



ESG Performance Report for Listed Companies in 2025

ATP30 PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2025



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ESG Performance

Company Name : ATP30 PUBLIC COMPANY LIMITED Symbol : ATP30

Market : mai Industry Group : Services Sector : SECTOR 0

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines : Yes

Environmental guidelines : Fuel management, Renewable/clean energy management, Waste management, Greenhouse gas and climate change management, Air quality management

The Company places strong emphasis on conducting its business operations in parallel with environmental stewardship. The Company aims to minimize environmental impacts from its operations, while promoting efficient resource utilization and the adoption of technology and innovation to support environmentally responsible business practices. Key environmental management practices include the following:

1. Fuel Management

The Company implements measures to ensure efficient fuel consumption management. Fuel usage for transportation vehicles is monitored through the Company's fleet management system, while route planning is optimized to reduce unnecessary fuel consumption.

In addition, the Company conducts regular inspection and maintenance of vehicles to ensure optimal engine performance and to minimize emissions released into the environment.

2. Renewable and Clean Energy Management

The Company promotes the use of clean energy sources to reduce dependence on fossil fuels. Renewable energy initiatives include the use of solar energy, such as the installation of solar rooftop systems, which support electricity usage for charging electric vehicles (EV).

The Company also plans to continuously increase the proportion of electric buses in its fleet in order to reduce greenhouse gas emissions over the long term.

3. Waste Management

The Company implements appropriate waste management practices arising from its operations. Waste segregation is promoted prior to disposal, and waste is managed in accordance with applicable environmental regulations and requirements.

The Company also focuses on reducing waste generated from internal activities and encourages the responsible reuse and recycling of resources where appropriate.

4. Greenhouse Gas and Climate Change Management

The Company recognizes the impacts of climate change and has established measures to reduce greenhouse gas emissions from its operations. The Company prepares organizational greenhouse gas emission reports and discloses such information in the Annual Report (Form 56-1 One Report).

The Company has also registered its Carbon Footprint for Organization (CFO) with the Thailand Greenhouse Gas Management Organization (Public Organization) (TGO). This information serves as a baseline for developing future policies and measures to reduce greenhouse gas emissions.

5. Air Quality Management

The Company places importance on controlling and reducing air pollution from its business operations. Transportation vehicles are regularly inspected and maintained to ensure compliance with operational standards.

The Company also promotes the use of environmentally friendly vehicles, particularly electric buses, in order to reduce air pollutant emissions and improve air quality in areas where the Company provides services.

These initiatives reflect the Company's commitment to environmentally responsible business practices, while supporting the long-term sustainable development of the Company and society as a whole.

Information on review of environmental policies, guidelines, and/or objectives over the past years

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

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

Changes in environmental policies, guidelines, and/or goals : Electricity management, Renewable/clean energy management, Waste management, Greenhouse gas and climate change management, Air quality management

During the past year, the Company has further strengthened its environmental management practices, with a clearer and more systematic approach. The Company has focused on collecting and monitoring environmental impact data arising from its business operations, which serves as a foundation for developing long-term environmental policies and management measures.

The Company has begun collecting and disclosing greenhouse gas emissions data generated from its operational activities. Such information has been disclosed in the Annual Report (Form 56-1 One Report) to enhance transparency in environmental reporting for stakeholders.

In addition, the Company has registered its Carbon Footprint for Organization (CFO) with the Thailand Greenhouse Gas Management Organization (Public Organization) (TGO). This initiative represents an important step in elevating the Company's environmental management standards and enables the Company to systematically assess greenhouse gas emissions arising from its business operations.

Information derived from the organizational carbon footprint assessment will be used as a guideline for establishing future greenhouse gas reduction targets and mitigation measures, while supporting environmentally friendly business practices. These include initiatives such as increasing the proportion of electric buses (EV) and promoting the use of clean energy within the organization.

These developments reflect the Company's commitment to enhancing the effectiveness of its environmental management system, while aligning with sustainability principles at both the organizational and national levels.

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

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

Compliance with energy management principles and standards

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

Compliance with waste management principles and standards

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

Compliance with greenhouse gas or climate change management principles and standards

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

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

The Company places importance on environmental management across multiple dimensions, beyond energy, water, and greenhouse gas management, in order to ensure that its business operations are conducted in a manner that is environmentally and socially responsible. Accordingly, the Company has established environmental approaches and initiatives that cover various aspects of its operational activities.

In terms of environmental initiatives, the Company focuses on minimizing environmental impacts arising from its operations. Key efforts include promoting efficient resource utilization, reducing unnecessary material consumption, ensuring appropriate waste management practices, and enhancing environmental awareness among employees through internal communications and organizational activities.

With respect to operational performance, the Company has continuously implemented various environmental measures, such as promoting waste segregation within the organization, monitoring and controlling the use of resources in operational activities, and maintaining clean and well-organized operational areas to minimize potential impacts on the environment and surrounding communities.

Through these initiatives, the Company has been able to effectively manage and reduce environmental impacts associated with its business operations, while fostering employee awareness and participation in environmental stewardship. These efforts support the Company's commitment to sustainable business practices and long-term organizational sustainability.

Information on incidents related to legal violations or negative environmental impacts

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

	2023	2024	2025

	2023	2024	2025
Number of cases or incidents of legal violations or negative environmental impact (cases)	0	0	0

Energy management

Disclosure boundary in energy management in the past years

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

Information on energy management

Energy management plan

The company's energy management plan : Yes

The Company places strong emphasis on efficient energy management in order to enhance energy efficiency, reduce operating costs, and minimize environmental impacts arising from business activities. This is particularly relevant to the Company's employee transportation services, which involve energy usage across several areas, including electricity systems, air-conditioning systems, and fuel consumption for transportation vehicles.

The Company manages energy consumption in office buildings and operational areas by focusing on efficient electricity usage and optimizing air-conditioning systems to reduce unnecessary energy consumption. In addition, the Company has begun installing solar rooftop systems at key operational sites, including office buildings, maintenance facilities, and parking areas, to support the use of renewable energy and reduce reliance on fossil fuel-based energy sources.

In terms of clean energy development, the Company has installed a solar power generation system with an initial capacity of 60 kilowatts, which has subsequently been expanded to a total capacity of 120 kilowatts. The Company has also implemented an EV Management System to support the operation of electric buses (EV) and enhance the overall efficiency of the Company's energy management.

Furthermore, the Company plans to expand its solar power generation capacity by an additional 120 kilowatts at the Map Ta Phut branch, in order to support future energy demand and further strengthen the Company's clean energy utilization.

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

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

Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of fuel consumption	2025 : fuel consumption 6,219,286.45 Litres	2026 : Reduced by 5% or 310,964.32 Litres

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

In 2025, the Company conducted monitoring, assessment, and reporting of its organizational greenhouse gas (GHG) emissions and removals to support effective energy management and to establish appropriate measures to reduce environmental impacts arising from its business operations.

The Company prepared an Organizational Greenhouse Gas Emissions and Removals Report, covering emissions across Scope 1, Scope 2, and Scope 3. The reported data was independently verified by NPC Safety and Environmental Service Co., Ltd., in accordance with the ISO 14064-3:2019 verification standard and the organizational carbon footprint verification guidelines of the Thailand Greenhouse Gas Management Organization (Public Organization) (TGO).

As a result of the verification process, the Company obtained certification of its organizational carbon footprint report for the year. The Company conducted the calculation and reporting process in accordance with ISO 14064-1 standards and the guidelines established by the Thailand Greenhouse Gas Management Organization (TGO), ensuring that the disclosure of greenhouse gas emissions data is accurate, transparent, and aligned with internationally recognized standards.

These efforts reflect the Company's commitment to addressing the impacts of its business operations across multiple dimensions, including social, economic, cultural, and environmental aspects, as well as its responsibility for both direct and indirect greenhouse gas emissions generated from organizational activities.

Furthermore, the Company has utilized the results of its greenhouse gas emissions assessment to establish GHG Emission Reduction and Removal Enhancement Initiatives, identifying measures that are appropriate for the Company's business operations. These initiatives aim to improve energy efficiency and reduce environmental impacts over the long term.

The assessment and monitoring of greenhouse gas emission sources covered all operational activities of the Company during the period from January to December 2025, enabling the Company to clearly identify emission sources and utilize the data to effectively plan and improve its energy and environmental management strategies.

Diagram of performance and outcomes in energy management



Information on electricity management

Companys electricity consumption ^(*)

	2023	2024	2025
Total electricity consumption within the organization (Kilowatt-Hours)	240,163.80	318,613.00	828,053.35
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	240,163.80	318,613.00	828,053.35
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	0.00	0.00	0.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	297.60	363.30	910.95

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

Electricity Consumption Intensity

	2023	2024	2025
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m ²)	0.00000000	0.00000000	0.00000000

Electricity Expense ^(*)

	2023	2024	2025
Total electricity expense (Baht)	1,428,306.00	1,473,382.00	1,411,858.65
Percentage of total electricity expense to total expenses (%) ^(**)	0.23	0.23	0.20
Percentage of total electricity expense to total revenues (%) ^(**)	0.21	0.20	0.18
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	1,769.90	1,680.03	1,553.20

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

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

Information on fuel management

Company's fuel consumption

	2023	2024	2025
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	4,705,025.09	5,107,238.14	6,177,442.10
Gasoline (Litres)	5,014.84	5,102.86	41,845.19
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard Cubic Feet)	2,497.82	2,497.82	0.00
LPG (Kilograms)	0.00	0.00	0.00
Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

Additional explanation : Not include external fuel consumption

Company's fuel expense ^(*)

	2023	2024	2025
Total fuel expense (Baht)	163,293,917.00	174,462,316.00	186,894,839.00
Percentage of total fuel expense to total expenses (%) ^(**)	26.52	26.70	26.24
Percentage of total fuel expense to total revenues (%) ^(**)	24.32	23.88	23.21

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

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

Information on total energy management (electricity + fuel)

Energy Consumption

	2023	2024	2025
Total energy consumption within the organization (Megawatt-Hours)	0.00	0.00	0.00

Energy Consumption Intensity

	2023	2024	2025
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) ^(*)	0.00000000	0.00000000	0.00000000
Intensity of total energy consumption within the organization (Megawatt-Hours / m ²)	0.00000000	0.00000000	0.00000000

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

Water management

Disclosure boundary in water management over the past years

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

Information on water management plan

Water management plan

The Company's water management plan : No

At present, the Company has not established a formal corporate-level water management plan, as its core business involves providing employee transportation services, which does not require significant water consumption and is not a primary component of the service process. Nevertheless, the Company recognizes the importance of responsible and efficient water use in order to minimize resource waste and reduce environmental impacts from its operations.

The Company monitors and controls water consumption across its operational areas, including office facilities, bus cleaning activities, and maintenance operations. Water supply systems and related equipment are regularly inspected and maintained to prevent leakage and minimize water loss.

In addition, the Company promotes water conservation awareness among employees through internal communications and operational guidelines. Wastewater generated from operational activities is also managed in compliance with applicable environmental laws and regulatory standards.

Looking ahead, the Company will continue to monitor and assess water consumption trends. If water usage from business operations becomes more significant, the Company will consider developing additional water management policies and measures to ensure responsible and sustainable water resource management.

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : No

Details of setting goals for water management

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : No

At present, the Company has not implemented specific water management projects or initiatives at the corporate level, as its core business involves providing employee transportation services, which does not require water as a primary resource in its operational processes.

Nevertheless, the Company places importance on the responsible and efficient use of water resources. Water consumption related to operational activities such as office usage, bus cleaning, and maintenance of operational areas is monitored and managed to ensure efficient utilization and to minimize resource wastage.

The Company also conducts regular inspections of water supply systems and related equipment within its operational areas to prevent leakage and reduce water loss. In addition, employees are encouraged to practice water conservation through internal communications and awareness initiatives.

The Company will continue to monitor water consumption trends associated with its business operations and will consider developing additional water management policies or measures should water usage increase significantly in the future.

Information on water management

Water withdrawal by source

	2023	2024	2025
Total water withdrawal (Cubic meters)	0.00	0.00	0.00
Water withdrawal by third-party water (cubic meters)	0.00	0.00	0.00
Water withdrawal by surface water (cubic meters)	0.00	0.00	0.00
Water withdrawal by groundwater (cubic meters)	0.00	0.00	0.00
Water withdrawal by seawater (cubic meters)	0.00	0.00	0.00
Water withdrawal by produced water (cubic meters)	0.00	0.00	0.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	0.00	0.00	0.00
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00	0.00	0.00

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

Water discharge by destinations

	2023	2024	2025
Percentage of treated wastewater (%)	0.00	0.00	0.00
Total wastewater discharge (cubic meters)	0.00	0.00	0.00
Wastewater discharged to third-party water (cubic meters)	0.00	0.00	0.00
Wastewater discharged to surface water (cubic meters)	0.00	0.00	0.00
Wastewater discharged to groundwater (cubic meters)	0.00	0.00	0.00
Wastewater discharged to seawater (cubic meters)	0.00	0.00	0.00

Water consumption

	2023	2024	2025
Total water consumption (Cubic meters)	0.00	0.00	0.00

Recycled water consumption

	2023	2024	2025
Total recycled water for consumption (Cubic meters)	0.00	0.00	0.00

Water Consumption Intensity

	2023	2024	2025
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00000000	0.00000000	0.00000000
Intensity of total water consumption (Cubic meters / m ²)	0.00000000	0.00000000	0.00000000

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

Water withdrawal expenses

	2023	2024	2025
Total water withdrawal expense (Baht)	309,015.18	415,399.00	361,217.00
Total water withdrawal expense from third-party water (Baht)	309,015.18	415,399.00	361,217.00
Total water withdrawal expense from other sources (Baht)	0.00	0.00	0.00
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.05	0.06	0.05
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.05	0.06	0.04
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	382.92	473.66	397.38

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

Waste management

Disclosure boundary in waste management over the past years

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

Information on waste management plan

Waste management plan

The company's waste management plan : No

At present, the Company has not established a formal corporate level waste management plan, as its core business involves providing employee transportation services, which does not generate significant volumes of waste from its primary operations. Nevertheless, the Company places importance on the appropriate management of waste generated from activities within its operational areas in order to minimize environmental impacts.

The Company has implemented waste segregation practices within office facilities and operational areas, including the separation of general waste and recyclable materials, in order to facilitate resource recovery and reduce the amount of waste requiring disposal.

For waste generated from vehicle maintenance activities, such as used engine oil, spare parts, and potentially contaminated materials, the Company ensures that such waste is properly stored and transferred to licensed waste management service providers in accordance with applicable environmental regulations.

In addition, the Company promotes employee participation in waste reduction and segregation initiatives through internal communications and awareness programs. The Company will continue to monitor waste generation trends from its operations and will consider developing additional waste management measures as appropriate to support its business operations in the future.

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : No

Details of setting goals for waste management

Information on performance and outcomes of waste management

Performance and outcomes of waste management

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

At present, the Company has not implemented specific corporate-level projects or recorded measurable performance outcomes related to waste management, nor has it received any awards or certifications in this area during the past year. This is primarily because the Company's core business providing employee transportation services does not generate significant volumes of waste from its principal operations.

Nevertheless, the Company has adopted basic waste management practices within its operational areas, including office buildings, maintenance centers, and parking facilities. Waste generated from these activities is segregated by category in order to reduce the amount of waste requiring disposal and to promote resource recovery and recycling where appropriate.

For waste generated from vehicle maintenance activities, such as used engine oil and spare parts, the Company ensures proper storage and transfers such materials to licensed waste management service providers in compliance with applicable environmental regulations.

The Company will continue to monitor waste generation trends from its operations and will consider developing additional waste management measures if waste volumes from future business activities become more significant.

Information on waste management

Waste Generation^(*)

	2023	2024	2025
Total waste generated (Kilograms)	0.00	0.00	0.00
Total non-hazardous waste (kilograms)	0.00	0.00	0.00
Non-hazardous waste - Landfilling (Kilograms)	0.00	0.00	0.00
Non-hazardous waste - Incineration with energy recovery (Kilograms)	0.00	0.00	0.00
Non-hazardous waste - Incineration without energy recovery (Kilograms)	0.00	0.00	0.00
Non-hazardous waste Others (kilograms)	0.00	0.00	0.00
Total hazardous waste (kilograms)	0.00	0.00	0.00
Hazardous waste - Landfilling (Kilograms)	0.00	0.00	0.00
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

	2023	2024	2025
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	0.00
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	0.00
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	0.00

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

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

Waste reuse and recycling

	2023	2024	2025
Total reused/recycled waste (Kilograms)	0.00	0.00	0.00
Reused/Recycled non-hazardous waste (Kilograms)	0.00	0.00	0.00
Reused non-hazardous waste (Kilograms)	0.00	0.00	0.00
Recycled non-hazardous waste (Kilograms)	0.00	0.00	0.00
Reused/Recycled hazardous waste (Kilograms)	0.00	0.00	0.00
Reused hazardous waste (Kilograms)	0.00	0.00	0.00
Recycled hazardous waste (Kilograms)	0.00	0.00	0.00

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

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

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

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

The Company places strong emphasis on the management of greenhouse gas (GHG) emissions arising from its business operations, with the objective of minimizing environmental impacts and supporting sustainable business practices.

The Company has prepared its Organizational Carbon Footprint in accordance with internationally recognized standards and the guidelines of the Thailand Greenhouse Gas Management Organization (TGO), as well as ISO 14064, enabling the Company to systematically assess, monitor, and manage its greenhouse gas emissions in a transparent manner.

The Company's greenhouse gas management approach covers all relevant operational activities, including both direct and indirect emission sources. These include fuel consumption from the Company's fleet of buses, electricity usage within office buildings and maintenance facilities, as well as other activities associated with the Company's value chain. This approach enables the Company to effectively monitor and manage emission sources across its operations.

In addition, the Company has implemented various initiatives to reduce greenhouse gas emissions, including:

- Improving route management efficiency to reduce fuel consumption
- Utilizing fleet management technologies to enhance energy efficiency
- Promoting the use of clean energy, including the installation of solar rooftop systems
- Increasing the proportion of electric vehicles (EV buses) within the fleet
- Encouraging energy efficiency practices within the organization

The Company continuously monitors, evaluates, and verifies its greenhouse gas emissions data to ensure accuracy, transparency, and reliability. The information obtained from this process is used to support the establishment of future emission reduction targets and environmental management initiatives.

These efforts reflect the Company's commitment to balancing business growth with environmental responsibility, while supporting long-term operations aligned with sustainable development principles.

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management : Yes
goals

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	2025 : Greenhouse gas emissions 17,368.00 tCO ₂ e	2026 : Reduced by 5% or 868.40 tCO ₂ e in comparison to the base year	2028 : Reduced by 5% tCO ₂ e in comparison to the base year

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

- In 2023, the Company conducted a verification of greenhouse gas emissions covering Scope 13 by an independent qualified verifier and subsequently registered its Carbon Footprint for Organization (CFO) with the Thailand Greenhouse Gas Management Organization (Public Organization) (TGO).
- In 2024, the Company conducted a verification of greenhouse gas emissions covering Scope 13 by an independent qualified verifier and registered its Carbon Footprint for Organization (CFO) with the Thailand Greenhouse Gas Management Organization (Public Organization) (TGO).
- In 2025, the Company conducted a verification of greenhouse gas emissions covering Scope 13 by an independent qualified verifier, and the Carbon Footprint for Organization (CFO) registration with the Thailand Greenhouse Gas Management Organization (Public Organization) (TGO) is scheduled to be submitted in March 2026.

Diagram of performance and outcomes in greenhouse gas management



Information on greenhouse gas management

The company's greenhouse gas emissions

	2023	2024	2025
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	16,028.00	19,119.00	19,524.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	14,100.00	15,507.00	17,368.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	160.00	205.00	364.00
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	1,768.00	3,407.00	1,792.00

Greenhouse Gas Emissions Intensity

	2023	2024	2025
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) (*)	0.023870	0.026168	0.024242
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	19.86	21.80	21.48

	2023	2024	2025
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / m ²)	0.00000000	0.00000000	0.00000000

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

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

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

Verification of the company's greenhouse gas : Yes
emissions

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

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2023	2024	2025
Total reduced GHG (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Bear Project (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Whale Project (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

Absorption and removal of Greenhouse Gas

	2023	2024	2025
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Wild Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

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ESG Performance

Company Name : ATP30 PUBLIC COMPANY LIMITED Symbol : ATP30

Market : mai Industry Group : Services Sector : SECTOR 0

Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

Social and human rights policy and guidelines : Yes

Social and human rights guidelines : Employee Rights, Child Labor, Community and environmental rights, Safety and occupational health at work, Non-discrimination

The Company places strong emphasis on respecting human rights and conducting business responsibly toward society. The Company has established policies and practices aligned with applicable laws and internationally recognized human rights principles, ensuring that all stakeholders are treated fairly and equitably.

1. Employee Rights

The Company respects the rights of all employees and strictly complies with applicable labor laws and regulations. Equal treatment and non-discrimination are promoted across the organization. Employees are provided with appropriate compensation and benefits in accordance with legal requirements, and the Company supports continuous employee development through training and learning opportunities.

