ESG Performance Report
for Listed Companies in 2025

MEGACHEM (THAILAND) PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2025

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ESG Performance

Company Name : MEGACHEM (THAILAND) PUBLIC COMPANY LIMITED Symbol : MGT

Market : mai Industry Group : Industrials Sector : SECTOR 0

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines	:	Yes
Environmental guidelines	:	Electricity management, Waste management

Megachem (Thailand) Public Company Limited with a strong commitment to sustainable development, the Company has established an environmental management system in alignment with ISO 14001:2015. Our aim is to minimize potential environmental impacts associated with our business operations. Senior management and all employees are committed to and actively participate in the following principles:

1. **Compliance with environmental laws and regulations** The Company operates in full compliance with applicable environmental laws, quality standards, and regulatory requirements, both domestic and international, to ensure comprehensive environmental responsibility.
2. **Responsible business practices toward the environment and society** The Company promotes the use of environmentally friendly products, services, and processes. It also supports waste reduction in accordance with the 3Rs principle: Reduce, Reuse, and Recycle, in order to enhance sustainable waste management efficiency.
3. **Preparedness for emergencies and environmental recovery** The Company has established emergency prevention and response plans for incidents that may impact the environment. Regular drills are conducted to ensure relevant personnel are equipped to act correctly, promptly, and effectively to minimize potential damage.
4. **Efficient use of energy and resources** The Company supports the efficient use of electricity, water, and other natural resources. Proper waste management practices are also implemented to ensure environmental sustainability.
5. **Enhancement of employee awareness and competency** The Company provides training and communication programs to enhance employees knowledge, understanding, and awareness of their roles and responsibilities in contributing to the Companys environmental objectives and policy.
6. **Environmental communication with business partners** The Company communicates its environmental policy to relevant business stakeholdersincluding suppliers, partners, and contractorsto ensure alignment and adherence to the Companys environmental practices.

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, Waste management

The company has established environmental objectives and targets for the year 2025 to be used for monitoring and evaluating the organizations environmental performance.

This is to ensure that environmental management activities are conducted in accordance with the Environmental Policy and the requirements of ISO 14001:2015.

A total of 7 Key Performance Indicators (KPIs) have been defined to measure environmental performance, as follows:

1. CSR activities for the environment, community, and society
   Target: 100% (at least 1 activity per year)
2. Percentage change in electricity consumption
   Target: Average reduction ≥ 10% throughout the year
   Frequency: Monthly monitoring
3. Percentage change in water consumption
   Target: Average reduction ≥ 10% throughout the year
   Frequency: Monthly monitoring
4. Wastewater quality compliance with legal requirements
   Target: 100% compliance
   Frequency: Once per year
5. Environmental training for new employees.
   Target: 100% of new employees
   Frequency: Once per year
6. Proper waste segregation according to designated categories.
   Target: ≥ 90% compliance
   Frequency: Monthly monitoring
7. No environmental complaints from the community and government authorities.
   Target: 0 cases
   Frequency: Monthly monitoring

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Environmental management principles and standards	:	ISO 14001 - Environmental management systems, Other : ECOVADIS

Compliance with water management principles and standards

Water management principles and standards	:	3Rs or 5Rs

Compliance with waste management principles and standards

Waste management principles and standards	:	3Rs, 5Rs or 7Rs

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

MGT plans to prepare a GHG Emission Report in 2026 to support the MAI Jump Plus initiative and to enhance the companys sustainability rating under the EcoVadis and ISO 14001:2015 standard.

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
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 companys Energy Management Plan includes the environmental KPI on the percentage change in electricity consumption, which is used to monitor and improve energy efficiency performance in accordance with ISO 14001:2015.

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 and fuel consumption	2024 : energy consumption 191,837.00 Kilowatt-Hours / kilowatt	2025 : Reduced by 7.38% or 206,000.00 Kilowatt-Hours / kilowatt

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management	:	Yes

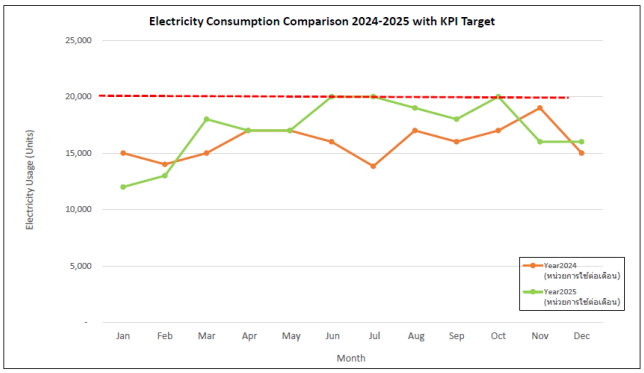
Energy Trend

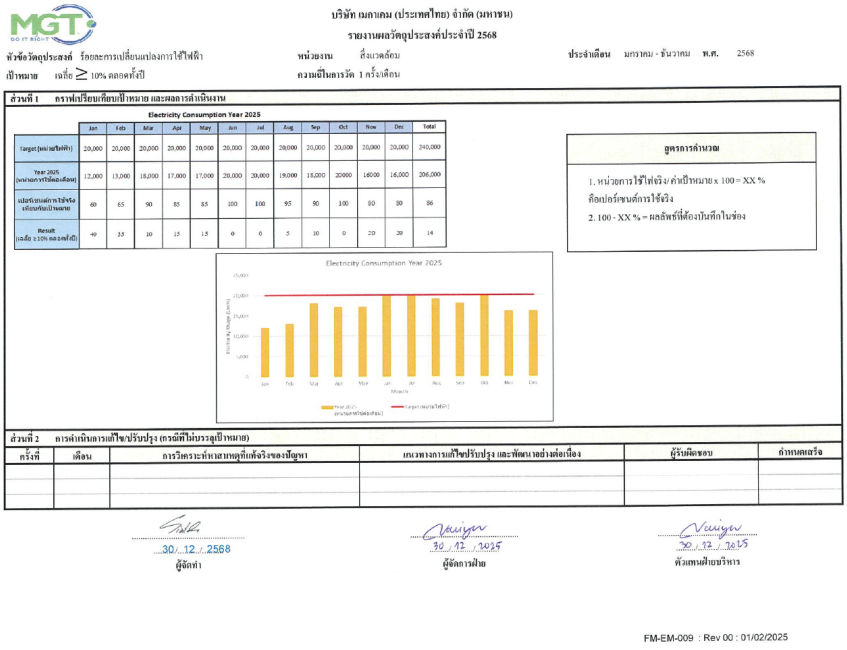
- Consumption (kWh): 206,000
- Self-consumption (kWh): 103,666.4
- Carbon Avoided (t): 102,979.40 kgCO2e.

Diagram of performance and outcomes in energy management

Electricity Consumption Comparison 2024-2025

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Year2024 (หน่วยการใช้ต่อเดือน)	15,000	14,000	15,000	17,000	17,000	16,000	13,837	17,000	16,000	17,000	19,000	15,000	191,837
Year2025 (หน่วยการใช้ต่อเดือน)	12,000	13,000	18,000	17,000	17,000	20,000	20,000	19,000	18,000	20000	16000	16,000	206,000
Target	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	240,000





Information on electricity management

Companys electricity consumption (*)

	2023	2024	2025
Total electricity consumption within the organization (Kilowatt-Hours)	284,801.35	191,837.00	206,000.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	268,000.00	91,079.08	102,333.60

	2023	2024	2025
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	16,801.35	100,757.92	103,666.40
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	5,584.34	3,425.66	3,814.81

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)	N/A	N/A	363.00000000

Electricity Expense (*)

	2023	2024	2025
Total electricity expense (Baht)	1,321,165.10	842,690.83	855,879.37
Percentage of total electricity expense to total expenses (%)(**)	0.15	0.09	0.08
Percentage of total electricity expense to total revenues (%)(**)	0.14	0.08	0.07
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	25,905.20	15,048.05	15,849.62

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

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

Information on fuel management

Companys fuel expense (*)

	2023	2024	2025
Total fuel expense (Baht)	N/A	N/A	N/A
Percentage of total fuel expense to total expenses (%)(**)	N/A	N/A	N/A
Percentage of total fuel expense to total revenues (%)(**)	N/A	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)

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 : Yes

The companys Water Management Plan includes the environmental KPI on the percentage change in water consumption, which is used to monitor and improve water efficiency performance in accordance with ISO 14001:2015.

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	2024 : Water withdrawal 605.00 Cubic meters / Cubic meters	2025 : Reduced by 23.6% or 748.00 Cubic meters / Cubic meters

Information on performance and outcomes of water management

Performance and outcomes of water management

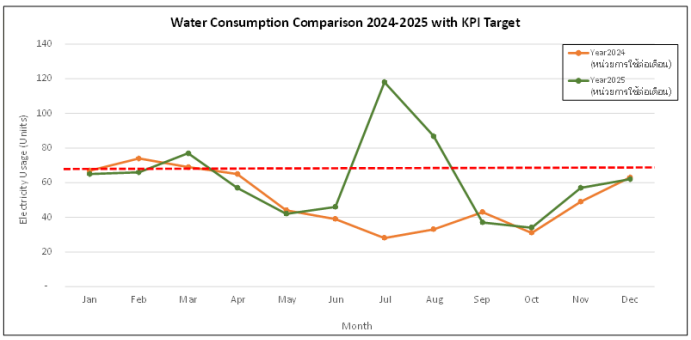
Performance and outcomes of water management : Yes

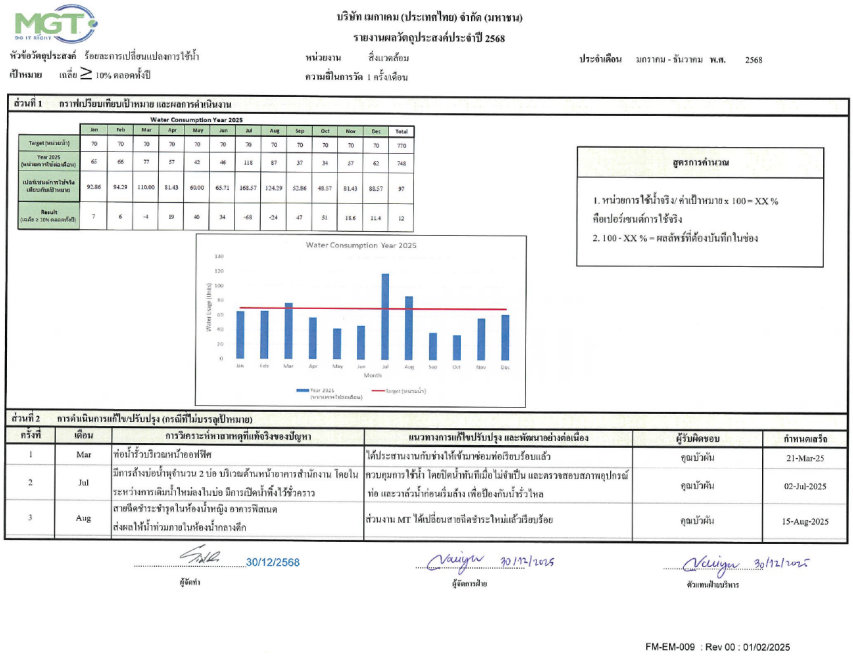
The Environmental Section promotes awareness of efficient and responsible water use, with a focus on water conservation, through monthly **Environmental Talk** sessions. Training is also provided to new employees and contractors to support sustainable water use practices within the company

Diagram of performance and outcomes in water management

Water Consumption Comparison 2024-2025

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Year2024 (หน่วยการใช้ต่อเดือน)	67	74	69	65	44	39	28	33	43	31	49	63	605
Year2025 (หน่วยการใช้ต่อเดือน)	65	66	77	57	42	46	118	87	37	34	57	62	748
Target	70	70	70	70	70	70	70	70	70	70	70	70	840




บริษัท เมลาคอม (ประเทศไทย) จำกัด (มหาชน)
รายงานผลวัดดูประสงค์ประจำปี 2568
วัตถุประสงค์ ร้อยละการเปลี่ยนแปลงการใช้น้ำ
เป้าหมาย เกณฑ์ ≧ 10% ตลอดทั้งปี
หน่วยงาน สิ่งแวดล้อม
ความถี่ในการวัด 1 ครั้ง/เดือน
ประจำเดือน มกราคม - ธันวาคม พ.ศ. 2568
ส่วนที่ 1 กราฟเปรียบเทียบเป้าหมาย และผลการดำเนินงาน
Water Consumption Year 2025
สูตรการคำนวณ
1. หน่วยการใช้น้ำจริง/ค่าเป้าหมาย x 100 = XX %
หรือเปอร์เซนต์การใช้จริง
2. 100 - XX % = ผลลัพธ์ที่ต้องบันทึกในช่อง
Water Consumption Year 2025
ส่วนที่ 2 การดำเนินการแก้ไข/ปรับปรุง (กรณีที่ไม่บรรลุเป้าหมาย)

ครั้งที่	เดือน	การวิเคราะห์หาสาเหตุที่แท้จริงของปัญหา	แนวทางการแก้ไขปรับปรุง และพัฒนาอย่างต่อเนื่อง	ผู้รับผิดชอบ	กำหนดเสร็จ
1	Mar	ท่อน้ำรั่วบริเวณหน้าออฟฟิศ	ให้ประชาบงานกับช่างให้เข้ามาซ่อมท่อเรียบร้อยแล้ว	คุณบัวผัน	21-Mar-25
2	Jul	มีการสังเกตน้ำหยุดจำนวน 2 บ่อ บริเวณด้านหน้าอาคารสำนักงาน โดยในระหว่างการเติมน้ำใหม่ลงในบ่อ มีการเปิดน้ำทิ้งไว้ชั่วคราว	ควบคุมการใช้น้ำ โดยปิดน้ำทันทีเมื่อไม่จำเป็น และตรวจสอบสภาพอุปกรณ์ท่อ และวาล์วน้ำก่อนเริ่มสูง เพื่อป้องกันน้ำรั่วไหล	คุณบัวผัน	02-Jul-2025
3	Aug	สายฉีดชำระชำรุดในห้องน้ำหญิง อาคารพิสมัย ส่งผลให้น้ำท่วมขายในห้องน้ำกลางตึก	ส่วนงาน MT ได้เปลี่ยนสายฉีดชำระใหม่แล้วเรียบร้อย	คุณบัวผัน	15-Aug-2025

30/12/2568 ผู้จัดทำ
30/12/2025 ผู้จัดการฝ่าย
30/12/2025 ตัวแทนฝ่ายบริหาร
FM-EM-009 : Rev 00 : 01/02/2025

Information on water management

Water withdrawal by source

	2023	2024	2025
Total water withdrawal (Cubic meters)	854.00	605.00	748.00
Water withdrawal by third-party water (cubic meters)	854.00	605.00	748.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	16.75	10.80	13.85

	2023	2024	2025
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
Total wastewater discharge (cubic meters)	0.00	0.00	0.00

Water consumption

	2023	2024	2025
Total water consumption (Cubic meters)	854.00	605.00	748.00

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)(*)	0.00087493	0.00056074	0.00061490
Intensity of total water consumption (Cubic meters / m^2)	0.00000000	0.00000000	13.60000000

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

Water withdrawal expenses

	2023	2024	2025
Total water withdrawal expense (Baht)	21,986.02	15,925.44	18,847.31
Total water withdrawal expense from third-party water (Baht)	21,986.02	15,925.44	18,847.31
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)	431.10	284.38	349.02

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	:	Yes

The company has established an environmental performance KPI on proper waste segregation in accordance with designated waste categories.

To support this KPI, the following measures have been implemented:

- A daily inspection plan for waste segregation has been established.
- A Waste Management Procedure Manual has been prepared to serve as a guideline for all employees to comply with applicable rules and regulations.
- Controls are in place to ensure that waste is transported and disposed of in compliance with legal requirements.

