardous waste (Kilograms) | 0.00 | 0.00 | 0.00 |
| Recycled hazardous waste (Kilograms) | 0.00 | 0.00 | 0.00 |

Additional explanation : Exclude the total weight of reused/recycled waste outside of the Company, which is not responsible for the waste disposal or treatment cost

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

| | | |
|--|---|---------|
| Boundary type | : | Company |
| Total number of disclosure boundaries | : | 1 |
| Actual number of disclosure boundaries | : | - |
| Data disclosure coverage (%) | : | 0.00 |

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

ATP 30 Public Company Limited ("the Company") recognizes the importance of conducting an organizational carbon footprint to be aware of the amount of greenhouse gas emissions from the organization, which reflects the confidence of accurate and complete information based on 5 important principles: 1. Relevance 2. Completeness 3. Consistency 4. Accuracy and 5. Transparency and giving importance to the impacts arising from the provision of personnel transportation services in all aspects, such as socio-cultural, economic, and environmental aspects, as well as the key responsibility for both direct and indirect greenhouse gas emissions. Along with finding initiatives and guidelines for management to reduce emissions and increase greenhouse gas removal (GHG emission reduction and removal enhancement initiatives) from determining activities directly relevant to the business. It can also be monitored and checked continuously, considered a part of sustainable development that has been adapted to the part of providing sustainable services by demonstrating services that are related to the conservation of natural resources and giving importance to the economic situation. The organization's carbon footprint assessment has a follow-up period from January to December 2023, which has established assessment guidelines from the Greenhouse Gas Management Organization (Public Organization) 8th Edition (Revised Edition 6, July 2022). In addition, the assessment must pass an internal audit and a review by a verifier who is an expert before requesting certification. However, the organization reserves the right to disclose the details of the assessment to the public.

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : Yes

Company's existing targets : Other Greenhouse Gas Emission Reduction Target

Setting other greenhouse gas reduction targets

Details of setting other greenhouse gas reduction targets

| Greenhouse gas emission scope | Base year(s) | Short-term target year | Long-term target year |
|-------------------------------|--|--|-----------------------|
| Scope 1 | 2024 : Greenhouse gas emissions 15,507.00 tCO ₂ e | 2025 : Reduced by 10% or 13,956.30 tCO ₂ e in comparison to the base year | - |

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

The company has prepared a greenhouse gas emissions report and registered for the Corporate Carbon Footprint (CFO) label with TGO in March 2015.

Diagram of performance and outcomes in greenhouse gas management

➡ ระบุกิจกรรมทั้งหมดขององค์กร

| Facility | กิจกรรมขององค์กรในแต่ละ Facility | | |
|---|---|--|---|
| | Scope 1 | Scope 2 | Scope 3 |
| รถโดยสารบริษัทจำนวน 729 คัน ประกอบด้วยรถบัส 277 คัน รถมินิบัส 51 คัน รถตู้/รถตู้ VIP 383 คัน และรถกระบะ 2 คัน | <ul style="list-style-type: none"> - การใช้น้ำมันดีเซล - การใช้ไบโอดีเซลน้ำมันดีเซล B7 - การใช้สารทำความเย็นชนิด R-134a สำหรับระบบปรับอากาศ | - | - |
| รถผู้บริหารและรถค้าปลีกบริการจำนวน 13 คัน | <ul style="list-style-type: none"> - การใช้น้ำมันดีเซล - การใช้น้ำมัน Gasoline - การใช้เอทานอล น้ำมัน Gasoline - การใช้น้ำมันเชื้อเพลิง NGV - การใช้ไบโอดีเซลน้ำมันดีเซล B7 - การใช้ไบโอดีเซลน้ำมันแก๊สโซฮอล์ 91 - การใช้สารทำความเย็นชนิด R-134a | - | - |
| อาคารสำนักงาน พื้นที่จอดรถและศูนย์ซ่อมบำรุง, รถโดยสารไฟฟ้า 16 คัน และรถโดยสารร่วมบริการ 63 คัน | <ul style="list-style-type: none"> - การปล่อยสารมีเทนจากระบบ Septic Tank - การใช้สารดับเพลิงประเภทที่มี CO2 เป็นองค์ประกอบ - การใช้ LPG ซ่อมดับเพลิงประจำปี - การใช้ LPG ในงานซ่อมบำรุง - การใช้สารทำความเย็นเกิดจากตู้เย็น - การใช้สารทำความเย็นเกิดจากตู้คอนไดล์ - เครื่องปั้นไฟฟ้าสำรอง | <ul style="list-style-type: none"> - การใช้ไฟฟ้า - การชาร์จไฟฟ้า - พลังงานไฟฟ้าจากโซลาร์เซลล์ | <ul style="list-style-type: none"> - การใช้น้ำมันดีเซลรถโดยสารร่วมบริการ - การลงทุนในรถโดยสารบริษัท |

All business activities of the organization

รายละเอียดขอบเขตการจัดทำบัญชีก๊าซเรือนกระจก ครอบคลุมพื้นที่ ดังนี้

| ลำดับ | ลักษณะ | กรรมสิทธิ์ | จังหวัด | ที่อยู่ |
|-------|--|------------------------|------------|--|
| 1 | อาคารสำนักงานใหญ่ และพื้นที่จอดรถและศูนย์ซ่อมบำรุง | บริษัทเป็นเจ้าของ | ชลบุรี | 9/30 หมู่ 9 ต.บางนาง อ.พานทอง จ.ชลบุรี 20160 |
| 2 | อาคารสำนักงานสาขา และพื้นที่จอดรถและศูนย์ซ่อมบำรุง | ภาวะผูกพันตามสัญญาเช่า | ระยอง | 16 ถนนมาชชูด-แหลมสน ต.ห้วยโป่ง อ.เมืองระยอง จ.ระยอง 21150 |
| 3 | พื้นที่จอดรถ ปราจีนบุรี | ภาวะผูกพันตามสัญญาเช่า | ปราจีนบุรี | 379 หมู่ 10 ต.หนองก่ อ.กบินทร์บุรี จ.ปราจีนบุรี 21150 |
| 4 | พื้นที่จอดรถ บางพระ | ภาวะผูกพันตามสัญญาเช่า | ชลบุรี | 102/48 หมู่ที่ 9 ต.บางพระ อ.ศรีราชา จ.ชลบุรี 20110 |
| 5 | พื้นที่จอดรถ บ้านแลง | ภาวะผูกพันตามสัญญาเช่า | ระยอง | 95 หมู่ที่ 1 ถนนบ้านแลง ต. บ้านแลง อ. เมืองระยอง จ.ระยอง 21150 |
| 6 | พื้นที่จอดรถ หนองละลอก | ภาวะผูกพันตามสัญญาเช่า | ระยอง | 198/29 หมู่ที่ 9 ต.หนองละลอก อ.บ้านค่าย จ.ระยอง 21120 |
| 7 | พื้นที่จอดรถ มาบยางพร และศูนย์ซ่อมบำรุง | ภาวะผูกพันตามสัญญาเช่า | ระยอง | 133 หมู่ที่ 3 ต.มาบยางพร อ.ปลวกแดง จ.ระยอง 21140 |

Details of the boundary of the greenhouse gas inventory, covering the area

| แหล่งปล่อยก๊าซเรือนกระจก | ปริมาณ 2566 | ปริมาณ ปี 2567 | หน่วย |
|------------------------------------|-------------|----------------|--------------------------------|
| ประเภทที่ 1 | 14,100 | 15,507 | Ton CO ₂ e |
| ประเภทที่ 2 | 160 | 205 | Ton CO ₂ e |
| ประเภทที่ 3 | 1,768 | 2,499 | Ton CO ₂ e |
| ผลรวม (ประเภทที่ 1+2) | 14,260 | 15,712 | Ton CO ₂ e |
| ผลรวม (ประเภทที่ 1+2+3) | 16,028 | 18,211 | Ton CO ₂ e |
| ผลผลิต | ### | 28,977,077.92 | กิโลเมตร |
| Carbon Intensity (ประเภทที่ 1+2) | ### | 0.000492 | Ton CO ₂ e/กิโลเมตร |
| Carbon Intensity (ประเภทที่ 1+2+3) | ### | 0.000553 | Ton CO ₂ e/กิโลเมตร |

Organizational Greenhouse Gas Emissions Sources

Information on greenhouse gas management

The company's greenhouse gas emissions

| | 2022 | 2023 | 2024 |
|---|------|-----------|-----------|
| Total GHG emissions (Metrics tonne of carbon dioxide equivalents) | 0.00 | 16,028.00 | 19,119.00 |
| Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent) | 0.00 | 14,100.00 | 15,507.00 |
| Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent) | 0.00 | 160.00 | 205.00 |

| | 2022 | 2023 | 2024 |
|---|------|----------|----------|
| Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent) | 0.00 | 1,768.00 | 3,407.00 |

Greenhouse Gas Emissions Intensity

| | 2022 | 2023 | 2024 |
|--|------------|------------|------------|
| Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) ^(*) | 0.000000 | 0.023870 | 0.026168 |
| Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person) | 0.00 | 19.86 | 21.80 |
| Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / m ²) | 0.00000000 | 0.00000000 | 0.00000000 |

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

Information on verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions : Yes

List of greenhouse gas verifier entity : NPC Safety and Environmental Service Company Limited

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

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

Absorption and removal of Greenhouse Gas

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

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

ESG Performance

Company Name : ATP30 PUBLIC COMPANY LIMITED Symbol : ATP30

Market : mai Industry Group : Services Sector : SECTOR 0

Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

Social and human rights policy and guidelines : Yes

Social and human rights guidelines : Employee Rights, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work, Supplier rights

Attachment: Code of Business Ethics, Page 74, Policy on Respect for Human Rights and Fair Treatment of Labor

Treatment of employees and workers, equality and fair opportunities:

- Do not discriminate on the basis of race, religion, gender, disability, or social status.
- Labor protection: Comply with labor laws, provide appropriate wages and benefits.
- Prevention of child labor and forced labor: Avoid employment that violates human rights.

Transparency and ethics in business operations, towards consumer and customer rights, community and environmental rights, and partner rights.

- Oppose corruption and fraud in all forms.
- Conduct business ethically and transparently, respecting the rights of customers and partners in business operations.

Work environment and safety of occupational safety and health at work.

- Provide employees with a safe workplace, reducing the risk of accidents.
- Conduct regular safety and health training.
- Promote work-life balance.

Community and social responsibility for community and environmental rights.

- Support community development and social activities.
- Listen to community feedback and provide assistance when needed.
- Promote socially responsible business (CSR).

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

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

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

Changes in social and human rights policies, guidelines, and/or goals : Employee Rights, Community and environmental rights, Safety and Occupational Health at Work

Attachments: Code of Business Conduct, page 74, Policy on Respect for Human Rights and Fair Treatment of Labor

Social and Human Rights Policy

- Treatment of Employees: Provide equal opportunities. Do not discriminate in employment and promotion. Pay fair wages and benefits in accordance with labor law standards. Support Work-Life Balance and provide appropriate vacation time.
- Working environment and safety: Provide health and safety measures in accordance with international standards. Provide employees with access to grievance channels in case of human rights issues. Prevent sexual harassment and violence in the workplace.
- Community and Social Responsibility: Support community development through CSR projects. Reduce environmental impact from business operations. Promote fair employment and develop the potential of local labor.
- Governance and Transparency: Combat fraud and corruption at all levels. Promote business ethics and transparency in operations. Comply with ESG (Environmental, Social, and Governance) standards.

Social and Human Rights Goals

- Increase the rate of fair employment according to

- Reduce environmental impact: The company reports on its greenhouse gas emissions and removals annually to reduce CFO as targeted.

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

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

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : No

Information on other social management

Plans, performance, and outcomes related to other social management

Human Rights Promotion

- Working on campaigning and promoting respect for human rights in society.
- Raising public awareness of their rights and freedoms, including providing assistance to victims of human rights violations.
- Strengthening the role of human rights organizations to ensure that rights violations are properly addressed.

Information on incidents related to legal or social and human rights violations

Number of cases and incidents of significant legal or social and human rights violations

| | 2022 | 2023 | 2024 |
|---|------|------|------|
| Total number of cases or incidents of significant legal or social and human rights violations (cases) | 0 | 0 | 0 |
| Total number of cases or incidents leading to significant labor disputes (cases) | 0 | 0 | 0 |
| Total number of incidents or complaints related to consumer rights violations (cases) | 0 | 0 | 0 |
| Total number of incidents or complaints related to business partner's rights violations (cases) | 0 | 0 | 0 |
| Total number of cases or incidents leading to disputes with the community/society (cases) | 0 | 0 | 0 |
| Total number of cases or incidents related to cybersecurity or customer data breaches (cases) | 0 | 0 | 0 |
| Total number of cases or incidents related to workplace safety and occupational health (cases) | 0 | 0 | 0 |

Fair labor practice

Disclosure boundary in fair labor practice in the past years

| | | |
|---------------------------------------|---|---------|
| Boundary type | : | Company |
| Total number of disclosure boundaries | : | 1 |
| Data disclosure coverage (%) | : | 0.00 |

Information on employees and labor management plan

Employees and labor management plan

| | | |
|--|---|--|
| The company's employee and labor management plan | : | Yes |
| Employee and labor management plan implemented by the Company in the past year | : | Fair employee compensation, Employee training and development, Promoting employee relations and participation, Occupational health and safety in workplace |

Fair Employee Remuneration

The company has a policy of employee remuneration that takes into account appropriateness, fairness based on knowledge, abilities, and the performance of each employee. It is also in line with the average of the same industry. In addition, both short-term and long-term employee compensation must be appropriate for the business expansion and growth of the company. The company also manages a provident fund for all employees at a rate of 4%, with the company contributing another 4%, which must comply with the conditions that the company has informed everyone. This is considered a provident fund for employees.

Promoting Employee Engagement

- Sports Day on October 21, 2024, at Super Dragon Football Field, Bowin, Chonburi Province, with executives Managers, office staff, and drivers from all areas participated in full force, including those from the Chonburi head office, the Map Ta Phut branch office, the Map Yangphon branch office, the Prachinburi branch office, and the Laem Chabang yard.

The event was organized to promote good relationships within the organization, foster unity among employees at all levels, and encourage employees to pay attention to their health through sports activities. The event featured a variety of sports competitions, including competitive sports such as football and fun folk games, all of which helped create a friendly and enjoyable atmosphere. This demonstrated the success in connecting relationships between teams from various locations of the company. Despite coming from different offices, all employees were able to build good relationships and collaborate effectively.

- The company organized the 1st CSR activity of 2024, "Return to Hometown with Joy," on June 24, 2024, with the objective of creating a bond between the organization and the local communities of the drivers and to promote pride in the service profession. Executives, office staff, and volunteer drivers joined forces to improve the landscape of the school, provide lunch, and donate essential items for learning and various activities to students at Ban Nam Sap School, Phanat Nikhom District, Chonburi Province.

Occupational Safety and Health

The company has a policy on occupational health and safety for the environment and community by setting a target of zero lost-time injury rate, which is an indicator of the effectiveness of occupational health and safety for employees in the organization. This is a key performance indicator for the company. It also creates business value for all stakeholders and enhances business competitiveness. For occupational health and safety performance, the company has prepared a report on safety regarding statistics on accidents from monthly operations to be submitted to executives for analysis, evaluation, control, and work plan arrangements.

For the year 2024, the company has had no serious accidents, only minor ones.

Information on setting employee and labor management goals

Setting employee and labor management goals

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

Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor : No
management

Results:

- Develop employee potential: Training and skills development enable employees to grow within the organization and lead to improved productivity.
- Reduce turnover: Creating a positive and satisfactory work environment helps reduce employee turnover rates.
- Build collaboration: Maintaining good relationships with employees and labor unions enhances collaboration in business development.
- Improve organizational efficiency: Clear goals provide a definite direction for internal operations, making them more efficient.