2. Child Labor

The Company maintains a strict policy prohibiting child labor and fully complies with relevant labor laws. A formal age verification process is conducted during recruitment to ensure that no individuals below the legally permitted working age are employed.

3. Community and Environmental Rights

The Company conducts its business with consideration for potential impacts on surrounding communities and the environment. The Company promotes stakeholder engagement and open communication with communities, enabling feedback to be incorporated into the improvement of operational practices.

4. Occupational Health and Safety

The Company prioritizes employee health and safety by implementing workplace safety measures, providing appropriate protective equipment, and organizing training and awareness programs on occupational safety. These initiatives aim to prevent accidents and minimize operational risks.

5. Non-Discrimination

The Company promotes equality and non-discrimination throughout all human resource management processes, including recruitment, employee development, performance evaluation, and career advancement opportunities. Personnel decisions are based primarily on competence, qualifications, and suitability for the role.

These practices reflect the Company's commitment to upholding human rights and conducting business responsibly, thereby fostering stakeholder confidence and supporting the Company's sustainable growth in the long term.

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

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

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

Changes in social and human rights policies, guidelines, and/or goals : Employee Rights, Child Labor, Community and environmental rights, Safety and occupational health at work, Non-discrimination

During the year, the Company conducted a review of its social and human rights policies and practices to ensure alignment with applicable laws, relevant guidelines, and the Company's operational context. The key areas reviewed are summarized as follows:

1. Employee Rights

The Company reviewed its practices relating to employee rights and welfare to ensure fair and equitable treatment of employees, while continuing to support employee capability development and a conducive working environment.

2. Child Labor

The Company reaffirmed its policy prohibiting child labor and maintained the age verification procedures for job applicants prior to employment to ensure compliance with applicable labor laws.

3. Community and Environmental Rights

The Company reviewed its operational practices with consideration for potential impacts on surrounding communities and the environment, while promoting stakeholder engagement and communication with local communities in areas where the Company operates.

4. Occupational Health and Safety

The Company reviewed its occupational health and safety measures to enhance accident prevention and reduce operational risks, while continuing to promote safety awareness among employees.

5. Non-Discrimination

The Company reaffirmed its commitment to equality and non-discrimination in human resource management, covering all processes such as recruitment, employee development, and career advancement opportunities.

Based on the review, no material changes to the Company's policies were identified, and the existing policies remain appropriate for the Company's operations. The Company will continue to monitor and improve its practices on an ongoing basis in order to support respect for human rights and sustainable organizational development.

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

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

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : No

The Company has implemented a Human Rights Due Diligence (HRDD) process to prevent and mitigate risks related to potential human rights violations arising from its business operations. This process covers the Company's operations, employees, business partners, and other relevant stakeholders. The Company's HRDD process consists of the following key steps:

1. Identification and Assessment of Human Rights Risks

The Company identifies and assesses potential human rights risks that may arise from its business activities, including labor rights, occupational health and safety, non-discrimination, and potential impacts on local communities.

2. Establishment of Preventive and Mitigation Measures

The Company establishes policies and operational guidelines to address human rights risks, such as respecting employee rights, prohibiting child labor, ensuring workplace safety, and promoting fair treatment of stakeholders.

3. Monitoring and Evaluation

The Company regularly monitors and reviews its operations to ensure compliance with human rights policies and to effectively mitigate potential risks.

4. Grievance Mechanism and Remediation

The Company provides channels for employees and stakeholders to submit complaints or concerns, enabling the Company to investigate issues and implement appropriate and transparent corrective actions.

This HRDD process enables the Company to systematically manage human rights risks and supports responsible business practices toward society and all stakeholders.

Information on other social management

Plans, performance, and outcomes related to other social management

The Company has established additional social initiatives to promote responsible business practices toward society and stakeholders. These initiatives focus on enhancing ethical awareness, legal compliance, and employee participation in activities that contribute to society.

In terms of implementation, the Company communicates its ethics and social responsibility policies to employees to ensure understanding and compliance. Employees are also encouraged to participate in activities that support communities and society.

Through these efforts, employees have developed greater awareness of social responsibility, which helps strengthen the Company's reputation for conducting business ethically and responsibly while supporting long-term sustainable development.

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

	2023	2024	2025

	2023	2024	2025
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0
Total number of incidents or complaints related to business partners rights violations (cases)	0	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	0	0	0
Total number of cases or incidents related to workplace safety and occupational health (cases)	0	0	0

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type	: Company
Data disclosure coverage (%)	: 0.00

Information on employees and labor management plan

Employees and labor management plan

The company's employee and labor management plan	: Yes
Employee and labor management plan implemented by the Company in the past year	: Fair employee compensation, Employee training and development, Promoting employee relations and participation, Safety and occupational health at work, Others : Recruitment and Selection of Personnel

The Company places strong emphasis on systematic workforce management to ensure that employees possess the necessary capabilities to perform their duties effectively, maintain workplace safety, and achieve a good quality of life. The Company's key practices are summarized as follows:

1. Recruitment and Selection

The Company recruits and selects personnel based on knowledge, capabilities, and experience relevant to each position, while ensuring compliance with labor laws and the principle of equality. Recruitment processes are conducted without discrimination based on gender, age, race, religion, or belief.

2. Employee Training and Development

The Company promotes continuous employee development through training programs, knowledge transfer, and skill enhancement related to job performance. These initiatives aim to improve operational efficiency and support employees' career growth within the organization.

3. Employee Engagement and Relations

The Company places importance on fostering positive relationships between the organization and employees through various internal activities. For example, the Company organizes retirement appreciation events to express gratitude and recognize employees who have dedicated long years of service to the organization, reflecting the Company's appreciation and commitment to its workforce.

4. Occupational Health and Safety

The Company has established an occupational health and safety policy with the objective of achieving zero lost-time injuries. Preventive measures and safety initiatives are implemented to reduce workplace risks and promote employee well-being. In 2025, the Company reported no serious work-related accidents, with only minor incidents occurring.

5. Fair Compensation

The Company maintains a fair and appropriate compensation policy, taking into account employees' qualifications, competencies, and performance, while ensuring alignment with industry benchmarks. The Company also provides a provident fund for employees, with employees contributing 4% of their salary and the Company contributing an additional 4%, supporting employees' long-term financial security.

These practices reflect the Company's commitment to responsibly managing its workforce, while fostering a safe working environment and supporting the organization's sustainable growth.

Information on setting employee and labor management goals

Setting employee and labor management goals

Does the company set employee : Yes
and labor management goals?

Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Others : -	-	2025: -	2026: -
• Employee training and development	-	2025: -	2026: -
• Promoting employee relations and participation	-	2025: -	2026: -
• Safety and occupational health at work	-	2025: -	2026: -
• Fair employee compensation	-	2025: -	2026: -

Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor : No
management

During the year, the Company continued to strengthen its employee and workforce management practices, focusing on enhancing employee engagement and providing appropriate welfare and support.

The Company organized a retirement appreciation ceremony for seven bus drivers who reached retirement age, to recognize their long-term dedication and contributions to the organization. Retiring employees received retirement compensation, provident fund benefits, and commemorative gifts in appreciation of their service.

In terms of occupational health and safety, the Company maintains a target of zero lost-time injuries. In 2025, no serious work-related accidents were reported.

In addition, the Company provides a provident fund scheme to support employees long-term financial security, with employees contributing 4% of their salary and the Company contributing an additional 4%.

Information on employment

Employment

	2023	2024	2025
Total Employment (Person)	807	877	909
Percentage of employees to total employment (%)	100.00	100.00	100.00
Percentage of non-employee workers to total employment (%)	0.00	0.00	0.00
Total employees (persons)	807	877	909
Male employees (persons)	732	794	813
Percentage of male employees (%)	90.71	90.54	89.44
Female employees (persons)	75	83	96
Percentage of female employees (%)	9.29	9.46	10.56
Total of workers who are not employees (Person)	0	0	0
Male workers who are not employees (Person)	0	0	0
Percentage of male non-employee workers (%)	0.00	0.00	0.00
Female workers who are not employees (Person)	0	0	0
Percentage of female non-employee workers (%)	0.00	0.00	0.00

Number of employees categorized by age

	2023	2024	2025
Total number of employees under 30 years old (Persons)	37	68	97
Percentage of employees under 30 years old (%)	4.58	7.75	10.67

	2023	2024	2025
Total number of employees 30-50 years old (Persons)	526	519	551
Percentage of employees 30-50 years old (%)	65.18	59.18	60.62
Total number of employees over 50 years old (Persons)	244	290	261
Percentage of employees over 50 years old (%)	30.24	33.07	28.71

Number of male employees categorized by age

	2023	2024	2025
Total number of male employees under 30 years old (Persons)	29	52	74
Percentage of male employees under 30 years old (%)	3.96	6.55	9.10
Total number of male employees 30-50 years old (Persons)	470	458	485
Percentage of male employees 30-50 years old (%)	64.21	57.68	59.66
Total number of male employees over 50 years old (Persons)	233	284	254
Percentage of male employees over 50 years old (%)	31.83	35.77	31.24

Number of female employees categorized by age

	2023	2024	2025
Total number of female employees under 30 years old (Persons)	8	16	23
Percentage of female employees under 30 years old (%)	10.67	19.28	23.96

	2023	2024	2025
Total number of female employees 30-50 years old (Persons)	56	61	66
Percentage of female employees 30-50 years old (%)	74.67	73.49	68.75
Total number of female employees over 50 years old (Persons)	11	6	7
Percentage of female employees over 50 years old (%)	14.67	7.23	7.29

Number of employees categorized by position

	2023	2024	2025
Total number of employees in operational level (Persons)	789	859	895
Percentage of employees in operational level (%)	97.77	97.95	98.46
Total number of employees in management level (Persons)	17	17	12
Percentage of employees in management level (%)	2.11	1.94	1.32
Total number of employees in executive level (Persons)	1	1	2
Percentage of employees in executive level (%)	0.12	0.11	0.22

Number of male employees categorized by position

	2023	2024	2025
Total number of male employees in operational level (Persons)	723	785	806
Percentage of male employees in operational level (%)	98.77	98.87	99.14

	2023	2024	2025
Total number of male employees in management level (Persons)	8	8	6
Percentage of male employees in management level (%)	1.09	1.01	0.74
Total number of male employees in executive level (Persons)	1	1	1
Percentage of male employees in executive level (%)	0.14	0.13	0.12

Number of female employees categorized by position

	2023	2024	2025
Total number of female employees in operational level (Persons)	66	74	89
Percentage of female employees in operational level (%)	88.00	89.16	92.71
Total number of female employees in management level (Persons)	9	9	6
Percentage of female employees in management level (%)	12.00	10.84	6.25
Total number of female employees in executive level (Persons)	0	0	1
Percentage of female employees in executive level (%)	0.00	0.00	1.04

Significant changes in the number of employees

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

Changes in the Companys workforce are aligned with the nature of its business operations and relevant external factors. Key factors that may lead to increases or decreases in the number of employees include the following:

1. Changes in Work Volume and Customer Contracts

The acquisition of new contracts, expansion of service routes, or termination of contracts with certain clients may directly affect manpower requirements, particularly for drivers and supporting personnel.

2. Expansion or Reduction of Service Fleet

Increasing the number of vehicles to support business growth or reducing the fleet during periods of lower demand may require the Company to adjust its workforce accordingly to maintain operational efficiency.

3. Organizational Restructuring for Efficiency Improvement

Improvements in work processes, consolidation of certain job functions, or adjustments to work schedules may result in increases or reductions in staffing levels within certain parts of the organization.

4. Economic Conditions and Clients Working Models

Changes in industrial conditions or clients working arrangements, such as the adoption of work-from-home practices, may influence the demand for employee transportation services.

5. Adoption of Technology in Operations

The implementation of route management systems and data management technologies enhances operational efficiency and may reduce the need for personnel in certain positions.

6. Changes in Laws and Regulatory Requirements

Amendments to labor laws, safety regulations, or transportation-related requirements may require the Company to increase staffing in certain functions to ensure compliance.

7. Workforce Factors

Employee retirement, resignation, or workforce restructuring may also cause fluctuations in the number of employees during certain periods.

Summary: Overall, changes in the Companys workforce reflect the management of manpower in alignment with work volume, business strategy, and economic conditions, ensuring operational efficiency and maintaining the Companys long-term competitiveness.

Number of male employees working in Thailand

	2023	2024	2025
Total male employees working in Thailand (Person)	732	794	813
Bangkok Metropolitan (Person)	0	0	0
Northern (Person)	0	0	0
Central (Person)	0	0	0
Northeastern (Person)	0	0	0
Southern (Person)	0	0	0
Eastern (Person)	732	794	813

Number of female employees working in Thailand

	2023	2024	2025
Total female employees working in Thailand (Person)	75	83	96
Bangkok Metropolitan (Person)	0	0	0
Northern (Person)	0	0	0
Central (Person)	0	0	0
Northeastern (Person)	0	0	0
Southern (Person)	0	0	0
Eastern (Person)	75	83	96

Number of employees working abroad

	2023	2024	2025
Total employees working abroad (Person)	0	0	0
Total male employees working abroad (Person)	0	0	0
Total female employees working abroad (Person)	0	0	0

Employment of workers with disabilities

	2023	2024	2025
Total employment of workers with disabilities (persons)	1	1	2
Percentage of disabled workers to total employment (%)	0.12	0.11	0.22
Total number of employees with disabilities (Persons)	1	1	2
Total male employees with disabilities (persons)	1	1	2

	2023	2024	2025
Total female employees with disabilities (persons)	0	0	0
Percentage of disabled employees to total employees (%)	0.12	0.11	0.22
Total number of workers who are not employees with disabilities (persons)	0	0	0
Percentage of disabled non-employee workers to total non-employee workers (%)	0.00	0.00	0.00
Contributions to empowerment for persons with disabilities fund	Yes	Yes	Yes

Information on compensation of employees

Employee remuneration by gender

	2023	2024	2025
Total employee remuneration (baht)	208,106,867.01	236,473,314.00	246,940,778.00
Total male employee remuneration (baht)	188,773,739.06	214,102,938.50	212,852,485.30
Percentage of remuneration for male employees (%)	90.71	90.54	86.20
Total female employee remuneration (baht)	19,333,127.95	22,370,375.50	34,088,292.70
Percentage of remuneration for female employees (%)	9.29	9.46	13.80
Average of remuneration of employees (Baht/persons)	257,877.16	269,638.90	271,662.02
Average of remuneration for male employees (Baht/persons)	257,887.62	269,651.06	261,811.17
Average of remuneration for female employees (Baht/persons)	257,775.03	269,522.59	355,086.38

	2023	2024	2025
Rate of average of remuneration between female employees and male employees	1.00	1.00	1.36

Information on provident fund management

Provident fund management policy and guidelines

Provident fund management policy and guidelines : Yes

The Company has established a provident fund management policy based on the principles of transparency, prudence, and the protection of employees best interests as fund members. The objective is to promote long-term savings and enhance employees financial security after retirement.

1. Key Practices: The Company implements the following key practices in managing the provident fund:

- Appointment of a Provident Fund Committee

The Company appoints a Provident Fund Committee in accordance with legal requirements to oversee the funds management and ensure compliance with its objectives and applicable regulations.

- Training and Development for Fund Committee Members

Committee members are encouraged to participate in training programs or seminars related to fund management, investment, and governance to enhance their knowledge and strengthen their ability to perform their duties effectively.

- Monitoring and Evaluation of Fund Performance

The Company regularly monitors and evaluates the funds performance, including its investment returns, to ensure effective management and alignment with the funds objectives.

- Communication with Employees

Information regarding benefits, conditions, and fund performance is communicated to employees on a continuous basis to ensure transparency and awareness among fund members.

- Financial Planning and Savings Education

The Company promotes financial planning and savings awareness, helping employees manage their long-term savings and prepare for their future financial needs.

Summary: Overall, the Company aims to manage the provident fund in accordance with good governance principles, ensuring transparency, efficiency, and accountability, while enhancing long-term financial security and benefits for employees.

Reference link to provident fund management policy : <https://www.atp30.com/code-of-conduct/>
and guidelines

Page number of the reference link : Page 52

Overview of methods for determining employee and employer contribution Rates

The Company determines the contribution and matching rates for the provident fund based on the principles of appropriateness, fairness, and alignment with the Company's financial capability, while also benchmarking against practices within the same industry. This policy aims to encourage long-term savings and enhance employees' financial security.

1. Employee Contribution Rate

Employees contribute to the provident fund at a rate of 4% of their monthly salary. The contribution is deducted from the employees' salary on a monthly basis to promote consistent savings discipline and long-term financial preparedness.

2. Employer Contribution Rate

The Company contributes to the provident fund at a rate of 4% of the employees' monthly salary, matching the employees' contribution rate. This matching contribution supports long-term savings and encourages employee participation in the provident fund.

The determination of these contribution rates takes into consideration the Company's financial capability, long-term financial sustainability, and commitment to employee welfare. The Company also reviews the appropriateness of these rates periodically to ensure alignment with economic conditions and the Company's growth.

Implementation of Investment Governance Code for Institutional Investors ("I Code") by Company's Provident Fund Committee : Yes

Participation in provident fund membership

Details of provident fund participation

Number of employees joining in PVD (persons)

	2023	2024	2025
Number of employees eligible to participate in PVD (persons)	270	334	379
Number of employees joining in PVD (persons)	270	334	379
Number of PVD members / Total employees (%)	33.46	38.08	41.69
Number of PVD members / Total eligible employees (%)	100.00	100.00	100.00

Amount of provident fund

	2023	2024	2025
Total amount of provident fund contributed by employer (baht)	2,078,759.02	2,413,426.34	2,654,981.38

	2023	2024	2025
Total amount of provident fund contributed by employee (baht)	2,078,759.02	2,413,426.34	2,654,981.38

Summary of employee PVD participation over the past year

Company name	Employees participating in PVD (Yes/No)	Total number of employees (persons)	Number of employees eligible to participate in PVD (persons)	Number of employees joining in PVD (persons)	Number of PVD members / Total employees (%)	Number of PVD members / Total eligible employees (%)
ATP30 PUBLIC COMPANY LIMITED	Yes	909	379	379	41.69	100.00

Policy and guidelines on promoting savings through the provident fund for non-participating employees

Policy and guidelines on promoting savings through the provident fund for non-participating employees (PVD) : Facilitating automatic PVD enrollment for new employees, Providing education or information on selecting appropriate investment policies

Facilitating automatic PVD enrollment for new employees

The Company recognizes the importance of promoting financial discipline and long-term financial security for employees. Therefore, it has established a policy to encourage all employees to participate in the Provident Fund (PVD) as broadly as possible. Key practices for employees who have not yet joined the fund include the following:

1. Information Disclosure and Awareness Building

The Company continuously communicates information regarding the benefits, conditions, and potential returns of the provident fund through various channels, including new employee orientation programs, employee handbooks, and internal communication platforms. These efforts aim to enhance employees understanding and encourage informed decisions about joining the fund.

2. Facilitation of Membership (Automatic Enrollment)

The Company adopts an Automatic Enrollment approach, whereby new employees are enrolled in the provident fund upon commencement of employment, in accordance with applicable legal requirements. Employees retain the right to opt out or decline participation through the established procedures if they choose not to participate.

3. Support and Monitoring

The Company regularly monitors employee participation rates in the provident fund and encourages employees who are not yet members to consider joining. This initiative aims to strengthen employees long-term financial security and retirement preparedness.

Summary: Overall, this policy aims to increase employees savings rates, reduce future financial security risks, and support sustainable retirement well-being, thereby contributing to employees long-term quality of life

Providing education or information on selecting appropriate investment policies

Information on employee development

Employee training and development

	2023	2024	2025
Employee development plans as part of annual performance reviews	No	No	No
Average employee training hours (Hours / Person / Year)	6.00	6.00	6.00
Total amount spent on employee training and development (Baht)	323,996.00	546,600.00	730,000.00
Percentage of training and development expenses to total expenses (%) ^(*)	0.000526	0.000837	0.001025
Percentage of training and development expenses to total revenue (%) ^(*)	0.000483	0.000748	0.000906

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

Information on safety, occupational health, and work environment

Number of working hours

	2023	2024	2025
Total number of hours work (Hours)	72.00	72.00	72.00
Total number of hours worked by employees (Hours)	72.00	72.00	72.00
Total number of hours work by non-employee (Hours)	0.00	0.00	0.00

Statistic of accident and injuries of employees from work

	2023	2024	2025
Total number of lost time injury incidents by employees (Cases)	0	1	0
Total number of employees that lost time injuries for 1 day or more (Persons)	0	0	0
Percentage of employees that lost time injuries for 1 day or more (%)	0.00	0.00	0.00
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (*) (Persons / 1 million-manhours)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (**) (Persons / 200,000 manhours)	0.00	0.00	0.00

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

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

Information on promoting employee relations and participation

Employee engagement

	2023	2024	2025
Total number of employee turnover leaving the company voluntarily (persons)	328	319	232
Total number of male employee turnover leaving the company voluntarily (persons)	307	288	220
Total number of female employee turnover leaving the company voluntarily (persons)	21	31	12

	2023	2024	2025
Proportion of voluntary resignations (%)	40.64	36.37	25.52
Percentage of male employee turnover leaving the Company voluntarily (%)	93.60	90.28	94.83
Percentage of female employee turnover leaving the Company voluntarily (%)	6.40	9.72	5.17

	2023	2024	2025
Evaluation result of employee engagement	No	No	No

Employee internal groups

Employee internal groups : No

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

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

Responsible sales and marketing policy and guidelines

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

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

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

Information on customer management plan

Customer management plan

- Company's customer management plan : Yes
- Customer management plan implemented by the company in the past year : Responsible production and services for customers, Communication of product and service impacts to customers / consumers, Development of customer satisfaction and customer relationship, Consumer data privacy and protection

The Company places strong emphasis on customer relationship management in order to enhance customer satisfaction and maintain long-term relationships with its clients. The Company's key practices are summarized as follows:

1. Responsible Service Delivery

The Company is committed to delivering high-quality and safe services in accordance with established service standards. Continuous development of drivers and related personnel is undertaken to ensure that customers receive efficient services that meet their operational requirements.

