ESG Performance Report for Listed Companies in 2024

Aurora Design Public Company Limited

Fiscal Year End 31 December 2024

Published on 29 April 2025

ESG Performance

Company Name : Aurora Design Public Company Limited   Symbol : AURA

Market : SET   Industry Group : Consumer Products   Sector : Fashion

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines : Yes

Environmental guidelines : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water resources and water quality management, Waste Management, Greenhouse Gas and Climate Change Management

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, Fuel Management, Renewable/Clean Energy Management, Water resources and water quality management, Waste Management, Greenhouse Gas and Climate Change Management

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Compliance with energy management principles and standards

Compliance with water management principles and standards

Compliance with waste management principles and standards

Information on incidents related to legal violations or negative environmental impacts

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

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

Energy management

Disclosure boundary in energy management in the past years

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

Information on energy management

Energy management plan

The company's energy management plan	:	Yes

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

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

Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased for consumption	2023 : purchased electricity for consumption 787,780.00 Kilowatt-Hours	2024 : Reduced by 5% or 39,389.00 Kilowatt-Hours

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management	:	Yes

Information on electricity management

Company's electricity consumption (*)

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	622,215.00	787,780.00	811,759.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	622,215.00	787,780.00	811,759.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	379.17	399.89	377.74

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

Electricity Expense (*)

	2022	2023	2024
Total electricity expense (Baht)	3,273,857.40	4,189,199.65	3,968,207.85

	2022	2023	2024
Percentage of total electricity expense to total expenses (%)(**)	0.01	0.01	0.01
Percentage of total electricity expense to total revenues (%)(**)	0.01	0.01	0.01
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	1,995.04	2,126.50	1,846.54

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

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

Information on fuel management

Company's fuel consumption

	2022	2023	2024
Diesel (Litres)	1,293.81	158,883.36	196,218.47
Gasoline (Litres)	1,749.45	118,629.74	126,046.23
LPG (Kilograms)	77,752.65	1,824.00	3,972.00

Additional explanation : Not include external fuel consumption

Company's fuel expense (*)

	2022	2023	2024
Total fuel expense (Baht)	7,380,203.05	N/A	N/A
Percentage of total fuel expense to total expenses (%)(**)	0.03	N/A	N/A
Percentage of total fuel expense to total revenues (%)(**)	0.02	N/A	N/A

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

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

Information on total energy management (electricity + fuel)

Energy Consumption

	2022	2023	2024
Total energy consumption within the organization (Megawatt-Hours)	N/A	0.00	0.00

Energy Consumption Intensity

	2022	2023	2024

	2022	2023	2024
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues)(*)	N/A	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	:	-
Total number of disclosure boundaries	:	-
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	-

Information on water management plan

Water management plan

The Company's water management plan	:	Yes

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management	:	Yes

Details of setting goals for water management

Target(s)	Base year(s)	Target year(s)
Reduction of water withdrawal	2023 : Water withdrawal 8,398.00 Cubic meters	2024 : Reduced by 2%

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management	:	Yes

Information on water management

Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	7,060.00	8,398.00	8,839.00
Water withdrawal by third-party water (cubic meters)	7,060.00	8,398.00	8,839.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	4.30	4.26	4.11
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

	2022	2023	2024
Total wastewater discharge (cubic meters)	0.00	0.00	0.00

Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	7,060.00	8,398.00	8,839.00

Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues)(*)	0.00023848	0.00028063	0.00026632

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

Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)	110,009.17	120,368.87	128,919.78
Total water withdrawal expense from third-party water (Baht)	110,009.17	120,368.87	N/A
Percentage of total water withdrawal expense to total expenses (%)(*)	0.00	0.00	0.00
Percentage of total water withdrawal expense to total revenues (%)(*)	0.00	0.00	0.00
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	67.04	61.10	59.99

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

Waste management

Disclosure boundary in waste management over the past years

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

Information on waste management plan

Waste management plan

The company's waste management plan	:	No

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management	:	No

Information on performance and outcomes of waste management

Performance and outcomes of waste management

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

Information on waste management

Waste Generation(*)

	2022	2023	2024
Total waste generated (Kilograms)	0.00	0.00	0.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues)(**)	0.00	0.00	0.00

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

	2022	2023	2024
Total reused/recycled 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	:	-
Total number of disclosure boundaries	:	-
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	-

Information on greenhouse gas management plan

Greenhouse gas management plan

The company’s greenhouse gas management plan	:	Yes

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals	:	Yes
Company's existing targets	:	Setting net-zero greenhouse gas emissions targets

Setting net-zero greenhouse gas emissions targets

Details of setting net-zero greenhouse gas emissions targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year	Certification
Scope 1-2	2023 : Greenhouse gas emissions 1,638.00 tCO_2e	2024 : Reduced by 2% in comparison to the base year	2065 : Reduced by 100% in comparison to the base year	• Thailand Greenhouse Gas Management Organization (TGO) : None • Science-based Targets (SBTi) : None

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management	:	Yes

Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	1,011.00	1,638.00	2,037.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	696.00	1,026.00	1,098.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	315.00	612.00	939.00

Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues)(*)	0.000034	0.000055	0.000061
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	0.62	0.83	0.95

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

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

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

Verification of the company's greenhouse gas emissions : Yes

List of greenhouse gas verifier entity : V Green KU Co., Ltd.