Information on employment

Employment

| | 2022 | 2023 | 2024 |
|--|--------|--------|--------|
| Total Employment (Person) | 698 | 807 | 877 |
| Percentage of employees to total employment (%) | 100.00 | 100.00 | 100.00 |
| Percentage of non-employee workers to total employment (%) | 0.00 | 0.00 | 0.00 |
| Total employees (persons) | 698 | 807 | 877 |
| Male employees (persons) | 637 | 732 | 794 |
| Percentage of male employees (%) | 91.26 | 90.71 | 90.54 |
| Female employees (persons) | 61 | 75 | 83 |
| Percentage of female employees (%) | 8.74 | 9.29 | 9.46 |
| Total of workers who are not employees (Person) | 0 | 0 | 0 |
| Male workers who are not employees (Person) | 0 | 0 | 0 |
| Percentage of male non-employee workers (%) | 0.00 | 0.00 | 0.00 |
| Female workers who are not employees (Person) | 0 | 0 | 0 |
| Percentage of female non-employee workers (%) | 0.00 | 0.00 | 0.00 |

Number of employees categorized by age

| | 2022 | 2023 | 2024 |
|--|------|------|------|
| Total number of employees under 30 years old (Persons) | 33 | 37 | 68 |

| | 2022 | 2023 | 2024 |
|---|-------|-------|-------|
| Percentage of employees under 30 years old (%) | 4.73 | 4.58 | 7.75 |
| Total number of employees 30-50 years old (Persons) | 418 | 526 | 519 |
| Percentage of employees 30-50 years old (%) | 59.89 | 65.18 | 59.18 |
| Total number of employees over 50 years old (Persons) | 247 | 244 | 290 |
| Percentage of employees over 50 years old (%) | 35.39 | 30.24 | 33.07 |

Number of male employees categorized by age

| | 2022 | 2023 | 2024 |
|---|-------|-------|-------|
| Total number of male employees under 30 years old (Persons) | 27 | 29 | 52 |
| Percentage of male employees under 30 years old (%) | 4.24 | 3.96 | 6.55 |
| Total number of male employees 30-50 years old (Persons) | 370 | 470 | 458 |
| Percentage of male employees 30-50 years old (%) | 58.08 | 64.21 | 57.68 |
| Total number of male employees over 50 years old (Persons) | 240 | 233 | 284 |
| Percentage of male employees over 50 years old (%) | 37.68 | 31.83 | 35.77 |

Number of female employees categorized by age

| | 2022 | 2023 | 2024 |
|---|-------|-------|-------|
| Total number of female employees under 30 years old (Persons) | 6 | 8 | 16 |
| Percentage of female employees under 30 years old (%) | 9.84 | 10.67 | 19.28 |
| Total number of female employees 30-50 years old (Persons) | 48 | 56 | 61 |
| Percentage of female employees 30-50 years old (%) | 78.69 | 74.67 | 73.49 |
| Total number of female employees over 50 years old (Persons) | 7 | 11 | 6 |
| Percentage of female employees over 50 years old (%) | 11.48 | 14.67 | 7.23 |

Number of employees categorized by position

| | 2022 | 2023 | 2024 |
|--|------|------|------|
| Total number of employees in operational level (Persons) | 681 | 789 | 859 |

| | 2022 | 2023 | 2024 |
|---|-------|-------|-------|
| Percentage of employees in operational level (%) | 97.56 | 97.77 | 97.95 |
| Total number of employees in management level (Persons) | 16 | 17 | 17 |
| Percentage of employees in management level (%) | 2.29 | 2.11 | 1.94 |
| Total number of employees in executive level (Persons) | 1 | 1 | 1 |
| Percentage of employees in executive level (%) | 0.14 | 0.12 | 0.11 |

Number of male employees categorized by position

| | 2022 | 2023 | 2024 |
|---|-------|-------|-------|
| Total number of male employees in operational level (Persons) | 628 | 723 | 785 |
| Percentage of male employees in operational level (%) | 98.59 | 98.77 | 98.87 |
| Total number of male employees in management level (Persons) | 8 | 8 | 8 |
| Percentage of male employees in management level (%) | 1.26 | 1.09 | 1.01 |
| Total number of male employees in executive level (Persons) | 1 | 1 | 1 |
| Percentage of male employees in executive level (%) | 0.16 | 0.14 | 0.13 |

Number of female employees categorized by position

| | 2022 | 2023 | 2024 |
|---|-------|-------|-------|
| Total number of female employees in operational level (Persons) | 53 | 66 | 74 |
| Percentage of female employees in operational level (%) | 86.89 | 88.00 | 89.16 |
| Total number of female employees in management level (Persons) | 8 | 9 | 9 |
| Percentage of female employees in management level (%) | 13.11 | 12.00 | 10.84 |
| Total number of female employees in executive level (Persons) | 0 | 0 | 0 |
| Percentage of female employees in executive level (%) | 0.00 | 0.00 | 0.00 |

Number of employees categorized by department over the past year

Significant changes in the number of employees

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

Expanding business growth, referring to the increased volume of bus services.

Number of male employees categorized by region

| | 2022 | 2023 | 2024 |
|-------------------------------|------|------|------|
| Bangkok Metropolitan (Person) | 0 | 0 | 0 |
| Northern (Person) | 0 | 0 | 0 |
| Central (Person) | 0 | 0 | 0 |
| Northeastern (Person) | 0 | 0 | 0 |
| Southern (Person) | 0 | 0 | 0 |
| Eastern (Person) | 0 | 0 | 0 |

Number of female employees categorized by region

| | 2022 | 2023 | 2024 |
|-------------------------------|------|------|------|
| Bangkok Metropolitan (Person) | 0 | 0 | 0 |
| Northern (Person) | 0 | 0 | 0 |
| Central (Person) | 0 | 0 | 0 |
| Northeastern (Person) | 0 | 0 | 0 |
| Southern (Person) | 0 | 0 | 0 |
| Eastern (Person) | 0 | 0 | 0 |

Employment of workers with disabilities

| | 2022 | 2023 | 2024 |
|--|------|------|------|
| Total employment of workers with disabilities (persons) | 1 | 1 | 1 |
| Percentage of disabled workers to total employment (%) | 0.14 | 0.12 | 0.11 |
| Total number of employees with disabilities (Persons) | 1 | 1 | 1 |
| Total male employees with disabilities (persons) | 1 | 1 | 1 |
| Total female employees with disabilities (persons) | 0 | 0 | 0 |
| Percentage of disabled employees to total employees (%) | 0.14 | 0.12 | 0.11 |
| Total number of workers who are not employees with disabilities (persons) | 0 | 0 | 0 |

| | 2022 | 2023 | 2024 |
|---|------|------|------|
| Percentage of disabled non-employee workers to total non-employee workers (%) | 0.00 | 0.00 | 0.00 |
| Contributions to empowerment for persons with disabilities fund | Yes | Yes | Yes |

Information on compensation of employees

Employee remuneration by gender

| | 2022 | 2023 | 2024 |
|---|----------------|----------------|----------------|
| Total employee remuneration (baht) | 179,583,658.00 | 208,106,867.00 | 236,473,314.00 |
| Average remuneration of employees (Baht / Person) | 257,283.18 | 257,877.16 | 269,638.90 |

Provident fund management policy

Provident fund management policy : Doesn't Have

Policy for managing the provident fund consists of the following key steps:

Establishment of the Provident Fund: The company or organization must establish a provident fund to allow employees to accumulate savings for retirement. An agreement will be made regarding the contribution from both the employer and the employee.

Investment Plan Selection: The provident fund will offer various investment options, such as stocks, bonds, mutual funds, or other assets, each with different risk and return profiles. The selection will depend on the company's policy and the employees' preferences.

Contribution Deductions: Employees are required to contribute to the fund at a rate agreed upon with the employer. Contributions are typically deducted from the employee's monthly salary, in accordance with the legal limit (usually up to 15% of the salary).

Fund Management: The provident fund will be managed by a fund manager, who is responsible for overseeing the investments and ensuring the fund achieves the best possible returns in line with the organization's policy. The performance of the fund will be monitored on an ongoing basis.

Disbursement of Accumulated Funds: When an employee retires or leaves the company, the accumulated funds will be paid out to the employee according to the agreed-upon terms. This may involve a lump sum payment or other appropriate forms of disbursement.

Monitoring and Reporting: The provident fund is required to report its performance periodically to employees, along with audits from relevant regulatory bodies, such as the Securities and Exchange Commission (SEC) and the Social Security Office.

Provident fund for employees (PVD)

| | 2022 | 2023 | 2024 |
|--|--------------|--------------|--------------|
| Number of employees joining in PVD (persons) | 248 | 277 | 334 |
| Proportion of employees who are PVD members (%) | 35.53 | 34.32 | 38.08 |
| Total amount of provident fund contributed by the company (baht) | 1,723,354.96 | 2,078,759.02 | 2,413,426.00 |
| Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%) | 0.96 | 1.00 | 1.02 |

Information on employee development

Employee training and development

| | 2022 | 2023 | 2024 |
|--|------------|------------|------------|
| Employee development plans as part of annual performance reviews | No | No | No |
| Average employee training hours (Hours / Person / Year) | 6.00 | 6.00 | 6.00 |
| Total amount spent on employee training and development (Baht) | 418,800.00 | 482,200.00 | 499,200.00 |
| Percentage of training and development expenses to total expenses (%) ^(*) | 0.000724 | 0.000783 | 0.000764 |
| Percentage of training and development expenses to total revenue (%) ^(*) | 0.000662 | 0.000718 | 0.000683 |

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

Information on safety, occupational health, and work environment

Number of working hours

| | 2022 | 2023 | 2024 |
|--|-------|-------|-------|
| Total number of hours work (Hours) | 72.00 | 72.00 | 72.00 |
| Total number of hours worked by employees (Hours) | 72.00 | 72.00 | 72.00 |
| Total number of hours work by non-employee (Hours) | 0.00 | 0.00 | 0.00 |

Statistic of accident and injuries of employees from work

| | 2022 | 2023 | 2024 |
|--|------|------|------|
| Total number of lost time injury incidents by employees (Cases) | 0 | 0 | 0 |
| Total number of employees that lost time injuries for 1 day or more (Persons) | 0 | 0 | 0 |
| Percentage of employees that lost time injuries for 1 day or more (%) | 0.00 | 0.00 | 0.00 |
| Total number of employees that fatalities as a result of work-related injury (Persons) | 0 | 0 | 0 |
| Percentage of employees that fatalities as a result of work-related injury (%) | 0.00 | 0.00 | 0.00 |
| Lost time injury frequency rate (LTIFR) (Persons / 1 million-manhours) ^(*) | 0.00 | 0.00 | 0.00 |
| Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours) ^(**) | 0.00 | 0.00 | 0.00 |

Additional explanation : ^(*) The company with the total number of employees over 100 or more

^(**) The company with the total number of employees less than or equal to 100

Information on promoting employee relations and participation

Employee engagement

| | 2022 | 2023 | 2024 |
|--|-------|-------|-------|
| Total number of employee turnover leaving the company voluntarily (persons) | 305 | 328 | 319 |
| Total number of male employee turnover leaving the company voluntarily (persons) | 287 | 307 | 288 |
| Total number of female employee turnover leaving the company voluntarily (persons) | 18 | 21 | 31 |
| Proportion of voluntary resignations (%) | 43.70 | 40.64 | 36.37 |
| Percentage of male employee turnover leaving the Company voluntarily (%) | 41.12 | 38.04 | 32.84 |
| Percentage of female employee turnover leaving the Company voluntarily (%) | 2.58 | 2.60 | 3.53 |
| | 2022 | 2023 | 2024 |
| Evaluation result of employee engagement | Yes | Yes | Yes |

Employee internal groups

Employee internal groups : No

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

- Consumer data privacy and protection policy and guidelines : Yes
- Consumer data privacy and protection guidelines : Use or disclosure of data, Retention and storage duration of personal data, Security measures of personal data

Responsible sales and marketing policy and guidelines

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

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

- Policy and guidelines on communicating the impact of products and services to customers / consumers : Yes
- Policy and guidelines on communicating the impact of products and services to customers / consumers : Appropriate marketing communications for vulnerable groups, including children or youth under 12 years old, Appropriate marketing communications through digital channels

Information on customer management plan

Customer management plan

- Company's customer management plan : Yes
- Customer management plan implemented by the company in the past year : Development of customer satisfaction and customer relationship

The company builds and maintains good relationships with customers to increase satisfaction and loyalty, which will help increase sales and create long-term success. This process will enable the company to better understand customer needs and respond to those needs effectively.

Information on setting customer management goals

Setting customer management goals

- Does the company set customer management goals : No

Details of setting customer management goals

Information on performance and results of customer management

Performance and outcomes of customer management

- Performance and outcomes of customer management : Yes

The company has established channels, systems, and processes for customers to file complaints regarding service quality and safety. These include a QR code attached to every vehicle, a telephone line at >> 0 8346 8788, an email address at >> info@atp30group.com, and a postal address at >> ATP 30 Public Company Limited, 9/30 Moo 9, Bang Nang Subdistrict, Phan Thong District, Chonburi 20160. The company ensures prompt response and thorough action to address customer concerns, including providing feedback on the outcomes of the actions taken.

In 2024, the company received 82% positive feedback and 18% suggestions, which were categorized into driving behavior, the vehicles, and management.

Customer satisfaction

| | 2022 | 2023 | 2024 |
|---|------|------|------|
| Evaluation results of customer satisfaction | No | No | No |

Channels for receiving complaints from customers/consumers

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

Telephone : 038 468788

Fax : 038 468788

Email : info@atp30group.com

Company's website : www.atp30.com

Address : ATP 30 Public Company Limited, 9/30 Moo 9, Bang Nang
Subdistrict, Phan Thong District, Chonburi 20160

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

Information on community and social management plan

Community and social management plan

Company's community and social management plan : Yes

Community and social management plan implemented by the company over the past year : Occupational health, safety, health, and quality of life

Community Involvement

- Fostering collaboration among community members in brainstorming and participating in various activities by providing channels for everyone to engage in decision-making.
- Establishing committees or working groups within the community to collaboratively manage various plans, ensuring transparency and effectiveness.

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social management goals : No

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and social management : Yes

Adjusting work plans based on monitoring and evaluation results to best achieve the objectives.

Benefit from implementing social development project

Financial benefits

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

Non-financial benefits

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

Expenses from social and environmental development project

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

ESG Performance

Company Name : ATP30 PUBLIC COMPANY LIMITED Symbol : ATP30

Market : mai Industry Group : Services Sector : SECTOR 0

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

Attachment Code of Business Ethics Manual Page 26 Charter of the Corporate Governance Committee and Page 36 Good Corporate Governance Policy

Policy and guidelines related to the board of directors

Are there policy and guidelines related to the board of directors : Yes

Guidelines related to the board of directors : Nomination of Directors, Determination of Director Remuneration, Independence of the Board of Directors from the Management, Director Development, Board Performance Evaluation, Other guidelines regarding the board of directors

Nomination of Directors

Attachment: Business Bibliography Handbook, page 22, Charter of the Nomination and Remuneration Committee.

Composition of the Nomination and Remuneration Committee

- The Nomination and Remuneration Committee shall consist of at least three (3) directors and executives, with more than half of the total number of directors being independent directors.
- The Nomination and Remuneration Committee is appointed by the Board of Directors.
- An independent director shall serve as the Chairman of the Nomination and Remuneration Committee.

Policy

- Consider the appropriateness of the number, structure, and composition of the Board of Directors in accordance with the business strategy. Disclose the performance results and qualifications of the Board of Directors, which must consist of individuals with appropriate knowledge, abilities, and experience in various fields, to the Board of Directors.
- Disclose the sources of information, criteria, and process for selecting and appointing new directors.
- Disclose the policy that all directors shall hold positions in no more than 5 listed companies.
- Disclose the policy that no independent director shall serve for more than 9 years.

Director Recruitment Practices

- Select and recruit qualified individuals to serve as directors or on various subcommittees, including in the event of a vacancy on the Board of Directors, using the definition and qualifications of directors as criteria in considering and proposing opinions to the Board of Directors, which will be presented to the shareholders' meeting for the appointment of directors.
- Consider the appropriateness of the number, structure, and composition of the Board of Directors, taking into account the qualifications of the Board of Directors, which must consist of individuals with appropriate knowledge, abilities, and experience in various fields, to be proposed to the Board of Directors.
- Consider, select, and propose suitable individuals to serve as directors of the company whose terms have expired and/or there are vacancies and/or to appoint additional directors.
- Plan and implement the recruitment of qualified successors for senior management positions who have the appropriate knowledge, abilities, and expertise, including adequate leadership skills.
- Other operations related to recruitment as assigned by the Board of Directors.
- Evaluate the performance of the company's top executives to be presented to the Board of Directors meeting for approval.