2. Transparent Communication with Customers

The Company emphasizes transparent communication with customers by providing relevant information related to service operations, such as route planning, service schedules, and service improvements, enabling customers to effectively plan their transportation needs.

3. Customer Satisfaction and Relationship Development

The Company regularly monitors and evaluates customer satisfaction, while also encouraging feedback and addressing complaints in order to continuously improve service quality. These efforts help maintain strong customer relationships and long-term trust.

4. Protection of Customer Personal Data

The Company places importance on protecting customers' personal data by implementing appropriate measures governing the collection, use, and disclosure of information. Access to such information is restricted to authorized personnel to ensure data security and customer privacy.

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals : Yes

Details of setting customer management goals

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Responsible production and services for customers	Number of service-related complaints	2025: To provide quality, safe, and standardized services in accordance with established standards	2026: Continuously decreased in 2025.
• Communication of product and service impacts to customers/consumers	Number of channels for communication and coordination with customers	2025: To ensure that service-related information is communicated to customers in a clear and transparent manner	2026: Consistently every year

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Development of customer satisfaction and customer relationship	Level of customer satisfaction based on survey results	2025: To enhance customer satisfaction and retain the existing customer base on a continuous basis	2026: Increased continuously in 2025
• Protection of customer personal information	Number of personal data breach incidents reported	2025: To ensure the protection and security of customer information and data	2026: Consistently every year

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

During the year, the Company focused on enhancing service quality and strengthening customer relationship management in order to improve customer satisfaction and reinforce confidence in the Companys services.

The Company continuously monitors and evaluates customer satisfaction through surveys and customer feedback mechanisms. The information obtained is used to further improve service quality and operational efficiency. In addition, the Company maintains close communication and coordination with customers to ensure that their requirements are appropriately addressed.

Through these initiatives, the Company has been able to maintain strong relationships with existing customers while reinforcing confidence in its services, which is a key factor supporting the Companys long-term business growth.

Customer satisfaction

	2023	2024	2025
Evaluation results of customer satisfaction	Yes	Yes	Yes

Channels for receiving complaints from customers/consumers

Companys channels for receiving complaints from customers/consumers : Yes

Telephone : 038 468788

Fax : 038 468788

Email : info@atp30group.com

Companys website : www.atp30.com

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

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

Reference link for community development and engagement policies : https://www.atp30.com/wp-content/uploads/2024/03/14.03.2024_ENG_%E0%B8%84%E0%B8%B9%E0%B9%88%E0%B8%A1%E0%B8%B7%E0%B8%AD%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88.pdf

Page number of the reference link : 69

Information on community and social management plan

Community and social management plan

Company's community and social management plan : Yes

Community and social management plan implemented by the company over the past year : Employment and professional skill development, Sports and recreation, Occupational health, safety, health, and quality of life

The Company places importance on conducting business alongside community and social development, with operational approaches aimed at creating positive impacts for communities in the areas where the Company operates. Key initiatives include:

1. Local Employment and Skills Development

The Company supports local employment opportunities for communities surrounding its operational areas in order to create job opportunities and generate income for local residents. The Company also promotes skills development, including training programs related to safe driving and service standards, to enhance the capabilities of individuals within the community.

2. Sports and Recreational Activities

The Company supports sports and recreational activities to promote both physical and mental well-being among employees and local communities. These activities also help strengthen positive relationships between the organization and local communities.

3. Occupational Health, Safety, and Quality of Life

The Company places importance on occupational health and safety, as well as the promotion of health and quality of life for employees and surrounding communities. This includes the implementation of workplace safety measures, the creation of appropriate working environments, and awareness programs related to health and safety, enabling individuals to live and work safely.

These initiatives reflect the Company's commitment to creating shared value with communities and society, while supporting long-term sustainable development.

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social management goals : Yes

Details of community and social management goal setting

Target(s)	Indicators(s)	Base year(s)	Target year(s)
• Employment and professional skill development	Proportion of local workforce employment and number of skill development training activities	2025: To promote employment within local communities and continuously develop vocational skills.	2026: Continuously each year
• Sports and recreation	Number of sports and recreational activities sponsored by the Company	2025: o promote health and wellness activities and strengthen relationships between the Company and the community	2026: Continuously each year
• Occupational health, safety, health, and quality of life	"Number of health and safety activities and measures	2025: To continuously promote the health, safety, and quality of life of employees and surrounding communities	2026: Continuously every year

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and social management : Yes

During the year, the Company continued to implement community and social initiatives aimed at fostering positive relationships with communities in the areas where it operates and supporting improvements in community well-being.

The Company promoted local employment opportunities and supported the development of job-related skills to enhance career opportunities and strengthen the capabilities of individuals within the community. In addition, the Company supported sports and recreational activities to promote health and strengthen relationships between employees and local communities.

In terms of occupational health, safety, and well-being, the Company continued to implement measures to enhance workplace safety and employee health management, contributing to an improved quality of life for employees and stakeholders within the community.

These initiatives have helped strengthen positive relationships between the Company and local communities, while supporting the Company's growth alongside sustainable social development.

Benefit from implementing social development project

Financial benefits

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

Non-financial benefits

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

Expenses from social and environmental development project

	2023	2024	2025
Total financial contribution to community/social development projects or activities (Bath)	0.00	0.00	0.00
Percentage of financial contribution for community/social development projects or activities to total expense (%) ^(*)	0.000000	0.000000	0.000000
Percentage of financial contribution for community/social development projects or activities to total revenue (%) ^(*)	0.000000	0.000000	0.000000

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

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

ESG Performance

Company Name : ATP30 PUBLIC COMPANY LIMITED Symbol : ATP30

Market : mai Industry Group : Services Sector : SECTOR 0

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

The Company recognizes that good corporate governance is a key mechanism for enhancing transparency, credibility, and long-term sustainability. The Company has therefore established corporate governance policies and practices in alignment with the principles of the Securities and Exchange Commission (SEC), the Stock Exchange of Thailand (SET), and the Corporate Governance Report of Thai Listed Companies (CGR) assessment guidelines. These policies are formally documented in the Company's Code of Business Conduct.

Such policies are determined and regularly reviewed by the Board of Directors to ensure that directors, executives, and employees at all levels adhere to ethical, transparent, and accountable business practices. The policies are publicly disclosed under the section Good Corporate Governance Policy in the Company's Code of Business Conduct.

In terms of governance structure, the Company has established several committees to support effective corporate governance, including the Audit Committee, Risk Management Committee, Nomination and Remuneration Committee, and Corporate Governance Committee. Each committee has clearly defined charters, roles, duties, and responsibilities to ensure that the Company's operations comply with good governance principles and relevant laws and regulations.

The Company is committed to conducting its business based on the principles of transparency, accountability, fairness, and consideration of all stakeholders. The Company also promotes an organizational culture that emphasizes business ethics, risk management, and effective internal control, supporting stable and sustainable organizational growth.

During the past year, the Company did not receive any public sanctions from regulatory authorities related to violations or non-compliance with laws, regulations, or the rules of the Stock Exchange of Thailand. In addition, there were no instances where the Company was subject to alerts issued to shareholders or investors by regulatory authorities.

Furthermore, over the past ten years, neither the Company, its directors, nor its executives have been found guilty or identified by regulatory authorities, domestically or internationally, as being involved in fraud or corruption. This reflects the Company's strong commitment to conducting business in accordance with good corporate governance principles.

For 2025, the Company will continue to monitor and evaluate compliance with its corporate governance policies on an ongoing basis and will review these policies at least once annually, or when there are changes in relevant laws or regulations, to ensure alignment with evolving good corporate governance standards and CGR assessment guidelines.

Reference link for the full version of corporate governance policy and guidelines : <https://www.atp30.com/code-of-conduct/>

Page number of the reference link : Page 10-80

Policy and guidelines related to the board of directors

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

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

Nomination of directors

The Company has established policies and procedures for the nomination of directors that are transparent, fair, and aligned with the principles of good corporate governance. The objective is to ensure that the Board has an appropriate composition capable of effectively overseeing the Company and guiding its business direction.

The nomination of directors is under the responsibility of the Nomination and Remuneration Committee, which establishes the criteria and procedures for identifying qualified candidates. Candidates are evaluated based on their knowledge, capabilities, experience, expertise, and qualifications as required by applicable laws and regulatory authorities. The Company also considers Board Diversity, including diversity in skills, perspectives, and professional backgrounds, to ensure alignment with the Company's strategy and business nature.

The nomination process begins with an assessment of the need to appoint new directors or replace directors whose terms have expired. The Nomination and Remuneration Committee then identifies and selects suitable candidates and proposes them to the Board of Directors for consideration before submitting the nominations to the Shareholders Meeting for approval, in accordance with legal procedures.

In addition, the Company provides an opportunity for minority shareholders to nominate qualified candidates for consideration as directors in advance of the Annual General Meeting of Shareholders, thereby encouraging shareholder participation and enhancing transparency in the nomination process.

Overall, the Company aims to ensure that the director nomination process is conducted carefully, transparently, and in a verifiable manner, enabling the selection of qualified individuals who can effectively oversee the Company and create long-term value for the Company and its shareholders.

Reference link for Nomination of directors : <https://www.atp30.com/code-of-conduct/>

Page number of the reference link : Page 40-43

Determination of director remuneration

The Company has established a director remuneration policy to ensure that compensation is appropriate, fair, and aligned with the roles and responsibilities of the Board of Directors. The policy takes into consideration the Company's operating performance, the size and nature of its business, and remuneration practices of listed companies within the same industry. This approach aims to attract and retain directors with the appropriate knowledge, expertise, and experience necessary for effective corporate governance.

The Board of Directors has assigned the Nomination and Remuneration Committee to review and propose the remuneration framework for directors. In doing so, the Committee considers the roles, responsibilities, and contributions of each director to the Company. The proposed remuneration must be appropriate, necessary, and consistent with good corporate governance principles, and must be approved by the Shareholders Meeting in accordance with applicable laws.

1. Disclosure Policy

The Company discloses the structure and criteria of directors remuneration for both Executive Directors (ED) and Non-Executive Directors (NED) in a transparent manner. The disclosure includes details such as:

- Types of remuneration, such as fixed remuneration, meeting allowances, bonuses, or other benefits
- The remuneration received by each director on an individual basis

2. Remuneration Determination Practices: The Company has established the following practices for determining directors remuneration:

- Regularly reviewing and updating the remuneration policy to ensure alignment with the Company's strategic direction, business objectives, and stakeholder interests
- Determining remuneration in both monetary and non-monetary forms, based on key factors including:
 - Remuneration practices of listed companies in the same industry
 - The Company's operating performance and business size
 - The duties, expertise, and experience of each director
- Ensuring that remuneration for sub-committees and senior executives is consistent and aligned within the overall governance framework
- Disclosing the remuneration report and the opinions of the Nomination and Remuneration Committee in accordance with the requirements of the Stock Exchange of Thailand
- Preparing a report on the performance of the Nomination and Remuneration Committee, which is submitted to the Board of Directors and publicly disclosed, with certification by the Committee Chairman

Overall, the Company maintains a clear, transparent, and performance-based remuneration framework to balance the need to attract qualified directors with the protection of shareholders' interests, while supporting the Company's long-term sustainable growth.

Reference link for Determination of director remuneration : <https://www.atp30.com/code-of-conduct/remuneration>

Page number of the reference link : Page 52-53

Independence of the board of directors from the management

The Company places importance on the independence of the Board of Directors from management to ensure effective, transparent, and balanced corporate governance. The Company follows the corporate governance principles of the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET). The roles, responsibilities, and governance structure are clearly defined in the Board Charter and the charters of various Board committees.

1. Board Structure and Composition

The Company requires that independent directors comprise at least one-third of the total number of directors, and such directors must meet the qualifications prescribed by relevant regulations. Independent directors must not have business, financial, or other relationships that could impair their ability to exercise independent judgment.

In addition, the Company maintains an appropriate proportion of non-executive directors to provide independent oversight and review of management's performance.

2. Role of the Chairman of the Board

The Chairman of the Board serves as the leader of the Board in overseeing the Company's operations to ensure alignment with the Company's policies, strategies, and objectives. The Chairman presides over Board meetings and shareholders' meetings and promotes effective collaboration between the Board and management. The Chairman does not participate in the Company's day-to-day management.

3. Separation of Roles between the Board and Management

The Company clearly separates the responsibilities of the Board of Directors and management to ensure appropriate checks and balances. Key practices include:

- The Chairman of the Board and the Chief Executive Officer (CEO) are not the same person.
- Non-executive directors do not participate in the Company's daily management.
- The Board of Directors is responsible for determining policies, strategies, and overseeing overall business operations.
- Management is responsible for executing the Company's operations within the authority delegated by the Board.

The Board regularly monitors the Company's performance. Management reports operating results to the Board on a quarterly basis, including comparisons with the approved business plan and targets, as well as explanations and corrective measures if performance does not meet expectations.

Overall, this governance structure strengthens the checks and balances mechanism, reduces the risk of excessive concentration of management authority, and supports transparent, fair, and sustainable corporate governance in the long term.

Reference link for Independence of the board : <https://www.atp30.com/code-of-conduct/>
of directors from the management

Page number of the reference link : Page 43-44

Director development

The Company places importance on the continuous development of the Board of Directors capabilities in order to enhance the effectiveness of corporate governance and ensure that directors perform their duties in accordance with good corporate governance principles, applicable laws, and regulatory requirements. The Company has established a clear policy on director development in the Companys Code of Business Conduct.

1. Development Policy: The Company has established policies for the development of directors as follows:

- Encouraging directors to continuously enhance their knowledge and skills related to corporate governance
- Providing Board Orientation programs for new directors to ensure they understand the Companys business, organizational structure, roles, duties, and responsibilities
- Disclosing policies and details regarding director development transparently
- Supporting directors in attending director training programs on a continuous basis, with a target that at least 75% of directors participate in such training

2. Practices

The Board of Directors has assigned the Nomination and Remuneration Committee to oversee and develop the Board development plan, taking into consideration the Board Skill Matrix. This approach enables directors, senior executives, and the Company Secretary to develop the necessary competencies for effective corporate governance, while also preparing them to address changes in laws, regulations, and the business environment.

The Company encourages directors to participate in training programs offered by reputable institutions, such as the Thai Institute of Directors Association (IOD), as well as programs related to corporate governance, risk management, securities laws, ESG, and other key business issues.

3. Evaluation for Development

The Company conducts an annual performance evaluation of the Board of Directors, both collectively and individually. The results of these evaluations are used to support continuous development and improvement of the Boards effectiveness.

In 2025, the Companys directors participated in key corporate governance training programs, including:

- Director Accreditation Program (DAP)
- Director Certification Program (DCP)
- Advanced Audit Committee Program (AACP)

These programs were organized by the Thai Institute of Directors Association (IOD), as well as training programs offered by the Capital Market Academy and other institutions related to corporate governance and organizational management.

Overall, the Company maintains a systematic and continuous director development program to ensure that the Board possesses up-to-date knowledge and understanding of the evolving business environment and can effectively perform its governance duties in a sustainable manner.

Reference link for Director development : <https://www.atp30.com/code-of-conduct/>

Page number of the reference link : Page 45-46

Board performance evaluation

The Company has established a systematic and continuous performance evaluation process for the Board of Directors to enhance the effectiveness of corporate governance and ensure alignment with good corporate governance principles. The evaluation criteria and procedures are specified in the Company's Code of Business Conduct (Annual Performance Evaluation of the Board of Directors and Senior Executives).

1. Scope of Evaluation: The Board of Directors conducts an annual performance evaluation covering the following levels:

- The Board of Directors as a whole (Board Self-Assessment)
- Individual directors
- All Board committees, including the Audit Committee, Risk Management Committee, Nomination and Remuneration Committee, and Corporate Governance Committee
- Senior executives or the Managing Director

2. Evaluation Process

The Company has established a clear process for evaluating the performance of the Board of Directors, which includes the following key steps:

- Establishing appropriate criteria, performance indicators, and evaluation forms
- The Company Secretary collecting and summarizing the evaluation results
- Reporting the results to the Board of Directors
- Using the evaluation results to improve performance and strengthen the capabilities of the Board

3. Evaluation Criteria

3.1 Board Evaluation (Collective Assessment): The evaluation covers aspects such as the structure and qualifications of the Board, Board meetings, roles and responsibilities, relationships with management, and the Board's ongoing development.

3.2 Individual Director Evaluation: Individual directors are assessed based on meeting participation, responsibility, meeting preparation, understanding of the business, and fulfillment of their duties as directors.

3.3 Board Committee Evaluation: Board committees are evaluated based on their structure, meeting effectiveness, and performance in accordance with their respective committee charters.

3.4 Senior Executive / Managing Director Evaluation: The evaluation is conducted by the Nomination and Remuneration Committee, based on Key Performance Indicators (KPIs) aligned with the Company's strategic plan and annual objectives. The evaluation also considers business performance, compliance with Board policies, and the overall economic environment.

4. Disclosure and Development

The Company transparently discloses the evaluation criteria, process, and the use of evaluation results for development, reflecting its commitment to continuously improving the effectiveness of the Board.

Overall, the Company's evaluation system serves as an important mechanism for enhancing accountability, transparency, and qualitative development of both the Board and senior management, thereby strengthening corporate governance effectiveness in the long term.

Over the past ten years, there have been no instances where directors or executives committed or omitted actions involving dishonesty or gross negligence, nor have there been any cases of misleading disclosure or dissemination of information that could mislead investors.

Reference link for Board performance : <https://www.atp30.com/code-of-conduct/evaluation>

Page number of the reference link : Page 48-50

Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and : Yes

stakeholders

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

Shareholder

The Company places importance on protecting shareholders rights and ensuring equitable and fair treatment of all shareholders, in accordance with the principles of Good Corporate Governance, transparency, and accountability. The Company aims to build long-term confidence and sustainable returns for shareholders.

1. Key Policies and Practices: The Company has established the following guidelines to safeguard shareholders rights:

- Respecting and protecting the fundamental rights of shareholders in accordance with applicable laws, the Companys Articles of Association, and regulatory requirements
- Ensuring equal treatment of all shareholders under the principle of One Share One Vote, as the Company has only one class of ordinary shares
- Disclosing information that is accurate, complete, clear, and timely through the Stock Exchange of Thailand's disclosure system and the Companys website
- Facilitating shareholders participation in shareholders meetings, voting, and proxy appointments without imposing unnecessary barriers
- Establishing strict measures to prevent insider trading and manage conflicts of interest

2. Shareholders Meeting

2.1 Before the Meeting

- Allowing shareholders to propose meeting agenda items, nominate directors, and submit questions in advance
- Disclosing meeting details and relevant procedures in advance on the Companys website
- Delivering the notice of meeting and supporting documents in both Thai and English at least 21 days prior to the meeting date
- Clearly separating approval items for each agenda, such as individual voting for director elections

2.2 During the Meeting

- Explaining voting and vote-counting procedures before the meeting begins
- Using technology-assisted registration and vote-counting systems to ensure accuracy and transparency
- Providing shareholders with the opportunity to raise questions and express opinions, with all questions and responses properly recorded
- Appointing independent vote inspectors to verify the vote-counting process

2.3 After the Meeting

- Disclosing resolutions and voting results for each agenda item transparently
- Publishing the meeting results through the Stock Exchange of Thailand's system and the Companys website on the following business day

3. Additional Implementation Measures

- Establishing an Investor Relations (IR) function to communicate with shareholders and investors on a continuous and equitable basis
- Preparing and disclosing the Annual Report (Form 56-1 One Report) to provide transparent information on operations and key corporate matters
- Maintaining no pyramid shareholding structure or cross-shareholding arrangements
- Not providing financial assistance to any party that could result in unfair advantages
- No cases of complaints or violations of shareholders rights

Implementation in 2025 (B.E. 2568): In 2025, the Company continued to promote and protect shareholders rights through the following actions:

- Notifying shareholders of their rights to propose agenda items, nominate directors, and submit questions in advance via the Stock Exchange of Thailand and the Companys website
- Delivering the notice of the shareholders meeting and supporting documents in both Thai and English
- Using a barcode-based registration system and electronic vote-counting system during the meeting
- Ensuring that all directors and the Chief Executive Officer attended the shareholders meeting
- No additional agenda items were introduced beyond those disclosed in advance

The Company also prepared meeting documents in electronic format (E-Document) with QR codes, enabling shareholders to conveniently download documents and supporting the Companys paper reduction policy.