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2022	2023	2024
Total reduced GHG (Metric kilograms of carbon dioxide equivalent)	0.00	7,280.69	0.00
Care the Bear Project (Metric kilograms of carbon dioxide equivalent)	N/A	7,280.69	N/A

Absorption and removal of Greenhouse Gas

	2022	2023	2024
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

ESG Performance

Company Name : Aurora Design Public Company Limited Symbol : AURA

Market : SET Industry Group : Consumer Products Sector : Fashion

Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

Social and human rights policy and guidelines : Yes

Social and human rights guidelines : Employee Rights, Consumer/customer rights, Safety and Occupational Health at Work, Non-discrimination

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, Safety and Occupational Health at Work, Supplier rights

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

Human rights management principles and standards : The UN Guiding Principles on Business and Human Rights

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : Yes

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

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

	2022	2023	2024
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0
Total number of incidents or complaints related to business partner’s rights violations (cases)	0	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0

	2022	2023	2024
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

Information on employees and labor management plan

Employees and labor management plan

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

Information on setting employee and labor management goals

Setting employee and labor management goals

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

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 management	:	Yes

Information on employment

Employment

	2022	2023	2024
Total Employment (Person)	N/A	N/A	2,149
Percentage of employees to total employment (%)	N/A	N/A	100.00
Total employees (persons)	1,641	1,970	2,149
Male employees (persons)	261	281	306
Percentage of male employees (%)	15.90	14.26	14.24
Female employees (persons)	1,380	1,689	1,843
Percentage of female employees (%)	84.10	85.74	85.76

Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	663	799	835
Percentage of employees under 30 years old (%)	40.40	40.56	38.86
Total number of employees 30-50 years old (Persons)	925	1,124	1,254

	2022	2023	2024
Percentage of employees 30-50 years old (%)	56.37	57.06	58.35
Total number of employees over 50 years old (Persons)	53	47	60
Percentage of employees over 50 years old (%)	3.23	2.39	2.79

Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	91	71	84
Percentage of male employees under 30 years old (%)	34.87	25.27	27.45
Total number of male employees 30-50 years old (Persons)	157	197	205
Percentage of male employees 30-50 years old (%)	60.15	70.11	66.99
Total number of male employees over 50 years old (Persons)	13	13	17
Percentage of male employees over 50 years old (%)	4.98	4.63	5.56

Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	572	728	751
Percentage of female employees under 30 years old (%)	41.45	43.10	40.75
Total number of female employees 30-50 years old (Persons)	768	927	1,049
Percentage of female employees 30-50 years old (%)	55.65	54.88	56.92
Total number of female employees over 50 years old (Persons)	40	34	43
Percentage of female employees over 50 years old (%)	2.90	2.01	2.33

Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	1,526	1,841	2,008
Percentage of employees in operational level (%)	92.99	93.45	93.44
Total number of employees in management level (Persons)	96	123	135

	2022	2023	2024
Percentage of employees in management level (%)	5.85	6.24	6.28
Total number of employees in executive level (Persons)	19	6	6
Percentage of employees in executive level (%)	1.16	0.30	0.28

Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	218	237	264
Percentage of male employees in operational level (%)	83.52	84.34	86.27
Total number of male employees in management level (Persons)	34	39	38
Percentage of male employees in management level (%)	13.03	13.88	12.42
Total number of male employees in executive level (Persons)	9	5	4
Percentage of male employees in executive level (%)	3.45	1.78	1.31

Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	1,308	1,604	1,744
Percentage of female employees in operational level (%)	94.78	94.97	94.63
Total number of female employees in management level (Persons)	62	84	97
Percentage of female employees in management level (%)	4.49	4.97	5.26
Total number of female employees in executive level (Persons)	10	1	2
Percentage of female employees in executive level (%)	0.72	0.06	0.11

Significant changes in the number of employees

Significant changes in number of employees over the past 3 Years : No

Number of male employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person)	N/A	N/A	279
Northern (Person)	N/A	N/A	2
Central (Person)	N/A	N/A	2
Northeastern (Person)	N/A	N/A	9
Southern (Person)	N/A	N/A	6
Eastern (Person)	N/A	N/A	8

Number of female employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person)	N/A	N/A	1,134
Northern (Person)	N/A	N/A	27
Central (Person)	N/A	N/A	161
Northeastern (Person)	N/A	N/A	164
Southern (Person)	N/A	N/A	87
Eastern (Person)	N/A	N/A	270

Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	0	16	19
Percentage of disabled workers to total employment (%)	N/A	N/A	0.88
Total number of workers who are not employees with disabilities (persons)	N/A	16	19
Contributions to empowerment for persons with disabilities fund	-	No	No

Information on compensation of employees

Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	528,343,536.00	630,951,714.00	773,607,018.00
Total male employee remuneration (baht)	103,754,068.00	122,386,232.00	131,920,814.00
Percentage of remuneration in male employees (%)	19.64	19.40	17.05

	2022	2023	2024
Total female employee remuneration (baht)	424,589,468.00	508,565,482.00	641,686,204.00
Percentage of remuneration in female employees (%)	80.36	80.60	82.95
Average remuneration of employees (Baht / Person)	321,964.37	320,280.06	359,984.65
Average remuneration of male employees (Baht / Person)	397,525.16	435,538.19	431,113.77
Average remuneration of female employees (Baht / Person)	307,673.53	301,104.49	348,174.83
Ratio of average remuneration of female employees to male employees	0.77	0.69	0.81

Provident fund management policy

Provident fund management policy : Have

Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	617	672	738
Proportion of employees who are PVD members (%)	37.60	34.11	34.34
Total amount of provident fund contributed by the company (baht)	3,822,617.00	4,960,004.00	5,790,568.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	0.72	0.79	0.75

Information on employee development

Employee training and development

	2022	2023	2024
Employee development plans as part of annual performance reviews	-	No	No
Average employee training hours (Hours / Person / Year)	N/A	N/A	100.00

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

Information on safety, occupational health, and work environment

Number of working hours

	2022	2023	2024
Total number of hours work (Hours)	N/A	N/A	5,106,024.00

	2022	2023	2024
Total number of hours worked by employees (Hours)	N/A	4,739,397.17	5,106,024.00