For the year 2567 (2024)

- Count the term of office from the date of the first appointment as a director of the company, and in no case shall an

independent director serve for more than 9 years.

Determination of Director Remuneration

Attached documents: Corporate Governance Manual, page 22, Charter of the Nomination and Remuneration Committee, and page 47, Remuneration Policy for Directors and Senior Executives or Managing Directors.

Policy

- Disclose the structure and criteria for remuneration of ED and NED, including the amount of money, as follows: 1. Remuneration received by each director, separated by position and type of remuneration. 2. Amount of remuneration received by each director.

and practices

Remuneration Practices

- Establish criteria and policies for determining the remuneration of the Board of Directors and sub-committees, and regularly review the appropriateness of the criteria used to determine remuneration to ensure consistency with the company's objectives, taking into account the interests of all stakeholders, and submit them to the Board of Directors for consideration.
- Determine the necessary and appropriate remuneration, both monetary and non-monetary, for each member of the Board of Directors. The remuneration of the Board of Directors shall be determined in accordance with their duties, responsibilities, performance, and comparison with companies in similar businesses, as well as the benefits expected to be received from the directors, for submission to the Board of Directors for consideration and to the shareholders' meeting for approval, taking into account the following three factors:
 1. Practices used by companies in the same industry in paying remuneration.
 2. The company's performance and business size.
 3. Responsibilities, knowledge, abilities, and experience of the directors.
- Consider the remuneration or other benefits of the Board of Directors, senior executives*, and deputy executive positions.
- Disclose the remuneration policy in various formats, including the preparation of a remuneration report and the opinion of the Nomination and Remuneration Committee, as required by the Stock Exchange of Thailand.
- Prepare a corporate governance report/performance report of the Nomination and Remuneration Committee to the Board of Directors, disclosed and signed by the Chairman of the Nomination and Remuneration Committee.
- Perform any other acts related to remuneration as assigned by the Board of Directors. The management and relevant departments shall report or submit relevant information and documents to the Nomination and Remuneration Committee to support the work of the Nomination and Remuneration Committee in fulfilling its assigned duties.

Independence of the Board of Directors from the Management

Attachments: Code of Business Conduct, page 9, Board Charter and page 29, Management Charter

Scope of Authority and Responsibilities of the Chairman of the Board

- Responsibility as the leader of the Board in directing, monitoring, and overseeing the administration and performance of the Board to achieve the objectives of the organization's plans, policies, and goals effectively and efficiently.
- Chair the meetings of the Board of Directors and shareholder meetings, including ensuring that the meetings are conducted in accordance with the established Articles of Association and agenda.
- Foster good relationships between all boards and management.

Separation of Roles and Responsibilities between the Board of Directors and Management

The Company has established a management structure that clearly separates the powers, duties, and responsibilities between the Board of Directors and the Chief Executive Officer. This includes stipulating that the person holding the position of Chairman of the Board shall not be the same person holding the position of Chief Executive Officer. Directors who are not executives do not participate in management, have no relationship with management, to prevent any one executive from having unlimited power. They can check and balance the administration and do not interfere with the duties of the management, except for participating in considering solutions to problems that significantly affect the company's business plan.

The Chief Executive Officer must be considered for appointment by the Board of Directors, which may be an external person who is not an executive. This is to ensure that the most qualified person is appointed to lead the organization towards stable and sustainable growth.

The Board of Directors is responsible for setting overall policies and objectives, overseeing and monitoring the performance of senior management at the organizational level, led by the Chief Executive Officer. The Chief Executive Officer is responsible for managing the organization within the scope of authority delegated by the Board of Directors

and carrying out the assigned tasks to achieve the objectives. The Board of Directors monitors the performance on a quarterly basis, with management reporting on performance compared to the annual plan and targets, along with explanations for any deviations from the targets and proposed solutions.

Director Development

Attachment: Code of Conduct Handbook, page 43, Policy on Knowledge Development for Directors

Policy

- The Board has established a policy to encourage directors to continuously develop their knowledge and provides orientation for new directors. Disclosure of the director development policy and details of the new director orientation.
- More than three-quarters of the Company's directors have participated in training courses organized for directors, and in the past year, all directors have attended training courses or participated in seminars to enhance their knowledge in performing their duties by more than 75% through training in courses for directors. In the past year, all directors participated in knowledge enhancement activities.

Practices related to director development

The Board of Directors has assigned the Board of Directors to find and appoint representatives to perform duties in overseeing, supervising, and developing a director development plan for all sets according to the Skill Matrix in order for the Board of Directors, executives, including the company secretary to participate in developing skills, knowledge, and abilities that are relevant at all times. Every time there is a change in laws, rules, regulations, and various requirements related to business operations. In addition, orientation is provided for new directors by focusing on ensuring that the performance of directors' duties is achieved according to the objectives, goals, and maximum benefit to the organization.

For 2024, the Company's Board of Directors has passed important training courses by agencies related to corporate governance, such as the Director Accreditation Program (DAP), Direct Certification Program (DCP), Advanced Audit Committee Program (AACCP) by Thai Institute of Directors Association (IOD) and executive level by the Capital Market Academy, as well as other related training.

Board Performance Evaluation

Attachment: Code of Conduct Manual, page 45: Annual Performance Evaluation of the Board of Directors and page 47: Annual Performance Evaluation of Executives or the Managing Director

- The Board shall conduct a Board-wide performance evaluation, disclosing the criteria, process, evaluation results, and the utilization of the results for performance improvement.
- The Board shall conduct individual director performance evaluations, disclosing the criteria, process, evaluation results, and the utilization of the results for performance improvement.
- The Board shall conduct performance evaluations for all sub-committees, disclosing the criteria, process, evaluation results, and the utilization of the results for performance improvement.

Annual Performance Evaluation of the Board of Directors

The Board of Directors conducts both Board-wide and individual evaluations (Board Self-Assessment) annually. This includes the Board of Directors, sub-committees such as the Audit Committee, Risk Management Committee, Nomination and Remuneration Committee, Corporate Governance Committee, and executives or the Managing Director. The evaluations follow established criteria and procedures. Upon completion, the Company Secretary will compile the evaluation scores and summarize the results for reporting to the next Board of Directors meeting.

The performance of the Board of Directors in the past year is submitted to the Company Secretary for summarization and presentation to the Board of Directors meeting. This allows for review and improvement of work efficiency. The evaluation is divided into 2 sections:

1. Board Self-Assessment (Board-wide)

Structure and Qualification of the Board of Directors/ Board Meetings/ Roles, Duties and Responsibilities of Directors/ Performance of Directors/ Relationship with Management/ Board Development

2. Board Self-Assessment (Individual)

Structure and Qualification of the Board of Directors/ Board Meetings/ Roles, Duties and Responsibilities of Directors

3. Evaluation of Sub-Committees, such as the Audit Committee, the Risk Management Committee, the Nomination and Remuneration Committee, the Corporate Governance Committee

Structure and Qualification of the Board of Directors/ Board Meetings/ Roles, Duties and Responsibilities

4. Annual Performance Evaluation of Executives or the Managing Director

The Nomination and Remuneration Committee presents the annual performance evaluation data of the executives or the Managing Director to the Board of Directors. The evaluation utilizes key performance indicators (KPIs) derived from the established targets and criteria, which are aligned with the company's strategic and annual operating plans. This process

aims to assess the performance of executives or the Managing Director annually, taking into consideration the company's business performance, adherence to policies set by the Board of Directors, and the overall economic and social conditions.

Company's Securities Trading Report

Attachments: Code of Conduct, page 50; Policy on Securities Trading by Directors and Executives, page 59; Company's Insider Trading Prevention Policy,

Code of Conduct, page 55; Conflict of Interest Prevention Policy and page 54; Policy on the Management of Inside Information Affecting Securities Prices.

Practices

Securities Trading by Directors and Executives

- Appointment of a person to receive notifications of share trading in advance.
- The company has a policy requiring directors and senior management to notify the Board of Directors of any trading in the company's shares at least one day in advance of such trading to the designated person responsible for receiving advance notice of share trading, and to report changes in shareholdings and futures contracts (Form 59 online) within 3 business days.

Insider Trading Prevention

- There are policies and practices regarding the prevention of insider trading that are fully communicated to the Board of Directors, executives, and employees, as follows:
- Details of monitoring compliance with the insider trading prevention policy.
- Statistics on insider trading violations (if none, state "None")
- Communication, awareness-raising, and training on insider trading prevention are provided to directors, executives, and employees, and disseminated through the company's website and email.

Conflict of Interest Disclosure

- The company has a policy requiring directors to report their own conflicts of interest to the designated person responsible for receiving conflict of interest disclosures.

Conflict of Interest Prevention

- There are policies and practices regarding the prevention of conflicts of interest that are communicated to directors, executives, and employees, and disseminated through the company's website and email.
- The company discloses its plans and performance regarding conflict of interest prevention as follows:
- Details of monitoring compliance with the conflict of interest prevention policy.
- Statistics on conflict of interest violations (if none, state "None")
- Communication, awareness-raising, and training on conflict of interest prevention are provided to directors, executives, and employees, and disseminated through the company's website and email.

Related Party Transactions

- Approval from the Audit Committee, the Board of Directors, and the Annual General Meeting is obtained in accordance with the Stock Exchange's requirements before proceeding with the transaction.
- Information on related party transactions, including: name/relationship of related parties/pricing policy/transaction value/directors' opinions.

For the year 2024

- The designated persons responsible for overseeing the reporting of company share trading and conflicts of interest of directors and executives are Chotika Verasilpa and Sukanda Buddharaksa.
- No statistics on insider trading violations.
- The company discloses details of company stock trading, insider trading prevention, and conflict of interest prevention to directors, executives, and employees on the company's website and via email.
- The company has no cases of insider trading by directors and executives.
- The company has not been subject to any enforcement actions, penalties, or civil proceedings by regulatory authorities such as the SEC or the Stock Exchange of Thailand regarding related party transactions or asset trading.

Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders : Yes

Guidelines and measures related to shareholders and stakeholders : Shareholder, Employee, Customer, Business competitor, Business partner, Creditor, Government agencies, Community and society, Other guidelines regarding shareholders and stakeholders

Shareholder

Attachments: Code of Conduct, Page 57, Shareholder Treatment Policy

Annual General Meeting

Before the Shareholders' Meeting

- There are channels for shareholders to propose agenda items they wish to bring to the meeting or submit questions they want answered at the shareholders' meeting in advance. These are announced through a news release to the Stock Exchange of Thailand and disclosed on the company's website. The minutes of the shareholders' meeting explain the reasons for not considering the proposed agenda items or answering the questions submitted in advance. If there are no shareholder proposals or questions, it should be announced at the meeting that there are none.
- Disclose the policies and practices for facilitating and encouraging the participation of all shareholder groups in shareholder meetings and details of the company's shareholder meeting arrangements in the past year.
- The company facilitates shareholders who are unable to attend the meeting in person by sending a proxy form along with the meeting invitation, including specifying the documents/evidence used for proxy voting and not imposing difficult conditions for proxy voting.
- The company has only one class of common shares, with one vote per share. The company does not have any other types of shares besides common shares.
- There are channels for shareholders to propose names and explanations are provided in case of non-consideration.
- The company clearly defines the agenda and requests approval on a case-by-case basis, with each item being approved separately. If there are combined agenda items, they can be approved separately, such as in the case of the election of directors and director remuneration.
- For the director remuneration agenda item, the company allows shareholders to consider approving the disclosure of policies and criteria, including the amount of remuneration for each director position.

Invitation to the Meeting

- Agenda item: Election of Directors
 - In the agenda item for the appointment of directors, the name and brief profile of each director proposed for appointment are specified, including 8 important details as follows: 1) Name 2) Age 3) Educational and work history 4) Number of companies where they hold director positions, separated into listed and non-listed companies 5) Selection criteria and methods 6) Type of director being proposed 7) Information on meeting attendance in the past year, and 8) Date/Month/Year of appointment as a director of the company.
 - In the agenda item for the election of directors, the company proposes the names of directors for shareholders to vote on individually, as follows: 1) Propose the names of directors for shareholders to vote on one by one. 2) Provide a breakdown of the names of the directors and the individual voting results.
 - The company proposes monetary compensation and other benefits for shareholder approval every year, as follows: 1. All forms of monetary compensation for directors, including: regular compensation (monthly/annual), meeting attendance fees, bonuses/gratuities. 2. Other benefits (if none, state "None").
 - The company allows shareholders to nominate directors in advance of the shareholders' meeting, as follows: 1. There are channels for shareholders to submit nominations for directors before the meeting, which are announced through a news release to the Stock Exchange of Thailand and disclosed on the company's website. 2. The minutes of the shareholders' meeting must explain the reasons for not considering the nominated directors for inclusion in the list of directors submitted for shareholder approval. If there are no shareholder nominations, it should be announced at the meeting that there are none.
 - The company has established a voting method for director elections using individual voting results.
-
- Agenda item: Appointment of Auditors
 - The agenda item for the appointment of auditors includes the name of the auditor, the firm they belong to, their experience and qualifications, and issues related to the auditor's independence, as well as a clear and complete statement of fees.
 - The minutes of the shareholders' meeting disclose the provision of vote scrutineers during the meeting, as follows: 1) Appointment of independent scrutineers or witnesses to verify the vote count. 2) Identification (name and surname) of the vote scrutineers.
 - In the agenda item for approving dividend payments, the dividend payment policy, the proposed dividend amount, the dividend payout ratio, along with the reasons and supporting information for consideration are disclosed in accordance with the dividend payment policy.

- The notice of the shareholders' meeting states the objectives or reasons and the Board of Directors' opinions on each proposed agenda item.
- The company sends a complete invitation to the shareholders' meeting to shareholders at least 7 days before the meeting date and publishes it on the company's website.

Meeting Attendance

- All directors and the CEO attend the shareholders' meeting, as follows: 1. List of names and positions of all directors attending the shareholders' meeting. 2. Name of the CEO attending the shareholders' meeting.
- The AGM is held in both Physical Meeting and E-AGM formats, which will be announced to shareholders in the meeting invitation.
- The company utilizes technology in shareholder meetings, including a system to assist with registration and a system to assist with vote counting.

Meeting Minutes

- Explain the voting and vote counting methods to shareholders before the meeting begins and use ballots or a voting system, as follows: 1. The voting method and vote counting method are explained to shareholders before the start of the meeting according to the agenda. 2. Specify that each agenda item uses ballots or a system to assist in vote counting.
- Provide an opportunity for shareholders to ask questions, record questions/answers, and state the name of the questioner/respondent. In cases where there are no questions, it must be recorded as "The chairman opened the floor for questions, but there were none" so that shareholders who did not attend the meeting are informed.
- Disclose the resolutions and votes for each agenda item: For, Against, Abstain, as follows: 1. Resolution of the meeting for each agenda item. 2. Number of votes received for each agenda item.
- Disclose the names and positions of all directors attending the meeting, as follows: 1) Name and surname of all directors attending the meeting. 2) Positions of all directors attending the meeting.
- The company publishes the resolutions of the shareholders' meeting along with the voting results on the business day following the AGM, which may be announced through a news release to the Stock Exchange of Thailand and posted on the company's website.
- Details from the past year: The company has not had any cases of adding other agenda items that were not previously specified in the shareholders' meeting as notified to the Stock Exchange of Thailand in advance according to the timeframe stipulated by the law related to that agenda item.
- All directors and the CEO attend the shareholders' meeting.

