



Annual Registration Statement / Annual Report

Form 56-1 One Report

(e-One Report)

ATP30 PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024



Table of Contents

	Page
Part 1 Business Operations and Performance	
1. Group Structure and Operations	
1.1 Policy and business overview	1
1.2 Business Operations	7
1.3 Shareholding structure	18
1.4 Number of registered capital and paid-up capital	20
1.5 Issuance of other securities	21
1.6 Dividend payment policy	22
2. Risk management	
2.1 Risk mgmt policy and plan	23
2.2 Risk factors	24
3. Sustainable Development	
3.1 Sustainability Management Policy and Targets	25
3.2 Management of impacts on stakeholders in the business value chain	26
3.3 Management of environmental sustainability	32
3.4 Social sustainability management	43
4. Management Discussion and Analysis (MD&A)	
4.1 Operation, financial condition and material changes, accompanied by the causes or factors contributing thereto during the past year	50
4.2 Potential factors or incidents that may materially affect the financial condition or the operating results	57
4.3 Disclose information from the financial statements and significant financial ratios	58
5. General information and other material facts	

Table of Contents (continued)

	Page
5.1 General information	68
5.2 Other material facts	70
5.3 Legal disputes	71
5.4 Secondary market	72
5.5 Financial institution with regular contact (only in case of debt securities offeror)	73
 Part 2 Corporate Governance	
6. Corporate governance policy	
6.1 Corporate Governance Policy	74
6.2 Business code of conduct (if any)	85
6.3 Material changes and developments regarding policy, guidelines and corporate governance system in the preceding year	88
7. Corporate governance structure and significant information related to the board of directors, subcommittees, executives, employees, and others	
7.1 Corporate Governance Structure	89
7.2 Information on the Board of Directors	90
7.3 Information on subcommittees	99
7.4 Information on executives	104
7.5 Information on employees	107
7.6 Other significant information	109
8. Report on key operating results on corporate governance	
8.1 Summary of duty performance of the Board of Directors in the past year	112
8.2 Report on the results of duty performance of the Audit Committee in the past year	124
8.3 Summary of the results of duty performance of subcommittees	125

Table of Contents (continued)

	Page
9. Internal control and related party transactions	
9.1 Internal control	128
9.2 Related party transactions	131
Part 3 Financial Statement	
Board of Directors' Responsibility Statement for the Financial Report	135
Auditor's Report	137
Financial Statements	144
Notes to the Financial Statements	152
Back up attachment	
Attachment	178

Part 1 Business Operations and Performance

1. Group Structure and Operations

1.1 Policy and business overview

ATP 30 Public Company Limited (the "Company") is a provider of personnel transportation services, offering shuttle services between residential areas in local communities and industrial factories or business establishments, especially in industrial zones in the Eastern and Central regions. The Company holds a license as a non-scheduled transport operator issued by the Department of Land Transport and operates under the Road Traffic Safety Management System (BSI ISO 39001: 2012) to improve the efficiency of its transportation operations. Additionally, the Company places significant emphasis on the development of driver quality, including recruitment processes and training, as well as fostering a service-oriented mindset to ensure the well-being of passengers and road users in accordance with the Company's policies.

Safety Principles

- The Company, in collaboration with Amata Medical Center, which specializes in occupational health, has established health standards for employees and drivers in accordance with international standards for public vehicle drivers. This is aimed at serving as a guideline for selecting the Company's drivers.
- The company has implemented random alcohol and drug testing for drivers during their operations on an ongoing basis. The results are then directly reported to the clients.
- The company has installed a behavior tracking system on all vehicles providing services to monitor the driving behavior (unsafe actions) of each driver.
- The company has implemented a program to survey unsafe conditions on the routes being serviced, aiming to motivate drivers and continuously promote accident prevention.

Reliability

- The company has pioneered the use of new chassis and engines (brand-new) in the assembly of buses for personnel transportation, replacing buses that were assembled from old spare parts, in order to reduce the problem of vehicle breakdowns during service.
- The company has implemented a systematic and continuous preventive maintenance program to ensure that the vehicle operation process runs efficiently.
- The company has provided a driver's manual and ongoing training to ensure that the drivers are aware of the importance of their responsibilities.
- The company has implemented a GPS system to track operations on the buses in real time, with the operations team responsible for monitoring the service and providing assistance to the drivers at all times.
- The company has established a Mobile Unit to provide on-site repair services for the vehicles in operation at all times.

Principle of Comfort

- The company has pioneered the use of new chassis and engines (brand new) to assemble buses for employee transportation, replacing buses assembled from old spare parts to reduce the occurrence of vehicle breakdowns during service.
- The company has established a systematic and continuous inspection and maintenance (Preventive Maintenance) process to ensure the efficient operation of the transportation system.
- The company has developed a driver's manual and provides continuous training to ensure that drivers are aware of the importance of their responsibilities.
- The company has implemented a real-time GPS tracking system for monitoring the operations of its buses, with operations staff responsible for tracking the service and providing assistance to drivers at all times.
- The company has set up a Mobile Unit service to perform repairs on vehicles in service at all times.

As of December 31, 2024, the company has 65 customers, which is a very small number compared to the number of industrial plants in the Eastern and Central regions, where the company mainly provides services. This has led the company to see an opportunity to continuously expand its market share within Thailand. Additionally, the company is focusing on collaboration with business partners to further enhance its services, expand its customer base, foster competition, and develop service technologies that meet customer needs the most. These include EV Management Systems, VVS (VIP Vehicle Services) online, AQS (A Quick Service), as well as ongoing developments in Connect Social, Sharing of Buses, EV, Automatic Vehicles, and RPA control. These initiatives aim to improve the company's image, reduce costs, increase growth rates, and enhance competitive potential.

1.1.1 Overview of the vision, objectives, goals and business strategies

Message from the chairman

Dear Shareholders,

In 2024, ATP 30 Public Company Limited faced continuous challenges in both the economic and business environments. Despite these challenges, the company successfully navigated through them and achieved its set goals efficiently. For the year 2024, the company reported a total revenue of 730.61 million Baht, an increase of 59.14 million Baht, or 8.81% compared to the previous year. The company also achieved a net profit of 45.53 million Baht, an increase of 16.55 million Baht, or 57.11% from the previous year.

Although the global economy slowed down, and the Thai industrial economy in 2024 was affected by various factors, such as geopolitical tensions in several regions, which impacted the automotive parts and electronics circuit industries, the Company successfully adapted and managed its customer base efficiently. The number of clients increased, both from existing clients who expanded their contracts and increased the number of vehicles serviced, as well as from the acquisition of new clients. This allowed the Company to remain unaffected by these external circumstances and maintain strong operational performance. In addition, the Company has demonstrated a clear vision for future growth, focusing on innovation and adapting to market changes. Notably, it has enhanced operational efficiency and created a positive environmental impact by increasing the use of electric vehicles in service, installing solar panels, and utilizing clean energy in its operations. These initiatives align with the Company's commitment to reducing greenhouse gas emissions and promoting sustainability. Additionally, the Company places significant emphasis on the development of its human resources, particularly in the area of training drivers to enhance their skills and reduce accidents continuously. This supports the Company's long-term stable growth by implementing strategies focused on efficient cost management, leveraging technology to enhance competitive capabilities, and building strong customer relationships. These factors position the company well to capitalize on opportunities for market expansion and future growth.

With a clear strategy and efficient operations, the Company is committed to creating sustainable economic value while promoting social responsibility and environmental conservation. This approach will ensure the Company's continued growth and long-term sustainability.

On behalf of the Board of Directors, management, and all employees, we would like to extend our sincere gratitude to all shareholders and stakeholders for their continued support and trust in the Company. We are committed to driving the business forward and continually developing the organization to create value for the economy, society, and the environment, while also ensuring sustainable growth for the Company in the future.

Image Message from the chairman



Mr. Chartchai Panichewa Chairman of the Board of Director

Vision

ATP30 aims to be a leader in providing employee transportation services to various industrial plants with dedication, while continuously developing its services to ensure customer satisfaction and establish service standards that are internationally recognized.

Objectives

- Strengthening the business foundation, fostering growth, and continuously expanding the business towards sustainability.
- Applying service technology and vehicle operation control processes with safety measures to meet the expectations and satisfaction of customers.
- Developing and enhancing the capabilities of personnel to possess specialized knowledge, skills, and expertise related to passenger vehicles.

- Expanding business units that can generate returns for the company.

Goals

Within 1 year

In 2015, the company set operational goals to achieve revenue growth of no less than 10%, a gross profit margin of 10%, and a net profit margin of 7%.

In the long term, beyond 1 year

- Maintaining market leadership in employee transportation services by elevating service standards, ensuring safety, and being environmentally friendly.
- Continuously developing growth and enhancing profitability by retaining existing customers and expanding the customer base to include a more diverse range of businesses.
- Creating ecosystems aimed at becoming a leader in electric bus services, promoting the use of clean energy, and partnering with customers who have a Net Zero policy.
- Investing in the expansion of electricity generation from renewable energy sources, along with the development of an efficient Smart Charger system, and utilizing technology to control and manage the electricity flow of the charging stations.
- Expanding service offerings in the tourism industry in collaboration with business partners.
- Positive net cash flow starting from 2026, due to the payment of installments for 245 units due in 2025-2026, which will significantly reduce expenses.
- The company is committed to following sustainability guidelines, including: 1) Reducing greenhouse gas emissions through the "Emission Reduction Policy. 2) Increasing the proportion of electric buses and implementing EV Management Systems to improve the efficiency of solar-powered charging. 3) Disclosing greenhouse gas emissions data in the CFO report, the 56-1 One Report, and continuously registering the organization's carbon footprint label with TGO.

Business strategies

- Retaining existing customers while building a new customer base by providing high-quality services that ensure customer satisfaction.
- Developing operational systems and service standards for employee transportation that ensure high quality, with a focus on customer satisfaction, in line with the service policies of Safety, Reliability, and Comfort.
- Developing and enhancing the capabilities of personnel to meet established standards.

1.1.2 Material changes and developments

The company was formerly known as Amata Transport 30 Co., Ltd. It began operations on October 20, 2005, and was founded by three individuals: Mr. Chatchai Panitchiwa, Dr. Wiwat Kromdith, and Mr. Piya Techakul. Mr. Piya is considered the key executive with experience in the transportation service industry. He recognized the business opportunity in providing transportation for factory workers, as most industrial establishments are located far away, which creates travel challenges for employees. To reduce these limitations, the employers had to provide welfare for employees to alleviate issues during work. As a result, the company places great emphasis on standards, quality, safety, punctuality, and professionalism. This focus has enabled the company to secure service contracts and experience continuous growth over time.

Details regarding material changes and developments

Year	Material changes and developments
2024	<ul style="list-style-type: none"> • Increasing the proportion of electric buses in service from 13 units to 34 units to provide customers with the option to reduce greenhouse gas emissions. • Increasing electricity production from the Solar roof, which has already been installed at 60 kW, to 240 kW, along with the installation of charging stations and EV Management Systems to enhance the efficiency of solar-powered charging. • The daily rental and tourism business, VVS (VIP Vehicles Services), with the development of an online booking system set to begin service in 2024. • The maintenance and spare parts business, AQS (A Quick Service), providing services and parts to external customers.

Year	Material changes and developments
2024	<ul style="list-style-type: none"> The company has announced an annual dividend payment for 2025 based on the increased performance of the previous year, at a rate of 0.03 Baht per share, or a dividend payout ratio of 44.95%. The dividend will be paid on April 9th, with cash payments to be made on April 25th, subject to approval at the 2025 Annual General Meeting of Shareholders on March 28th. The company operates 729 buses and 59 buses in partnership services.
2023	<ul style="list-style-type: none"> The company has started selling 9 buses that have fully depreciated over a period of 10 years. The company has disclosed its greenhouse gas emissions of Scope 1-3 in the 56-1 One Report, which has been audited by an independent auditor, and has also registered the organization's Carbon Footprint label (CFO) with the TGO. The company has announced a cash dividend payment of 13.65 million Baht, at a rate of 0.02 Baht per share, or 49.83%. The company operates 678 buses and 66 buses in partnership services.
2022	<ul style="list-style-type: none"> Expanding service areas to industrial plants in the Central region, including Ayutthaya, Saraburi, and Bangkok. The company has started introducing electric minibuses to serve customers. The company has announced a cash dividend payment of 20.47 million Baht, at a rate of 0.03 Baht per share, or 73.86%. The company operates 620 buses and 72 buses in partnership services.
2021	<ul style="list-style-type: none"> In January, the company renewed its public transportation operating license for a period of 5 years. In February, the company issued additional shares through a Private Placement (PP) to Toyota Tsusho Thai Holdings Co., Ltd., amounting to 65.00 million shares or 9.53%. One director from Toyota Tsusho Thai Holdings Co., Ltd. joined the company's board of directors, and the total payment was received on March 8th. The company has announced a cash dividend payment of 20.47 million Baht, at a rate of 0.03 Baht per share, or 65.07%. The company operates 516 buses and 72 buses in partnership services.
2015	<ul style="list-style-type: none"> The company converted into a public company and changed its name to ATP 30 Public Company Limited. It increased its capital to 110.00 million Baht, with a share value of 0.25 Baht per share, resulting in a total of 440.00 million shares. The company also offered 160.00 million new shares to the public for the first time (IPO) on the Market for Alternative Investment (mai). The company has announced a cash dividend payment of 27.00 million Baht. The company operates 138 buses and 90 buses in partnership services.
2005	<ul style="list-style-type: none"> On October 20, the company began operations under the name Amata Transport 30 Co., Ltd. The founders were Mr. Chatchai Panichcheewa, Dr. Wiwat Kromdith, and Mr. Piya Techakul, with a registered capital of 1.00 million Baht, at a share value of 100 Baht per share. The company also received a 5-year public transportation operating license. In November, the company increased its capital to 5.00 million Baht, with a share value of 100 Baht per share. The company operates 3 buses.

1.1.3 Spending of the raised fund to serve the objectives declared in the registration statement for securities offering

Is there an issuance of equity securities or debt securities? : No securities?

1.1.4 The obligations to which the company has committed in the

registration statement, including the compliance with such obligations or conditions in the following years

Are there any issued securities with obligations or conditions? : No

1.1.5 Company information

Company name : ATP30 PUBLIC COMPANY LIMITED
Symbol : ATP30
Address : No. 9/30 Moo 9 Bangnang, Panthong
Province : Chonburi
Postcode : 20160
Business : The Company provide employee transportation services between residential areas and industrial plants or businesses, particularly in the Eastern Industrial Estates and other industrial areas throughout Thailand. The Company are licensed as a non-regular route public carrier by the Department of Land Transport.
Registration number : 0107558000105
Telephone : 0-3846-878,9
Facsimile number : 0-3846-878
Website : <http://www.atp30.com>
Email : info@atp30group.com, chotiga@atp30group.com
Total shares sold
Common stock : 682,310,058
Preferred stock : 0

Diagram of organization's logo



Company logo

1.2 Nature of business

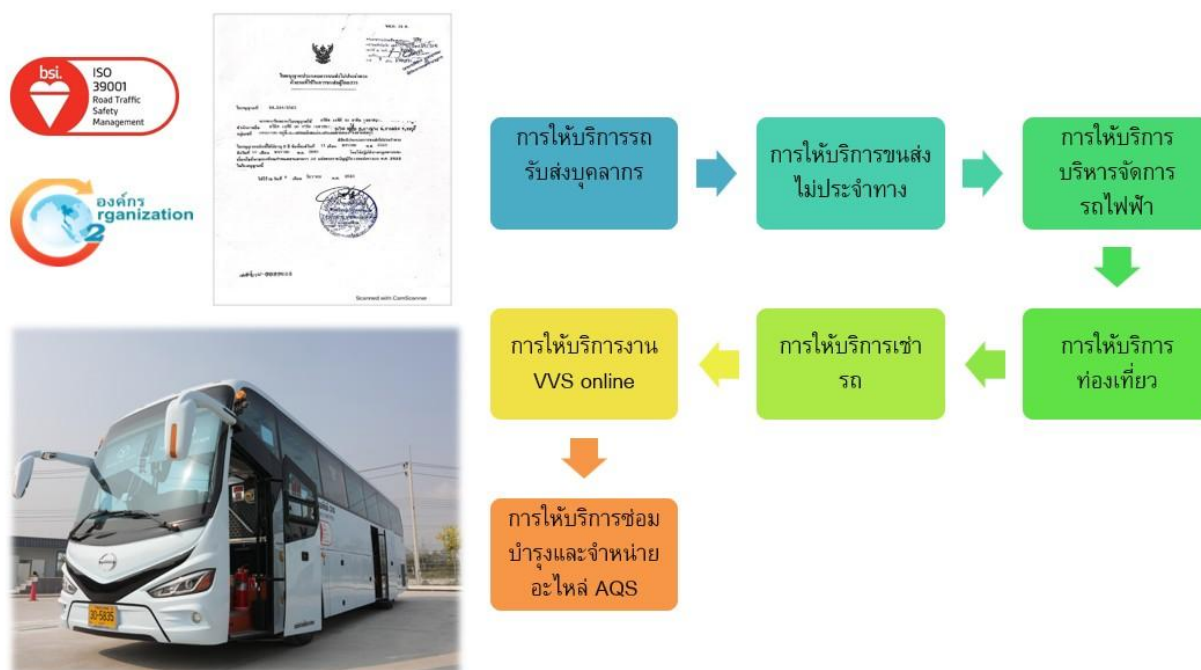
1.2.1 Revenue structure

The revenue structure is derived from two sources of income as follows: Revenue from services: This comes from a total of 788 service vehicles, which are divided into (1) company-owned vehicles, numbering 729 units, comprising 277 buses, 51 minibuses, 383 vans, 16 electric trains, and 2 pickup trucks, and (2) jointly-operated vehicles, totaling 59 units, consisting of 4 buses and 55 vans. Other revenue: This includes interest from bank deposits, profits from the sale of buses, other assets, and depreciated spare parts, as well as other income such as proceeds from the employee provident fund for employees who leave under conditions not meeting the company's criteria, the sale of deteriorated spare parts, and income from GPS management, among others.

Revenue structure by product line or business group

	2022	2023	2024
Total revenue from operations (thousand baht)	632,454.00	671,480.00	730,612.00
Service income (thousand baht)	631,889.00	669,202.00	728,714.00
Others (thousand baht)	565.00	2,278.00	1,898.00
Total revenue from operations (%)	100.00%	100.00%	100.00%
Service income (%)	99.91%	99.66%	99.74%
Others (%)	0.09%	0.34%	0.26%

Diagram of revenue structure by product line or business group



Types of Service Revenue

By geographical area or market

	2022	2023	2024
Total revenue (thousand baht)	632,454.00	671,480.00	730,612.00

	2022	2023	2024
Domestic (thousand baht)	632,454.00	671,480.00	730,612.00
International (thousand baht)	0.00	0.00	0.00
Total revenue (%)	100.00%	100.00%	100.00%
Domestic (%)	100.00%	100.00%	100.00%
International (%)	0.00%	0.00%	0.00%

Other income as specified in the financial statements

	2022	2023	2024
Total other income (thousand baht)	565.00	2,278.00	1,898.00
Other income from operations (thousand baht)	0.00	0.00	0.00
Other (thousand baht)	565.00	2,278.00	1,898.00
Other income not from operations (thousand baht)	565.00	2,278.00	1,898.00

Share of profit of joint ventures and associates accounted for using equity method

	2022	2023	2024
Share of profit (thousand baht)	0.00	0.00	0.00

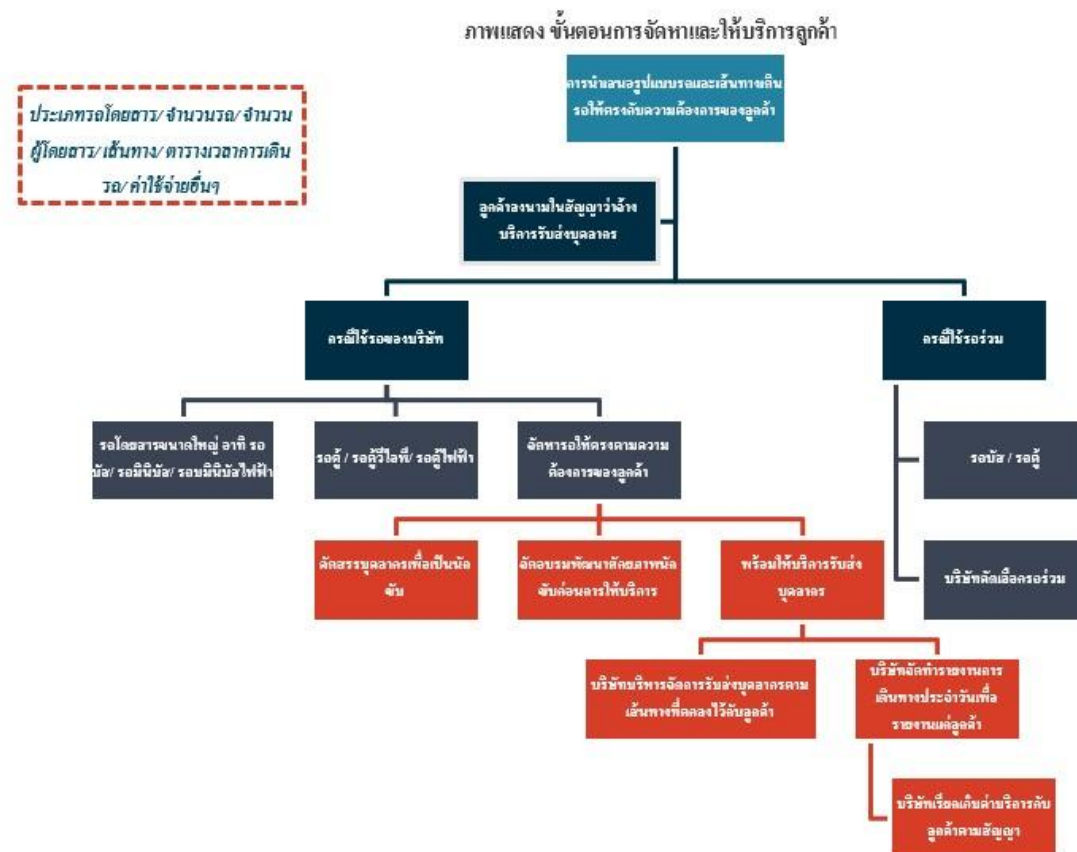
1.2.2 Information on products and services

1.2.2.1 Product/service information and business innovation development

Service income

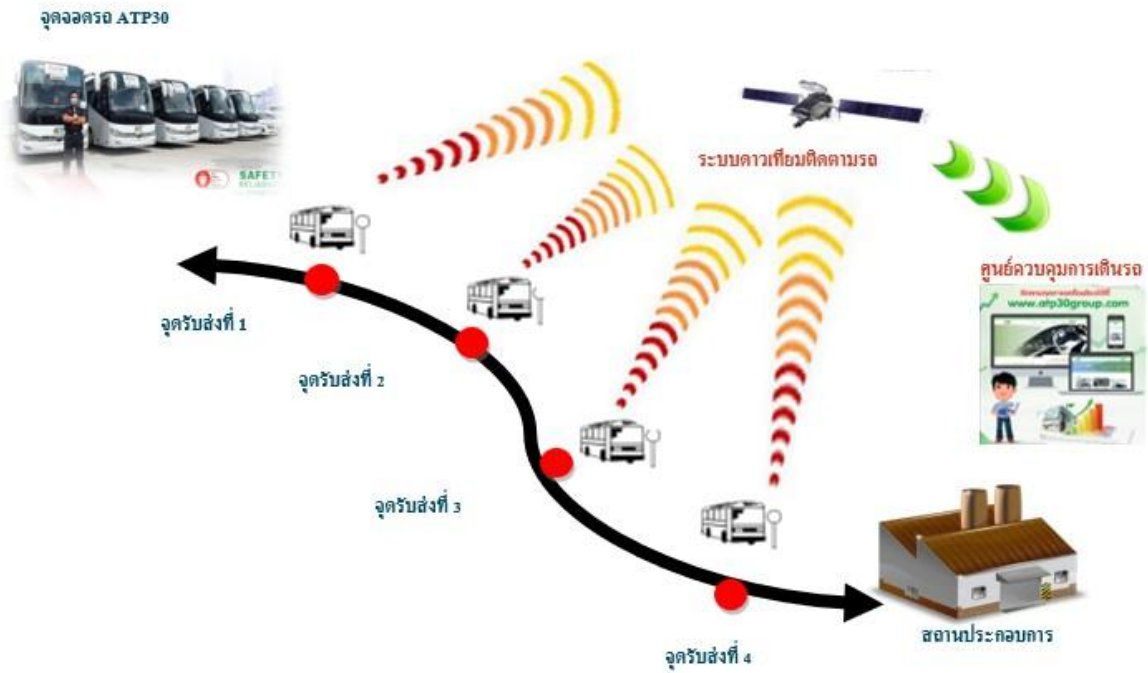
- Revenue from services provided by company-owned buses: This revenue is derived from vehicles that the company owns and has invested in, which are licensed to operate public road transportation. These vehicles comply with legal requirements, such as having the proper vehicle structure and registration plates with a yellow background, black letters and numbers, beginning with the registration number 30-xxxx.
- Revenue from services provided by jointly-operated buses: This revenue comes from vehicles owned by individuals or legal entities that have been granted a license by the Department of Land Transport to operate non-scheduled bus services.