Statistic of accident and injuries of employees from work

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	2	2	0
Total number of employees that lost time injuries for 1 day or more (Persons)	1	2	0
Percentage of employees that lost time injuries for 1 day or more (%)	0.06	0.10	0.00
Total number of employees that fatalities as a result of work-related injury (Persons)	1	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.06	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 1 million-manhours)(*)	N/A	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours)(**)	N/A	0.00	0.00

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

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

Information on promoting employee relations and participation

Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	0	745	860
Total number of male employee turnover leaving the company voluntarily (persons)	N/A	57	69
Total number of female employee turnover leaving the company voluntarily (persons)	N/A	688	791
Proportion of voluntary resignations (%)	N/A	N/A	40.02
Percentage of male employee turnover leaving the Company voluntarily (%)	N/A	2.89	3.21
Percentage of female employee turnover leaving the Company voluntarily (%)	N/A	34.92	36.81

	2022	2023	2024
Evaluation result of employee engagement	-	Yes	Yes

Employee internal groups

Employee internal groups	:	Yes
Types of employee internal groups	:	Welfare Committee

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	:	Collection of personal data, Use or disclosure of data, Rights of data owners, Retention and storage duration of personal data, Company's measures for third parties' use of customer 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.

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

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

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals	:	No

Details of setting customer management goals

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management	:	No

Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	-	Yes	Yes

Channels for receiving complaints from customers/consumers

Company's channels for receiving complaints from customers/consumers	:	No
Telephone	:	-
Fax	:	-
Email	:	-
Company's website	:	-
Address	:	-

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies	:	Yes

Information on community and social management plan

Community and social management plan

Company's community and social management plan	:	Yes
Community and social management plan implemented by the company over the past year	:	Employment and professional skill development, Forests and natural resources, Occupational health, safety, health, and quality of life, Disadvantaged and vulnerable groups

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social management goals	:	No

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and social management	:	Yes

Diagram of performance and outcomes in community and social management

Benefit from implementing social development project

Financial benefits

Does the company measure the financial benefits from social development? : Yes

	2022	2023	2024
Reducing packaging costs (Baht)	0.00	0.00	769,000.00
Employment for people with disabilities. (Baht)	0.00	0.00	2,274,680.00
Employee lunch allowance (Baht)	0.00	0.00	6,698,000.00
Generate income for nearby communities (Baht)	0.00	0.00	315,057,600.00

Non-financial benefits

Does the company measure the non-financial benefits from social development? : Yes

	2022	2023	2024
Reduce Carbon dioxide emissions (Ton/year)	0.00	0.00	33.84

Expenses from social and environmental development project

	2022	2023	2024
Total financial contribution to community/social development projects or activities (Bath)	0.00	0.00	324,030,280.00
Percentage of financial contribution for community/social development projects or activities to total expense (%) (*)	0.000000	0.000000	1.032748
Percentage of financial contribution for community/social development projects or activities to total revenue (%) (*)	0.000000	0.000000	0.976319

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

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Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines	:	Yes

Policy and guidelines related to the board of directors

Are there policy and guidelines related to the board of directors	:	Yes
Guidelines related to the board of directors	:	Nomination of Directors, Determination of Director Remuneration, Independence of the Board of Directors from the Management, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

Nomination of Directors

Determination of Director Remuneration

Independence of the Board of Directors from the Management

Director Development

Board Performance Evaluation

Corporate Governance of Subsidiaries and Associated Companies

Policy and guidelines related to shareholders and stakeholders

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

Shareholder

Employee

Customer

Business competitor

Business partner

Creditor

Community and society

Code of Conduct

Information on business code of conduct

Business code of conduct

Business code of conduct	:	Yes

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, Money laundering prevention, Gift giving or receiving, entertainment, or business hospitality, Anti-unfair competitiveness, Information and IT system security, Environmental management, Human rights, Safety and occupational health at work

Prevention of Conflicts of Interest

Anti-corruption

Whistleblowing and Protection of Whistleblowers

Prevention of Misuse of Inside Information

Money laundering prevention

Gift giving or receiving, entertainment, or business hospitality

Anti-unfair competitiveness

Information and IT system security

Environmental management

Human rights

Safety and occupational health at work

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

Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption networks	:	Yes
Anti-corruption networks or projects the company has joined or declared intent to join	:	Thai Private Sector Collective Action Against Corruption (CAC) CAC membership certification status : Not certified Certification document of CAC membership status : -