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management	:	Yes

Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Reduction of waste generation Waste type: Non-hazardous waste	2025 : non-hazardous waste 20,457.00 Kilograms / Kilograms	2025 : Reduced by 20,457.00 Kilograms / Kilograms	• Recycle • Landfilling

Information on performance and outcomes of waste management

Performance and outcomes of waste management

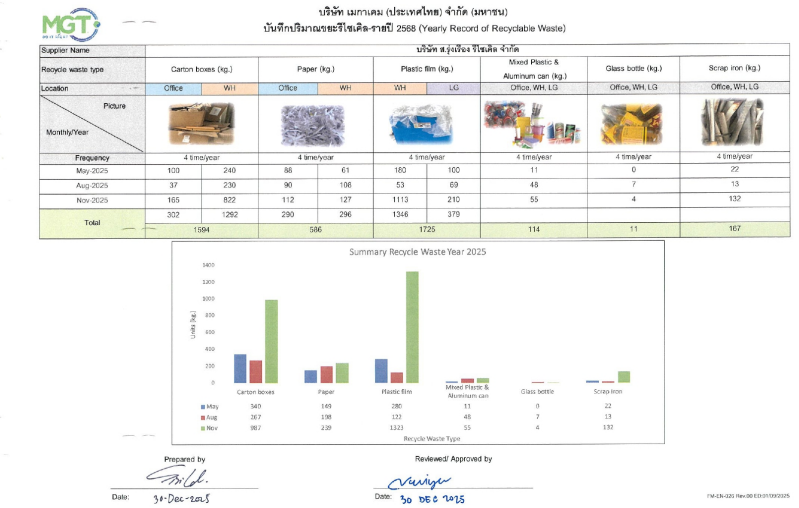
The company's performance and outcomes of waste management	:	Yes

The company has implemented waste segregation by categories, including general waste, recyclable waste, and hazardous waste.

The Environmental Section conducts daily inspections of waste seperation practices and maintains annual records of waste quantities for the year 2025, summarized as follows:

- General waste, including municipal solid waste and discarded materials, with a total annual amount of 16,260 kg/year.
- Recyclable waste, with a total amount of 4,197 kg/year.

Diagram of performance and outcomes of waste management



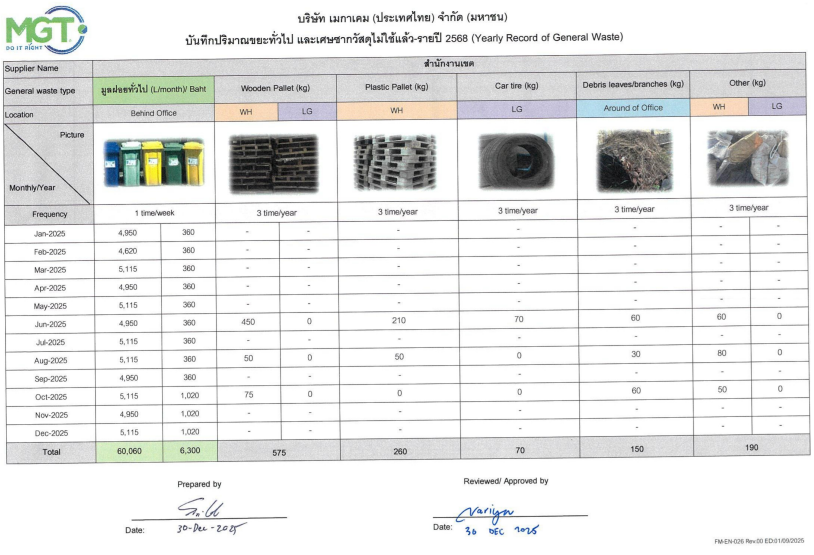
บริษัท เมกาเคม (ประเทศไทย) จำกัด (มหาชน)
บันทึกปริมาณขยะรีไซเคิล-รายปี 2568 (Yearly Record of Recyclable Waste)

Supplier Name	บริษัท ส.รุ่งเรืองรีไซเคิล จำกัด											
Recycle waste type	Carton boxes (kg.)		Paper (kg.)		Plastic film (kg.)		Mixed Plastic & Aluminum can (kg.)		Glass bottle (kg.)	Scrap iron (kg.)		
Location	Office	WH	Office	WH	WH	LG	Office, WH, LG		Office, WH, LG	Office, WH, LG		
Picture / Monthly/Year												
Frequency	4 time/year		4 time/year		4 time/year		4 time/year		4 time/year	4 time/year		
May-2025	103	240	86	61	160	100	11		0	22		
Aug-2025	37	230	90	106	53	69	48		7	13		
Nov-2025	165	822	112	127	1113	210	55		4	132		
Total	302	1292	290	296	1346	379						
	1594		586		1725		114		11	167		

Prepared by
Date: 30-Dec-2025

Reviewed/ Approved by
Date: 30 DEC 2025

FM-EN-025 Rev.00 ED.01/09/2025



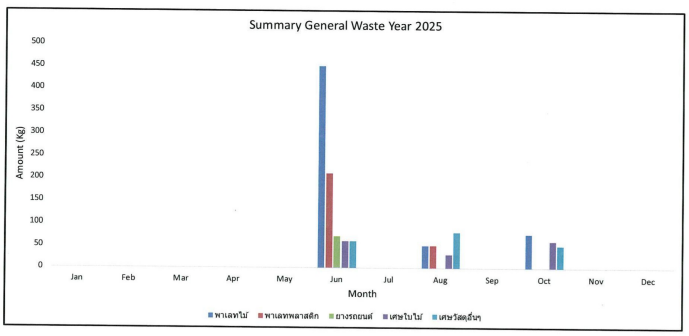
บริษัท เมกาเคม (ประเทศไทย) จำกัด (มหาชน)
บันทึกปริมาณขยะทั่วไป และเศษซากวัสดุไม่ใช้แล้ว-รายปี 2568 (Yearly Record of General Waste)

Supplier Name	สำนักงานเขต									
General waste type	มูลฝอยทั่วไป (L/month)/ Baht		Wooden Pallet (kg)		Plastic Pallet (kg)	Car tire (kg)	Debris leaves/branches (kg)	Other (kg)		
Location	Behind Office		WH	LG	WH	LG	Around of Office	WH	LG	
Picture / Monthly/Year										
Frequency	1 time/week		3 time/year		3 time/year	3 time/year	3 time/year	3 time/year		
Jan-2025	4,950	360	-	-	-	-	-	-	-	
Feb-2025	4,620	360	-	-	-	-	-	-	-	
Mar-2025	5,115	360	-	-	-	-	-	-	-	
Apr-2025	4,950	360	-	-	-	-	-	-	-	
May-2025	5,115	360	-	-	-	-	-	-	-	
Jun-2025	4,950	360	450	0	210	70	60	60	0	
Jul-2025	5,115	360	-	-	-	-	-	-	-	
Aug-2025	5,115	360	50	0	50	0	30	80	0	
Sep-2025	4,950	360	-	-	-	-	-	-	-	
Oct-2025	5,115	1,020	75	0	0	0	60	50	0	
Nov-2025	4,950	1,020	-	-	-	-	-	-	-	
Dec-2025	5,115	1,020	-	-	-	-	-	-	-	
Total	60,060	6,300	575		260	70	150	190		

Prepared by
Date: 30-Dec-2025

Reviewed/ Approved by
Date: 30 DEC 2025

FM-EN-026 Rev.00 ED.01/09/2025



Information on waste management

Waste Generation(*)

	2023	2024	2025
Total waste generated (Kilograms)	0.00	0.00	16,260.00
Total non-hazardous waste (kilograms)	N/A	N/A	16,260.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues)(**)	0.00	0.00	0.01
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues)(**)	N/A	N/A	0.01

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	4,197.00
Percentage of total reused/recycled waste to total waste generated (%)	N/A	N/A	25.81

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 companys greenhouse gas management plan	:	No

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals	:	No

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management	:	Yes

MGT plans to prepare a GHG Emission Report in 2026 to support the MAI Jump Plus initiative and to enhance the companys sustainability rating under the EcoVadis and ISO 14001:2015 standard.

Information on greenhouse gas management

The company's greenhouse gas emissions

	2023	2024	2025
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	0.00	0.00	324,570,922.49
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	324,465,890.06
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	102,979.40
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	2,053.03

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) (*)	0.000000	0.000000	266.814750
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	0.00	0.00	6,010,572.64

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 : No

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

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

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ESG Performance

Company Name : MEGACHEM (THAILAND) PUBLIC COMPANY LIMITED Symbol : MGT

Market : mai Industry Group : Industrials 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, Migrant/foreign labor, Community and environmental rights, Safety and occupational health at work, Non-discrimination

1. Employee Rights
The company prioritizes maintaining a safe working environment to protect employees' lives and property.
It strictly adheres to labor laws.
The company does not support unfair labor practices, such as child labor or illegal foreign labor.
It upholds human rights principles for employees at all levels.
Employees are selected fairly based on job qualifications, educational background, experience, and other necessary requirements.
The company treats all employees equally, without discrimination based on gender, age, race, religion, or any other status unrelated to job performance.
Appointments, transfers, rewards, and disciplinary actions are carried out with integrity, based on knowledge, capability, and suitability.
2. Consumer/Customer Rights
Measures are in place to prevent accidents and hazards from products that may affect consumers.
The company ensures that production and distribution processes comply with safety standards.
3. Community and Environmental Rights
The company takes responsibility and adheres to environmental stewardship principles.
It supports education, religion, arts, culture, and local traditions.
The company conducts activities to foster social, community, and environmental well-being, either independently or in collaboration with government and community organizations.
It emphasizes accident prevention and controls the emissions and waste disposal of partners to ensure compliance with acceptable standards and regulatory requirements.
4. Non-Discrimination
The company treats all employees equally, without restrictions based on gender, age, race, religion, educational background, or any other irrelevant status.
Appointments, transfers, rewards, and disciplinary actions are conducted with integrity and are based on employees knowledge, skills, and suitability.

Reference link for social and human rights policy and guidelines	:	https://www.megachem.co.th/wp-content/uploads/2024/03/56-1-One-report-2023-final.pdf
Page number of the reference link	:	51 - 53

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	:	No
Changes in social and human rights policies, guidelines, and/or goals	:	Safety and occupational health at work

MegaChem (Thailand) Public Company Limited operates a comprehensive business in the distribution of and consultation on chemicals. The Company places the highest importance on the health and safety of employees, contractors, and all stakeholders, recognizing that occupational health and safety are fundamental factors in driving the business toward sustainable growth. Therefore, the Company has established this policy to focus on effective and efficient operations in occupational health and safety, including promoting good health and creating a safe working environment free from injuries and illnesses, as follows:

1. Conduct business in compliance with occupational health and safety requirements and relevant international standards, including voluntary programs, mutual agreements, or other applicable laws, in alignment with the risks of the business.
2. The Company considers workplace safety to be a duty and responsibility in the performance of work by all executives and employees, including supervising the operations of employees, contractors, and visitors or those performing work within the Company to strictly comply with the established safety and occupational health regulations, in order to ensure maximum safety at every stage of operations.
3. Manage risks systematically to prevent losses that may arise from incidents that are hazardous to life, property, processes, and transportation systems, as well as promote the health and safety of employees, communities, and stakeholders, enhance the working environment, protect employees and the organization from natural disasters, security threats, and other risk factors, and provide an emergency management system to ensure business continuity and stability.
4. Promote knowledge, awareness, and culture in safety, occupational health, and the working environment by providing training, consultation, and opportunities for employees, contractors, committees, and labor representatives to participate appropriately, while allocating the necessary resources to support efficient operations.
5. Implement an Occupational Health and Safety Management System (HS Management System) or relevant frameworks as appropriate to the organizational context, along with regular monitoring, auditing, and reporting of performance results to promote continuous development and improvement of HS performance.
6. The Company shall monitor and evaluate the implementation of the safety, occupational health, and working environment policy, and regularly improve management practices and review work plans in order to achieve continuous development.

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process	:	No

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
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	:	Employee training and development, Promoting employee relations and participation

- Fair and appropriate compensation and benefits
- Work-life balance
- Career growth opportunities
- Learning and development opportunities
- Workplace safety
- Fair and equitable compensation
- Respect for human rights and labor standards, ensuring equal treatment
- Employee empowerment and potential development

Reference link for employee and labor management plan	:	https://www.megachem.co.th/wp-content/uploads/2024/03/56-1-One-report-2023-final.pdf
Page number of the reference link	:	34

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

1. Employee Benefits Programs and Measures

Post-employment and Long-term Employee Benefits Program

The company group has obligations for severance payments to employees upon resignation, in accordance with labor laws.

A service award program has been established to provide additional compensation to employees upon completing a specified period of service.

2. Employee Development Policy

The company recognizes the importance of its personnel and continuously provides employee training to enhance knowledge and skills.

A quarterly employee training plan is developed and submitted to management for approval.

The goal of training is to ensure that all employees complete fundamental training programs and necessary courses for their job roles, while also continuously expanding their knowledge.

3. Labor Achievements

Employee bonuses are based on the company's performance.

No labor disputes affecting business operations have occurred in the past three years.

4. Awards Received

Best Company Performance Awards for companies with a market capitalization not exceeding 1,500 million THB.

Outstanding CEO Awards for the top executive of a company listed on the MAI (Market for Alternative Investment).

Information on employment

Employment

	2023	2024	2025
Total Employment (Person)	51	56	54
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)	51	56	54
Male employees (persons)	22	24	25
Percentage of male employees (%)	43.14	42.86	46.30
Female employees (persons)	29	32	29
Percentage of female employees (%)	56.86	57.14	53.70
Total of workers who are not employees (Person)	0	0	0

	2023	2024	2025
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)	19	20	21
Percentage of employees under 30 years old (%)	37.25	35.71	38.89
Total number of employees 30-50 years old (Persons)	27	29	27
Percentage of employees 30-50 years old (%)	52.94	51.79	50.00
Total number of employees over 50 years old (Persons)	5	7	6
Percentage of employees over 50 years old (%)	9.80	12.50	11.11

Number of male employees categorized by age

	2023	2024	2025
Total number of male employees under 30 years old (Persons)	5	6	7
Percentage of male employees under 30 years old (%)	22.73	25.00	28.00
Total number of male employees 30-50 years old (Persons)	15	15	15

	2023	2024	2025
Percentage of male employees 30-50 years old (%)	68.18	62.50	60.00
Total number of male employees over 50 years old (Persons)	2	3	3
Percentage of male employees over 50 years old (%)	9.09	12.50	12.00

Number of female employees categorized by age

	2023	2024	2025
Total number of female employees under 30 years old (Persons)	14	14	14
Percentage of female employees under 30 years old (%)	48.28	43.75	48.28
Total number of female employees 30-50 years old (Persons)	12	14	12
Percentage of female employees 30-50 years old (%)	41.38	43.75	41.38
Total number of female employees over 50 years old (Persons)	3	4	3
Percentage of female employees over 50 years old (%)	10.34	12.50	10.34

Number of employees categorized by position

	2023	2024	2025
Total number of employees in operational level (Persons)	42	47	47
Percentage of employees in operational level (%)	82.35	83.93	87.04

	2023	2024	2025
Total number of employees in management level (Persons)	6	5	4
Percentage of employees in management level (%)	11.76	8.93	7.41
Total number of employees in executive level (Persons)	3	4	3
Percentage of employees in executive level (%)	5.88	7.14	5.56

Number of male employees categorized by position

	2023	2024	2025
Total number of male employees in operational level (Persons)	20	22	23
Percentage of male employees in operational level (%)	90.91	91.67	92.00
Total number of male employees in management level (Persons)	1	0	0
Percentage of male employees in management level (%)	4.55	0.00	0.00
Total number of male employees in executive level (Persons)	1	2	2
Percentage of male employees in executive level (%)	4.55	8.33	8.00

Number of female employees categorized by position

	2023	2024	2025
Total number of female employees in operational level (Persons)	22	25	24
Percentage of female employees in operational level (%)	75.86	78.13	82.76

	2023	2024	2025
Total number of female employees in management level (Persons)	5	5	4
Percentage of female employees in management level (%)	17.24	15.63	13.79
Total number of female employees in executive level (Persons)	2	2	1
Percentage of female employees in executive level (%)	6.90	6.25	3.45

Significant changes in the number of employees

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

Number of male employees working in Thailand

	2023	2024	2025
Total male employees working in Thailand (Person)	22	24	25
Bangkok Metropolitan (Person)	22	24	25
Northern (Person)	0	0	0
Central (Person)	0	0	0
Northeastern (Person)	0	0	0
Southern (Person)	0	0	0
Eastern (Person)	0	0	0

Number of female employees working in Thailand

	2023	2024	2025
Total female employees working in Thailand (Person)	29	31	29
Bangkok Metropolitan (Person)	29	31	29
Northern (Person)	0	0	0
Central (Person)	0	0	0
Northeastern (Person)	0	0	0
Southern (Person)	0	0	0
Eastern (Person)	0	0	0

Number of 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)	0	0	0
Percentage of disabled workers to total employment (%)	0.00	0.00	0.00
Total number of employees with disabilities (Persons)	0	0	0
Total male employees with disabilities (persons)	0	0	0

	2023	2024	2025
Total female employees with disabilities (persons)	0	0	0
Percentage of disabled employees to total employees (%)	0.00	0.00	0.00
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

Information on compensation of employees

Employee remuneration by gender

	2023	2024	2025
Total employee remuneration (baht)	88,603,538.00	97,511,191.18	92,960,119.18
Average of remuneration of employees (Baht/persons)	1,737,324.27	1,741,271.27	1,721,483.69

Information on provident fund management

Provident fund management policy and guidelines

Provident fund management policy and guidelines : No

The Company provides a provident fund as an employee welfare benefit, as stipulated in the work regulations under the section on employee welfare and benefits, specifically under welfare for financial security, in order to promote savings and create long-term financial stability for employees. Employees may apply to become members of the fund and contribute to the fund in accordance with the specified conditions. At present, employees are eligible to join the provident fund from their first day of employment, and the Company will make contributions to the fund at the specified rates. For the contribution rate, employees may select their own contribution rate ranging from 215 percent of their monthly salary, while the Company will contribute to the fund at a rate of 315 percent of the monthly salary, depending on the employees position level. Upon termination of employment, employees will receive the Companys contributions in proportion to their years of service.

