



ESG Performance Report for Listed Companies in 2025

LOHAKIT METAL PUBLIC COMPANY LIMITED

Fiscal Year End 31 March 2026



Table of Contents

	page
Environment	
Environmental management	1
Energy management	3
Water management	8
Waste management	12
Greenhouse gas management	15
Social	
Human rights	19
Fair labor practice	21
Responsibility to customers/ consumers	33
Responsibility to community/ society	35
Corporate Governance and Economy	
Corporate Governance Policy	37
Corporate Governance Structure	47
Performance Report on Corporate Governance	75
Corporate Sustainability Policy	97
Sustainability risk management	104
Sustainable supply chain management	106
Innovation development	108

ESG Performance

Company Name : LOHAKIT METAL PUBLIC COMPANY LIMITED Symbol : LHK

Market : SET Industry Group : Industrials Sector : Steel

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines : Yes

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

Lohakit Metal Public Company Limited places importance on conducting its business in parallel with environmental conservation. The Company focuses on the efficient use of resources, minimizing environmental impacts, and strictly complying with applicable environmental regulations.

The Company has been certified with the ISO 14001 Environmental Management System, reflecting its commitment to effective environmental management. The Company has established clear practices as follows:

- Strictly comply with environmental laws and regulations
- Set targets and continuously monitor environmental performance
- Promote knowledge and environmental awareness among employees
- Utilize resources efficiently and support reuse and recycling initiatives
- Control and prevent pollution from production processes to minimize environmental impacts
- Communicate environmental policies appropriately to stakeholders

The Company regularly reviews and improves its environmental management practices to ensure alignment with sustainability trends and evolving regulatory requirements.

Reference link for environmental policy and guidelines : <https://www.lohakit.co.th/doc/lhkEvo.pdf>

Page number of the reference link : 1

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 : No

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Environmental management principles and standards : Standard of Corporate Social Responsibility, Department of

Compliance with energy management principles and standards

Energy management principles and standards : ISO 50001 Energy management

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

Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and standards : Thailand Greenhouse Gas Management Organization (TGO), The Greenhouse Gas Protocol, Defra Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

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	N/A

Energy management

Disclosure boundary in energy management in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

Information on energy management

Energy management plan

The company's energy management plan : Yes

The Company is aware and committed to controlling the use of fuel and electricity for maximum efficiency by using natural resources in a worthwhile manner, reducing the impact on the environment as much as possible, and be able to reduce the Company's energy costs by taking the following actions:

1. Fuel energy management

- Campaigning for employees to switch to using the transportation system provided by the company to facilitate and save on travel expenses for employees, as well as to preserve the environment and reduce air pollution.
- Managing product transport routes to reduce transport trips or the number of vehicles that need to be delivered by arranging routes so that one vehicle can deliver products to more than one customer in order to reduce fuel usage.

2. Electric Power Management

- Campaign to turn off electricity and computer screens during lunch break between 12.00 - 13.00 hrs. This is to allow employees to practice energy saving and apply it in their daily lives, including disseminating energy saving methods in their own communities.
- Installation of a rooftop solar cell power generation system for energy saving and renewable energy use, reducing environmental impacts. This project has also received investment promotion (BOI) on investment promotion measures to improve production efficiency. The company has proposed an investment plan for energy saving, renewable energy use in business, or reducing environmental impacts.

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

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

Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased for consumption	2019 : purchased electricity for consumption 1,635,819.17 Kilowatt-Hours	2027 : Reduced by 6.44% or 105,279.45 Kilowatt-Hours
Reduction of fuel consumption	2019 : fuel consumption 1,967,527.98 Kilowatt-Hours	2027 : Reduced by 30.17% or 593,729.61 Kilowatt-Hours
Reduction of electricity purchased and fuel consumption	2019 : energy consumption 3,603,347.14 Kilowatt-Hours	2027 : Reduced by 19.4% or 699,009.05 Kilowatt-Hours

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

Reducing the use of energy, including electricity and fuel, has significant positive impacts on a company in various aspects. Most notably, it leads to a clear reduction in operating costs. When energy consumption decreases, companies can save on regular expenses such as electricity and fuel bills, which in turn increases operational efficiency and contributes to higher net profits. Moreover, it enhances the company's image in terms of environmental responsibility, which is increasingly important in an era where consumers and investors value sustainable business practices. Energy reduction also helps companies mitigate risks associated with fluctuating energy prices in global markets, enabling more accurate financial planning. Furthermore, it prepares the organization to comply with future environmental regulations or policies. Overall, efficient energy use serves as both a business strategy and a sustainable development approach that benefits the organization, the environment, and the surrounding community.

Information on electricity management

Company's electricity consumption ^(*)

	2023	2024	2025
Total electricity consumption within the organization (Kilowatt-Hours)	1,391,948.07	1,530,539.72	1,670,194.58
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	757,052.67	745,103.00	867,691.00

	2023	2024	2025
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	634,895.40	785,436.72	802,503.58
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	7,443.57	7,930.26	9,077.14

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

Electricity Consumption Intensity

	2023	2024	2025
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m ²)	0.00000000	0.00000000	0.00000000
Intensity of total electricity consumption within the organization (Kilowatt-Hours / Kilogram of product)	0.06580434	0.06213230	0.06705952

Electricity Expense (*)

	2023	2024	2025
Total electricity expense (Baht)	4,744,637.55	4,712,713.83	5,052,837.78
Percentage of total electricity expense to total expenses (%) (**)	0.18	0.19	0.20
Percentage of total electricity expense to total revenues (%) (**)	0.17	0.18	0.19
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	25,372.39	24,418.21	27,461.07

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

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

Information on fuel management

Company's fuel consumption

	2023	2024	2025
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	120,324.57	120,494.32	119,366.34
Gasoline (Litres)	19,531.45	17,702.38	18,243.21
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard Cubic Feet)	0.00	0.00	0.00
LPG (Kilograms)	0.00	0.00	0.00
Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

Additional explanation : Not include external fuel consumption

Company's fuel expense ^(*)

	2023	2024	2025
Total fuel expense (Baht)	4,465,040.51	4,586,594.04	4,324,668.28
Percentage of total fuel expense to total expenses (%) ^(**)	0.17	0.18	0.17
Percentage of total fuel expense to total revenues (%) ^(**)	0.16	0.17	0.16

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

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

Information on total energy management (electricity + fuel)

Energy Consumption

	2023	2024	2025
--	------	------	------

	2023	2024	2025
Total energy consumption within the organization (Megawatt-Hours)	3,667.08	2,904.09	3,037.31

Energy Consumption Intensity

	2023	2024	2025
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) ^(*)	0.00130181	0.00109289	0.00111739
Intensity of total energy consumption within the organization (Megawatt-Hours / m ²)	0.00000000	0.00000000	0.00000000
Intensity of total energy consumption within the organization (Megawatt-Hours / Kilogram of product)	0.17340000	0.11790168	0.12195023

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

Water management

Disclosure boundary in water management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

Information on water management plan

Water management plan

The Company's water management plan : Yes

The Company places importance on efficient water utilization across both production processes and internal operations. It aims to continuously reduce water consumption per unit of production (water intensity) and minimize water losses throughout its processes.