The Company does not offer or provide any incentives to influence shareholders voting decisions, and no incidents or complaints regarding the restriction of shareholders rights were reported.

In addition, the Company discloses its shareholding structure transparently, with no cross-shareholding or pyramid structures that could affect good corporate governance practices.

Overall, the Company maintains a clear and transparent shareholder rights protection system that aligns with good corporate governance principles and the requirements of the Stock Exchange of Thailand, helping strengthen investor confidence and foster sustainable relationships with shareholders.

Over the past 10 years, there have been no cases of unfair treatment toward shareholders or misuse of inside information by the Companys directors or executives.

Reference link for Shareholder : <https://www.atp30.com/code-of-conduct/>

Page number of the reference link : Page 62-63

Employee

The Company places great importance on employee care and well-being based on the principles of respect for human rights, equality, and non-discrimination. The Company strictly complies with applicable labor laws and relevant regulations, while striving to create a fair, safe, and supportive working environment that promotes the sustainable development of employee potential. These practices are defined in the Companys Code of Business Conduct, particularly under the Employee Compensation and Welfare Policy and the Employee Treatment Policy.

1. Fair Employment Practices: The Company conducts its employment practices in a fair and transparent manner, including:

- Establishing clear, equitable, and non-discriminatory policies for recruitment and termination of employment
- Providing equal employment opportunities for persons with disabilities and disadvantaged groups
- Monitoring and disclosing the employee turnover rate, while implementing activities to promote employee engagement
- Conducting employee satisfaction surveys and using the results to continuously improve human resource management

2. Compensation and Welfare: The Company provides competitive and appropriate compensation and welfare benefits within the industry by:

- Determining compensation based on knowledge, capabilities, experience, and job performance
- Providing both short-term compensation, such as salaries and bonuses, and long-term benefits, such as the provident fund
- Contributing jointly with employees to the provident fund at a rate of 4% of monthly salary
- Providing welfare benefits in accordance with labor laws and additional benefits such as uniforms, personal protective equipment (PPE), group life and accident insurance, and annual health check-ups

3. Employee Development: The Company places strong emphasis on the continuous development of employee capabilities, including:

- Providing training and development programs both internally and externally, such as E-learning programs, mentoring, and leadership development programs
- Supporting the development of skills aligned with the Companys business strategy and organizational direction

- Monitoring and disclosing average training hours per employee
4. Occupational Health, Safety, and Working Environment: The Company prioritizes employee health and safety through the following measures:
- Conducting workplace safety training, such as fire evacuation drills and safe work practices
 - Implementing measures to prevent and reduce workplace accident risks
 - Monitoring safety performance indicators, including the Lost Time Injury Frequency Rate (LTIFR)
 - Providing health protection measures for employees, including preparedness for emergencies and disease outbreaks

5. Grievance Channels and Employee Participation

The Company provides grievance and whistleblowing channels with protection measures for whistleblowers and ensures that complaints are reviewed fairly and transparently.

In addition, the Company encourages employees to participate in providing feedback on working conditions and welfare benefits to continuously improve human resource management practices.

Implementation in 2025 (B.E. 2568)

In 2025, the Company employed two persons with disabilities, in compliance with applicable legal requirements. In cases where the number of employees with disabilities does not meet the statutory requirement in the future, the Company will contribute to the Fund for the Empowerment of Persons with Disabilities as required by law.

Overall, the Company is committed to comprehensively supporting employees in terms of rights, fairness, compensation, development opportunities, and workplace safety, with the aim of building a strong organization and supporting sustainable business growth alongside social responsibility.

Reference link for Employee : <https://www.atp30.com/code-of-conduct/>

Page number of the reference link : Page 61

Customer

The Company places great importance on building customer satisfaction, trust, and long-term relationships by continuously improving service quality to ensure high standards, safety, and responsiveness to customer needs. The Company operates under the principles of integrity, transparency, and responsibility toward consumers, while also ensuring the protection of personal data in accordance with applicable laws. These practices are defined in the Company's Code of Business Conduct under the Customer Treatment Policy.

1. Customer Treatment Policy: The Company has established the following guidelines for customer care:
- Delivering high-quality services that meet or exceed customer expectations at reasonable prices
 - Providing accurate, complete, and non-misleading information regarding services
 - Strictly complying with contractual terms and conditions, and promptly informing customers and jointly seeking solutions if any changes become necessary
 - Providing services with professionalism, courtesy, and reliability to build customer trust
 - Establishing complaint channels and responding to complaints promptly and fairly
 - Strictly maintaining the confidentiality and protection of customers personal data and preventing misuse
 - Providing useful recommendations to help customers improve service efficiency
2. Key Operational Practices: The Company conducts its operations in accordance with the following practices:
- Complying with the Personal Data Protection Act (PDPA) and providing channels for handling complaints related to personal data
 - Clearly and transparently disclosing service details, conditions, and relevant documentation
 - Delivering services with priority given to customer safety and health
 - Conducting regular customer satisfaction surveys and using the results to improve service quality
 - Continuously developing long-term relationships with customers to strengthen business cooperation
3. Implementation Measures: The Company has implemented measures to enhance service quality and customer satisfaction, including:

- Establishing a service quality management system and regularly monitoring customer satisfaction
- Defining clear procedures and response timelines for receiving and resolving complaints
- Appointing responsible personnel for Customer Relations to coordinate and support customers
- Providing employee training on service quality, safety, and service ethics
- Continuously reviewing and improving service processes

Implementation in 2025 (B.E. 2568)

In 2025, the Company continued to enhance its customer service by:

- Holding monthly meetings with customers to review and adjust transportation plans, routes, safety measures, and service formats to better align with customer needs
- No disputes or legal claims were reported from customers regarding the Company's services
- The majority of customers expressed satisfaction with the quality and service standards provided by the Company

In addition, the Company encourages customers, suppliers, and business partners to operate in accordance with good corporate governance principles and appropriate internal control standards to support the prevention and anti-corruption efforts. The Company has also been recognized as a CAC Change Agent for its role in promoting transparent and corruption-free business practices within the business sector.

Overall, the Company conducts its business with a customer-centric approach, alongside high standards of quality, safety, and transparency, in order to build trust and foster sustainable long-term business relationships with customers.

Reference link for Customer : <https://www.atp30.com/code-of-conduct/>

Page number of the reference link : Page 61

Business competitor

The Company conducts its business under the principles of free, fair, and transparent competition, in strict compliance with trade competition laws and other relevant regulations. The Company also adheres to its Code of Business Conduct and good corporate governance principles to support a fair and sustainable competitive environment. These practices are defined in the Company's Code of Business Conduct.

1. Competition Policy: The Company has established policies regarding business conduct with competitors as follows:

- Conducting business in accordance with the principles of free and fair competition
- Not entering into agreements or collusion with competitors regarding price fixing, trade conditions, or market allocation
- Not seeking or using competitors confidential information through dishonest or improper means
- Not making false accusations, defamation, or actions that may damage competitors reputation
- Respecting intellectual property rights and confidential information of others, including maintaining strict confidentiality of customer information

2. Key Operational Practices: The Company follows the following practices related to fair competition:

- Avoiding the exchange of commercially sensitive information with competitors
- Conducting marketing activities and business communications honestly and without misleading information
- Promoting awareness among directors, executives, and employees regarding legal risks related to competition law
- Establishing channels for reporting incidents or behaviors that may violate competition policies through designated reporting mechanisms

3. Implementation Measures: The Company has established measures to support fair competition, including:

- Incorporating the competition policy into the Company's Code of Business Conduct
- Providing training and awareness programs on competition law for directors, executives, and employees
- Establishing procedures for reviewing and approving business collaborations that may affect market competition
- Implementing internal control systems and whistleblowing channels, with protection measures for whistleblowers
- Defining clear disciplinary actions for violations of the policy

Implementation in 2025 (B.E. 2568)

In 2025, the Company reported no disputes, complaints, or legal cases involving competitors, and the Company's business operations continued to comply with the principles of free, fair, and transparent competition.

Overall, the Company remains committed to conducting business ethically, respecting competitors, and maintaining a fair competitive environment, thereby strengthening trust and supporting the long-term sustainability of the industry.

Reference link for Business competitor : <https://www.atp30.com/code-of-conduct/>

Page number of the reference link : Page 63

Business partner

The Company places importance on conducting business with suppliers and creditors in a fair, transparent, and ethical manner, under the principles of free and honest competition. The Company establishes standardized procedures for the selection and management of suppliers, considering factors such as quality, price, reliability, and the ability to operate sustainably. These practices are defined in the Company's Code of Business Conduct under the Supplier and Creditor Treatment Policy.

1. Key Policies: The Company has established the following policies in conducting business with suppliers and creditors:

- Not demanding, accepting, or offering improper benefits or advantages in business dealings with suppliers and creditors
- If inappropriate conduct or actions that may cause a lack of transparency are identified, the Company will disclose the facts and jointly resolve the issue fairly and promptly
- Strictly complying with contractual terms and conditions, and notifying suppliers in advance if circumstances arise that prevent the Company from fulfilling contractual obligations
- Treating creditors and financial institutions responsibly and transparently, while maintaining the Company's financial discipline

2. Key Operational Practices: The Company has established the following practices for managing relationships with suppliers:

- Selecting suppliers in a fair, transparent, and auditable manner, by comparing quality, pricing, and suitability before registering them in the approved supplier list
- Clearly disclosing procurement policies, procedures, and approval processes
- Promoting supplier capability development, such as knowledge sharing, service quality improvement, and collaboration in innovation
- Supporting environmentally responsible procurement (Green Procurement)
- Conducting regular supplier performance evaluations to continuously improve operational standards

3. Implementation Measures: The Company has implemented measures to support transparent supplier management, including:

- Establishing written procurement policies and procedures
- Defining approval authority and internal control systems to reduce corruption risks
- Providing whistleblowing channels for reporting misconduct or inappropriate practices
- Regularly reviewing supplier selection criteria and supplier relationship management practices

Implementation in 2025 (B.E. 2568)

In 2025, the Company reported no complaints or disputes related to debt defaults, contract breaches, or non-compliance with agreements with suppliers, creditors, banks, or financial institutions. The Company also maintained appropriate capital structure management and sufficient funding sources to support business growth.

Furthermore, the Company found no cases involving the acquisition of confidential information from suppliers or competitors through dishonest means. The Company also encourages suppliers, key customers, and business partners to adopt appropriate internal control standards to support the prevention and anti-corruption efforts.

The Company has been recognized as a CAC Change Agent for its role in promoting transparent and corruption-free business practices within the business sector.

Overall, the Company aims to build sustainable business relationships with suppliers based on transparency, fairness, and long-term mutual growth.

Reference link for Business partner : <https://www.atp30.com/code-of-conduct/>

Page number of the reference link : Page 62

Creditor

The Company places importance on strict compliance with financial obligations under the principles of integrity, transparency, and accountability, in order to maintain trust and strong relationships with all financial institutions and creditors. These practices are defined in the Company's Code of Business Conduct under the Supplier and Creditor Treatment Policy.

1. Key Policies and Practices: The Company has established the following guidelines in its dealings with creditors:
 - Strictly complying with contracts, financial terms, and conditions agreed upon with creditors
 - Repaying principal, interest, and other financial obligations within the specified timeframes
 - Disclosing accurate, complete, and timely financial information in accordance with contractual obligations and relevant laws
 - Not concealing any material information that may affect the Company's ability to repay debts
 - In cases where there may be risks of non-compliance with financial conditions, the Company will inform creditors in advance and jointly seek appropriate solutions
2. Implementation Measures: The Company has implemented measures to manage relationships with creditors and maintain financial stability, including:
 - Preparing careful liquidity and cash flow management plans
 - Regularly monitoring financial ratios and financial covenant requirements
 - Establishing clear approval processes for new borrowings in accordance with the Company's policies and delegated authority
 - Maintaining effective internal control systems and financial risk management systems
 - Regularly reviewing and assessing the Company's debt repayment capability to maintain financial stabilityImplementation in 2025 (B.E. 2568)

In 2025, the Company reported no disputes, defaults, breaches of contract, or non-compliance with conditions involving creditors, banks, or financial institutions. In addition, the Company maintained an appropriate capital structure and sufficient funding sources to support its business operations and growth plans.

Overall, the Company conducts its financial policies with prudence and financial discipline to maintain credibility, financial stability, and sustainable long-term relationships with creditors.

Reference link for Creditor : <https://www.atp30.com/code-of-conduct/>

Page number of the reference link : Page 62

Government agencies

The Company conducts its business under the principles of legal compliance, transparency, and good governance. The Company places strong emphasis on complying with laws, regulations, and requirements of government authorities, both domestic and international (where applicable to the Company's operations), while adhering to its anti-corruption and anti-bribery policies. These practices are defined in the Company's Code of Business Conduct under the Legal and Tax Compliance Policy.

1. Legal Compliance Policy

The Company has established the following guidelines regarding business dealings with government authorities:

- Personnel at all levels must strictly comply with applicable laws, regulations, and requirements
- Prior to conducting transactions or activities involving government authorities, such matters must be reviewed and verified by the responsible departments

- The Company strictly prohibits any actions that may constitute bribery, improper benefits, or abuse of authority
2. Tax Policy: The Company has established guidelines for tax management as follows:
- Performing its duties as a responsible taxpayer, paying taxes accurately, completely, and within the required deadlines
 - Conducting tax planning carefully and transparently, within the legal framework
 - Managing tax-related risks appropriately to maintain good governance and the credibility of the organization
3. Implementation Measures: The Company has established measures to support legal compliance and transparent business practices, including:

- Incorporating the anti-corruption policy into the Company's Code of Business Conduct and communicating it to employees and stakeholders
- Providing regular training for directors, executives, and employees on relevant laws and anti-corruption practices
- Establishing careful approval and review processes for transactions involving government authorities
- Implementing internal control and risk management systems covering corruption-related risks
- Providing whistleblowing channels with protection measures for whistleblowers
- The Internal Audit Department regularly monitors compliance with these policies and reports to the Audit Committee

Implementation in 2025 (B.E. 2568)

In 2025, the Company reported no cases of corruption, complaints, or investigations involving government authorities or public officials, and there were no legal cases or penalties related to violations of anti-corruption laws.

Overall, the Company conducts its business with responsibility, transparency, and strict legal compliance, in order to build long-term trust with government authorities, stakeholders, and society as a whole.

Reference link for Government agencies : <https://www.atp30.com/code-of-conduct/>

Page number of the reference link : Page 65-66

Community and society

The Company recognizes its role in conducting business alongside the sustainable development of communities and society. The Company operates under the principles of Good Corporate Governance, Sustainability, and Shared Value creation, while taking into consideration the environmental, social, and stakeholder impacts across the business value chain. These practices are defined in the Company's Code of Business Conduct under the Environmental Policy and Sustainability Policy.

1. Key Policies: The Company has established policies to ensure that its business operations take into account the interests of communities and society as follows:
- Conducting business with consideration for the impact on communities, society, and the environment
 - Complying with applicable laws and regulations and cooperating with relevant authorities
 - Establishing the Safety, Occupational Health, and Working Environment Committee to oversee workplace safety standards
 - Defining operational procedures and risk prevention measures to protect personnel, the environment, and surrounding communities
 - Promoting continuous awareness and knowledge of safety and environmental practices among employees
2. Sustainability Practices (ESG): The Company operates in line with sustainable development principles through the following actions:
- Disclosing the Company's Environmental, Social, and Governance (ESG) policies and strategies at the organizational level
 - Identifying and analyzing material sustainability topics relevant to the Company's business operations
 - Disclosing the Company's business value chain and identifying relevant stakeholders
 - Establishing approaches to respond to the expectations of each stakeholder group
 - Implementing plans and activities to promote community engagement and development

3. Implementation Measures

The Company has established measures to support responsible business practices toward society and the environment, including:

- Defining the Corporate Social Responsibility policy in the Code of Business Conduct and publishing it on the Company's website
 - Conducting regular Environmental and Social Risk Assessments
 - Establishing key performance indicators (KPIs) and continuously monitoring environmental and social performance
 - Disclosing sustainability performance in the Company's annual report
 - Providing channels for community complaints or feedback, with appropriate follow-up and resolution processes
- Implementation in 2025 (B.E. 2568)

In 2025, the Company reported no complaints, disputes, or allegations from communities or stakeholders in areas where the Company operates, and there were no significant legal cases or conflicts related to social or environmental issues.

Overall, the Company remains committed to conducting business responsibly toward society and the environment, while maintaining positive relationships with local communities, thereby supporting balanced and sustainable growth for both the organization and society in the long term.

Reference link for Community and society : <https://www.atp30.com/code-of-conduct/>

Page number of the reference link : Page 68-70

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

ATP 30 Public Company Limited has established a Code of Business Conduct as a framework guiding the business operations of directors, executives, and employees at all levels. The objective is to ensure that operations are conducted with integrity, transparency, and in accordance with the principles of Good Corporate Governance, while fostering trust among shareholders, investors, customers, suppliers, and all stakeholders, and supporting the Company's stable and sustainable business growth.

The Company's Code of Business Conduct encompasses key principles, including conducting business with honesty and integrity, complying with applicable laws and regulations, managing operations with transparency and accountability toward stakeholders, maintaining the accuracy and appropriate disclosure of information, and ensuring the careful and fair management of the Company's assets and information.

In addition, the Company has established clear guidelines for directors, executives, and employees to perform their duties responsibly, respect the rights of others, avoid conflicts of interest, and refrain from using inside information for personal gain. The Company also promotes fair treatment of all stakeholders, including shareholders, customers, suppliers, employees, business competitors, communities, and society.

The Company has implemented a monitoring and governance system to ensure compliance with the Code of Business Conduct. This includes a whistleblowing and complaint reporting channel, along with protection measures for whistleblowers, to promote an organizational culture that upholds integrity, transparency, and social responsibility.

Overall, the Company's Code of Business Conduct serves as a key mechanism for ensuring ethical business practices, strengthening stakeholder confidence, and supporting the long-term sustainable growth of the organization.

Reference link for the full version of business code of conduct : <https://www.atp30.com/code-of-conduct/>

Page number of the reference link : 1-75

Policy and guidelines related to business code of conduct

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

Prevention of Conflicts of Interest

The Company recognizes that conflicts of interest may affect the transparency, credibility, and effectiveness of corporate governance. Therefore, the Company has established clear policies and preventive measures to ensure that business operations are conducted with integrity, transparency, and in the best interests of the Company and its shareholders. These practices are aligned with the Corporate Governance Code (CG Code) as well as the requirements of the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET).

The Company requires all directors, executives, and employees at all levels to perform their duties with honesty and integrity, to avoid seeking personal benefits from their positions, and to disclose any relationships or transactions that may give rise to conflicts of interest in a transparent manner. Key practices and measures include:

- Regular disclosure of interests by directors, executives, and related persons
- Abstaining from participation in deliberation and voting on matters in which they have a vested interest
- Reviewing related party transactions through transparent procedures in compliance with applicable laws and SET regulations
- Oversight by the Audit Committee to ensure that such transactions are conducted appropriately and fairly
- Establishing internal control systems and whistleblowing channels, with protection measures for whistleblowers

In 2025 (B.E. 2568), the Company reviewed its corporate risk management framework and the charter of the Risk Management Committee to ensure alignment with the evolving business environment and good governance practices. The results of such reviews were regularly reported to the Board of Directors.

No significant conflict of interest incidents or violations of related policies were identified during the year.

Overall, the Company aims to strengthen an organizational culture grounded in ethics, transparency, and good corporate governance, thereby building sustainable trust among shareholders, investors, and all stakeholders.

Reference link for Prevention of Conflicts of Interest : <https://www.atp30.com/code-of-conduct/>

Page number of the reference link : Page 60

Anti-corruption

The Company has established an Anti-Corruption Policy based on the principle of Zero Tolerance, strictly prohibiting directors, executives, and employees at all levels from demanding, offering, or accepting bribes or any improper benefits in any form, whether directly or indirectly. The policy includes clear guidelines that are aligned with applicable laws, regulations, and good corporate governance standards.

1. Key Policies and Practices

- Clearly disclosing the anti-corruption policy and guidelines, including prohibitions against giving or receiving bribes
- Conducting corruption risk assessments and implementing appropriate internal control measures
- Establishing a corruption risk management process, which is reviewed at least annually

- Communicating and providing regular training for directors, executives, and employees through the Companys website and internal communication channels

2. Response and Governance Measures

- The Board of Directors reviews the anti-corruption policy and related practices annually
- Continuously assessing and reviewing corruption risks, and improving internal control measures to align with the evolving business environment
- Communicating the policy both internally and externally to raise awareness and encourage cooperation from all stakeholder groups

The Company also discloses its anti-corruption performance and initiatives in its Sustainability Report and Annual Report.