Diagram of Service income



Client Acquisition and Service Process

ภาพแสดง ขั้นตอนการให้บริการรับส่งบุคลากร



**GREENER FUTURE
WITH ELECTRIC BUSES**

ATP30

ATP30

ATP30

ATP30

ATP30

20

THE FUTURE STARTS NOW.

ATP30 | **REDUCE CARBON EMISSIONS**
100% electric bus transporters |

ELECTRIC VEHICLE SERVICES

Research and development policy in various areas, and details regarding innovation development in processes, products and/or services, or business models.

Research and development (R&D) policy : No

R&D expenses in the past 3 years

	2022	2023	2024
R&D expenses in the past 3 years (Million Baht)	0.00	0.00	0.00

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

None

1.2.2.2 Marketing policies of the major products or services during the preceding year

Key Marketing and Service Policies

1. Competitive Strategy and Industry Competition Conditions

The business of non-scheduled bus services has no limitations on new operators entering the market. As long as they have sufficient financial resources, a transportation operator's license, and qualified drivers with the appropriate licenses as required by law, new operators can easily enter the market. As a result, there has been an increase in the number of non-scheduled bus service operators.

In 2024, the number of non-scheduled bus operators was 38,123, a decrease of 10.61% from 2023, with the non-scheduled bus service industry declining by 13.74%. This decline was due to the overall contraction of the domestic economy, largely caused by the impacts of the COVID-19 pandemic. The company sees an opportunity for growth due to the reduction in competition, estimating its market share to be approximately 4% of the total operators in its service area.

The company's strengths include its standardized operation processes, a strong focus on service quality, and adherence to the ISO 39001:2012 Road Traffic Safety Management System. The company also provides advice on the most cost-effective bus routes for customers. The competitive strategies are as follows:

1.1 Service Strategy The company has continuously improved and developed the quality of its services over time. Additionally, the company has obtained the BS ISO 39001:2012 Road Traffic Safety Management System certification. The service policy is built on three key principles: Safety, Reliability, and Comfort, which define the company's service standards as follows:

Bus Standards All buses in the company's fleet are new. The exterior design of each bus is specifically engineered for employee transport, in compliance with engineering standards and legal requirements. The bus bodies and chassis are sourced from leading manufacturers such as Hino, Scania, Mercedes-Benz, Toyota, and Yutong. The body design ensures safety, and air conditioning systems are installed with new equipment. The buses are fully equipped with amenities such as televisions, sound systems, first aid kits, fire extinguishers, and other safety equipment.

Driver Standards The company places great importance on selecting drivers, ensuring a rigorous recruitment process that includes interviews, background checks, driving tests, and health assessments. Once hired, drivers receive continuous training to develop their skills and ensure proper service delivery. This includes building a service-oriented mindset, maintaining the vehicles, driving safely, and ongoing performance evaluation.

Vehicle Operation Control Standards The company employs a GPS Tracking System to monitor every bus in real-time. The operations team is responsible for checking the vehicle's readiness, monitoring driver behavior, and offering support to drivers. For instance, they ensure that each vehicle is ready for service at least 30 minutes before departure and that vehicle speed does not exceed 80 km/h during operation. Surveillance cameras inside the buses also ensure safety. After a bus completes its service, the operations team generates Daily Reports and Monthly Reports for customers to review.

Maintenance Standards The company implements a systematic approach to maintaining the engines and related equipment of its buses in accordance with policies for inventory control, storage, and usage. The maintenance team is responsible for overseeing these tasks, and employees receive regular training to ensure expertise. The company also has a Mobile Unit for on-site repairs.

Maintenance is categorized into two types: **Daily Maintenance:** This includes cleaning and maintaining the interior of the buses, such as cleaning seats, applying disinfectants, and ensuring that all equipment is in order before use. This is the responsibility of the driver and operations staff. **Preventive Maintenance:** This is done according to a set maintenance plan. If significant issues are found, such as engine or suspension failure, the vehicle is immediately sent to a repair center.

1.2 Pricing Strategy The company follows a fair and appropriate pricing policy in line with its premium service offering. All buses are new, with vehicles designed for optimal service, skilled drivers, and a modern tracking system. The company utilizes a Fleet Management System to ensure efficiency and customer satisfaction. The pricing model takes into account the investment in new buses, with a typical lifespan of 4-5 years. The service charges are divided into two categories:

- **Fixed-Rate Contract:** This pricing method is based on distance per trip as outlined in the service agreement (with the rate remaining unchanged despite fluctuations in fuel prices).

- **Floating-Rate Contract:** The service charge adjusts according to fluctuations in fuel prices and the distance traveled. This model includes two variations:

1. **Fixed Charge:** Based on distance and adjusted according to fuel compensation rates, calculated by the fuel consumption for each route and the price difference between current fuel prices and contract prices. If the average fuel price exceeds the contract price, the customer compensates for the difference. If the contract price exceeds the average fuel price, the company offers a discount.

2. **Fuel and Distance-Based Service Charge (Minimum Guarantee):** This sets a minimum charge based on actual service costs, including vehicle payments, driver wages, and fuel costs, with revenue calculated based on the distance traveled.

1.3 Distribution Channel Strategy The company's marketing plan for customer acquisition includes two methods:

1. **Direct Contact:** This accounts for 70% of customers, primarily through referrals from existing clients and affiliates.

2. **Bidding:** This accounts for 30% of customers, with the company participating in competitive bidding processes. Given the high proportion of repeat customers, the company does not engage in price competition but focuses on maintaining service quality

and efficiency.

1.4 Promotion Strategy The company uses various public relations methods, including newspapers, the company website, SET, Facebook, Line, live interviews, and radio broadcasts, to build brand recognition and awareness.

1.5 Target Customer Group The company's target customers are businesses in the manufacturing sector, particularly those located in industrial estates or areas outside industrial zones in the Eastern region. Detailed service areas and supporting documents are provided in the annual report.

The industry competition during the preceding year

Overview of the Economic

1. Situation Gross Domestic Product (GDP)

The Thai economy in 2024 is expected to grow by 2.7%, driven by the recovery of the tourism and export sectors, along with economic stimulus measures in the latter part of the year. The economy in 2025 is projected to accelerate further, growing at 3.0% annually, supported by four positive factors: private consumption, exports, tourism, and both public and private investments.

The estimated GDP growth for 2024 is expected to be 2.7% (with a forecast range of 2.2% to 3.2%), remaining unchanged from previous estimates and marking a continued recovery from the 1.9% growth in 2023.

- Tourism and Exports: The number of foreign tourists visiting Thailand in 2024 is expected to reach 36 million.

Meanwhile, private consumption is projected to continue expanding by 4.6% (with a forecast range of 4.1% to 5.1%), an increase from previous estimates. Despite economic pressures from flooding, government measures have mitigated the impact, boosting public confidence.

- Exports of Goods: Exports in US dollar terms are forecast to grow by 2.9% (with a forecast range of 2.4% to 3.4%), benefiting from better-than-expected recovery in the second and third quarters, as Thai businesses seize opportunities to replace Chinese goods subjected to higher tariffs by the United States. Additionally, public consumption is projected to grow by 2.1% (with a forecast range of 1.6% to 2.6%).

- Public Investment: Public investment is expected to grow by 0.8% (with a forecast range of 0.3% to 1.3%). However, private investment is anticipated to shrink by 1.9% (with a forecast range of -1.2% to -1.4%) due to a reduction in machinery investments, particularly in the automotive sector.

- Domestic Stability: The general inflation rate is expected to be 0.4% (with a forecast range of -0.1% to 0.9%), lower than previous estimates due to declining global energy prices.

- External Stability: The current account balance is projected to register a surplus of 10.3 billion USD, or 1.9% of GDP, in 2024. For 2025, the Ministry of Finance expects the Thai economy to grow by 3.0% annually (with a forecast range of 2.5% to 3.5%), driven by four positive factors: private consumption, exports, tourism, and both public and private investments. Private Consumption:

- Private consumption is expected to grow by 2.9% annually (with a forecast range of 2.4% to 3.4%). Exports of Goods: Exports are forecast to expand by 3.1% annually (with a forecast range of 2.6% to 3.6%). Tourism:

- The number of foreign tourists visiting Thailand in 2025 is expected to reach 39 million, further bolstering business confidence and supported by the 2025 budget, which will expedite government spending. Public consumption is expected to grow by 2.2% annually (with a forecast range of 1.7% to 2.7%). In 2025, investment will be another key driver for Thailand's economy, supported by two main factors:

1. Private investment is projected to grow by 23% annually (with a forecast range of 1.8% to 28%), driven by large investment projects supported by BOI incentives, particularly in high-tech and environmentally friendly industries.

2. Public investment is expected to grow by 4.7% annually (with a forecast range of 4.2% to 5.2%), propelled by accelerated disbursement of investment expenditure and large infrastructure projects such as the high-speed rail project linking three airports, the Laem Chabang Port expansion (Phase 3), and various double-track railway projects. These will enhance competitiveness and stimulate continued private investment. Domestic Stability: The general inflation rate is projected to rise to 1.0% annually (with a forecast range of 0.5% to 1.5%), driven by strong domestic demand. External Stability: The current account balance is expected to record a surplus of 10 billion USD, or 1.7% of GDP (with a forecast range of 1.2% to 2.2% of GDP).

2. Crude Oil Prices

WTI oil prices declined below \$68 today, after initially rising in response to strong manufacturing data from China, which could support domestic oil demand. As of 11:59 PM Thailand time, WTI crude oil for January delivery fell by \$0.07, or 0.10%, to \$67.90 per barrel. China's manufacturing PMI expanded at its fastest rate in five months, bolstered by new orders, including international orders.

Additionally, oil prices were supported by ongoing attacks between Israel and Hezbollah, despite the ceasefire agreement that took effect last week. The market is closely monitoring the upcoming meeting of OPEC and its allies (OPEC+) on December 5, where

it is expected that OPEC+ will delay its planned oil production increase until February 2025, amid concerns over weak demand.

3. Energy Prices Diesel Prices:

Diesel prices have increased in line with Dubai crude oil prices. Singapore's weekly diesel exports, for the week ending November 27, 2024, dropped by 16.1% to 0.39 million tons. However, China's diesel supply is expected to rise by 0.51 million barrels per day in mid-December 2024, as refineries resume operations following maintenance.

Thailand's energy consumption during January-July 2024 was 49,425 thousand tons of oil equivalent, down by 1.1% from the same period last year. The total energy expenditure during this period was valued at 1,095,705 million THB. Thailand imported energy worth 938,932 million THB, with crude oil accounting for 70.06% of the total energy imports. Thailand's energy exports were valued at 89,386 million THB, with refined oil products making up 86.39% of total energy exports.

4. Industrial Sector

Thailand has 67 industrial estates, distributed as follows: 17 in the central region, 1 in the western region, 43 in the eastern region, 3 in the northern region, 2 in the southern region, and 1 in the northeastern region. More than half of the country's industrial estates are located in the eastern region, due to better transportation access and proximity to Bangkok, as well as being less prone to flooding. According to the Industrial Estate Authority of Thailand (IEAT), as of January 2024, there were 5,021 companies operating in these estates, employing 1,077,784 people. The total area of the estates is 190,212 rai, with 23,410 rai still available for sale or lease.

5. Transport Operators As of December 31, 2024,

There were 39,308 public transport licenses issued across the country, with 38,123 operators. Most of these licenses (73.05%) were for non-scheduled bus services, followed by 20.33% for private buses and 6.22% for scheduled bus services.

In 2024, the number of bus transport licenses decreased by 10.61% compared to 2023, particularly in the non-scheduled bus sector, which saw a 13.74% decline, due to the contraction in the domestic economy, exacerbated by the COVID-19 pandemic's lasting impact on the industrial and service sectors.

As of December 31, 2024, the number of legal transport driver licenses issued stood at 1,043,532, an increase of 1.56% from 2023.

Of these, 176,248 were in the eastern region, representing 17.15% of the total.

The total number of registered buses as of December 31, 2024, was 1,189,172, a decrease of 38,283 units (3.12%) from 2023. Non-scheduled buses accounted for 42,969 units, or 3.61% of the total number of buses.

These statistics show a slight increase in non-scheduled bus services compared to 2023, by 0.21%, due to the contraction in the economy as a result of the COVID-19 pandemic's significant impact on the industrial and service sectors.

1.2.2.3 Procurement of products or services

Service income

Overview of the Economic Situation

1. Gross Domestic Product (GDP) The Thai economy in 2024 is expected to grow by 2.7%, driven by the recovery of the tourism sector, exports of goods, and economic stimulus measures towards the end of the year. In 2025, the economy is projected to accelerate, with growth reaching 3.0% per year, supported by four key positive factors: private consumption, exports, tourism, and both public and private investments. The economic forecast for 2024 is expected to grow by 2.7% (with a projection range of 2.2% to 3.2%), unchanged from the previous estimate, and represents a continuation of the growth from 2023, which expanded by 1.9% per year.

o Tourism and Exports: The number of international tourists visiting Thailand in 2024 is expected to reach 36 million.

Private consumption is also anticipated to continue its recovery, expanding by 4.6% (with a projection range of 4.1% to 5.1%), up from the previous forecast. Despite economic pressures from flood conditions, various government measures are expected to offset these challenges and boost consumer confidence.

o Exports: Exports in U.S. dollar terms are forecast to grow by 2.9% (with a projection range of 2.4% to 3.4%), due to a stronger-than-expected recovery in the second and third quarters, including opportunities for Thai businesses to replace Chinese products impacted by U.S. tariff increases. Government consumption is projected to grow by 2.1% (with a projection range of 1.6% to 2.6%).

o Public Investment: Public investment is expected to grow by 0.8% (with a projection range of 0.3% to 1.3%). However, private investment is forecast to contract by -1.9% (with a projection range of -1.2% to -1.4%), primarily due to a decline in machinery and equipment investments, influenced by a decrease in car sales.

o Domestic Stability: Inflation is expected to remain low at 0.4% (with a projection range of -0.1% to 0.9%), down from previous forecasts, due to a decline in global energy prices.

o External Stability: The current account balance in 2024 is projected to show a surplus of USD 10.3 billion, or 1.9% of GDP. For 2025, the Ministry of Finance forecasts that the Thai economy will grow by 3.0% per year (with a projection range of 2.5% to 3.5%), driven by the four main positive factors: private consumption, exports, tourism, and both public and private

investments.

- o Private Consumption: Private consumption is expected to continue growing at 2.9% (with a projection range of 2.4% to 3.4%).
- o Exports: Exports are projected to grow by 3.1% per year (with a projection range of 2.6% to 3.6%).
- o Tourism: The number of international tourists visiting Thailand in 2025 is expected to reach 39 million, which will positively affect business confidence. This is further supported by the 2025 government budget, which will accelerate spending. Government consumption is expected to grow by 2.2% per year (with a projection range of 1.7% to 2.7%). In 2025, investment will be another key driver of Thailand's economic growth, supported by two main factors:
 - Private sector investment is expected to grow by 2.3% per year (with a projection range of 1.8% to 2.8%), driven by large-scale investment projects promoted through the Board of Investment (BOI), particularly in high-tech and environmentally friendly industries.
 - Public sector investment is expected to grow by 4.7% per year (with a projection range of 4.2% to 5.2%), due to accelerated government spending on infrastructure projects, such as the high-speed rail linking three airports, the development of Laem Chabang Port Phase 3, and the dual-track railway projects. These will enhance competitive potential and stimulate continued private sector investment.
- o Domestic Stability: Inflation is expected to rise to 1.0% per year (with a projection range of 0.5% to 1.5%), driven by stronger domestic demand.
- o External Stability: The current account balance is expected to show a surplus of USD 10 billion, or 1.7% of GDP (with a projection range of 1.2% to 2.2%).

2. Crude Oil Prices in the Market WTI oil prices fell below USD 68 today, after initially rising following strong Chinese manufacturing data, which is expected to support domestic oil demand. As of 11:59 PM Thai time, the price of West Texas Intermediate (WTI) crude oil for January delivery was down by 0.07 USD, or 0.10%, to USD 67.90 per barrel. China's Purchasing Managers' Index (PMI) for the manufacturing sector expanded to a five-month high, boosted by new orders, including international orders. Additionally, oil prices received support from ongoing hostilities between Israel and Hezbollah, despite a ceasefire agreement taking effect last week. Markets are also monitoring the upcoming OPEC and OPEC+ meeting on December 5, where it is expected that OPEC+ will delay plans to increase oil production until February 2025, amid concerns about weak demand in the market.

3. Energy Prices

- Diesel Prices: Diesel prices have increased following the rise in Dubai crude oil prices. Singapore's weekly diesel export for the week ending November 27, 2024, fell by 16.1%, reaching 0.39 million tons. However, China's diesel supply is expected to increase by 0.51 million barrels per day by mid-December 2024, as Chinese refineries resume production after maintenance.
- Thailand's energy usage from January to July 2024 amounted to 49,425 thousand tons of crude oil equivalent, a decrease of 1.1% from the same period last year. The total energy expenditure during this period was valued at 1,095,705 million THB, with energy imports amounting to 938,932 million THB. Crude oil accounted for the largest portion of energy imports, representing 70.06% of the total value. Meanwhile, energy exports totaled 89,386 million THB, with refined oil making up 86.39% of the total energy exports.

4. Industrial Sector There are 67 industrial parks in Thailand, distributed as follows: 17 in the central region, 1 in the western region, 43 in the eastern region, 3 in the northern region, 2 in the southern region, and 1 in the northeastern region. More than half of the industrial parks are located in the eastern region due to its favorable transportation access to Bangkok and its safety from flooding. According to the Industrial Estate Authority of Thailand (IEAT) as of January 2024, there were 5,021 factory tenants, employing 1,077,784 people, with industrial park areas totaling 190,212 rai, leaving 23,410 rai of space available for sale or lease.

5. Transportation Operators As of December 31, 2024, there were 39,308 transport operator licenses issued across the country, with 38,123 transport operators. The majority of these licenses were for non-scheduled bus services (73.05%), followed by personal vehicle transport licenses (20.33%) and scheduled bus transport licenses (6.22%). The number of bus transport licenses decreased by 10.61% in 2024 compared to 2023, especially in the non-scheduled bus service sector, which saw a decrease of 13.74%. This was largely due to the overall economic contraction caused by the impacts of the COVID-19 pandemic, which severely affected the industrial and service sectors. As of December 31, 2024, the number of drivers holding transport licenses increased by 1.56% compared to 2023, reaching a total of 1,043,532 licenses. In the eastern region, there were 176,248 licensed drivers, accounting for 17.15% of the total. As of December 31, 2024, the total number of registered buses under the land transport law was 1,189,172, a decrease of 38,283 buses (3.12%) compared to 2023. Among these, 42,969 were non-scheduled buses, accounting for 3.61% of the total number of buses in 2024. The non-scheduled bus sector saw a slight increase of 0.21% from 2023, despite the overall economic contraction, which was mainly influenced by the lingering effects of the COVID-19 pandemic.

1.2.2.4 Assets used in business undertaking

Core permanent assets

1. Vehicles for Transportation The company has a total of 742 vehicles, consisting of 729 passenger buses in operation, 12 maintenance and operational support vehicles, and 1 executive vehicle. All these assets are classified as permanent assets used in the company's core operations and represent the company's investments.

2. Land, Buildings, and Equipment This includes land, buildings, office fixtures and equipment, tools, vehicles, assets under construction, and usage rights. For the year 2024:

- Land and Buildings: The company has completed the release of the mortgage from a bank in January 2025.
- Residual Value of Passenger Buses: The company applies appropriate discretion to estimate the residual value at the end of the service life of passenger buses, which may vary depending on factors such as the year of manufacture, model, brand, chassis number, engine number, and type of vehicle. The details are as follows:
 - 277 Passenger Buses: The scrap value after 10 years, as estimated by an independent appraiser, ranges from 0.60 million to 2.00 million THB.
 - 51 Minibuses: The scrap value after 10 years, as estimated by an independent appraiser, ranges from 0.30 million to 0.81 million THB.
 - 16 Electric Buses: These include 3 electric buses, 10 electric minibuses, and 3 electric minivans. The scrap value after 10 years, as estimated by an independent appraiser, ranges from 0.64 million to 0.96 million THB.
 - 383 Minivans: The scrap value after 10 years is determined by comparing market prices from three sources and applying the discretion of the management team.
 - 2 Pickup Trucks for Rent, 12 Maintenance and Operational Support Vehicles, and 1 Executive Vehicle: The scrap value after 10 years is determined by comparing market prices from three sources and applying the discretion of the management team. One vehicle is encumbered.

The appraisal price of core permanent assets

List of assets	Book value / Appraised value	Ownership	Obligations	Additional details
Bus	2,000,000.00	183 units	94 units	Company's vehicles of service
Mini Bus	810,000.00	36 units	15 units	Company's vehicles of service
Electronic Vehicles	960,000.00	0	16 vehicles	Company's vehicles of services
Van	840,000.00	98 units	285 units	Company's vehicles of service
Pickup truck rental service	382,200.00	0	2 units	Company's vehicles of service

Core intangible assets

- Intangible Assets: The company owns computer software with a value of 1.16 million Baht. It is the company's property and is free from any encumbrances.
- Business License: The company holds a non-scheduled transport business license, number ChB. 264/2563, issued by the Department of Land Transport. The license is valid from January 2021 to January 2026, for a period of 5 years.
- BSI ISO 39001: 2012 Certificate: The company holds the BSI ISO 39001: 2012 Road Traffic Safety Management System certification,

which is valid from August 2023 to July 2026, for a period of 3 years.

Investment policy in the subsidiaries and associated companies

Investment policy in the subsidiaries and associated : No
companies

For the year 2024, the company does not have any subsidiaries or associated companies.

1.2.2.5 Under-construction projects

The company has service contracts with 65 clients, with an average contract period of 3 to 8 years. The service fees are charged on a monthly basis according to the actual services provided. As of December 31, 2025, the company has a backlog contract value of 1,943.00 million Baht, which will be gradually recognized as revenue in the future. Additionally, the company plans to expand its fleet of electric buses by 21 units in 2025.