The Company's water management approaches include the installation of water-saving devices in operational areas, regular inspection and maintenance of water systems to prevent leakage, promotion of water conservation awareness among employees, and the application of the 3Rs principles (Reduce, Reuse, Recycle), such as reusing water for activities that do not require fully treated water.

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	2019 : Water withdrawal 6,213.00 Cubic meters	2027 : Reduced by 42.61% or 2,648.00 Cubic meters

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : Yes

Reducing water consumption has significant positive impacts on the company in various ways. It helps lower operational costs related to water bills and wastewater treatment, allowing the company to manage its budget more efficiently. Additionally, it enhances the company's image as an environmentally conscious and socially responsible organization, which is crucial for building trust and credibility with customers and business partners. Reducing water usage also minimizes the risk of water shortages or environmental issues that could affect the company's production processes and operations in the long term. Moreover, sustainable water management is part of the company's broader

approach to sustainable development, helping the business grow steadily while being responsible to the planet over the long run.

Information on water management

Water withdrawal by source

	2023	2024	2025
Total water withdrawal (Cubic meters)	3,249.00	3,565.00	3,350.00
Water withdrawal by third-party water (cubic meters)	3,249.00	3,565.00	3,350.00
Water withdrawal by surface water (cubic meters)	0.00	0.00	0.00
Water withdrawal by groundwater (cubic meters)	0.00	0.00	0.00
Water withdrawal by seawater (cubic meters)	0.00	0.00	0.00
Water withdrawal by produced water (cubic meters)	0.00	0.00	0.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	17.37	18.47	18.21
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00	0.00	0.00

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

Water discharge by destinations

	2023	2024	2025
Percentage of treated wastewater (%)	0.00	0.00	0.00

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

Water consumption

	2023	2024	2025
Total water consumption (Cubic meters)	3,249.00	3,565.00	3,350.00

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) ^(*)	0.00115339	0.00134160	0.00123242
Intensity of total water consumption (Cubic meters / m ²)	0.00000000	0.00000000	0.00000000

	2023	2024	2025
Intensity of total water consumption (Cubic meters / Person (employee))	21.37500000	23.44109589	22.11221122

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

Water withdrawal expenses

	2023	2024	2025
Total water withdrawal expense (Baht)	51,877.07	57,444.25	53,772.64
Total water withdrawal expense from third-party water (Baht)	51,877.07	57,444.25	53,772.64
Total water withdrawal expense from other sources (Baht)	0.00	0.00	0.00
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)	277.42	297.64	292.24

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

Waste management

Disclosure boundary in waste management over the past years

Boundary type	: Company
Total number of disclosure boundaries	: 1
Actual number of disclosure boundaries	: 1
Data disclosure coverage (%)	: 100.00

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

The Company and its subsidiaries place importance on proper waste management in accordance with technical standards and applicable laws. The Company engages specialized service providers for the disposal and treatment of waste materials, such as polishing dust, stainless steel scraps, metal residues, and contaminated waste. In addition, the Company conducts monthly monitoring of noise levels and lighting intensity within its facilities, and regularly performs water quality testing by qualified experts to ensure compliance with established standards. As a result, pollution generated from both factory and office operations is effectively controlled and treated in accordance with regulatory requirements, under the supervision of relevant government authorities.

The Company strictly manages waste from its production processes in compliance with relevant industrial standards and regulations, in line with its ISO 14001 Environmental Management System, which requires systematic waste management within the factory. Waste is segregated into non-hazardous waste, hazardous waste, and recyclable waste to facilitate proper handling and disposal, as well as to support reuse and recycling practices. Furthermore, the Company implements measures to reduce the use of consumable materials (supplies) in its production processes in order to minimize waste generation, particularly hazardous waste arising from operations.

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
Increase of waste recovery Waste type: Non-hazardous waste	2019 : non-hazardous waste 187,500.00 Kilograms	2027 : Increased by 148.52% or 278,473.00 Kilograms	<ul style="list-style-type: none">• Reuse• Recycle

Target(s)	Base year(s)	Target year(s)	Waste management methods
Reduction of waste generation Waste type: Hazardous waste	2019 : hazardous waste 54,920.00 Kilograms	2027 : Reduced by 57.38% or 31,510.00 Kilograms	• 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

Effective waste and residue management enables the company to significantly reduce operational costs related to waste disposal. It also helps minimize legal risks and penalties associated with environmental regulation violations. This leads to an improved corporate image among customers, investors, and the community, reflecting the company's commitment to social and environmental responsibility. Good waste management promotes employee health and safety while reducing overall environmental impact. All these factors contribute to the company's sustainability and long-term business stability.

Information on waste management

Waste Generation^(*)

	2023	2024	2025
Total waste generated (Kilograms)	373,081.00	489,383.00	449,488.00
Total non-hazardous waste (kilograms)	332,117.00	465,973.00	381,548.00
Total hazardous waste (kilograms)	40,964.00	23,410.00	67,940.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.13	0.18	0.17
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.12	0.18	0.14

	2023	2024	2025
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.01	0.01	0.02

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)	N/A	465,973.00	381,548.00
Reused/Recycled non-hazardous waste (Kilograms)	N/A	465,973.00	381,548.00
Reused/Recycled hazardous waste (Kilograms)	N/A	0.00	0.00
Reused hazardous waste (Kilograms)	N/A	0.00	0.00
Recycled hazardous waste (Kilograms)	N/A	0.00	0.00
Percentage of total reused/recycled waste to total waste generated (%)	N/A	95.22	84.89
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	N/A	100.00	100.00
Percentage of reused/recycled hazardous waste to hazardous waste (%)	N/A	0.00	0.00

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

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

The Company places importance on minimizing environmental impacts, particularly greenhouse gas emissions from its production processes and related activities. Operations are conducted in compliance with relevant environmental laws and standards, with the aim of achieving long-term sustainable business practices.

The Company continuously monitors and assesses its greenhouse gas emissions, covering both direct emissions (Scope 1) and indirect emissions from electricity consumption (Scope 2). In addition, the Company implements measures to reduce emissions, such as improving energy efficiency, adopting efficient technologies, and promoting the use of renewable energy.

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management : No
goals

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas : Yes
management

Reducing greenhouse gas emissions brings multiple benefits to a company. It enhances the company's image as an environmentally conscious and sustainable organization, which is crucial for building trust and credibility with

customers, investors, and business partners. Additionally, it reduces the risk of future regulatory changes or environmental laws that may lead to increased costs or penalties if the company fails to comply. Lowering emissions also improves energy and resource efficiency, which can reduce long-term operational costs. Overall, it strengthens the company's competitiveness in a market that increasingly values sustainability and environmental responsibility.