The provident fund is managed by a fund management company licensed by the Office of the Securities and Exchange Commission. The Company continuously communicates relevant information about the fund to employees in order to support appropriate financial planning and management for their future.

Overview of methods for determining employee and employer contribution Rates

Employees may choose their own contribution rate ranging from 215 percent of their monthly salary, while the Company will contribute to the fund at a rate of 315 percent of the monthly salary, depending on the employees position level, and upon termination of employment, employees will receive the Companys contributions in proportion to their years of service.

Implementation of Investment Governance Code for Institutional Investors ("I Code") by Company's Provident Fund Committee : No

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)	51	48	53
Number of employees joining in PVD (persons)	51	48	53
Number of PVD members / Total employees (%)	100.00	85.71	98.15
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)	4,353,501.02	4,872,584.95	4,462,060.64
Total amount of provident fund contributed by employee (baht)	5,041,050.45	5,506,041.15	5,049,483.97

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 (%)

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 (%)
MEGACHEM (THAILAND) PUBLIC COMPANY LIMITED	Yes	54	53	53	98.15	100.00

Information on employee development

Employee training and development

	2023	2024	2025
Employee development plans as part of annual performance reviews	Yes	Yes	Yes
Average employee training hours (Hours / Person / Year)	11.26	32.70	18.30
Total amount spent on employee training and development (Baht)	N/A	439,334.00	174,978.00
Percentage of training and development expenses to total expenses (%) (*)	N/A	0.000467	0.000165
Percentage of training and development expenses to total revenue (%) (*)	N/A	0.000407	0.000144

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)	1,952.00	1,960.00	1,952.00
Total number of hours worked by employees (Hours)	1,952.00	1,960.00	1,952.00
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	0	0
Total number of employees that lost time injuries for 1 day or more (Persons)	0	0	0
Percentage of employees that lost time injuries for 1 day or more (%)	0.00	0.00	0.00
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 1 million-manhours) (*)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours) (**)	0.00	0.00	0.00

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

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

Information on promoting employee relations and participation

Employee engagement

	2023	2024	2025
Total number of employee turnover leaving the company voluntarily (persons)	15	19	6
Total number of male employee turnover leaving the company voluntarily (persons)	4	7	2
Total number of female employee turnover leaving the company voluntarily (persons)	11	12	4
Proportion of voluntary resignations (%)	29.41	33.93	11.11
Percentage of male employee turnover leaving the Company voluntarily (%)	26.67	36.84	33.33
Percentage of female employee turnover leaving the Company voluntarily (%)	73.33	63.16	66.67

	2023	2024	2025
Evaluation result of employee engagement	Yes	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	:	No
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	:	No

Information on customer management plan

Customer management plan

Company's customer management plan	:	No

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

	2023	2024	2025
Evaluation results of customer satisfaction	Yes	Yes	-

Channels for receiving complaints from customers/consumers

Companys channels for receiving complaints from customers/consumers	:	Yes
Telephone	:	02 7396333
Fax	:	02 7396332
Email	:	-
Companys website	:	https://www.megachem.co.th/
Address	:	Megachem (Thailand) Public Company Limited 25 Soi chalongkrung 31, Ladkrabang Industrial Estate Soi G1/9 Lamplathew Lat Krabang, Bangkok Thailand 1052

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

Information on community and social management plan

Community and social management plan

Company's community and social management plan : Yes

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

Committed to environmental stewardship, education, religion, arts, culture, and local traditions in the areas where the company operates.
Engages in activities to foster social, community, and environmental development to enhance the quality of life in the communities where the company is located, either through independent initiatives or in collaboration with the government and local communities.
Prioritizes accident prevention and regulates waste emissions from partners within the companys industrial estate, ensuring compliance with acceptable standards and regulatory requirements.

Reference link for company's community and social management plan : https://www.megachem.co.th/wp-content/uploads/2024/03/56-1-One-report-2023-final.pdf

Page number of the reference link : 51

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 : No

Benefit from implementing social development project

Financial benefits

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

Non-financial benefits

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

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ESG Performance

Company Name : MEGACHEM (THAILAND) PUBLIC COMPANY LIMITED Symbol : MGT

Market : mai Industry Group : Industrials 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 Board of Directors of MegaChem (Thailand) Public Company Limited (the Board) recognizes the importance of good corporate governance in accordance with the principles prescribed by the Stock Exchange of Thailand (the SET), which reflect internationally recognized practices that enhance transparency and
effective management, and build confidence among shareholders, investors, and all stakeholders, leading to stability and progress, serving as a tool to increase value and promote the sustainable growth of the Company, by encouraging the Company, its subsidiaries, and its affiliated companies (the Group) to conduct business in accordance with the principles of good corporate governance, strengthening organizational efficiency with due consideration of relevant stakeholders in order to create sustainable value for the business.
The Board of Directors has therefore established the good corporate governance policy as a guideline for operations.

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, Board performance evaluation, Corporate governance of subsidiaries and associated companies

Nomination of directors

The Company places importance on individuals who possess knowledge, capability, experience, a good work history, leadership, integrity, and ethics, and who are able to dedicate sufficient time for the benefit of the Companys operations, taking into account diversity in the Board structure, and prepares a Board Skills Matrix to define the qualifications of directors to be recruited by considering the required skills that are still lacking, as well as qualifications that are appropriate and aligned with the composition and structure of the Board in accordance with the Companys business strategy.

Board performance evaluation

The Board of Directors requires that a performance evaluation be conducted in the form of an individual self-evaluation at least once a year.

Corporate governance of subsidiaries and associated companies

The Company recognizes the importance of Good Corporate Governance, believing that good corporate governance reflects an effective, transparent, and auditable management system, which helps build trust and confidence among shareholders, investors, stakeholders, and all related parties, leading to value creation and sustainable long-term growth of the Company. The Company has continuously undertaken efforts to promote a good corporate governance system, with the aim for the Board of Directors and management to enhance the level of corporate governance and comply with the principles of good corporate governance in alignment with internationally accepted standards, by adopting the good corporate governance principles prescribed by the Stock Exchange of Thailand as the Companys

good corporate governance policy, and requiring ongoing monitoring to improve such policy in line with the guidelines of the Stock Exchange of Thailand, which may change in the future, to ensure appropriateness and alignment with changing circumstances.

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, Customer, Business competitor, Business partner, Creditor, Community and society

Shareholder

- Perform duties with honesty, integrity, prudence, due care, and fairness to both major and minor shareholders, for the best interests of shareholders as a whole, and make decisions on any actions in accordance with professional principles.
- Establish an appropriate dividend payment policy for shareholders, whereby such dividend payments may be subject to change depending on the Companys operating results, financial position, and investment plans.
- Establish the Board of Directors and sub-committees to approve the determination of business direction, business plans, and annual budgets, with primary consideration given to the best interests of the Company, shareholders, and stakeholders.
- Disclose and clarify the Companys status, operating results, financial position, accounting information, and other reports regularly and completely in accordance with the facts and in compliance with the regulations of relevant authorities.
- Shareholders and stakeholders may report or file complaints on matters that may cause damage to the Company to the Board of Directors through the Company Secretary, who will collect and preliminarily screen the facts before further submission to the Board of Directors or sub-committees.

Customer

- Provide services to customers under fair conditions and on the basis of fair returns for both parties.
- Employees must be dedicated and committed to improving service quality, ensuring compliance with relevant regulations, and offering reasonable pricing in a timely manner in line with circumstances.
- Strictly comply with contracts or agreed terms and conditions. In the event that any condition cannot be fulfilled, promptly notify trading partners and/or creditors in advance in order to jointly consider appropriate solutions.
- Maintain customer confidentiality, unless the customer has provided written consent for disclosure or it is required by law, and not use customer information for personal benefit or for the benefit of related parties.

Business competitor

- Directors, executives, managers, and employees shall conduct themselves within the framework of fair competition.
- Do not seek confidential information of competitors through dishonest or inappropriate means.
- Do not damage the reputation of competitors by making malicious allegations or attacking competitors without reasonable grounds or information.

Business partner

- In the procurement process, there must be procedures that are verifiable, transparent, fair, and provide maximum benefit to the Company.
- Employees must procure goods and services by considering needs, value for money, price, and quality, and provide information to vendors equally, accurately, without concealment, without bias, and without discrimination against any vendor.

- In dealings with vendors, the responsible person must retain documentary evidence of negotiations, contract drafting, contract execution, and contract performance for use within the period required by law.
- Do not request, receive, or provide any improper benefits in dealings with vendors.
- Strictly comply with contractual terms. If it is found that the Company is unable to comply with the contract, or the vendor is unable to comply with the contract, or for any other reason that prevents compliance with the contract, report to the supervisor immediately for consultation and further resolution.

Creditor

- Treat creditors fairly and do not request, receive, or provide any improper benefits in dealings with creditors.
- Strictly comply with the agreed terms and conditions. In the event that any condition cannot be fulfilled, promptly notify the creditors in advance in order to jointly consider appropriate solutions.

Community and society

- Be responsible and committed to, as well as support, environmental protection, education, religion, arts and culture, as well as local traditions in the areas where the Company operates.
- Conduct activities to contribute to society, communities, and the environment, in order to improve the quality of life in the communities where the Company operates, both through its own initiatives and in cooperation with the government and communities.
- Place importance on accident prevention and control the emission of waste from partners in the Companys industrial estates to remain within acceptable standard levels and in compliance with the regulations of relevant authorities.
- The Company instills awareness of social and environmental responsibility within the organization, including among partners, as well as promotes the efficient use of resources, materials, and equipment.

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

The Company has established a written Code of Business Conduct as part of its good corporate governance policy, which serves as a standard for operations and specifies the appropriate practices for personnel in performing their duties, aligning with and supporting the Companys vision, objectives, and goals. The Board of Directors takes the lead in overseeing that management establishes mechanisms to build and drive an organizational culture that upholds ethics and the Code of Business Conduct in all work processes.

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, Information and assets usage and protection, Information and IT system security, Human rights

Prevention of Conflicts of Interest

- Avoid any actions that may conflict with the interests of the Company, whether arising from dealings with the Companys business counterparts such as partners, customers, or competitors, or from opportunities or information

obtained as an employee for personal gain, including engaging in business that competes with the Company or undertaking other work outside the Company that affects responsibilities and duties to the Company.

- Employees who have a vested interest are prohibited from approving any agreements or transactions or taking any actions on behalf of the Company, in order to prevent any potential conflict of interest. In cases where employees conduct any business with the Company, whether in a personal capacity, through family, or on behalf of any legal entity in which the employee has authority, the employee must disclose such interest to the Company prior to entering into the transaction.
- The Board of Directors and executives must carefully consider conflicts of interest relating to connected transactions between the Company and any persons or legal entities that may be deemed to have a conflict of interest, with honesty, reasonableness, and independence under a framework of good ethics, taking into account the best interests of the Company.
- Directors and executives must report connected transactions related to the management of the Company or its subsidiaries.

Anti-corruption

- Provide training to employees to educate them on the Companys anti-corruption policy and practices.
- Support and cooperate with government organizations, private sector entities, regulatory bodies, and all sectors of Thai society with the objective of reducing corruption and enhancing national development.
- Directors, executives, and employees are prohibited from accepting any form of corruption, whether directly or indirectly, including receiving items, giving items, gifts, hospitality, donations, contributions, or any other benefits for personal gain from persons conducting business with the Company.

Whistleblowing and Protection of Whistleblowers

1. The Company will keep the information and identity of the reporter, complainant, or any person cooperating in reporting violations or non-compliance with the Code of Conduct confidential.
2. The Company will disclose information only as necessary, taking into account the safety and potential damage to the reporter, the source of information, or related persons.
3. Any person who suffers damage will be provided with appropriate and fair remediation through suitable processes.

The Company has established channels for stakeholders to report clues, provide suggestions, or file complaints regarding corruption or any actions that do not comply with the Companys rules directly to the Board of Directors by sending a letter to the address below:

Company Secretary
MegaChem (Thailand) Public Company Limited
Address: 25 Lat Krabang Industrial Estate, Soi G 1/9, Lam Pla Thio Subdistrict, Lat Krabang District, Bangkok
Telephone: +66 2739 6333
Fax: +66 2739 6332

Prevention of Misuse of Inside Information

- Directors, executives, and employees at all levels must not use the Companys material inside information that has not yet been disclosed to the public for their own benefit or for the benefit of others, until at least 24 hours after such information has been publicly disclosed.
- Employees at all levels must maintain and not disclose customer information and business information as confidential. Employees must not disclose customer secrets to other employees or unrelated external persons, unless disclosure is required by law, for litigation purposes, or approved in writing by the Board of Directors.
- Directors, executives, employees, and persons related to such information are prohibited from disclosing or transmitting the Companys information or confidential information to unrelated persons, including family members, relatives, friends, or others.
- Disclosure of information must be made only by executives or employees who are authorized to do so. General employees who are not responsible for disclosure must not disclose information when requested and should direct the inquirer to the responsible person to ensure that the information provided is accurate and consistent.

- Do not provide advice or recommendations regarding the trading of the Companys securities, unless it is related to duties assigned by the Company.
- Directors, executives, employees in units that have access to inside information, and directors of the Company are prohibited from trading the Companys securities within 1 month prior to the disclosure of financial statements, both quarterly and annual, or any information that may affect the price of securities to the public, and within 2 business days after the disclosure of financial statements and information to relevant authorities.
- Directors and senior executives (the top four executive positions below the Managing Director and all equivalent positions, including positions in accounting or finance at the level of department manager or higher or equivalent) who intend to trade the Companys securities must notify the Company Secretary at least 1 day in advance prior to the transaction.
- Directors, executives, managers, and employees in the accounting and finance departments must report any purchase or sale of the Companys securities within 2 business days to the Company Secretary in order to comply with relevant regulations.
- Directors, executives, managers, and employees in the accounting and finance departments must report their holdings of securities, or those of related persons, in accordance with the criteria of the Securities and Exchange Act, on a quarterly basis to the Company Secretary.

Gift giving or receiving, entertainment, or business hospitality

- Executives and employees must not request, receive, or agree to receive money, items, or any other benefits from persons related to the Companys business.
- Executives and employees may give or receive gifts, provided that such gifts do not affect any business decisions of the recipient.
- In cases where it is necessary to receive gifts or other assets with a value exceeding 3,000 Baht, the matter must be reported to the supervisor in accordance with the chain of command.
- Giving or receiving gifts may be conducted if it is done transparently, openly, or can be disclosed.
- Executives and employees may accept business hospitality for the benefit of the Companys business, subject to the Companys authorization limits, and should avoid accepting hospitality that is excessive beyond normal business relationships from persons related to the Company or potential future business partners.

Information and assets usage and protection

- Employees have the duty and responsibility to safeguard both tangible and intangible assets of the Company, to prevent damage or loss, and to use such assets efficiently. Employees must study and understand the proper usage and safety guidelines of the assets, utilize them to the fullest benefit of the Company, and must not use the Companys assets for personal benefit or for the benefit of others.
- All employees must strictly avoid disclosing or using confidential information.
- All employees must appropriately control confidential information.