Implementation in 2025 (B.E. 2568)

- No significant cases of fraud or corruption were identified during the year
- The Company is currently considering participation in the Collective Action Coalition Against Corruption (CAC)

Overall, the Company remains committed to conducting business with integrity, transparency, and accountability, in order to build trust among shareholders, investors, and all stakeholders, while promoting an organizational culture grounded in ethics and good governance for long-term sustainability.

Reference link for Anti-corruption : <https://www.atp30.com/code-of-conduct/>

Page number of the reference link : Page 78

Whistleblowing and Protection of Whistleblowers

The Company places great importance on conducting its business with transparency and accountability. Accordingly, the Company has established a Whistleblowing Policy and Whistleblower Protection Policy to provide directors, executives, employees, and stakeholders with channels to report concerns or complaints regarding potential misconduct. Such concerns may include acts of fraud, illegal activities, violations of Company policies, or any actions that may adversely affect the Companys reputation or interests.

The Company provides multiple independent whistleblowing channels, allowing reports to be submitted through designated channels such as email, the Companys website, or other contact channels specified by the Company. These channels are designed to ensure that reporting concerns is convenient and accessible for all stakeholder groups.

The Company has established a systematic process for receiving reports, investigating facts, and reporting results. The responsible unit conducts investigations in a fair and transparent manner while strictly maintaining the confidentiality of all information received. In addition, the Company has implemented measures to protect whistleblowers and informants from retaliation, discrimination, harassment, or any unfair treatment resulting from the reporting of concerns.

In 2025 (B.E. 2568), the Company did not identify any significant complaints related to fraud or violations of the Code of Business Conduct.

Overall, the Company promotes an organizational culture based on integrity, transparency, and accountability, with the objective of strengthening the confidence of all stakeholders and supporting the Companys sustainable business operations in the long term.

Reference link for Whistleblowing and Protection of : <https://www.atp30.com/code-of-conduct/>

Whistleblowers

Prevention of Misuse of Inside Information

The Company places significant importance on preventing the misuse of inside information (Insider Trading) for improper personal gain. The Company has therefore established clear policies and guidelines in line with the principles of Good Corporate Governance and the securities laws of the Securities and Exchange Commission of Thailand (SEC) to ensure that business operations are conducted in a transparent, fair, and accountable manner.

The Company requires directors, executives, and relevant employees to strictly comply with policies governing the use and protection of inside information. Key practices include the following:

- Prohibiting the use of undisclosed inside information for trading the Companys securities or for personal benefit or the benefit of others.
- Prohibiting the disclosure of inside information to unauthorized persons who are not involved in relevant work responsibilities.
- Establishing a Blackout Period (or Silent Period) of one month prior to the announcement of financial statements or other significant information, during which directors, executives, and relevant personnel are prohibited from trading the Companys securities.
- Requiring directors and executives to notify the designated Company representative of their intention to buy or sell the Companys securities at least one business day in advance.
- Requiring directors and executives to report changes in their securities holdings, including those of their spouse and minor children, to the SEC within three business days, in accordance with Section 59 of the Securities and Exchange Act B.E. 2535 (1992).
- Establishing disciplinary actions for violations of the policy.

In addition, the Company requires disclosure of any conflicts of interest, with monitoring mechanisms implemented by responsible departments to effectively mitigate risks related to the misuse of inside information. In 2025 (B.E. 2568), the Company continued to monitor and promote compliance with this policy through several measures, including:

- The Company Secretary notifying directors, executives, and employees of the Silent Period via email.
- The Human Resources Department requiring new employees to review the Companys corporate governance and insider trading policies through the Companys website.
- The Company providing E-learning materials and assessments to enhance understanding of the proper use and protection of inside information.

During 2025, 100% of the Companys directors, executives, and employees completed the policy review, and no violations of the insider trading policy were identified. Furthermore, there were no whistleblowing reports or complaints related to the misuse of inside information.

Disclosure of Conflicts of Interest: The Company requires all directors to disclose any personal interests to designated persons or departments within the Company to ensure transparency and compliance with good corporate governance principles.

Overall, the Company did not identify any cases of insider trading involving directors or executives in 2025, reflecting the Companys strong governance framework and strict enforcement of its policies.

Reference link for Prevention of Misuse of Inside Information : <https://www.atp30.com/code-of-conduct/>

Page number of the reference link : Page 64-65

Gift giving or receiving, entertainment, or business hospitality

The Company has established a policy regarding the giving or receiving of gifts, hospitality, or business entertainment to ensure that business operations are conducted with transparency, fairness, and in accordance with good corporate governance principles, as well as the Companys anti-corruption and anti-bribery policies. The objective is to prevent actions that may create conflicts of interest or be interpreted as bribery or improper influence.

The Company requires directors, executives, and employees at all levels to follow appropriate practices regarding the giving or receiving of gifts and business entertainment. Such practices must remain within reasonable limits in accordance with customary business practices, must not have excessive value, and must not influence business decisions. In addition, it is strictly prohibited to request, accept, or offer gifts, cash, assets, or any other benefits that may be interpreted as an inducement for improper conduct.

In cases where the acceptance of gifts or hospitality cannot be avoided, employees are required to report the matter to their supervisors in accordance with the Company's procedures, ensuring transparency and accountability. The Company also regularly communicates this policy to directors, executives, and employees through the Code of Business Conduct and internal communication channels.

In 2025 (B.E. 2568), the Company found no cases of violations of the policy regarding gifts, hospitality, or business entertainment. The Company continues to promote an organizational culture based on integrity, transparency, and ethical business practices, in order to build sustainable trust among all stakeholders.

Reference link for Gift giving or receiving, : [https://www.atp30.com/code-of-conduct/entertainment, or business hospitality](https://www.atp30.com/code-of-conduct/entertainment,orbusinesshospitality)

Page number of the reference link : 56-58

Compliance with laws, regulations, and rules

The Company conducts its business in accordance with the principles of Good Corporate Governance, with a strong commitment to strict compliance with all applicable laws, regulations, and requirements related to its business operations. This includes the laws of Thailand, the regulations of the Securities and Exchange Commission (SEC), the Stock Exchange of Thailand (SET), as well as other relevant laws and standards. The objective is to ensure that the Company's business operations are transparent, fair, and accountable.

The Company requires directors, executives, and employees at all levels to strictly comply with all applicable laws, regulations, and internal requirements. Policies and guidelines are communicated through the Company's Code of Business Conduct, training programs, and internal communication channels, in order to enhance awareness and promote an organizational culture grounded in integrity and accountability.

In addition, the Company has established appropriate internal control and risk management systems to support effective compliance with laws and regulatory requirements. The Company also regularly monitors and reviews compliance with policies and procedures to ensure alignment with evolving legal requirements and the changing business environment.

The Company provides channels through which directors, executives, employees, and stakeholders may report whistleblowing cases or complaints related to potential violations of laws or Company policies. Appropriate whistleblower protection measures are in place to safeguard individuals who report such concerns.

In 2025 (B.E. 2568), the Company did not identify any material cases of non-compliance with laws, regulations, or requirements that could significantly affect its business operations.

Overall, the Company remains committed to conducting its business with strict legal compliance and strong corporate governance practices, in order to build sustainable confidence among shareholders, investors, and all stakeholders.

Reference link for Compliance with laws, regulations, : [https://www.atp30.com/code-of-conduct/and rules](https://www.atp30.com/code-of-conduct/andrules)

Information and assets usage and protection

The Company places great importance on the proper use and protection of its information and assets in order to safeguard the interests of the organization, shareholders, and stakeholders. The Company has established clear policies and guidelines regarding the use of company assets, the protection of confidential information, and the appropriate use of information technology, in accordance with applicable laws, regulations, and principles of good corporate governance.

The Company requires directors, executives, and employees at all levels to use Company assets with due care and solely for business purposes. They are responsible for safeguarding Company assets, such as equipment, tools, information technology systems, and intellectual property, to ensure that these assets remain in good condition and can be used efficiently. Appropriate measures are also taken to prevent loss, damage, or misuse of such assets.

With respect to information management, the Company emphasizes the protection of confidential business information, including information related to customers, business partners, and other critical organizational data.

Personnel are required to strictly comply with the Company's information security measures and must not disclose confidential information to unauthorized parties. All employees must also comply with applicable laws and standards relating to data protection and information security.

In addition, the Company has established guidelines for the appropriate use of the organization's information systems and technology, including maintaining password security, preventing unauthorized access to information, and ensuring that technology resources are used solely for legitimate business purposes.

In 2025 (B.E. 2568), the Company did not identify any incidents involving the improper use of Company assets or information, nor any events that had a material impact on the security of the Company's data or assets.

Overall, the Company promotes an organizational culture that emphasizes responsibility, transparency, and the efficient use of organizational resources, supporting stable and sustainable business operations in the long term.

Reference link for Information and assets usage and protection : <https://www.atp30.com/code-of-conduct/>

Anti-unfair competitiveness

The Company conducts its business under the principles of free, fair, and transparent competition, with a strong commitment to complying with trade competition laws and other relevant regulations, as well as the principles of good corporate governance. This approach supports a fair and sustainable business environment.

The Company requires directors, executives, and employees at all levels to act with integrity in their dealings with competitors. The Company strictly prohibits any actions that may restrict competition or create unfair advantages, such as price fixing, market allocation, the exchange of sensitive commercial information with competitors, or the use of dishonest methods to obtain competitors' confidential information.

In addition, the Company requires its personnel to respect the intellectual property rights and business information of others and to refrain from any actions that may misrepresent information, make false accusations, or damage the reputation of competitors. The Company communicates these policies through the Code of Business Conduct and internal communication channels, ensuring that employees at all levels are aware of and strictly comply with these guidelines.

The Company has also established governance and internal control systems, as well as whistleblowing and complaint channels, to enable the monitoring and prevention of risks related to unfair trade practices.

In 2025 (B.E. 2568), the Company did not identify any cases of unfair competition practices or complaints related to violations of trade competition laws.

Overall, the Company remains committed to conducting its business with integrity, respect for market rules, and support for fair competition, thereby strengthening stakeholder confidence and contributing to the sustainable development of the industry in the long term.

Reference link for Anti-unfair competitiveness : <https://www.atp30.com/code-of-conduct/>

Information and IT system security

The Company places great importance on information security and the protection of information systems in order to safeguard the organization's critical data, including information relating to customers, business partners, employees, and other stakeholders. The Company has established policies and measures on information security that are aligned with applicable laws, relevant standards, and the principles of good corporate governance.

The Company requires directors, executives, and employees at all levels to use the organization's information systems and technology resources appropriately and to strictly comply with information security measures. Key practices include controlling data access rights according to roles and responsibilities, preventing unauthorized access to information, maintaining password security, and ensuring that information technology systems are used solely for legitimate business purposes.

In addition, the Company has implemented measures to mitigate information technology risks, including data backup procedures, system monitoring and usage tracking, protection against cybersecurity threats, and proper maintenance of the information technology infrastructure. These measures are designed to ensure that systems operate efficiently, securely, and continuously.

The Company regularly communicates information security policies to directors, executives, and employees, and promotes awareness of data protection through training programs and internal communication of best practices.

In 2025 (B.E. 2568), the Company did not identify any information security or IT system incidents that had a material impact on business operations.

Overall, the Company is committed to strengthening its information security management and IT governance framework in order to support stable, transparent, and sustainable business operations in the long term.

Reference link for Information and IT system security : <https://www.atp30.com/code-of-conduct/>

Environmental management

The Company places great importance on environmental impact management alongside sustainable business operations. The Company recognizes that environmental issues, particularly greenhouse gas emissions and climate change, may affect its business operations and stakeholders in the long term. Accordingly, environmental considerations have been integrated into the Company's business strategy, risk management framework, and sustainability initiatives, ensuring that business operations are conducted in a socially and environmentally responsible manner.

The Company prepares its Carbon Footprint for Organization (CFO) report annually. This serves as a baseline for monitoring and managing greenhouse gas emissions arising from business activities. The Company also establishes goals and action plans to improve energy efficiency, optimize resource utilization, and continuously reduce greenhouse gas emissions.

In addition, the Company regularly monitors, evaluates, and discloses environmental performance and greenhouse gas emissions data in accordance with relevant sustainability reporting guidelines. This ensures that shareholders, investors, and stakeholders receive transparent information regarding the Company's climate management practices.

In 2025 (B.E. 2568):

- The Company prepared its organizational greenhouse gas emissions and removals report in accordance with the sustainability reporting framework of the Stock Exchange of Thailand (SET).
- No environmental or climate-related incidents were identified that had a material impact on the Company's business operations.

Overall, the Company remains committed to conducting its business with consideration for environmental impacts while promoting efficient resource utilization, thereby balancing business growth with environmental stewardship and supporting the Company's long-term sustainable development.

Reference link for Environmental management : <https://www.atp30.com/code-of-conduct/>

Page number of the reference link : 64-65

Human rights

The Company has established a policy to respect and uphold the principles of the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. The Company is committed to treating employees and stakeholders fairly, equally, and without discrimination, covering all aspects from recruitment, compensation, promotion, training, and development.

The Company supports diversity and provides opportunities for disadvantaged groups, such as persons with disabilities, the elderly, and ex-offenders, in order to promote access to employment and stable income. This approach aligns with the United Nations Sustainable Development Goals (SDGs).

Key Practices

- Treat directors, executives, and employees equally in accordance with labor laws and relevant regulations.

- Establish transparent and fair processes for recruitment, employment, compensation, and performance evaluation.
- Adopt a zero-tolerance approach toward harassment, discrimination, or any form of human rights violations.
- Provide a safe working environment with appropriate occupational health measures.
- Promote continuous training and employee development.
- Provide complaint and suggestion channels, along with mechanisms to protect whistleblowers.

Monitoring and Evaluation

The Company regularly assesses human rights risks and establishes measures to prevent, mitigate, and remedy potential impacts. Targets and key performance indicators are set at all organizational levels. The Company also welcomes assessments by external parties and business partners.

These practices reflect the Company's commitment to conducting business with respect for human dignity and to fostering a safe, equitable, and sustainable working environment.

Reference link for Human rights : <https://www.atp30.com/code-of-conduct/>

Page number of the reference link : Page 79

Safety and occupational health at work

The Company places significant importance on occupational health and workplace safety. It has established a target of Zero Lost Time Injury (Zero LTI) as a key safety performance indicator and systematically integrates employee care, environmental stewardship, and community responsibility into its business operations.

Key Approaches

- Respect human rights and treat employees equally without discrimination.
- Provide a safe working environment with appropriate protective equipment.
- Strictly comply with applicable safety laws, standards, and regulations.
- Promote regular safety training and accident prevention programs.
- Safeguard employee health and manage resources efficiently.

Monitoring and Evaluation

The Company prepares monthly reports on workplace accident statistics for submission to management. These reports are used to analyze performance, assess risks, and continuously implement preventive measures.

In 2025, no serious accidents were reported. Only minor incidents occurred, and there were no cases of lost time injury. This reflects the effectiveness of the Company's occupational health and safety management system.

Reference link for Safety and occupational health at work : <https://www.atp30.com/code-of-conduct/work>

Page number of the reference link : Page 69-70

Connected transactions and future related party transactions

The Company places great importance on the governance of **Related Party Transactions** to ensure that business operations are conducted with transparency, fairness, and in consideration of the best interests of the Company and its shareholders. Such transactions must comply with the regulations of the Securities and Exchange Commission of Thailand (SEC) and the requirements of the Stock Exchange of Thailand (SET).

The Company requires that all related party transactions be reviewed and approved through an appropriate approval process in order to ensure transparency and auditability, as follows:

- **The Audit Committee** is responsible for reviewing the reasonableness, transparency, and fairness of the transaction.
- **The Board of Directors** considers and approves the transaction with due regard to the best interests of the Company and its shareholders.
- **The Shareholders Meeting**, in cases where the law or regulatory requirements stipulate that shareholder approval is required.

The Company fully and transparently discloses information relating to connected transactions through the Annual Report and the disclosure system of the Stock Exchange of Thailand. The disclosed information includes:

- Name and nature of the relationship of the related person or entity

- Pricing policy and determination criteria
- Transaction value
- Opinion of the Board of Directors or the Audit Committee regarding the appropriateness of the transaction

For the year 2025, the Company found no violation of the rules governing related party transactions, and there were no civil actions or penalties imposed by regulatory authorities such as the Securities and Exchange Commission of Thailand or the Stock Exchange of Thailand.

Future Trend of Related Party Transactions

The Company may enter into related party transactions as necessary in the ordinary course of business, such as service arrangements or transactions with subsidiaries, affiliates, or related persons. Such transactions will be conducted on an **arms length basis**, under the same commercial terms as those applied to general customers, and will be subject to strict approval procedures and disclosure requirements in accordance with applicable regulations.

Overall, the Company is committed to supervising related party transactions with prudence, transparency, and accountability in order to prevent conflicts of interest and to enhance confidence among shareholders, investors, and all stakeholders on a long-term basis.

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

The Company has established the Code of Conduct as an essential framework guiding the duties and responsibilities of directors, executives, and employees at all levels. The Company aims to promote the practical implementation of the Code in order to foster an organizational culture characterized by transparency, integrity, and accountability toward all stakeholders. To support this objective, the Company has implemented a systematic process to promote compliance with the Code of Conduct, as outlined below:

1. Communication and Policy Dissemination

The Company communicates and publishes the Code of Conduct through various channels, including the Company's website, internal communication systems, employee handbooks, and internal meetings. These channels ensure that directors, executives, and employees at all levels clearly understand the expected standards of conduct.

2. Training and Awareness Building

The Company regularly provides training and educational programs on business ethics, relevant laws, and appropriate conduct. These programs are conducted during new employee orientation as well as through periodic training and annual refresher sessions.

3. Leadership Example (Tone at the Top)

The Board of Directors and senior management place strong emphasis on compliance with the Code of Conduct and act as role models in ethical behavior. This leadership commitment helps promote a corporate culture based on integrity and good governance.

4. Monitoring and Evaluation

The Company has established internal control and internal audit systems to monitor compliance with the Code of Conduct. Adherence to ethical standards is also incorporated as part of the performance evaluation process for employees.

5. Whistleblowing and Protection of Whistleblowers

The Company provides confidential and secure whistleblowing channels that allow employees and stakeholders to report concerns or behaviors that may violate the Code of Conduct. Appropriate measures are in place to protect whistleblowers from retaliation.

Overall, these processes help strengthen an organizational culture grounded in ethics, transparency, and good corporate governance, while reducing the risk of misconduct at all levels of the organization and supporting the Company's sustainable business operations in the long term.

Reference link for the process of promotion for the board of directors, executives, and employees to comply with the business code of conduct : <https://www.atp30.com/code-of-conduct/>

Page number of the reference link : Page 4-8

Participation in anti-corruption networks

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

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

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

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

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

During the past year, the Company conducted a review and revision of its Corporate Governance Policy, Code of Business Conduct, and the charters of the Board of Directors and its subcommittees to ensure alignment with regulatory requirements, the Corporate Governance Report of Thai Listed Companies (CGR) evaluation guidelines, and recognized standards of good corporate governance.

These improvements were aimed at further clarifying the roles, duties, and responsibilities of the Board of Directors, while strengthening the independence of the Board and establishing appropriate checks and balances between the Board and management. This approach helps ensure that corporate governance practices remain effective and transparent.

In addition, the Company has integrated risk management and Environmental, Social, and Governance (ESG) considerations into its strategic planning processes, performance monitoring, and overall corporate management framework. This integration enables the Company to better respond to changes in the business environment and the evolving expectations of stakeholders.

At the same time, the Company has enhanced the transparency of its information disclosure practices and improved the performance evaluation processes for the Board of Directors and its subcommittees. The results of these evaluations are used as input for continuously improving the effectiveness of the Board.

Overall, these policy and governance enhancements have strengthened the Company's corporate governance framework, making it more robust, transparent, and modern, while supporting the Company's stable and sustainable long-term business growth.

Implementation of the CG Code for listed companies

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

The Company has adopted the Corporate Governance Code for Listed Companies (CG Code) issued by the Securities and Exchange Commission of Thailand (SEC) as a comprehensive framework for establishing its governance policies, governance structure, and management processes. The Company aims to ensure that the Board of Directors performs its duties responsibly, oversees the business to create sustainable value, and appropriately balances the interests of all stakeholder groups.

The Board of Directors places strong emphasis on implementing the CG Code by integrating its principles into key areas of the Company's operations, including corporate strategy formulation, risk management, internal control systems, and governance of Environmental, Social, and Governance (ESG) matters, as well as ensuring the accurate, complete, and transparent disclosure of information. These practices help ensure that the Company's operations adhere to sound governance principles and remain fully accountable.

In addition, the Company promotes a corporate culture of ethics, transparency, and accountability through adherence to the Code of Business Conduct, anti-corruption policies, and regular monitoring of management performance. These measures help ensure that the Company's operations align with its strategic objectives and the principles of good corporate governance.