Information on greenhouse gas management

The company's greenhouse gas emissions

	2023	2024	2025
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	728.00	1,140.00	781.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	349.00	479.00	347.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	379.00	661.00	434.00
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

Greenhouse Gas Emissions Intensity

	2023	2024	2025
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) (*)	0.000258	0.000429	0.000287
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	3.89	5.91	4.24
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / m ²)	0.00000000	0.00000000	0.00000000

	2023	2024	2025
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / Kilogram of product)	0.00344774	0.02943139	0.03135771

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 : No
emissions

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

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

Absorption and removal of Greenhouse Gas

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

Remarks - This document is automatically generated based on information processed as received from the listed company on as is basis. The Stock Exchange of Thailand (SET) does not make any representations regarding accuracy,

completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

ESG Performance

Company Name : LOHAKIT METAL PUBLIC COMPANY LIMITED Symbol : LHK

Market : SET Industry Group : Industrials Sector : Steel

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, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and occupational health at work, Non-discrimination, Supplier rights

The Company has a policy to comply with laws and regulations related to employees and the principles of basic human rights according to international standards, without discrimination based on place of birth, race, gender, age, skin color, religion, disability, status, nationality, family, educational institution or any other status not directly related to the work, including respect for individuality and human dignity, as well as the assessment of human rights risks. In addition, the Company encourages employees to realize the importance of and understand human rights and to comply with human rights principles correctly by organizing annual refresher training.

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 : Others : None

None

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

Human rights management principles and standards : Thai Labour Standard: Corporate Social Responsibility of Thai Businesses (TLS 8001-2010) by the Ministry of Labour, The UN Guiding Principles on Business and Human Rights, The OECD Guidelines for Multinational Enterprises, ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : Yes

The Company continuously conducts Human Rights Due Diligence (HRDD) to ensure that its business operations are aligned with human rights principles and do not cause adverse impacts on stakeholders.

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
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

Information on employees and labor management plan

Employees and labor management plan

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

Lohakit Metal Public Company Limited realizes the importance of employees and considers them as valuable resources to drive the company's business. By recruiting employees, motivating and retaining quality employees, the company also emphasizes developing employees to have the ability to support business operations and be able to develop new business operations in the long term to make the company an efficient organization with sustainable growth.

In terms of employment, performance and career advancement, the Company has set clear and standard practices based on the principle of non-discrimination and in compliance with relevant laws, providing equal opportunities to everyone regardless of gender, race, religion, origin, age, disability, socio-economic status or educational qualifications.

In terms of payroll management, compensation and various benefits, management considers the principle of motivating employees to work to their full potential, with fairness, in accordance with legal requirements and with a standard practice system. There is an evaluation and analysis of work values to ensure they are current, appropriate for the level of responsibility, consistent with business operations and at a level that is competitive or equivalent to the compensation rates of other companies in the same business.

In terms of employee development The company supports and develops the potential of its employees because employees are a key force driving the company's business. Therefore, the company has set up a program to develop the potential of employees so that they can expand their own capabilities and co-create.

Fostering employee relationships and engagement

Lohakit Metal Public Company Limited has always organized various activities to strengthen good relationships within the organization between executives and employees because we believe that good relationships between teams will lead to efficient work results and help create employee engagement, satisfaction and quality of life for employees to take care of employees who are valuable resources to stay with the organization

Information on setting employee and labor management goals

Setting employee and labor management goals

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

Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor : No
management

Information on employment

Employment

	2023	2024	2025
Total Employment (Person)	187	193	184
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)	187	193	184
Male employees (persons)	122	123	117
Percentage of male employees (%)	65.24	63.73	63.59
Female employees (persons)	65	70	67
Percentage of female employees (%)	34.76	36.27	36.41
Total of workers who are not employees (Person)	0	0	0
Male workers who are not employees (Person)	0	0	0
Percentage of male non-employee workers (%)	0.00	0.00	0.00

	2023	2024	2025
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)	40	49	51
Percentage of employees under 30 years old (%)	21.39	25.39	27.72
Total number of employees 30-50 years old (Persons)	133	125	118
Percentage of employees 30-50 years old (%)	71.12	64.77	64.13
Total number of employees over 50 years old (Persons)	14	19	15
Percentage of employees over 50 years old (%)	7.49	9.84	8.15

Number of male employees categorized by age

	2023	2024	2025
Total number of male employees under 30 years old (Persons)	25	33	34
Percentage of male employees under 30 years old (%)	20.49	26.83	29.06
Total number of male employees 30-50 years old (Persons)	90	79	76
Percentage of male employees 30-50 years old (%)	73.77	64.23	64.96

	2023	2024	2025
Total number of male employees over 50 years old (Persons)	7	11	7
Percentage of male employees over 50 years old (%)	5.74	8.94	5.98

Number of female employees categorized by age

	2023	2024	2025
Total number of female employees under 30 years old (Persons)	15	16	17
Percentage of female employees under 30 years old (%)	23.08	22.86	25.37
Total number of female employees 30-50 years old (Persons)	43	46	42
Percentage of female employees 30-50 years old (%)	66.15	65.71	62.69
Total number of female employees over 50 years old (Persons)	7	8	8
Percentage of female employees over 50 years old (%)	10.77	11.43	11.94

Number of employees categorized by position

	2023	2024	2025
Total number of employees in operational level (Persons)	172	178	169
Percentage of employees in operational level (%)	91.98	92.23	91.85
Total number of employees in management level (Persons)	11	11	11

	2023	2024	2025
Percentage of employees in management level (%)	5.88	5.70	5.98
Total number of employees in executive level (Persons)	4	4	4
Percentage of employees in executive level (%)	2.14	2.07	2.17

Number of male employees categorized by position

	2023	2024	2025
Total number of male employees in operational level (Persons)	112	114	108
Percentage of male employees in operational level (%)	91.80	92.68	92.31
Total number of male employees in management level (Persons)	6	5	5
Percentage of male employees in management level (%)	4.92	4.07	4.27
Total number of male employees in executive level (Persons)	4	4	4
Percentage of male employees in executive level (%)	3.28	3.25	3.42

Number of female employees categorized by position

	2023	2024	2025
Total number of female employees in operational level (Persons)	60	64	61
Percentage of female employees in operational level (%)	92.31	91.43	91.04
Total number of female employees in management level (Persons)	5	6	6

	2023	2024	2025
Percentage of female employees in management level (%)	7.69	8.57	8.96
Total number of female employees in executive level (Persons)	0	0	0
Percentage of female employees in executive level (%)	0.00	0.00	0.00

Significant changes in the number of employees

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

Number of male employees working in Thailand

	2023	2024	2025
Total male employees working in Thailand (Person)	0	123	117
Bangkok Metropolitan (Person)	0	58	46
Northern (Person)	0	3	10
Central (Person)	0	2	10
Northeastern (Person)	0	56	49
Southern (Person)	0	0	0
Eastern (Person)	0	4	2

Number of female employees working in Thailand

	2023	2024	2025
Total female employees working in Thailand (Person)	0	70	67

	2023	2024	2025
Bangkok Metropolitan (Person)	0	49	37
Northern (Person)	0	1	2
Central (Person)	0	5	12
Northeastern (Person)	0	12	14
Southern (Person)	0	1	0
Eastern (Person)	0	2	2

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)	2	2	2
Percentage of disabled workers to total employment (%)	1.07	1.04	1.09
Total number of employees with disabilities (Persons)	2	2	2
Total male employees with disabilities (persons)	2	2	2
Total female employees with disabilities (persons)	0	0	0