Information and IT system security

- The Company has a policy to promote and use only legally licensed equipment, tools, and software programs.
- Do not use the Companys computer systems to disseminate information that is morally inappropriate, contrary to customs and traditions, or in violation of the law.
- In cases where an employee requests approval from a supervisor for external personnel to use the Companys information systems, the requesting employee must control such usage and shall be responsible for any damage that may occur to the Company from the use of such information systems.
- The Company has the right to inspect, search, monitor, investigate, and control the use of employees information systems in order to ensure the security of the Companys information systems.

Human rights

- Place importance on maintaining a working environment that is safe for the lives and property of employees, and strictly comply with labor laws.
- Do not support unfair labor practices, the use of child labor, or illegal migrant labor.

- Place importance on the human rights principles of employees at all levels.
- The Company will recruit individuals for various positions fairly by considering the qualifications required for each position, educational background, experience, and other job-related requirements, and will treat all employees equally without discrimination or barriers based on gender, age, race, religion, educational institution, or any other status not directly related to job performance.
- Appointment, transfer, as well as rewards and disciplinary actions for employees shall be conducted with integrity and based on the employees knowledge, capability, and suitability.
- The Company will maintain the confidentiality of employees personal data, such as biography, education, family history, health records, work history, etc. Disclosure or transfer of such personal data shall only be made with the consent of the employee.
- Provide fair and appropriate remuneration in line with duties and responsibilities.
- Organize orientation programs and provide employee handbooks to all new employees to ensure they are informed of and understand their rights under fair employment, ethical standards in various aspects, and to strictly comply with labor laws.
- Continuously develop and provide training for directors, executives, and employees to enhance their work capabilities and efficiency, and to promote career advancement.
- Establish a provident fund for employees to support long-term savings for themselves and their families upon resignation, retirement, disability, or death.

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

In order for executives and employees to be aware of ethical practices and the Companys Code of Business Conduct, all employees are required to sign and acknowledge that they have been informed of the Companys ethics and Code of Business Conduct.

All new employees must sign a form to confirm that they have read the Companys ethics and Code of Business Conduct and agree to comply with the provisions of this Code. Employees cannot claim that they have not read or have not signed the acknowledgment form as a reason for non-compliance.

This Code of Ethics and Business Conduct will be regularly updated and revised to keep pace with changing regulations. In the event of any addition or revocation of any provision, such changes must be reported to the Board of Directors.

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

The Board of Directors places importance on good corporate governance, ethical business conduct, and transparent and accountable management toward all stakeholder groups. The Board regularly reviews the appropriateness and adequacy of the Companys policies and practices to ensure alignment with applicable laws, regulations, relevant guidelines, as well as the evolving business environment and operating models. This also includes addressing key issues such as the governance of inside information, data protection and privacy, safety, occupational health and environmental management, efficient use of resources and energy, as well as risk management and business continuity preparedness, to ensure that such policies and practices remain up to date, suitable for the Companys operations, and can effectively serve as a framework for governance and organizational management.

In 2025, the Board of Directors approved revisions and amendments to the following policies and related documents:

- Cookie Policy
- Policy on Reporting of Securities Holdings and Use of Inside Information
- Safety, Occupational Health and Working Environment Policy
- Environmental Policy
- Energy Conservation Policy
- Level of Authorization
- Business Continuity Plan (BCP)

The Company has communicated and disseminated these policies to directors, executives, and relevant employees for acknowledgment and compliance, and has also disclosed them on the Companys website to promote continuous adherence to the principles of good corporate governance.

Implementation of the CG Code for listed companies

Implementation of the CG Code as prescribed by the SEC	:	Mostly used in practice

The Company recognizes the importance of Good Corporate Governance, believing that good corporate governance reflects an effective, transparent, and auditable management system, which helps build trust and confidence among shareholders, investors, stakeholders, and all related parties, leading to value creation and sustainable long-term growth of the Company. The Company has continuously undertaken efforts to promote a good corporate governance system, with the aim for the Board of Directors and management to enhance the level of corporate governance and comply with the principles of good corporate governance in alignment with internationally accepted standards, by adopting the good corporate governance principles prescribed by the Stock Exchange of Thailand as the Companys good corporate governance policy, and requiring ongoing monitoring to improve such policy in line with the guidelines of the Stock Exchange of Thailand, which may change in the future, to ensure appropriateness and alignment with changing circumstances.

Other corporate governance performance and outcomes

Corporate Governance Structure

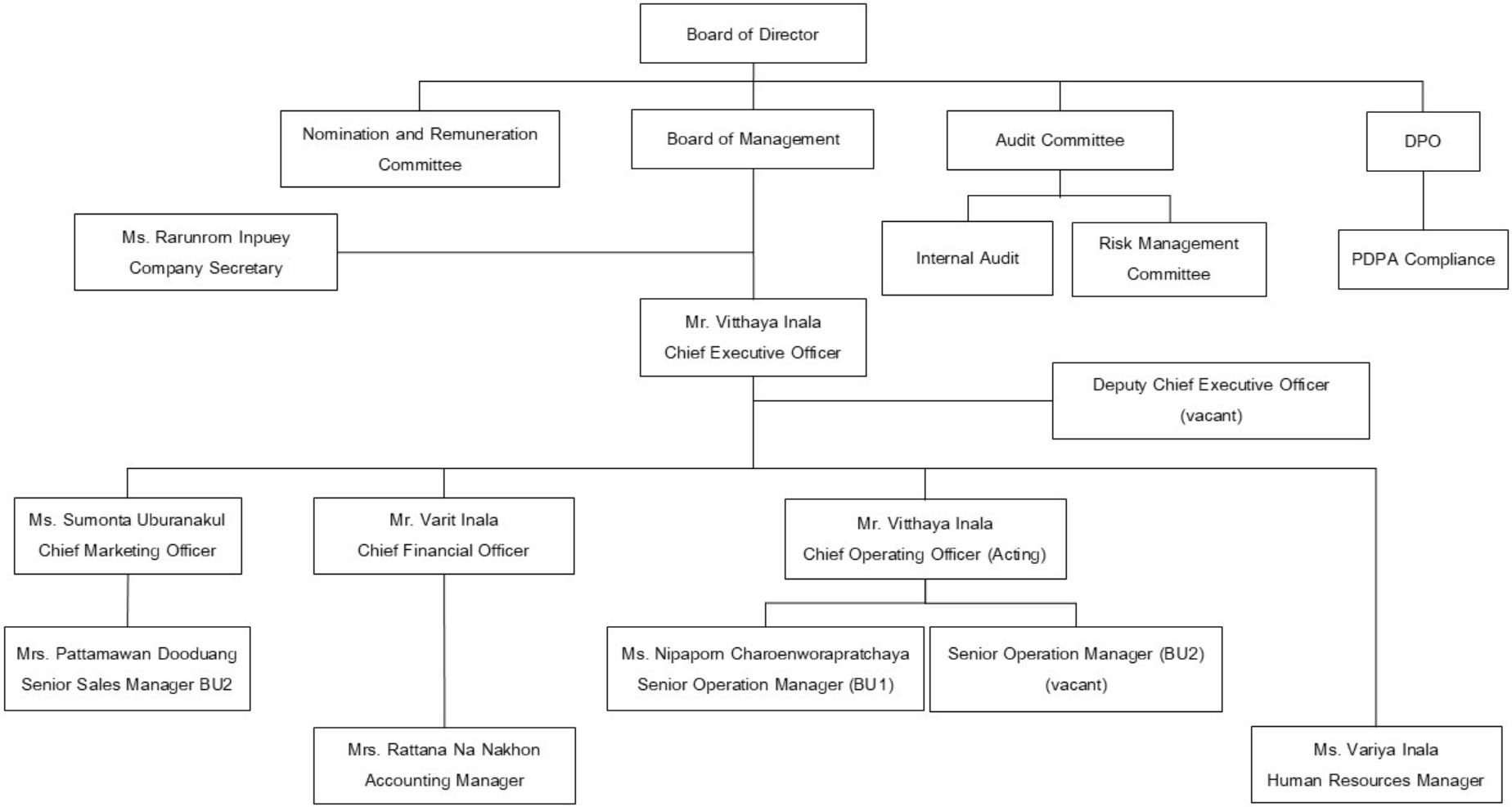
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 13 May 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	
	7	1	7	1	7	1
Executive directors	3		2		2	
	2	1	2	0	2	0
Non-executive directors	5		6		6	
	5	0	5	1	5	1
Independent directors	3		3		3	
	3	0	3	0	3	0
Non-executive directors who have no position in independent directors	2		3		3	
	2	0	2	1	2	1

	2023		2024		2025	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Total directors	100.00		100.00		100.00	
	87.50	12.50	87.50	12.50	87.50	12.50
Executive directors	37.50		25.00		25.00	
	25.00	12.50	25.00	0.00	25.00	0.00
Non-executive directors	62.50		75.00		75.00	
	62.50	0.00	62.50	12.50	62.50	12.50
Independent directors	37.50		37.50		37.50	
	37.50	0.00	37.50	0.00	37.50	0.00
Non-executive directors who have no position in independent directors	25.00		37.50		37.50	
	25.00	0.00	25.00	12.50	25.00	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	58		60		61	
	58	54	60	55	61	56

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. CHARN THARAWAS Gender: Male Age : 74 years Highest level of education : Doctoral degree Study field of the highest level of education : Finance 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 : Yes **Shareholding in the company** • Direct shareholding : 3,500 Shares (0.000875 %)	Chairman of the board of directors (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Existing director	14 May 2024	Economics, Business Administration, Accounting, Finance, Law

List of directors	Position	First appointment date of director	Skills and expertise
2. Mr. VITTHAYA INALA Gender: Male Age : 66 years Highest level of education : Doctoral degree Study field of the highest level of education : Doctor of Organization Development And Transformation 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 : No DCP course : No **Shareholding in the company** • Direct shareholding : 150,771,000 Shares (37.692750 %)	Vice-chairman of the board of directors (Executive directors) Authorized directors as per the companys certificate of registration : Yes Type of director : Existing director	15 May 2017	Transportation & Logistics, Petrochemicals & Chemicals, Accounting, Finance, Law

List of directors	Position	First appointment date of director	Skills and expertise
3. Mrs. BUSARAPORN PRATHOOMRAT Gender: Female Age : 56 years Highest level of education : Bachelor's degree Study field of the highest level of education : Agriculture 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 **Shareholding in the company** • Direct shareholding : 1,930,600 Shares (0.482650 %)	Director (Non-executive directors) Authorized directors as per the companys certificate of registration : No Type of director : Continuing director (Full term of directorship and being re-appointed as a director)	14 Mar 2003	Petrochemicals & Chemicals, Transportation & Logistics, Accounting, Finance, IT Management
4. Mr. CHEW CHOON TEE Gender: Male Age : 65 years Highest level of education : Bachelor's degree Study field of the highest level of education : Chemistry Thai nationality : No Residence in Thailand : No Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt Have DAP course : Yes DCP course : No	Director (Non-executive directors) Authorized directors as per the companys certificate of registration : Yes Type of director : Existing director	26 Nov 2004	Transportation & Logistics, Petrochemicals & Chemicals, Accounting, Finance, Economics

List of directors	Position	First appointment date of director	Skills and expertise
5. Mr. SOMNUK BOMRUNGSALEE Gender: Male Age : 68 years Highest level of education : Master's degree Study field of the highest level of education : Public 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 : Yes **Shareholding in the company** • Direct shareholding : 200,700 Shares (0.050175 %)	Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Existing director	7 Nov 2018	Energy & Utilities, Property Development, Law
6. Mr. THIAM HWA YAU Gender: Male Age : 61 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : No Residence in Thailand : No Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt Have DAP course : Yes DCP course : No	Director (Non-executive directors) Authorized directors as per the companys certificate of registration : Yes Type of director : Continuing director (Full term of directorship and being re-appointed as a director)	21 Apr 2022	Transportation & Logistics, Accounting, Finance, Economics

List of directors	Position	First appointment date of director	Skills and expertise
7. Mr. VARIT INALA Gender: Male Age : 27 years Highest level of education : Bachelor's degree Study field of the highest level of education : Science in business administration 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 **Shareholding in the company** • Direct shareholding : 1,099,900 Shares (0.274975 %)	Director (Executive directors) Authorized directors as per the companys certificate of registration : Yes Type of director : Continuing director (Full term of directorship and being re-appointed as a director)	20 Apr 2023	Business Administration, Petrochemicals & Chemicals, Economics, Governance/ Compliance, Strategic Management

List of directors	Position	First appointment date of director	Skills and expertise
8. Mr. CHAIWAT TANCHEWAWONG Gender: Male Age : 67 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	Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Existing director	24 Apr 2024	Business Administration, Accounting, Finance

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
Total (persons)		2	6	3	3	4

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. CHARN THARAWAS	Chairman of the board of directors		✔	✔		
2. Mr. VITTHAYA INALA	Vice-chairman of the board of directors	✔				✔
3. Mrs. BUSARAPORN PRATHOOMRAT	Director		✔		✔	
4. Mr. CHEW CHOON TEE	Director		✔		✔	✔
5. Mr. SOMNUK BOMRUNGSALEE	Director		✔	✔		
6. Mr. THIAM HWA YAU	Director		✔		✔	✔
7. Mr. VARIT INALA	Director	✔				✔
8. Mr. CHAIWAT TANCHEWAWONG	Director		✔	✔		
Total (persons)		**2**	**6**	**3**	**3**	**4**

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	4	50.00
2. Petrochemicals & Chemicals	4	50.00

Skills and expertise	Number (persons)	Percent (%)
3. Property Development	1	12.50
4. Energy & Utilities	1	12.50
5. Transportation & Logistics	4	50.00
6. Law	3	37.50
7. Accounting	6	75.00
8. Finance	6	75.00
9. IT Management	1	12.50
10. Strategic Management	1	12.50
11. Governance/ Compliance	1	12.50
12. Business Administration	3	37.50

Information about the other directors (*)(**)

	2023	2024	2025
The chairman of the board and the highest-ranking executive are from the same person	-	No	No
The chairman of the board is an independent director	-	Yes	Yes
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 or taskforce	-	No	No
The company appoints at least one independent director to determine the agenda of the board of directors meeting	No	No	No

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 : Doesnt Have

Information on the roles and duties of the board of directors

Board charter : Doesnt Have

Charter of Independent Directors

1. Objective

This Charter of Independent Directors is established to clearly, transparently, and concretely define the composition, qualifications, roles, duties, and responsibilities of independent directors, in alignment with the principles of good corporate governance, in order to build confidence and credibility among shareholders and other related stakeholders.

2. Composition and Qualifications of Independent Directors

The independent directors shall comprise not less than one-third of the total number of directors and not fewer than three persons. Each independent director must hold no more than 1 percent of the total issued and paid-up share capital of the Company and its related companies, including shares held by related persons, and must possess qualifications in accordance with the Capital Market Supervisory Board Notification No. TorJor. 28/2551 Re: Application for Approval for Offering Newly Issued Shares dated 15 December 2008.

3. Term of Office

Independent directors shall serve a term of three years and may hold office for a continuous period not exceeding nine years from the date of first appointment as an independent director, without exception. The term of office must be aligned with that of the Board of Directors.

4. Termination of Office

An independent director shall vacate office upon:

- Death
- Resignation
- Removal
- Completion of the term of office, with a maximum continuous tenure not exceeding nine years

5. Scope of Duties and Responsibilities

Independent directors are neutral persons responsible for safeguarding the overall interests of the Company to ensure equitable benefits for all shareholders. Their duties and responsibilities to the Board of Directors are as follows:

5.1 Provide recommendations and opinions to the Board of Directors on significant matters that are beneficial to the Company, shareholders, and other related stakeholders.

5.2 Ensure that the Company fully complies with anti-corruption measures.

5.3 Emphasize environmental stewardship, social responsibility, and good corporate governance for sustainability (ESG).

5.4 Review and ensure that the Company complies with regulatory requirements applicable to listed companies concerning independent directors, including reviewing the definition of independent directors to ensure appropriateness and compliance with applicable laws.

5.5 Review the appropriateness of this Charter annually. Any amendments shall be proposed to the Board of Directors for approval.

5.6 Perform any other duties as assigned by the Board of Directors, provided that such duties do not affect their independence.

6. Reporting

Report the performance of independent directors or any other matters deemed necessary for the Board of Directors to acknowledge at each quarterly Board meeting (if any).

7. Development and Performance Evaluation

7.1 Independent directors should attend training programs or participate in activities to continuously enhance their knowledge and capabilities for the effective performance of their duties.