Such practices play an important role in strengthening the confidence of shareholders, investors, and all stakeholder groups, and support the Company in conducting its business with stability, transparency, and sustainable long-term growth.

Other corporate governance performance and outcomes

The Company remains committed to conducting its business in accordance with the principles of good corporate governance, with a strong emphasis on transparency, accountability, risk management, and consideration for all stakeholder groups. These commitments have resulted in tangible progress in strengthening the Company's internal governance framework as well as gaining recognition from external organizations.

Key corporate governance achievements during the past year include:

- The Company received a 4-star rating (Good) in the Corporate Governance Report of Thai Listed Companies (CGR) 2025, reflecting the presence of an effective and transparent corporate governance system that appropriately considers the rights of shareholders and stakeholders.
- The Company further developed its Enterprise Risk Management (ERM) framework and integrated Environmental, Social, and Governance (ESG) considerations into its business operations in a concrete manner, supporting the Company's sustainable business practices.
- During the year, there were no disputes, legal cases, or regulatory penalties related to corporate governance or corruption.

These outcomes reflect the commitment of the Board of Directors and management to continuously enhancing corporate governance standards while strengthening a governance system that is efficient, transparent, and accountable. Such efforts play an important role in building confidence among shareholders, investors, and stakeholders, and support the Company's stable and sustainable long-term growth.

Corporate Governance Structure

Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2025

Corporate governance structure diagram



Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2023		2024		2025	
	Male (persons)	Female (persons)	Male (persons)	Female (persons)	Male (persons)	Female (persons)
Total directors	8		8		8	
	6	2	6	2	6	2
Executive directors	3		3		3	
	3	0	3	0	3	0
Non-executive directors	5		5		5	
	3	2	3	2	3	2
Independent directors	3		3		3	
	2	1	2	1	2	1
Non-executive directors who have no position in independent directors	2		2		2	
	1	1	1	1	1	1

	2023		2024		2025	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Total directors	100.00		100.00		100.00	
	75.00	25.00	75.00	25.00	75.00	25.00
Executive directors	37.50		37.50		37.50	
	37.50	0.00	37.50	0.00	37.50	0.00
Non-executive directors	62.50		62.50		62.50	
	37.50	25.00	37.50	25.00	37.50	25.00
Independent directors	37.50		37.50		37.50	
	25.00	12.50	25.00	12.50	25.00	12.50
Non-executive directors who have no position in independent directors	25.00		25.00		25.00	
	12.50	12.50	12.50	12.50	12.50	12.50

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

	2023		2024		2025	
	Male (years)	Female (years)	Male (years)	Female (years)	Male (years)	Female (years)
Average age of board of directors	60		61		62	
	59	64	60	65	61	66

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Mr. Chartchai Panichewa Gender: Male Age : 63 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 ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 92,981,250 Shares (13.627419 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 38,010,000 Shares (5.570781 %) 	<p>Chairman of the board of directors (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	<p>31 Oct 2005</p>	<p>Banking, Insurance, Business Administration, Leadership, Finance & Securities</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>2. Mr. Viwat Kromadit Gender: Male Age : 63 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 ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 42,750,000 Shares (6.265480 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %) 	<p>Vice-chairman of the board of directors (Executive directors)</p> <p>Authorized directors as per the companys 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 : 59 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 ^(*) : Doesnt Have DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	30 Apr 2014	Accounting, Business Administration, Transportation & Logistics, Leadership, Governance/ Compliance

List of directors	Position	First appointment date of director	Skills and expertise
<p>4. Mr. Piya Techakul Gender: Male Age : 59 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 : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 50,900,000 Shares (7.459952 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 43,905,758 Shares (6.434869 %) 	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	<p>31 Oct 2005</p>	<p>Engineering, Business Administration, Leadership, Commerce, Transportation & Logistics</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. Kumchai Boonjirachot Gender: Male Age : 63 years Highest level of education : Master's degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	30 Apr 2014	Law, Audit, Internal Control, Risk Management, Strategic Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>6. Mrs. Suwannee Khamman Gender: Female Age : 72 years Highest level of education : Master's degree Study field of the highest level of education : Medicine Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys 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
<p>7. Mr. Prasert Akkharapathompong Gender: Male Age : 59 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 : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	25 Feb 2020	Risk Management, Audit, Internal Control, IT Management, Change Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>8. Mr. Sujit Panvongpaiboon 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 : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	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.

List of board of directors who resigned / vacated their position during the year

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 companys 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. Suwannee 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

Skills and expertise	Number (persons)	Percent (%)
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
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 ^{(*)(**)}

	2023	2024	2025
The chairman of the board and the highest-ranking executive are from the same person ⁽¹⁾	-	No	No

	2023	2024	2025
The chairman of the board is an independent (2) director	-	No	No
The chairman of the board and the highest-ranking executive are from the same family	No	No	No
Chairman is a member of the executive board (3) or taskforce	-	Yes	Yes
The company appoints at least one independent director to determine the agenda (4) of the board of directors meeting	Yes	Yes	Yes

Additional explanation :

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

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

Remark: (1) The Chairman of the Board is Mr. Chatchai Panitchiwa and the Chief Executive Officer is Mr. Piya Techakul.
(2) The Chairman of the Board is Mr. Chatchai Panitchiwa and the Independent Chairperson is Ms. Suwannee Khamman.
(3) The Chief Executive Officer is Mr. Piya Techakul and The Executive Director is Mr. Chatchai Panichcheewa.
(4) 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 : Have
board of directors and the Management

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

The Company has established clear checks and balances between the Board of Directors and management to ensure that corporate governance is conducted in a transparent and effective manner. The Company requires that independent directors represent more than half of the total number of directors, enabling careful, impartial decision-making on important matters and ensuring that Board deliberations are not influenced by management.

Independent directors play an important role in providing opinions, oversight, and balanced judgment regarding management operations, as well as reviewing key issues such as corporate strategy, risk management, and good corporate governance practices.

In addition, the Company has appointed at least one independent director and established practices that allow the Board to hold Non-management Meetings, where meetings of the Board of Directors may be conducted without management present, as appropriate. These meetings provide an opportunity for directors to freely discuss governance matters, monitor management performance, and consider sensitive issues independently.

Such practices strengthen the Company's oversight mechanisms and balance of authority between the Board and management, ensuring that corporate governance remains effective and well-structured.

Reference link for the measures for balancing the : <https://www.atp30.com/code-of-conduct/>
power between the board of directors and the
management

Information on the roles and duties of the board of directors

Board charter : Have

The Board of Directors Charter is a document that clearly defines the roles, duties, responsibilities, and authority of the Board of Directors to ensure that corporate governance is conducted effectively, transparently, and in accordance with the principles of good corporate governance (Corporate Governance: CG) as well as applicable laws and regulations. The key elements are summarized as follows:

1. Key Roles and Responsibilities of the Board

The Board of Directors is responsible for establishing the Company's vision, mission, strategies, and key policies to determine the long-term direction of the business. The Board also oversees management to ensure that operations are conducted in accordance with the approved plans, strategies, and objectives. In addition, the Board ensures that the Company maintains appropriate risk management systems, internal control systems, and corporate governance frameworks, and is responsible for the accuracy, completeness, and transparency of the Company's financial reporting and information disclosure.

2. Scope of Authority and Decision-Making

The Charter authorizes the Board to review and approve significant matters of the Company, such as the business plan, annual budget, major investment projects, significant acquisitions or disposals of assets, and related party transactions. The Charter also defines a clear framework for delegating authority to management in order to ensure operational flexibility while maintaining appropriate oversight and checks and balances.

3. Board Composition and Qualifications

The Charter defines the number and structure of directors to be appropriate for the Company's size and business nature. It also specifies the proportion of independent directors and the qualifications of directors in accordance with relevant laws and regulatory requirements. In addition, the Company promotes Board Diversity, including diversity in knowledge, experience, expertise, and skills necessary for effective governance.

4. Board Meetings and Operations

The Charter requires that the Board hold meetings regularly as appropriate. It establishes procedures for meeting arrangements, agenda preparation, and the distribution of meeting materials to directors in advance, allowing directors sufficient time to review information and express their views freely and thoughtfully when making decisions.

5. Evaluation and Development

The Charter requires that the performance of the Board be evaluated annually, both at the Board level and on an individual basis. The evaluation results are used to improve and enhance the effectiveness of the Board's governance practices. Directors are also encouraged to participate in training and professional development programs related to corporate governance, business, and relevant laws on an ongoing basis.

6. Ethics and Responsibilities of Directors

The Charter requires directors to perform their duties with honesty, integrity, prudence, and due care, while considering the best interests of the Company, its shareholders, and stakeholders. It also establishes guidelines to prevent conflicts of interest and the misuse of inside information for personal benefit.

Summary: The Board of Directors Charter serves as an important governance mechanism that clearly defines the Board's operational framework in a systematic manner and ensures compliance with applicable laws and the Corporate Governance Code (CG Code). It strengthens corporate governance, enhances transparency, and supports the Company's sustainable long-term growth.

Reference link for the board charter : <https://www.atp30.com/code-of-conduct/>

Page number of the reference link : page 10-12

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Audit Committee

Role

- Audit of financial statements and internal controls

Scope of authorities, role, and duties

Attachment: Code of Conduct Manual, Page 13, Audit Committee Charter

Reference link for the charter

-

Nomination and Remuneration Committee

Role

- Director and executive nomination
- Remuneration

Scope of authorities, role, and duties

Attachment: Code of Business Conduct, Page 22 Nomination and Remuneration Committee Charter

Reference link for the charter

-

Risk Management Committee

Role

- Risk management

Scope of authorities, role, and duties

Attachment: Code of Business Conduct, Page 19-21, Risk Management Committee Charter

Reference link for the charter

-

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, Page 26-28, Corporate Governance Committee Charter

Reference link for the charter

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Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
1. Mrs. Suwannee Khamman ^(*) Gender: Female Age : 72 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	Chairman of the audit committee (Non-executive directors, Independent director) Director type : Existing director	1 Jul 2014	Audit, Accounting, Risk Management, Internal Control, Strategic Management

List of directors	Position	Appointment date of audit committee member	Skills and expertise
2. Mr. Kumchai Boonjirachot ^(*) Gender: Male Age : 63 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	Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director	16 Nov 2010	Law, Audit, Internal Control, Risk Management, Strategic Management
3. Mr. Prasert Akkharaprathomphong ^(*) Gender: Male Age : 59 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	Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director	25 Feb 2020	Risk Management, Audit, Internal Control, IT Management, Change Management

Additional explanation :

(*) Directors with expertise in accounting information review

List of audit committee members who resigned / vacated their position during the year

List of executive committee members

List of committee members	Position	Appointment date of executive committee member

List of committee members	Position	Appointment date of executive committee member
1. Mr. Piya Techakul Gender: Male Age : 59 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes	The chairman of the executive committee	31 Oct 2005
2. Mr. Chartchai Panichewa Gender: Male Age : 63 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 : 63 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

List of executive committee members who resigned / vacated their position during the year

Other Subcommittees

Subcommittee name	Name list	Position
Nomination and Remuneration Committee	Mr. Kumchai Boonjirachot	The chairman of the subcommittee (Independent director)

Subcommittee name	Name list	Position
	Mr. Chartchai Panichewa	Member of the subcommittee
	Mr. Prasert Akkharaprathompong	Member of the subcommittee (Independent director)
Risk Management Committee	Mr. Prasert Akkharaprathompong	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
Corporate Governance Committee	Mr. Piya Techakul	Member of the subcommittee
	Mr. Sujit Panvongpaiboon	Member of the subcommittee
	Mr. Prasert Akkharaprathompong	The chairman of the subcommittee (Independent director)

List of subcommittees who resigned / vacated their position during the year

Information on the executives

Information on the executives

List and positions of the executive

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

List of executives	Position	First appointment date	Skills and expertise
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List of executives	Position	First appointment date	Skills and expertise
1. Mr. Piya Techakul ^{(*)(**)} Gender: Male Age : 59 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	Chief Executive Officer (The highest-ranking executive)	31 Oct 2005	Engineering, Business Administration, Leadership, Commerce, Transportation & Logistics
2. Ms. Nichanan Rattanakate Gender: Female Age : 54 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 next four executives as of date : 31 Dec 2025

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

Remuneration policy for executive directors and executives

The Company has established a remuneration policy for directors and executives based on the principles of appropriateness, fairness, transparency, and alignment with the Company's performance. The objective is to create incentives for effective management that supports the achievement of strategic goals and promotes sustainable long-term growth.

1. Remuneration of Directors and Sub-Committees

The Nomination and Remuneration Committee is responsible for determining the criteria for directors remuneration, taking into consideration the following factors:

- The scope of duties, responsibilities, and workload of each director
- The Company's performance and business growth
- Overall economic conditions
- Benchmarking against companies in the same industry and of comparable size

Directors remuneration consists of:

- Meeting allowances
- Annual remuneration, which is set at not more than 5% of the Company's net profit after corporate income tax.

The allocation is determined by the Board of Directors as appropriate. Directors do not receive any other benefits.

The remuneration policy must be reviewed and approved by both the Board of Directors and the shareholders meeting, ensuring transparency and accountability.

2. Remuneration of the Chief Executive Officer (CEO) and Senior Executives: The remuneration structure for the CEO and senior executives is divided into two main components:

2.1 Short-term Compensation: This includes salary and annual bonus, which are linked to the Company's annual performance.

2.2 Long-term Compensation: Long-term compensation is determined based on several key factors, including:

- The Company's historical performance
- Achievement of long-term strategic objectives
- Business expansion and profit growth
- Development of the management team and organizational continuity

The Company establishes clear Key Performance Indicators (KPIs) and conducts annual performance evaluations of the CEO and senior executives. This ensures that remuneration appropriately reflects individual performance, responsibilities, and contributions to the Company's success.

Reference link for remuneration policy for executive : [https://www.atp30.com/code-of-conduct/directors and executives](https://www.atp30.com/code-of-conduct/directors-and-executives)

Page number of the reference link : Page 51

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

The Board of Directors, based on the recommendation of the Nomination and Remuneration Committee, is of the opinion that the remuneration of the Company's senior executives or Managing Director is reasonable and appropriate in relation to their roles, responsibilities, and the Company's performance. The determination of such remuneration follows established criteria, policies, and transparent procedures, ensuring accountability and compliance with the principles of good corporate governance.

In determining executive remuneration, the Company considers several key factors, including the scope of duties and responsibilities of the position, individual performance of executives, the Company's operating results and growth

during the past year, as well as overall economic conditions and industry trends. The Company also conducts benchmarking against companies operating in the same industry or of comparable size to ensure that the remuneration level remains appropriate and competitive, thereby motivating executives to perform their duties effectively.

The Board of Directors believes that the remuneration structure appropriately balances incentives for executives to deliver strong long-term performance with the protection of shareholders interests, and aligns with the Company's strategic objectives and organizational goals.

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2023	2024	2025
Total remuneration of executive directors and executives (baht)	15,706,443.61	15,149,070.38	23,366,152.84
Total remuneration of executive directors (baht)	2,934,894.68	2,942,157.89	2,984,000.00
Total remuneration of executives (baht)	12,771,548.93	12,206,912.49	20,382,152.84

The Company determines monetary remuneration for executive directors and management based on the principles of appropriateness, fairness, and alignment with roles, responsibilities, performance, and the Company's strategic objectives. The remuneration structure is designed to motivate effective management and support the Company's sustainable growth. The key components are as follows:

1. Remuneration of Executive Directors: The remuneration of executive directors consists of:

- Meeting Allowances

Paid based on attendance at meetings of the Board of Directors and/or sub-committees, reflecting the duties and responsibilities associated with corporate governance.

- Annual Remuneration (Directors Bonus)

Determined at a rate not exceeding 5% of the Company's annual net profit after corporate income tax. The Board of Directors has the authority to allocate the amount among directors as appropriate, subject to approval by the shareholders meeting.

The Company does not provide any additional benefits beyond the aforementioned remuneration.

2. Remuneration of Executives: The monetary remuneration for executives, including the Chief Executive Officer (CEO) and the Chief Operating Officer (COO), consists of the following:

- Base Salary

Determined based on the executives position level, responsibilities, experience, and capabilities, while also considering competitiveness with the labor market within the same industry.

- Annual Bonus

Linked to the Company's operating performance and individual performance evaluation based on pre-established Key Performance Indicators (KPIs).

Summary:

Overall, the monetary remuneration of executive directors and executives is aligned with the Company's operating results and individual performance. The remuneration structure is determined through a transparent process, initially reviewed by the Nomination and Remuneration Committee, before being submitted to the Board of Directors and/or the shareholders meeting for approval, in accordance with the principles of good corporate governance.

Other remunerations of executive directors and executives

	2023	2024	2025
Company's contribution to provident fund for executive directors and executives (Baht)	0.00	0.00	0.00
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

None

Outstanding remuneration or benefits of executive directors and executives

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

Estimated remuneration of executive directors and executives in the current year : 0.00

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Mr. Piya Techakul	piya@atp30group.com	082-7160631

List of the company secretary

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

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Ms. Pathamaporn Prasartketkran	Pattamaporn@atp30group.com	0-3846-878

List of the head of the compliance unit

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

Head of investor relations

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

List of the head of investor relations

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

Company's auditor

Details of the companys auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
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Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
EY OFFICE LIMITED NO. 1875 ONE BANGKOK TOWER 3, LEVEL 34 - 37, RAMA 4 ROAD, LUMPHINI PATHUM WAN Bangkok 10330 Telephone number +66 2264 9090	1,450,000.00	-	1. Mr. PREECHA ARUNNARA Email: Preecha. Arunnara@th.ey.com Telephone number: 022649090 License number: 5800 2. Ms. WATOO KAYANKANNAVEE Email: watoo. kayankannavee@th.ey.com Telephone number: 022649090 License number: 5423 3. Ms. SIRIRAT SRICHAROENSUP Email: sirirat. sricharoensup@th.ey.com Telephone number: 022649090 License number: 5419

Assigned personnel in case of a foreign company

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

List of designated individuals as representatives in Thailand

Performance Report on Corporate Governance

Information about the 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

During the past year, the Board of Directors has fully performed its duties in accordance with its roles and responsibilities. The Board has established policies and overseen management to ensure that operations are conducted in line with the Company's strategies and objectives, while continuously monitoring operational performance, risk management, and internal control systems.

The Board and its sub-committees held meetings on a regular basis to consider important matters relating to business operations, corporate governance, and risk management, while also promoting the implementation of good corporate governance principles throughout the organization.

Overall, the Board of Directors has performed its duties effectively, transparently, and with due consideration for the best interests of the Company, its shareholders, and all stakeholders.

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

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of newly appointed director to replace the ex-director

List of newly appointed director not being replaced the ex-director

Selection of independent directors

Criteria for selecting independent directors

During the past year, the Board of Directors has performed its duties in accordance with its roles and responsibilities by overseeing management to ensure that operations are conducted in line with the Company's policies, strategies, and objectives. The Board has also regularly monitored the Company's operational performance, risk management, and internal control systems to ensure transparency and efficiency in business operations.

1. Criteria for the Nomination of Independent Directors

The Company has established criteria for the nomination of independent directors in accordance with the requirements of the Securities and Exchange Commission Thailand and the Stock Exchange of Thailand. The selection process considers independence, knowledge, expertise, and experience that would contribute effectively to the Company's corporate governance.

2. Qualifications of Independent Directors: Independent directors must meet the following qualifications:

- Possess the required qualifications and not have any prohibited characteristics as defined by applicable laws and regulatory requirements.
- Be independent from management, major shareholders, or related persons of the Company.
- Have no interests or relationships that may impair their independent judgment.

- Possess appropriate knowledge, capabilities, and experience relevant to the Company's corporate governance.

3. Nomination Process

The Nomination and Remuneration Committee is responsible for considering and proposing qualified candidates. The selection process takes into account diversity in skills, experience, and independence of the Board. Proposed candidates are then submitted to the Board of Directors for consideration and subsequently to the shareholders meeting for approval, in accordance with applicable regulations.

Summary: This approach ensures that the Company maintains a Board of Directors with sufficient independence and the ability to effectively perform governance responsibilities, thereby safeguarding the best interests of the Company and its shareholders.

Business or professional relationships of independent directors over the past year

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

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

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

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

Number of directors from major shareholders

Number of directors from each group of major shareholders over the past year (persons) : 3

Rights of minority shareholders on director appointment

During the past year, the Board of Directors has fully performed its oversight responsibilities by emphasizing the protection of shareholders rights and the equitable treatment of all shareholders, while also promoting the participation of minority investors in the Company's corporate governance process.

The Company provides minority shareholders with the opportunity to propose agenda items for the Annual General Meeting of Shareholders (AGM), nominate qualified candidates for election as directors, and submit questions in advance of the shareholders meeting. For the 2026 Annual General Meeting of Shareholders, the Company accepted such proposals during the period from 1 December 2025 to 31 January 2026.

Shareholders may review the criteria, procedures, and conditions for proposing meeting agendas, nominating director candidates, and submitting questions in advance through the Companys website at ATP 30 Public Company Limited under the Corporate Governance section.