	2023	2024	2025
Percentage of disabled employees to total employees (%)	1.07	1.04	1.09
Total number of workers who are not employees with disabilities (persons)	0	0	0
Percentage of disabled non-employee workers to total non-employee workers (%)	0.00	0.00	0.00
Contributions to empowerment for persons with disabilities fund	No	No	No

Information on compensation of employees

Employee remuneration by gender

	2023	2024	2025
Total employee remuneration (baht)	69,190,567.00	64,034,041.00	66,330,686.54
Average of remuneration of employees (Baht/persons)	370,003.03	331,782.60	360,492.86

Information on provident fund management

Provident fund management policy and guidelines

Provident fund management policy and guidelines : Yes

The Company has established a provident fund for employees as part of its welfare program to promote long-term financial security. Employees are invited to voluntarily participate as members, with both the Company and employees contributing to the fund at specified rates. The contributions are managed by a licensed asset management company to generate appropriate returns under an acceptable level of risk.

The Company oversees the funds management to ensure compliance with applicable laws and regulations, and regularly monitors its performance to ensure that employees receive optimal benefits from their savings. In addition, the Company promotes financial literacy among employees and encourages continuous savings to support long-term financial stability.

Overview of methods for determining employee and employer contribution Rates

The Company contributes to the provident fund at a rate of 5% of employees salaries. Employees may voluntarily select their contribution rates within a range of 5% to 15% of their salaries, depending on their individual financial capacity and savings objectives.

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

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)	187	193	128
Number of employees joining in PVD (persons)	125	125	128
Number of PVD members / Total employees (%)	66.84	64.77	69.57
Number of PVD members / Total eligible employees (%)	66.84	64.77	100.00

Amount of provident fund

	2023	2024	2025
Total amount of provident fund contributed by employer (baht)	2,277,597.06	2,353,914.85	2,509,879.27
Total amount of provident fund contributed by employee (baht)	N/A	N/A	3,190,209.18

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 (%)
LOHAKIT METAL PUBLIC COMPANY LIMITED	Yes	184	128	128	69.57	100.00

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

Policy and guidelines on promoting savings : Other promotional measures through the provident fund for non-participating employees (PVD)

Other promotional measures

Enhancing Employees Understanding of the Provident Fund

The Company provides employees, particularly new hires, with basic information regarding the provident fund, including contribution rates, conditions of participation, and the benefits of membership. This information is communicated to support employees in making informed decisions about joining the fund. Participation in the provident fund remains voluntary.

Information on employee development

Employee training and development

	2023	2024	2025
Employee development plans as part of annual performance reviews	No	No	Yes
Average employee training hours (Hours / Person / Year)	2.64	1.50	2.02
Total amount spent on employee training and development (Baht)	45,120.00	75,281.54	50,896.00
Percentage of training and development expenses to total expenses (%) ^(*)	0.000017	0.000030	0.000020

	2023	2024	2025
Percentage of training and development expenses to total revenue (%) ^(*)	0.000016	0.000028	0.000019

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)	409,664.00	446,292.00	435,712.00
Total number of hours worked by employees (Hours)	409,664.00	446,292.00	435,712.00
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)	1	0	0
Total number of employees that lost time injuries for 1 day or more (Persons)	1	0	0
Percentage of employees that lost time injuries for 1 day or more (%)	0.53	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)	2.44	0.00	0.00

	2023	2024	2025
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours) ^(**)	0.49	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)	23	42	46
Total number of male employee turnover leaving the company voluntarily (persons)	18	32	36
Total number of female employee turnover leaving the company voluntarily (persons)	5	10	10
Proportion of voluntary resignations (%)	12.30	21.76	25.00
Percentage of male employee turnover leaving the Company voluntarily (%)	78.26	76.19	78.26
Percentage of female employee turnover leaving the Company voluntarily (%)	21.74	23.81	21.74

	2023	2024	2025
Evaluation result of employee engagement	No	No	No

Employee internal groups

Employee internal groups : No

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

- Consumer data privacy and protection policy and guidelines : Yes
- Consumer data privacy and protection guidelines : 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
- Reference link to consumer data privacy and protection policy and guidelines : <https://www.lohakit.co.th/doc/lhk99.pdf>
- Page number of the reference link : 2

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

The Company has established a Code of Ethics or Statement, which stipulates the confidentiality of customer data and the guidelines for using data received from customers. All levels of employees must comply with the various requirements. The customer data that employees and the Company must keep confidential includes personal information of customers, such as ID cards, telephone numbers, addresses, or complaints. If the Company receives suggestions or complaints from customers, the recipient will inquire for permission to disclose the customer's personal

information to the relevant agency. The customer's personal information will be concealed in cases where the customer does not wish to disclose personal information.

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals : No

Details of setting customer management goals

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

The Company places importance on responding to customer complaints in a timely and effective manner, while continuously incorporating customer feedback to improve its products and services in order to enhance customer satisfaction. During the year, there were no significant incidents involving customer data breaches. In addition, the Company continuously develops its products and services to align with evolving customer needs and expectations.

Customer satisfaction

	2023	2024	2025
Evaluation results of customer satisfaction	Yes	Yes	Yes

Channels for receiving complaints from customers/consumers

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

Telephone : 0-2673-9559

Fax : 0-2673-9579

Email : sale@lohakit.co.th

Company's website : www.lohakit.co.th

Address : 43 Thai CC Tower, Room 167-169, 16th Floor , South Sathorn Rd, Sathorn, Bangkok 10120

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : No

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 : Employment and professional skill development, implemented by the company over the past year Education, Religion and culture, Forests and natural resources

The Company places importance on conducting its business alongside sustainable community and social development. It aims to build strong relationships with communities surrounding its operations and to support the improvement of quality of life for people in those areas.

The Company promotes local employment to generate income and distribute economic opportunities within the community. It also supports education and skills development to enhance human capital. In addition, the Company continuously carries out corporate social responsibility (CSR) and public benefit activities, while fostering positive engagement and relationships with surrounding communities to ensure sustainable coexistence.

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social management goals : No

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and social management : Yes

The Company has built strong relationships with surrounding communities and gained positive cooperation from local stakeholders. Communities have greater access to employment opportunities and skills development, contributing to income generation and long-term improvement in quality of life. Furthermore, the Company's continuous CSR activities enhance its corporate reputation and support sustainable coexistence with the community.

Benefit from implementing social development project

Financial benefits

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

Non-financial benefits

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

Expenses from social and environmental development project

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

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

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

ESG Performance

Company Name : LOHAKIT METAL PUBLIC COMPANY LIMITED Symbol : LHK

Market : SET Industry Group : Industrials Sector : Steel

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

Lohakit Metal Public Company Limited places importance on conducting its business in accordance with the principles of Good Corporate Governance, with a focus on transparency, accountability, fairness, and consideration of all stakeholder groups. This approach aims to build confidence among shareholders, investors, and stakeholders, while supporting the Company's sustainable long-term growth.