Under-construction projects : No

Details of under-construction projects

Total projects : N/A

Values of total ongoing projects : N/A

Realized value : N/A

Unrealized value of remaining projects : N/A

Additional details : -

1.3 Shareholding structure

1.3.1 Shareholding structure of the group of companies

The shareholding structure of the group consists of the Panichewa Group, the Krommadit Group, the Techakul Group, and Toyota Tsusho Holdings Co., Ltd., which includes both direct and indirect holdings in various companies within the group. These are considered major shareholders with significant ownership stakes

Except for Toyota Tsusho Holdings Co., Ltd., based on the criteria for related party transactions, it does not qualify as a major shareholder in the context of a related party, as its direct and indirect shareholding is 9.53%, which is below the 10% threshold

Policy on operational organization within the group of companies

The company has no subsidiaries and no consolidated entities

Shareholding diagram of the group of companies

Shareholding diagram



Shareholder Structure

1.3.2 Shareholding by a person with a potential conflict of interest holding exceeding 10 percent of the voting shares in a subsidiary or associated company

Does the company have a person with potential conflicts of interest holding shares in a subsidiary or associated company? : No

1.3.3 Relationship with major shareholders' business

Does the company have a relationship with a business group of a major shareholder? : No

1.3.4 Shareholders

List of major shareholders

Group/List of major shareholders	Number of shares (shares)	% of shares
1. Mr. Chartchai Panichewa	92,981,250	13.63

Group/List of major shareholders	Number of shares (shares)	% of shares
1.1. Mr. Saris Panichewa	9,600,000	1.42
1.2. Mr. Pathit Panichewa	9,450,000	1.39
1.3. Ms. Arpavit Panichewa	9,450,000	1.39
1.4. Ms. Somphatra Kromadit	9,450,000	1.39
2. Toyota Tsusho Thai Holdings Co., Ltd.	65,000,000	9.53
3. Mr. Piya Techakul	50,600,000	7.42
3.1. Mrs. Saisut Techakul	42,380,494	6.21
4. Mr. Viwat Kromadit	42,750,000	6.27
5. Mr. Witoon Kromadit	17,132,199	2.51
6. Mr. Pongchai Jongpaisarnsilp	16,159,500	2.37
7. Thai NVDR Company Limited	14,108,488	2.07
8. Mr. Warit Saiseenawat	13,300,000	1.95
9. Ms. Vipavee Kromadit	10,870,303	1.59
10. Mr. Wittaya Chai-thawut	8,300,000	1.22
11. Ms. Thamonphann Changpeetikongyod	6,858,500	1.01
12. Mr. Apichit Prasoprat	5,950,000	0.87
13. Mr. Bundit Tungkaseranee	5,757,900	0.84
14. Mr. Phonkij Ananratnavimon	5,500,000	0.81
15. Mr. Phopan Limwong	4,829,500	0.71
16. Mr. Suthy Ariyachatpadungkit	4,200,000	0.62
17. Mrs. Chanida Padetsuwannukul	3,607,800	0.53
18. Mr. Torpong Krongtraiveth	3,563,900	0.52

Major shareholders' agreement

Does the company have major shareholders' : No
agreements?

1.4 Amounts of registered capital and paid-up capital

1.4.1 Registered capital and paid-up capital

For the year 2024, the company had an average market price per share of 0.97 Baht. The free float was 49.00% as of March 4, 2025.

Registered capital and paid-up capital

Registered capital (Million Baht)	:	170.58
Paid-up capital (Million Baht)	:	170.58
Common shares (number of shares)	:	682,310,058
Value of common shares (per share) (baht)	:	0.25
Preferred shares (number of shares)	:	0
Value of preferred share (per share)	:	0.00

Has the company listed in other stock exchange?

Has the company listed in other stock exchange? : No

1.4.2 Other types of share whose rights or terms differ from those of ordinary share

Other types of share whose rights or terms differ from those of : No
ordinary share

1.4.3 Shareholding by Thai NVDR Company Limited (NVDR)

Are shares held by Thai NVDR Company Limited (NVDR)? : Yes

Number of shares (Share)	:	14,108,488
Calculated as a percentage (%)	:	2.07

The impacts on the voting rights of the shareholders

There is no impact on the voting rights of shareholders who do not exercise their voting rights at the shareholders' meeting, as the shareholding proportion is only 2.07%.

1.5 Issuance of other securities ⁽¹⁾

- In 2008, the Company offered 160,000,000 newly issued ordinary shares of ATP30 for its initial public offering (IPO) at a price of 0.95 Baht per share on the Market for Alternative Investment (mai).
- In 2017, the Company issued 123,750,000 units of Warrants to Purchase Ordinary Shares of the Company No. 1 (ATP-W1), with a conversion ratio of 1 unit to 1 ordinary share, a maturity of 2 years, and an exercise price of 0.85 Baht.
- In 2021, the Company offered 65,000,000 shares, or 9.53%, to Toyota Tsusho Holdings Co., Ltd. through a private placement (PP) at a price of 0.99 Baht per share, totaling 64.35 million Baht.

Remark : ⁽¹⁾ The company has not issued other securities for the year 2023.

1.5.1 Convertible securities

Convertible securities : No

1.5.2 Debt securities

Debt securities : No

1.6 Dividend policy

The dividend policy of the company

The company's dividend payment policy is not less than 40% of net profit according to the financial statements after deducting legal reserves. In the event that the payment is not in accordance with the policy, it must be approved by the Board of Directors for consideration and approval at the Annual General Meeting of Shareholders. In the case of interim dividend payments, the Board of Directors shall consider approval based on the operating results during the year after deducting legal reserves and report to the next Annual General Meeting.

The dividend policy of subsidiaries

The company has no subsidiaries.

Historical dividend payment information

	2020	2021	2022	2023	2024
Net profit per share (baht : share)	0.0470	0.0490	0.0430	0.0420	0.0670
Dividend per share (baht : share)	0.0300	0.0300	0.0300	0.0200	0.0300
Ratio of stock dividend payment (existing share : stock dividend)	0.0000	0.0000	0.0000	0.0000	0.0000
Value of stock dividend per share (baht : share)	0.0000	0.0000	0.0000	0.0000	0.0000
Total dividend payment (baht : share)	0.0000	0.0000	0.0000	0.0000	0.0000
Dividend payout ratio compared to net profit (%)	67.81	65.07	73.86	49.83	44.95

2. Risk management

2.1 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.

2.2 Risk factors

2.2.1 Risk that might affect the company's business, including environmental, social and corporate governance issues

Summary of Enterprise Risk Management Performance in 2024

High-level risk criteria in maintaining quality standards and safety in the service provision of ATP30 and affiliated buses in the business

Risk 1 Maintaining Service Standards, Quality, and Safety

Related risk topics :

Operational Risk

- Safety, occupational health, and working environment

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.

2.2.2 Risk to securities holders

Are there any risk factors affecting securities holders? : No

2.2.3 Risk to securities holders from investing in foreign securities (applicable to only foreign companies)

Are there any risk factors affecting securities holders : No
from investing in foreign securities?

3. Sustainable Development

3.1 Policy and goals of sustainable management

Sustainability Policy

Attachments: Code of Business Conduct Handbook, Page 64, Sustainable Development Policy

The company is committed to conducting business responsibly towards the economy, society, and the environment by adhering to professional business practices in accordance with the principles of good corporate governance, transparency, fairness, business ethics, and taking into account the creation of value for shareholders and all stakeholders for mutual benefit.

The company has assigned senior executives and managers from each department to define and plan the implementation of social, community, and environmental responsibility in accordance with the company's sustainable business policies and strategies, as well as to monitor the implementation of the plan and report the results to the Executive Committee and the Board of Directors on an ongoing basis. The Board of Directors recognizes and prioritizes sustainable growth by adhering to policies and guidelines for conducting business with a professional management system, being responsible to customers, partners, and all stakeholders, as well as creating stable growth. With a commitment to developing the potential of our personnel, which are valuable resources, as well as developing a comprehensive workflow to provide the highest level of security, it will lead to the long-term sustainability of the organization.

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 : Goal 7 Affordable and Clean Energy
sustainability management goals

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

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

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

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.

3.2 Management of impacts on stakeholders in the business value chain

3.2.1 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

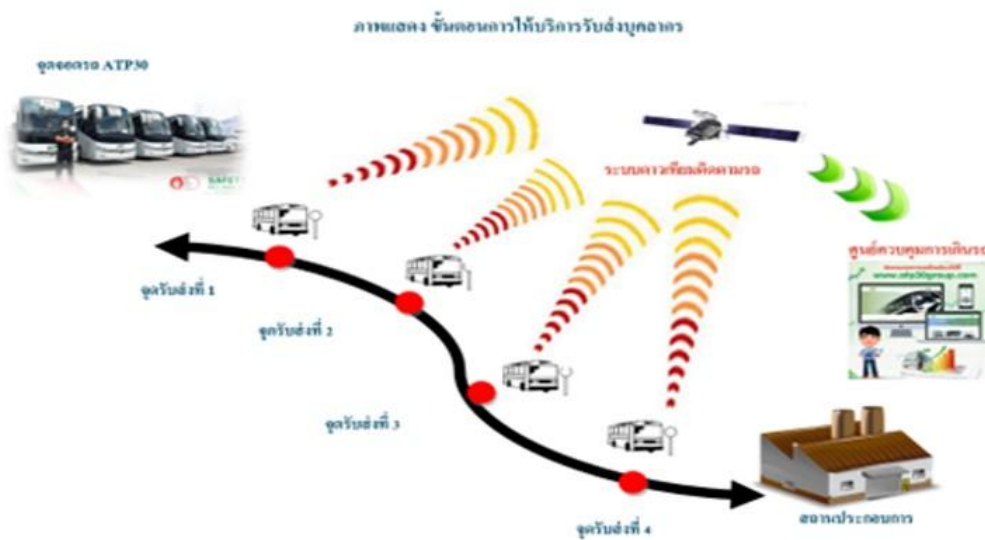
The company provides services to customers according to the agreed service agreement, striving to increase operational efficiency, reduce costs, utilize technology to enhance the efficiency of fleet management processes, as well as develop the team's expertise to be professional and able to build upon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

3.2.2 Analysis of stakeholders in the business value chain

The company discloses information about stakeholders related to activities in the business value chain and approaches to meet the expectations of all stakeholder groups.

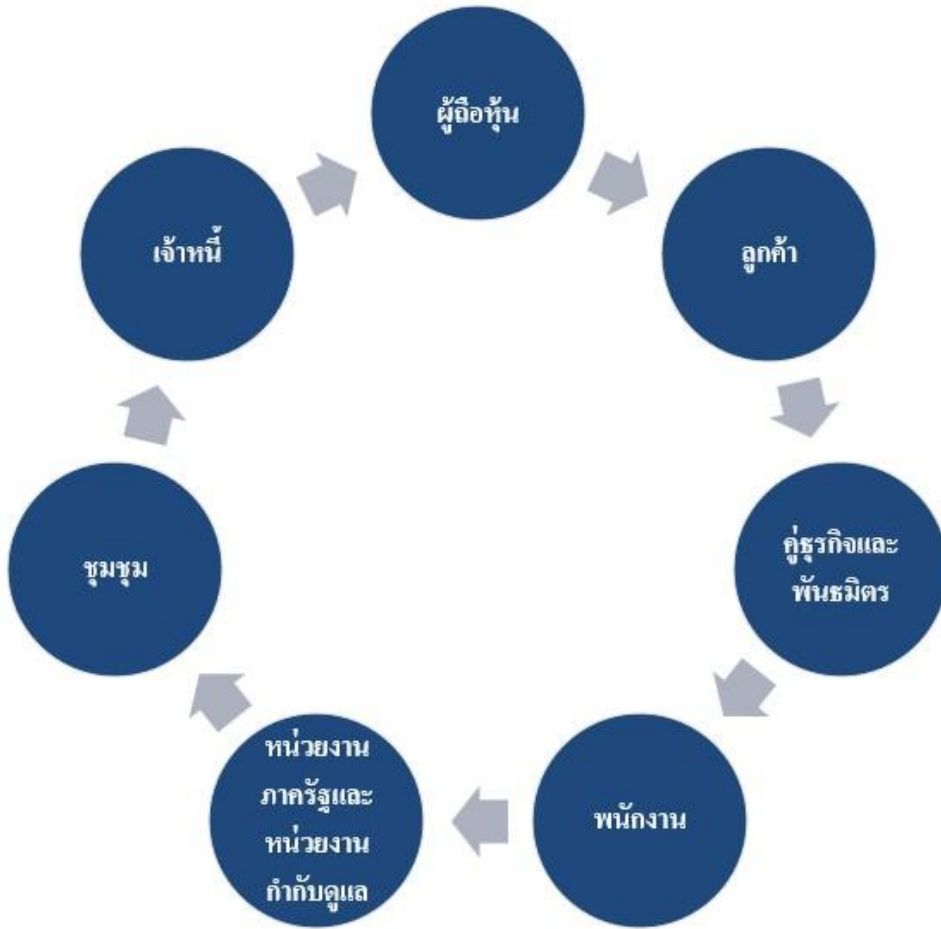
Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
Internal stakeholders			
<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. 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
External stakeholders			
<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 	-
<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

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<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)
<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



3.3 Management of environmental sustainability

3.3.1 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.

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.

3.3.2 Environmental operating results

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.

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

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

Corporate Greenhouse Gas Emissions and Removals Report for 2024

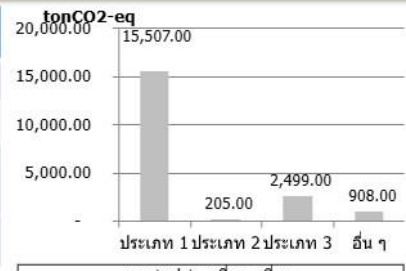
The company has been audited for greenhouse gas emissions (Scope 1, Scope 2, and Scope 3) by NPC Safety and Environmental Service Co., Ltd. (NPC) according to the verification criteria following the ISO 14064-3: 2019 standard and the Carbon Footprint Verification Guidelines for Organizations. The Greenhouse 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 of 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 ปีปัจจุบัน 18,211 TonCO2e / ปี
Carbon intensity (Scope 1+2)	0.000492 TonCO2eq/km
รายชื่อที่ปรึกษา	บริษัทดำเนินการเอง
หน่วยงานทวนสอบ	ชื่อหน่วยงานทวนสอบ บริษัท เอ็นพีซี เซฟตี้ แอนด์ เอ็นไวรอนแมนทอล เซอร์วิส จำกัด
ระดับการรับรอง	แบบจำกัด
ผู้ตรวจสอบของ อบก.	ธาดา วรณโชติกุล
ได้รับการสนับสนุน	ศาลลดหย่อนค่าธรรมเนียมรายปี กลด

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

Organization's Greenhouse Gas Emissions and Removals Report Summary

Energy management: 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

Energy management: Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	171,318.62	240,163.80	318,613.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	171,318.62	240,163.80	318,613.00

	2022	2023	2024
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	0.00	0.00	0.00

Information on water management

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

Setting goals for water management

Does the company set goals for water management : No

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.

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

Water management: 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

	2022	2023	2024
Wastewater discharged to seawater (cubic meters)	0.00	0.00	0.00

Water management: Water consumption

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

Water management: Recycled water consumption

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

Information on waste management

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.

Setting goals for waste management

Does the company set goals for waste management : No

Performance and outcomes of waste management

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.

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

	2022	2023	2024
Total hazardous waste (kilograms)	0.00	0.00	0.00
Hazardous waste - Landfilling (Kilograms)	0.00	0.00	0.00
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

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

Information on greenhouse gas management

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.

Compliance with principles and standards for greenhouse gas or climate change management

Principles and standards for greenhouse gas or climate change management : Thailand Greenhouse Gas Management Organization (TGO), ISO 14064 - Greenhouse gases

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : Yes

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

Setting other greenhouse gas reduction targets

Details of setting other greenhouse gas reduction targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year
Scope 1	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	-

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 of 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 - การใช้สารดับเพลิงประเภทที่ 1 CO2 เป็นองค์ประกอบ - การใช้ LPG ซ่อมดับเพลิงประจำปี - การใช้ LPG ในงานซ่อมบำรุง - การใช้สารทำความเย็นเกิดจากตู้เย็น - การใช้สารทำความเย็นเกิดจากตู้กดน้ำดื่ม - เครื่องปั่นไฟฟ้าสำรอง 	<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	ภาระผูกพันตามสัญญาเช่า	ระยอง	16 ถนนมาบชตุล-แหลมสน ต.ห้วยโป่ง อ.เมืองระยอง จ.ระยอง 21150
3	พื้นที่จอดรถ ปราจีนบุรี	ภาระผูกพันตามสัญญาเช่า	ปราจีนบุรี	379 หมู่ 10 ต.หนองกี่ อ.กบินทร์บุรี จ.ปราจีนบุรี 21150
4	พื้นที่จอดรถ บางพระ	ภาระผูกพันตามสัญญาเช่า	ชลบุรี	102/48 หมู่ที่ 9 ต.บางพระ อ.ศรีราชา จ.ชลบุรี 20110
5	พื้นที่จอดรถ บ้านแลง	ภาระผูกพันตามสัญญาเช่า	ระยอง	95 หมู่ที่ 1 ถนนบ้านแลง ต. บ้านแลง อ. เมืองระยอง จ.ระยอง 21150
6	พื้นที่จอดรถ หนองละลอก	ภาระผูกพันตามสัญญาเช่า	ระยอง	198/29 หมู่ที่ 9 ต.หนองละลอก อ.บ้านค่าย จ.ระยอง 21120
7	พื้นที่จอดรถ มาบยางพร และศูนย์ซ่อมบำรุง	ภาระผูกพันตามสัญญาเช่า	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

Greenhouse gas management : Corporate greenhouse gas emission

	2022	2023	2024
Total greenhouse gas emissions (Metric tonnes of carbon dioxide equivalent)	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

	2022	2023	2024
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	0.00	160.00	205.00
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	0.00	1,768.00	3,407.00

Greenhouse gas management: 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 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

For the year 2024, the company operates in accordance with service standards in all processes. As a result, past operations have had no adverse effects, damage, or complaints in terms of the environment, society, and community.

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

3.4 Social sustainability management

3.4.1 Social 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).

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
--	---	--

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.

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : No

3.4.2 Social operating results

Information on employees and labor

Employees and labor management plan

The company's employee and labor management plan : Yes

Employee and labor management plan implemented by the Company in the past year : Fair employee compensation, Employee training and development, Promoting employee relations and participation, Safety and occupational health at work

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.

Setting employee and labor management goals

Does the company set employee and labor management goals : No

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.

Employee and labor management: Employment

The company provides a process for managing and overseeing the work of employees in the organization, including creating a good working environment, maintaining good relationships with employees, and taking care of various benefits to ensure employee satisfaction and work efficiency. This process encompasses several aspects, such as recruitment, training and development, compensation, workplace safety, and labor relations.

Hiring employees

	2022	2023	2024
Total employees (persons)	698	807	877
Male employees (persons)	637	732	794
Female employees (persons)	61	75	83

Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	1	1	1
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
Total number of workers who are not employees with disabilities (persons)	0	0	0
Contributions to empowerment for persons with disabilities fund	Yes	Yes	Yes

Employee and labor management: Remuneration

Employee remuneration

	2022	2023	2024
Total employee remuneration (baht)	179,583,557.76	208,106,867.01	236,473,314.00

	2022	2023	2024
Total male employee remuneration (Baht)	164,067,529.73	188,773,739.06	214,102,938.50
Total female employee remuneration (Baht)	15,516,028.03	19,333,127.95	22,370,375.50

Employee and labor management: Employee training and development

Employee Training and Development

1. Internal Training: The company has an annual training plan for employees, and all drivers must receive continuous training on both driving (Technical Skill) and service (Soft Skill) in order to provide quality service. The company has developed standard courses that all employees and drivers must attend as follows:

- Orientation: Provided to all employees before starting work by the Human Resources Department. Training topics include: work regulations, discipline and disciplinary action, grievance procedures, and termination and severance pay.
- Basic Safety Training: Provided to all employees by the Occupational Safety Officer.
- Basic ISO 39001 Awareness Training: Provided to all employees by the Quality Assurance Officer.
- Defensive driving technique (DDT) course: The company, in collaboration with the Safety Promotion Institute, provides both theoretical and practical training on defensive driving techniques to the company's drivers. Upon passing the evaluation, drivers will receive a certificate from the "Safety Promotion Institute."
- Service mind for professional driver technique course: This course aims to develop service-minded attitudes and instill a sense of responsibility towards passengers and fellow road users.
- Defensive Driving Technique Refresher Course: This is a refresher course on defensive driving techniques for drivers who have already completed the DDT course more than 1 year ago. The Driver Development Department will conduct the training, which will be similar to the DDT course.

2. External Training

The company has appointed the Safety and Occupational Health Committee for the year 2024 to be responsible for considering policies and work safety plans, including off-work safety, to prevent and reduce accidents and report recommendations on safety measures at work. The Safety Committee must undergo training in the Safety, Occupational Health, and Working Environment Committee course for workplaces. The company has also appointed safety officers at the supervisor or management level. These officers must have completed the Safety Officer Training Course for Management Level and the Safety Officer Training Course for Supervisor Level from Top Professional & Development Co., Ltd. (TPD.) with the Safety, Occupational Health and Working Environment Committee for a duration of 12 hours.

Employee training and development

	2022	2023	2024
Average employee training hours (hours / person / year)	6.00	6.00	6.00
Training and development expenses for employees (baht)	300,349.00	323,996.00	113,313.00

Employee and labor management: Safety, occupational health, and environment at work

Occupational Health and Safety

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 an index indicating the company's performance. It also creates business value for all stakeholders and enhances business competitiveness. For the occupational health and safety performance, the company has prepared a safety report on statistical data of accidents from monthly work to be submitted to the executives for analysis, assessment, control, and work planning.

For the year 2567, the company continuously developed and improved the efficiency of safety operations to reduce the risk of illness, injury, or death, and to appropriately take care of the quality of life of employees. There were no major accidents from the operations, only minor incidents.

Safety, occupational health, and environment at work

	2022	2023	2024
Total number of lost time injury incidents by employees (cases)	0	0	1

Employee and labor management: Employee engagement and internal employee groups

Employee engagement is the level to which employees are committed and dedicated to their work, feel connected and have a good relationship with the organization. Highly engaged employees will be enthusiastic about their work and work towards common goals with the organization.

Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	0	0	0
Total number of male employee turnover leaving the company voluntarily (persons)	0	0	0
Total number of female employee turnover leaving the company voluntarily (persons)	0	0	0
Proportion of voluntary resignations (%)	0.00	0.00	0.00

	2022	2023	2024
Evaluation result of employee engagement	No	No	No

Employee internal groups

Employee internal groups : No

Information about customers

Customer management plan

Company's customer management plan : Yes

Customer management plan implemented by the company : Development of customer satisfaction and customer relationship over the past year

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.

Setting customer management goals

Does the company set customer management goals : No

Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

Data Analytics

- Using in-depth customer data to develop marketing plans and service strategies that meet the specific needs of each customer group.
- Using data to predict customer behavior trends and develop programs that enhance customer satisfaction.

Customer management: Customer satisfaction

Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	No	No	No

Information on community and society

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.

Setting community and social management goals

Does the company set community and social management goals : No

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.