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	:	No

Implementation of the CG Code for listed companies

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

Corporate Governance Structure

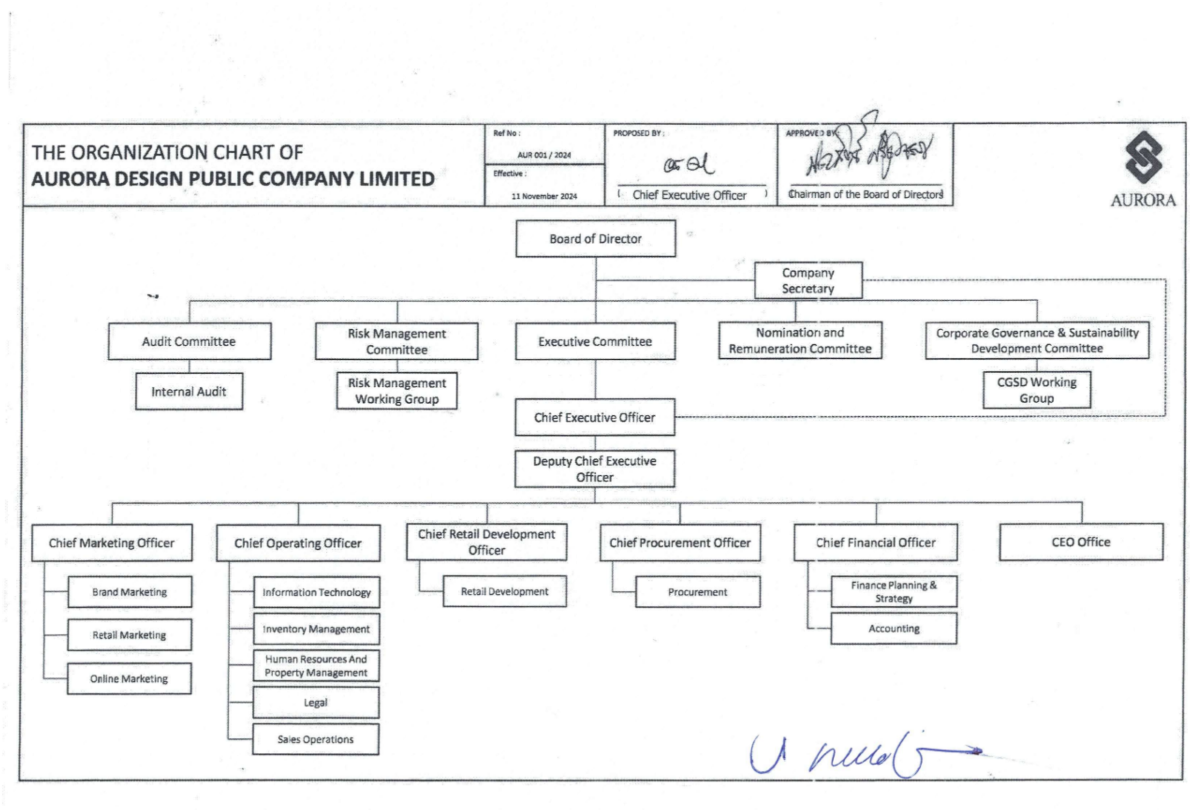
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 11 Nov 2024

Corporate governance structure diagram



Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2024	
	Male (persons)	Female (persons)
Total directors	7	
	6	1
Executive directors	3	
	2	1

	2024	
	Male (persons)	Female (persons)
Non-executive directors	4	
	4	0
Independent directors	3	
	3	0
Non-executive directors who have no position in independent directors	1	
	1	0

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	85.71	14.29
Executive directors	42.86	
	28.57	14.29
Non-executive directors	57.14	
	57.14	0.00
Independent directors	42.86	
	42.86	0.00
Non-executive directors who have no position in independent directors	14.29	
	14.29	0.00

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

	2024	
	Male (years)	Female (years)
Average age of board of directors	55	
	54	64

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
1. Mr. PRASIT SRIRUNGTHUM Gender: Male Age : 70 years Highest level of education : Below a bachelor's degree Study field of the highest level of education : High School Academic courses Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn’t Have DAP course : No DCP course : Yes **Shareholding in the company** • Direct shareholding : 59,645,000 Shares (4.471139 %)	Chairman of the Board of Directors (Non-executive directors) Authorized directors as per the company’s certificate of registration : Yes Type of director : Continuing director (Full term of directorship and being re-appointed as a director)	10 Aug 1990	Commerce, Leadership, Strategic Management, Corporate Management, Marketing
2. Mrs. WIMONSRI SRIRUNGTHUM Gender: Female Age : 64 years Highest level of education : Below a bachelor's degree Study field of the highest level of education : High School Academic courses Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn’t Have DAP course : No DCP course : Yes **Shareholding in the company** • Direct shareholding : 59,952,000 Shares (4.494153 %)	Director (Executive Directors) Authorized directors as per the company’s certificate of registration : Yes Type of director : Continuing director (Full term of directorship and being re-appointed as a director)	3 Aug 2007	Commerce, Procurement, Negotiation, Leadership, Strategic Management

List of directors	Position	First appointment date of director	Skills and expertise
3. Mr. ANIWAT SRIRUNGTHUM Gender: Male Age : 40 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 : Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes **Shareholding in the company** • Direct shareholding : 75,263,900 Shares (5.641972 %)	Director (Executive Directors) Authorized directors as per the company's certificate of registration : Yes Type of director : Continuing director (Full term of directorship and being re-appointed as a director)	1 Apr 2017	Marketing, Negotiation, Corporate Management, Leadership, Strategic Management
4. Mr. SUBHASIDDHI RAKKASIKORN Gender: Male Age : 54 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : Yes **Shareholding in the company** • Direct shareholding : 800,000 Shares (0.059970 %)	Director (Executive Directors) Authorized directors as per the company's certificate of registration : Yes Type of director : Continuing director (Full term of directorship and being re-appointed as a director)	1 Apr 2020	Marketing, Data Analysis, Corporate Management, Leadership, Strategic Management

List of directors	Position	First appointment date of director	Skills and expertise
5. Mr. KANIT PATSAMAN Gender: Male Age : 62 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn’t Have Legal offenses in the past 5 years : Doesn’t Have DAP course : No DCP course : Yes **Shareholding in the company** • Direct shareholding : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the company’s certificate of registration : No Type of director : Continuing director (Full term of directorship and being re-appointed as a director)	8 Sep 2021	Economics, Finance, Data Analysis, Internal Control, Marketing
6. Mr. CHANIN ARCHJANANUN Gender: Male Age : 60 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn’t Have Legal offenses in the past 5 years : Doesn’t Have DAP course : No DCP course : Yes **Shareholding in the company** • Direct shareholding : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the company’s certificate of registration : No Type of director : Continuing director (Full term of directorship and being re-appointed as a director)	8 Sep 2021	Finance & Securities, Marketing, Finance, Data Analysis, Audit