The Company has established policies, practices, and governance structures in alignment with the Corporate Governance principles of the Stock Exchange of Thailand, as well as relevant laws and regulations. These cover key areas, including shareholders rights, equitable treatment of shareholders, the role of stakeholders, disclosure and transparency, and the responsibilities of the Board of Directors.

In addition, the Company places emphasis on business ethics, anti-corruption practices, risk management, and internal control systems, along with strict compliance with applicable laws and standards. This ensures that the Company's operations are efficient, transparent, and auditable.

Reference link for the full version of corporate governance policy and guidelines : <https://www.lohakit.co.th/doc/CACL4.pdf>

Policy and guidelines related to the board of directors

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

Guidelines related to the board of directors : Nomination of directors, Determination of director remuneration, Independence of the board of directors from the management, Director development, Board performance evaluation, Corporate governance of subsidiaries and associated companies

Nomination of directors

The Company requires that the recruitment and nomination of individuals for appointment as directors and top executives be conducted through the Nomination and Remuneration Committee. The Committee considers and selects qualified candidates based on their knowledge, capabilities, experience, and expertise, in alignment with the Company's business nature and strategic direction.

For the appointment of directors, the Nomination and Remuneration Committee proposes qualified candidates to the Board of Directors and/or the shareholders meeting for approval. For the appointment of top executives, the Board of Directors has the authority to consider and approve such appointments, taking into account recommendations from the Nomination and Remuneration Committee to ensure that the appointed individuals are suitable and capable of driving the organization toward its objectives.

The Company has established clear criteria for the nomination of directors and top executives, taking into consideration qualifications, knowledge, capabilities, experience, and alignment with the Company's business and strategy, as well as leadership, business ethics, and managerial capabilities.

In addition, the Company considers independence, transparency, and the absence of conflicts of interest, as well as ensuring that candidates do not possess any prohibited characteristics under applicable laws. This is to ensure that all appointed individuals are fully qualified and able to perform their duties effectively.

Determination of director remuneration

The Company establishes a remuneration policy for directors and executives that is appropriate, transparent, and aligned with the Company's performance, as well as industry competitiveness. The policy aims to attract, retain, and motivate qualified personnel to perform their duties effectively.

Independence of the board of directors from the management

Lohakit Metal Public Company Limited (LHK) places great importance on good corporate governance principles, particularly in maintaining the independence of the Board of Directors from the management team. This ensures transparency, accountability, and alignment with the interests of shareholders and all stakeholders.

LHK has established the following practices to uphold the independence of its Board of Directors:

Appointment of Independent Directors: The company appoints independent directors who have no involvement with the management or major shareholders. This ensures their ability to perform duties objectively, free from any conflicts of interest.

Term Limits for Independent Directors: The company sets term limits for independent directors to prevent excessively long tenures that may affect their decision-making independence.

Performance Evaluation: The company conducts regular performance evaluations of both the Board of Directors and independent directors to ensure that their operations comply with the principles of good corporate governance.

Director development

The Board of Directors places importance on developing the knowledge and skills of the Directors to enhance their performance of duties more effectively. In addition, the Company promotes and supports senior executives to attend both internal and external training. For internal training, the training will be conducted by the Company's lecturers and/or external lecturers. For external training, the position and responsibilities will be considered in determining the curriculum and content of the training, as well as selecting an appropriate training institution.

Board performance evaluation

The Board of Directors arranges for a Board Self-Assessment for the entire group and individual every year to be used as a framework for examining the performance of the Board of Directors' duties, including reviewing and summarizing opinions on various issues related to the Company's operations and the performance of the Board of Directors' duties during the past year so that they can be used to correct and improve work efficiency.

The Company Secretary is responsible for delivering the performance evaluation forms to all directors, and for collecting and reporting the evaluation results to the Board of Directors for acknowledgement and for improving the efficiency of operations.

Corporate governance of subsidiaries and associated companies

The Company places importance on the governance of its subsidiaries and associates to ensure that their operations are aligned with the Company's policies, strategies, and principles of good corporate governance.

The Company has established guidelines for overseeing subsidiaries and associates, including appointing its representatives to serve as directors or executives in such entities, as appropriate, in order to supervise operations, monitor performance, and regularly report to the Board of Directors.

In addition, the Company requires its subsidiaries and associates to comply with applicable laws, rules, regulations, and relevant policies, including those related to internal control, risk management, and accurate and complete disclosure of information. This is to ensure that business operations are conducted transparently and in consideration of the interests of shareholders and stakeholders.

Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders : Yes

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

Shareholder

The Company respects shareholders rights and ensures equitable, fair, and transparent treatment of all shareholders. It discloses accurate, complete, and timely information, and organizes shareholders meetings in compliance with applicable laws while facilitating shareholders in fully exercising their fundamental rights.

Employee

The Company is committed to fair treatment of employees by providing appropriate compensation and benefits, promoting continuous development of knowledge and skills, ensuring a safe working environment, and offering appropriate channels for employees to express opinions or raise concerns.

Customer

The Company is committed to delivering quality products and services that meet customer needs. It emphasizes timely and effective responses to customer complaints and ensures the confidentiality of customer information.

Business competitor

The Company conducts its business under fair and transparent competition in compliance with applicable laws. It does not engage in any practices that are unethical or anti-competitive and respects the intellectual property rights of others.

Business partner

The Company aims to build sustainable business relationships with its suppliers and business partners by selecting them through fair and transparent processes, strictly complying with contractual terms, and encouraging responsible business practices with respect to society and the environment.

Creditor

The Company treats creditors fairly by maintaining financial discipline, strictly complying with contractual obligations, and providing accurate and transparent financial information to build confidence and credibility.

Government agencies

The Company conducts its business in strict compliance with applicable laws, regulations, and requirements of government authorities. It cooperates with relevant agencies and ensures that its operations are transparent and auditable.

Community and society

The Company is committed to conducting its business alongside social responsibility by minimizing environmental impacts, supporting CSR activities, and fostering positive relationships with surrounding communities to achieve sustainable growth together.

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

The Company has established a Code of Conduct as a guideline for conducting business with integrity, ethics, and transparency. The Code covers key areas, including the treatment of stakeholders, prevention of conflicts of interest, confidentiality of information, appropriate use of inside information, and fair business competition.

The Company communicates and promotes strict adherence to the Code of Conduct among directors, executives, and employees at all levels. Relevant practices and internal control measures have been put in place, including requiring employees to acknowledge and confirm their compliance on a regular basis.

The Company regularly monitors and evaluates compliance with the Code of Conduct, covering relevant stakeholders. Appropriate measures are established to address any violations and prevent recurrence, with performance regularly reported to the Board of Directors.

In addition, the Company has established whistleblowing and complaint channels, along with measures to protect whistleblowers, to promote transparency in its operations. Information regarding the Code of Conduct and complaint channels is disclosed on the Company's website to ensure convenient access for stakeholders.