7.2 Independent directors must conduct a self-evaluation of their performance and report the annual evaluation results to the Board of Directors.

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Board of Directors

Role

- Corporate governance
- Sustainability development

Scope of authorities, role, and duties

Independent directors are neutral individuals responsible for safeguarding the overall interests of the Company to ensure that all shareholders receive equitable benefits. Their duties and responsibilities to the Board of Directors are as follows:

1. Provide recommendations and opinions to the Board of Directors on significant matters that should be undertaken and are beneficial to the Company, shareholders, and other related stakeholders.

2. Ensure that the Company fully complies with anti-corruption measures.

3. Place importance on environmental stewardship, social responsibility, and good corporate governance for sustainability (ESG).

4. Review and ensure that the Company complies with regulatory requirements applicable to listed companies concerning independent directors, including reviewing the definition of independent directors to ensure appropriateness and full compliance with the law.

5. Review the appropriateness of the Charter of Independent Directors on a regular annual basis. Any amendments shall be proposed to the Board of Directors for approval.

6. Perform any other duties as assigned by the Board of Directors, provided that such duties do not affect the independence of their performance.

Reference link for the charter

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Audit Committee

Role

• Audit of financial statements and internal controls
• Risk management

Scope of authorities, role, and duties

Has the authority to invite management or Company officers to attend meetings to provide explanations, opinions, or submit requested documents as necessary.
1. Consider and approve the nomination and remuneration of the external auditor for submission to the Board of Directors and for approval by the shareholders meeting, and evaluate the auditors performance on an annual basis.
2. Acknowledge non-audit services and related fees to ensure that the auditors independence is not impaired.
3. Consider and decide in cases where management and the auditor have differing opinions regarding financial reports or where there are limitations on audit performance.
4. Review procedures and oversight of related party transactions and connected transactions that may give rise to conflicts of interest to ensure compliance with applicable laws and regulations.
5. Consider and approve the appointment, removal, transfer, or termination, as well as evaluate the performance of the Head of Internal Audit and the auditor as proposed by the Executive Committee.
6. Review reports from the risk management function and management, and discuss with management regarding policies on risk assessment and risk management.
7. Appoint external advisors or professional experts to provide advice or opinions as deemed appropriate by the Audit Committee.
8. The Audit Committee should hold meetings exclusively with the Companys auditor, without management participation, at least once a year.
9. Report to the Board of Directors for corrective actions regarding conflicts of interest transactions, fraudulent transactions, internal control deficiencies, or non-compliance with relevant laws that have a material impact on the Companys financial position and operating results, in accordance with the requirements of the Securities and Exchange Commission and the Stock Exchange of Thailand.

Reference link for the charter

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Executive Committee

Role

• Climate-related risks and opportunities governance

Scope of authorities, role, and duties

1. Manage the Company in compliance with laws, objectives, articles of association, resolutions of the shareholders meeting, and resolutions of the Board of Directors, with integrity, due care, and in the best interests of the Company, including holding Executive Committee meetings at least once a month.

2. Perform the following duties as necessary for business operations, subject to submission to the Board of Directors for approval or endorsement:
   2.1 The Companys policies, objectives, and annual business plans
   2.2 The Companys annual budget
   2.3 Investment directions, policies, and objectives as a framework for management to follow in operations
   2.4 Salary structure and employee welfare to ensure appropriate compensation for employees

3. Perform duties as assigned by the Board of Directors.

4. Have the authority to hire, appoint, transfer, remove, terminate, determine salary rates, grant bonuses, adjust salaries, remuneration, and bonuses for all employees of the Company from the level of Deputy Chief Executive Officer and below.

5. Have the authority to approve the opening and management of deposit accounts with domestic and international banks, as appropriate for overall financial management.

6. Have the authority to act on the following matters within the defined scope:
6.1 Supervise and determine guidelines for managing investments in other businesses within the scope assigned by the Board of Directors and in compliance with applicable laws
6.2 Issue orders, regulations, announcements, and memoranda to ensure operations are conducted in accordance with Company policies and interests, and to maintain organizational discipline
6.3 Act and represent the Company in dealings with external parties in matters related to and beneficial to the Company
6.4 Approve the appointment of advisors necessary for business operations
6.5 Perform other duties as assigned by the Board of Directors from time to time

Reference link for the charter

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Nomination and Remuneration Committee

Role

• Director and executive nomination
• Remuneration

Scope of authorities, role, and duties

Nomination Duties
1. Establish criteria and policies for the nomination of the Board of Directors and sub-committees, taking into consideration the appropriateness of the number, structure, and composition of the Board, and defining director qualifications for submission to the Board of Directors and/or for approval by the shareholders meeting, as the case may be.
2. Consider, nominate, select, and propose suitable persons to serve as directors in place of those retiring by rotation and/or when vacancies arise and/or for additional appointments.
3. Consider and select executives of the Company, particularly the Chief Executive Officer.
4. Perform any other duties related to nomination as assigned by the Board of Directors.

Remuneration Duties
1. Establish criteria and policies for determining the remuneration of the Board of Directors, sub-committees, and the Chief Executive Officer for submission to the Board of Directors and/or for approval by the shareholders meeting, as the case may be.
2. Determine appropriate remuneration, both monetary and non-monetary, for individual directors, by considering duties, responsibilities, performance, benchmarking against companies in similar industries, and the expected benefits to be received from the directors and the Chief Executive Officer, for submission to the Board of Directors for consideration and approval.

3. Be responsible to the Board of Directors and provide clarification and respond to inquiries regarding the remuneration of directors, sub-committee members, and senior executives at shareholders meetings.
4. Report the policy and rationale for determining remuneration of directors and executives in accordance with the requirements of the Stock Exchange of Thailand, as disclosed in the Companys annual report (Form 56-1 One Report).
5. Perform any other duties related to remuneration as assigned by the Board of Directors.

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. Mr. CHAIWAT TANCHEWAWONG(*) Gender: Male Age : 67 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	14 May 2024	Business Administration, Accounting, Finance

List of directors	Position	Appointment date of audit committee member	Skills and expertise
2. Mr. SOMNUK BOMRUNGSALEE(*) Gender: Male Age : 68 years Highest level of education : Master's degree Study field of the highest level of education : Public Administration 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	7 Nov 2018	Energy & Utilities, Property Development, Law
3. Mr. CHARN THARAWAS(*) Gender: Male Age : 74 years Highest level of education : Doctoral degree Study field of the highest level of education : Finance 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	14 May 2024	Economics, Business Administration, Accounting, Finance, 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 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. VITTHAYA INALA Gender: Male Age : 66 years Highest level of education : Doctoral degree Study field of the highest level of education : Doctor of Organization Development And Transformation Thai nationality : Yes Residence in Thailand : Yes	The chairman of the executive committee	1 Dec 2015
2. Ms. Sumonta Uburanakul Gender: Female Age : 50 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	1 Dec 2015
3. Mrs. Rattana Na Nakhon Gender: Female Age : 39 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	7 Aug 2019
4. Ms. Variya Inala Gender: Female Age : 30 years Highest level of education : Master's degree Study field of the highest level of education : International Management and Marketing Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	11 Aug 2020

List of committee members	Position	Appointment date of executive committee member
5. Mr. VARIT INALA Gender: Male Age : 27 years Highest level of education : Bachelor's degree Study field of the highest level of education : Science in business administration Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	11 Aug 2020
6. Ms. Nipaporn Charoenworaphatchaya Gender: Female Age : 51 years Highest level of education : Bachelor's degree Study field of the highest level of education : Science Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	6 Aug 2024
7. Mrs. Pattamawan Dooduang Gender: Female Age : 49 years Highest level of education : Master's degree Study field of the highest level of education : Science Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	14 Nov 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

List of directors	Position	Date of resignation / termination	Replacement committee member
1. Ms. Jirapan Ratanawongboonmee Gender: Female Age : 55 years Highest level of education : Bachelor'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	31 Mar 2025	-

Other Subcommittees

Subcommittee name	Name list	Position
Nomination and Remuneration Committee	Mr. SOMNUK BOMRUNGSALEE	The chairman of the subcommittee (Independent director)
	Mr. VITTHAYA INALA	Member of the subcommittee
	Mr. CHAIWAT TANCHEWAWONG	Member of the subcommittee (Independent director)

List of subcomittees 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
1. Mr. VITTHAYA INALA Gender: Male Age : 66 years Highest level of education : Doctoral degree Study field of the highest level of education : Doctor of Organization Development And Transformation 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)	5 Oct 1992	Transportation & Logistics, Petrochemicals & Chemicals, Accounting, Finance, Law
2. Ms. Sumonta Uburanakul Gender: Female Age : 50 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	2 Jan 2014	Marketing, Negotiation, Petrochemicals & Chemicals

List of executives	Position	First appointment date	Skills and expertise
3. Mrs. Rattana Na Nakhon (**) Gender: Female Age : 39 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : Yes	Accounting Manager	2 Jan 2020	Finance, Accounting
4. Mrs. Pattamawan Dooduang Gender: Female Age : 49 years Highest level of education : Master's degree Study field of the highest level of education : Science Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Senior Sales Manager BU2	2 Jan 2020	Petrochemicals & Chemicals, Marketing

List of executives	Position	First appointment date	Skills and expertise
5. Mr. VARIT INALA(*) Gender: Male Age : 27 years Highest level of education : Bachelor's degree Study field of the highest level of education : Science in business administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : No	Chief Financial Officer	22 Mar 2021	Business Administration, Petrochemicals & Chemicals, Economics, Governance/ Compliance, Strategic Management
6. Ms. Variya Inala Gender: Female Age : 30 years Highest level of education : Master's degree Study field of the highest level of education : International Management and Marketing Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Human Resources Manager	1 May 2022	Human Resource Management

List of executives	Position	First appointment date	Skills and expertise
7. Ms. Nipaporn Charoenworaphatchaya(**) Gender: Female Age : 51 years Highest level of education : Bachelor's degree Study field of the highest level of education : Science Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : Yes	Senior Operation Manager BU1	1 Jun 2024	Procurement, Petrochemicals & Chemicals

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

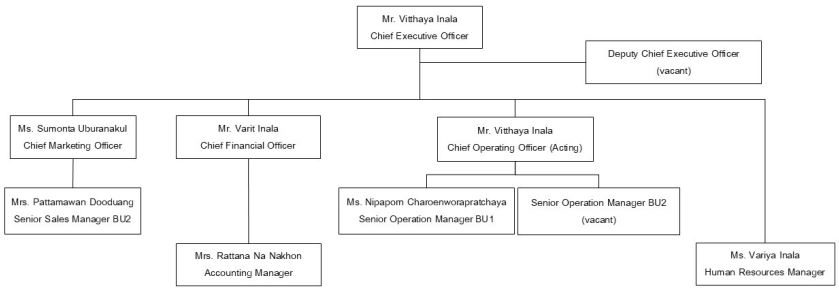
(**) Accounting supervisor

(***) 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 : 13 May 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 Board of Directors has clearly separated the roles, duties, and responsibilities between the Board and management, by defining the roles and responsibilities of management in conducting the Companys operations and managing its day-to-day activities in accordance with the Companys policies, objectives, regulations, and the best

interests of shareholders, in line with the principles of good corporate governance, with significant performance results reported to the Board of Directors on a quarterly basis.

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

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2023	2024	2025
Total remuneration of executive directors and executives (baht)	62,311,921.84	70,661,133.23	92,960,119.18
Total remuneration of executives (baht)	62,311,921.84	70,661,133.23	92,960,119.18

Other remunerations of executive directors and executives

	2023	2024	2025
Employee Stock Ownership Plan (ESOP)	No	-	-
Employee Joint Investment Program (EJIP)	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. Mr. Varit Inala	account@megachem.co.th	-
2. Mrs. Rattana Na Nakhon	account@megachem.co.th	-

List of the company secretary

General information	Email	Telephone number
1. Ms. Rarunrorn Inpuey	secretary@megachem.co.th	-

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Mr. Thana Wongsangnak	audit19@hotmail.com	-

List of the head of the compliance unit

General information	Email	Telephone number
1. Mr. Vitthaya Inala	ir@megachem.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. Mr. Vitthaya Inala	ir@megachem.co.th	-

Company's auditor

Details of the companys auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors

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	2,006,000.00	-	1. Mr. PREECHA ARUNNARA Email: preecha.arunnara@th.ey.com License number: 5800 2. Ms. ISARAPORN WISUTTHIYAN Email: isaraporn.wisutthiyan@th.ey.com License number: 7480 3. Ms. SUTTHIRAK FAKON Email: sutthirak.fakon@th.ey.com License number: 7712

Details of the auditors of the subsidiaries

Audit fee (Baht)	Other service fees		
450,000.00	-		
549,000.00	-		
70,000.00	-		

Assigned personnel in case of a foreign company

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

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

In 2025, the Company conducted a performance evaluation of the Board of Directors and its sub-committees. The evaluation results were acknowledged at the Board of Directors Meeting No. 1/2026 held on 13 February 2026. The results are summarized as follows:

Performance Evaluation Results	Topic	Average Score
Board of Directors	● Structure and qualifications of the Board ● Effectiveness of Board meetings in supporting the Boards performance of duties ● Roles, duties, and responsibilities of the Board, including whether sufficient attention and time were given to reviewing and performing key matters ● Other evaluation aspects	95.91
Audit Committee	● Structure and qualifications of the Audit Committee ● Effectiveness of Audit Committee meetings in supporting the performance of duties ● Roles, duties, and responsibilities of the Audit Committee, including adequacy of attention and time devoted to key matters ● Other evaluation aspects	100
Nomination and Remuneration Committee	● Structure and qualifications of the Committee ● Committee meetings ● Roles, duties, and responsibilities of the Committee	100

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
Mrs. BUSARAPORN PRATHOOMRAT	Director	14 Mar 2003	Petrochemicals & Chemicals, Transportation & Logistics, Accounting, Finance, IT Management
Mr. THIAM HWA YAU	Director	21 Apr 2022	Transportation & Logistics, Accounting, Finance, Economics
Mr. VARIT INALA	Director	20 Apr 2023	Business Administration, Petrochemicals & Chemicals, Economics, Governance/ Compliance, Strategic Management

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

The Audit Committee shall consist of at least three independent directors, with a term of office of three years. The Company has a policy for the nomination of Audit Committee members/independent directors, who must possess the following qualifications:

1. Hold no more than 1 percent of the total voting shares of the Company, its parent company, subsidiaries, associates, major shareholders, or controlling persons of the Company, including shares held by related persons.
2. Not be or have been a director involved in management, an employee, staff member, advisor receiving a regular salary, or a controlling person of the Company, its parent company, subsidiaries, associates, or same-level subsidiaries, major shareholders, or controlling persons of the Company, unless having ceased such status for at least two years prior to appointment.
3. Not be a person related by blood or legal registration as a parent, spouse, sibling, or child, including the spouse of a child, of an executive, major shareholder, controlling person, or a person nominated to be an executive or controlling person of the Company or its subsidiaries.

4. Not have or have had any business relationship with the Company, its parent company, subsidiaries, associates, major shareholders, or controlling persons of the Company in a manner that may hinder independent judgment, including not being or having been a significant shareholder or controlling person of any entity having significant business relationships with the Company, its parent company, subsidiaries, associates, major shareholders, or controlling persons of the Company, unless having ceased such relationship for at least two years prior to appointment. Such business relationships include transactions as defined in the Capital Market Supervisory Board Notification No. TorJor. 28/2551 Re: Application for and Approval of Offering of Newly Issued Shares.
5. Not be or have been an auditor of the Company, its parent company, subsidiaries, associates, major shareholders, or controlling persons of the Company, and not be a significant shareholder, controlling person, or partner of an audit firm employing the auditor of the Company, its parent company, subsidiaries, associates, major shareholders, or controlling persons of the Company, unless having ceased such status for at least two years prior to appointment.
6. Not be or have been a provider of any professional services, including legal or financial advisory services, receiving fees exceeding Baht 2 million per year from the Company, its parent company, subsidiaries, associates, major shareholders, or controlling persons of the Company, and not be a significant shareholder, controlling person, or partner of such service provider, unless having ceased such status for at least two years prior to appointment.
7. Not be a director appointed to represent a director of the Company, a major shareholder, or a shareholder related to a major shareholder of the Company.
8. Not operate a business of the same nature and in significant competition with the Company or its subsidiaries, and not be a significant partner in a partnership, or a director involved in management, an employee, staff member, advisor receiving a regular salary, or hold more than 1 percent of the total voting shares of another company that operates a business of the same nature and is in significant competition with the Company or its subsidiaries.
9. Not have any other characteristics that may prevent the expression of independent opinions regarding the Companys operations.
10. Not be a director assigned by the Board of Directors to make decisions in the operations of the Company, its parent company, subsidiaries, associates, same-level subsidiaries, major shareholders, or controlling persons of the Company.
11. Not be a director of the parent company, subsidiaries, or same-level subsidiaries that are listed companies on the Stock Exchange of Thailand.