List of directors	Position	First appointment date of director	Skills and expertise
7. Mr. SUWINAI WATTANAKORN Gender: Male Age : 39 years Highest level of education : Master's degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn’t Have Legal offenses in the past 5 years : Doesn’t Have DAP course : Yes DCP course : No **Shareholding in the company** • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the company’s certificate of registration : No Type of director : Newly appointed director not being replaced the ex-director	25 Apr 2024	Law

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 directors	Position	Date of resignation / termination	Replacement director
1. Mr. Boonchai Pritivichakan Gender: Male Age : 67 years Highest level of education : Bachelor's degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : - Legal offenses in the past 5 years : - DAP course : Yes DCP course : No **Shareholding in the company** • Direct shareholding : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the company’s certificate of registration : -	25 Apr 2024	-

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 the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
1. Mr. PRASIT SRIRUNGTHUM	Chairman of the Board of Directors		✔		✔	✔
2. Mrs. WIMONSRI SRIRUNGTHUM	Director	✔				✔
3. Mr. ANIWAT SRIRUNGTHUM	Director	✔				✔
4. Mr. SUBHASIDDHI RAKKASIKORN	Director	✔				✔
5. Mr. KANIT PATSAMAN	Director		✔	✔		
6. Mr. CHANIN ARCHJANANUN	Director		✔	✔		
7. Mr. SUWINAI WATTANAKORN	Director		✔	✔		
Total (persons)		3	4	3	1	4

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	1	14.29
2. Finance & Securities	1	14.29
3. Commerce	2	28.57
4. Law	1	14.29
5. Marketing	5	71.43
6. Finance	2	28.57
7. Procurement	1	14.29
8. Data Analysis	3	42.86
9. Negotiation	2	28.57
10. Corporate Management	3	42.86
11. Leadership	4	57.14
12. Strategic Management	4	57.14
13. Audit	1	14.29
14. Internal Control	1	14.29

Information about the other directors

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

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

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

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

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

Methods of balancing power between the board of directors and Management : Appointing an independent director to jointly consider the agenda of the board of directors' meeting

Information on the roles and duties of the board of directors

Board charter : Have

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

-

Reference link for the charter

-

Executive Committee

Role

- Others
  - -

Scope of authorities, role, and duties

-

Reference link for the charter

-

Risk Management Committee

Role

- Risk management

Scope of authorities, role, and duties

-

Reference link for the charter

-

Nomination and Remuneration Committee

Role

- Director and executive nomination
- Remuneration

Scope of authorities, role, and duties

-

Reference link for the charter

-

Corporate Governance & Sustainability Development

Role
• Corporate governance
• Sustainability development

Scope of authorities, role, and duties
-

Reference link for the charter
-

Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
1. Mr. KANIT PATSAMAN(*) Gender: Male Age : 62 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 Expertise in accounting information review : Yes	Chairman of the audit committee (Non-executive directors, Independent director) Director type : Existing director	8 Sep 2021	Economics, Finance, Data Analysis, Internal Control, Marketing
2. Mr. CHANIN ARCHJANANUN Gender: Male Age : 60 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 Expertise in accounting information review : No	Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director	8 Sep 2021	Finance & Securities, Marketing, Finance, Data Analysis, Audit
3. Mr. SUWINAI WATTANAKORN Gender: Male Age : 39 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 : No	Member of the audit committee (Non-executive directors, Independent director) Director type : Newly appointed director not being replaced the ex-director	25 Apr 2024	Law

Additional explanation :
(*) Directors with expertise in accounting information review

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

List of directors	Position	Date of resignation / termination	Replacement committee member
1. Mr. Boonchai Pritivichakan Gender: Male Age : 67 years Highest level of education : Bachelor's degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No	Member of the audit committee (Non-executive directors, Independent director)	25 Apr 2024	-

Additional explanation :
(*) Directors with expertise in accounting information review

List of executive committee members

List of committee members	Position	Appointment date of executive committee member
1. Mr. PRASIT SRIRUNGTHUM Gender: Male Age : 70 years Highest level of education : Below a bachelor's degree Study field of the highest level of education : High School Academic courses Thai nationality : Yes Residence in Thailand : Yes	The chairman of the executive committee	2 Jan 2021
2. Mrs. WIMONSRI SRIRUNGTHUM Gender: Female Age : 64 years Highest level of education : Below a bachelor's degree Study field of the highest level of education : High School Academic courses Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	2 Jan 2021
3. Mr. ANIWAT SRIRUNGTHUM Gender: Male Age : 40 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	Member of the executive committee	2 Jan 2021
4. Mr. SUBHASIDDHI RAKKASIKORN Gender: Male Age : 54 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	2 Jan 2021
5. Mr. ANIPAT SRIRUNGTHUM Gender: Male Age : 34 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	Member of the executive committee	2 Jan 2021

List of committee members	Position	Appointment date of executive committee member
6. Mr. ANIRUT SRIRUNGTHUM Gender: Male Age : 39 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	12 May 2022
7. Ms. PIJITTRA Trirattanathada TRIRATTANATHADA Gender: Female Age : 43 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	Member of the executive committee	7 Jun 2024

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

List of directors	Position	Date of resignation / termination	Replacement committee member
1. Mr. Yosarun Wannaphan Gender: Male Age : 39 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Member of the executive committee	30 Apr 2024	Ms. PIJITTRA Trirattanathada TRIRATTANATHADA Appointment date of replacement committee member : 7 Jun 2024

Other Subcommittees

Subcommittee name	Name list	Position
Risk Management Committee	Mr. ANIWAT SRIRUNGTHUM	The chairman of the subcommittee
	Mr. SUBHASIDDHI RAKKASIKORN	Member of the subcommittee
	Mr. Boonchai Pritivichakan	Member of the subcommittee (Independent director)