Reference link for the full version of business code of conduct : <https://www.lohakit.co.th/doc/CACL5.pdf>

Policy and guidelines related to business code of conduct

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

Prevention of Conflicts of Interest

The Company recognizes that conflicts of interest are among the factors that may pose business risks and impact the organization's credibility. A conflict of interest arises when an individual has a personal interest that may interfere with or influence their duties as a representative of the Company. This can lead to decisions that are unfair and misaligned with the best interests of the Company and its stakeholders. To prevent and mitigate such risks, the Company has established clear and comprehensive guidelines as follows:

- **Disclosure of potential personal interests**

Employees, members of the Board of Directors, and executives at all levels are required to disclose any personal interests or external activities that may lead to a conflict with their responsibilities to the Company, openly and immediately upon becoming aware, so the Company can properly assess and manage the situation.

- **Abstaining from decision-making related to personal interests**

In cases where employees or executives have personal interests in a particular matter, they must refrain from participating in the decision-making or operations related to that matter in order to prevent misuse of their position for personal gain.

- **Strict control and supervision**

The Company has implemented internal control systems and monitoring mechanisms to prevent and detect conflicts of interest. Additionally, the Company regularly provides training and disseminates knowledge regarding conflict of interest prevention to employees at all levels.

- **Avoiding business dealings with related parties**

Employees must not conduct business with partners, customers, or suppliers in which they or their close relatives have a direct or indirect interest. If such a relationship is necessary, approval from senior management must be obtained and the matter must be reported to the Ethics and Compliance Department.

- **Maintaining transparency in operations**

Employees must operate in a transparent and accountable manner, prioritizing the interests of the Company and its stakeholders above personal interests.

Reference link for Prevention of Conflicts of Interest : <https://www.lohakit.co.th/doc/CACL5.pdf>

Page number of the reference link : 6

Anti-corruption

The Company has a clear policy of zero tolerance toward all forms of fraud and corruption, whether direct or indirect, occurring within the organization or involving external parties related to the Companys business. Employees at all levels, as well as any individuals acting on behalf of the Company, must refrain from soliciting, offering, or accepting bribes, money, gifts, or any other benefits that may compromise impartiality in the performance of their duties. They are required to report to their supervisors immediately upon discovering or suspecting any activity that may involve corruption.

The Company encourages the reporting of improper behavior and provides appropriate protection for whistleblowers in order to foster a corporate culture grounded in transparency and accountability.

Reference link for Anti-corruption : <https://www.lohakit.co.th/doc/CACL5.pdf>

Page number of the reference link : 7

Whistleblowing and Protection of Whistleblowers

The Company encourages employees and all stakeholders to actively participate in maintaining organizational transparency by providing safe and fair channels to report misconduct, corruption, or violations of the Companys code of conduct.

The Company will not disclose the identity or personal information of whistleblowers without their consent and has measures in place to protect whistleblowers and witnesses from retaliation, threats, or any adverse consequences resulting from their reports. If any act of retaliation or harassment against a whistleblower is discovered, the Company will take strict disciplinary action against the offender in accordance with its regulations.

Reference link for Whistleblowing and Protection of

Whistleblowers

Page number of the reference link : 8

Prevention of Misuse of Inside Information

The Company places great importance on the control and prevention of using undisclosed internal information for personal gain, as such actions may result in unfair advantages and undermine the trust of stakeholders. Moreover, they constitute a violation of securities and stock exchange laws. Employees, executives, members of the Board of Directors, and external parties who have access to the Companys insider information must not use such information to trade the Companys securities or to induce others to trade them before the information is officially disclosed to the public. Insider information must be kept confidential, especially information that could affect the price of the Companys securities, such as financial data, business performance, mergers and acquisitions, changes in corporate structure, or other significant business events. Disclosure of such information must be carried out appropriately, through designated channels, and only by authorized persons in accordance with the Companys disclosure policy. Individuals must avoid disclosing insider information to close associates such as family or friends, in order to prevent potential misuse.

Reference link for Prevention of Misuse of Inside

Information

Page number of the reference link : 8

Gift giving or receiving, entertainment, or business hospitality

The Company recognizes the importance of transparency in business operations and acknowledges that giving or receiving gifts, hospitality, or business entertainment may, in some cases, lead to misunderstandings or serve as a channel for bribery or conflicts of interest. Therefore, the Company has established the following guidelines for the giving and receiving of gifts or business hospitality:

Guidelines for Giving or Receiving Gifts

- Employees are prohibited from giving or receiving gifts, cash, checks, gift cards, or items of value that may influence business decisions or be perceived as bribery.
- The giving or receiving of gifts is permitted only on special occasions, such as major festivals or common cultural practices, and must be of reasonable value and not tied to any obligation or business advantage.
- If there is uncertainty about whether a gift or benefit is appropriate, employees should consult their supervisor or the Ethics and Compliance Department for review and guidance.

Guidelines for Hospitality and Entertainment

- Business hospitality or entertainment is permissible only when it relates to legitimate business activities, and must remain reasonable in terms of both value and frequency.
- It must not involve bribery, undue inducement, or improper compensation, and must be justifiable and subject to audit, with clear documentation and prior approval where necessary.

Additional Precautions

- Avoid giving or receiving gifts or entertainment from business partners during bidding processes, procurement decisions, or contract negotiations.
- Employees must not solicit gifts, services, or hospitality from business partners, either directly or indirectly.
- The Company encourages employees to report any incidents that may pose an ethical risk in this regard through secure reporting channels and will protect whistleblowers from any form of retaliation.

Reference link for Gift giving or receiving, : <https://www.lohakit.co.th/doc/CACL5.pdf>
entertainment, or business hospitality

Page number of the reference link : 7

Compliance with laws, regulations, and rules

The Company is committed to conducting business in strict compliance with applicable laws, regulations, and rules both domestic and international including the requirements of regulatory authorities such as the Securities and Exchange Commission (SEC) of Thailand and the Stock Exchange of Thailand (SET). All employees are responsible for understanding the legal roles, duties, and requirements relevant to their work. They must strictly adhere to the Company's internal policies, rules, and procedures, and avoid any actions that may violate the law or damage the Company's reputation. Employees are required to report any legal or regulatory violations to the relevant department immediately. Failure to comply may result in disciplinary action or legal liability, both for the individual and the Company.

Reference link for Compliance with laws, regulations, : <https://www.lohakit.co.th/doc/CACL5.pdf>
and rules

Page number of the reference link : 8

Information and assets usage and protection

All employees are responsible for the proper and careful use and protection of the Company's information and assets to prevent loss, damage, or misuse. Employees must comply with the Company's requirements and policies as outlined below:

- Company assets such as equipment, computers, tools, and software must be used solely to support work-related activities. Personal use or use in any illegal activities is strictly prohibited.

- Company information, including internal data, customer information, and partner information, is confidential and must be protected. Disclosure or dissemination of such information to external parties is strictly prohibited without explicit authorization.

- The storage and management of important documents must be systematic and secure. Regular backups must be performed to prevent data loss or damage.

- In the event of asset or data loss or damage, employees must immediately report the incident to their supervisor or the responsible department for prompt resolution and prevention of recurrence.

- Avoid disclosing any information intentionally or unintentionally that could harm the Company.