In addition, at least one independent director serving as an Audit Committee member must possess sufficient knowledge and experience in accounting or finance to be able to review the reliability of financial statements. The Company also considers other qualifications, such as business experience, relevant expertise, and ethical standards. The criteria and procedures for appointing Audit Committee members shall be in accordance with those for appointing directors. Audit Committee members who retire by rotation may be reappointed. In the event that a vacancy arises for reasons other than retirement by rotation, the Board of Directors shall appoint a qualified person to fill the position to ensure that the Audit Committee maintains the required number of members. The appointed person shall serve only for the remaining term of the member being replaced. The Company must notify the Stock Exchange of Thailand immediately upon the resignation or removal of an Audit Committee member before the end of the term.

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)	:	2

Rights of minority shareholders on director appointment

In order to promote good corporate governance with respect to shareholders rights and the equitable and fair treatment of all shareholders, MegaChem (Thailand) Public Company Limited (the Company) provides shareholders with the opportunity to propose matters for inclusion as agenda items and to nominate qualified persons for consideration for election as directors of the Company prior to the Annual General Meeting of Shareholders, so that the Board of Directors can review, screen, and prepare such proposed agenda items for inclusion in the Companys 2025 Annual General Meeting of Shareholders.

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

Qualifications, knowledge, or experience	Skill and expertise
For the selection of individuals to be appointed as directors of the Company, the nomination of directors is the duty and responsibility of the Nomination and Remuneration Committee, which will consider and select candidates in accordance with the qualification criteria under Section 68 of the Public Limited Companies Act B.E. 2535 (1992) and the relevant notifications of the Securities and Exchange Commission. In addition, the Committee considers candidates who are qualified persons with diverse backgrounds and expertise, which will benefit the Companys operations by providing advice and opinions from experienced perspectives, possessing leadership, broad vision, integrity, ethics, transparent work history, and the ability to express independent opinions. The proposed list of candidates will then be submitted to the shareholders meeting for consideration and appointment.	Business Administration

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. CHARN THARAWAS (Chairman of the board of directors, Independent director)	Participating	Thai Institute of Directors (IOD) • 2019: Advanced Audit Committee Program (AACP) • 2004: Director Accreditation Program (DAP) • 2004: Director Certification Program (DCP)

List of directors	Participation in training in the past financial year	History of training participation
2. Mr. VITTHAYA INALA (Vice-chairman of the board of directors)	Participating	Thai Institute of Directors (IOD) • 2015: Director Accreditation Program (DAP)
3. Mrs. BUSARAPORN PRATHOOMRAT (Director)	Non-participating	Thai Institute of Directors (IOD) • 2015: Director Accreditation Program (DAP)
4. Mr. CHEW CHOON TEE (Director)	Non-participating	Thai Institute of Directors (IOD) • 2016: Director Accreditation Program (DAP)
5. Mr. SOMNUK BOMRUNGSALEE (Director, Independent director)	Participating	Thai Institute of Directors (IOD) • 2017: Director Certification Program (DCP)
6. Mr. THIAM HWA YAU (Director)	Non-participating	Thai Institute of Directors (IOD) • 2022: Director Accreditation Program (DAP)
7. Mr. VARIT INALA (Director)	Participating	Thai Institute of Directors (IOD) • 2023: Director Accreditation Program (DAP)
8. Mr. CHAIWAT TANCHEWAWONG (Director, Independent director)	Participating	Thai Institute of Directors (IOD) • 2024: Director Accreditation Program (DAP)

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

The Board of Directors requires that a performance evaluation be conducted in the form of an individual self-evaluation at least once a year.

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

In 2024, the Company conducted performance evaluations of the Board of Directors, sub-committees, and the Chief Executive Officer. The evaluation results were acknowledged at the Board of Directors Meeting No. 1/2025 on 13 February 2025. The evaluation criteria consisted of four main areas as follows:

1. Appropriateness of the Board structure and qualifications
2. Whether the conduct of Board meetings facilitates the Board in performing its duties effectively
3. Roles, duties, and responsibilities of the Board: whether directors give sufficient importance, time, and consideration in reviewing and performing their duties
4. Evaluation of other matters

Details of the evaluation of the duty performance of the board of directors

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Board of Directors	Group assessment	None	None
	Self-assessment	95.91	100
	Cross-assessment (assessment of another director)	None	None
Audit Committee	Group assessment	None	None
	Self-assessment	100	100
	Cross-assessment (assessment of another director)	None	None
Nomination and Remuneration Committee	Group assessment	None	None
	Self-assessment	100	100
	Cross-assessment (assessment of another director)	None	None

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

The Board of Directors evaluates its performance at the end of each year, based on the Companys gross profit margin not being lower than the established target.

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) : 4

Date of AGM meeting : 24 Apr 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. CHARN THARAWAS (Chairman of the board of directors, Independent director)	4	/	4	1	/	1		/	
2. Mr. VITTHAYA INALA (Vice-chairman of the board of directors)	4	/	4	1	/	1		/	
3. Mrs. BUSARAPORN PRATHOOMRAT (Director)	4	/	4	1	/	1		/	
4. Mr. CHEW CHOON TEE (Director)	4	/	4	1	/	1		/	
5. Mr. SOMNUK BOMRUNGSALEE (Director, Independent director)	4	/	4	1	/	1		/	
6. Mr. THIAM HWA YAU (Director)	4	/	4	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. VARIT INALA (Director)	4	/	4	1	/	1		/	
8. Mr. CHAIWAT TANCHEWAWONG (Director, Independent director)	4	/	4	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. CHARN THARAWAS (Chairman of the board of directors)	4/4 (100.00%)	1/1 (100.00%)	N/A
2. Mr. VITTHAYA INALA (Vice-chairman of the board of directors)	4/4 (100.00%)	1/1 (100.00%)	N/A
3. Mrs. BUSARAPORN PRATHOOMRAT (Director)	4/4 (100.00%)	1/1 (100.00%)	N/A
4. Mr. CHEW CHOON TEE (Director)	4/4 (100.00%)	1/1 (100.00%)	N/A
5. Mr. SOMNUK BOMRUNGSALEE (Director)	4/4 (100.00%)	1/1 (100.00%)	N/A
6. Mr. THIAM HWA YAU (Director)	4/4 (100.00%)	1/1 (100.00%)	N/A
7. Mr. VARIT INALA (Director)	4/4 (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. CHAIWAT TANCHEWAWONG (Director)	4/4 (100.00%)	1/1 (100.00%)	N/A
Average meeting attendance rate	**100.00%**	**100.00%**	**N/A**

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

Remuneration of the board of directors

Types of remuneration of the board of directors

1. Meeting allowance for independent directors
2. Monthly remuneration
3. Estimated annual bonus: Non-independent directors receive a minimum estimated annual bonus of Baht 50,000.00 per person (subject to the Companys performance)
4. Life insurance for independent 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. CHARN THARAWAS (Chairman of the board of directors, Independent director)			**520,000.00**		**0.00**
Board of Directors (Chairman of the board of directors)	80,000.00	400,000.00	480,000.00	No	
Audit Committee (Member of the audit committee)	40,000.00	0.00	40,000.00	No	
2. Mr. VITTHAYA INALA (Vice-chairman of the board of directors)			**0.00**		**0.00**
Board of Directors (Vice-chairman of the board of directors)	0.00	0.00	0.00	No	
Executive Committee (The chairman of the executive committee)	0.00	0.00	0.00	No	
Nomination and Remuneration Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
3. Mrs. BUSARAPORN PRATHOOMRAT (Director)			**130,000.00**		**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	
Board of Directors (Director)	30,000.00	100,000.00	130,000.00	No	
4. Mr. CHEW CHOON TEE (Director)			**0.00**		**0.00**
Board of Directors (Director)	0.00	0.00	0.00	No	
5. Mr. SOMNUK BOMRUNGSALEE (Director, Independent director)			**442,546.00**		**0.00**
Board of Directors (Director)	40,000.00	332,546.00	372,546.00	No	
Audit Committee (Member of the audit committee)	40,000.00	0.00	40,000.00	No	
Nomination and Remuneration Committee (The chairman of the subcommittee)	30,000.00	0.00	30,000.00	No	
6. Mr. THIAM HWA YAU (Director)			**0.00**		**0.00**
Board of Directors (Director)	0.00	0.00	0.00	No	
7. Mr. VARIT INALA (Director)			**0.00**		**0.00**
Board of Directors (Director)	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	
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
8. Mr. CHAIWAT TANCHEWAWONG (Director, Independent director)			**400,000.00**		**0.00**
Board of Directors (Director)	40,000.00	280,000.00	320,000.00	No	
Audit Committee (Chairman of the audit committee)	60,000.00	0.00	60,000.00	No	
Nomination and Remuneration Committee (Member of the subcommittee)	20,000.00	0.00	20,000.00	No	
9. Ms. Sumonta Uburanakul (Member of the executive committee)			**0.00**		**0.00**
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
10. Mrs. Rattana Na Nakhon (Member of the executive committee)			**0.00**		**0.00**
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
11. Ms. Variya Inala (Member of the executive committee)			**0.00**		**0.00**
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
12. Ms. Nipaporn Charoenworaphatchaya (Member of the executive committee)			**0.00**		**0.00**
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
13. Mrs. Pattamawan Dooduang (Member of the executive committee)			**0.00**		**0.00**
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
14. Ms. Jirapan Ratanawongboonmee (Member of the executive committee)			**0.00**		**0.00**
Executive Committee (Member of the 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	190,000.00	1,112,546.00	1,302,546.00
2. Audit Committee	140,000.00	0.00	140,000.00
3. Executive Committee	0.00	0.00	0.00
4. Nomination and Remuneration Committee	50,000.00	0.00	50,000.00

Summary of the remuneration of the board of directors

	2023	2024	2025
Meeting allowance (Baht)	390,000.00	440,000.00	380,000.00
Other monetary remuneration (Baht)	900,000.00	1,047,091.24	1,112,546.00
Total (Baht)	1,290,000.00	1,487,091.24	1,492,546.00

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, Transactions between the company and related parties, Internal control system of the subsidiary operating the core business is appropriate and sufficient in the subsidiary operating the core business

The Company conducts its business through subsidiaries, associates, and joint ventures, as detailed in Section 1.3 Shareholding Structure. Under the investment policy in subsidiaries and associates, the Company will invest in accordance with the policy approved by the Board of Directors. In cases where it is deemed appropriate, the Company will supervise such investments by appointing representatives to serve in subsidiaries or associates to participate in

management, and will strictly comply with the regulations of the Stock Exchange of Thailand regarding connected transactions or the acquisition or disposal of the Companys assets. If any such actions have a significant impact on the Company, prior approval from the Board of Directors must be obtained.

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

- Avoid any actions that may conflict with the interests of the Company, whether arising from dealings with the Companys business counterparts such as partners, customers, or competitors, or from opportunities or information obtained as an employee for personal gain, including engaging in business that competes with the Company or undertaking other work outside the Company that affects responsibilities and duties to the Company.
- Employees who have a vested interest are prohibited from approving any agreements, transactions, or actions on behalf of the Company, in order to prevent any potential conflict of interest, and in cases where employees conduct any business with the Company, whether in a personal capacity, through family, or on behalf of any legal entity in which the employee has authority, the employee must disclose such interest to the Company prior to entering into the transaction.
- The Board of Directors and executives must carefully consider conflicts of interest relating to connected transactions between the Company and any persons or legal entities that may be deemed to have a conflict of interest, with honesty, reasonableness, and independence under a framework of good ethics, taking into account the best interests of the Company.
- Directors and executives must report connected transactions related to the management of the Company or its subsidiaries.

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 inside information to seek benefits over the past year : Yes

The Company places importance on the governance of inside information in accordance with the principles of good corporate governance, adhering to good governance and integrity in business operations, and to ensure that investors in the Companys securities receive reliable information equally and in a timely manner. The Company has therefore established regulations on the use of inside information and rules on securities trading by directors, executives, and employees in compliance with securities laws, with an emphasis on transparency in business operations. The key points are summarized as follows:

1. Directors, executives, and employees of the Company who have access to information must not use the Companys financial information or material inside information that has not yet been disclosed to the public or the Stock Exchange of Thailand for trading the Companys securities for the benefit of themselves or others. They must refrain from or avoid trading the Companys securities during the period of 30 days prior to the disclosure of quarterly and annual financial statements or inside information to the public, and for 2 business days after such inside information has been disclosed to the public, as well as during other periods as may be specified by the Company from time to time.
2. The Company has the duty to disclose important operational information to the public promptly and comprehensively through the channels and methods prescribed by the Stock Exchange of Thailand and the Companys disclosure policy, as well as through other channels of the Investor Relations and Public Relations functions, to ensure that information reaches all groups of investors in a timely and equitable manner.
3. The Company has strict regulations on computer system security and information security to prevent the disclosure of important information. Access to inside information that has not yet been disclosed to the public is restricted only to responsible personnel, namely accounting and finance staff, investor relations staff, and corporate governance staff. In the event of any violation of the aforementioned regulations, the Company will take disciplinary action as appropriate, including verbal warning, written warning, wage deduction, suspension, termination without severance pay, or legal action in accordance with the law.

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 : No / In progress

From 2016 to 2025, the Company has not received any complaints regarding corruption under its anti-corruption policy and continues to uphold its commitment to combating corruption.

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 procedures over the past year : No / In progress

MegaChem (Thailand) Public Company Limited conducts its business with integrity and a strong commitment to social responsibility. The Company has established a Whistleblowing Policy to provide channels for directors, executives, employees, customers, and external parties to report or raise concerns regarding fraud, illegal acts, violations of regulations, breaches of Company policies, or non-compliance with business ethics and codes of conduct. This aims to ensure that appropriate corrective actions are taken in a proper, transparent, and fair manner. Information relating to whistleblowers and reported matters will be kept confidential to protect against any violation of rights.

Guidelines

1. Employees, customers, or external parties may submit complaints or whistleblowing reports, together with reliable supporting information. Reports must be made in writing with sufficient details to enable investigation, and may be submitted either with or without disclosure of identity, through four channels addressed to the Chairman of the Audit Committee. The Company will treat whistleblowers fairly. For employees, there will be no change in position, responsibilities, workplace, suspension, intimidation, harassment, termination, or any unfair treatment. For customers or external parties, the Company will conduct investigations transparently and treat all stakeholders equally to ensure confidence in a fair investigation process.
2. Whistleblowers who act in bad faith and/or are later found to have intentionally caused damage or provided false information will be subject to disciplinary action in accordance with the Companys work regulations if they are employees. If they are customers or external parties whose actions cause damage to the Company, legal action may be taken.

3. The Company will keep all information related to reports confidential, including the identity of the whistleblower and the content of the report, unless additional information is required or disclosure is mandated by law. In such cases, the whistleblower will be informed prior to any disclosure.
4. The recipient of the report will consider whether an investigation is necessary based on principles of fairness, impartiality, and good faith. If an investigation is conducted, the whistleblower will be informed accordingly. In cases where the whistleblower remains anonymous, feedback on the investigation cannot be provided.
5. If an investigation is deemed necessary, the report will be submitted to the Audit Committee for consideration. The Audit Committee may appoint an investigation panel if deemed appropriate. The accused person must not be a member of such panel. If the accused is a member of the Audit Committee, the matter will be reported to the Chief Executive Officer instead.
6. The investigation panel will inform the whistleblower of the results; however, if the report was submitted anonymously, the results cannot be communicated.
7. If the investigation confirms the allegations, the Company will implement appropriate corrective and preventive measures in a timely manner. Where necessary, disciplinary action will be taken against the individuals involved or the matter will be reported to relevant authorities.