Subcommittee name	Name list	Position
Nomination and Remuneration Committee	Mrs. WIMONSRI SRIRUNGTHUM	The chairman of the subcommittee
	Mr. KANIT PATSAMAN	Member of the subcommittee (Independent director)
	Mr. CHANIN ARCHJANANUN	Member of the subcommittee (Independent director)
Corporate Governance & Sustainability Development	Mr. ANIWAT SRIRUNGTHUM	Member of the subcommittee
	Mr. SUBHASIDDHI RAKKASIKORN	Member of the subcommittee
	Mr. NUTTHIRUTT WANWIMONPHONG	The chairman of the subcommittee (Independent director)

Information on the executives

Information on the executives

List and positions of the executive

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

List of executives	Position	First appointment date	Skills and expertise
1. Mr. ANIWAT SRIRUNGTHUM Gender: Male Age : 40 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 EXECUTIVE OFFICER (The highest-ranking executive)	1 Apr 2017	Marketing, Negotiation, Corporate Management, Leadership, Strategic Management
2. Mr. SUBHASIDDHI RAKKASIKORN Gender: Male Age : 54 years Highest level of education : Bachelor'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	Deputy Chief Executive Officer (The highest-ranking executive)	1 Apr 2020	Marketing, Data Analysis, Corporate Management, Leadership, Strategic Management
3. Mr. ANIPAT SRIRUNGTHUM Gender: Male Age : 34 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 Marketing Officer (The highest-ranking executive)	19 Mar 2024	Marketing, Finance, Data Management, Data Analysis, Strategic Management
4. Mr. ANIRUT SRIRUNGTHUM Gender: Male Age : 39 years Highest level of education : Bachelor'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 Retail Development Officer (The highest-ranking executive)	12 May 2022	Construction Services, Property Development, Data Management, Negotiation, Business Administration

List of executives	Position	First appointment date	Skills and expertise
5. Mrs. WIMONSRI SRIRUNGTHUM Gender: Female Age : 64 years Highest level of education : Below a bachelor's degree Study field of the highest level of education : High School Academic courses Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Chief Procurement Officer (The highest-ranking executive)	3 Aug 2007	Commerce, Procurement, Negotiation, Leadership, Strategic Management
6. Ms. PIJITTRA Trirattanathada TRIRATTANATHADA(*)(**) Gender: Female Age : 43 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 Financial Officer (The highest-ranking executive)	7 Jun 2024	Banking, Finance & Securities, Accounting, Finance, Budgeting

Additional Explanation :
(*) Highest responsibility in corporate accounting and finance
(**) Accounting supervisor
(***) Appointed after the fiscal year end of the reporting year

Remuneration policy for executive directors and executives

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	20,203,805.00	25,982,440.63	28,683,000.00

Other remunerations of executive directors and executives

	2022	2023	2024
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

Outstanding remuneration or benefits of executive directors and executives

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

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. THARINEE SILLAPAPONGS	tharinee.sil@aurora.co.th	-

List of the company secretary

General information	Email	Telephone number
1. Ms. ATCHARAPORN YOTHA	atcharaporn.yot@aurora.co.th	027494949#1102
2. Ms. SATHANEE THANIPIPAT	sathanee.tha@aurora.co.th	-

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Acting Lt. Haripong Junya	Haripong.jun@aurora.co.th	-

List of the head of the compliance unit

General information	Email	Telephone number
1. Ms. ATHCHARAPORN YOTHA	atcharaporn.yot@aurora.co.th	-

Head of investor relations

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

List of the head of investor relations

General information	Email	Telephone number
1. Ms. Matura Sutthiprapa	ir@aurora.co.th	02-749-4949 #1407

Company's auditor

Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
SIAM TRUTH AUDIT COMPANY LIMITED SAM SEN NOK HUAI KHWANG Bangkok 10310 Telephone number +66 2275 9599,+669 4559 3894	3,800,000.00	-	-

Assigned personnel in case of a foreign company

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

Performance Report on Corporate Governance

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

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 directors	Position	First appointment date of director	Skills and expertise
Mr. PRASIT SRIRUNGTHUM	Chairman of the Board of Directors	10 Aug 1990	Commerce, Leadership, Strategic Management, Corporate Management, Marketing
Mrs. WIMONSRI SRIRUNGTHUM	Director	3 Aug 2007	Commerce, Procurement, Negotiation, Leadership, Strategic Management
Mr. ANIWAT SRIRUNGTHUM	Director	1 Apr 2017	Marketing, Negotiation, Corporate Management, Leadership, Strategic Management
Mr. SUBHASIDDHI RAKKASIKORN	Director	1 Apr 2020	Marketing, Data Analysis, Corporate Management, Leadership, Strategic Management
Mr. KANIT PATSAMAN	Director	8 Sep 2021	Economics, Finance, Data Analysis, Internal Control, Marketing
Mr. CHANIN ARCHJANANUN	Director	8 Sep 2021	Finance & Securities, Marketing, Finance, Data Analysis, Audit

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

List of directors	Position	First appointment date of director	Skills and expertise
Mr. SUWINAI WATTANAKORN	Director	25 Apr 2024	Law