Reference link for Information and assets usage and protection : <https://www.lohakit.co.th/doc/CACL5.pdf>

Page number of the reference link : 9

Information and IT system security

The Company recognizes the importance of maintaining the security of its information and IT systems to prevent unauthorized access, alteration, or destruction of data. Employees are required to comply with the following guidelines:

- Use strong passwords and do not share them with others. Passwords must be changed periodically as required by the Company.

Avoid using software or files from untrusted sources, and do not download programs or files that may be harmful without proper authorization.

- Do not use the Company's devices or IT systems for illegal, unethical, or inappropriate activities that may damage the Company's reputation.

- Follow the Company's prescribed security measures, such as locking screens when not in use, using secure network connections, and exercising caution when opening emails or attachments that may pose risks.

- Immediately report any suspected security breaches, such as unauthorized access or data loss, to the appropriate personnel.

Reference link for Information and IT system security : <https://www.lohakit.co.th/doc/CACL5.pdf>

Page number of the reference link : 9

Environmental management

The Company recognizes the importance of environmental conservation and is committed to conducting its business in balance with the preservation of natural resources, in order to achieve sustainable growth across economic, social, and environmental dimensions.

The Company has established clear policies and practices to prevent and mitigate environmental impacts arising from its production processes and operations, while promoting efficient and environmentally friendly use of resources.

The key approaches include:

- Strict compliance with applicable environmental laws, regulations, and standards
- Reduction of air emissions, wastewater, noise, and waste from production processes through appropriate technologies
- Promotion of efficient energy use and the pursuit of long-term reductions in fossil fuel consumption
- Support for resource reuse, waste reduction, and recycling initiatives
- Continuous monitoring and assessment of environmental impacts from the Company's activities
- Promotion of environmental awareness among employees and encouragement of participation in related activities, such as tree planting, energy conservation, and proper waste management
- Collaboration with communities, government agencies, and the private sector to support sustainable environmental development in surrounding areas

The Company believes that environmentally responsible business practices not only help reduce environmental risks, but also enhance its corporate image and create long-term shared value with society.

Reference link for Environmental management : <https://www.lohakit.co.th/doc/CACL5.pdf>

Page number of the reference link : 12

Human rights

The Company places importance on and respects the fundamental human rights of all individuals. It adheres to internationally recognized principles in accordance with Thai laws and the United Nations Guiding Principles on Business and Human Rights (UNGPs), as well as other relevant standards, to ensure fairness, non-discrimination, and respect for human dignity on an equal basis.

The Company is committed to conducting its business without violating human rights throughout its operations and encourages its suppliers, partners, and related parties to strictly adhere to human rights principles. The key practices include:

- Non-discrimination on the basis of race, color, gender, religion, age, nationality, disability, social status, or political beliefs
- Zero tolerance for forced labor, child labor, or any form of unethical labor practices
- Provision of a safe working environment that supports freedom of expression without harassment, abuse, or intimidation
- Promotion of gender equality and equal opportunities in employment, promotion, and development
- Respect for the privacy rights of employees, customers, business partners, and other stakeholders

In addition, the Company has established complaint and whistleblowing channels for reporting human rights violations, along with measures to protect whistleblowers, ensuring that all concerns are handled fairly and addressed appropriately.

Reference link for Human rights : <https://www.lohakit.co.th/doc/CACL5.pdf>

Page number of the reference link : 11

Safety and occupational health at work

The Company places the highest priority on occupational health, safety, and the working environment of employees, personnel at all levels, and visitors within its premises. It recognizes that a safe and suitable working environment contributes to operational efficiency and the Company's long-term sustainability.

The Company is committed to preventing accidents, work-related illnesses, and adverse health impacts on employees by implementing measures in compliance with labor laws and relevant safety standards, while continuously promoting a proactive safety culture through the following key approaches:

- Comply with applicable laws, regulations, and standards related to occupational health, safety, and the environment in Thailand, as well as international best practices
- Conduct regular risk assessments and implement appropriate control, preventive, and corrective measures to ensure the safety of personnel
- Provide training and raise awareness among employees on safety practices, the use of personal protective equipment (PPE), and emergency response procedures
- Inspect and maintain machinery, equipment, and workplace facilities to ensure they are in proper working condition
- Encourage employee participation in safety-related activities, such as providing suggestions for accident prevention and serving on safety committees
- Foster a culture of awareness, discipline, and strict adherence to safety rules and regulations

The Company believes that sustainable business operations cannot be achieved without ensuring the health, safety, and well-being of its employees. It is therefore committed to continuous improvement to ensure that its workplace remains a safe environment for all.

Reference link for Safety and occupational health at work : <https://www.lohakit.co.th/doc/CACL5.pdf>

Page number of the reference link : 12

Promotion of compliance with the business code of conduct

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

The Company promotes strict adherence to the Code of Conduct among directors, executives, and employees at all levels. It ensures ongoing communication of the relevant guidelines, along with the establishment of appropriate measures and processes to ensure that operations are conducted in accordance with ethical principles, transparency, and accountability to stakeholders.

Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption networks : Yes

Anti-corruption networks or projects the company has joined or declared intent to join : Thai Private Sector Collective Action Against Corruption (CAC)
CAC membership certification status : Certified
Certification document of CAC membership status : CAC_Certificate.pdf

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 : No

Material changes and developments in policy and guidelines over the past year : No

Implementation of the CG Code for listed companies

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

1. Roles and Responsibilities of the Board of Directors

- The board must have the knowledge, skills, and experience to oversee corporate governance effectively.
- They must exercise independent judgment and fairly protect the interests of all shareholder groups.

- Establish sub-committees (e.g., audit committee) to assist in specialized oversight areas.
- Clearly define company policies and strategies.

2. Transparency and Disclosure

• Disclose complete, accurate, and timely information in annual reports and any information affecting investor decisions.

- Provide accessible channels for shareholders and stakeholders to obtain information easily.

3. Respect for Shareholders Rights

- Organize shareholders meetings properly, allowing shareholders to participate in important decision-making.
- Respect the rights of minority shareholders and all shareholder groups equally.

4. Risk Management and Internal Control

- Implement effective risk management and internal control systems to prevent errors and fraud.
- The audit committee must diligently perform their duties to review and assess various risks.

5. Ethical Human Resource Management

- Promote an organizational culture focused on responsibility, ethics, and respect for human rights.
- Conduct transparent and appropriate processes for selecting and appointing senior executives.
- Prioritize employee development and well-being in the workplace.

6. Social and Environmental Responsibility

- Conduct activities that seriously promote social and environmental responsibility.

Disclose sustainability reports and social impact information related to business operations.