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 Company places importance on maintaining an effective internal control system in accordance with the framework of Committee of Sponsoring Organizations of the Treadway Commission (COSO), which defines five key components of internal control as follows:

- Control Environment
- Risk Assessment
- Control Activities
- Information and Communication
- Monitoring Activities

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 Mr. CHAIWAT TANCHEWAWONG (Chairman of the audit committee)	4	/	4	4/4 (100.00%)
2 Mr. SOMNUK BOMRUNGSALEE (Member of the audit committee)	4	/	4	4/4 (100.00%)
3 Mr. CHARN THARAWAS (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

The Audit Committee has performed its duties and responsibilities as assigned by the Board of Directors and reported to the Board on a quarterly basis. In 2025, the Audit Committee held a total of 4 meetings, with all members attending every meeting, representing 100% attendance.

The key duties performed by the Audit Committee can be summarized as follows:

- Reviewed the quarterly financial statements and the annual financial statements for 2025, which were reviewed and/or audited by the Companys auditor, who expressed an unqualified opinion. The Committee reviewed significant matters of the financial statements, including accuracy, completeness, adequacy of disclosures, and the independence of the auditor. The auditor provided clear explanations, and the Audit Committee was of the opinion that such financial statements were prepared in accordance with financial reporting standards.
- Reviewed risk management by assessing the efficiency and effectiveness of the risk management process, plans, and approaches that may impact the Companys operating results, and provided useful recommendations to improve risk management efficiency and to respond to business risks in all aspects in a timely manner.
- Reviewed the adequacy of the internal control system, for which the Company engaged an external party to perform the review. The Committee considered the audit findings, followed up on corrective actions for significant issues, and provided recommendations to improve operational efficiency and ensure a sound internal control system.
- Reviewed related party transactions, connected transactions, and transactions that may give rise to conflicts of interest, based on the Companys established policies, practices, and procedures, to ensure that such transactions are reasonable, transparent, and conducted in the best interests of the Company, as well as in compliance with applicable laws and regulatory requirements. Directors or executives with conflicts of interest did not participate in the consideration or voting on such matters.
- Reviewed compliance with securities and exchange laws, which the Company has fully complied with, and considered the selection of the auditor from EY Office Limited as the Companys auditor for 2025 for another year. The Committee approved the proposal to the Board of Directors to seek approval from the 2025 Annual General Meeting of Shareholders for the appointment of Ms. Suttirak Fak-on (Certified Public Accountant No. 7712), Mr. Preecha Arun-nara (Certified Public Accountant No. 5800), and Ms. Isaraphorn Visutthiyan (Certified Public

Accountant No. 7480) from EY Office Limited, who are qualified as auditors of listed companies under the requirements of the Securities and Exchange Commission, as the Companys auditors for 2025, and determined the audit fee not exceeding Baht 2,006,000, excluding other expenses.

- Provided useful recommendations to the Company, including guidance on business operations, information disclosure, and additional policies that should be established to ensure transparency and fairness for minority shareholders who are not involved in management.
- The Companys accounting supervisor, Ms. Rattana Na Nakorn, possesses qualifications in accordance with the criteria of the Stock Exchange of Thailand.

In summary, in 2025, the Audit Committee performed its duties in accordance with the scope assigned by the Board of Directors and in full compliance with the Audit Committee Charter, applying its knowledge, capability, prudence, and independence, and expressing opinions with integrity in accordance with the principles of good corporate governance. The Audit Committee is of the opinion that for the accounting period ended 31 December 2025, the Companys financial reports were prepared, in all material respects, in accordance with financial reporting standards, the Company operated in compliance with good corporate governance practices, had adequate risk management, maintained an appropriate and effective internal control system, and complied with applicable laws and regulations, including good corporate governance practices.

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			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. VITTHAYA INALA (The chairman of the executive committee)	12	/	12	12/12 (100.00%)
2 Ms. Sumonta Uburanakul (Member of the executive committee)	10	/	12	10/12 (83.33%)

List of Directors	Meeting attendance of Executive Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
3 Mrs. Rattana Na Nakhon (Member of the executive committee)	12	/	12	12/12 (100.00%)
4 Ms. Variya Inala (Member of the executive committee)	11	/	12	11/12 (91.67%)
5 Mr. VARIT INALA (Member of the executive committee)	12	/	12	12/12 (100.00%)
6 Ms. Nipaporn Charoenworaphatchaya (Member of the executive committee)	12	/	12	12/12 (100.00%)
7 Mrs. Pattamawan Dooduang (Member of the executive committee)	12	/	12	12/12 (100.00%)
8 Ms. Jirapan Ratanawongboonmee (Member of the executive committee)	3	/	3	3/3 (100.00%)
			Average meeting attendance rate	**(96.88%)**

The results of duty performance of Executive Committee

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Meeting attendance of Nomination and Remuneration Committee

Meeting Nomination and Remuneration Committee (times) : 2

List of Directors	Meeting attendance of Nomination and Remuneration Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	

List of Directors	Meeting attendance of Nomination and Remuneration Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. SOMNUK BOMRUNGSALEE (The chairman of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
2 Mr. VITTHAYA INALA (Member of the subcommittee)	2	/	2	2/2 (100.00%)
3 Mr. CHAIWAT TANCHEWAWONG (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
Average meeting attendance rate				**(100.00%)**

The results of duty performance of Nomination and Remuneration Committee

In 2025, the Nomination and Remuneration Committee held a total of 2 meetings, with all members attending every meeting, representing 100% attendance.

Attendance of the Nomination and Remuneration Committee members:

Name Surname	Position in the Nomination and Remuneration Committee	Meeting Attendance in 2025 (Times)
1. Mr. Somnuk Bomrungsalee	Chairman of the Nomination and Remuneration Committee	2/2
2. Mr. Chaiwat Tanchewawong	Member of the Nomination and Remuneration Committee	2/2
3. Vitthaya Inala, Ph.D.	Member of the Nomination and Remuneration Committee	2/2

The Nomination and Remuneration Committee performed its duties in accordance with its scope of authority and responsibilities in establishing criteria, guidelines, and processes for the nomination of directors, as well as determining appropriate remuneration for the Board of Directors and sub-committees, for submission to the Board of Directors for consideration and approval before proposing to the shareholders meeting for annual approval. In addition, the Committee is responsible for considering the remuneration of senior executives of the Company for submission to the Board of Directors for approval.

In 2025, the Nomination and Remuneration Committee held 2 meetings to consider matters within its scope of duties and reported the results of the meetings along with its opinions to the Board of Directors. The key matters considered are as follows:

- Reviewed and proposed qualified candidates in accordance with applicable laws and regulations to be appointed as directors in place of those retiring by rotation, taking into account qualifications, experience, knowledge, capability, and suitability with the Companys business nature, for submission to the Board of Directors and the Annual General Meeting of Shareholders for further consideration.
- Considered the remuneration of the Board of Directors and sub-committees through a thorough review, taking into account appropriateness with duties and responsibilities, benchmarking against companies in the same industry, as

well as considering the overall economic conditions, for submission to the Board of Directors and the Annual General Meeting of Shareholders for approval.

- Encouraged the Company to provide shareholders with the opportunity to propose meeting agendas and nominate qualified candidates for election as directors for the 2025 Annual General Meeting of Shareholders, in accordance with the criteria set by the Company and disclosed on the Companys website, during the period from 1 October 2024 to 27 December 2024.
- Arranged for the annual performance evaluation of the Nomination and Remuneration Committee for 2025 in the form of a committee evaluation, with an average score of 100%, and disclosed such evaluation results in the Form 56-1 One Report.

The Nomination and Remuneration Committee performed its duties with prudence, due care, transparency, and fairness, while providing independent opinions. In cases where a committee member has a conflict of interest in any matter under consideration, such member shall not be entitled to express opinions or vote on that matter. This is to ensure that operations are conducted in accordance with the principles of good corporate governance and with due regard to the best interests of shareholders, investors, and all stakeholders.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : No

MegaChem (Thailand) Public Company Limited places importance on driving its business toward sustainable growth, with a commitment to sharing essential components for life with communities and society through sustainable and high-quality chemical products. In addition, the Company focuses on developing and enhancing the skills of its personnel to support career advancement, in line with todays rapidly changing social environment, while strengthening its position as one of Thailands leading chemical distributors.

At present, the Company is actively undertaking initiatives to define and implement sustainable practices by adjusting its operational processes in alignment with the organizations vision. The Company emphasizes risk assessment and the setting of long-term targets, along with performance evaluations to achieve its sustainability policy, taking into account projected market trends, stakeholder expectations, the Companys strategic plans, and other relevant factors.

With respect to the Companys key sustainability policies for the future, the Company continues to focus on strengthening relationships with business partners and developing personnel to achieve professionalism in their respective roles, which contributes to value creation for the organization. The Company also aims to enhance information technology and apply systematic data analysis. Furthermore, the Company considers internal factors such as organizational expertise and operations, as well as external factors such as laws, regulations, culture, and the social environment, including both positive and negative stakeholder expectations, in order to establish the Companys Core Sustainability Policy that will drive the organization toward leadership in the chemical industry and build confidence among partners through high-quality services that effectively meet their needs.

Sustainability management goals

Does the company set sustainability management goals : Yes

The Company is also committed to promoting the distribution of higher-quality products by continuously sourcing and analyzing data, as well as setting sustainability targets, including achieving the 2030 Net Zero goal by 2050. The Company also aims to invest in projects and products that help reduce environmental impact. In addition, the Company supports the use of water and clean resources to promote resource sustainability, and plans to adopt artificial intelligence (AI) technology in its business operations to enhance competitiveness in the global market effectively.

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

At present, the Company is actively undertaking initiatives to define and implement sustainable practices by adjusting its operational processes in alignment with the organizations vision. The Company focuses on assessing risks and setting long-term targets, while conducting evaluations to achieve its sustainability policy, taking into account projected market trends, stakeholder expectations, the Companys strategic plans, and other relevant factors.
With respect to the Companys key sustainability policies for the future, the Company continues to focus on strengthening relationships with business partners and developing personnel to achieve professionalism in their respective roles, which will contribute to the creation of value for the organization. The Company also aims to enhance information technology and apply systematic data analysis. In addition, the Company places importance on internal factors such as organizational expertise and operations, as well as external factors such as laws, regulations, culture, and the social environment, including both positive and negative stakeholder expectations, in order to establish the Companys Core Sustainability Policy that will drive the organization toward leadership in the chemical industry and build confidence among partners through quality services that effectively meet their needs.
Furthermore, the Company is committed to promoting the distribution of higher-quality products by continuously sourcing and processing data, as well as setting sustainability targets, including achieving the 2030 Net Zero goal by 2050, while investing in projects and products that help reduce environmental impact. The Company also supports the use of water and clean resources to promote resource sustainability. In addition, the Company plans to adopt artificial intelligence (AI) technology in its business operations to enhance competitiveness in the global market effectively.
The Company remains committed to operating in alignment with these sustainability goals in order to build a strong foundation and drive long-term sustainable growth.

Information on impacts on stakeholder management in business value chain

Business value chain

The Company operates in the chemical distribution sector, serving as a distributor and importer of chemical ingredients to meet the needs of manufacturers in Thailand. The Company is also committed to sourcing new products that align with customer requirements, supported by personnel with specialized expertise in chemicals who assist customers in product development and testing processes, including recommending new additives and ingredients to enable customers to produce products efficiently in accordance with their needs.
The Company has a procurement team that works directly with chemical manufacturers to ensure that all products, whether existing or newly introduced, truly meet customer needs and expectations.
The Companys main sales are derived from imported products; therefore, the Company places importance on selecting sources of production that comply with both domestic and international regulatory standards, as well as managing transportation with consideration for environmental and social impacts.
Once the products have been imported and cleared through customs, the Company stores them in warehouses, arranging storage areas appropriately according to chemical properties, safety requirements, and product shelf life. The Company also conducts regular inspections of storage areas and maintains environmental control equipment, such as refrigerators, air conditioning systems, and humidity control devices.
Prior to delivery, the Company rechecks product safety and quality to ensure that products are delivered safely to customers, with distribution carried out by personnel with more than 10 years of experience and in compliance with applicable standards and regulations.
In addition, the Company provides testing guidelines and sampling services, as well as prepares guideline formulations to clearly demonstrate to customers whether the Companys products can be effectively used and integrated into their formulations. This helps add value, reduce the time required for product development, and lower initial costs for customers.
Regarding after-sales service, the Company manages inventory, conducts demand forecasting for future planning, and provides advisory services on international information such as global trends and key developments that customers

should be aware of, enabling customers to plan production and product development to remain competitive in the market sustainably in the future.

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			
• Employees	• Provision of appropriate compensation and benefits • Work-life balance	• Fair and appropriate compensation • Respect for human and labor rights, and equal treatment	-
External stakeholders			
• Customers	* Fair pricing * Product quality * Environmentally friendly products * Accurate and comprehensive technical support * Reasonable delivery lead times * Product availability	* Delivery planning and timely, complete deliveries * Sustainable sourcing of products * Pre-sales and after-sales services, including improvement proposals * Accountability for products and services * Continuous and transparent communication * Customer satisfaction surveys	-

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
• Suppliers • Raw material manufacturers	* Profitability from business operations * Growth through partnership * Quality and cost-effective products or services * Efficient operations and long-term business sustainability * Participation in problem-solving * Compliance with commercial terms * Fair adherence to agreements	* Clear criteria for supplier selection and fostering fair, sustainable partnerships * Continuous communication to ensure transparency and trust * Regular reporting and sharing of market insights and updates * Engagement meetings with product manufacturers * Timely payment for goods * Anti-fraud and anti-corruption policies	-
• Community • Society	* Strong brand stewardship and trust management * Contribution to the economic development of the workforce and society * Responsible and sustainable business practices * Transparency in business operations	* Proper warehouse maintenance to ensure the safety of surrounding communities * Listening to community feedback * Provision of employment opportunities and fair compensation * Conducting business without causing negative impacts on communities and society	-

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
• Investors or investment institutions • Shareholders	* Revenue and profit growth * Good corporate governance * Transparency in operations * Reduction of operational risks	* Sustainable growth performance * Maximization of shareholder value * Timely disclosure of information	-

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
Environmental Sustainability Management	• Environmental Management Standards Policy and Compliance • Energy Management • Water Management • Waste and Waste Management

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Doesnt Have data

Company sustainability disclosure aligned with standards

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

The Company faces risks that may significantly affect its operations and performance. The Company has established approaches to prevent and mitigate such risks and has disclosed its risk management policy on the Companys website.

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 Risk arising from major shareholders conducting businesses similar to that of the Company

Related risk factors : Strategic Risk
• Other : -

ESG risk factors : No

Risk characteristics

Megachem Ltd. (Singapore), the Companys major shareholder holding 36.194 percent of the issued and paid-up share capital, operates a specialty chemical solutions distribution business similar to that of the Company. This poses a risk if Megachem Ltd. were to conduct specialty chemical distribution in Thailand in competition with the Company, which could result in a conflict of interest between the Company and its major shareholder and may adversely affect the Companys operating performance. However, the Company and Megachem Ltd. (Singapore) have entered into a Non-Competition Agreement dated 15 August 2016, which stipulates that the Company shall operate the chemical distribution business in specified countries, namely Thailand, the Lao Peoples Democratic Republic, and the Kingdom of Cambodia, while Megachem Ltd. (Singapore) shall not engage in any chemical-related business that would compete with the Company in those specified countries. This arrangement mitigates the risk of the major shareholder entering into competing business in the Companys primary markets.

Risk-related consequences

If MegaChem Ltd. enters into the specialty chemical distribution business in Thailand in competition with the Company, it would result in a conflict of interest between the Company and its major shareholder and may adversely affect the Companys operating performance.

Risk management measures

The Company and Megachem Ltd. (Singapore) have entered into a Non-Competition Agreement dated 15 August 2016, which stipulates that the Company shall operate the chemical distribution business in specified countries, namely Thailand, the Lao Peoples Democratic Republic, and the Kingdom of Cambodia, while Megachem Ltd. (Singapore) shall not engage in any chemical-related business that would compete with the Company in those specified countries. This

arrangement mitigates the risk of the major shareholder entering into competing business in the Companys primary markets.

The Non-Competition Agreement also defines the trading territories of Megachem Ltd. (Singapore) covering 50 countries, in which the Company is restricted from conducting distribution activities within those territories.

Under the terms of the agreement, if Megachem Ltd. (Singapore) intends to sell chemical products to customers located in the Companys designated territories, it must obtain prior written consent from the Company before proceeding. Conversely, if the Company intends to sell chemical products to customers located in territories designated as key markets of Megachem Ltd. (Singapore), the Company must obtain prior written consent from Megachem Ltd. (Singapore) before proceeding with such sales.