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 business partner's rights violations (cases)	0	0	0
The total number of cases or complaints related to partner 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

4. Management Discussion and Analysis (MD&A)

4.1 Operation, financial condition and material changes

For the year 2024:

- The auditor's report expresses an unqualified opinion and there are no significant matters raised.
- The annual and most recent quarterly financial statements are disclosed on the company's website and notified to the Stock Exchange of Thailand (SET), with no instances of delayed submissions of either quarterly or annual financial statements.
- There have been no instances of being ordered to amend financial statements or being flagged by the Securities and Exchange Commission (SEC) or the Stock Exchange of Thailand (SET).
- The quarterly and annual financial reports, as well as the annual report, are available on the company's website in both Thai and English, with complete and up-to-date information, and can be downloaded in both languages.

Operational overview

Management Discussion and Analysis (MD&A) Comparison with the Previous Year

Overview of Performance:

The Company has shown continuous growth. In 2024, service revenue amounted to 728.71 million baht, an increase of 8.89% from the previous year, reflecting the ability to expand the customer base and effectively retain existing clients. As of December 31, 2024, the company provided services to 65 clients with a fleet of 729 vehicles, consisting of 277 buses, 51 minibuses, 383 vans, 2 pickup trucks, and 16 electric vehicles. This includes 3 minivans, 3 electric buses, and 10 electric minibuses. Furthermore, the company has a backlog valued at 1,943.00 million baht, which will generate revenue in the future, along with plans to expand the electric bus fleet by an additional 21 vehicles in 2025.

Diagram of operational overview

ข้อมูลทางการเงิน

(หน่วย: ล้านบาท)

รายการ	2565	2566	2567	YoY	%
รายได้	631.88	669.20	728.71	59.51	8.89%
ต้นทุนการให้บริการ	(522.08)	(552.09)	(584.30)	32.21	5.83%
กำไรขั้นต้น	109.80	117.11	144.41	27.30	23.31%
รายได้อื่น	0.56	2.27	1.89	(0.38)	(16.74%)
ค่าใช้จ่ายในการบริหาร	(56.23)	(63.58)	(69.10)	5.52	8.68%
กำไรจากการดำเนินงาน	54.13	55.78	77.19	21.41	38.38%
ต้นทุนทางการเงิน	(17.70)	(19.74)	(20.27)	0.53	2.68%
กำไรก่อนภาษีเงินได้	36.43	36.04	56.92	20.88	57.94%
ค่าใช้จ่ายภาษีเงินได้	(7.26)	(7.06)	(11.39)	4.33	61.33%
กำไรสำหรับปี	29.17	28.98	45.53	16.55	57.11%
EBITDA	145.50	151.07	173.34	27.30	23.31%

Financial Information

ต้นทุนบริการทางตรง-รถบริษัท

(หน่วย: ล้านบาท)

รายการ	Q1'66	Q2'66	Q3'66	Q4'66	Q1'67	Q2'67	Q3'67	Q4'67
รายได้	166.23	160.42	168.80	173.75	176.99	176.27	181.86	193.59
ค่าน้ำมัน	42.17	40.27	40.35	40.44	40.33	42.20	43.73	47.40
เงินเดือนและผลประโยชน์พนักงาน	37.79	37.66	39.46	42.09	44.62	45.41	44.54	46.44
ค่าเสื่อมราคาและค่าตัดจำหน่าย	22.01	22.21	22.41	22.73	22.73	22.00	22.12	23.02
ค่าอะไหล่	13.13	9.38	8.83	9.23	9.06	7.39	9.36	13.69
ค่าเบี้ยประกันภัยรถและค่าพ.ร.บ.	6.37	6.44	6.46	6.51	6.09	5.87	6.03	6.48
อื่นๆ	5.09	4.50	.86	4.93	5.11	4.93	5.17	5.81
รวม	126.56	120.45	122.38	125.91	127.94	127.80	130.96	142.82
จำนวนรถบริษัท (คัน)	625	632	645	678	685	700	702	729
จำนวนรถบริษัทให้บริการ	625	631	630	648	669	675	678	701
ต้นทุนบริการทางตรงเฉลี่ยต่อคัน	202	191	194	194	191	189	193	204
จำนวนพนักงานขับรถ (คน)	647	644	648	695	701	706	703	719

Cost of service – Company's vehicles

Analysis on the operation and financial condition

Operating results and profitability

Profit Growth

- The gross profit for 2024 amounted to 144.41 million baht, representing a 23.31% YoY increase.
 - The gross profit margin stood at 19.82%, an increase from 17.50% in 2023.
 - The net profit margin was 6.23%, up from 4.32% in 2023. • The EBITDA margin showed strong growth, reaching 173.34 million baht, an increase of 12.63% CAGR over the past 5 years.
 - The net profit for 2024 was 45.53 million baht, a 57.11% growth compared to the previous year. The main reasons for the higher profit and improved profit margins were the expansion of revenue and enhanced efficiency in direct cost control during 2024.
- Operations Linking Business Activities with ESG and Impact Analysis on Future Operations.
Operational Strategy and ESG (Environmental, Social, and Governance) The Company is committed to conducting business according to sustainable practices, including:
- Reducing greenhouse gas emissions through the "Emission Reduction Policy."
 - Increasing the proportion of electric vehicles (EVs) and implementing EV Management Systems to improve solar energy charging efficiency.
 - Reporting greenhouse gas emissions data and registering for the Carbon Footprint Organization (CFO) label with the Thailand Greenhouse Gas Management Organization (TGO) in March.

Diagram of operating results and profitability

อัตราส่วนทางการเงิน

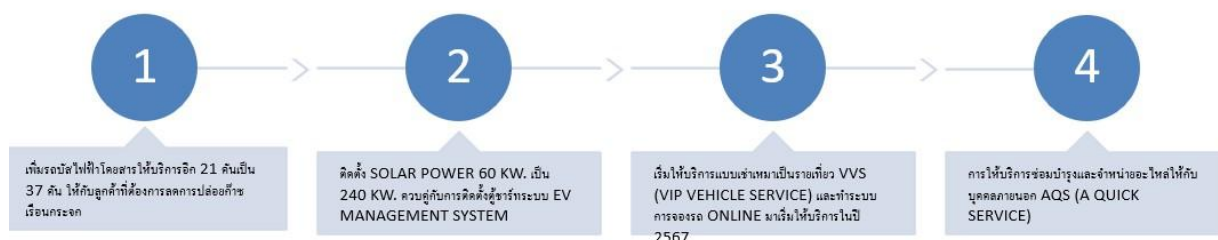
รายการ	2565	2566	2567
อัตรากำไรขั้นต้น (%)	17.38%	17.50%	19.82%
อัตรากำไรสำหรับปี (%)	4.61%	4.32%	6.23%
อัตราส่วนสภาพคล่อง (เท่า)	0.49	0.52	0.65
ระยะเวลาเก็บหนี้เฉลี่ย (วัน)	47	51	56
ระยะเวลาชำระหนี้เฉลี่ย (วัน)	29	26	25
อัตราส่วนหนี้สินต่อส่วนของผู้ถือหุ้น (เท่า)	1.33	1.33	1.32
อัตราผลตอบแทนจากยานพาหนะสำหรับขนส่ง (%) *	5.85%	5.68%	7.67%

* คำนวณจาก กำไรจากการดำเนินงาน/ มูลค่ายานพาหนะสำหรับขนส่ง (เฉลี่ย)



Financial Ratios

ACTION



ประกาศจ่ายเงินปันผลประจำปี 2568 มีอัตราหุ้นละ 0.03 บาท โดยมีอัตราการจ่ายเงินปันผล 44.95% กำหนดรายชื่อผู้ถือหุ้น (Record Date) วันที่ 9 เมษายน และกำหนดวันเงินปันผลในวันที่ 25 เมษายน 2568



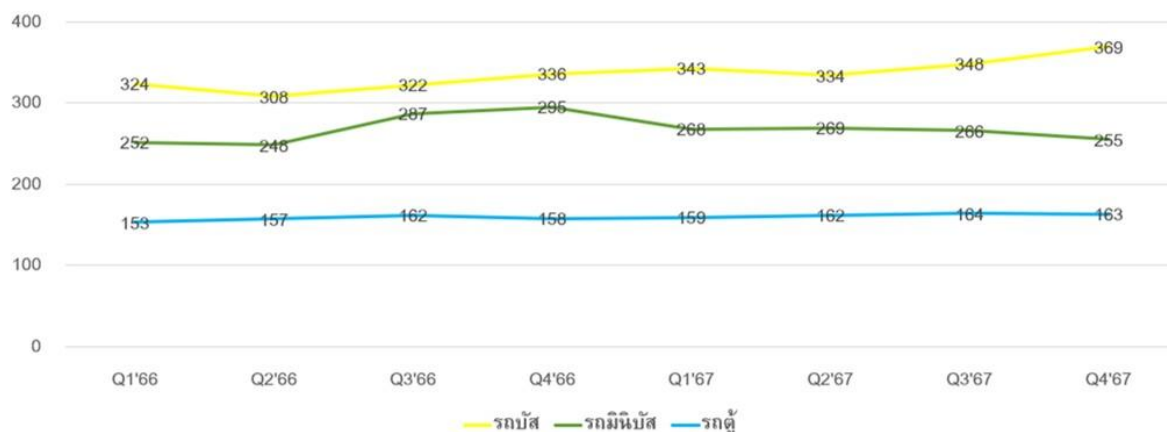
Operating Results for 2024

Asset management capability

Return on Assets (ROA) This metric indicates the company's efficiency in utilizing its assets to generate returns. It represents the profit the company generates from all the assets it has employed in its operations.

Diagram of asset management capability

รายได้จากการให้บริการขนส่ง(รถบริษัท) เฉลี่ยต่อคัน



As of December 31, 2024, the Company served 65 clients with a fleet of 729 vehicles, including 277 buses, 51 minibuses, 383 vans, 2 pickup trucks, and 16 electric vehicles. Among these, there were 3 mini-van vehicles, 3 electric buses, and 10 electric minibuses. In addition, the Company has a backlog worth 1,943.00 million Baht.

Revenue from transportation services-Company's vehicles



Liquidity and capital adequacy

Financial Strength and Cost Structure

The Company demonstrates a stable financial outlook. In 2025, the company will have no long-term debt obligations from loans related to land and the headquarters building, as the property is fully mortgage-free. Additionally, a long-term loan of 15.00 million baht has been partially repaid, with 13.80 million baht already paid off, and the remaining balance of 1.20 million baht will be settled in March 2025, further strengthening the company's financial structure. Furthermore, the fleet of 245 vehicles, due for payment between 2025 and 2026, will significantly reduce installment payments, resulting in improved long-term cash flow for the Company.

Diagram of liquidity and capital adequacy

STRATEGY



Financial Strength and Cost structure

- วงเงินกู้ระยะยาวที่ดิน-อาคารวงเงิน 40 ลบ. ชำระครบกำหนดแล้วปลดจำนวนเดือน มค.
- วงเงินกู้ระยะยาว Soft loan วงเงิน 15 ลบ. จำชำระครบกำหนดเดือน มีค.
- วงเงินกู้ระยะสั้นเป็นวงเงินระยะยาวอื่น
- ค่างวดปี 2568-2569 จะครบกำหนดจำนวน 245 คัดชำระหนี้จะลดลงอย่างมีนัยสำคัญ
- Positive net cash flow ตั้งแต่ปี 2569

Operational Strategy and ESG

- ลดการปล่อยก๊าซเรือนกระจก Emission Reduction Policy
- เพิ่มสัดส่วนรถไฟฟ้า พร้อมนำ EV Management Systems มาเพิ่มประสิทธิภาพการชาร์จไฟฟ้าจากพลังงานแสงอาทิตย์
- การรายงานก๊าซเรือนกระจกใน One report และขึ้นทะเบียนกับทาง TGO

Debt obligations and management of off-balance sheet

1. Liability Commitments

- Financial liabilities from bank loans consist of overdrafts and promissory notes (PN) with interest rates of MOR-0.06% and MLR-1.825%, approximately 6%-8%. The company manages this funding source effectively and, during the period, secured a long-term loan facility of 100 million baht from another company at an interest rate of 4.10%-4.68% to reduce financial costs. With the downward trend in interest rates, the company expects to secure more cost-effective funding in the future.
- Liabilities from contractual commitments include financial leases and hire-purchase agreements for 412 vehicles, with payments due in 2025-2026, which will help improve the company's cash flow.

2. Off-Balance Sheet Liabilities Management

- Operating leases consist of rental agreements for photocopiers, parking spaces, and office buildings, with contract terms ranging from 1 year to 8 years. The company has recorded the usage rights of all leased items as assets.
- Guarantees & Contingent Liabilities: The company has issued guarantee letters for service contracts with banks to secure transportation service contracts with customers. Management Approach The Debt-to-Equity (D/E) ratio for 2024 stands at 1.33, due to the repayment of long-term loans and installment payments of approximately 159.40 million baht. In the future, the D/E ratio is expected to decrease.

Diagram of debt obligations and management of off-balance sheet

รถโดยสารบริษัทจำนวน 792 คัน



The company has 792 units

Material Transaction (MT) and Related Party Transaction (RPT)

The company has no Material Transaction and no related party transactions.

2025 Business Goal

In 2025, the Company aims to achieve a revenue growth of no less than 10%, a gross profit margin of 20%, and a net profit margin of 7%, driven by the following factors:

- Maintaining market leadership in employee transportation services by enhancing service standards, safety, and environmental friendliness. In 2025, the company plans to increase the proportion of electric vehicle services (Green Traveling) powered by 100% solar energy.
- Continuously developing revenue growth and improving profitability, along with retaining existing clients and expanding the customer base with more business diversity, including:
 1. Providing on-demand charter services (VVS - VIP Vehicle Service) and expanding tourism services.
 2. Offering maintenance services (AQS - A Quick Service) covering repairs, inspections, air conditioning system cleaning, and spare parts sales to external customers.
- Creating an ecosystem aimed at becoming a leader in electric bus services by promoting clean energy use and partnering with clients who have Net Zero policies.
- Investing in additional renewable energy power generation sources while developing a Smart Charger system for improved efficiency and implementing technology to manage the electricity flow of charging stations.
- Expanding tourism services in partnership with business allies. • Achieving positive net cash flow starting from 2026, as the installment payments for 2025-2026 for 245 vehicles are completed, significantly reducing expenses.

Diagram of 2025 Business Goal

TARGET 2025

- ➔ การรักษาความเป็นผู้นำตลาดรับส่งพนักงาน ด้วยการยกระดับมาตรฐานการให้บริการ ความปลอดภัย และเป็นมิตรกับสิ่งแวดล้อม
- ➔ พัฒนาการเติบโตของรายได้ประมาณ 10% และเพิ่มความสามารถในการทำกำไรให้ดีขึ้นอย่างต่อเนื่อง และการรักษาลูกค้ารายเดิมและขยายฐานลูกค้ารายใหม่
- ➔ การขยายกลุ่มธุรกิจลูกค้าให้หลากหลายเพื่อสร้างศักยภาพด้านกระแสเงินสด อาทิ กลุ่มอิเล็กทรอนิกส์ กลุ่มผลิตไฟฟ้า
- ➔ สร้าง Ecosystems มุ่งสู่การเป็นผู้นำการให้บริการรถบัสไฟฟ้าสู่การใช้พลังงานสะอาด และเป็น partner กับลูกค้าที่มีนโยบาย Net Zero
- ➔ การลงทุนเพิ่มแหล่งการผลิตไฟฟ้าจากพลังงานทดแทน ควบคู่การพัฒนาระบบ Smart Charger ให้มีประสิทธิภาพ และการนำเทคโนโลยีมาควบคุมระบบบริหารจัดการกระแสไฟฟ้าของตู้ขารท์
- ➔ ขยายการให้บริการในธุรกิจท่องเที่ยว ร่วมกับพันธมิตรทางธุรกิจ



Target for the year 2025

Issuance of debt securities with an obligation to maintain financial ratios

Is there an issuance of debt securities with an obligation : No
to maintain financial ratios?

4.2 Potential factors or incidents that may materially affect the financial condition or the operating results

Significant factors or incidents that may materially affect the future financial condition or the operating results

Financial and Investment Factors

The insufficient access to funding sources has led to negative cash flow and high financial costs, as the company invests in bus fleets under lease agreements every year, which may result in increased installment payments. Therefore, the company needs to secure adequate funding and low-interest loans to ensure sufficient cash flow. In the past, the Company has managed its financial structure to align with the business needs, as follows:

- Long-term loans have been reduced by two amounts, consisting of: A loan for land and buildings, with a credit limit of 40.00 million baht, which was fully repaid in November 2024, and the mortgage was cleared in January 2025. A long-term Soft Loan of 15.00 million baht, of which 13.90 million baht has been repaid, and the remaining 1.10 million baht will be repaid by March 2025.
- Financial cost reduction: Due to the increase in short-term loan interest rates, the company has sought long-term loans to replace short-term financing, thereby reducing financial costs. The interest rate on short-term loans (OD and PN) was approximately 6.00%-8.00%, while long-term loans have interest rates around 4.10%-4.68%.
- A significant reduction in bus installment payments is expected between 2025 and 2026, with 96 buses and 149 buses, respectively, reaching maturity. This will provide the company with more capital for additional investments, resulting in positive net cash flow starting in 2026.
- The company will also seek additional long-term loan sources from various financial institutions that offer low-interest rates.

4.3 Information from financial statements and significant financial ratios

Information from financial statements

Summary of financial position statements

	THB		
	31 Dec 2022	31 Dec 2023	31 Dec 2024
	Separate	Separate	Separate
	AUDITED	AUDITED	AUDITED
Assets			
Cash And Cash Equivalents (MillionTHB)	20.97	8.98	14.70
Trade And Other Receivables - Current - Net (MillionTHB)	86.21	102.66	123.77
Inventories - Net (MillionTHB)	1.64	2.43	3.40
Raw Material And Factory Supplies (MillionTHB)	1.64	2.43	3.40
Income Tax Receivable - Current (MillionTHB)	6.44	6.85	7.27
Other Current Assets (MillionTHB)	9.60	12.79	19.33
Other Current Assets - Others (MillionTHB)	9.60	12.79	19.33
Total Current Assets (MillionTHB)	124.85	133.70	168.47
Restricted Deposits - Non- Current (MillionTHB)	2.00	2.00	2.00
Property, Plant And Equipment - Net (MillionTHB)	1,052.53	1,066.64	1,098.24
Other Non-Current Assets (MillionTHB)	1.30	0.99	1.49
Other Non-Current Assets - Others (MillionTHB)	1.30	0.99	1.49
Total Non-Current Assets (MillionTHB)	1,055.83	1,069.64	1,101.73
Total Assets (MillionTHB)	1,180.68	1,203.34	1,270.20

	THB		
	31 Dec 2022	31 Dec 2023	31 Dec 2024
	Separate	Separate	Separate
	AUDITED	AUDITED	AUDITED
Liabilities			
Bank Overdrafts And Short-Term Borrowings From Financial Institutions (MillionTHB)	63.01	50.40	52.99
Trade And Other Payables - Current (MillionTHB)	46.52	46.15	49.41
Current Portion Of Long-Term Debts (MillionTHB)	10.44	21.88	1.14
Financial Institutions (MillionTHB)	10.44	21.88	1.14
Current Portion Of Lease Liabilities (MillionTHB)	131.22	135.56	155.18
Other Current Liabilities (MillionTHB)	1.17	1.63	2.01
Total Current Liabilities (MillionTHB)	252.35	255.62	260.75
Non-Current Portion Of Long-Term Debts (MillionTHB)	23.02	51.14	100.00
Non-Current Portion Of Long-Term Debts - Others (MillionTHB)	0.00	50.00	100.00
Non-Current Portion Of Lease Liabilities (MillionTHB)	332.56	305.56	271.50
Provisions For Employee Benefit Obligations - Non-Current (MillionTHB)	13.69	14.13	17.03
Deferred Tax Liabilities (MillionTHB)	48.19	55.54	66.93
Other Non-Current Liabilities (MillionTHB)	4.03	4.87	5.62
Total Non-Current Liabilities (MillionTHB)	421.49	431.24	461.09
Total Liabilities (MillionTHB)	673.84	686.86	721.83

	THB		
	31 Dec 2022	31 Dec 2023	31 Dec 2024
	Separate	Separate	Separate
	AUDITED	AUDITED	AUDITED
Shareholders' equity			
Authorised Share Capital (MillionTHB)	170.58	170.58	170.58
Authorised Ordinary Shares (MillionTHB)	170.58	170.58	170.58
Issued And Paid-Up Share Capital (MillionTHB)	170.58	170.58	170.58
Paid-Up Ordinary Shares (MillionTHB)	170.58	170.58	170.58
Premium (Discount) On Share Capital (MillionTHB)	228.68	228.68	228.68
Premium (Discount) On Ordinary Shares (MillionTHB)	228.68	228.68	228.68
Retained Earnings (Deficits) (MillionTHB)	107.58	117.22	149.11
Retained Earnings - Appropriated (MillionTHB)	15.46	17.06	17.06
Legal And Statutory Reserves (MillionTHB)	15.46	17.06	17.06
Retained Earnings (Deficits) - Unappropriated (MillionTHB)	92.12	100.17	132.05
Equity Attributable To Owners Of The Parent (MillionTHB)	506.84	516.48	548.36
Total Equity (MillionTHB)	506.84	516.48	548.36
Total Liabilities And Equity (MillionTHB)	1,180.68	1,203.34	1,270.20

Summary of income statement

	THB		
	31 Dec 2022	31 Dec 2023	31 Dec 2024
	Separate	Separate	Separate
	AUDITED	AUDITED	AUDITED
Statement of Comprehensive Income			
Revenue From Operations (MillionTHB)	631.89	669.20	728.71
Revenue From Rendering Services (MillionTHB)	631.89	669.20	728.71
Other Income (MillionTHB)	0.56	2.28	1.90
Total Revenue (MillionTHB)	632.45	671.48	730.61
Costs (MillionTHB)	522.08	552.10	584.30
Cost Of Rendering Services (MillionTHB)	522.08	552.10	584.30
Selling And Administrative Expenses (MillionTHB)	56.23	63.59	69.10
Administrative Expenses (MillionTHB)	56.23	63.59	69.10
Total Cost And Expenses (MillionTHB)	578.31	615.68	653.41
Profit (Loss) Before Finance Costs And Income Tax Expense (MillionTHB)	54.14	55.79	77.21
Finance Costs (MillionTHB)	17.70	19.75	20.28
Income Tax Expense (MillionTHB)	7.26	7.06	11.40
Profit (Loss) For The Period From Continuing Operations (MillionTHB)	29.17	28.98	45.53
Net Profit (Loss) For The Period (MillionTHB)	29.17	28.98	45.53
Net Profit (Loss) For The Period / Profit (Loss) For The Period From Continuing Operations (MillionTHB)	29.17	28.98	45.53

	THB		
	31 Dec 2022	31 Dec 2023	31 Dec 2024
	Separate	Separate	Separate
	AUDITED	AUDITED	AUDITED
Total Comprehensive Income (Expense) For The Period <small>(MillionTHB)</small>	29.17	30.11	45.53
Net Profit (Loss) Attributable To : Owners Of The Parent <small>(MillionTHB)</small>	29.17	28.98	45.53
Total Comprehensive Income (Expense) Attributable To : Owners Of The Parent <small>(MillionTHB)</small>	29.17	30.11	45.53
Basic Earnings (Loss) Per Share (Baht/Share) <small>(MillionTHB)</small>	0.04	0.04	0.07
EBITDA <small>(MillionTHB)</small>	145.52	151.09	173.36
Operating Profit <small>(MillionTHB)</small>	53.58	53.52	75.31
Normalize Profit <small>(MillionTHB)</small>	29.17	28.98	45.53