For the year 2567 (2024)

- 12/11/2567 (2024): The company issued a news release to the Stock Exchange of Thailand and posted on the company's website regarding granting shareholders the right to propose agenda items for the 2568 (2025) Annual General Meeting of Shareholders, submit questions in advance of the meeting, and nominate individuals for consideration as company directors to shareholders prior to the Annual General Meeting of Shareholders.
- On 13/03/2568 (2025), the company sent out a complete invitation to the shareholders' meeting and meeting materials in both English and Thai to shareholders for their convenience in attending the meeting via QR code. The invitation to the shareholders' meeting, available for download in both languages, was also published on the company's website.
- The company has implemented a system for shareholder meetings using a Barcode registration system and a vote counting system from OJ.
- The company does not have a pyramid shareholding structure or cross-shareholdings within the company group.
- Free float shares equal 50.91% of the total shares.
- The company has not been subject to any fines, reprimands, or civil actions in the past 3 years regarding the equal treatment of shareholders in matters of share repurchases, preventing shareholders from communicating with each other, and not disclosing shareholder agreements that have a significant impact on the company or other shareholders.

- The company does not provide financial assistance to non-subsidiary or affiliated companies regarding

Employee

Attachments: Code of Business Conduct Handbook, page 48, Employee Compensation and Benefits Policy, and page 56, Employee Relations Policy.

Practices

- Disclose policies or practices to employees/workers fairly covering all 5 issues.

1. Fair and Just Employment/Termination

- Disclose work plans, resignation rates, and employee satisfaction or engagement surveys as follows: 1. Plans to increase employee satisfaction or engagement, such as employee relations activities, etc. 2. Disclose employee turnover rate (percentage). 3. Employee satisfaction or engagement survey results (percentage).
- The company discloses information about hiring that provides equal opportunities without discrimination, covering people with disabilities and other disadvantaged groups. • Disclose practices regarding employee compensation and benefits, covering all 3 issues: 1. Disclose practices such as details of employee salary increase criteria compared to employee evaluation levels, reports on compensation payments based on employee evaluations, details of benefits provided to employees, such as shuttle buses, uniforms, etc.

2. Employee Compensation and Benefits

The company has a policy of paying employee compensation by taking into account appropriateness, fairness according to knowledge, abilities, including the performance of each employee, and in line with the average of the same industry, including employee compensation. Both short-term and long-term must be appropriate for business expansion. And the growth of the company Practices

1. Employee compensation must be appropriate for the business expansion and growth of the company, taking into account the company's ability to pay such compensation, such as from the annual performance appraisal, the evaluation results according to the company's strategic plan for the period of 3 years or 5 years, etc.
2. Monetary benefits received by employees include salary plus other income, bonuses, and provident funds.
3. Establish a provident fund in the name of the company for all employees, which employees can choose to pay contributions at the rate of 4 (four) percent of their salary from the beginning of the fund, and the company will pay contributions to the fund at the rate of 4 (four) percent of the employee's salary.
4. Provide various welfare benefits to employees as required by law.
5. Provide additional benefits such as uniforms and PPE equipment, group life and accident insurance, and annual health check-ups.

3. Personnel Development of the Company

- Disclose practices regarding personnel development by specifying the details of the implementation according to good practices as follows: 1. Practices regarding the company's personnel development by specifying the name of the course/project, such as e-learning, Mentoring program, Leadership development, etc. 2. Average training hours per employee/person/year or the number of employees who have passed training/year, both external and internal training.

4. Occupational Safety

- Disclose information on activities that promote safety and occupational health and statistical information as follows: 1. Disclose activities that promote the safety and occupational health of employees, such as fire drills, training on occupational safety, health and working environment, etc. 2. Disclose statistics on the occurrence of accidents / work stoppage rates / morbidity rates. arising from work and specify measures to prevent and mitigate risks from occupational safety, health and working environment issues, such as the Lost Time Injury Frequency Rate (LTIFR), etc. 3. In the event of an epidemic The company should have measures in place to take care of the working environment of employees.
- 5. Establish a welfare committee or have a process for employees to propose welfare benefits.

The company provides channels for reporting dishonest acts or complaints, including complaints in the event that employees are not treated fairly according to the system, and has a process for responding to complaints, protecting complainants, as well as reporting the results of the proceedings to the complainants fairly.

For the year 2024

- The company employs 2 people with disabilities according to the employment quota required by law. If the quota is not met, it must be disclosed that money has been deposited into the Fund for the Promotion and Development of the Quality of Life of Persons with Disabilities.

Customer

Attachment: Business Ethics Handbook, page 56, Customer Service Policy and page 1, Business Ethics and Business Conduct Principles.

Customer Service Policy

The company realizes the importance of creating satisfaction as a key factor in the business. Therefore, it is committed to responding to customer needs more effectively and efficiently by establishing the following policies and practices:

1. Deliver quality services that meet or exceed customer expectations at a reasonable price.
2. Provide accurate, adequate, and timely information to customers about the service without exaggeration that would cause customers to misunderstand the quality, quantity, or any conditions of such service.
3. Strictly comply with the conditions and agreements with customers. In the event that any conditions or agreements

cannot be complied with, the customer must be notified immediately in order to jointly consider solutions.

4. Persons involved in contacting customers must be polite, efficient, and trustworthy to customers.

5. The company provides channels or systems and processes for customers to complain about service quality, safety, and speed. The company will respond to various complaints promptly.

6. Maintain customer confidentiality, which is not used for personal gain or improperly related parties.

7. Provide advice on the company's services to be effective and beneficial to customers.

Practices

- Disclose policies, including channels and processes regarding customer personal information, as follows: 1. Maintaining customer personal information according to the Personal Data Protection Act and 2. Channels and processes for handling customer complaints regarding personal information.

- Disclose service guidelines and operations that prioritize customer safety and health.

- Disclose details of service provision in both issues as follows: 1. Practices regarding the communication of service information to customers, such as the development of a code of conduct for business operations, etc. 2. Methods of service communication that specify important details and documentation for using advertising that meets the characteristics/properties of the service, etc.

- Disclose the plan to develop relationships with target customers and customer satisfaction evaluation (percentage).

Year 2027

- Every month, the company holds discussions and meetings with customers on past and future services to optimize according to the customer's timeframe for planning vehicle routing, routes, use of safety equipment, vehicle condition, and complaints.

- There are no disputes or lawsuits from customers. Most of them are satisfied with the company's operations.

Business competitor

Attachment: Code of Conduct Manual, page 58, Policy on Dealing with Competitors

Policies

1. Conduct business within the framework of fair competition rules.

2. Do not seek confidential information from competitors by dishonest or inappropriate means. Do not damage the reputation of competitors by making false accusations.

Practices

- Disclose the nature of the business, industry conditions, and competitive landscape as follows: 1. Information on the nature of the business 2. Analysis of industry and competitive conditions in the business the company operates in 3. The company's competitive landscape within the industry in quantitative terms, such as market position, market share, etc.

Business partner

Attachment: Code of Business Conduct, Page 57, Policy on Dealing with Business Partners and Creditors

Policy

1. Not soliciting, receiving, or paying any improper benefits in trading with business partners and/or creditors.

2. If there is information that there has been involvement in soliciting, receiving, or paying any improper benefits, the details must be disclosed to the business partners and/or creditors, and the problem must be resolved jointly, fairly, and promptly.

3. Strictly comply with the agreed-upon terms and conditions. In the event that any terms and conditions cannot be complied with, the business partners and/or creditors must be notified in advance to jointly find solutions.

Practices

- Disclose procurement practices and fair partner selection guidelines.

- Disclose policies or practices, plans, and performance results regarding partner capacity building as follows: 1.

Policies or practices related to promoting the potential and capabilities of business partners, which are beneficial to the company's business. 2. Plans to develop and enhance the potential of business partners, such as organizing training/seminars to develop the knowledge and abilities of business partners, collaborating on service development, and/or innovation. 3. Performance results from promoting the potential and ability to conduct business sustainably with partners, demonstrating the success of projects developed jointly with partners, which may be quantitative or qualitative results.

- Disclose environmentally friendly procurement processes: Green Procurement.

- Disclose policies and practices regarding fair and responsible treatment of creditors.

- Disclose policies or practices and results of dealing with competitors.

For the year 2024

- No complaints about default, breach of contract, or non-compliance with conditions with business partners, creditors, banks, or financial institutions. The company has appropriate capital structure management for business operations. There are also sufficient funding sources to support growth expansion.
- No disputes with competitors in the market. Do not seek confidential information from competitors through dishonest means.

Creditor

Attachment: Code of Business Conduct, Page 57, Partner and Creditor Treatment Policy

Policies and practices as well as partners

Qualifications of the company's partners

1. Be a manufacturer, assembler, distributor, representative, service provider, or contractor with a verifiable place of business.
2. Have personnel, machinery and equipment, goods, services, warehouses, financial status, and a reliable business history.
3. Agree to comply with the company's partner treatment policy.
4. Have a satisfactory performance record. The company will evaluate the performance based on the quality of goods and services, including delivery, after-sales service, warranty, or other terms of the transaction.
5. Not be a partner with a history of being prohibited from trading due to fraudulent acts.

Government agencies

Attached documents: Code of Conduct, page 61, Policy on Tax Practice and page 61, Policy on Compliance with Laws

Policy on Compliance with Laws

Personnel at all levels must comply with the regulations and requirements of relevant laws, both domestically and/or internationally. Before performing any work that may be subject to legal requirements, care must be taken to carefully review and verify by the responsible person that the relevant laws have been complied with.

Tax Practice Policy

The Company recognizes its role and responsibility in being a good taxpayer. Therefore, in order to have prudent tax management, promote and create maximum value for stakeholders, pay taxes correctly as required by law, as well as have guidelines for tax planning and operations in the same direction with transparency and fairness, and recognizing the risks associated with both direct and indirect taxes, the Company has established a tax practice policy.

Year 2024

- There were no incidents or complaints of human rights violations in the business operation process.
- There are no records of corporate fraud and corruption offenses.

Community and society

Attachment: Code of Conduct, page 63, Environmental Policy and page 64, Sustainable Development Policy.

Policy

1. Perform duties in cooperation with all relevant agencies to comply with the law.
2. Establish a Safety, Occupational Health and Working Environment Committee (SOHWEC) to be responsible for overseeing the safety, occupational health and working environment of employees at all levels to comply with company policies and safety, occupational health and environment regulations set by the employer.
3. Prepare work procedures, provide technical information to the appropriate extent to prevent and protect damage that may occur to human resources and the environment.
4. Encourage employees to have safety knowledge and be familiar with work procedures, policies and safety regulations by organizing safety meetings, safety training and providing safety briefings to employees on a regular and continuous basis.

Practices

- Disclose the organization's sustainability policy, including issues covering environmental, social and governance (ESG).
- Disclose the Value Chain, which identifies the key activities that affect the business operations from upstream to downstream of the company, as follows: 1. Characteristics of the company's Value Chain. 2. The value chain identifies the key activities that affect the company's business operations.
- The company discloses information about stakeholders related to activities in the value chain of the business, along with demonstrating approaches to meet the expectations of each stakeholder group.

- Developing the company's strategies in line with the material sustainability issues, ESG and disclosure of material topics related to environmental, social and governance (ESG).

Community and Society

- Develop policies and plans for community and social engagement and development.
- Prepare an analysis of the results of community and social development projects and present the activities that have taken place as follows: 1. Activities/projects that meet the needs of the community in the past year. 2. Results that the community/society and the company will receive from community and social development activities or projects.

ESG Goals and Strategies

Attachment: Code of Business Conduct, Page 63, Environmental Policy

Environmental Management

- The company discloses information on environmental management policies and practices, covering issues related to resource utilization and environmental impacts from business operations.
- Discloses employee training and provides details on environmental management.
- The company discloses information that specifies quantitative targets, management plans, and quantitative results regarding energy consumption.
- Discloses quantitative targets for water resource management, management plans, and quantitative results regarding water resources.
- Discloses waste management plans and/or pollution reduction and quantitative results.
- Discloses targets, plans, management of greenhouse gas reduction, and quantitative results.
- Discloses policies or practices, processes or plans, and results in developing business and social innovations.
- Discloses details and results from the development of business and social innovations.
- Discloses performance indicators related to sustainable business practices (ESG).
- Discloses approaches to managing key risks and ESG risks.

- Measures taken, preparation of the annual corporate greenhouse gas emissions and removals report.

Year 2024

- Corporate Greenhouse Gas Emissions and Removals Report.
- Sustainability Report according to the SET Reporting Guide.

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

Attachment: Code of Business Conduct

The company has established a written Code of Business Conduct to ensure that all directors, executives, and employees understand the ethical standards that the company has adopted in conducting its business, and to promote serious implementation and monitoring. It is published on the company's website.

Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption, Prevention of Misuse of Inside Information, Human rights, Safety and occupational health at work

Prevention of Conflicts of Interest

The company has disclosed its annual conflict of interest prevention plans and performance through the Risk Management Committee meetings, and the company has organized meetings to communicate the following framework to the board of directors and management:

1. Consider reviewing the Corporate Risk Management Policy/Guidelines/Manual.
2. Consider reviewing the practices of the Risk Management Committee on a regular basis.
3. Consider the performance report according to the annual Corporate Risk Management framework.
4. Consider the summary report of the Risk Management Committee's performance in the current year.
5. Consider the framework for the annual Corporate Risk Management Service Plan.

Reference link for Prevention of Conflicts of Interest : https://www.atp30.com/wp-content/uploads/2024/03/14.03.2024_THA_%E0%B8%84%E0%B8%B9%E0%B9%88%E0%B8%A1%E0%B8%B7%E0%B8%AD%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88.pdf

Page number of the reference link : หน้า 55

Anti-corruption

Anti-Corruption

- Disclose anti-corruption policies and practices.
- The company conducts risk assessments, discloses processes, manages risks, and identifies statistical data.
- The company discloses information about its operations and the results of promoting knowledge to employees on anti-corruption measures.

1. Anti-Corruption Policy
2. Anti-Corruption Practices (including prohibition of bribery)
3. Corruption Risk Assessment
4. Corruption Risk Management Process

- Disclose knowledge provided to employees and provide details on the company's website and company email.

Measures to detect corruption to help detect and report acts promptly are as follows:

-Whistleblowing and complaint mechanisms: The company establishes reliable and independent 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.

Response measures in the event of corruption, governance, and oversight to prevent involvement in corruption are as follows:

- The Board of Directors reviews the policy and practices for the prevention of corruption annually.
- Regular assessment and review of corruption risks to determine adequate internal control measures, including the development of a corruption risk management manual.
- Communication of the anti-corruption policy both internally through training within the organization to acknowledge and strictly adhere to it, as well as external communication to seek cooperation from all stakeholder groups to prevent and combat corruption.
- The company has established whistleblowing and complaint channels through various channels with a mechanism to protect whistleblowers. If any violation or act of corruption is found, the internal audit department can proceed according to the appropriate process and report to the Audit Committee at least quarterly.

Monitoring and evaluation of corruption

The company strictly adheres to the Zero-Tolerance Policy on bribery and corruption in accordance with relevant laws and conducts follow-up evaluations of risk activities to the level of assurance that there is no impact on operations. In addition, internal control effectiveness is regularly assessed, and risk assessments are reviewed at least annually.

Disclosure format: The company has disclosed its sustainability-driven business operations in the Sustainability Report for 2024.

For 2024, the company intends (currently under consideration for participation) to participate in the Private Sector Collective Action Coalition Against Corruption. In summary, the anti-corruption measures are as follows:

Prevention of Misuse of Inside Information

The Board of Directors has established a policy on conflict of interest prevention based on the principle of decision-making for the best interests of the company and all shareholder groups. It requires disclosure of all transactions of directors, executives, employees, and related persons that give rise to conflicts of interest. It also includes the authority to approve significant transactions and policies in accordance with good corporate governance, laws, or relevant regulatory agencies with transparency and fairness.

In addition, the company places importance on the securities trading of directors, executives, futures trading, auditors, planners, and plan administrators according to Section 59 of the Securities and Exchange Act B.E. 2535 of the SEC Office.

The company adheres to the guidelines of the policy on securities trading by directors and executives regarding the prohibition of insider trading, blackout periods, securities holding reports, and penalties for violations. Directors and executives are required to report every change in securities trading at least 1 day prior to the transaction and notify the SEC Office within 3 business days.