Selection of independent directors

Criteria for selecting independent directors

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

Rights of minority shareholders on director appointment

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

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. PRASIT SRIRUNGTHUM (Chairman of the Board of Directors)	Non-participating	Thai Institute of Directors (IOD) • 2020: Director Certification Program (DCP)
2. Mrs. WIMONSRI SRIRUNGTHUM (Director)	Non-participating	Thai Institute of Directors (IOD) • 2020: Director Certification Program (DCP)
3. Mr. ANIWAT SRIRUNGTHUM (Director)	Non-participating	Thai Institute of Directors (IOD) • 2022: Risk Management Program for Corporate Leaders (RCL) • 2020: Director Certification Program (DCP)
4. Mr. SUBHASIDDHI RAKKASIKORN (Director)	Non-participating	Thai Institute of Directors (IOD) • 2022: Director Certification Program (DCP) • 2019: Director Accreditation Program (DAP)
5. Mr. KANIT PATSAMAN (Director)	Non-participating	Thai Institute of Directors (IOD) • 2021: Role of the Chairman Program (RCP) • 2019: Ethical Leadership Program (ELP) • 2012: Director Certification Program (DCP)
6. Mr. CHANIN ARCHJANANUN (Director)	Non-participating	Thai Institute of Directors (IOD) • 2019: Advanced Audit Committee Program (AACP) • 2016: Director Certification Program (DCP)
7. Mr. SUWINAI WATTANAKORN (Director)	Participating	Thai Institute of Directors (IOD) • 2024: Director Accreditation Program (DAP) • 2024: Financial Statements for Directors (FSD) • 2024: Risk Management Program for Corporate Leaders (RCL)
8. Mr. Boonchai Pritivichakan (Director)	Non-participating	Thai Institute of Directors (IOD) • 2019: Advanced Audit Committee Program (AACP) • 2016: Director Certification Program (DCP)

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

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

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

Number of the board of directors meeting over the past year (times) : 7

Date of AGM meeting : 25 Apr 2024

EGM meeting : No

Details of the board of directors' meeting attendance

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. PRASIT SRIRUNGTHUM (Chairman of the Board of Directors)	7	/	7	1	/	1	N/A	/	N/A
2. Mrs. WIMONSRI SRIRUNGTHUM (Director)	7	/	7	1	/	1	N/A	/	N/A
3. Mr. ANIWAT SRIRUNGTHUM (Director)	7	/	7	1	/	1	N/A	/	N/A
4. Mr. SUBHASIDDHI RAKKASIKORN (Director)	7	/	7	1	/	1	N/A	/	N/A
5. Mr. KANIT PATSAMAN (Director, Independent director)	7	/	7	1	/	1	N/A	/	N/A
6. Mr. CHANIN ARCHJANANUN (Director, Independent director)	7	/	7	1	/	1	N/A	/	N/A

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
7. Mr. SUWINAI WATTANAKORN (Director, Independent director)	5	/	5	0	/	0	N/A	/	N/A
8. Mr. Boonchai Pritivichakan (Director, Independent director)	7	/	7	1	/	1	N/A	/	N/A

Remuneration of the board of directors

Types of remuneration of the board of directors

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. PRASIT SRIRUNGTHUM (Chairman of the Board of Directors)			**1,560,000.00**		**0.00**
Board of Directors	120,000.00	1,440,000.00	1,560,000.00	No	
Executive Committee	0.00	0.00	0.00	No	
2. Mrs. WIMONSRI SRIRUNGTHUM (Director)			**0.00**		**0.00**
Board of Directors	0.00	0.00	0.00	No	
Executive Committee	0.00	0.00	0.00	No	
Nomination and Remuneration Committee	0.00	0.00	0.00	No	
3. Mr. ANIWAT SRIRUNGTHUM (Director)			**0.00**		**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	
Board of Directors	0.00	0.00	0.00	No	
Executive Committee	0.00	0.00	0.00	No	
Risk Management Committee	0.00	0.00	0.00	No	
Corporate Governance & Sustainability Development	0.00	0.00	0.00	No	
4. Mr. SUBHASIDDHI RAKKASIKORN (Director)			**0.00**		**0.00**
Board of Directors	0.00	0.00	0.00	No	
Executive Committee	0.00	0.00	0.00	No	
Risk Management Committee	0.00	0.00	0.00	No	
Corporate Governance & Sustainability Development	0.00	0.00	0.00	No	
5. Mr. KANIT PATSAMAN (Director)			**608,000.00**		**N/A**
Board of Directors	144,000.00	360,000.00	504,000.00	No	
Audit Committee	80,000.00	0.00	80,000.00	No	
Nomination and Remuneration Committee	24,000.00	N/A	24,000.00	No	
6. Mr. CHANIN ARCHJANANUN (Director)			**1,008,000.00**		**N/A**
Board of Directors	144,000.00	360,000.00	504,000.00	No	
Audit Committee	480,000.00	0.00	480,000.00	No	
Nomination and Remuneration Committee	24,000.00	0.00	24,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
7. Mr. SUWINAI WATTANAKORN (Director)			**372,000.00**		**N/A**
Board of Directors	96,000.00	240,000.00	336,000.00	No	
Audit Committee	36,000.00	0.00	36,000.00	No	
8. Mr. ANIPAT SRIRUNGTHUM (Member of the executive committee)			**0.00**		**0.00**
Executive Committee	0.00	0.00	0.00	No	
9. Mr. ANIRUT SRIRUNGTHUM (Member of the executive committee)			**0.00**		**0.00**
Executive Committee	0.00	0.00	0.00	No	
10. Ms. PIJITTRA Trirattanathada TRIRATTANATHADA (Member of the executive committee)			**0.00**		**0.00**
Executive Committee	0.00	0.00	0.00	No	
11. Mr. NUTTHIRUTT WANWIMONPHONG (The chairman of the subcommittee)			**40,000.00**		**0.00**
Corporate Governance & Sustainability Development	40,000.00	0.00	40,000.00	No	
12. Mr. Boonchai Pritivichakan (Director)			**552,000.00**		**0.00**
Board of Directors	144,000.00	360,000.00	504,000.00	No	
Audit Committee	48,000.00	0.00	48,000.00	No	
Risk Management Committee	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
13. Mr. Yosarun Wannaphan (Member of the executive committee)			0.00		0.00
Executive Committee	0.00	0.00	0.00	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	648,000.00	2,760,000.00	3,408,000.00
2. Audit Committee	644,000.00	0.00	644,000.00
3. Executive Committee	0.00	0.00	0.00
4. Risk Management Committee	0.00	0.00	0.00
5. Nomination and Remuneration Committee	48,000.00	0.00	48,000.00
6. Corporate Governance & Sustainability Development	40,000.00	0.00	40,000.00

Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	1,380,000.00
Other monetary remuneration (Baht)	2,760,000.00
Total (Baht)	4,140,000.00

Remunerations or benefits pending payment to the board of directors

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

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 companies	:	Yes
Mechanism for overseeing subsidiaries and associated companies	:	Yes
Mechanism for overseeing management and taking responsibility for operations in subsidiaries and associated companies approved by the board of directors	:	The appointment of representatives as directors, executives, or controlling persons in proportion to shareholding, The determination of the scope of duties and responsibilities of directors and executives as company representatives in establishing important policies, Disclosure of financial condition and operating results, Transactions between the company and related parties, Acquisition or disposal of assets, Internal control system of the subsidiary operating the core business is appropriate and sufficient in the subsidiary operating the core business

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

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

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

Number of cases or issues related to conflict of interest

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

Prevention of the use of inside information to seek benefits

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

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

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

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

Anti-corruption action

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, The participation in anti-corruption projects, Communication and training for employees on anti-corruption policy and guidelines

Number of cases or issues related to corruption

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

Whistleblowing

Operations related to whistleblowing over the past year

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

Number of cases or issues related to whistleblowing

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

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

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 4

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Mr. KANIT PATSAMAN (Chairman of the audit committee)	4	/	4
2 Mr. CHANIN ARCHJANANUN (Member of the audit committee)	4	/	4
3 Mr. SUWINAI WATTANAKORN (Member of the audit committee)	4	/	4
4 Mr. Boonchai Pritivichakan (Member of the audit committee)	4	/	4

The results of duty performance of the audit committee

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance of Executive Committee

Meeting Executive Committee (times) : 12

List of Directors	Meeting attendance of Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. PRASIT SRIRUNGTHUM (The chairman of the executive committee)	10	/	10
2 Mrs. WIMONSRI SRIRUNGTHUM (Member of the executive committee)	12	/	12
3 Mr. ANIWAT SRIRUNGTHUM (Member of the executive committee)	12	/	12
4 Mr. SUBHASIDDHI RAKKASIKORN (Member of the executive committee)	12	/	12
5 Mr. ANIPAT SRIRUNGTHUM (Member of the executive committee)	12	/	12
6 Mr. ANIRUT SRIRUNGTHUM (Member of the executive committee)	12	/	12
7 Ms. PIJITTRA Trirattanathada TRIRATTANATHADA (Member of the executive committee)	12	/	12
8 Mr. Yosarun Wannaphan (Member of the executive committee)	12	/	12

The results of duty performance of Executive Committee

Meeting attendance of Risk Management Committee

Meeting Risk Management Committee (times) : 1

List of Directors	Meeting attendance of Risk Management Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. ANIWAT SRIRUNGTHUM (The chairman of the subcommittee)	1	/	1
2 Mr. SUBHASIDDHI RAKKASIKORN (Member of the subcommittee)	1	/	1
3 Mr. Boonchai Pritivichakan (Member of the subcommittee)	1	/	1

The results of duty performance of Risk Management Committee

Meeting attendance of Nomination and Remuneration Committee

Meeting Nomination and Remuneration Committee (times) : 2

List of Directors	Meeting attendance of Nomination and Remuneration Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mrs. WIMONSRI SRIRUNGTHUM (The chairman of the subcommittee)	2	/	2
2 Mr. KANIT PATSAMAN (Member of the subcommittee)	2	/	2
3 Mr. CHANIN ARCHJANANUN (Member of the subcommittee)	2	/	2

The results of duty performance of Nomination and Remuneration Committee

Meeting attendance of Corporate Governance & Sustainability Development

Meeting Corporate Governance & Sustainability Development (times) : 2

List of Directors	Meeting attendance of Corporate Governance & Sustainability Development		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. ANIWAT SRIRUNGTHUM (Member of the subcommittee)	2	/	2
2 Mr. SUBHASIDDHI RAKKASIKORN (Member of the subcommittee)	2	/	2
3 Mr. NUTTHIRUTT WANWIMONPHONG (The chairman of the subcommittee)	2	/	2

The results of duty performance of Corporate Governance & Sustainability Development

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy	:	Yes

Sustainability management goals

Does the company set sustainability management goals	:	Yes
United Nations SDGs that align with the organization's sustainability management goals	:	Goal 1 No Poverty, Goal 2 Zero Hunger, Goal 3 Good Health and Well-being, Goal 6 Clean Water and Sanitation, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 14 Life below Water, Goal 15 Life on Land, Goal 16 Peace, Justice and Strong Institutions, Goal 17 Partnerships for the Goals

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

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

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

Information on impacts on stakeholder management in business value chain

Business value chain

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			

• Suppliers
• Community
• Shareholders
• Consumers
• Employees
• Others
  • Management
	Excellent performance and maintaining transparency in management	-	• Annual General Meeting (AGM)
			• Others
			  • -

Information on organization's material sustainability topics

Organization's material sustainability topics

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

Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Policy and strategy for sustainability	• Environmental Management Standards Policy and Compliance • Energy Management • Water Management • Waste and Waste Management • Greenhouse Gas Management • Human Rights • Innovation Development

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Doesn’t Have data

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or guidelines : GRI Standards

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

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 Strategic Risk

Related risk factors	:	Operational Risk • Reliance on employees in key positions Financial Risk • Income volatility
ESG risk factors	:	No

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP)	:	Yes

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

Company's sustainable supply chain management policy and guidelines	:	Yes

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management plan	:	Yes

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

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

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct	:	Yes

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	:	Yes

Information on organization’s innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's innovation culture	:	Yes

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

Benefits of innovation development

Financial benefits

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

Non-financial benefits

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