Summary of cash flow statement

	THB		
	31 Dec 2022	31 Dec 2023	31 Dec 2024
	Separate	Separate	Separate
	AUDITED	AUDITED	AUDITED
Cash flow statement			
Net Profit (Loss) Attributable To Owners Of The Parent For The Period (MillionTHB)	36.44	36.05	56.93
Depreciation And Amortisation (MillionTHB)	91.38	95.29	96.15
(Gains) Losses On Disposal And Write-Off Of Fixed Assets (MillionTHB)	0.07	-0.31	1.20
Dividend And Interest Income (MillionTHB)	-0.02	-0.04	-0.04
Interest Income (MillionTHB)	-0.02	-0.04	-0.04
Finance Costs (MillionTHB)	17.70	19.75	20.28
Employee Benefit Expenses (MillionTHB)	2.79	3.11	3.19
Cash Flows From (Used In) Operations Before Changes In Operating Assets And Liabilities (MillionTHB)	148.30	153.81	177.71
(Increase) Decrease In Trade And Other Receivables (MillionTHB)	-10.59	-12.37	-25.17
(Increase) Decrease In Inventories (MillionTHB)	-0.34	0.00	-0.97
(Increase) Decrease In Other Operating Assets (MillionTHB)	-0.79	-2.58	-0.83
Increase (Decrease) In Trade And Other Payables (MillionTHB)	2.38	0.07	2.75
Increase (Decrease) In Provisions For Employee Benefit Obligations (MillionTHB)	-0.48	-1.26	-0.29

	THB		
	31 Dec 2022	31 Dec 2023	31 Dec 2024
	Separate	Separate	Separate
	AUDITED	AUDITED	AUDITED
Increase (Decrease) In Other Operating Liabilities (MillionTHB)	-0.75	1.30	1.14
Cash Generated From (Used In) Operations (MillionTHB)	137.73	138.98	154.34
Interest Received (MillionTHB)	0.02	0.04	0.04
Income Tax (Paid) Received (MillionTHB)	-2.77	-2.07	-7.27
Net Cash From (Used In) Operating Activities (MillionTHB)	134.99	136.94	147.11
Proceeds From Disposal Of Fixed Assets (MillionTHB)	N/A	3.63	4.05
Payment For Purchase Of Fixed Assets (MillionTHB)	-6.91	-4.94	-4.71
Net Cash From (Used In) Investing Activities (MillionTHB)	-8.91	-1.31	-0.66
Increase (Decrease) In Bank Overdrafts And Short-Term Borrowings - Financial Institutions (MillionTHB)	28.10	47.39	102.59
Proceeds From Borrowings (MillionTHB)	20.00	40.00	50.00
Proceeds From Long-Term Borrowings (MillionTHB)	0.00	0.00	50.00
Proceeds From Long-Term Borrowings - Other Parties (MillionTHB)	0.00	0.00	50.00
Repayments On Borrowings (MillionTHB)	-10.32	-110.44	-121.88
Repayments On Short-Term Borrowings (MillionTHB)	0.00	-100.00	-100.00
Repayments On Short-Term Borrowings - Financial Institutions (MillionTHB)	0.00	-60.00	-100.00

	THB		
	31 Dec 2022	31 Dec 2023	31 Dec 2024
	Separate	Separate	Separate
	AUDITED	AUDITED	AUDITED
Repayments On Long-Term Borrowings (MillionTHB)	-10.32	-10.44	-21.88
Repayments On Long-Term Borrowings - Financial Institutions (MillionTHB)	-10.32	-10.44	-21.88
Repayments On Lease Liabilities (MillionTHB)	-161.02	-134.35	-137.51
Dividend Paid (MillionTHB)	-20.42	-20.46	-13.65
Interest Paid (MillionTHB)	-17.70	30.25	-20.28
Net Cash From (Used In) Financing Activities (MillionTHB)	-161.36	-147.62	-140.73
Net Increase (Decrease) In Cash And Cash Equivalent (MillionTHB)	-35.28	-11.99	5.72
Cash And Cash Equivalents, Beginning Balance (MillionTHB)	56.25	20.97	8.98
Cash And Cash Equivalents, Ending Balance (MillionTHB)	20.97	8.98	14.70

Key financial ratios

	2022	2023	2024
Liquidity ratio			
Current ratio (times)	0.49	0.52	0.65
Quick ratio (times)	0.42	0.44	0.53
Cash flow liquidity ratio (times)	0.57	0.54	0.57
Average account receivable turnover (times)	7.81	7.09	6.44
Average collection period (days)	48.00	52.00	57.00
Average finish goods turnover (times)	0.00	0.00	0.00
Average finish goods turnover period (days)	0.00	0.00	0.00
Average inventory turnover (times)	0.00	0.00	0.00
Average inventory turnover period (days)	0.00	0.00	0.00
Average account payable turnover (times)	12.76	13.30	13.69
Average payment period (days)	29.00	27.00	27.00
Average cash cycle (days)	18.00	24.00	30.00
Profitability ratio			
Gross profit margin (%)	17.38	17.50	19.82
Operating margin (%)	8.57	8.34	10.59
Other income to total income (%)	0.09	0.34	0.26
Cash from operation to operating profit (%)	249.36	245.44	190.56
Net profit margin (%)	4.61	4.32	6.25
Return on equity (ROE) (%)	5.81	5.66	8.55
Financial policy ratio			
Total debts to total equity (times)	1.33	1.33	1.32

	2022	2023	2024
Interest coverage ratio (times)	8.22	7.65	3.81
Interest bearing debt to EBITDA ratio (times)	145.50	151.07	173.36
Debt service coverage ratio (times)	0.82	0.94	0.98
Dividend payout ratio (%)	73.87	49.82	44.95
Efficiency ratio			
Return on asset (ROA) (%)	4.74	4.68	6.24
Return On Fixed Assets (%)	12.00	11.73	13.09
Asset turnover (times)	55.38	56.33	57.52

5. General information and other material facts

5.1 General information

General information

Securities registrar

Name of securities registrar : Thailand Securities Depository Co., Ltd.
Address/location : 93 Ratchadaphisek Road
Subdistrict : Din Daeng
District : Din Daeng
Province : Bangkok
Postcode : 10400
Telephone : 02-009-9000
Facsimile number : 02-009-9991

Auditing firm

Name of auditing firm* : EY OFFICE LIMITED
Address/location : 33RD FLOOR, LAKE RAJADA OFFICE COMPLEX, 193/136-137
RAJADAPISEK ROAD
Subdistrict : KHLONG TOEI
District : KHLONG TOEI
Province : Bangkok
Postcode : 10110
Telephone : +66 2264 9090
Facsimile number : +66 2264 0789-90
List of auditors : Mr PREECHA ARUNNARA
License number : 5800
List of auditors : Miss WATOO KAYANKANNAVEE
License number : 5423
List of auditors : Miss SIRIRAT SRICHAROENSUP
License number : 5419

Information of other key contacts

Name of contact person or department No. 1

Name of contact person or department : MS.Rachtikal Sangthong (HR&GA Manager)
Address/location : no. 9/30 Moo 9
Subdistrict : Bang Nang Subdistric
District : Phanthong District
Province : Chonburi
Postcode : 20160
Telephone : 095-562-5183

Facsimile number : 0-3846-878

Name of contact person or department No. 2

Name of contact person or department : Ms. Pathamaporn Prasartketkran (Acting Safety Manager)

Address/location : 9/30 Moo 9

Subdistrict : Bang Nang Subdistric

District : Phanthong District

Province : Chonburi

Postcode : 20160

Telephone : 064-597-7051

Facsimile number : 0-3846-878

5.2 Other material facts

5.2.1 Other information that may significantly influence investors' decision making

Other information that may influence investors' decision : No
making

5.2.2 Restrictions of foreign shareholders

Are there restrictions on foreign shareholders? : No

5.3 Legal disputes

Legal disputes

Is there any legal dispute? : No

Details of legal dispute

5.4 Secondary market

Secondary market

Has the company's security been listed on a stock exchange in : No
another country?

5.5 Financial institution with regular contact (in case of debt securities offeror)

Financial institution with regular contact

Are there any debt securities offered? : No

Part 2 Corporate Governance

6. Corporate governance policy

6.1 Overview of the policy and guidelines

Overview of the policy and guidelines

Attachment: Code of Business Conduct, page 36, Good Corporate Governance Policy

The Company has policies and practices in accordance with the principles of corporate governance for listed companies in Thailand (CGR) and the Code of Conduct that the Company has established in writing to reflect that all units of the Company are operating in accordance with the policies and practices set by the Board of Directors, at least in the following matters:

Overview of Corporate Governance Policies and Practices

The Board of Directors has established corporate governance policies for the Board of Directors, executives and employees at all levels to serve as guidelines for efficient, transparent and verifiable business operations. The Board of Directors is committed to managing the business based on the principles of corporate governance, best practices for listed companies, rules, regulations and relevant practices of the Stock Exchange of Thailand and the Securities and Exchange Commission, as well as developing management practices in an efficient manner to achieve international excellence in order to build confidence among all investor groups. The details of good corporate governance are divided into 4 categories, with policies, practices and measures relating to shareholders and all stakeholder groups.

1. Shareholders' Rights and Equal Treatment of Shareholders
2. Considering the Role of Stakeholders and Business Development for Sustainability
3. Disclosure and Transparency

Whistleblowing or Complaint Channels

- E-mail: Board of Directors and Audit Committee channels at www.info@atp30.com or registered mail • Registered mail: To the Audit Committee at ATP 30 Public Company Limited, 9/30 Moo 9, Bang Nang Subdistrict, Phan Thong District, Chonburi Province 20160 / Tel. 038-468-789

- Important matters such as notifications, complaints, violations of rights, reports of fraud, illegal acts or violations of business ethics by executives, contact the Board of Directors directly. The process for handling customer complaints regarding personal information is as follows:

1. Employees or stakeholders can report whistleblowing, complaints or suggestions through designated channels. The information is kept confidential and the Company has measures in place to protect whistleblowers, complainants or victims of rights violations, along with clear contact information.
2. Internal Audit: Receives complaints and conducts complaint investigations according to the "Complaint Management Manual" by dividing complaints into 3 categories:
 - Regarding fraud
 - Regarding acts that violate or fail to comply with the laws/regulations/rules of the Company.
 - Regarding violations of ethics/conduct, violations of policies and procedures to prevent and combat corruption within the Company.
3. Procedure: Preliminary fact-checking, seeking additional credible information on the complaint. If a violation is found, it will be submitted for consideration according to the level of the violation in each category: employee level by the Human Resources Department/executive level by the Board of Directors or the Audit Committee/CEO or director level by the Board of Directors or an independent fact-finding committee may be appointed as appropriate.
4. Monitoring and Evaluation: By considering the complaints of the Board of Directors until the matter is resolved or a solution is found, notify the complainant within 7 days after the resolution. The Internal Audit Department prepares a summary report to the Audit Committee and the Board of Directors for acknowledgement on a quarterly basis. The Company monitors whistleblowing reports or complaints through designated channels.

The Company communicates its financial position through a variety of channels, as follows:

- Arranging meetings with analysts/investors
- Holding press conferences/issuing press releases
- Attending the SET's Opportunity Day

4. Responsibilities of the Board of Directors

According to the policies and practices regarding the Disclosure Guidelines Committee

For the year 2024

- The Company has not encountered any significant disputes or material events such as violations of rights, fraud, corruption, illegal acts, ethics and business conduct by directors, executives and employees.
- The Company discloses the complete Articles of Association through the Company's website.

6.1.1 Policy and guidelines related to the board of directors

Attached document, Business Conduct Manual, page 9, Rules of the Board of Directors and page 40, Policies and Guidelines for Directors and Executives.

Composition of the Board of Directors

- The Board of Directors shall consist of no less than 7 directors, and no less than one-half of the total number of directors must reside in the Kingdom of Thailand.
- The Board of Directors consists of executive directors, non-executive directors, and independent directors, with at least 1/3 and no less than 3 independent directors, whose qualifications are in accordance with the Stock Exchange of Thailand.
- The Board of Directors shall elect one of the non-executive directors as Chairman of the Board.
- The Board of Directors shall elect one person to act as Secretary to the Board of Directors, who may or may not be a director.

Policies and Practices

- Disclose diversity policies, goals, indicators, and prepare progress reports as follows:
 - Diversity policy in the structure of the Board of Directors, such as skills, professions, expertise, gender, age, no nationality restrictions.
 - Quantitative targets and indicators that are consistent with the diversity policy, such as setting the proportion of female directors, setting the proportion of directors in each age group.
 - Progress report on the target of the Board of Directors meeting
- The Board of Directors meetings are held both in Physical meeting and e-meeting formats.
- Notify the meeting a year in advance, specify the timeframe for the meeting, and send documents at least 5 days in advance.
- The company has a policy that requires no less than 2/3 of the total number of directors to be present for important matters.
- Meetings of the Non-Executive Directors must disclose the number of meetings and the actions taken after the meetings.

For the year 2024

- The Chairman is not an independent director, namely Mr. Chartschai Panicheeva, but the proportion of independent directors is 62.50%.
- The Chairman of the Board and the CEO are not the same person. The CEO is Mr. Piya Techakun.
- The Board of Directors has a composition that includes female directors.
- The proportion of directors attending Board meetings is 100% of all meetings throughout the year.

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 (AACP) 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.

Other guidelines related to the board of directors

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 Buddhaksa.

- 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.

6.1.2 Policy and guidelines related to shareholders and stakeholders

Attachment Code of Conduct Manual Pages 56-58 Stakeholder Engagement Policy

Are there policy and guidelines and measures related to shareholders and stakeholders	:	Yes
Guidelines and measures related to shareholders and stakeholders	:	Shareholders, Employee, Customer, Business competitors, Suppliers, Creditors, Government agencies, Community and society, Other guidelines and measures related to shareholders and stakeholders

Shareholders

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 competitors

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.

Suppliers

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.

Creditors

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.

Other guidelines and measures related to shareholders and stakeholders

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.

6.2 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 misuse of inside information, Anti-corruption, Preventing the misuse of inside information, Human rights, Safety and occupational health at work

Prevention of misuse of inside information

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:

Preventing the 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

6.3 Material changes and developments in policy and corporate governance system over the past year

Attached document: Code of Business Conduct, page 26, Charter of the Corporate Governance Committee, and a message from the Chairman of the Corporate Governance Committee.

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

Attachment Letter from the Chairman of the Board of Directors

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

6.3.2 Implementation of the CG Code for listed companies

CGR is a survey project that monitors and evaluates the corporate governance development of listed companies in Thailand. It has been conducted by the Thai Institute of Directors (IOD), with support from the Stock Exchange of Thailand and the Securities and Exchange Commission, since 2001.

ATP 30 Public Company Limited has been certified with a CG SCORE, indicating good corporate governance practices. The company received a four-star rating, categorized as "Good," for its Corporate Governance Report (CGR) assessment in 2024. This reflects the company's effective, transparent, and accountable management, which considers all stakeholders.

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.

6.3.3 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.

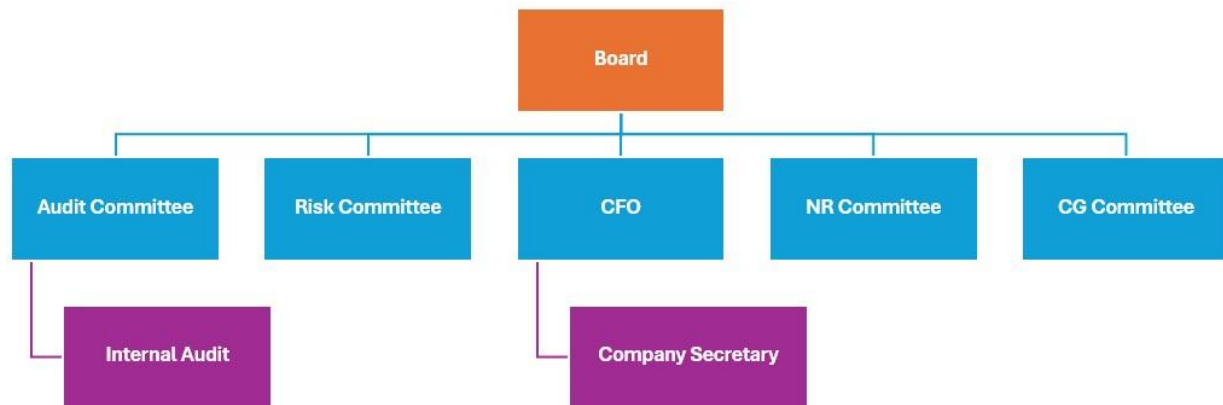
7. Corporate governance structure and significant information related to the board of directors, subcommittees, executives, employees, and others

7.1 Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 December 2024

Corporate governance structure diagram



Organizational Structure

7.2 Information on the board of directors

7.2.1 Composition of the board of directors

- The Board of Directors has 8 members, consisting of 6 men and 2 women, representing a proportion of 25.00%.
- A Nomination and Remuneration Committee with independent members, whose chairman is an independent director and accounts for 20.00%.
- Approval of the Company's Corporate Governance Policy
- Review the corporate governance policy to comply with good corporate governance guidelines.
- Communication and monitoring of compliance with the Company's corporate governance policy.
- Prepare a Code of Business Conduct and specify the percentage of directors, executives, and employees who have been communicated about the Code of Business Conduct, including disclosing violation statistics.
- Disclose the roles and responsibilities of the Board of Directors, the Chief Executive Officer (CEO), and the Board's approval authority.
- The Board of Directors establishes an IT security policy and discloses the results of monitoring compliance.
- The Board considers/approves the Company's vision/mission/strategies and details of monitoring the implementation of the Company's strategies.
- A Compliance unit has been established or a responsible person has been appointed, and the roles and responsibilities of the responsible person have been disclosed.
- Establish an internal audit unit that reports directly to the AC and disclose the name of the head of the unit.
- The Board of Directors prepares a CEO succession plan and presents the approach to implementation.
- The Board of Directors appoints a Company Secretary who has a degree in law or accounting or has been trained in courses related to the duties of a company secretary and performs duties according to the regulations prescribed for the duties and responsibilities in accordance with the framework of the law, corporate governance with care and integrity.
- Establish a policy for directors to report the purchase and sale of shares and the holding of securities of the Company to the Board of Directors meeting.
- The Company's Board of Directors has assessed the Board Skill Matrix. The Board Skill Matrix discloses the qualifications of the current Board of Directors and there is 1 NED with relevant business experience.
- Disclose the background of each director in accordance with the 7 best practices, including 1. Name-Surname and age 2. Position/Type of director proposed, such as Director/Independent Director/Non-Executive Director/Executive Director 3. Educational background 4. Work experience 5. Shareholding 6. Directorships in other listed companies, clearly separated into listed companies and other companies 7. Date, month, and year of appointment as a director of the Company.

Attachment: Code of Business Conduct, page 34, Rules of the Company Secretary

Company Secretary, according to the resolution of the Board of Directors meeting, appointed Ms. Sukanda Buddharksa to hold the position of Company Secretary from August 3, 2559 onwards. The qualifications of the Company Secretary are as follows:

Attachment: Code of Business Conduct, page 44, Succession Planning Policy

Succession Planning Policy

The Company places importance on the selection of personnel for succession planning at all levels transparently and fairly to ensure the continuity of the Company's business operations. It can support the expansion of the business base and customer groups in a timely manner. The Nomination and Remuneration Committee will supervise and encourage the development of business plans and review succession plans for the Board of Directors and key positions that are important to the Company's business operations, including the Chief Executive Officer or Managing Director, positions that are important in the management structure, and positions that require specialized skills that are highly proficient and difficult to replace.

For the year 2567

- The Chairman is not an independent director, namely Mr. Chadchai Panicheeva, but the proportion of independent directors is 62.50%.
- The Chairman of the Board and the CEO are not the same person. The CEO is Mr. Piya Techkul.
- Proportion of female directors is 2 persons or 25.00%.
- Proportion of non-executive directors is 5 persons or 62.50%.
- Proportion of independent directors is 3 persons or 37.50%.
- The Company has not committed any violations of the regulations of the regulators, such as the Stock Exchange of Thailand, the SEC.
- There are no news/cases of fraud/ethics violations by the Board of Directors by the regulator.
- There were no cases of non-executive directors resigning due to corporate governance issues.

- The Board of Directors and management of the Company have not committed any ethical violations that violate the regulations that are considered serious offenses.

	Number (persons)	Percent (%)
Total directors	8	100.00
Male directors	6	75.00
Female directors	2	25.00
Executive directors	3	37.50
Non-executive directors	5	62.50
Independent directors	3	37.50
Non-executive directors who have no position in independent directors	5	62.50

7.2.2 The information on each director and controlling person

Chairman of the Board

- The Chairman of the Board of Directors is Mr. Chatchai Panicheeva.
- Leading the oversight of activities, setting the direction and approach of the Board of Directors to align with the company's objectives, and promoting good corporate governance.
- Organizing meetings and facilitating the work of the Board of Directors, setting meeting agendas, and ensuring efficient meetings.
- Encouraging directors to express their opinions freely.
- Acting as an intermediary between the Board of Directors and management, communicating policies and operational guidelines between the Board and management, and ensuring that management operates in accordance with the policies set by the Board.
- Monitoring and evaluating the performance of the Board of Directors, reviewing the progress of the Board's operations, and encouraging periodic performance evaluations of the Board.
- Promoting unity and efficiency in the work of the Board of Directors, supporting directors to work together effectively, and encouraging the development and enhancement of directors' knowledge.

Chief Executive Officer

- The Chief Executive Officer is Mr. Piya Techakun.
- Defining and managing the organization's strategy, developing strategic plans and policies to align with the company's objectives, analyzing business opportunities and risks to ensure stable growth, and defining directions for innovation development and the organization's competitiveness.
- Managing and overseeing the operations of the organization, overseeing the company's operations to align with the objectives and policies of the Board of Directors, allocating resources appropriately, including efficient budget management, and overseeing compliance with laws, regulations, and business standards.
- Human resources and organizational management, defining an organizational structure appropriate to the business operations, promoting and developing employee potential for efficiency, and creating a good corporate culture for employees to work effectively.
- Communicating and coordinating with the Board of Directors, reporting the company's performance to the Board, proposing important policies or business directions, and receiving feedback and suggestions from the Board to improve management.
- Building the image and relationships of the organization, representing the company in communicating with shareholders, investors, customers, and the public, and promoting relationships with business partners, government agencies, and other organizations.
- Establishing a policy on holding directorships in other companies for the CEO.
- The company discloses the Board of Directors' Report on Financial Statements, with the CEO's signature on the document.
- Disclosing the policy and criteria for CEO remuneration, both short-term and long-term, and information on executive compensation, covering all aspects.
- CEO performance is evaluated and the criteria, process, and evaluation results are disclosed.

- Disclosing the CEO's compensation or the ratio of CEO compensation to the average employee compensation.

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 a company</p> <ul style="list-style-type: none"> • Direct shareholding : 42,750,000 Shares (6.265480 %) • Shareholding by persons related to directors, executives according to Section 59 ^(**) : 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 a company</p> <ul style="list-style-type: none"> • Direct shareholding : 9,450,000 Shares (1.385001 %) • Shareholding by persons related to directors, executives according to Section 59 ^(**) : 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</p> <p>Gender: Male</p> <p>Age : 62 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Law</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years ^(*) : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p>	<p>Director</p> <p>(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</p> <p>Gender: Female</p> <p>Age : 71 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Medicine</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years ^(*) : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p>Shareholding in a company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %) 	<p>Director</p> <p>(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

List of directors	Position	First appointment date of director	Skills and expertise
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	Director (Non-executive directors, Independent director) Authorized directors as per the company's certificate of registration : No Type of director : Existing director	25 Feb 2020	Risk Management, Audit, Internal Control, IT Management, Change Management
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 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 AKKHARAPRATHOMPHONG	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. Banking	1	12.50
2. Finance & Securities	1	12.50
3. Insurance	1	12.50
4. Property Development	1	12.50
5. Commerce	1	12.50
6. Transportation & Logistics	4	50.00
7. Electronic Components	1	12.50
8. Law	1	12.50
9. Marketing	1	12.50
10. Accounting	2	25.00
11. IT Management	1	12.50

Skills and expertise	Number (persons)	Percent (%)
12. Engineering	2	25.00
13. Change Management	1	12.50
14. Leadership	5	62.50
15. Strategic Management	2	25.00
16. Risk Management	3	37.50
17. Audit	3	37.50
18. Internal Control	3	37.50
19. Governance/ Compliance	1	12.50
20. Business Administration	5	62.50

Information about the other directors

The chairman of the board and the highest-ranking executive : No
are from the same person ⁽²⁾

Remark : ⁽²⁾ The Chairman of the Board is Mr. Chatchai Panitchiwa and the Chief Executive Officer is Mr. Piya Techakul.