For the year 2567, the directors, executives, and employees did not violate the criteria for securities trading by using inside information. There were no cases of insider trading offenses.

Human rights

Human Rights Policy

The company has a policy that adheres to the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. We prioritize fair, equal, and non-discriminatory labor practices and respect for human rights in all aspects, including employment, compensation, promotion, training, and employee development, regardless of gender, age, educational background, ethnicity, and religion. We also support the employment of disadvantaged groups, including people with disabilities, the elderly, and ex-offenders, to create opportunities, jobs, and stable incomes. This is part of achieving the Sustainable Development Goals (SDGs) of the country and the world. Moreover, it fosters a sense of belonging and family within the organization for all employees and personnel.

Practices

1. Providing equal opportunities for the Board of Directors, executives, and all employees to work under the rules, regulations, work regulations, announcements, orders, and laws.
2. Prioritizing fairness and equality in all employment processes in accordance with labor laws and regulations, such as recruitment, selection, compensation, and work practices, including job assignments, performance evaluations, and training.
3. Treating employees and workers with respect for human rights, including employment, fair compensation, training, employee development, and fostering employee engagement and satisfaction.
4. Do not commit any act of violation, intimidation, punishment, violence, discrimination, or unlawful exclusion of any person.
5. Provide a good working environment, including systems and safety equipment necessary for adequate hygiene, occupational health, and safety.
6. Encourage and support employees at all levels to receive appropriate internal and external training to enhance their knowledge, abilities, and potential to work professionally.
7. Open channels for employees to make complaints/grievances/suggestions or contact.

Monitoring and Evaluation Standards

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

The company has set targets and indicators for human rights performance at all levels, including organizational, departmental, individual, and relevant external parties. This includes audits from external agencies such as partners who assess the company's performance upon initial purchase or service and annually to review the company's potential. It also includes opening channels for receiving feedback and suggestions from employees and external parties to identify corrective and preventive measures to reduce human rights violations in all aspects.

Safety and occupational health at work

Occupational Health and Safety Policy

The company has a policy on occupational health and safety for the environment and community by setting a target of zero lost-time injury rate. This is considered a performance indicator for occupational health and safety of employees in the organization, which is a key performance indicator of the company. It also adds value to the business for all stakeholders and enhances business competitiveness, as follows:

1. Respecting the human rights of employees at all levels by not discriminating based on origin, ethnicity, gender, age, skin color, religion, belief, or culture.
2. Providing fair compensation to employees, along with providing opportunities for ideas, suggestions, training, and full potential development according to their career paths and responsibilities.
3. Adhering to the principles of corporate governance, laws, regulations, and relevant standards.
4. Providing healthcare, prevention, and protection for employees and all stakeholders, as well as prioritizing the integration of resource utilization for maximum benefit.
5. Creating benefits for the community and society related to the company's operations to understand and accept the performance of occupational health and safety.

The company has prepared monthly reports on safety regarding data on work-related accidents to be submitted to executives for analysis, control assessment, and work plan arrangements. For 2024, there were no serious accidents in the company, only minor ones.

Promotion of compliance with the business code of conduct

Promotion for the board of directors, executives, and employees to comply with the business code of conduct : Yes

Attachment Code of Business Conduct Code of Conduct and Practices for Directors, Executives, Employees and Investor Relations Pages 3-8

Participation in anti-corruption networks

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

Information on material changes and developments in policy and corporate governance system over the past year

Material changes and developments related to the review of policy and guidelines in corporate governance system or board of directors' charter

In the past year, did the company review the corporate governance policy and guidelines, or board of directors' charter : Yes

Material changes and developments in policy and guidelines over the past year : Yes

Attachment Letter from the Chairman of the Board of Directors

Implementation of the CG Code for listed companies

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

The company received an award from the "SET Awards 2024" in the Business Excellence category for companies with a market capitalization of less than 1.5 billion baht, specifically the Outstanding Investor Relation Awards, as a result of its continuous adherence to good corporate governance principles.

The Board of Directors affirms its commitment to good corporate governance and business ethics, promoting sustainability management and anti-corruption efforts. These are key drivers in achieving transparent, fair, and auditable operations to build trust and acceptance among stakeholders across all sectors, leading the business towards sustainable growth.

Other corporate governance performance and outcomes

For the year 2024

- The company received the Outstanding Investor Relation Awards for the 4th consecutive year at the SET Awards 2024 in the category of listed companies on the Market for Alternative Investment (MAI) with a market capitalization not exceeding 1,500 million baht. This award reflects the quality of investor relations in the past operations, creating momentum for the company to enhance its operational potential in the future.
- Disseminate company information through various channels and media consistently to ensure that shareholders, investors, analysts, and all stakeholders are well-informed. Organize Opportunity Day events via streaming to allow executives to provide an overview of the company's operations and answer questions from analysts and investors, as well as provide an opportunity for direct inquiries and clarifications with the management.

Corporate Governance Structure

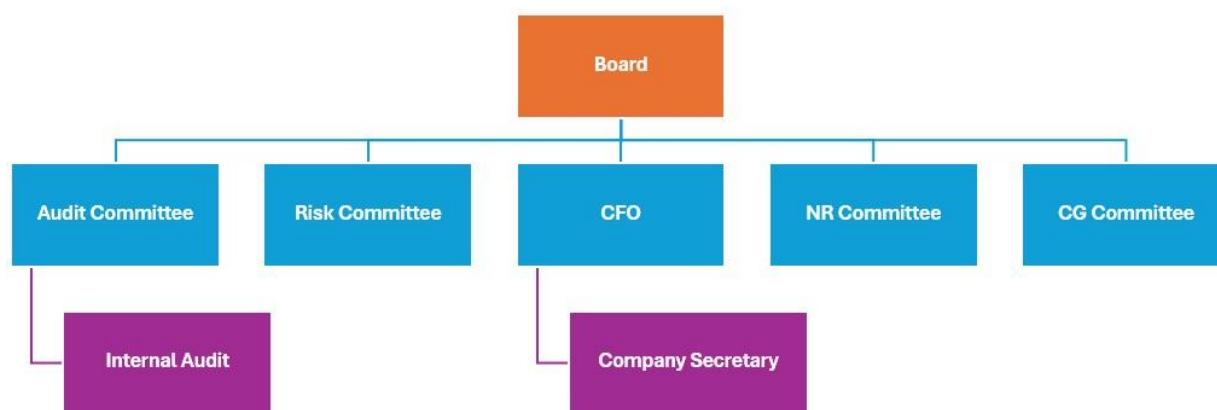
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2024

Corporate governance structure diagram



Organizational Structure

Information on the board of directors

Information on the board of directors

Composition of the board of directors

| | 2024 | |
|---|----------------|------------------|
| | Male (persons) | Female (persons) |
| Total directors | 8 | |
| | 6 | 2 |
| Executive directors | 3 | |
| | 3 | 0 |
| Non-executive directors | 5 | |
| | 3 | 2 |
| Independent directors | 3 | |
| | 2 | 1 |
| Non-executive directors who have no position in independent directors | 2 | |
| | 1 | 1 |

| | 2024 | |
|---|----------|------------|
| | Male (%) | Female (%) |
| Total directors | 100.00 | |
| | 75.00 | 25.00 |
| Executive directors | 37.50 | |
| | 37.50 | 0.00 |
| Non-executive directors | 62.50 | |
| | 37.50 | 25.00 |
| Independent directors | 37.50 | |
| | 25.00 | 12.50 |
| Non-executive directors who have no position in independent directors | 25.00 | |
| | 12.50 | 12.50 |

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

| | 2024 | |
|----------------------|--------------|----------------|
| | Male (years) | Female (years) |
| Average director age | 61 | |
| | 59 | 64 |

The information on each director and controlling person

List of the board of directors

| List of directors | Position | First appointment date of director | Skills and expertise |
|---|--|------------------------------------|--|
| <p>1. Mr. CHARTCHAI PANICHEWA Gender: Male Age : 62 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> | <p>Chairman of the Board of Directors (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p> | 31 Oct 2005 | Banking, Insurance, Business Administration, Leadership, Finance & Securities |
| <p>2. Mr. VIWAT KROMADIT Gender: Male Age : 62 years Highest level of education : Doctoral degree Study field of the highest level of education : Political Science Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 42,750,000 Shares (6.265480 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) | <p>Vice-chairman of the Board of Directors (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p> | 31 Oct 2005 | Leadership, Transportation & Logistics, Property Development, Business Administration, Engineering |

| List of directors | Position | First appointment date of director | Skills and expertise |
|---|--|------------------------------------|---|
| <p>3. Mrs. SOMHATAI PANICHEWA Gender: Female Age : 58 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 9,450,000 Shares (1.385001 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 12,541,250 Shares (1.838057 %) <p><u>Indirect shareholding details</u></p> <p>Spouse and minor children</p> | <p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p> | 30 Apr 2014 | Accounting, Business Administration, Transportation & Logistics, Leadership, Governance/ Compliance |
| <p>4. Mr. PIYA TECHAKUL Gender: Male Age : 58 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> | <p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p> | 31 Oct 2005 | Engineering, Business Administration, Leadership, Commerce, Transportation & Logistics |

| List of directors | Position | First appointment date of director | Skills and expertise |
|---|--|------------------------------------|--|
| <p>5. Mr. KUMCHAI BOONJIRACHOT Gender: Male Age : 62 years Highest level of education : Master's degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> | <p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p> | 30 Apr 2014 | Law, Audit, Internal Control, Risk Management, Strategic Management |
| <p>6. Mrs. SUWANEE KHAMMAN Gender: Female Age : 71 years Highest level of education : Master's degree Study field of the highest level of education : Medicine Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) | <p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p> | 30 Apr 2014 | Audit, Accounting, Risk Management, Internal Control, Strategic Management |
| <p>7. Mr. PRASERT AKKHARAPRATHOMPHONG Gender: Male Age : 58 years Highest level of education : Master's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> | <p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p> | 25 Feb 2020 | Risk Management, Audit, Internal Control, IT Management, Change Management |

| List of directors | Position | First appointment date of director | Skills and expertise |
|---|---|------------------------------------|---|
| 8. Mr. SUJIT PANVONGPAIBOON Gender: Male Age : 57 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : No | Director (Non-executive directors) Authorized directors as per the company's certificate of registration : No Type of director : Existing director | 21 Feb 2023 | Business Administration, Leadership, Transportation & Logistics, Electronic Components, Marketing |

Additional explanation:

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

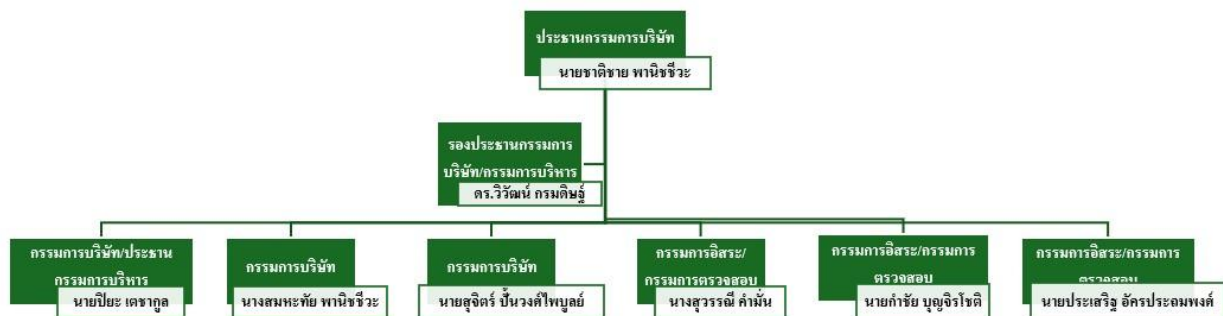
(1) Dishonest act or gross negligence

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

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(**) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

Diagram of list of the board of directors



Board of Directors

List of the board of directors by position

| List of the board of directors | Position | Executive directors | Non-executive directors | Independent directors | Non-executive directors who have no position in independent directors | Authorized directors as per the company's certificate of registration |
|-----------------------------------|---|---------------------|-------------------------|-----------------------|---|---|
| 1. Mr. CHARTCHAI PANICHEWA | Chairman of the Board of Directors | ✓ | | | | ✓ |
| 2. Mr. VIWAT KROMADIT | Vice-chairman of the Board of Directors | ✓ | | | | ✓ |
| 3. Mrs. SOMHATAI PANICHEWA | Director | | ✓ | | ✓ | |
| 4. Mr. PIYA TECHAKUL | Director | ✓ | | | | ✓ |
| 5. Mr. KUMCHAI BOONJIRACHOT | Director | | ✓ | ✓ | | |
| 6. Mrs. SUWANEE KHAMMAN | Director | | ✓ | ✓ | | |
| 7. Mr. PRASERT AKKHARAPRATHOMPONG | Director | | ✓ | ✓ | | |
| 8. Mr. SUJIT PANVONGPAIBOON | Director | | ✓ | | ✓ | |
| Total (persons) | | 3 | 5 | 3 | 2 | 3 |

Overview of director skills and expertise

| Skills and expertise | Number (persons) | Percent (%) |
|-------------------------------|------------------|-------------|
| 1. Business Administration | 5 | 62.50 |
| 2. Banking | 1 | 12.50 |
| 3. Finance & Securities | 1 | 12.50 |
| 4. Insurance | 1 | 12.50 |
| 5. Property Development | 1 | 12.50 |
| 6. Commerce | 1 | 12.50 |
| 7. Transportation & Logistics | 4 | 50.00 |
| 8. Electronic Components | 1 | 12.50 |
| 9. Law | 1 | 12.50 |
| 10. Marketing | 1 | 12.50 |
| 11. Accounting | 2 | 25.00 |
| 12. IT Management | 1 | 12.50 |
| 13. Engineering | 2 | 25.00 |
| 14. Change Management | 1 | 12.50 |
| 15. Leadership | 5 | 62.50 |
| 16. Strategic Management | 2 | 25.00 |
| 17. Risk Management | 3 | 37.50 |
| 18. Audit | 3 | 37.50 |
| 19. Internal Control | 3 | 37.50 |
| 20. Governance/ Compliance | 1 | 12.50 |

Information about the other directors

| | 2024 |
|---|------|
| The chairman of the board and the highest-ranking executive are from the same person | No |
| The chairman of the board is an independent director | No |
| The chairman of the board and the highest-ranking executive are from the same family | No |
| Chairman is a member of the executive board or taskforce | Yes |
| The company appoints at least one independent director to determine the agenda of the board of directors' meeting | Yes |

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

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

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

| | | |
|--|---|--|
| The measures for balancing the power between the board of directors and the Management | : | Have |
| Methods of balancing power between the board of directors and Management | : | Increasing the proportion of independent directors to more than half, Appointing one independent director to jointly consider setting the board meeting agenda |

The Board of Directors has 8 members, with 3 members or 37.50% representing the management, and 3 independent directors, or 37.50%.