In addition, the agreement imposes limitations on authority for approval and decision-making, as well as information sharing, in matters that may give rise to conflicts of interest between the Company and Megachem Ltd. (Singapore). This includes cases where the Company plans to invest or expand its business into customer bases or product lines that may create conflicts of interest with Megachem Ltd. (Singapore), and cases where the Company plans to source or engage chemical distributors that may lead to such conflicts. These measures help prevent control or influence from Megachem Ltd. (Singapore) in matters that could result in conflicts of interest.

Risk 2 Risk arising if Megachem Ltd. (Singapore) is not a shareholder of the Company

Related risk factors : Strategic Risk
- Business operations of partners in the supply chain
- Corporate ownership structure risk

ESG risk factors : No

Risk characteristics

At present, Megachem Ltd. (Singapore), or MGS, is a major shareholder of the Company, holding 36.194 percent of the issued and paid-up share capital.

Risk-related consequences

The Companys business involves direct sales to manufacturers and procurement from suppliers, with the Companys personnel engaging directly in these activities. In addition, the Company distributes products in their original packaging from manufacturers (Original Package), and has operated for more than 31 years, resulting in strong trust from customers and chemical suppliers in the Companys operations. Therefore, the risk of any impact on the Companys credibility is relatively low. Furthermore, the Company uses its own brand, which is distinct from that of Megachem Ltd. (Singapore).

Risk management measures

At present, the Company has its own database of customers and chemical suppliers. Therefore, in conducting its business, the Company does not rely on MGS for contacting customers or suppliers in any way. In addition, the Companys sales and purchase transactions with MGS are relatively low. The Companys purchases from MGS in 2022, 2023, and 2024 amounted to Baht 16.05 million, Baht 8.73 million, and Baht 8.39 million, respectively, representing 3.25 percent, 2.59 percent, and 2.15 percent of total purchases for those periods, respectively. The Companys sales to MGS in 2022, 2023, and 2024 amounted to Baht 2.64 million, Baht 3.79 million, and Baht 2.87 million, respectively, representing 0.25 percent, 0.39 percent, and 0.27 percent of total sales, respectively.

In 2022, 2023, and 2024, the Company generated 99.75 percent, 99.61 percent, and 99.73 percent, respectively, of its revenue from the distribution of specialty chemicals from domestic customers in those periods.

Risk 3 Risk arising from restrictions on geographic markets for chemical distribution under the Non-Competition Agreement

Related risk factors : Strategic Risk
- Policies or international agreements related to

business operations

ESG risk factors : No

Risk characteristics

The Company and Megachem Ltd. (Singapore) have entered into a Non-Competition Agreement dated 15 August 2016, which stipulates that the Company shall be the sole distributor of chemical products in specified countries, namely Thailand, the Lao Peoples Democratic Republic, and the Kingdom of Cambodia, while Megachem Ltd. (Singapore) shall be the sole distributor of chemical products in 50 designated countries.

Risk-related consequences

The Company is unable to distribute chemical products to countries designated as the trading territories of Megachem Ltd. under the aforementioned Non-Competition Agreement, which poses a risk that may impact the Companys operations, including its future business expansion.

Risk management measures

At present, almost all of the Companys customers are located in Thailand. In 2022, 2023, and 2024, the Company generated 99.75 percent, 99.61 percent, and 99.73 percent, respectively, of its total sales revenue from the distribution of specialty chemicals to domestic customers. The Company has established a branch office in the Republic of the Union of Myanmar and has plans to establish a company in the Kingdom of Cambodia to support the growth of industries in those areas.

Regarding the impact on the Companys operating performance from being unable to distribute chemical products to countries designated as the trading territories of Megachem Ltd. (Singapore) under the Non-Competition Agreement, in 2022, 2023, and 2024, the Companys sales of specialty chemicals to such countries amounted to Baht 2.64 million, Baht 3.79 million, and Baht 2.87 million, respectively, representing 0.25 percent, 0.39 percent, and 0.27 percent of total sales revenue, respectively.

Risk 4 Risk arising from fluctuations in chemical prices

Related risk factors : Strategic Risk
- Volatility in the industry in which the company operates
- Economic risk

ESG risk factors : No

Risk characteristics

The Company operates a business distributing specialty chemical products, which are highly diverse, as even slight variations in chemical formulations can result in different reactions. In addition, each type of chemical is produced by a limited number of manufacturers due to patent protections and differing production technologies. As a result, chemical prices may fluctuate in line with the cost of raw materials used in production.

Risk-related consequences

Chemical prices may fluctuate in line with the cost of raw materials used in production, such as petroleum prices, which may pose a risk and could affect the Companys operating performance.

Risk management measures

The Company has a pricing policy based on cost plus a gross profit margin, with a minimum gross margin requirement in place. All sales personnel have access to product cost information to determine appropriate selling prices. If a sales representative intends to offer a price with a gross margin below the established threshold, prior approval from an authorized person is required before issuing a quotation to the customer. The Company closely monitors raw material prices, and sales personnel coordinate with customers to provide advance notice of price changes in cases of significant fluctuations, or propose alternative chemical products, where available, for customer consideration.

Risk 5 Risk arising from dependence on the industries of key customer

Related risk factors : Strategic Risk

• Reliance on large customers or few customers

ESG risk factors : No

Risk characteristics

The Companys primary revenue is derived from the distribution of specialty chemicals to customer groups that are manufacturers across various industries, which serve end users. Therefore, the Company may face a loss of revenue if the industries of its key customer groups or such end users experience a slowdown.

Risk-related consequences

The Company is exposed to the risk of revenue loss if the industries of its key customer groups or end users experience a slowdown, which may arise from various factors such as economic conditions, production technologies, or government policies.

Risk management measures

To mitigate the risk of dependence on the industries of key customer groups, the Company has expanded its customer base into other industries, such as the lubricants industry, rubber industry, and food and pharmaceutical industries. This diversification helps reduce the proportion of revenue derived from the primary customer groups and decreases reliance on those industries to a certain extent.

Risk 6 Risk arising from fluctuations in foreign exchange rates

Related risk factors :

Financial Risk

• Fluctuation in exchange rates, interest rates, or the inflation rate

ESG risk factors : No

Risk characteristics

As the Company primarily procures various chemical products directly from overseas, with quotations and payments mainly denominated in U.S. dollars, while most of the Companys revenue is in Thai Baht, the Company may therefore be affected by fluctuations in foreign exchange rates.

Risk-related consequences

This may affect the Companys cost of goods and gross profit margin.

Risk management measures

The Company has taken into account such impacts and has established forward foreign exchange facilities with financial institutions to hedge against such risks. The approved facilities are sufficient to cover the Companys foreign trade payables at any given time. As of 31 December 2024, the Company had forward foreign exchange contracts in U. S. dollars totaling USD 1.19 million to hedge against potential fluctuations in foreign exchange rates. As a result, the Companys exposure to such risks is low.

Risk 7 Risk arising from dependence on experienced and capable executives and personnel

Related risk factors :

Operational Risk

• Reliance on employees in key positions

ESG risk factors : No

Risk characteristics

The Company operates a chemical distribution business, which requires personnel with specialized knowledge, experience, and expertise. In particular, sales personnel must possess a strong understanding of chemical products, as they are responsible for communicating with customers, providing recommendations on product properties, and understanding customer requirements. Therefore, the Companys sales personnel play a critical role in its operations.

Risk-related consequences

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Risk management measures

The Company regularly benchmarks employee compensation and benefits against market practices in order to enhance its remuneration and welfare structure to attract and retain capable personnel. The Company also provides continuous employee training programs and has established a systematic database of products, suppliers, and customers, with controlled access rights. These measures help mitigate the risk of dependence on key personnel.

Risk 8 Risk arising from leakage of hazardous chemicals during storage and transportation

Related risk factors : Operational Risk
- Safety, occupational health, and working environment
- Impact on the environment

ESG risk factors : Yes

Risk characteristics

The Companys specialty chemical distribution business involves the sale of chemical products, including hazardous chemicals such as explosive substances and flammable or combustible liquids, which are materials that may cause accidents such as explosions or fires when exposed to heat, sparks, flames, or impact.

Risk-related consequences

If such chemicals are not properly stored and transported, and leakage or spillage occurs, it may cause damage and impact the lives and property of the Company, its employees, and nearby communities, as well as the environment, which could affect the Companys operations and reputation. Therefore, the Company is exposed to the risk of leakage of hazardous chemicals during storage and transportation.

Risk management measures

The Company places importance on the safe storage and transportation of chemicals. Warehouse areas are strictly segregated for chemicals that may react with one another, in accordance with the Department of Industrial Works guidelines on the storage of chemicals and hazardous substances. The Company also provides temperature-controlled storage facilities, including rooms maintained at 15C and at 0 to -15C, for chemicals that require low-temperature storage. For material handling, the Company has established procedures for the movement of chemicals to ensure that products are handled correctly and safely in accordance with Thai and international standards.

For product delivery, the Company uses its own fleet of vehicles. All drivers are required to hold a valid license for transporting hazardous materials (Type 4 driving license) and must undergo alcohol testing prior to each transport operation. The Company also utilizes GPS tracking systems for transportation monitoring and maintains transportation insurance. To date, the Company has not experienced any incidents of chemical leakage during storage or transportation that have resulted in significant damage.

Risk 9 Risk of customers purchasing directly from raw material suppliers

Related risk factors : Strategic Risk
- Behavior or needs of customers / consumers

ESG risk factors : No

Risk characteristics

The Company distributes specialty chemicals by procuring products from suppliers and delivering them to customers in their original packaging. As a result, customers are able to identify the suppliers from whom the Company sources the chemical products.

Risk-related consequences

Customers are able to identify the suppliers from whom the Company sources its chemical products and may choose to purchase raw materials directly from those suppliers without going through the Company, which acts as an intermediary in product distribution.

Risk management measures

As the specialty chemicals distributed by the Company are typically used as additives to enhance specific properties of products, the required quantities per production batch are relatively small. If customers purchase directly from suppliers, they may not obtain the same pricing as the Company due to the lack of economies of scale or insufficient order volumes. In addition, each type of specialty chemical has different storage requirements, making inventory management more complex. As a result, customers are less likely to purchase large quantities for gradual use. Furthermore, each type of specialty chemical is supplied by a limited number of suppliers. If customers were to procure directly, they would need to engage with multiple suppliers to source different types of specialty chemicals, leading to increased complexity, time consumption, and higher transaction costs per order. Therefore, the risk of customers purchasing directly from suppliers is relatively low.

Risk 10 Risk of suppliers entering the market directly

Related risk factors : Strategic Risk
- Competition risk

ESG risk factors : No

Risk characteristics

Chemical manufacturers may choose to enter the Companys customer market directly without going through the Company.

Risk-related consequences

This may result in the Company facing the risk of losing opportunities to distribute such products and may also expose the Company to direct competition from the product owners entering the market themselves.

Risk management measures

The Company believes that such risk is unlikely to occur, as it has operated in the specialty chemical distribution business for more than 30 years, serving customers across various industries. This has enabled the Company to establish a large customer base and maintain a strong ability to respond effectively to customer needs, supported by efficient and prompt service management. These factors help mitigate the risk of declining sales in the event that any product owner enters the market to serve the Companys customer base directly.

Furthermore, specialty chemicals are typically used as additives in primary raw materials to create specific chemical reactions and enhance product properties as required by manufacturers. These chemicals are generally used in small proportions relative to total raw materials, which may not justify the cost for product owners to enter the market and distribute such products independently.

Risk 11 Risk arising from the loss of key product distributorships

Related risk factors : Strategic Risk
- Business operations of partners in the supply chain

ESG risk factors : No

Risk characteristics

As the Company acts as a distributor for various specialty chemical products from multiple manufacturers, the quality and properties of each chemical directly affect the quality of the products produced by customers. This is critical to maintaining customer confidence in the quality of the chemicals distributed by the Company. In addition, certain

specialty chemicals are produced by a limited number of manufacturers, and some types may have only a single producer.

Risk-related consequences

If the Company loses such chemical manufacturers due to various reasons, such as non-renewal of distributorship agreements, mergers of business partners with other companies, or changes in distribution policies, it may adversely affect the Companys sales.

Risk management measures

Since 2007, the Company has not lost any distributorships and has consistently complied with agreed commercial terms, thereby maintaining the trust of its business partners as a distributor. In addition, with its effective distribution channels and sales team, the Company is confident that chemical manufacturers will continue to entrust the Company as their distributor on an ongoing basis.

Risk 12 Risk arising from dependence on major suppliers

Related risk factors : Strategic Risk
- Reliance on large partners / distributors or few partners / distributors

ESG risk factors : Yes

Risk characteristics

Dependence on major suppliers: In 2022, 2023, and 2024, the Company and its subsidiaries procured chemical products from the top 10 suppliers, representing 41.53 percent, 53.63 percent, and 50.86 percent of total purchases, respectively.

Risk-related consequences

The Company is exposed to the risk of supply shortages if such chemical suppliers are unable to deliver products as scheduled and the Company cannot source substitute chemicals with comparable properties, as these products are specialty chemicals with a limited number of manufacturers. In addition, customers are required to conduct thorough testing of quality and properties before placing orders to ensure that there is no impact on their products. This may affect the Companys operations and reputation.

Risk management measures

The Company plans its procurement of raw materials in advance in accordance with each customers operating plans. In addition, the Company maintains close coordination with suppliers, enabling it to anticipate potential issues and promptly adjust or revise its plans as necessary. As a result, the impact of such risks can be mitigated. To date, the Company has not experienced any shortages of such raw materials.

Risk 13 Risk arising from international transportation

Related risk factors :

Operational Risk
- Other : -

ESG risk factors : No

Risk characteristics

Risk arising from international transportation and container shortages

Risk-related consequences

Container shortages continue to occur intermittently, leading to an upward trend in ocean freight costs. This exposes the Company to risks related to inventory levels and delays in receiving goods, which may affect the Companys revenue due to potential order cancellations by customers.

Risk management measures

The Company has adjusted its operational processes by increasing inventory levels, managing product costs, and extending procurement lead times to ensure timely availability of products to meet customer demand. The Company also continues to closely monitor various situations that may pose risks or impact the business in all aspects and prepares to respond to potential fluctuations.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

Megachem (Thailand) Public Company Limited (the Company) places importance on customers and stakeholders to ensure that the Company can continue its operations amid emergencies and disasters, including fire emergencies, chemical spill emergencies, flood emergencies, public assembly situations, epidemic outbreaks, information system failures, and earthquakes that may disrupt operations.
In addition, to ensure the safety of life and property of stakeholders and personnel, the Company emphasizes prevention, preparedness, response during incidents, and recovery, including restoring operations to normal as quickly as possible.
Therefore, Megachem (Thailand) Public Company Limited has established an Emergency and Disaster Preparedness Plan to enhance management effectiveness, with the following objectives:

1. To ensure preparedness and build confidence that for all identified emergency scenarios, the Company has established sufficient and comprehensive prevention and response measures, including controls to prevent recurrence and plans to restore affected areas to normal conditions as quickly as possible.
2. To ensure that appropriate equipment is prepared to prevent and respond to potential emergencies within the Company.
3. To ensure that employees can perform their duties correctly during emergencies, in order to minimize environmental impacts that may arise from such situations.
4. To enhance safety for employees and surrounding communities by preparing for anticipated emergency situations.

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

Companys sustainable supply chain management policy and guidelines	:	No

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Companys sustainable supply chain management plan	:	No

The Company places importance on sustainable development, not only within its internal operations but also across the entire business value chain. Accordingly, the Company has integrated value chain management into its sustainable business strategy, adopting an approach that covers understanding stakeholder expectations within the value chain, assessing and analyzing high-risk issues, developing response measures, and integrating them into business processes. This helps mitigate risks that may impact environmental, social, and governance aspects.
In addition, the Company emphasizes product suitability in the market, including conducting Customer Satisfaction Surveys, in order to use the results to continuously enhance the Companys capabilities and improve its offerings. This contributes to adding value to the value chain and strengthening long-term sustainable business operations.
At the same time, the Company conducts Supplier Satisfaction Surveys and complies with ISO 9001:2015 standards, along with regular internal audits, to ensure comprehensive management across both sides of the value chain.
Furthermore, the Company has an Audit Committee and a Benefits Committee that jointly review and assess the appropriateness of various processes. The information and evaluation results are then used for continuous improvement and development, to enhance value creation and strengthen long-term competitive advantage.

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	:	No

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)

Companys 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

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 innovation culture : No

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

Benefits of innovation development

Financial benefits

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

Non-financial benefits

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

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