The chairman of the board is an independent director ⁽³⁾ : No

Remark : ⁽³⁾ Suwannee Kamman, President of the Audit Committee

The chairman of the board and the highest-ranking executive : No
are from the same family ⁽⁴⁾

Remark : ⁽⁴⁾ The Chairman of the Board is Mr. Chatchai Panicheewa.
The Chief Executive Officer is Mr. Piya Teshagul.

Chairman is a member of the executive board or taskforce ⁽⁵⁾ : Yes

Remark : ⁽⁵⁾ Mr. Chatchai Panicheewa is a member of the Board of Directors.

The company appoints at least one independent director to : Yes
determine the agenda of the board of directors' meeting ⁽⁶⁾

Remark : ⁽⁶⁾ There are 3 independent directors.

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

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

Methods of balancing power between the board of directors : Increasing the proportion of independent directors to more than
and Management half, Appointing an independent director to jointly consider the
agenda of the board of directors' meeting

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

7.2.3 Information on the roles and duties of the board of directors

Board charter : Yes

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

7.3 Information on subcommittees

7.3.1 Information on roles of subcommittees

Roles of subcommittees

The Board of Directors is responsible for overseeing the direction, policies, and good corporate governance principles for the subcommittees to achieve the organization's objectives, as well as protecting the interests of shareholders and other stakeholders. They play a vital role in accordance with the Business Ethics Code of Conduct for each committee.

Audit Committee

Role

- Audit of financial statements and internal controls

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

- Director and executive nomination
- Remuneration

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

- Risk management

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

- Corporate governance
- Sustainability development
- Climate-related risks and opportunities 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/>

7.3.2 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 directors	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	The chairman of the subcommittee (Independent director)
	Mr. CHARTCHAI PANICHEWA	Member of the subcommittee
	Mr. PRASERT AKKHARAPRATHOMPHONG	Member of the subcommittee (Independent director)
Risk Management Committee	Mr. PRASERT AKKHARAPRATHOMPHONG	The chairman of the subcommittee (Independent director)
	Mr. PIYA TECHAKUL	Member of the subcommittee
	Mr. SUJIT PANVONGPAIBOON	Member of the subcommittee
	Ms. Nichanan Rattanakate	Member of the subcommittee (Independent director)
	Ms. Pattamaporn Prasartketkarn	Member of the subcommittee

Subcommittee name	Name list	Position
Corporate Governance Committee	Mr. PIYA TECHAKUL	Member of the subcommittee
	Mr. SUJIT PANVONGPAIBOON	Member of the subcommittee
	Mr. PRASERT AKKHARAPRATHOMPHONG	The chairman of the subcommittee (Independent director)

7.4 Information on the executives

7.4.1 List and positions of the executive

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

List of executives	Position	First appointment date	Skills and expertise
1. Mr. 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	Board of Directors (The highest-ranking executive)	31 Oct 2005	Engineering, Business Administration, Leadership, Commerce, Transportation & Logistics
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	Chief Operating Officer (The highest-ranking executive)	18 Apr 2005	Business Administration, Marketing, Transportation & Logistics

Additional Explanation :

() Highest responsibility in corporate accounting and finance*

*(**) Accounting supervisor*

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

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

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

7.4.2 Remuneration policy for executive directors and executives

Attachment: Code of Business Conduct, Page 47, Remuneration Policy for Directors and Senior Executives or Managing Directors.

Remuneration for Directors and Sub-committees

The Nomination and Remuneration Committee will propose remuneration packages that are attractive and commensurate with each executive's or management director's responsibilities, duties, performance results, and the company's overall financial performance and economic conditions. This is in line with the company's strategic objectives, long-term goals, and shareholder interests. The committee will also benchmark against similar companies in the same industry and present the proposal to the Board of Directors for approval before implementation by the management.

The company may disclose its remuneration policy for the Board of Directors and other sub-committees in a manner comparable to

other companies in the same industry, taking into account experience, responsibilities, scope of roles, expected contributions from each director, and other benefits. These may include: 1. Financial compensation, such as meeting attendance fees. 2. Annual director remuneration, calculated based on the company's annual net profit after corporate income tax at a rate not exceeding 5%. The Board of Directors has the authority to allocate this amount to each director without any other benefits.

Chief Executive Officer Remuneration

Short-term remuneration includes salary and bonuses.

Long-term remuneration will be aligned with past performance, the achievement of long-term strategic objectives, executive performance and development, business expansion, and the company's profit growth.

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

Opinion of the Board of Directors

The remuneration consideration is reasonable and appropriate for the remuneration paid, and the remuneration nomination committee charter should be reviewed and the remuneration should be determined annually.

7.4.3 Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	19,771,548.93	19,771,548.93	20,206,912.49
Total remuneration of executive directors (baht)	6,000,000.00	7,000,000.00	8,000,000.00
Total remuneration of executives (baht)	13,771,548.93	12,771,548.93	12,206,912.49

Executive Director Remuneration

- Monthly or annual remuneration
- Fixed remuneration for performing director duties, attendance fees
- Remuneration for attending board meetings, bonuses

Compensation for senior executives, including CEO, CFO, COO

- Regular salary, Annual Bonus
- Provident Fund Contributions
- Long-term savings benefits as pensions or retirement compensation
- Other benefits such as medical expenses, travel expenses, accommodation, company car, or life insurance

Other remunerations of executive directors and executives

	2022	2023	2024
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 : 2,177,000.00
and executives in the past year

Estimated remuneration of executive directors and executives : 2,177,000.00
in the current year

7.5 Information on employees

Information on the company's employees

Information about company employees generally covers key details about the number of employees, organizational structure, benefits, and human resource management approaches.

Employees

	2022	2023	2024
Total employees (persons)	698	807	877
Male employees (persons)	637	732	794
Female employees (persons)	61	75	83

Number of employees by position and department

Number of male employees by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	628	723	785
Total number of male employees in management level (Persons)	8	8	8
Total number of male employees in executive level (Persons)	1	1	1

Number of female employees by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	53	66	74
Total number of female employees in management level (Persons)	8	9	9

Number of employees categorized by department over the past year

Attachment: Organizational Structure by Job Function

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.

Information on employee remuneration

The company has a policy of paying employee compensation by considering appropriateness, fairness, 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 company's growth.

Practices

- 1.) Employee compensation must be appropriate for business expansion and the company's growth, 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 3 years or 5 years, etc.
- 2) Monetary benefits received by employees include salary, other income, bonuses, and provident funds.
- 3) Establish a provident fund in the company's name for all employees. Employees can choose to contribute at a rate of 4 (four) percent of their salary from the start of the fund. The company will contribute to the fund at a rate of 4 (four) percent of the employee's salary.
- 4) Provide various 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-up

Employee remuneration

	2022	2023	2024
Total employee remuneration (baht)	179,583,557.76	208,106,867.01	236,473,314.00
Total male employee remuneration (Baht)	164,067,529.73	188,773,739.06	214,102,938.50
Total female employee remuneration (Baht)	15,516,028.03	19,333,127.95	22,370,375.50

Provident fund management policy

K Master Pool Fund is a provident fund registered with a policy to invest no more than 25% in stocks. It is managed by Kasikorn Asset Management Company Limited.

Provident fund management policy : Have

The company has a policy of remunerating employees by considering appropriateness, fairness based on knowledge, abilities, including the performance of each employee, and 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. Moreover, the company manages a fund for all employees at a rate of 4%, with the company contributing another 4% (in 2021, the rate was equal to 3%), which must comply with the conditions that the company has informed everyone. This is considered a provident fund for employees.

Provident fund for employees (PVD)

K Master Pool Fund is a registered provident fund with a mixed policy that invests no more than 25% in equities and is managed by KASIKORN ASSET MANAGEMENT COMPANY LIMITED.

	2022	2023	2024
Number of employees joining in PVD (persons)	248	270	334
Proportion of employees who are PVD members (%)	35.53	33.46	38.08

7.6 Other significant information

7.6.1 Assigned person

List of persons assigned for accounting oversight

Attachment: Code of Business Conduct, Page 60, Accounting and Finance Policy

To ensure that the preparation of financial reports is of high quality and that the supervision is consistent with the guidelines of the SEC and the Stock Exchange of Thailand, in accordance with the qualities of the accounting supervisor.

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

List of the company secretary

Attachment: Code of Business Conduct, Page 34, Company Secretary Charter

Company Secretary (Company Secretary) provides advice to the Board of Directors on

- Provide legal and regulatory advice in accordance with the Public Limited Companies Act and the principles of good corporate governance (CG).
- Organize board of directors and shareholder meetings, including setting meeting agendas, preparing and maintaining meeting minutes, and conducting meetings in compliance with laws and company regulations.
- Oversee information disclosure and communication with regulatory bodies, such as the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET).
- Manage shareholder affairs, including maintaining the register of directors and shareholders, and liaising with shareholders regarding their rights and benefits.

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

Internal Audit in Public Companies is a process that helps companies comply with relevant regulations and allows management to assess and advise on internal control systems, risk management, and governance. This is in addition to the Audit Committee's quarterly review according to the approved annual audit plan.

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

The Compliance function plays a crucial role in ensuring the company's adherence to all applicable laws, regulations, standards, and policies. This includes overseeing the company's operations to meet regulatory requirements, mitigating legal risks, and fostering trust among shareholders, investors, and relevant agencies.

Roles and Responsibilities

- ****Risk Management:**** Assessing potential risks associated with non-compliance, such as lawsuits or reputational damage, and recommending effective risk management strategies.
- ****Ensuring Compliance:**** Ensuring the company complies with data security, privacy, and consumer protection requirements, and verifying adherence to international standards and best practices.
- ****Supporting the Board and Management:**** Providing guidance to the Board and Management on regulatory compliance, reporting on the organization's compliance status, and recommending improvements.

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

7.6.2 Head of investor relations

Investor Relations (IR) acts as a liaison between the company and investors, shareholders, and securities analysts to provide accurate, transparent, and timely information and enhance corporate value.

Roles and Responsibilities

- Communicate important company information by providing information related to financial performance, business plans, and company outlook to shareholders, investors, and analysts, and prepare presentations, annual reports (56-1 One Report), and press releases.
- Manage relationships with investors and analysts by organizing investor meetings and answering questions and providing information to shareholders, analysts, and the media.
- Manage shareholder meetings by preparing relevant documents and information and coordinating with the SEC and the Stock Exchange of Thailand.
- Comply with the regulations of the Stock Exchange by ensuring that the company discloses information in accordance with the requirements of the SEC and the Stock Exchange of Thailand.

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

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

7.6.3 Company's auditor

Certified Public Accountants (CPAs) approved by the SEC and the Stock Exchange of Thailand, adhering to auditing standards and professional ethics, must maintain independence in auditing listed companies. They must be rotated every 7 consecutive years, with a minimum interval of 5 years, as stipulated by the SEC. Companies must appoint auditors through a shareholder resolution and disclose audit fees as follows:

- Audit Fees comprise annual financial statement audits, reviews of interim financial information for 3 quarters, and annual report reviews.
- Non-audit Fees: None.

For 2024,

- The 2025 Annual General Meeting of Shareholders will appoint auditors and set audit fees for 2025-2027 at 1,450,000 Baht (compared to 1,350,000 Baht in 2022).

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	-	1. Mr. PREECHA ARUNNARA Email: Preecha.Arunnara@th.ey.com Telephone: 022649090 License number: 5800 2. Ms. WATOO KAYANKANNAVEE Email: watoo.kayankannavee@th.ey.com Telephone: 022649090 License number: 5423 3. Ms. SIRIRAT SRICHAROENSUP Email: sirirat.sricharoensup@th.ey.com Telephone: 022649090 License number: 5419

7.6.4 Assigned personnel in case of a foreign company

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

8. Report on key operating results on corporate governance

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

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

Attachment Letter from the Chairman of the Board

8.1.1 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 : No
directors over the past year

Selection of directors and the highest-ranking executive

Attachment: Code of Business Conduct, Page 40, Policy on Director Qualification and Nomination.

Regarding the recruitment of directors and top executives, the Nomination and Remuneration Committee, consisting of two independent directors out of a total of three, is responsible for selecting and screening qualified individuals in accordance with the company's regulations. They are also responsible for nominating suitable candidates to ensure a professional and diverse board composition. This is achieved through a Board Skill Matrix, aligning with the company's business strategies and considering the company's structure, size, and board composition. The number of nominees will be 40 times the number of directors whose terms are expiring. The committee will then present their recommendations to the Board of Directors for approval. Subsequently, the list of nominated directors will be submitted to the shareholders' meeting for election according to established criteria. This process aligns with past performance, the pursuit of long-term strategic objectives, executive performance and development, and considers the company's business expansion and profit growth.

The Nomination and Remuneration Committee has considered the nature of the business and future plans in determining the qualifications of the directors. Additionally, the committee has provided an opportunity for shareholders to participate in nominating qualified director candidates. These nominations must be voted on and approved by the shareholders' meeting. The company allows shareholders to use individual ballot cards to vote for directors according to their voting rights.

In appointing the top executives, the Board of Directors has considered and assigned the Nomination and Remuneration Committee to consider the criteria and methods for recruiting qualified individuals to hold top executive positions. The committee will then propose more than one suitable candidate, along with reasons, for the Board of Directors to consider appointing. The recruitment process involves carefully selecting individuals who are fully qualified, suitable, and possess the knowledge, abilities, skills, and experience beneficial to the company's operations. They must also have a strong understanding of the company's business and be capable of managing the company to achieve the objectives and goals set by the Board of Directors.

Method for selecting directors and the highest-ranking executive

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

Number of directors from major shareholders

Number of directors from each group of major : 5
shareholders 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

Attachment Page 40 Code of Business Conduct Policies and Guidelines for Directors and Executives

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

Attachment: Code of Business Conduct, Director Development Policy, page 43

For the year 2024, the Company's Board of Directors has completed important training courses by regulatory agencies such as the Director Accreditation Program (DAP), Direct Certification Program (DCP), Advanced Audit Committee Program (AACP) by the Thai Institute of Directors Association (IOD) and for executives by the Capital Market Academy. Other training courses include

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

8.1.2 Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Board Meeting Attendance and Individual Director Remuneration

1. Meeting Attendance Consistency: Directors should attend all meetings, except in unavoidable circumstances, which must be notified to the Board Secretary in advance. The company must report the number of board meetings attended.
2. Meeting Scheduling Notification: The Board Secretary must send a meeting invitation at least 7 days in advance. In urgent cases, at least

5 days' notice must be given. The invitation must specify the date, time, place, and agenda of the meeting.

3. Meeting Materials: The Board Secretary must compile and send meeting materials to the directors in advance. The documents must provide sufficient information for informed decision-making.

4. Meeting Minutes: The Board Secretary must record important issues and complete the minutes of the meeting within 15 days from the meeting date. The minutes must be comprehensive and submitted to the Chairman of the Board for signature. There must be a document storage system that facilitates retrieval and maintains data confidentiality.

- Directors who have a conflict of interest in any matter shall not be entitled to vote on that matter.

- Voting at Board meetings shall be decided by a majority vote. In the event of a tie, the chairman of the meeting shall have an additional casting vote. However, the opinions of other directors who do not vote in favor shall be stated in the minutes of the meeting.

To promote the effectiveness of the Board of Directors, the principles and format of information in documents presented to the Board must be complete, sufficient, and appropriate to support smooth, expeditious, and efficient meetings within the framework of relevant laws and regulations at the time the Board makes its resolutions.

Meeting attendance of the board of directors

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

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)
7. Mr. PRASERT AKKHARAPRATHOMPHONG (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	

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	
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	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
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 AKKHARAPRATHOMPHONG (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	
9. Mr. Viwat Krodit (Member of the executive committee)			0.00		0.00
Executive Committee	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
10. Ms. Nichanan Rattanakate (Member of the subcommittee)			24,000.00		0.00
Risk Management Committee	24,000.00	0.00	24,000.00	No	
11. Ms. Pattamaporn Prasartketkarn (Member of the subcommittee)			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

Remunerations or benefits pending payment to the board of directors

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

8.1.3 Supervision of subsidiaries and associated companies

The company has no 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 companies : No / In Progress

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.

8.1.4 The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

1. Establish clear policies and practices: Develop a conflict of interest policy that covers all levels of the organization, establish guidelines for related party transactions, and establish guidelines to prevent the abuse of power for personal gain.
2. Transparent disclosure: Require directors and executives to disclose personal interests that may give rise to a conflict of interest with the company, and report transactions that may involve a conflict of interest to the board of directors or relevant authorities.
3. Review and control mechanisms: Appoint an audit committee or corporate governance committee to monitor and supervise, and establish a system to monitor, audit, and assess risks related to conflicts of interest.

Operations for conflict of interest prevention over the past year

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

Disclosure of all transactions with related persons or entities shall be in accordance with the Conflict of Interest Policy.

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

Attachment Page 59 Code of Business Conduct Policy on Prevention of Insider Trading

1. Establish policies on the use of internal information. Develop an internal information use policy that defines the responsibilities of directors, executives, and employees. Prohibit the use of information not yet disclosed to the public for securities trading or for the benefit of others. Establish a blackout period for executives and related persons prior to the disclosure of material information.
2. Control access to and disclosure of information. Classify internal information and grant access rights only to directly relevant individuals. Use information security systems such as encryption, password setting, and data logging systems. Prohibit the transmission or disclosure of internal information through insecure channels.
3. Supervision and inspection. Appoint an audit committee or a supervisory division to monitor and inspect the use of internal information. Use a system to monitor the securities trading of directors, executives, and family members. Report suspicious transactions to regulatory authorities, such as the Stock Exchange or the Securities and Exchange Commission (SEC).

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

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

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
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

Anti-corruption action

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

Company's Anti-Corruption Policy The company must have a clear anti-corruption and bribery policy that covers all levels, from the board of directors, executives, employees, to business partners and stakeholders. The policy must define practices regarding giving or receiving bribes, gifts, benefits, and donations to prevent corruption. It must comply with relevant laws, such as the Anti-Corruption Act, and international practices, such as ISO 37001 (Anti-Bribery Management System).

Operations in anti-corruption in the past year

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

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 : Yes
procedures over the past year

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

8.2 Report on the results of duty performance of the audit committee in the past year

8.2.1 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

8.2.2 The results of duty performance of the audit committee

Attachment Letter from the Chairman of the Audit Committee

8.3 Summary of the results of duty performance of subcommittees

8.3.1 - 8.3.2 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 (The chairman of the subcommittee)	1	/	1
2 Mr. CHARTCHAI PANICHEWA (Member of the subcommittee)	1	/	1
3 Mr. PRASERT AKKHARAPRATHOMPHONG (Member of the subcommittee)	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 (The chairman of the subcommittee)	2	/	2
2 Mr. PIYA TECHAKUL (Member of the subcommittee)	2	/	2
3 Mr. SUJIT PANVONGPAIBOON (Member of the subcommittee)	2	/	2
4 Ms. Nichanan Rattanakate (Member of the subcommittee)	2	/	2
5 Ms. Pattamaporn Prasartketkarn (Member of the subcommittee)	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 of the subcommittee)	2	/	2

List of Directors	Meeting attendance Corporate Governance Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
2 Mr. SUJIT PANVONGPAIBOON (Member of the subcommittee)	2	/	2
3 Mr. PRASERT AKKHARAPRATHOMPHONG (The chairman of the subcommittee)	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.

9. Internal control and related party transactions

9.1 Internal control

Summary of the opinion of the board of directors regarding the internal control of the company

The company's board of directors has summarized its opinions regarding the company's internal control system in the following matters, based on the assessment of the sufficiency of the internal control system, which includes risk management. The internal control system is deemed sufficient and appropriate. Additionally, the company has ensured that there are sufficient personnel to effectively implement the system. This system can prevent the company's assets from being misused or used without authority by directors or executives.

The Annual Internal Audit Plan for 2024

Q1: Management of VVS (VIP Vehicle Service)

Audit Committee's Opinion (1) Adjust the risk level to medium for all 3 processes. (2) There should be a review of the procedures and key performance indicators (KPIs) starting from the recruitment process, by specifying characteristics such as physical attributes, criminal history, communication skills, and attitude. Additionally, the specialized skills required for drivers should be defined to align with the VIP service model, in order to create a positive impression for the customers and enhance the ability to generate revenue. (3) There should be a review of the procedures for the training and development process by defining specific characteristics and skills unique to VVS drivers, separate from general drivers, to align with the VIP service model.

The Board of Directors' Opinion agrees with the suggestions of the Audit Committee.

Q2: Management of Preventive Maintenance (PM4 and PM5)

Audit Committee's Opinion It is essential to clearly define the objectives for reviewing each matter. Preventive maintenance is considered one of the key operational principles of the company, and it can be utilized to enhance the organization's image and reduce costs. Therefore, it is advisable to establish an assessment of the impact of preventive maintenance measures as part of the evaluation process.

The Board of Directors' Opinion agrees with the suggestions of the Audit Committee.

Q3: Driver Development Training

Audit Committee's Opinion (1) Based on the internal audit report on the 6 processes, the Audit Committee has reviewed and concluded that processes 5 and 6, which were found to pose no risks, should be integrated with process 1. (2) The audit revealed an issue in item 1.2, "Follow-up on performance," which has led to practical disadvantages. Therefore, the training organizers should review the plan, categorize the courses, and adjust the training methods to align with the knowledge and skill levels of the driver groups that have been classified. (3) In addition to the two processes with low risks identified by the internal auditor, the Audit Committee has reviewed and concluded that process 4, "Follow-up on performance," should be classified as a medium-risk level. This conclusion is based on the comparative analysis of the results post-training. Although accident statistics have decreased, they still do not align with the company's objectives and goals, which set "zero accidents" as the target. Therefore, the Audit Committee believes that there remains a risk and recommends adjusting the training curriculum and methods to align with the company's objectives and goals in both "safety" and "service quality."

The Board of Directors' Opinion agrees with the suggestions of the Audit Committee.

Q4: Management of Electric Vehicle (EV) Usage

Audit Committee's Opinion (1) Since "no risks found" reflects the current status and cannot guarantee future outcomes, it is recommended to use the terms "no damage found / no delays found / very low risk" instead of "no risks found." (2) It is recommended to improve the management approach by presenting factual data and numerical information instead of reporting the current operational procedures. This will allow the board to be informed of the actual results and findings from the performance and audits conducted.

The Board of Directors' Opinion agrees with the suggestions of the Audit Committee.

The Internal Audit Plan for the year 2025, which was presented to the Audit Committee in its meeting 1/2025, has been reviewed and the Audit Committee considers that the plan is appropriate and beneficial to the company. The details are as follows:

Q1: Revenue Recognition and Billing

Q2: Control of Operational Performance Standards

Q3: Accident Management

Q4: Non-Conformance (NC) Management

Audit Committee Meeting on February 18, 2025, Meeting No. 1/2025 With the following opinions:

- 1) The determination of audit topics should focus on areas that can promote operations under the ISO standards.
- 2) The topics "Control of Operational Standards" and "Non-Conformance (NC) Management" should be combined.
- 3) It is proposed to add the audit topic "Information Technology (IT) Systems."