Information on the roles and duties of the board of directors

Board charter : Have

Attachment Code of Business Conduct Page 9 Charter of the Board of Directors

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Audit Committee

Role

- Audit Subcommittee

Scope of authorities, role, and duties

Appendix Code of Conduct Manual Page 13 Charter of the Audit Committee

Reference link for the charter

<https://www.atp30.com/code-of-conduct/>

Executive Committee

Role

- Other
 - Company's operations in accordance with company policies

Scope of authorities, role, and duties

Attachment: Code of Business Conduct Manual, Page 29, Rules of the Board of Directors

Reference link for the charter

<https://www.atp30.com/code-of-conduct/>

Nomination Remuneration Committee

Role

- Nomination Subcommittee
- Remuneration Subcommittee

Scope of authorities, role, and duties

Attachment: Code of Business Conduct, Page 22, Board of Directors' Regulations

Reference link for the charter

<https://www.atp30.com/code-of-conduct/>

Risk Management Committee

Role

- RiskManagement Subcommittee

Scope of authorities, role, and duties

Attachment: Code of Business Conduct, Page 19, Charter of the Risk Management Committee

Reference link for the charter

<https://www.atp30.com/code-of-conduct/>

Corporate Governance Committee

Role

- Nomination Remuneration Subcommittee
- Sustainability Subcommittee
- Climate Change Governance

Scope of authorities, role, and duties

Attachment: Code of Business Conduct Manual, Page 26, Regulations of the Securities and Exchange Commission

Reference link for the charter

<https://www.atp30.com/code-of-conduct/>

Information on each subcommittee

List of audit committee

| List of directors | Position | Appointment date of audit committee member | Skills and expertise |
|---|---|--|--|
| <p>1. Mrs. SUWANEE KHAMMAN^(*) Gender: Female Age : 71 years Highest level of education : Master's degree Study field of the highest level of education : Medicine Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes</p> | <p>Chairman of the audit committee (Non-executive directors, Independent director) Director type : Existing director</p> | 1 Jul 2014 | Audit, Accounting, Risk Management, Internal Control, Strategic Management |
| <p>2. Mr. KUMCHAI BOONJIRACHOT^(*) Gender: Male Age : 62 years Highest level of education : Master's degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes</p> | <p>Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director</p> | 16 Nov 2010 | Law, Audit, Internal Control, Risk Management, Strategic Management |
| <p>3. Mr. PRASERT AKKHARAPRATHOMPHONG^(*) Gender: Male Age : 58 years Highest level of education : Master's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes</p> | <p>Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director</p> | 25 Feb 2020 | Risk Management, Audit, Internal Control, IT Management, Change Management |

Additional explanation :

() Directors with expertise in accounting information review*

List of executive committee members

| List of committee members | Position | Appointment date of executive committee member |
|--|-------------------------------------|--|
| 1. Mr. PIYA TECHAKUL Gender: Male Age : 58 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes | Chairman of the executive committee | 31 Oct 2005 |
| 2. Mr. CHARTCHAI PANICHEWA Gender: Male Age : 62 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes | Member of the executive committee | 31 Oct 2005 |
| 3. Mr. Viwat Krodit Gender: Male Age : 62 years Highest level of education : Doctoral degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes | Member of the executive committee | 31 Oct 2005 |

Other Subcommittees

| Subcommittee name | Name list | Position |
|-----------------------------------|---------------------------------|---------------------------------|
| Nomination Remuneration Committee | Mr. KUMCHAI BOONJIRACHOT | Chairman (Independent director) |
| | Mr. CHARTCHAI PANICHEWA | Member |
| | Mr. PRASERT AKKHARAPRATHOMPHONG | Member (Independent director) |
| Risk Management Committee | Mr. PRASERT AKKHARAPRATHOMPHONG | Chairman (Independent director) |
| | Mr. PIYA TECHAKUL | Member |
| | Mr. SUJIT PANVONGPAIBOON | Member |
| | Ms. Nichanan Rattanakate | Member (Independent director) |
| | Ms. Pattamaporn Prasartketkarn | Member |
| Corporate Governance Committee | Mr. PIYA TECHAKUL | Member |
| | Mr. SUJIT PANVONGPAIBOON | Member |
| | Mr. PRASERT AKKHARAPRATHOMPHONG | Chairman (Independent director) |

Information on the executives

Information on the executives

List and positions of the executive

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

| List of executives | Position | First appointment date | Skills and expertise |
|---|--|------------------------|---|
| <p>1. Mr. PIYA TECHAKUL^{(*)(**)} Gender: Male Age : 58 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : Yes</p> | <p>Chief Executive Officer (The highest-ranking executive)</p> | 31 Oct 2005 | Engineering, Business Administration, Leadership, Commerce, Transportation & Logistics |
| <p>2. Ms. Nichanan Rattanakate Gender: Female Age : 53 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p> | Chief Operating Officer | 18 Apr 2005 | Business Administration, Marketing, Transportation & Logistics |
| <p>3. Ms. Pattamaporn Prasartketkarn Gender: Female Age : 49 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p> | the Risk Management Committee member | 16 May 2018 | Business Administration, Internal Control, Risk Management, Governance/ Compliance, Data Analysis |
| <p>4. Mr. PRASERT AKKHARAPRATHOMPHONG Gender: Male Age : 58 years Highest level of education : Master's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p> | <p>Audit Committee Member Chairman of the Risk Management Committee Nomination and Remuneration Committee Member Chairman of the Corporate Governance Committee</p> | 25 Feb 2020 | Risk Management, Audit, Internal Control, IT Management, Change Management |

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

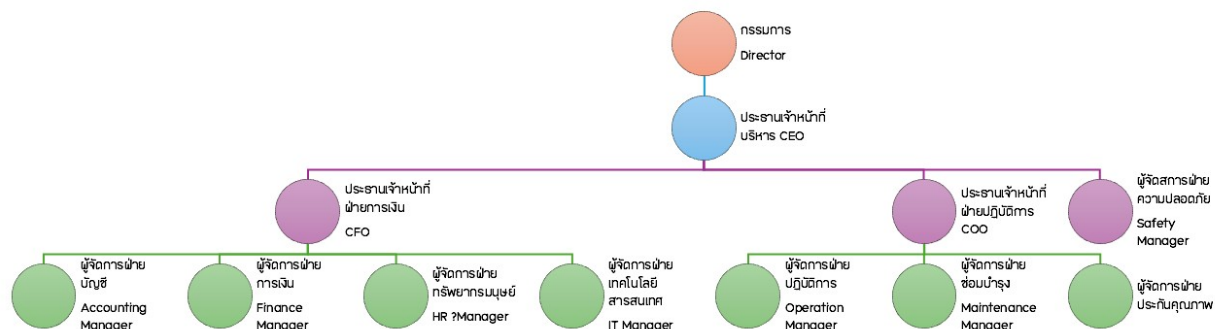
(**) Accounting supervisor

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

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

Organization structure of the highest-ranking executive and the next four executives as of date : 31 Dec 2024

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



Remuneration policy for executive directors and executives

Meeting Allowance

Annual Director's Compensation: Calculated based on the company's annual performance at a rate not exceeding 5% of the net profit after corporate income tax deductions.

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

Executive Compensation Policy (Chief Executive Officer: CEO)

The company defines a compensation structure that motivates the CEO and aligns with the organization's objectives and goals, including the long-term interests of the business.

1.1 The appropriateness of the compensation ratio, including the salary, short-term performance, and long-term performance, will be considered.

1.2 A compensation policy will be established, taking into account factors such as whether the compensation level is higher than or equal to that of the same industry, and approximately reflecting the company's performance.

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

| | 2022 | 2023 | 2024 |
|---|---------------|---------------|---------------|
| Total remuneration of executive directors and executives (baht) | 17,635,540.00 | 19,771,549.00 | 20,206,912.00 |
| Total remuneration of executive directors (baht) | 0.00 | 0.00 | 0.00 |
| Total remuneration of executives (baht) | 17,635,540.00 | 19,771,549.00 | 20,206,912.00 |

None

Other remunerations of executive directors and executives

| | 2022 | 2023 | 2024 |
|--|------|------|------|
| Company's contribution to provident fund for executive directors and executives (Baht) | 0.00 | 0.00 | 0.00 |
| Employee Stock Ownership Plan (ESOP) | No | No | No |
| Employee Joint Investment Program (EJIP) | No | No | No |

None

Outstanding remuneration or benefits of executive directors and executives

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

Estimated remuneration of executive directors and executives : 5,183,000.00
in the current year

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

| General information | Email | Telephone number |
|---------------------------|----------------------|--------------------------|
| 1. Ms. Oonin Inckareonsuk | oonin@atp30group.com | 0-3846-878/ 082-716-1567 |

List of the company secretary

| General information | Email | Telephone number |
|-----------------------------|-------------------------|--------------------------|
| 1. Ms. Sukarnda Puttaraksar | sukarnda@atp30group.com | 0-3846-878/ 063-903-0049 |

List of the head of internal audit or outsourced internal auditor

| General information | Email | Telephone number |
|-----------------------------------|----------------------------|------------------|
| 1. Mr. Chutipphan Phomsuwansiri | chutipphan@atp30group.com | 0-3846-878 |
| 2. Ms. Pattamaporn Prasartketkarn | Pattamaporn@atp30group.com | 0-3846-878 |

List of the head of the compliance unit

| General information | Email | Telephone number |
|-----------------------------|-------------------------|--------------------------|
| 1. Ms. Sukarnda Puttaraksar | sukarnda@atp30group.com | 0-3846-878/ 063-903-0049 |

Head of investor relations

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

List of the head of investor relations

| General information | Email | Telephone number |
|--------------------------|------------------------|--------------------------|
| 1. Ms. Chotiga Weerasilp | chotiga@atp30group.com | 0-3846-879/ 091-774-4432 |

Company's auditor

Details of the company's auditor

| Audit firms | Audit fee (Baht) | Other service fees | Names and general information of auditors |
|--|------------------|--------------------|---|
| EY OFFICE LIMITED 33RD FLOOR, LAKE RAJADA OFFICE COMPLEX, 193/136-137 RAJADAPISEK ROAD KHLONG TOEI KHLONG TOEI Bangkok 10110 Telephone +66 2264 9090 | 1,350,000.00 | - | <p>1. Mr. PREECHA ARUNNARA Email: Preecha.Arunnara@th.ey.com Telephone: 022649090 License number: 5800</p> <p>2. Ms. WATOO KAYANKANNAVEE Email: wato.kayankannavee@th.ey.com Telephone: 022649090 License number: 5423</p> <p>3. Ms. SIRIRAT SRICHAROENSUP Email: sirirat.sricharoensup@th.ey.com Telephone: 022649090 License number: 5419</p> |

Assigned personnel in case of a foreign company

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

Performance Report on Corporate Governance

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

Attachment Letter from the Chairman of the Board

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

Information about the selection of the board of directors

Selection of independent directors

Criteria for selecting independent directors

Recruitment of Independent Directors, Development, and Performance Evaluation of the Board of Directors The Company recruits directors and top executives through a nominating committee by considering factors such as age, education, skills, and experience necessary for business administration, as follows:

Independent Directors The Board of Directors or the shareholders' meeting (as the case may be) appoints independent directors to the Board of Directors in a number of not less than one-third of the total number of directors, and there must be at least three independent directors. The criteria for selecting independent directors consist of the qualifications and prohibited characteristics of directors under the Public Limited Company Act and the Securities and Exchange Act, including the notifications, regulations, and/or rules of the SEC Office, as defined in the definition of independent directors, as follows:

Qualifications of Independent Directors The Company has defined the definition of independent directors to be equivalent to the requirements of the SEC Office according to the Notification of the Capital Market Supervisory Board No. Tor Jor 4/2552 dated February 20, 2009, regarding the Qualifications of Independent Directors, which states that "independent director" means a director who has the following qualifications:

1. Holds no more than one percent of the total voting shares of the company, a major shareholder, or a person with control of the company. This includes the shareholding of related persons of such independent director.
2. Is not or has never been an executive director, employee, staff member, salaried consultant, or person with control of the company, a major shareholder, or a person with control of the applicant, unless such person has ceased to hold such position for at least two years prior to the date of filing the application with the Office. This prohibition shall not apply to cases where an independent director was previously a government official or a consultant to a government agency that is a major shareholder or a person with control of the company.
3. Is not a person who has a relationship by blood or registration under the law in the capacity of father, mother, spouse, sibling, and child, including the spouse of a child, of another director, executive, major shareholder, person with control, or a person proposed to be a director, executive, or person with control of the company.
4. Does not have or has never had a business relationship with the company, a major shareholder, or a person with control of the company in a manner that may compromise the independent director's exercise of independent judgment, including not being or having never been a significant shareholder or a person with control of a person who has a business relationship with the company, a major shareholder, or a person with control of the company, unless such person has ceased to hold such position for at least two years.
5. Is not or has never been an auditor of the company, a major shareholder, or a person with control of the company and is a significant shareholder, person with control, or partner of an audit firm that has an auditor of the company, a major shareholder, or a person with control of the company as a member, unless such person has ceased to hold such position for at least two years prior to the date of filing the application with the Office. The business relationship as referred to in paragraph one includes regular commercial transactions for the purpose of leasing or renting real estate, transactions relating to assets or services, or the provision or receipt of financial assistance by way of borrowing or lending, guaranteeing, providing assets as security for debts, including other similar acts, which result in the applicant or the counterparty having a liability to pay to the other party, amounting to three percent of the net tangible assets of the licensee or twenty million baht or more, whichever is lower. The calculation of such liabilities shall be in accordance with the method of calculating the value of connected transactions as prescribed by the Capital Market Supervisory Board's Notification on the Rules for Connected Transactions. However, in considering such liabilities, liabilities incurred during one year prior to the date of having a business relationship with the same person shall be included.
6. Is not or has never been a provider of any professional services, including legal or financial advisory services, who has received fees exceeding two million baht per year from the company, a major shareholder, or a person with control of

the company, and is not a significant shareholder, person with control, or partner of such professional service provider, unless such person has ceased to hold such position for at least two years prior to the date of filing the application with the Office.

7. Is not a director appointed to represent a director of the company, a major shareholder, or a shareholder who is a related person of a major shareholder.

8. Does not operate a business that is identical and materially competitive with the business of the company or is an executive director, employee, staff member, salaried consultant, or holds more than one percent of the total voting shares of another company that operates a business that is identical and materially competitive with the business of the company.

9. Has no other characteristics that would prevent such person from providing an independent opinion on the operations of the applicant after being appointed as an independent director in a manner that is

According to paragraph one (1) to (9), an independent director may be authorized by the Board of Directors to make decisions in the conduct of the business of the applicant, a major shareholder, or a person with control of the company by way of a collective decision.

Business or professional relationships of independent directors over the past year

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

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

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

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

Number of directors from major shareholders

Number of directors from each group of major shareholders : 5
over the past year (persons)

Rights of minority shareholders on director appointment

Attachment: SET10/2024 Newsletter Granting Shareholders the Right to Propose Agenda Items for the 2025 Annual General Meeting of Shareholders, Submit Questions in Advance of the Meeting, and Nominate Persons for Consideration for Appointment as Company Directors

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

Setting qualifications for the selection of directors

Details of qualifications for the selection of directors

| Qualifications, knowledge, or experience | Skill and expertise |
|---|---|
| The company can effectively select individuals with the knowledge, skills, and experience that align with the organization. | Insurance, Tourism & Leisure, Transportation & Logistics, Law, Accounting |

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

| List of directors | Participation in training in the past financial year | History of training participation |
|--|--|---|
| 1. Mr. CHARTCHAI PANICHEWA (Chairman of the Board of Directors) | Participating | Other • 2024: Training related to SET MAI IOD EY |
| 2. Mr. VIWAT KROMADIT (Vice-chairman of the Board of Directors) | Participating | Other • 2024: Training related to SET MAI IOD EY |
| 3. Mrs. SOMHATAI PANICHEWA (Director) | Participating | Other • 2024: Training related to SET, MAI, IOD, and EY. |
| 4. Mr. PIYA TECHAKUL (Director) | Participating | Other • 2024: Training related to SET MAI IOD EY |
| 5. Mr. KUMCHAI BOONJIRACHOT (Director) | Participating | Other • 2024: Training related to SET MAI IOD EY |
| 6. Mrs. SUWANEE KHAMMAN (Director) | Participating | Other • 2024: Training related to SET MAI IOD EY |
| 7. Mr. PRASERT AKKHARAPRATHOMPHONG (Director) | Participating | Other • 2024: Training related to SET MAI IOD EY |
| 8. Mr. SUJIT PANVONGPAIBOON (Director) | Participating | Other • 2024: Training related to SET MAI IOD EY |

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

Attachment Code of Business Conduct Page 45 Annual Performance Evaluation of the Board

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

Attachment Code of Business Conduct Manual Page 45 Annual Performance Evaluation of the Board

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

Number of the board of directors meeting over the past year : 5
(times)

Date of AGM meeting : 02 Apr 2014

EGM meeting : No

Details of the board of directors' meeting attendance

| List of directors | Meeting attendance of the board of directors | | | AGM meeting attendance | | | EGM meeting attendance | | |
|---|--|---|------------------------|------------------------|---|------------------------|------------------------|---|------------------------|
| | Attendance (times) | / | Meeting rights (times) | Attendance (times) | / | Meeting rights (times) | Attendance (times) | / | Meeting rights (times) |
| 1. Mr. CHARTCHAI PANICHEWA (Chairman of the Board of Directors) | 5 | / | 5 | 1 | / | 1 | N/A | / | N/A |
| 2. Mr. VIWAT KROMADIT (Vice-chairman of the Board of Directors) | 5 | / | 5 | 1 | / | 1 | N/A | / | N/A |
| 3. Mrs. SOMHATAI PANICHEWA (Director) | 5 | / | 5 | 1 | / | 1 | N/A | / | N/A |
| 4. Mr. PIYA TECHAKUL (Director) | 5 | / | 5 | 1 | / | 1 | N/A | / | N/A |
| 5. Mr. KUMCHAI BOONJIRACHOT (Director, Independent director) | 5 | / | 5 | 1 | / | 1 | N/A | / | N/A |
| 6. Mrs. SUWANEE KHAMMAN (Director, Independent director) | 5 | / | 5 | 1 | / | 1 | N/A | / | N/A |
| 7. Mr. PRASERT AKKHARAPRATHOMPONG (Director, Independent director) | 5 | / | 5 | 1 | / | 1 | N/A | / | N/A |
| 8. Mr. SUJIT PANVONGPAIBOON (Director) | 5 | / | 5 | 1 | / | 1 | N/A | / | N/A |

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

At board meetings, there must be at least 2/3 of all directors present. In 1964, all directors attended every meeting, representing 100 percent attendance. This aligns with the policy of encouraging each company director to attend more than 75 percent of board meetings.