This approach reflects the Companys commitment to promoting minority shareholder rights, enhancing transparency in corporate governance, and providing shareholders with opportunities to participate in selecting individuals with appropriate knowledge, expertise, and experience to serve as directors.

The Company also disseminated this information through SET Announcement No. SET10/2025 regarding the granting of shareholders rights to propose agenda items for the 2026 Annual General Meeting of Shareholders, submit questions in advance, and nominate candidates for directorship. This ensures that shareholders are fully informed and able to exercise their rights appropriately.

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

Setting qualifications for the selection of directors

Details of qualifications for the selection of directors

Qualifications, knowledge, or experience	Skill and expertise
The Company is able to effectively identify and select individuals with the knowledge, expertise, and experience appropriate to the organization.	Insurance, Tourism & Leisure, Transportation & Logistics, Law, Accounting

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mr. Chartchai Panichewa (Chairman of the board of directors)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2004: Director Accreditation Program (DAP) Other <ul style="list-style-type: none"> • 2025: None

List of directors	Participation in training in the past financial year	History of training participation
2. Mr. Viwat Kromadit (Vice-chairman of the board of directors)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2014: Director Accreditation Program (DAP) Other <ul style="list-style-type: none"> • 2025: None
3. Mrs. Somhatai Panichewa (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2008: Director Certification Program (DCP) Other <ul style="list-style-type: none"> • 2025: AMATA Executive CG Workshop • 2025: AMATA Strategic Workshop
4. Mr. Piya Techakul (Director)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2014: Director Accreditation Program (DAP) Other <ul style="list-style-type: none"> • 2025: None
5. Mr. Kumchai Boonjirachot (Director, Independent director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2014: Director Accreditation Program (DAP) Other <ul style="list-style-type: none"> • 2025: Audit Committee on the topic In the Winds of Change: How Will You Adapt in a Changing World?

List of directors	Participation in training in the past financial year	History of training participation
6. Mrs. Suwannee Khamman (Director, Independent director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2009: Advanced Audit Committee Program (AACP) • 2009: Director Certification Program (DCP) <p>Other</p> <ul style="list-style-type: none"> • 2025: Audit Committee on the topic In the Winds of Change: How Will You Adapt in a Changing World?
7. Mr. Prasert Akkharapathompong (Director, Independent director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2020: Director Accreditation Program (DAP) <p>Other</p> <ul style="list-style-type: none"> • 2025: LSPRM: Leadership on strategic Big move Project Risk Management: AI/ Digital Transformation
8. Mr. Sujit Panvongpaiboon (Director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2025: Advanced Audit Committee Program (AACP) • 2025: Board Nomination and Compensation Program (BNCP) • 1999: Director Certification Program (DCP) <p>Other</p> <ul style="list-style-type: none"> • 2025: None

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

During the past year, the Company conducted an annual evaluation of the performance of the Board of Directors in order to enhance the effectiveness of corporate governance and to provide guidance for the continuous improvement of the Boards performance.

The evaluation criteria covered key areas, including the appropriateness of the Boards structure and composition, the performance of duties in accordance with roles and responsibilities, oversight and monitoring of management

performance, risk management and internal control systems, directors attendance and participation in meetings and decision-making, as well as adherence to ethical standards, transparency, and consideration of stakeholders interests.

The evaluation was conducted at three levels: the Board as a whole, individual directors, and Board sub-committees. The Company has established clear criteria and procedures for the evaluation process, and the results are used to enhance the Boards capabilities and strengthen the effectiveness of the Companys corporate governance practices.

During the past year, no independent director served for more than nine consecutive years, and each director held directorships in no more than five listed companies. This ensures that directors are able to devote sufficient time and attention to their responsibilities, thereby performing their duties effectively for the best interests of the Company and its shareholders.

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

The Board of Directors conducts an annual performance evaluation to continuously improve and enhance the effectiveness of the Companys corporate governance. The evaluation is carried out in the form of a Board Self-Assessment, both at the Board level and the individual director level.

The evaluation covers the Board of Directors and its sub-committees, including the Audit Committee, Risk Management Committee, Nomination and Remuneration Committee, and Corporate Governance Committee, as well as senior executives or the Managing Director. The evaluation process follows clearly defined criteria and procedures as specified in the Companys Code of Conduct.

Following the evaluation, the Company Secretary is responsible for compiling and summarizing the evaluation results and presenting them to the Board of Directors at the subsequent Board meeting. The results are used as a basis for continuous improvement, development, and enhancement of the Boards performance and governance effectiveness.

Further details are provided in the Companys Code of Conduct under the section on the annual performance evaluation of the Board of Directors.

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

The evaluation is based on the actual scope of responsibilities performed by the individual being assessed. Key performance indicators and target values are established to clearly and appropriately reflect the successful achievement of assigned duties in accordance with the nature of the work.

1.1 Achievement of objectives and success indicators (Weight: 70%)

1.2 Performance of duties and responsibilities according to the position, assigned tasks, and relationships with internal and external stakeholders (Weight: 30%)

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

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

Date of AGM meeting : 28 Mar 2025

EGM meeting : No

Details of the board of directors' meeting attendance

Names of Board members	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		/	
2. Mr. Viwat Kromadit (Vice-chairman of the board of directors)	4	/	5	1	/	1		/	
3. Mrs. Somhatai Panichewa (Director)	4	/	5	1	/	1		/	
4. Mr. Piya Techakul (Director)	5	/	5	1	/	1		/	
5. Mr. Kumchai Boonjirachot (Director, Independent director)	5	/	5	1	/	1		/	
6. Mrs. Suwannee Khamman (Director, Independent director)	5	/	5	1	/	1		/	

Names of Board members	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 Akkharapathompong (Director, Independent director)	5	/	5	1	/	1		/	
8. Mr. Sujit Panvongpaiboon (Director)	5	/	5	1	/	1		/	

Summary of the board of directors meeting attendance rate

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
1. Mr. Chartchai Panichewa (Chairman of the board of directors)	5/5 (100.00%)	1/1 (100.00%)	N/A
2. Mr. Viwat Kromadit (Vice-chairman of the board of directors)	4/5 (80.00%)	1/1 (100.00%)	N/A
3. Mrs. Somhatai Panichewa (Director)	4/5 (80.00%)	1/1 (100.00%)	N/A
4. Mr. Piya Techakul (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
5. Mr. Kumchai Boonjirachot (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
6. Mrs. Suwannee Khamman (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
7. Mr. Prasert Akkharapathompong (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
8. Mr. Sujit Panvongpaiboon (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
Average meeting attendance rate	95.00%	100.00%	N/A

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

For a meeting of the Board of Directors to be valid, at least two-thirds of the total number of directors must be present, in accordance with the Company's meeting requirements.

In 2025, all members of the Board of Directors attended 100% of the Board meetings. This is consistent with the Company's policy that encourages directors to attend at least 75% of all Board meetings, ensuring that the Board's oversight and decision-making processes are conducted effectively and consistently.

Remuneration of the board of directors

Types of remuneration of the board of directors

The Company has established a directors remuneration policy based on the principles of appropriateness, transparency, and alignment with the roles and responsibilities of directors, while also linking remuneration to the Company's performance. The remuneration must be reviewed by the Board of Directors and proposed to the shareholders meeting for approval.

For the 2026 fiscal year, the Board of Directors resolved to propose to the Annual General Meeting of Shareholders for consideration and approval the remuneration of the Board of Directors, the Audit Committee, the Nomination and Remuneration Committee, the Risk Management Committee, and the Corporate Governance Committee. The remuneration structure consists of meeting allowances and annual remuneration, with the meeting allowance rates remaining the same as those in 2025.

Meeting Allowance per Meeting

- Chairman of the Board: THB 20,000
- Vice Chairman of the Board: THB 15,000
- Director: THB 12,000
- Chairman of the Audit Committee: THB 20,000
- Audit Committee Member / Independent Director: THB 12,000
- Chairman of Sub-Committees: THB 18,000
- Sub-Committee Member: THB 12,000

Annual Remuneration (Directors Bonus)

Directors are also entitled to receive annual remuneration (directors bonus), which is determined at a rate not exceeding 5% of the Company's annual net profit. The allocation among individual directors is determined by the Board of Directors as deemed appropriate, subject to approval by the shareholders meeting prior to implementation.

This approach reflects the Company's commitment to establishing a remuneration structure that is appropriate, fair, and consistent with the principles of good corporate governance.

Remuneration of the board of directors

Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
1. Mr. Chartchai Panichewa (Chairman of the board of directors)			244,000.00		0.00
Board of Directors (Chairman of the board of directors)	20,000.00	200,000.00	220,000.00	No	
Executive Committee (Member of the executive committee)	12,000.00	0.00	12,000.00	No	
Nomination and Remuneration Committee (Member of the subcommittee)	12,000.00	0.00	12,000.00	No	
2. Mr. Viwat Kromadit (Vice-chairman of the board of directors)			165,000.00		0.00
Board of Directors (Vice-chairman of the board of directors)	15,000.00	150,000.00	165,000.00	No	
3. Mrs. Somhatai Panichewa (Director)			132,000.00		0.00
Board of Directors (Director)	12,000.00	120,000.00	132,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
4. Mr. Piya Techakul (Director)			176,000.00		0.00
Board of Directors (Director)	12,000.00	120,000.00	132,000.00	No	
Executive Committee (The chairman of the executive committee)	20,000.00	0.00	20,000.00	No	
Corporate Governance Committee (Member of the subcommittee)	12,000.00	0.00	12,000.00	No	
Risk Management Committee (Member of the subcommittee)	12,000.00	0.00	12,000.00	No	
5. Mr. Kumchai Boonjirachot (Director, Independent director)			222,000.00		0.00
Board of Directors (Director)	12,000.00	0.00	12,000.00	No	
Audit Committee (Member of the audit committee)	12,000.00	0.00	12,000.00	No	
Nomination and Remuneration Committee (The chairman of the subcommittee)	18,000.00	180,000.00	198,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
6. Mrs. Suwannee Khamman (Director, Independent director)			338,000.00		0.00
Board of Directors (Director)	120,000.00	0.00	120,000.00	No	
Audit Committee (Chairman of the audit committee)	18,000.00	200,000.00	218,000.00	No	
7. Mr. Prasert Akkharaprathomphong (Director, Independent director)			252,000.00		0.00
Board of Directors (Director)	12,000.00	0.00	12,000.00	No	
Audit Committee (Member of the audit committee)	12,000.00	0.00	12,000.00	No	
Risk Management Committee (The chairman of the subcommittee)	18,000.00	180,000.00	198,000.00	No	
Nomination and Remuneration Committee (Member of the subcommittee)	12,000.00	0.00	12,000.00	No	
Corporate Governance Committee (The chairman of the subcommittee)	18,000.00	0.00	18,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
8. Mr. Sujit Panvongpaiboon (Director)			156,000.00		0.00
Board of Directors (Director)	12,000.00	120,000.00	132,000.00	No	
Corporate Governance Committee (Member of the subcommittee)	12,000.00	0.00	12,000.00	No	
Risk Management Committee (Member of the subcommittee)	12,000.00	0.00	12,000.00	-	
9. Mr. Viwat Krodit (Member of the executive committee)			12,000.00		0.00
Executive Committee (Member of the executive committee)	12,000.00	0.00	12,000.00	No	
10. Ms. Nichanan Rattanakate (Member of the subcommittee)			12,000.00		0.00
Risk Management Committee (Member of the subcommittee)	12,000.00	0.00	12,000.00	No	
11. Ms. Pattamaporn Prasartketkarn (Member of the subcommittee)			12,000.00		0.00

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Risk Management Committee (Member of the subcommittee)	12,000.00	0.00	12,000.00	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	215,000.00	710,000.00	925,000.00
2. Audit Committee	42,000.00	200,000.00	242,000.00
3. Executive Committee	44,000.00	0.00	44,000.00
4. Nomination and Remuneration Committee	42,000.00	180,000.00	222,000.00
5. Risk Management Committee	66,000.00	180,000.00	246,000.00
6. Corporate Governance Committee	42,000.00	0.00	42,000.00

Summary of the remuneration of the board of directors

	2023	2024	2025
Meeting allowance (Baht)	986,000.00	1,434,000.00	451,000.00
Other monetary remuneration (Baht)	1,143,000.00	2,106,000.00	1,270,000.00
Total (Baht)	2,129,000.00	3,540,000.00	1,721,000.00

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)

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated : No
companies

Mechanism for overseeing subsidiaries and : No / In progress
associated companies

The Company has no subsidiaries and associated companies.

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

The company has no subsidiaries and associated companies.

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

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

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

The Company has established systematic measures and practices to prevent conflicts of interest in order to ensure that business operations are conducted with transparency, fairness, and in accordance with the principles of good corporate governance. Key actions undertaken are as follows:

1. Establishment of Clear Policies and Guidelines

The Company has implemented a conflict of interest policy applicable to directors, executives, and employees at all levels. The policy outlines guidelines for avoiding actions that may create conflicts between personal interests and the interests of the Company, and sets criteria for transactions between the Company and related persons or entities to ensure that such transactions are conducted under normal commercial terms.

2. Disclosure and Reporting of Personal Interests

Directors and executives are required to disclose personal interests, business relationships, or transactions that may give rise to conflicts of interest with the Company. Such information must be reported to the Board of Directors or relevant authorities to ensure that the appropriateness of the transactions can be considered in a transparent manner.

3. Oversight and Review Mechanisms

The Audit Committee is responsible for reviewing transactions that may involve conflicts of interest, considering their necessity, reasonableness, and fairness before submitting them to the Board of Directors for approval. Directors or executives who have an interest in a particular transaction are not permitted to participate in the consideration or vote on that agenda item.

4. Monitoring and Internal Control Systems

The Company has established internal control and internal audit processes to regularly monitor and assess risks related to conflicts of interest. In addition, the Company promotes communication and awareness among employees regarding ethical practices and corporate governance standards.

For the year 2025, the Company did not encounter any disputes or complaints related to conflicts of interest in its business operations, reflecting the effectiveness of the Companys governance system and control measures.

Number of cases or issues related to conflict of interest

	2023	2024	2025
Total number of cases or issues related to conflict of interest (cases)	0	0	0

Prevention of the use of inside information to seek benefits

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

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

The Board of Directors places significant importance on the prevention of insider trading to avoid the misuse of inside information for personal gain. The Company has therefore established clear policies and guidelines for directors, executives, and relevant employees to ensure that business operations are conducted transparently and in compliance with applicable laws and regulatory requirements.

Directors and executives are required to notify the Company at least one business day in advance of their intention to buy or sell the Companys securities. They are also required to report any changes in their securities holdings, including those of related persons, to the Securities and Exchange Commission (SEC) within three business days, as prescribed by law. In addition, the Company has established a Silent Period or Blackout Period prior to the announcement of financial statements to prevent securities trading based on undisclosed material information.

For monitoring and oversight, the Company has assigned the Company Secretary and relevant departments to supervise notifications of securities trading by directors and executives, as well as to monitor compliance with regulatory reporting requirements. The Company also communicates its policies on the use and protection of inside information through various channels, including the Companys website, internal email systems, and E-learning materials, to continuously enhance awareness among directors, executives, and employees.

For the year 2025, the Company did not identify any cases of insider trading or violations of the related policies, reflecting the effectiveness of the Companys governance framework and its commitment to good corporate governance practices.

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

	2023	2024	2025
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

Anti-corruption action

Operations in anti-corruption in the past year

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

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, Communication and training for employees on anti-corruption policy and guidelines

The Board of Directors places great importance on conducting business with transparency and integrity, free from corruption. The Company has established anti-corruption policies and practices applicable to directors, executives, and employees at all levels, and continuously monitors compliance with these policies.

During the past year, the Company implemented the following key actions:

1. Review of the Anti-Corruption Policy

The Company regularly reviews its anti-corruption policy and related practices to ensure alignment with applicable laws, regulatory requirements, and good corporate governance principles. The Company also continuously improves its internal control measures to ensure they remain appropriate in response to the evolving business environment.

2. Communication and Training on Anti-Corruption Policies

The Company communicates its anti-corruption policy and guidelines to directors, executives, and employees through various channels, including the Company's website, internal communication systems, and training or learning materials. These efforts aim to enhance understanding and cultivate a corporate culture of integrity and ethical conduct.

These initiatives help strengthen the Company's corporate governance framework, reduce corruption risks, and promote transparent and responsible business operations toward all stakeholders.

For the year 2025, the Company did not encounter any significant cases of fraud or corruption, reflecting the effective and continuous implementation of its policies and governance measures.

Number of cases or issues related to corruption

	2023	2024	2025
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

The Board of Directors places strong emphasis on transparency and good corporate governance by establishing a Whistleblowing Policy and reporting channels for directors, executives, employees, and stakeholders. These channels enable individuals to safely and confidentially report information or complaints regarding improper conduct, fraud, or violations of the Company's policies.

The Company has provided multiple whistleblowing channels, such as through the Company's website, email, or internal communication systems. Reports received will be forwarded to the relevant departments or committees for investigation in accordance with established procedures. The Company also implements whistleblower protection measures to safeguard complainants and informants from retaliation or any adverse consequences arising from their reports.

In addition, the Company has established a systematic process for fact-finding, follow-up actions, and reporting to the relevant committees, ensuring that investigations are conducted transparently, fairly, and effectively, and that appropriate corrective measures are implemented where necessary.

For the year 2025, the Company did not receive any complaints or whistleblowing reports related to fraud or violations of business ethics, reflecting the Company's commitment to operating under strong governance principles and effective oversight.

Number of cases or issues related to whistleblowing

	2023	2024	2025
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

The Board of Directors continuously monitors and oversees compliance with the Company's corporate governance policies and practices to ensure that business operations are conducted in accordance with good governance principles, applicable laws, and regulatory requirements.

During the past year, the Company has communicated and promoted compliance with key corporate policies among directors, executives, and employees. These include the Code of Conduct, Anti-Corruption Policy, Conflict of Interest Prevention, Insider Trading Prevention, Whistleblowing Policy, and compliance with relevant laws and regulations. The Company has also established internal control and internal audit systems to regularly monitor adherence to these policies.

The Board of Directors and its sub-committees periodically review operational results and relevant reports, as well as review and update policies to ensure their appropriateness in response to changes in the business environment and regulatory requirements.

For the year 2025, the Company did not identify any violations of corporate governance policies or breaches of the Code of Conduct, reflecting the effective and continuous implementation of the Company's governance framework.

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

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 4

List of Directors	Meeting attendance of audit committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mrs. Suwannee Khamman (Chairman of the audit committee)	4	/	4	4/4 (100.00%)
2 Mr. Kumchai Boonjirachot (Member of the audit committee)	4	/	4	4/4 (100.00%)
3 Mr. Prasert Akkharapathompong (Member of the audit committee)	4	/	4	4/4 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of the audit committee

Attachment 6: Audit Committee Report

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance of Executive Committee

Meeting Executive Committee (times) : 1

List of Directors	Meeting attendance of Executive Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. Piya Techakul (The chairman of the executive committee)	1	/	1	1/1 (100.00%)
2 Mr. Chartchai Panichewa (Member of the executive committee)	1	/	1	1/1 (100.00%)
3 Mr. Viwat Krodit (Member of the executive committee)	1	/	1	1/1 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Executive Committee

Attachment 9: Statement of the Board of Directors Responsibility for the Financial Statements

Meeting attendance of Nomination and Remuneration Committee

Meeting Nomination and Remuneration Committee (times) : 1

List of Directors	Meeting attendance of Nomination and Remuneration Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. Kumchai Boonjirachot (The chairman of the subcommittee, Independent director)	1	/	1	1/1 (100.00%)

List of Directors	Meeting attendance of Nomination and Remuneration Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
2 Mr. Chartchai Panichewa (Member of the subcommittee)	1	/	1	1/1 (100.00%)
3 Mr. Prasert Akkharaprathompong (Member of the subcommittee, Independent director)	1	/	1	1/1 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Nomination and Remuneration Committee

Attachment No 10: Nomination and Remuneration Committee Report

Meeting attendance of Risk Management Committee

Meeting Risk Management Committee (times) : 2

List of Directors	Meeting attendance of Risk Management Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. Prasert Akkharaprathompong (The chairman of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
2 Mr. Piya Techakul (Member of the subcommittee)	2	/	2	2/2 (100.00%)
3 Mr. Sujit Panvongpaiboon (Member of the subcommittee)	2	/	2	2/2 (100.00%)
4 Ms. Nichanan Rattanakate (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)

List of Directors	Meeting attendance of Risk Management Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
5 Ms. Pattamaporn Prasartketkarn (Member of the subcommittee)	2	/	2	2/2 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Risk Management Committee

Attachment No 8: Risk Management Committee Report

Meeting attendance of Corporate Governance Committee

Meeting Corporate Governance Committee : 2
(times)

List of Directors	Meeting attendance of Corporate Governance Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. Piya Techakul (Member of the subcommittee)	2	/	2	2/2 (100.00%)
2 Mr. Sujit Panvongpaiboon (Member of the subcommittee)	2	/	2	2/2 (100.00%)
3 Mr. Prasert Akkharaprathompong (The chairman of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Corporate Governance Committee

Attachment No 7: Corporate Governance Committee Report

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

The Company has established its sustainability policy and operational guidelines in alignment with its corporate vision: To be a leading provider of employee transportation services for industrial factories, committed to continuously enhancing service quality to achieve customer satisfaction and elevating service standards to an internationally recognized level.