The Audit Committee approves the annual internal audit plan for 2025.

The Board of Directors' Opinion agrees with the suggestions of the Audit Committee.

For the year 2025, the company has appointed Ms. Pattamaporn Prasatkhetkan as the Internal Auditor of the company.

9.1.1 Adequacy and appropriateness of the company's internal control system

Company's internal control system : COSO - Enterprise Risk Management Framework (ERM)

COSO - Enterprise Risk Management Framework (ERM)

Attachment: Internal control system adequacy assessment from year 2024

9.1.2 Deficiencies related to the internal control system

	2022	2023	2024
Total number of deficiencies related to the internal control system (cases)	0	0	0

9.1.3 Opinions of the audit committee and auditor's observations on internal control

Does the audit committee have opinions on internal control : No
different from the board of directors' opinions?

Does the auditor have any observations on the company's : No
internal control?

9.1.4 Opinions of the audit committee on the position of the head of the internal audit unit

Head of the internal audit unit : Internal personnel

The Head of Internal Audit is an internal employee of the company.

The Audit Committee meeting on February 19, 2018, Meeting No. 1/2018, appointed Ms. Or-In Intaracharoensuk as the Head of Internal Audit. She has received training in courses related to internal audit practice and holds a Certified Professional Internal Auditor (CPIAT) certificate from the Institute of Internal Auditors of Thailand (2018). She also has an understanding of the Company's activities and operations. Therefore, the Committee believes that she is suitable for this position. The results will be presented to the Audit Committee following the approved annual internal audit plan.

For the year 2024, the Company has appointed Mr. Chutipphan Phromasuwansri as the Company's internal auditor. He will act in place of Ms. Or-In.

Supervisory Agency of the Company

The Company Secretary (Acting) is assigned to be responsible for supervising and reporting to the Audit Committee. The Company Secretary shall perform duties in accordance with the notifications, regulations, and/or other relevant laws and regulations of both the Stock Exchange of Thailand and related agencies.

9.1.5 Appointment, discharge, and transfer of the head of the internal audit unit

Does the appointment, discharge, and transfer of the head of : Yes
the internal audit unit require the audit committee approval?

Attachments: Code of Business Conduct, page 13, Audit Committee Charter, and page 59, Company's Internal Control and Audit Policy.

The company has established an audit committee charter to define the roles, responsibilities, and duties of the internal audit

unit, including reporting to the committee following these practices:

Review the company's internal control and internal audit systems to ensure their adequacy, effectiveness, and the independence of the internal audit unit. The board also approves the appointment, transfer, termination of the head of internal audit or any other units responsible for internal audit. The board may propose a review or audit of any matter deemed necessary and essential. The internal audit unit reports directly to the audit committee and submits recommendations on significant and necessary improvements to the internal control system to the board of directors. This review is conducted in collaboration with the external auditor and the internal audit manager.

9.2 Related party transactions

Attachment Code of Business Ethics Page 52 Policy on Interrelated Party Transactions

Transactions between listed companies or subsidiaries and related parties of the listed company, or so-called "Related Parties Transaction: RPT", may involve conflicts of interest. To disclose transactions with transparency, fairness, and benefit to stakeholders, in the case of large transactions, the company has been considered and approved by the Board of Directors and seeks approval from the shareholders' meeting.

Related party transactions

Does the company have any related party transactions? : Yes

9.2.1 - 9.2.2 Names of the group of persons who may have a conflict of interest, nature of relationship, and information on related party transactions

Persons/entities with potential conflicts

Name of person or entity/type of business	Nature of relationship	Information as of date
Miss Nichanan Ratanaket -	Position: Chief Operating Officer As co-executives who have been operating together since the commencement of the business, the company has entered into a vehicle service agreement with N.P.R. Tran Tour Co., Ltd. for 4 buses with a credit term of 65 days. The terms and service rates in the agreement are in accordance with normal business practices. Year 2024, the transaction level is calculated as a percentage of the service cost of 0.87% (Year 2023: 0.60%)	31 Dec 2024
Mr. Artimed Chatwari Chot -	Position: Senior Operations Manager The company acts as a service provider. The company has entered into a vehicle service agreement with Mr. Athimet Chatwarichot for 1 van with a credit term of 65 days. The terms and service rates in the contract are in accordance with normal business practices. In 2024, the transaction processing level accounted for 0.15% of the service cost (2023: 0.16%).	31 Dec 2024

Details of related party transactions

Related party transactions	Transaction value at the end of the fiscal year (million baht)		
	2022	2023	2024
Miss Nichanan Ratanaket			
<p>Transaction 1</p> <p>4.94</p> <p>3.32</p> <p>5.10</p> <p><u>Nature of transaction</u></p> <p>Subcontract services</p> <p><u>Details</u></p> <p>Subcontract services for the year</p> <p><u>Necessity/reasonableness</u></p> <p>The company has entered into a subcontract service agreement as it seeks to diversify its investment risks in passenger buses.</p> <p><u>Audit committee's opinion</u></p> <p>The report is deemed reasonable and beneficial to the company, aligning with company policies and presenting no conflict of interest.</p>			
<p>Transaction 2</p> <p>1.09</p> <p>1.22</p> <p>1.31</p> <p><u>Nature of transaction</u></p> <p>Trade payables - Related parties</p> <p><u>Details</u></p> <p>Accrued subcontract services</p> <p><u>Necessity/reasonableness</u></p> <p>The company has entered into a subcontract service agreement as it seeks to diversify its investment risks in passenger buses.</p> <p><u>Audit committee's opinion</u></p> <p>The report is deemed reasonable and beneficial to the company, aligning with company policies and presenting no conflict of interest.</p>			
Mr. Artimed Chatwari Chot			
<p>Transaction 1</p> <p>0.89</p> <p>0.87</p> <p>0.89</p> <p><u>Nature of transaction</u></p> <p>Subcontract services</p> <p><u>Details</u></p> <p>Subcontract services for the year</p>			

Related party transactions	Transaction value at the end of the fiscal year (million baht)		
	2022	2023	2024
<p><u>Necessity/reasonableness</u></p> <p>The company has entered into a subcontract service agreement as it seeks to diversify its investment risks in passenger buses.</p> <p><u>Audit committee's opinion</u></p> <p>The opinion is that the said report is reasonable and beneficial to the company, in accordance with the company's policies, and there is no conflict of interest.</p>			
<p>Transaction 2</p> <p><u>Nature of transaction</u></p> <p>Trade payables - Related parties</p> <p><u>Details</u></p> <p>Accrued subcontract services</p> <p><u>Necessity/reasonableness</u></p> <p>The company has subcontract services agreement as it seeks to diversify its investment risks in passenger vehicles.</p> <p><u>Audit committee's opinion</u></p> <p>The report is deemed reasonable, beneficial to the company, aligned with company policies, and presents no conflict of interest.</p>	0.22	0.22	0.22

9.2.3 Policy and future trends of related party transactions and the compliance with the obligations specified in the prospectus of the company

Attachment: Code of Business Conduct, Page 53, Policy or approach for future related party transactions

The company places great importance on preventing conflicts of interest in future related party transactions to enhance the confidence of shareholders and all stakeholder groups as follows:

- Enhance Internal Control Measures: To ensure that related party transactions are conducted in accordance with relevant policies and laws.
- Transparency: To ensure that shareholders and stakeholders are informed and can make well-considered decisions.
- The Audit Committee shall provide opinions on the necessity, appropriateness, and pricing of such transactions by considering various factors to ensure they are conducted in accordance with normal business practices and have comparable prices and conditions with unrelated parties or market prices.
- The Board of Directors shall ensure that the company complies with the laws governing the Securities and Exchange Commission (SEC), as well as the regulations, announcements, orders, or requirements of the Stock Exchange of Thailand.
- Comply with the regulations regarding the disclosure of connected transactions and the acquisition or disposal of significant assets of the company.

Measures and procedures for approving related party transactions or connected transactions

Measures

Normal business transactions or transactions supporting normal business operations that are expected to occur continuously in the future, the Company will establish criteria and guidelines for implementation in accordance with general trade practices. This

will be based on appropriate and fair prices and conditions that are reasonable, verifiable, and presented to the Audit Committee for their opinion and the Board of Directors for approval of the framework for such transactions.

Approval of Related Party Transactions and Connected Transactions

The Board of Directors has a process for approving transactions under a good ethical framework, which is screened by the Audit Committee, taking into account the benefits of the Company and shareholders as a priority. The process also ensures compliance with the criteria of the SEC and the Stock Exchange of Thailand, as well as considers the disclosure of related party transactions or connected transactions to the public accurately and completely.

For the year 2024

- The Company has not violated or failed to comply with the criteria regarding related party transactions, connected transactions, and securities trading transactions of the Company.

Future trends in related party transactions

Attachment: Code of Business Conduct, Page 53 Policy or Future Trends in Intercompany Transactions

9.2.4 Information on appraised assets and appraisal price in conjunction with the execution of related party transactions

Can be referred in attachment 4: assets for business undertaking and details of asset appraisal

Part 3 Financial Statement

Board of Directors' Responsibility Statement for the
Financial Report

Board of Directors' Responsibility for Financial Reporting

Dear Shareholders,

The Board of Directors is responsible for the financial statements of ATP 30 Public Company Limited, which are prepared in accordance with the financial reporting standards under the Accounting Act B.E. 2543 and the regulations set by the Securities and Exchange Commission (SEC) regarding the preparation and presentation of financial statements under the Securities and Exchange Act B.E. 2535. The Board has considered and selected appropriate accounting policies that are consistently applied and has ensured sufficient disclosure of important information in the notes to the financial statements. The external auditor has reviewed and audited the financial statements and expressed an unqualified opinion in the auditor's report.

The Board of Directors oversees and develops corporate governance, ethics, anti-corruption measures, and ensures the implementation and maintenance of an effective risk management and internal control system. This ensures that accounting records are accurate, complete, timely, and sufficient to safeguard the Company's assets, as well as to prevent significant fraud or irregular activities. The Board has appointed an Audit Committee, which consists of independent directors, to oversee the financial statements, evaluate the internal control system, and ensure the efficiency and effectiveness of internal audits. The Audit Committee's opinion is presented in the Audit Committee's Report, which is included in the Annual Information Disclosure / Annual Report (Form 56-1 One Report).

The Board of Directors believes that the Company's internal control and internal audit systems provide reasonable assurance that the financial statements of ATP 30 Public Company Limited for the year ended December 31, 2024, have been prepared and disclosed correctly, in all material respects, in accordance with generally accepted accounting principles.



Mr. Piya Techakul

Director and Chief Executive Officer

Auditor's Report

ATP 30 Public Company Limited
Report and financial statements
31 December 2024

Independent Auditor's Report

To the Shareholders of ATP 30 Public Company Limited

Opinion

I have audited the accompanying financial statements of ATP 30 Public Company Limited (the Company), which comprise the statement of financial position as at 31 December 2024, and the related statements of comprehensive income, changes in shareholders' equity and cash flows for the year then ended, and notes to the financial statements, including material accounting policy information (collectively "the financial statements").

In my opinion, the financial statements referred to above present fairly, in all material respects, the financial position of ATP 30 Public Company Limited as at 31 December 2024, its financial performance and cash flows for the year then ended in accordance with Thai Financial Reporting Standards.

Basis for Opinion

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

Key Audit Matters

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

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

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

Residual values of transportation vehicles

As disclosed in Note 10 to the financial statements, as at 31 December 2024, the net book values of the Company's transportation vehicles amounted to Baht 1,023 million and depreciation expense for the year then ended total Baht 91 million. In determining the depreciation expenses, the management was required to exercise judgment in estimating the residual values of the transportation vehicles. The estimates of residual values thus directly impact the amounts of depreciation expenses recorded during the year.

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

Recognition of service income

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

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

Other Information

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

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

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

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

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

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

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

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

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

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

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

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

Preecha Arunnara
Certified Public Accountant (Thailand) No. 5800

EY Office Limited
Bangkok: 18 February 2025

Financial Statements

ATP 30 Public Company Limited**Statement of financial position****As at 31 December 2024**

		(Unit: Baht)	
	<u>Note</u>	<u>2024</u>	<u>2023</u>
Assets			
Current assets			
Cash and cash equivalents	7	14,695,977	8,976,039
Trade and other receivables	8	123,774,216	102,656,469
Spare parts and supplies		3,399,904	2,430,045
Current tax assets		7,269,342	6,848,069
Other current assets		19,328,837	12,791,682
Total current assets		<u>168,468,276</u>	<u>133,702,304</u>
Non-current assets			
Restricted bank deposits	9	2,000,000	2,000,000
Transportation vehicles	10	1,022,844,378	990,701,715
Land, building and equipment	11	75,394,972	75,942,467
Other non-current assets		1,491,243	994,630
Total non-current assets		<u>1,101,730,593</u>	<u>1,069,638,812</u>
Total assets		<u>1,270,198,869</u>	<u>1,203,341,116</u>

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

ATP 30 Public Company Limited
Statement of financial position (continued)
As at 31 December 2024

	<u>Note</u>	<u>2024</u>	<u>2023</u>
(Unit: Baht)			
Liabilities and shareholders' equity			
Current liabilities			
Bank overdrafts and short-term loans from			
financial institutions	12	52,993,213	50,403,165
Trade and other payables	13	49,413,720	46,153,338
Current portion of long-term loans from			
financial institutions	14	1,140,000	21,880,000
Current portion of lease liabilities	16	155,184,440	135,559,015
Other current liabilities		<u>2,013,735</u>	<u>1,626,585</u>
Total current liabilities		<u>260,745,108</u>	<u>255,622,103</u>
Non-current liabilities			
Long-term loans from other company	15	100,000,000	50,000,000
Long-term loans from financial institutions			
- net of current portion	14	-	1,140,000
Lease liabilities, net of current portion	16	271,503,471	305,561,534
Deferred tax liabilities	21	66,932,168	55,535,726
Provision for long-term employee benefits	17	17,034,341	14,134,429
Other non-current liabilities		<u>5,619,500</u>	<u>4,870,500</u>
Total non-current liabilities		<u>461,089,480</u>	<u>431,242,189</u>
Total liabilities		<u>721,834,588</u>	<u>686,864,292</u>

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

ATP 30 Public Company Limited
Statement of financial position (continued)
As at 31 December 2024

		(Unit: Baht)	
	<u>Note</u>	<u>2024</u>	<u>2023</u>
Shareholders' equity			
Share capital			
Registered			
682,310,058 ordinary shares of Baht 0.25 each		<u>170,577,514</u>	<u>170,577,514</u>
Issued and fully paid-up			
682,310,058 ordinary shares of Baht 0.25 each		170,577,514	170,577,514
Share premium		228,675,750	228,675,750
Retained earnings			
Appropriated - statutory reserve	18	17,057,751	17,057,751
Unappropriated		<u>132,053,266</u>	<u>100,165,809</u>
Total shareholders' equity		<u>548,364,281</u>	<u>516,476,824</u>
Total liabilities and shareholders' equity		<u>1,270,198,869</u>	<u>1,203,341,116</u>
		-	-

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

.....

Directors

.....

ATP 30 Public Company Limited
Statement of comprehensive income
For the year ended 31 December 2024

		(Unit: Baht)	
	<u>Note</u>	<u>2024</u>	<u>2023</u>
Profit or loss:			
Revenues			
Service income		728,714,126	669,202,567
Other income		<u>1,898,349</u>	<u>2,277,307</u>
Total revenues		<u>730,612,475</u>	<u>671,479,874</u>
Expenses			
Cost of services		584,304,186	552,095,593
Administrative expenses		<u>69,101,259</u>	<u>63,589,383</u>
Total expenses		<u>653,405,445</u>	<u>615,684,976</u>
Operating profit		77,207,030	55,794,898
Finance cost	19	<u>(20,277,370)</u>	<u>(19,749,235)</u>
Profit before income tax		56,929,660	36,045,663
Income tax expenses	21	<u>(11,396,442)</u>	<u>(7,061,196)</u>
Profit for the year		<u>45,533,218</u>	<u>28,984,467</u>
Other comprehensive income:			
<i>Other comprehensive income not to be reclassified to profit or loss in subsequent period</i>			
Actuarial gain		-	1,407,315
Less: Income tax effect	21	<u>-</u>	<u>(281,463)</u>
Total other comprehensive income for the year		<u>-</u>	<u>1,125,852</u>
Total comprehensive income for the year		<u>45,533,218</u>	<u>30,110,319</u>
Earnings per share			
Basic earnings per share	22	<u>0.067</u>	<u>0.042</u>

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

ATP 30 Public Company Limited

Statement of changes in shareholders' equity

For the year ended 31 December 2024

(Unit: Baht)

	Issued and fully paid-up share capital	Share premium	Retained earnings		Total
			Appropriated - Statutory reserve	Unappropriated	
Balance as at 1 January 2023	170,577,514	228,675,750	15,460,000	92,121,883	506,835,147
Profit for the year	-	-	-	28,984,467	28,984,467
Other comprehensive income for the year	-	-	-	1,125,852	1,125,852
Total comprehensive income for the year	-	-	-	30,110,319	30,110,319
Dividend paid (Note 25)	-	-	-	(20,468,642)	(20,468,642)
Unappropriated retained earnings transferred to statutory reserve (Note 18)	-	-	1,597,751	(1,597,751)	-
Balance as at 31 December 2023	<u>170,577,514</u>	<u>228,675,750</u>	<u>17,057,751</u>	<u>100,165,809</u>	<u>516,476,824</u>
					-
Balance as at 1 January 2024	170,577,514	228,675,750	17,057,751	100,165,809	516,476,824
Profit for the year	-	-	-	45,533,218	45,533,218
Other comprehensive income for the year	-	-	-	-	-
Total comprehensive income for the year	-	-	-	45,533,218	45,533,218
Dividend paid (Note 25)	-	-	-	(13,645,761)	(13,645,761)
Balance as at 31 December 2024	<u>170,577,514</u>	<u>228,675,750</u>	<u>17,057,751</u>	<u>132,053,266</u>	<u>548,364,281</u>
					-

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

ATP 30 Public Company Limited**Cash flow statement****For the year ended 31 December 2024**

	(Unit: Baht)	
	<u>2024</u>	<u>2023</u>
Cash flows from operating activities		
Profit before tax	56,929,660	36,045,663
Adjustments to reconcile profit before tax to net cash provided by (paid from) operating activities:		
Depreciation and amortisation	96,151,334	95,290,667
Reversal of expected credit losses	-	(30,000)
Loss (gain) on disposal/written-off of transportation vehicles and equipment	1,198,441	(312,103)
Increase in provision for long-term employee benefits	3,189,492	3,106,849
Financial income	(38,649)	(36,971)
Financial expenses	<u>20,277,370</u>	<u>19,749,235</u>
Profit from operating activities before changes in operating assets and liabilities	177,707,648	153,813,340
Operating assets (increase) decrease		
Trade and other receivables	(25,167,747)	(12,366,230)
Spare parts and supplies	(969,859)	(794,669)
Other current assets	310,914	(1,533,281)
Other non-current assets	(1,136,891)	(255,940)
Operating liabilities increase (decrease)		
Trade and other payables	2,750,693	66,611
Other current liabilities	387,150	457,628
Other non-current liabilities	<u>749,000</u>	<u>845,000</u>
Cash flows from operating activities	154,630,908	140,232,459
Cash paid for long-term employee benefits	(289,580)	(1,257,240)
Cash received from interest income	38,649	36,971
Cash received from refundable withholding tax	-	4,773,280
Cash paid for income tax	<u>(7,269,342)</u>	<u>(6,848,069)</u>
Net cash flows from operating activities	<u>147,110,635</u>	<u>136,937,401</u>

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

ATP 30 Public Company Limited**Cash flow statement (continued)****For the year ended 31 December 2024**

	(Unit: Baht)	
	<u>2024</u>	<u>2023</u>
Cash flows from investing activities		
Cash paid to settle payables - purchase of fixed assets	(324,614)	(757,617)
Acquisition of transportation vehicles and equipment	(4,387,978)	(4,183,586)
Proceeds from sales of transportation vehicles	4,050,000	3,626,664
Net cash flows used in investing activities	<u>(662,592)</u>	<u>(1,314,539)</u>
Cash flows from financing activities		
Increase (decrease) in bank overdrafts	22,590,048	(32,606,901)
Cash received from short-term loans from financial institutions	80,000,000	80,000,000
Cash paid for short-term loans from financial institutions	(100,000,000)	(60,000,000)
Cash received from short-term loans from other company	-	40,000,000
Cash paid for short-term loans from other company	-	(40,000,000)
Cash received from long-term loans from other company	50,000,000	50,000,000
Cash paid for long-term loans from financial institutions	(21,880,000)	(10,440,000)
Payment of principal portion of lease liabilities	(137,514,741)	(134,354,688)
Cash paid for interest expenses	(20,277,370)	(19,749,235)
Dividend paid	(13,646,042)	(20,464,805)
Net cash flows used in financing activities	<u>(140,728,105)</u>	<u>(147,615,629)</u>
Net increase (decrease) in cash and cash equivalents	5,719,938	(11,992,767)
Cash and cash equivalents at beginning of year	8,976,039	20,968,806
Cash and cash equivalents at end of year	<u><u>14,695,977</u></u>	<u><u>8,976,039</u></u>
Supplemental cash flows information		
Non-cash items		
Increase of assets from lease agreements	123,547,501	111,738,121
Payable of acquisition of equipment	834,584	324,614
Receivable from sales of transportation vehicles	-	4,050,000

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

Notes to the Financial Statements

ATP 30 Public Company Limited
Notes to financial statements
For the year ended 31 December 2024

1. General information

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

2. Basis of preparation

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

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

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

3. New financial reporting standards

3.1 Financial reporting standards that became effective in the current year

During the year, the Company has adopted the revised financial reporting standards which are effective for fiscal years beginning on or after 1 January 2024. These financial reporting standards were aimed at alignment with the corresponding International Financial Reporting Standards with most of the changes directed towards clarifying accounting treatment and providing accounting guidance for users of the standards.

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

3.2 Financial reporting standards that will become effective for fiscal years beginning on or after 1 January 2025

The Federation of Accounting Professions issued a number of revised financial reporting standards, which are effective for fiscal years beginning on or after 1 January 2025. These financial reporting standards were aimed at alignment with the corresponding International Financial Reporting Standards with most of the changes directed towards clarifying accounting treatment and providing accounting guidance for users of the standards.

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

4. Accounting policies

4.1 Revenue and expense recognition

Service income

Service income is recognised when services have been rendered.

Finance cost

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

4.2 Cash and cash equivalents

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

4.3 Transportation vehicles, land, building and equipment/Depreciation

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

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

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

Depreciation is included in profit or loss.

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

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

4.4 Leases

At inception of contract, the Company assesses whether a contract is, or contains, a lease. A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

As a lessee, the Company applied a single recognition and measurement approach for all leases. At the commencement date of the lease (i.e. the date the underlying asset is available for use), the Company recognises right-of-use assets representing the right to use underlying assets and lease liabilities based on lease payments.

Right-of-use assets

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

Depreciation of right-of-use assets are calculated by reference to their costs, on the straight-line basis over the shorter of their estimated useful lives and the lease term.

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

If ownership of the leased asset is transferred to the Company at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset.

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

Lease liabilities

Lease liabilities are measured at the present value of the lease payments to be made over the lease term. The lease payments include fixed payments less any lease incentives receivable, variable lease payments that depend on an index or a rate, and amounts expected to be payable under residual value guarantees. Moreover, the lease payments include the exercise price of a purchase option reasonably certain to be exercised by the Company and payments of penalties for terminating the lease, if the lease term reflects the Company exercising an option to terminate. Variable lease payments that do not depend on an index or a rate are recognised as expenses in the period in which the event or condition that triggers the payment occurs.