Remuneration of the board of directors

Types of remuneration of the board of directors

Disclosure of criteria, amount of remuneration for directors of each position

Approval is requested to propose to the 1988 Annual General Meeting of Shareholders for approval of the remuneration of the Board of Directors, Audit Committee, Nomination and Remuneration Committee, Risk Management Committee, and Corporate Governance Committee for the year 1988 by setting the directors' remuneration as an attendance fee per meeting and an annual remuneration. The attendance fee shall be at the same rate as in 1987. Attendance Fee (Unit: Baht per meeting)

Chairman of the Board of Directors 20,000/ Vice Chairman of the Board of Directors 15,000/ Director 12,000

Chairman of the Audit Committee 20,000/ Audit Committee 12,000

Chairman of the Nomination and Remuneration Committee 18,000/ Nomination and Remuneration Committee 12,000

Chairman of the Risk Management Committee 18,000/ Risk Management Committee 12,000

Chairman of the Corporate Governance Committee 18,000/ Corporate Governance Committee 12,000

The annual remuneration is calculated from the Company's annual operating results at a rate not exceeding 5 percent of the annual net profit. The Board of Directors shall have the power to allocate this amount to each director.

Remuneration of the board of directors

Details of the remuneration of each director over the past year

| Names of directors / Board of directors | Company | | | | Total monetary remuneration from subsidiaries (Baht) |
|--|-------------------|-----------------------------|---------------------|---------------------------|--|
| | Meeting allowance | Other monetary remuneration | Total (Baht) | Non-monetary remuneration | |
| 1. Mr. CHARTCHAI PANICHEWA (Chairman of the Board of Directors) | | | 1,720,000.00 | | 0.00 |
| Board of Directors | 535,000.00 | 1,143,000.00 | 1,678,000.00 | No | |
| Executive Committee | 0.00 | 0.00 | 0.00 | No | |
| Nomination Remuneration Committee | 42,000.00 | 0.00 | 42,000.00 | No | |
| 2. Mr. VIWAT KROMADIT (Vice-chairman of the Board of Directors) | | | 210,000.00 | | 0.00 |
| Board of Directors | 75,000.00 | 135,000.00 | 210,000.00 | No | |
| 3. Mrs. SOMHATAI PANICHEWA (Director) | | | 168,000.00 | | 0.00 |
| Board of Directors | 60,000.00 | 108,000.00 | 168,000.00 | No | |
| 4. Mr. PIYA TECHAKUL (Director) | | | 216,000.00 | | 600.00 |
| Board of Directors | 60,000.00 | 108,000.00 | 168,000.00 | No | |
| Executive Committee | 0.00 | 0.00 | 0.00 | No | |
| Corporate Governance Committee | 24,000.00 | 0.00 | 24,000.00 | No | |
| Risk Management Committee | 24,000.00 | 0.00 | 24,000.00 | No | |

| Names of directors / Board of directors | Company | | | | Total monetary remuneration from subsidiaries (Baht) |
|---|-------------------|-----------------------------|-------------------|---------------------------|--|
| | Meeting allowance | Other monetary remuneration | Total (Baht) | Non-monetary remuneration | |
| 5. Mr. KUMCHAI BOONJIRACHOT (Director) | | | 288,000.00 | | N/A |
| Board of Directors | 60,000.00 | 162,000.00 | 222,000.00 | No | |
| Audit Committee | 48,000.00 | 0.00 | 48,000.00 | No | |
| Nomination Remuneration Committee | 18,000.00 | 0.00 | 18,000.00 | No | |
| 6. Mrs. SUWANEE KHAMMAN (Director) | | | 320,000.00 | | 0.00 |
| Board of Directors | 60,000.00 | 180,000.00 | 240,000.00 | No | |
| Audit Committee | 80,000.00 | 0.00 | 80,000.00 | No | |
| 7. Mr. PRASERT AKKHARAPRATHOMPONG (Director) | | | 354,000.00 | | 0.00 |
| Board of Directors | 60,000.00 | 162,000.00 | 222,000.00 | No | |
| Audit Committee | 48,000.00 | 0.00 | 48,000.00 | No | |
| Risk Management Committee | 36,000.00 | 0.00 | 36,000.00 | No | |
| Nomination Remuneration Committee | 12,000.00 | 0.00 | 12,000.00 | No | |
| Corporate Governance Committee | 36,000.00 | 0.00 | 36,000.00 | No | |
| 8. Mr. SUJIT PANVONGPAIBOON (Director) | | | 216,000.00 | | 0.00 |
| Board of Directors | 60,000.00 | 108,000.00 | 168,000.00 | No | |
| Corporate Governance Committee | 24,000.00 | 0.00 | 24,000.00 | No | |
| Risk Management Committee | 24,000.00 | 0.00 | 24,000.00 | No | |

| Names of directors / Board of directors | Company | | | | Total monetary remuneration from subsidiaries (Baht) |
|--|-------------------|-----------------------------|--------------|---------------------------|--|
| | Meeting allowance | Other monetary remuneration | Total (Baht) | Non-monetary remuneration | |
| 9. Mr. Viwat Krodit (Member of the executive committee) | | | 0.00 | | 0.00 |
| Executive Committee | 0.00 | 0.00 | 0.00 | No | |
| 10. Ms. Nichanan Rattanakate (Member) | | | 24,000.00 | | 0.00 |
| Risk Management Committee | 24,000.00 | 0.00 | 24,000.00 | No | |
| 11. Ms. Pattamaporn Prasartketkarn (Member) | | | 24,000.00 | | N/A |
| Risk Management Committee | 24,000.00 | 0.00 | 24,000.00 | No | |

Summary of the remuneration of each committee over the past year

| Names of board members | Meeting allowance | Other monetary remuneration | Total (Baht) |
|--------------------------------------|-------------------|-----------------------------|--------------|
| 1. Board of Directors | 970,000.00 | 2,106,000.00 | 3,076,000.00 |
| 2. Audit Committee | 176,000.00 | 0.00 | 176,000.00 |
| 3. Executive Committee | 0.00 | 0.00 | 0.00 |
| 4. Nomination Remuneration Committee | 72,000.00 | 0.00 | 72,000.00 |
| 5. Risk Management Committee | 132,000.00 | 0.00 | 132,000.00 |
| 6. Corporate Governance Committee | 84,000.00 | 0.00 | 84,000.00 |

Summary of the remuneration of the board of directors

| | 2024 |
|------------------------------------|--------------|
| Meeting allowance (Baht) | 1,434,000.00 |
| Other monetary remuneration (Baht) | 2,106,000.00 |
| Total (Baht) | 3,540,000.00 |

Remunerations or benefits pending payment to the board of directors

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

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated : No
 companies
 Mechanism for overseeing subsidiaries and associated : No / In progress
 companies

The Company has no subsidiaries and associated companies.

Disclosure of agreements between the company and shareholders in managing subsidiaries and associated companies (Shareholders' agreement)

The company has no subsidiaries and associated companies.

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

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

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

Number of cases or issues related to conflict of interest

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

Prevention of the use of inside information to seek benefits

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

Has the company operated in preventing the use of inside : Yes
 information to seek benefits over the past year

The company provides warnings and educates its employees, organizes regular training on insider trading prevention guidelines for directors, executives, and employees. It provides knowledge about relevant laws and penalties, such as the Securities and Exchange Act. The company also develops guidelines to prevent insider trading.

Whistleblowing and Disciplinary Actions: Establish channels for reporting insider trading, such as an ethics hotline or a confidential email address. Define measures to protect whistleblowers to ensure confidence in reporting information. Implement disciplinary actions or legal proceedings against violators of the guidelines.

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

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

| | 2022 | 2023 | 2024 |
|---|------|------|------|
| Total number of cases or issues related to the use of inside information to seek benefits (cases) | 0 | 0 | 0 |

Anti-corruption action

Operations in anti-corruption in the past year

Has the company operated in anti-corruption over the past year : Yes

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

Attachment Business Ethics Handbook Page 73 Anti-Bribery and Corruption Policy

Anti-fraud measures

1. Internal Control and Audit The company must have an Internal Control system to prevent fraud by separating decision-making, authorization, and inspection. Provide Internal Audit to examine transactions and work processes that may be at risk of fraud.
2. Provisions on Giving and Receiving Gifts or Other Benefits Employees are prohibited from giving or receiving bribes or improper benefits from business partners, government agencies, or related persons. Gifts given or received must be of reasonable value and do not affect business decisions.
3. Prevention of Fraud in Procurement Defines a transparent procurement process, price comparison, and disclosure of information to stakeholders. Avoid conflicts of interest between the company and its partners.

Number of cases or issues related to corruption

| | 2022 | 2023 | 2024 |
|---|------|------|------|
| Total number of cases or issues related to corruption (cases) | 0 | 0 | 0 |

Whistleblowing

Operations related to whistleblowing over the past year

Has the company implemented whistleblowing procedures over the past year : Yes

4. Whistleblowing Policy

The company provides whistleblowing channels for employees, business partners, and external parties who encounter fraudulent activities, such as email, complaint boxes, hotlines, and whistleblower protection measures to prevent harassment or retaliation.

Establish an independent committee or agency to investigate complaints and take appropriate actions as outlined in the whistleblowing channels section.

Number of cases or issues related to whistleblowing

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

The monitoring of compliance with other corporate governance policy and guidelines

Attachment Letter from the Chairman of the Board of Directors

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

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 4

| List of Directors | Meeting attendance of audit committee | | |
|--|---------------------------------------|---|-----------------------------------|
| | Meeting attendance (times) | / | Meeting attendance rights (times) |
| 1 Mrs. SUWANEE KHAMMAN (Chairman of the audit committee) | 4 | / | 4 |
| 2 Mr. KUMCHAI BOONJIRACHOT (Member of the audit committee) | 4 | / | 4 |
| 3 Mr. PRASERT AKKHARAPRATHOMPHONG (Member of the audit committee) | 4 | / | 4 |

The results of duty performance of the audit committee

Attachment Letter from the Chairman of the Audit Committee

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance Executive Committee

Meeting Executive Committee (times) : 1

| List of Directors | Meeting attendance Executive Committee | | |
|--|--|---|----------------------------------|
| | Meeting attendance (times) | / | Meeting attendance right (times) |
| 1 Mr. PIYA TECHAKUL (Chairman of the executive committee) | 1 | / | 1 |
| 2 Mr. CHARTCHAI PANICHEWA (Member of the executive committee) | 1 | / | 1 |
| 3 Mr. Viwat Krodit (Member of the executive committee) | 1 | / | 1 |

The results of duty performance of Executive Committee

Attachments: Reports from the Chief Executive Officer

- General Management: Summary of decisions on key organizational policies or directions, such as budget approvals, senior management appointments, or significant changes in organizational structure.
- Important Meetings and Decisions: Summaries of board meetings, such as approvals of new plans or policies, including decisions that impact the organization.

- Audit Reports from the Board's Operations: Such as annual performance evaluations, financial controls, or compliance with various regulations.

Meeting attendance Nomination Remuneration Committee

Meeting Nomination Remuneration Committee : 1
(times)

| List of Directors | Meeting attendance Nomination Remuneration Committee | | |
|---|--|---|----------------------------------|
| | Meeting attendance (times) | / | Meeting attendance right (times) |
| 1 Mr. KUMCHAI BOONJIRACHOT (Chairman) | 1 | / | 1 |
| 2 Mr. CHARTCHAI PANICHEWA (Member) | 1 | / | 1 |
| 3 Mr. PRASERT AKKHARAPRATHOMPHONG (Member) | 1 | / | 1 |

The results of duty performance of Nomination Remuneration Committee

Attachment: Report of the Chairman of the Nomination and Remuneration Committee

- Performance Monitoring and Evaluation: Evaluating the performance of directors and executives in achieving their set targets. Reviewing the appropriateness of compensation and considering adjustments based on organizational performance and market conditions.
- Fairness and Ethical Considerations: Determining fair compensation that reflects the overall performance of the organization, without creating a sense of injustice among various parties. Adhering to ethical standards and legal regulations in determining compensation.

Meeting attendance Risk Management Committee

Meeting Risk Management Committee (times) : 2

| List of Directors | Meeting attendance Risk Management Committee | | |
|---|--|---|----------------------------------|
| | Meeting attendance (times) | / | Meeting attendance right (times) |
| 1 Mr. PRASERT AKKHARAPRATHOMPHONG (Chairman) | 2 | / | 2 |
| 2 Mr. PIYA TECHAKUL (Member) | 2 | / | 2 |
| 3 Mr. SUJIT PANVONGPAIBOON (Member) | 2 | / | 2 |
| 4 Ms. Nichanan Rattanakate (Member) | 2 | / | 2 |
| 5 Ms. Pattamaporn Prasartketkarn (Member) | 2 | / | 2 |

The results of duty performance of Risk Management Committee

Attached document: Risk Management Executive Summary Report

- **Monitoring and Evaluation:** Monitoring the results of operations according to the established risk management plan to ensure that the measures used can manage risks as intended. Continuously evaluating and improving risk management strategies in response to changing circumstances.
- **Compliance:** Adhering to and ensuring the organization complies with regulations related to risk management, such as safety regulations or personal data protection laws.
- **Adapting Strategies to Circumstances:** Considering and adjusting risk management strategies based on changing circumstances or unexpected events, such as economic downturns or natural disasters.

Meeting attendance Corporate Governance Committee

Meeting Corporate Governance Committee : 2
(times)

| List of Directors | Meeting attendance Corporate Governance Committee | | |
|---|---|---|----------------------------------|
| | Meeting attendance (times) | / | Meeting attendance right (times) |
| 1 Mr. PIYA TECHAKUL (Member) | 2 | / | 2 |
| 2 Mr. SUJIT PANVONGPAIBOON (Member) | 2 | / | 2 |
| 3 Mr. PRASERT AKKHARAPRATHOMPHONG (Chairman) | 2 | / | 2 |

The results of duty performance of Corporate Governance Committee

Attachment: Report of the Chairman of the Corporate Governance Committee

- **Setting corporate policies and strategies:** Establishing policies that support Corporate Social Responsibility (CSR) and ethical operations. Reviewing and approving key policies such as risk policies, operational policies, and financial policies.
- **Protection of shareholder and stakeholder rights:** Safeguarding the rights of shareholders within the organization, such as transparent shareholder meetings, providing useful and clear information, and listening to opinions and suggestions from stakeholders such as employees, customers, and suppliers.
- **Handling complaints and violations:** Having a transparent and open system for handling complaints that arise within the organization. Rigorously investigating and taking responsibility for ethical, legal, or regulatory violations.
- **Developing and improving corporate governance processes:** Modernizing and adapting corporate governance processes to suit changes in the business environment. Developing effective strategies and processes to address risks and challenges.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

The company has established policies and operational guidelines for sustainability development in the same direction as the corporate vision: "We will be a leader in providing personnel transportation services to various industrial factories by focusing on service development to achieve customer satisfaction and create service standards that are internationally recognized." This will be achieved by conducting business with good governance coupled with social responsibility, natural resource conservation, and environmental care to build confidence among stakeholders through transparent and verifiable operational processes. These efforts align with sustainable development goals, including ensuring the equitable and balanced benefits of all stakeholder groups within the framework of the Stock Exchange of Thailand, good corporate governance principles, corporate governance guidelines, and ethical business practices.