The Company conducts its business in accordance with the principles of good corporate governance, while maintaining responsibility toward society and the environment. The Company places importance on natural resource conservation, efficient resource utilization, environmental impact reduction, and the creation of shared value for society. These practices aim to strengthen the confidence of stakeholders through transparent, accountable, and sustainable business operations.

Furthermore, the Company emphasizes the fair and balanced treatment of all stakeholder groups, ensuring that their rights and interests are appropriately protected. The Company adheres to the Corporate Governance Principles of the Stock Exchange of Thailand, as well as the guidelines set forth in the Company's Corporate Governance Policy and Code of Business Conduct.

These practices support the Company's objective of achieving stable, transparent, and sustainable long-term growth.

Sustainability management goals

Does the company set sustainability management goals : Yes

The Company is committed to conducting its business in accordance with sustainable development principles, with sustainability targets aligned with both its short-term and long-term business strategies. These targets aim to enhance operational efficiency while reducing environmental impacts and creating value for all stakeholder groups.

From an environmental perspective, the Company places significant emphasis on reducing greenhouse gas emissions from its operations. The Company has established an Emission Reduction Policy to promote efficient energy utilization and support the transition toward cleaner energy sources.

The Company also plans to continuously increase the proportion of electric buses (Electric Vehicles: EV) in its fleet to gradually replace fossil fuel consumption. In addition, the Company has adopted EV Management Systems to optimize vehicle charging operations and improve energy efficiency. These systems are integrated with renewable energy sources, particularly solar energy systems, to enhance energy efficiency and reduce greenhouse gas emissions over the long term.

Furthermore, the Company is committed to transparent disclosure of organizational greenhouse gas emissions. Such information is disclosed in the Company's Annual Report (Form 56-1 One Report). The Company has also registered its Carbon Footprint for Organization (CFO) with the Thailand Greenhouse Gas Management Organization (Public Organization) (TGO) to enhance its environmental management standards in alignment with both national and international frameworks.

These initiatives reflect the Company's commitment to environmentally responsible business practices, while supporting the Company's stable and sustainable long-term growth.

United Nations SDGs that align with the organization's sustainability management goals : Goal 7 Affordable and Clean Energy, Goal 7 Affordable and Clean Energy, Goal 7 Affordable and Clean Energy, Goal 9

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

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

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

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

In 2025, the Company further enhanced its sustainability practices by strengthening its environmental management framework and aligning its operations more closely with recognized environmental standards. The Company prepared and disclosed its organizational greenhouse gas emissions data in the Annual Report (Form 56-1 One Report) to improve transparency in environmental reporting for stakeholders.

In addition, the Company registered its Carbon Footprint for Organization (CFO) with the Thailand Greenhouse Gas Management Organization (Public Organization) (TGO), a government agency responsible for overseeing greenhouse gas management in Thailand. This registration provides a systematic baseline for assessing greenhouse gas emissions arising from the Company's business operations.

The disclosed information will serve as a foundation for establishing the Company's future policies, targets, and measures for greenhouse gas emission reduction, while supporting environmentally responsible business operations in alignment with the Company's sustainability objectives.

Furthermore, the Company's sustainability initiatives are aligned with the United Nations Sustainable Development Goals (SDGs), particularly:

- Goal 7: Affordable and Clean Energy through the promotion of clean energy and renewable energy utilization
- Goal 9: Industry, Innovation and Infrastructure through the development of transportation technologies and management systems
- Goal 11: Sustainable Cities and Communities by supporting efficient transportation systems for the industrial sector
- Goal 12: Responsible Consumption and Production through efficient resource and energy utilization
- Goal 13: Climate Action through greenhouse gas reduction initiatives and the management of the Company's carbon footprint.

Information on impacts on stakeholder management in business value chain

Business value chain

The Company provides employee transportation services for industrial factories and manages its operational processes systematically across the business value chain from customer acquisition and resource preparation to service delivery and continuous service improvement. These processes aim to create value for customers and stakeholders as follows:

1. Customer Acquisition and Development

The Company focuses on maintaining strong relationships with existing customers while continuously expanding its customer base. The Company offers service solutions tailored to customers requirements, including route planning,

passenger capacity, service schedules, and appropriate vehicle types, as well as determining reasonable and competitive service fees.

Service agreements are established with customers, clearly specifying key terms such as service duration, service fees, and types of vehicles used for transportation services.

2. Service Preparation

The Company ensures readiness in terms of resources and operational capabilities to deliver services efficiently and with the highest level of safety. Key components include:

Transportation Vehicles

This includes company-owned vehicles, procurement of new buses, vehicle customization and maintenance, as well as the use of joint service vehicles where appropriate.

Drivers

The Company recruits, selects, and trains drivers in accordance with established standards. All drivers must hold valid driving licenses in compliance with legal requirements and undergo training related to safe driving practices.

Operational Costs and Equipment

The Company manages operational expenses and supporting resources, including vehicle insurance, compulsory motor insurance under the Motor Vehicle Accident Victims Protection Act, fuel costs, safety equipment, and vehicle maintenance costs, ensuring that vehicles remain safe and operationally efficient.

3. Service Operations

The Company delivers services in accordance with the terms and conditions specified in service agreements with customers. The Company focuses on enhancing operational efficiency, managing costs effectively, and utilizing technology to optimize transportation management systems.

The Company also emphasizes human capital development, promoting professionalism, teamwork, and effective problem-solving capabilities among employees in order to respond effectively to customer requirements.

4. Service Quality Management and Improvement

The Company places strong emphasis on continuous customer engagement and service quality improvement. The Company regularly monitors service performance and collaborates with customers in operational planning to enhance efficiency and reduce operational costs.

In cases where customer complaints arise, the Company conducts prompt investigations and implements corrective actions. In addition, the Company conducts annual customer satisfaction surveys, using the results to analyze service performance and continuously improve service quality.

Through these integrated processes, the Company is able to create value throughout its business value chain, from service planning and resource preparation to efficient operations and ongoing customer relationship management. These factors play a critical role in building long-term customer satisfaction and trust.

Business value chain diagram



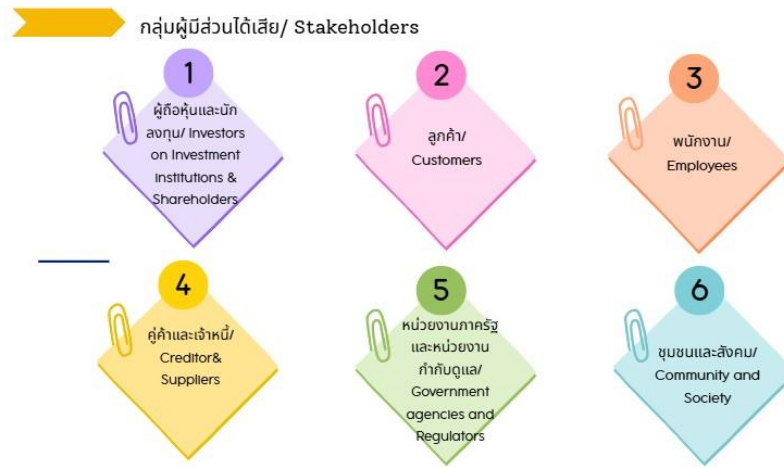
Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
Internal stakeholders			
<ul style="list-style-type: none"> Employees 	Employment stability, appropriate welfare benefits, workplace safety, and opportunities for career development	To provide training and development for employees, ensure appropriate welfare and benefits, and maintain workplace safety.	<ul style="list-style-type: none"> Online Communication Internal Meeting Employee Engagement Survey Training / Seminar
External stakeholders			
<ul style="list-style-type: none"> Investors or investment institutions Shareholders 	Strong performance, sustainable growth, and transparent information disclosure	To operate in accordance with the principles of good corporate governance, ensure complete and timely disclosure of information, and maintain effective risk management.	<ul style="list-style-type: none"> Visit Online Communication Annual General Meeting (AGM) Complaint Reception

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> • Customers 	Provision of high-quality, safe, and timely services at reasonable prices	Enhancement of service quality, fleet management systems, safety standards, and customer satisfaction monitoring	<ul style="list-style-type: none"> • Online Communication • Satisfaction Survey • Others <ul style="list-style-type: none"> • Annual Report • Company Website • Relation Investor
<ul style="list-style-type: none"> • Creditor • Suppliers 	Fair business practices, timely payments, and long-term business relationships.	To establish transparent procurement policies, ensure fair treatment of business partners, and promote long-term business cooperation.	<ul style="list-style-type: none"> • Online Communication • External Meeting • Others <ul style="list-style-type: none"> • Business Contract • Service Agreement
<ul style="list-style-type: none"> • Government agencies and Regulators 	Comply to the laws and related regulations.	To operate in compliance with applicable laws and regulatory requirements, and to provide disclosures as required.	<ul style="list-style-type: none"> • Others <ul style="list-style-type: none"> • Reporting to relevant government authorities • Inspection and coordination with regulatory authorities
<ul style="list-style-type: none"> • Community • Society 	Compliance Monitoring and Coordination with Regulators	To undertake social responsibility activities, support community development, and implement measures to mitigate environmental impacts..	<ul style="list-style-type: none"> • Social Event • Online Communication • External Meeting

Diagram of the stakeholder analysis in the business value chain



Information on organization's material sustainability topics

Organization's material sustainability topics

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

Details of organization's material sustainability topics

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

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Doesnt Have data

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with : Carbon Disclosure Project (CDP)
standards or guidelines

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

The Company recognizes that business operations may be exposed to risks arising from both internal and external factors, which could potentially affect its operating results, financial position, and long-term business sustainability. Accordingly, the Company has established a systematic enterprise risk management policy, which includes the identification, assessment, monitoring, and implementation of appropriate risk mitigation measures.

This framework aims to ensure that risks are managed within acceptable levels and to support the Company's ability to achieve stable and sustainable business growth.

Key risk factors and the Company's risk management approaches are summarized as follows:

1. Economic and Industry Risk

A significant portion of the Company's revenue is generated from providing employee transportation services to clients in the industrial sector. A slowdown in economic conditions or a reduction in manufacturing production could lead to lower demand for such services and potentially affect the Company's revenue.

Risk Mitigation Measures

- Diversifying the customer base across various industries
- Focusing on long-term service contracts to ensure recurring revenue
- Improving operational efficiency and maintaining effective cost control

2. Competitive Risk

The employee transportation service industry includes numerous operators. Increased competition in terms of pricing and service quality could affect the Company's market share and profitability.

Risk Mitigation Measures

- Enhancing service quality and strengthening safety standards
- Building long-term relationships with customers and maintaining customer confidence
- Utilizing technology to improve the efficiency of transportation management systems

3. Energy and Fuel Cost Risk

Fuel costs represent a significant portion of operating expenses in the transportation business. Significant increases in fuel prices could affect the Company's cost structure and profitability.

Risk Mitigation Measures

- Increasing the proportion of electric buses (EV) within the fleet
- Optimizing route planning and energy utilization
- Adjusting service pricing structures in line with changes in fuel costs when appropriate

4. Operational and Service Safety Risk

The transportation business involves risks related to accidents or incidents during service operations, which may affect passenger safety, the Company's reputation, and related expenses.

Risk Mitigation Measures

- Implementing strict operational safety standards
- Providing regular training for drivers
- Conducting scheduled vehicle inspections and preventive maintenance
- Maintaining comprehensive insurance coverage for operational risks

5. Human Resource Risk

A shortage of qualified drivers or skilled personnel may affect the Company's ability to deliver services and fulfill contractual obligations with customers.

Risk Mitigation Measures

- Developing long-term human resource planning

- Providing continuous training and skill development programs
- Improving employee welfare and incentive programs to retain qualified personnel

6. Information Technology and Data Security Risk

Business operations increasingly rely on information technology systems. Cybersecurity threats or system disruptions could affect the Company's operational efficiency.

Risk Mitigation Measures

- Strengthening information security and data protection systems
- Implementing data backup systems and IT emergency response plans
- Regularly reviewing and upgrading information technology systems

7. Environmental and Sustainability Risk

Environmental trends and regulatory efforts to reduce greenhouse gas emissions may impact business operations, particularly in transportation activities that rely on energy consumption.

Risk Mitigation Measures

- Increasing the proportion of clean energy transportation, particularly electric buses
- Improving energy management efficiency
- Supporting business operations aligned with Environmental, Social, and Governance (ESG) principles

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : No

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 implement carbon tax effective

Related risk factors : Strategic Risk
 • Government policy

Operational Risk
 • Impact on the environment

Compliance Risk
 • Change in laws and regulations

ESG risk factors : Yes

Risk characteristics

The Company recognizes that its business operations may be affected by government policies, legal requirements, and environmental issues, which could impact the Company's cost structure, operations, and long-term competitiveness.

The key risk factors can be summarized as follows:

1. Risk from Government Policy

The trend of government environmental measures, such as the imposition of a **carbon tax** or regulations controlling greenhouse gas emissions, may result in higher operating costs for the Company, particularly in the transportation business which relies on fossil fuels such as diesel. In addition, changes in environmental policies may affect the Companys investment in clean energy technologies and require adjustments to align with sustainable development practices.

2. Environmental Impact Risk

The Companys business operations may cause environmental impacts, such as greenhouse gas emissions from energy consumption, use of natural resources, or waste generated from operational processes. If not properly managed, these impacts may affect the environment, communities, and society, and could also negatively affect the Companys corporate image and the confidence of stakeholders.

3. Risk from Changes in Laws and Regulations

Changes in laws, regulations, or standards related to business operations, such as environmental laws, labor laws, tax laws, or requirements imposed by regulatory authorities, may require the Company to adjust its operational processes or incur additional costs. Failure to comply with such requirements in a timely and appropriate manner may expose the Company to legal risks or penalties imposed by relevant authorities.

Risk-related consequences

Changes in government policies, laws, and environmental issues may affect the Companys business operations in terms of costs, operational structure, and long-term competitiveness. The significant impacts can be summarized as follows:

1. Impact from Government Policy

Changes in government policies, such as environmental measures, the imposition of a **carbon tax**, greenhouse gas emission control regulations, or energy-related measures, may result in higher operating costs for the Company. In addition, the Company may need to adjust its operating model, technology, or investment structure in order to comply with such requirements. Failure to adapt appropriately may affect the Companys competitiveness, operating performance, and long-term business expansion plans.

2. Impact on the Environment and Stakeholders

The Companys business operations may have environmental impacts, such as greenhouse gas emissions from energy consumption, use of natural resources, or waste generated from operational processes. Without proper management, such impacts may affect communities, society, and ecosystems, and may lead to complaints from stakeholders or inspections by regulatory authorities. This may result in increased operating costs and may also affect the Companys reputation and credibility.

3. Impact on Business Operations and Costs

If the Companys operations result in significant environmental impacts, the Company may be required to improve its operational processes, invest in environmentally friendly technology or equipment, and comply with additional measures or requirements imposed by government authorities. These actions may increase the Companys operating costs.

Risk management measures

The Company has established risk management measures relating to government policies and environmental issues to ensure its ability to adapt appropriately to regulatory changes and sustainability trends. The key approaches are as follows:

1. Management of Risks from Government Policy

The Company closely monitors and evaluates government policy trends, including laws and regulations relevant to its business operations, particularly those related to environmental and energy policies, such as greenhouse gas reduction

measures and the imposition of a **carbon tax**, in order to prepare and adjust its business strategies in response to potential regulatory changes.

In addition, the Company plans to improve operational efficiency and promote the use of environmentally friendly technologies and energy sources in order to mitigate the impact of potential cost increases resulting from future government policies.

2. Management of Environmental Impact Risks

The Company places importance on conducting its business with due consideration for environmental impacts. Measures have been established to reduce the impact of operations, including efficient energy management, control and reduction of greenhouse gas emissions, and the promotion of environmentally friendly technologies and equipment.

The Company regularly monitors, reviews, and evaluates environmental impacts arising from its operations, and continuously improves its processes to ensure compliance with environmental standards and alignment with sustainable development practices.

3. Promotion of Sustainable Business Operations

The Company has established systematic guidelines for managing environmental impacts, focusing on improving operational efficiency, reducing resource consumption, and minimizing pollution that may arise from business activities. In addition, the Company promotes environmental awareness among employees and encourages the integration of sustainable business practices into organizational management in order to reduce environmental impacts and support the Company's stable and sustainable growth in the long term.

Risk 2 IT Security: Data being hacked by external individuals.

Related risk factors : Strategic Risk

- Changes in technologies

Operational Risk

- Information security and cyber-attack

ESG risk factors : Yes

Risk characteristics

1. Technology Change

The rapid development and transformation of information technology and digital systems may affect business models and operational processes. If the Company is unable to keep pace with technological changes or fails to develop its information systems to be sufficiently modern and efficient, this may impact the Company's competitiveness, operational efficiency, and business continuity in the long term.

2. IT Security / Cyber Attack

The use of information technology systems in business operations exposes the Company to risks related to cyber attacks, unauthorized access, or data theft by external parties, such as hacking of computer systems or databases. Such incidents may result in the leakage, loss, or misuse of important organizational data, customer information, or business data.

In addition, such events may affect the continuity of business operations, the confidence of customers and stakeholders, and may cause damage to the Company's image and reputation in the long term.

Risk-related consequences

1. Technology Change

Rapid changes in information technology and digital systems may cause the Company's existing systems or technology infrastructure to become insufficient to support business operations efficiently. If the Company is unable to adapt or upgrade its technology systems in line with industry trends, operational efficiency may decline and the cost of system improvements may increase. This may also affect the Company's competitiveness and its ability to develop the business in the long term.

2. Data Security and Cyber Attack

Cyber attacks or unauthorized access to systems, such as hacking of computer systems or databases, may result in the leakage, loss, or misuse of important organizational data, customer information, or business data. Such incidents may affect the continuity of business operations and cause damage to the Company's information systems.

In addition, these incidents may lead to loss of confidence among customers and stakeholders, negatively affect the Company's image and reputation, and may result in financial losses from system recovery costs, problem resolution expenses, and potential legal liabilities.

Risk management measures

1. Technology Change

The Company continuously monitors trends in information technology and innovation relevant to its business operations in order to adapt and adopt appropriate technologies to improve its systems and operational processes. The Company also regularly plans and upgrades its information technology infrastructure to enhance operational efficiency and support long-term business growth.

The Company places importance on developing the capabilities of its personnel in technology-related areas by promoting learning and training to ensure that employees can effectively utilize technology systems. In addition, the Company regularly evaluates and reviews its technology systems to ensure that the information systems can continuously support business operations.

2. Data Security and Cyber Attack

The Company places great importance on the security of data and information systems. Policies and measures on cybersecurity have been established, including access control, implementation of cyber attack prevention systems, and installation of network and database security systems.

In addition, the Company maintains data backup procedures and has established a **Business Continuity Plan (BCP)** and **Disaster Recovery Plan (DRP)** to address incidents that may affect information systems. System security is regularly reviewed and assessed to ensure adequate protection.

The Company also promotes employee awareness of data security by providing training on cybersecurity and proper use of information systems in order to prevent risks from unauthorized access or cyber attacks by external parties.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : No

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

carbon tax implementation, and closely monitoring legal changes and financial situations to ensure smooth and efficient business operations in all circumstances.

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

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

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management : Yes
plan

Selection of Sustainable Partners and Suppliers

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

Development and Use of Environmentally Friendly Technologies

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

Vehicle and Equipment Maintenance Management

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

Energy Management and Waste Reduction

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

Building Sustainable Relationships with Customers

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

Employee Development and Training

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

Risk Management Plan and Performance Monitoring

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

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

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

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes

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

Page number of the reference link : 80

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

Key suppliers acknowledging compliance with the supplier code of conduct

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

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

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

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

	2023	2024	2025
Research and development (R&D) expenses over the past 3 years (Million Baht)	0.00	0.00	0.00

Additional explanation for research and development (R&D) expenses over the past 3 years

None

Information on organizations innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

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

The Company places importance on continuously fostering a culture of innovation within the organization by encouraging improvements in operational processes based on our data experience and participation to initiate aims to enhance service efficiency and support sustainable business operations. Employees are encouraged to propose ideas for improving operational practices, including enhancing energy efficiency in transportation services, optimizing service routes, and improving the management of electricity generated from Solar Rooftop systems. In addition, the Company conducts pilot projects to test new technologies on a limited scale, such as the deployment of electric vehicles (EVs) for transportation services and the installation of Solar Rooftop systems to support the use of clean energy within the organization. At the same time, the Company promotes the development of employees knowledge and skills to prepare for technological and energy transitions. These initiatives contribute to strengthening the Company's innovation culture and support its long-term sustainable growth.

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

Benefits of innovation development

Financial benefits

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

Non-financial benefits

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

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