The Company discounted the present value of the lease payments by the interest rate implicit in the lease or the Company's incremental borrowing rate. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a change in the lease term, a change in the lease payments or a change in the assessment of an option to purchase the underlying asset.

4.5 Related party transactions

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

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

4.6 Impairment of non-financial assets

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

An impairment loss is recognised in profit or loss.

4.7 Employee benefits

Short-term employee benefits

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

Post-employment benefits

Defined contribution plans

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

Defined benefit plans

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

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

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

4.8 Provisions

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

4.9 Income tax

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

Current tax

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

Deferred tax

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

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

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

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

4.10 Financial instruments

The Company initially measures financial assets at its fair value plus, in the case of financial assets that are not measured at fair value through profit or loss, transaction costs. However, trade receivables, that do not contain a significant financing component, are measured at the transaction price as disclosed in the accounting policy relating to revenue recognition.

Classification and measurement of financial assets

Financial assets are classified, at initial recognition, as to be subsequently measured at amortised cost, fair value through other comprehensive income ("FVOCI"), or fair value through profit or loss ("FVTPL"). The classification of financial assets at initial recognition is driven by the Company's business model for managing the financial assets and the contractual cash flows characteristics of the financial assets.

Financial assets at amortised cost

The Company measures financial assets at amortised cost if the financial asset is held in order to collect contractual cash flows and the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Financial assets at amortised cost are subsequently measured using the effective interest rate ("EIR") method and are subject to impairment. Gains and losses are recognised in profit or loss when the asset is derecognised, modified or impaired.

Classification and measurement of financial liabilities

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

Derecognition of financial instruments

A financial asset is primarily derecognised when the rights to receive cash flows from the asset have expired or have been transferred and either the Company has transferred substantially all the risks and rewards of the asset, or the Company has transferred control of the asset.

A financial liability is derecognised when the obligation under the liability is discharged or cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as the derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised in profit or loss.

Impairment of financial assets

The Company recognises an allowance for expected credit losses (“ECLs”) for all debt instruments not held at FVTPL. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Company expects to receive, discounted at an approximation of the original effective interest rate.

For trade receivables, the Company applies a simplified approach in calculating ECLs. Therefore, the Company does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date.

ECLs are calculated based on its historical credit loss experience and adjusted for forward-looking factors specific to the debtors and the economic environment.

A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

Offsetting of financial instruments

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

4.11 Fair value measurement

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

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

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

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

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

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

5. Significant accounting judgements and estimates

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

Allowance for expected credit losses of trade receivables

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

Transportation vehicles, land, building and equipment/Depreciation

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

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

Post-employment benefits under defined benefit plans

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

6. Related party transactions

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

	<u>2024</u>	<u>2023</u>	(Unit: Million Baht) <u>Pricing policy</u>
<u>Transactions with related parties</u>			
Subcontract service	6.0	4.2	As agreed rate

As at 31 December 2024 and 2023, the balances of the accounts between the Company and those related parties were as follows:

	(Unit: Thousand Baht)	
	<u>2024</u>	<u>2023</u>
<u>Trade payables - related parties (Note 13)</u>		
Related company (Common management)	1,312	1,230
Related persons (Management)	230	223
Total trade payables - related parties	<u>1,542</u>	<u>1,453</u>

Directors and management's benefits

During the year ended 31 December 2024 and 2023, the Company had employee benefit expenses payable to their directors and management as below.

	(Unit: Thousand Baht)	
	<u>2024</u>	<u>2023</u>
Short-term employee benefits	19,452	18,724
Post-employment benefits	1,755	1,047
Total	<u>20,207</u>	<u>19,771</u>

7. Cash and cash equivalents

	(Unit: Thousand Baht)	
	<u>2024</u>	<u>2023</u>
Cash	240	200
Bank deposits	14,456	8,776
Total	<u>14,696</u>	<u>8,976</u>

As at 31 December 2024, bank deposits in saving accounts carried interests between 0.25 and 0.40 percent per annum (2023: between 0.25 and 0.50 percent per annum).

8. Trade and other receivables

The balances of trade and other receivables as at 31 December 2024 and 2023 aged on the basis of due dates, are summarised below.

	(Unit: Thousand Baht)	
	<u>2024</u>	<u>2023</u>
Trade receivables		
Aged on the basis of due dates		
Not yet due	114,909	91,114
Past due		
Up to 3 months	456	2,640
3-6 months	4	-
Over 12 months	3,080	3,080
Total trade receivables	<u>118,449</u>	<u>96,834</u>
Less: Allowance for expected credit losses	<u>(3,080)</u>	<u>(3,080)</u>
Total trade receivables - net	115,369	93,754
Accrued services income	6,248	4,515
Advance payment	343	93
Other receivables	<u>1,814</u>	<u>4,294</u>
Total trade and other receivables - net	<u>123,774</u>	<u>102,656</u>

The normal credit term is 10 to 120 days.

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

	(Unit: Thousand Baht)	
	<u>2024</u>	<u>2023</u>
Beginning balance	3,080	3,110
Reversal of expected credit losses	-	(30)
Ending balance	<u>3,080</u>	<u>3,080</u>

9. Restricted bank deposits

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

10. Transportation vehicles

	(Unit: Thousand Baht)				
	Transportation	Work under installation for transportation	Total	Right-of-use	Total
	<u>vehicles</u>	<u>vehicles</u>	<u>Transportation vehicles</u>	<u>assets</u>	<u>Total</u>
Cost:					
As at 1 January 2023	756,113	-	756,113	722,718	1,478,831
Additions	3,722	69	3,791	111,311	115,102
Disposal/write-off	(27,331)	-	(27,331)	-	(27,331)
Transfers	134,724	(69)	134,655	(134,655)	-
As at 31 December 2023	867,228	-	867,228	699,374	1,566,602
Additions	3,602	-	3,602	120,662	124,264
Disposal/write-off	(570)	-	(570)	(1,310)	(1,880)
Transfers	26,712	-	26,712	(26,712)	-
As at 31 December 2024	<u>896,972</u>	<u>-</u>	<u>896,972</u>	<u>792,014</u>	<u>1,688,986</u>
Accumulated depreciation:					
As at 1 January 2023	407,058	-	407,058	98,748	505,806
Depreciation for the year	47,655	-	47,655	42,407	90,062
Depreciation- disposal/write-off	(19,968)	-	(19,968)	-	(19,968)
Depreciation for transfers	42,007	-	42,007	(42,007)	-
As at 31 December 2023	476,752	-	476,752	99,148	575,900
Depreciation for the year	43,300	-	43,300	47,654	90,954
Depreciation- disposal/write-off	(496)	-	(496)	(216)	(712)
Depreciation for transfers	5,691	-	5,691	(5,691)	-
As at 31 December 2024	<u>525,247</u>	<u>-</u>	<u>525,247</u>	<u>140,895</u>	<u>666,142</u>

(Unit: Thousand Baht)

	Transportation vehicles	Work under installation for transportation vehicles	Total Transportation vehicles	Right-of-use assets	Total
Net book value:					
As at 31 December 2023	390,476	-	390,476	600,226	990,702
As at 31 December 2024	371,725	-	371,725	651,119	1,022,844
Depreciation for the year:					
2023 (Included in cost of services)					90,062
2024 (Included in cost of services)					90,954

As at 31 December 2024, certain items of transportation vehicles were fully depreciated but are still in use. The gross carrying amount before deducting accumulated depreciation of those assets amounted to approximately Baht 320 million (2023: Baht 225 million).

The Company pledged its transportation vehicles with net book values of approximately Baht 206 million (31 December 2023: Baht 102 million) as collateral against the long-term loan from other company.

11. Land, building and equipment

(Unit: Thousand Baht)

	Land	Building	Furniture, fixture and office equipment	Tool	Motor vehicles	Assets under construction	Total land, building and equipment	Right-of-use assets	Total
Cost:									
As at 1 January 2023	34,184	37,772	13,633	3,281	3,117	118	92,105	8,088	100,193
Additions	-	133	465	112	-	8	718	427	1,145
Disposal/write-off	-	-	(29)	(52)	-	-	(81)	(226)	(307)
Transfers	-	-	8	-	-	(8)	-	-	-
As at 31 December 2023	34,184	37,905	14,077	3,341	3,117	118	92,742	8,289	101,031
Additions	-	442	734	402	-	41	1,619	2,886	4,505
Disposal/write-off	-	(587)	(129)	(7)	-	-	(723)	(706)	(1,429)
Transfers	-	159	-	-	-	(159)	-	-	-
As at 31 December 2024	34,184	37,919	14,682	3,736	3,117	-	93,638	10,469	104,107
Accumulated depreciation									
As at 1 January 2023	-	6,256	6,946	2,137	1,555	-	16,894	3,799	20,693
Depreciation for the year	-	1,509	1,273	390	-	-	3,172	1,490	4,662
Depreciation-disposal/write-off	-	-	(29)	(51)	-	-	(80)	(187)	(267)
As at 31 December 2023	-	7,765	8,190	2,476	1,555	-	19,986	5,102	25,088
Depreciation for the year	-	1,525	1,275	393	1	-	3,194	1,363	4,557
Depreciation-disposal/write-off	-	(561)	(127)	(4)	-	-	(692)	(241)	(933)
As at 31 December 2024	-	8,729	9,338	2,865	1,556	-	22,488	6,224	28,712
Net book value:									
As at 31 December 2023	34,184	30,140	5,887	865	1,562	118	72,756	3,187	75,943
As at 31 December 2024	34,184	29,190	5,344	871	1,561	-	71,150	4,245	75,395
Depreciation for the year:									
2023 (Baht 2.7 million included in administrative expenses, and the balance in cost of services)									4,662
2024 (Baht 2.8 million included in administrative expenses, and the balance in cost of services)									4,557

As at 31 December 2024, certain items of building and equipment were fully depreciated but are still in use. The gross carrying amount before deducting accumulated depreciation of those assets amounted to approximately Baht 12 million. (2023: Baht 11 million)

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

	Interest rate	<u>2024</u>	<u>2023</u>
	(percent per annum)		
Bank overdrafts	MOR and MOR - 0.60%	32,993	10,403
Short-term loans from financial institutions	MLR and MLR - 1.825%	<u>20,000</u>	<u>40,000</u>
Total		<u>52,993</u>	<u>50,403</u>

As at 31 December 2024, the bank overdraft credit facilities of the Company which have not yet been drawn down amounted to Baht 28 million (2023: Baht 51 million). The bank overdrafts are unsecured.

The short-term loan credit facility of the Company which has not yet been drawn down amounted to Baht 20 million. The short-term loan from a financial institution is secured by the Company's bank deposit.

13. Trade and other payables

	<u>2024</u>	<u>2023</u>
Trade payables - unrelated parties	39,554	38,237
Trade payables - related parties (Note 6)	1,542	1,453
Other payables	814	925
Payables for purchase of fixed assets	835	325
Accrued expenses	5,777	4,453
Advance receipt	<u>892</u>	<u>760</u>
Total trade and other payables	<u>49,414</u>	<u>46,153</u>

14. Long-term loans from financial institutions

	(Unit: Thousand Baht)	
	<u>2024</u>	<u>2023</u>
Long-term loans from financial institutions	1,140	23,020
Less: Current portion	(1,140)	(21,880)
Long-term loans, net of current portion	<u>-</u>	<u>1,140</u>

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

15. Long-term loans from other company

			(Unit: Thousand Baht)	
Loan	Interest rate (percent per annum)	Repayment schedule	2024	2023
1	4.10	The interest is charged in monthly installments over a 60-month period starting from October 2023. The loan principal is scheduled to be settled in September 2028.	50,000	50,000
2	4.65	The interest is charged in monthly installments over a 60-month period starting from August 2024. The loan principal is scheduled to be settled in July 2029.	10,000	-
3	4.68	The interest is charged in monthly installments over a 60-month period starting from October 2024. The loan principal is scheduled to be settled in September 2029.	20,000	-
4	4.68	The interest is charged in monthly installments over a 60-month period starting from November 2024. The loan principal is scheduled to be settled in October 2029.	10,000	-
5	4.68	The interest is charged in monthly installments over a 60-month period starting from December 2024. The loan principal is scheduled to be settled in November 2029.	10,000	-
Total			<u>100,000</u>	<u>50,000</u>

The long-term loan is secured by the pledge of transportation vehicles, as described in Note 10 to the financial statements.

16. Leases

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

(a) Right-of-use assets

Movement of right-of-use assets for the year ended 31 December 2024 and 2023 are summarised below:

(Unit: Thousand Baht)

	Land, building and equipment					Total right-of-use assets
	Transportation vehicles	Office space and car park	Furniture, fixture and office equipment	Motor vehicles	Total	
1 January 2023	623,970	2,634	133	1,522	4,289	628,259
Additions	111,311	245	182	-	427	111,738
Transfer to assets						
during the year	(92,648)	-	-	-	-	(92,648)
Depreciation for the year	(42,407)	(1,219)	(112)	(159)	(1,490)	(43,897)
Write-off	-	-	(39)	-	(39)	(39)
31 December 2023	600,226	1,660	164	1,363	3,187	603,413
Additions	120,662	2,835	51	-	2,886	123,548
Transfer to assets						
during the year	(21,021)	-	-	-	-	(21,021)
Depreciation for the year	(47,654)	(1,082)	(125)	(156)	(1,363)	(49,017)
Write-off	(1,094)	(465)	-	-	(465)	(1,559)
31 December 2024	651,119	2,948	90	1,207	4,245	655,364

(b) Lease liabilities

	(Unit: Thousand Baht)	
	<u>2024</u>	<u>2023</u>
Lease payments	453,906	465,924
Less: Deferred interest expenses	(27,218)	(24,803)
Total	426,688	441,121
Less: Portion due within one year	(155,184)	(135,559)
Lease liabilities - net of current portion	<u>271,504</u>	<u>305,562</u>

Movements of the lease liability account during the years ended 31 December 2024 and 2023 are summarised below:

	(Unit: Thousand Baht)	
	<u>2024</u>	<u>2023</u>
Balance at beginning of year	441,121	463,776
Additions	123,548	111,738
Accretion of interest	12,794	12,294
Repayments	(150,310)	(146,648)
Write-off	(465)	(39)
Balance at end of year	<u>426,688</u>	<u>441,121</u>

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

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

	(Unit: Thousand Baht)	
	<u>2024</u>	<u>2023</u>
Depreciation expense of right-of-use assets	48,939	43,897
Interest expense on lease liabilities	12,794	12,294

(d) Others

The Company had total cash outflows for leases for the year ended 31 December 2024 of Baht 150 million (2023: Baht 147 million).

17. Provision for long-term employee benefits

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

	(Unit: Thousand Baht)	
	<u>2024</u>	<u>2023</u>
Provision for long-term employee benefits at beginning of year	14,134	13,692
Included in profit or loss:		
Current service cost	2,808	2,846
Interest cost	382	260
Included in other comprehensive income:		
Actuarial gain arising from		
Financial assumptions changes	-	(969)
Experience adjustments	-	(438)
Benefits paid during the year	<u>(290)</u>	<u>(1,257)</u>
Provision for long-term employee benefits at end of year	<u>17,034</u>	<u>14,134</u>

The Company expects to pay long-term employee benefits during the next year of approximately Baht 0.6 million (2023: Baht 0.6 million).

As at 31 December 2024, the weighted average duration of the liabilities for long-term employee benefit is 9 years (2023: 9 years).

Key actuarial assumptions used for the valuation are as follows:

	<u>2024</u>	<u>2023</u>
	(% per annum)	(% per annum)
Discount rate	2.7	2.7
Future salary increase rate (depending on employment type)	2.5 - 6	2.5 - 6

The result of sensitivity analysis for significant assumptions that affect the present value of the long-term employee benefit obligation as at 31 December 2024 and 2023 are summarised below:

	(Unit: Million Baht)			
	<u>31 December 2024</u>		<u>31 December 2023</u>	
	Increase 0.5%	Decrease 0.5%	Increase 0.5%	Decrease 0.5%
Discount rate	(0.6)	0.7	(0.6)	0.6
Salary increase rate	0.7	(0.7)	0.6	(0.5)

18. Statutory reserve

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

19. Finance cost

(Unit: Thousand Baht)

	<u>2024</u>	<u>2023</u>
Interest expenses on borrowings	7,483	7,455
Interest expenses on lease liabilities	12,794	12,294
Total	<u>20,277</u>	<u>19,749</u>

20. Expenses by nature

Significant expenses classified by nature are as follows:

(Unit: Thousand Baht)

	<u>2024</u>	<u>2023</u>
Salaries and wages and other employee benefits	236,473	208,107
Subcontract services	51,150	55,316
Depreciation and amortisation	96,151	95,291
Insurance expenses	22,596	23,804
Fuel expenses	174,462	163,294
Motor vehicles expenses	37,126	39,073

21. Income tax

Income tax expenses for the years ended 31 December 2024 and 2023 are made up as follows:

(Unit: Thousand Baht)

	<u>2024</u>	<u>2023</u>
Current income tax:		
Current income tax charge	-	-
Deferred tax:		
Relating to origination and reversal of temporary differences	11,396	7,061
Income tax expenses reported in the statement of comprehensive income	<u>11,396</u>	<u>7,061</u>

The amounts of income tax relating to each component of other comprehensive income for the years ended 31 December 2024 and 2023 are as follows:

	(Unit: Thousand Baht)	
	<u>2024</u>	<u>2023</u>
Deferred tax relating to actuarial gain	-	281

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

	(Unit: Thousand Baht)	
	<u>2024</u>	<u>2023</u>
Accounting profit before tax	56,930	36,046
Applicable tax rate	20%	20%
Accounting profit before tax multiplied by applicable tax rate	11,386	7,209
Effects of:		
Non-deductible expenses	122	49
Additional expenses deductions allowed	(112)	(197)
Total	10	(148)
Income tax expenses reported in the statement of comprehensive income	11,396	7,061

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

	(Unit: Thousand Baht)	
	<u>2024</u>	<u>2023</u>
Deferred tax assets		
Provision for long-term employee benefits	3,407	2,827
Allowance for expected credit losses	616	616
Unused tax loss	4,105	4,575
Total	8,128	8,018
Deferred tax liabilities		
Accumulated depreciation - transportation vehicles	46,019	40,734
Lease liabilities	29,041	22,820
Total	75,060	63,554
Deferred tax liabilities - net	66,932	55,536

22. Earnings per share

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

23. Segment information

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

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

For the year 2024, the Company has revenue from one major customer in amount of Baht 66 million, arising from revenue by transport service segment (2023: Baht 67 million derived from one major customer, arising from revenue by transport service segment.)

24. Provident fund

The Company and its employees have jointly established a provident fund in accordance with the Provident Fund Act B.E. 2530. Both employees and the Company contribute to the fund monthly at the rate of 4 percent of basic salary (2023: 4 percent of basic salary). The fund, which is managed by K Master Pooled Fund, will be paid to employees upon termination in accordance with the fund rules. The contributions for the year 2024 amounting to approximately Baht 2.4 million (2023: Baht 2.1 million) were recognised as expenses.

25. Dividend

Dividends declared in 2024 and 2023 consisted of the followings:

Dividends	Approved by	Total dividends (Million Baht)	Dividend per share (Baht)
Final dividend for year 2023	Annual General Meeting of the shareholders on 2 April 2024	13.6	0.02
Final dividend for year 2022	Annual General Meeting of the shareholders on 31 March 2023	20.5	0.03

26. Bank guarantee

As at 31 December 2024, there were outstanding bank guarantees of approximately Baht 26 million (2023: Baht 24 million) issued by banks on behalf of the Company as required in the normal course of business.

27. Financial instruments

27.1 Financial risk management objectives and policies

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

Credit risk

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

Trade receivables

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

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

Cash deposits

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

Market risk

Interest rate risk

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

The following table demonstrates the sensitivity of the Company's profit before tax for the year to a reasonably possible change in interest rates on that portion of floating rate of loans from bank affected as at 31 December 2024 and 2023 and all other variables remain constant over one year.

(Unit: Thousand Baht)

	Interest rates of loans from bank			
	Increase 1%		Decrease 1%	
	2024	2023	2024	2023
Increase (decrease) in profit before tax	(11)	(230)	11	230

Liquidity risk

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

The table below summarises the maturity profile of the Company's non-derivative financial liabilities as at 31 December 2024 and 2023 based on contractual undiscounted cash flows:

(Unit: Thousand Baht)

	As at 31 December 2024			
	Less than	1 to 5	> 5 years	Total
	1 year	years		
Bank overdraft and short-term loans				
from financial institutions	56,680	-	-	56,680
Trade and other payables	49,414	-	-	49,414
Long-term loans from other company	-	104,387	-	104,387
Long-term loans from financial				
institutions	1,210	-	-	1,210
Lease liabilities	167,608	278,330	7,968	453,906
Total	274,912	382,717	7,968	665,597

(Unit: Thousand Baht)

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

27.2 Fair values of financial instruments

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

28. Capital management

The primary objective of the Company's capital management is to ensure that it has appropriate capital structure in order to support its business and maximise shareholder value. As at 31 December 2024, the Company's debt-to-equity ratio was 1.32:1 (2023: 1.33:1).

29. Events after the reporting period

On 18 February 2025, a meeting of the Company's Board of Directors passed the resolution to propose the Annual General Meeting of shareholders approve a dividend of Baht 0.03 per share, or a total of approximately Baht 20.5 million, to the shareholders in respect of the 2024 earnings.

30. Approval of financial statements

These financial statements were authorised for issue by the Company's Board of Directors on 18 February 2025.

Back up attachment

Back up attachment

Attachment 1 : Details of directors, executives, controlling persons, the person assigned to take the highest responsibility in Accounting and Finance, the person assigned to take direct responsibility for accounting supervision, the Company's secretary, and the representative for contact and coordination in case of a foreign company

Link to attachment: <https://eonemedia.setlink.set.or.th/report/1278/2024/1741568489455.pdf>



Attachment 2 : Details of the directors of subsidiaries

Link to attachment: <https://eonemedia.setlink.set.or.th/report/1278/2024/1741568489366.pdf>



Attachment 3 : Details of the Heads of the Internal Audit and Compliance Units

Link to attachment: <https://eonemedia.setlink.set.or.th/report/1278/2024/1741568489182.pdf>



Attachment 4 : Assets for business undertaking and details of asset appraisal

Link to attachment: <https://eonemedia.setlink.set.or.th/report/1278/2024/1741568489385.pdf>



Attachment 5 : Unabridged policy and guidelines on corporate governance and unabridged code of business conduct prepared by the Company

Link to attachment: <https://eonemedia.setlink.set.or.th/report/1278/2024/1741483263912.pdf>



Attachment 6 : Report of the Audit Committee

Link to attachment: <https://eonemedia.setlink.set.or.th/report/1278/2024/1741483263916.pdf>



Attachment 7 :Report of the Corporate Governance Committee

Link to attachment: <https://eonemedia.setlink.set.or.th/report/1278/2024/1741655722956.pdf>



Attachment 8 :Report of the Risk Management Committee

Link to attachment: <https://eonemedia.setlink.set.or.th/report/1278/2024/1741655722978.pdf>

Back up attachment



Attachment 9 :BOD' Responsibility for Financial Reporting

Link to attachment: <https://eonemedia.setlink.set.or.th/report/1278/2024/1741655722969.pdf>



Attachment 10 :Report of the Nomination and Remuneration Committee

Link to attachment: <https://eonemedia.setlink.set.or.th/report/1278/2024/1741655722973.pdf>