Sustainability management goals

Does the company set sustainability management goals : Yes

The company is committed to conducting business based on sustainability principles, including:

- Reduce greenhouse gas emissions through the "Emission Reduction Policy."
- Increase the proportion of electric vehicles and implement EV Management Systems to enhance the efficiency of solar energy charging.
- Reporting greenhouse gas emissions in the 56-1 One Report format and registering for the Corporate Carbon Footprint (CFO) label with TGO in March 2025.

United Nations SDGs that align with the organization's sustainability management goals : Goal 7 Affordable and Clean Energy

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

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

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

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

For the year 2567 (2024), report greenhouse gas emissions data in the 56-1 One Report format and register for the Corporate Carbon Footprint (CFO) label with TGO to establish a greenhouse gas reduction policy.

Information on impacts on stakeholder management in business value chain

Business value chain

Procurement Process

- Retain existing customers and expand new customer base. • The company proposes service plans such as routes, number of passengers, working hours, bus type design, and pricing to customers.
- Existing and new customers according to the pricing policy.
- Service agreements as agreed with customers, such as duration, price, and type of bus.

Service Preparation

Details are as follows: 1. Buses include company buses, such as existing and new buses, with interior and exterior decorations, and public buses. 2. Drivers are recruited, trained, and must have a driver's license. 3. Related expenses such as insurance and annual tax, fuel costs, safety equipment, and vehicle-related expenses to ensure maximum vehicle efficiency and safety.

Service Provision

The company provides services to customers according to the agreed service agreement, striving to increase operational efficiency, reduce costs, utilize technology to enhance the efficiency of fleet management processes, as well as develop the team's expertise to be professional and able to build upon their experience in new related businesses. This includes

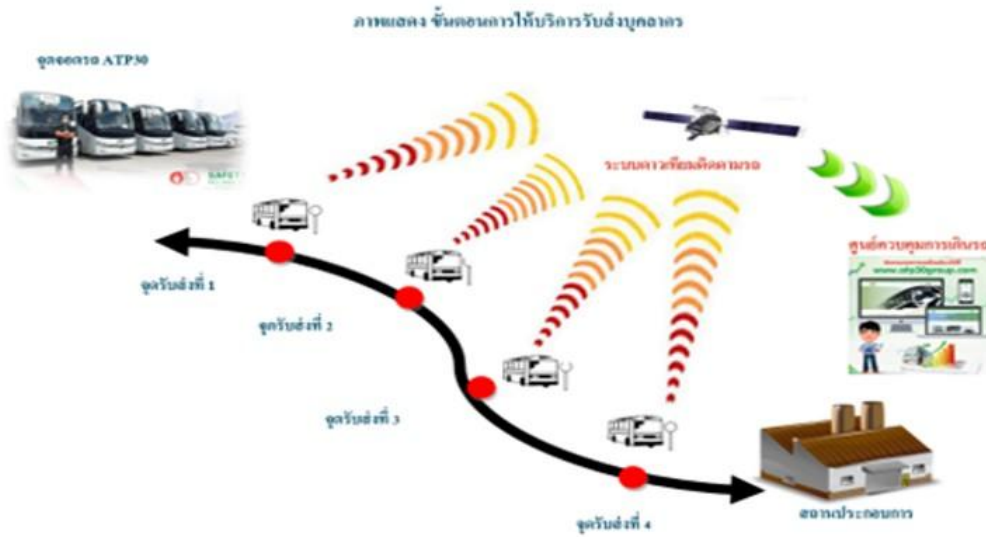
fostering a sense of ownership, enhancing problem-solving skills, coordinating between departments, and working together as a team to achieve the goals set forth in the plan.

Service Care

Provide customer care by monitoring and supporting monthly operational schedule planning to help reduce customer costs. If there are any complaints regarding the service, the team must take immediate action. In addition, conduct a satisfaction survey from all customers every year to be aware of problems and use them to further develop the service.

Business value chain diagram

3.1.3 แผนผังกระบวนการให้บริการ



Service Blueprint

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

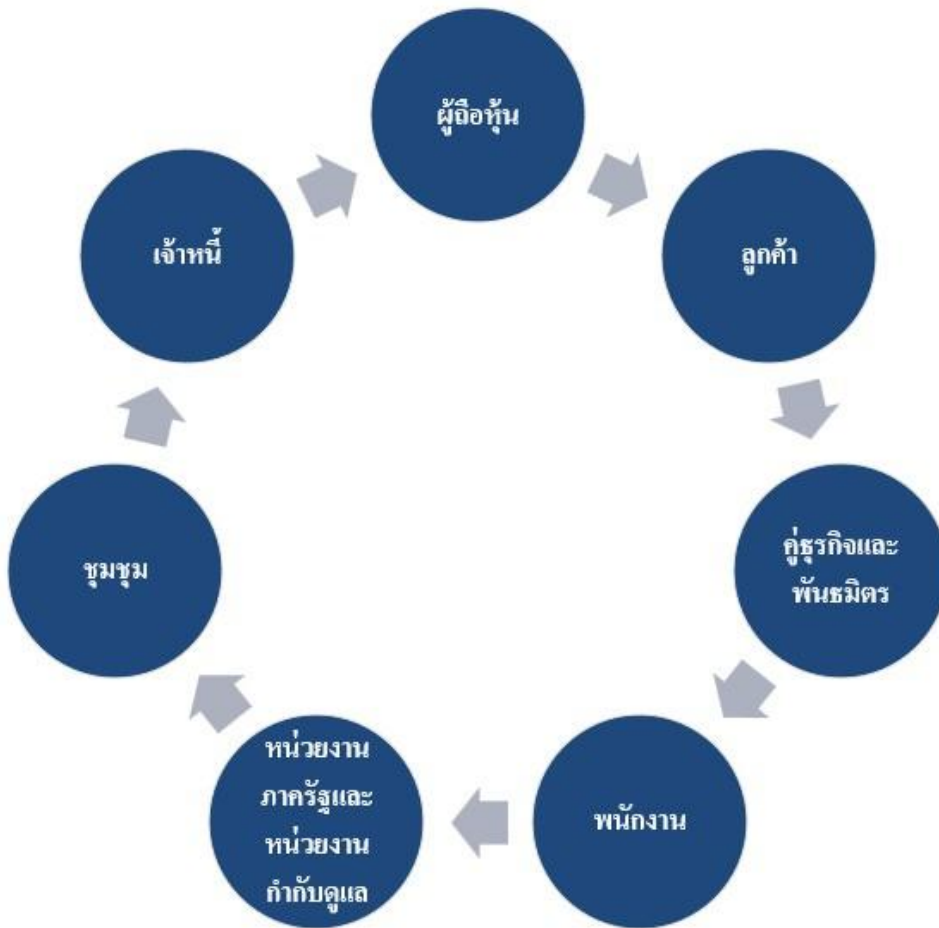
| Group of stakeholders | Stakeholders' expectations | Responses to stakeholder expectations | Channels for engagement and communication |
|---|---|--|--|
| <u>Internal stakeholders</u> | | | |
| <ul style="list-style-type: none"> • Employees | <p>Employees play a crucial role in every stage of the value chain, from production and service delivery to management and innovation.</p> <p>Furthermore, a highly skilled and motivated workforce enhances operational efficiency, product and service quality, and the organization's overall competitiveness.</p> | <ul style="list-style-type: none"> - Fair compensation and benefits - Safe and equitable work environment - Opportunities for growth and career advancement - A corporate culture that promotes employee well-being - Job security and ethical management | <ul style="list-style-type: none"> • Internal Meeting • External Meeting • Complaint Reception • Employee Engagement Survey • Satisfaction Survey • Training / Seminar |

| Group of stakeholders | Stakeholders' expectations | Responses to stakeholder expectations | Channels for engagement and communication |
|---|---|---|---|
| <u>External stakeholders</u> | | | |
| <ul style="list-style-type: none"> • Creditor | <p>Providing financial support or loans to help businesses operate and expand.</p> <p>Relationship between creditors and the value chain: Creditors influence various parts of an organization's value chain, particularly in terms of financing production, operations, and investments.</p> | <ul style="list-style-type: none"> - Timely debt repayment and the ability to meet debt obligations as agreed. - Financial stability: The business must maintain sound financial standing to enhance its financial position. - Operational transparency: Accurate and transparent financial disclosure is essential. - Cash flow generation capability: Ensuring the business has the capacity to generate returns on investment. | <ul style="list-style-type: none"> • Complaint Reception |
| <ul style="list-style-type: none"> • Business partners | <p>To create added value in technology operations, market partnerships, and logistics</p> | <ul style="list-style-type: none"> - Sustainable and mutually beneficial partnerships - Transparency and trust in business relationships - Technological and resource support for mutual growth - Strategic and cultural alignment | <p>-</p> |

| Group of stakeholders | Stakeholders' expectations | Responses to stakeholder expectations | Channels for engagement and communication |
|--|--|--|--|
| <u>External stakeholders</u> | | | |
| <ul style="list-style-type: none"> Community | <p>Labor resources, consumer markets, and current factors influencing the organization's image and sustainability. Crucial roles in various aspects of business operations, such as labor support, local resource provision, setting social and environmental standards, and engaging in corporate social responsibility (CSR) activities.</p> | <ul style="list-style-type: none"> -Job creation and local economic opportunities -Conducting business with consideration for environmental and social impacts -Supporting community development projects such as education, public health, and infrastructure -Business transparency and accountability | <ul style="list-style-type: none"> Visit Social Event |
| <ul style="list-style-type: none"> Shareholders | <p>Able to vote on important matters such as the appointment of directors, approval of financial statements, and dividend payment and dividend payout policies.</p> | <ul style="list-style-type: none"> - Stable and growing long-term return on investment - Efficient and profitable business operations - Transparent and accountable business conduct - Good corporate governance - Strategies that enable the company to grow and compete sustainably | <ul style="list-style-type: none"> Visit Press Release Online Communication Annual General Meeting (AGM) |

| Group of stakeholders | Stakeholders' expectations | Responses to stakeholder expectations | Channels for engagement and communication |
|--|---|---|---|
| <u>External stakeholders</u> | | | |
| <ul style="list-style-type: none"> Government agencies and Regulators | <p>The government plays a crucial role in establishing regulations, standards, and policies that impact business operations. Companies must comply with relevant laws and regulations, including those related to taxation, labor, environment, industrial safety, and consumer protection. Adhering to these requirements ensures legal compliance, mitigates legal risks, and enhances the organization's reputation.</p> | <ul style="list-style-type: none"> - Business operations must comply with applicable laws and regulations. - Pay taxes correctly and contribute to national development. - Comply with labor, environmental, and safety policies. - Conduct business with transparency and integrity. | <ul style="list-style-type: none"> Online Communication Others <ul style="list-style-type: none"> Comply with applicable standards, laws, and regulations |
| <ul style="list-style-type: none"> Customers | <p>Designing services, marketing, and delivering value to customers to achieve maximum satisfaction</p> | <ul style="list-style-type: none"> - High-quality services - Reasonable and worthwhile prices - Excellent and responsive service - Smooth and convenient user experience - Ethical and socially responsible business practices | <ul style="list-style-type: none"> Visit Social Event External Meeting Complaint Reception Satisfaction Survey |

Diagram of the stakeholder analysis in the business value chain



Information on organization's material sustainability topics

Organization's material sustainability topics

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

Details of organization's material sustainability topics

| The names of the sustainability materiality topics | Subjects related to the sustainability materiality topics |
|--|--|
| Maintaining quality standards and safety in services | <ul style="list-style-type: none"> • Customer / Consumer Responsibility • Sustainability Risk Management |

Information on sustainability report

Corporate sustainability report

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

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or guidelines : Other : Securities Exchange Requirements

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

Attachments Code of Conduct, Risk Management Policy page 62 and Succession Planning Policy page 44
Risk Management Plan

The Risk Management Plan is prepared by the Risk Management Committee, which plays a crucial role in managing and mitigating potential risks in various aspects, including business, finance, legal, and operations. This ensures the company's efficient and stable business operations. Risk management enables the company to cope with uncertainties and minimize the impact of unforeseen events.

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : No

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 Maintaining Service Standards, Quality, and Safety

Related risk topics : Operational Risk
• Safety, occupational health, and working environment
ESG risks : Yes

Risk characteristics

The inspection revealed that the driver exhibited inappropriate behavior while on duty, which could lead to uncontrollable accidents.

Risk-related consequences

The number of accidents has not decreased to meet the target of reducing accidents caused by the operation of the company and affiliated vehicles to zero accident and 100% of passenger satisfaction have been addressed.

Risk management measures

Providing knowledge and training on the 4 Steps of Operation Excellence Strategy

- Education: Organizing training courses on DDT Safety Awareness, Onboard Driver Passport
- Minivacation: 12 Smiles bonus reward, speed control bonus, Zero Accident bonus, excess deduction in case of an accident at fault
- Waken: Stimulate awareness with KYT activities, Safety Talks, pre-operation check-ins
- Control: Monitor inappropriate behavior and immediately intervene through real-time camera monitoring throughout the driver's working hours.

Study the Poka Yoke principle to apply to accident prevention.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : No

The Business Continuity Plan (BCP) is currently in the process of being implemented through the Roadmap activities, overseen by the Risk Management Committee in various areas, such as the instability of EV vehicle suppliers, economic conditions that may impact customers, and the long-term use of EVs. The strategy includes diversifying risks by expanding the customer base and continuously developing EV suppliers. Additionally, there are plans to address driver shortages and adapt to uncertain interest rates. The plan also involves raising service standards, studying the impact of carbon tax implementation, and closely monitoring legal changes and financial situations to ensure smooth and efficient business operations in all circumstances.

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

Company's sustainable supply chain management policy and guidelines : No

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management plan : Yes

Selection of Sustainable Partners and Suppliers

- Choose business partners and material suppliers who are committed to sustainable business practices, such as automobile manufacturers using clean technologies or suppliers who meet high environmental and social standards.

Development and Use of Environmentally Friendly Technologies

- Support the use of technologies that reduce greenhouse gas emissions.
- Improve traffic management systems and routes to optimize efficiency, minimize energy waste, and reduce pollution.

Vehicle and Equipment Maintenance Management

- Implement a regular maintenance plan for vehicles and equipment to reduce downtime during service operations, extend their lifespan, and decrease pollution from vehicle use.

Energy Management and Waste Reduction

- Utilize renewable or clean energy sources in operations, such as the installation of EV charging stations.

Building Sustainable Relationships with Customers

- Communicate with customers about sustainable operations and the benefits they will receive from using environmentally friendly services.
- Set targets to reduce the company's emissions and report environmental performance to investors and customers.

Employee Development and Training

- Provide training for employees to understand sustainable practices and apply them in daily operations. Additionally, encourage employee involvement in creating innovations to improve service efficiency and reduce environmental impact.

Risk Management Plan and Performance Monitoring

- Develop a risk management system to assess and monitor risks associated with operations and use technology to track and evaluate sustainable performance, such as using fleet management software to analyze data and improve service delivery.

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

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

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes

Reference link to supplier code of conduct : https://www.atp30.com/wp-content/uploads/2024/03/14.03.2024_ENG_%E0%B8%84%E0%B8%B9%E0%B9%88%E0%B8%A1%E0%B8%B7%E0%B8%AD%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88.pdf

Page number of the reference link : 80

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

Key suppliers acknowledging compliance with the supplier code of conduct

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

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

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

R&D expenses in the past 3 years

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

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

None

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

Process of developing and promoting the company's innovation culture

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

None

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

Benefits of innovation development

Financial benefits

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

Non-financial benefits

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

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