Other corporate governance performance and outcomes

	2023		2024		2025	
	Male (persons)	Female (persons)	Male (persons)	Female (persons)	Male (persons)	Female (persons)
Total directors	7		7		7	
	7	0	7	0	7	0
Executive directors	3		3		3	
	3	0	3	0	3	0
Non-executive directors	4		4		4	
	4	0	4	0	4	0
Independent directors	4		4		4	
	4	0	4	0	4	0
Non-executive directors who have no position in independent directors	0		0		0	
	0	0	0	0	0	0

	2023		2024		2025	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Total directors	100.00		100.00		100.00	
	100.00	0.00	100.00	0.00	100.00	0.00
Executive directors	42.86		42.86		42.86	
	42.86	0.00	42.86	0.00	42.86	0.00
Non-executive directors	57.14		57.14		57.14	
	57.14	0.00	57.14	0.00	57.14	0.00
Independent directors	57.14		57.14		57.14	
	57.14	0.00	57.14	0.00	57.14	0.00
Non-executive directors who have no position in independent directors	0.00		0.00		0.00	
	0.00	0.00	0.00	0.00	0.00	0.00

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		59		60	
	58	0	59	0	60	0

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Mr. WANCHAI UMPUNG-ART Gender: Male Age : 78 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 : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Chairman of the board of directors (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	<p>31 Mar 2005</p>	<p>Accounting, Audit, Corporate Management, Leadership, Internal Control</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>2. Mr. PRASARN AKARAPONGPISAK 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 : Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 1,086 Shares (0.000284 %) 	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	12 Apr 1989	Economics, Marketing, Accounting, Governance/ Compliance, Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. ANURUT VONGVANIJ Gender: Male Age : 64 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	18 Mar 2005	Corporate Management, Economics, Marketing, Leadership, Strategic Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>4. Mr. TEERA NA WANGKANAI Gender: Male Age : 69 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years^(*) : Doesnt Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	31 Mar 2005	Construction Materials, Marketing, Engineering

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. LERT NITHERANONT Gender: Male Age : 64 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	<p>31 Mar 2005</p>	<p>Audit, Corporate Management, Engineering</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>6. Mr. VITTAWAT AKARAPONGPISAK Gender: Male Age : 44 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 15,711,160 Shares (4.102131 %) 	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	<p>26 Jul 2018</p>	<p>Finance, Accounting, Corporate Management, Engineering, Leadership</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Mr. VICHAPHOL AKARAPONGPISAKDI Gender: Male Age : 33 years Highest level of education : Bachelor's degree Study field of the highest level of education : Fine and Applied Arts 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</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> Direct shareholding : 22,496,560 Shares (5.873775 %) 	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	21 Jul 2022	Marketing, Leadership, Strategic Management, Risk Management, Corporate Management

Additional explanation:

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

(1) Dishonest act or gross negligence

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

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

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

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

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the companys certificate of registration
1. Mr. WANCHAI UMPUNG-ART	Chairman of the board of directors		✓	✓		
2. Mr. PRASARN AKARAPONGPISAK	Director	✓				✓
3. Mr. ANURUT VONGVANIJ	Director		✓	✓		
4. Mr. TEERA NA WANGKANAI	Director		✓	✓		
5. Mr. LERT NITHERANONT	Director		✓	✓		
6. Mr. VITTAWAT AKARAPONGPISAK	Director	✓				
7. Mr. VICHAPHOL AKARAPONGPISAKDI	Director	✓				✓
Total (persons)		3	4	4	0	2

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	2	28.57
2. Construction Materials	1	14.29
3. Marketing	4	57.14

Skills and expertise	Number (persons)	Percent (%)
4. Accounting	3	42.86
5. Finance	1	14.29
6. Corporate Management	5	71.43
7. Engineering	3	42.86
8. Leadership	4	57.14
9. Strategic Management	2	28.57
10. Risk Management	1	14.29
11. Audit	2	28.57
12. Internal Control	1	14.29
13. Governance/ Compliance	1	14.29
14. Business Administration	1	14.29

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	Yes	Yes	Yes

Additional explanation :

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

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

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

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

Methods of balancing power between the board of directors and Management : Increasing the proportion of independent directors to more than half

The Company has established measures to ensure a balance of power between the Board of Directors and the management by maintaining a proportion of independent directors exceeding half of the total number of directors. This structure enhances the Boards independence in oversight and decision-making. It also supports careful and transparent consideration of the Companys policies, strategies, and operations, while taking into account the best interests of shareholders and all stakeholders.

Information on the roles and duties of the board of directors

Board charter : Have

The Board of Directors has the authority, duties, and responsibilities to oversee and manage the Company in compliance with applicable laws, the Companys objectives, and its Articles of Association, as well as lawful resolutions of shareholders meetings. The Board performs its duties with honesty, integrity, prudence, and due care, in the best interests of the Company and its shareholders.

Reference link for the board charter : <https://www.lohakit.co.th/doc/CACL2.pdf>

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Board of Directors

Role

- Corporate governance

Scope of authorities, role, and duties

1. To convene the Annual General Meeting of Shareholders within the period prescribed by law from the end of the Companys accounting period.
2. To hold meetings of the Board of Directors regularly, at least once every three months.
3. To ensure that the Companys financial statements are prepared as of the end of each accounting period, audited by an external auditor, and presented to the shareholders meeting for consideration and approval.
4. To delegate authority to one or more directors or any other person to act on behalf of the Board of Directors within the scope, conditions, and duration as determined by the Board. The Board of Directors reserves the right to

revoke, amend, or revise such delegation as it deems appropriate.

The Board of Directors may also delegate authority to the management to carry out certain matters within the defined scope of authority. However, such delegation must not allow the management to consider or approve transactions in which they or related persons may have a conflict of interest, except for transactions that are in accordance with policies and criteria already approved by the Board of Directors.

5. To determine the Company's objectives, strategies, policies, business plans, and budgets, and to oversee and monitor management performance to ensure alignment with the established policies. In cases where the law requires prior approval from the shareholders' meetings such as capital increase or reduction, issuance of debentures, sale or transfer of all or significant parts of the business, acquisition or transfer of other companies, or amendments to the Memorandum of Association or Articles of Association the Company shall comply with the relevant legal requirements.

In addition, the Board of Directors is responsible for ensuring that the Company complies with securities and exchange laws, regulations of the Stock Exchange of Thailand, and other relevant laws governing the Company's operations.

6. To consider the organizational structure, appoint the management team, and establish sub-committees as appropriate.

7. To continuously monitor and evaluate the Company's performance to ensure it is in line with the business plans and budgets.

8. Directors must not engage in any business that is of the same nature as, or in competition with, the Company's business, nor have any interest, whether direct or indirect, in competing businesses, unless such matters have been disclosed to the shareholders' meeting prior to appointment.

9. Directors must promptly notify the Company of any direct or indirect interest in contracts entered into by the Company, as well as any holding or changes in the holding of shares or debentures in the Company or its affiliated companies.

Reference link for the charter

<https://www.lohakit.co.th/doc/CACL2.pdf>

Audit Committee

Role

- Audit of financial statements and internal controls

Scope of authorities, role, and duties

(1) To review the Company's financial reporting to ensure that it is accurate and has sufficient disclosure by coordinating with the auditor and executives responsible for preparing quarterly and annual financial reports. The Audit Committee may recommend that the auditor review or examine any items deemed necessary and important during the audit of the Company's accounts.

(2) Review the Company's internal control system and internal audit system to ensure that they are appropriate and effective, and consider the independence of the internal audit unit, as well as give approval to consider appointing, transferring, or terminating the head of the internal audit unit or any other unit responsible for internal auditing.

(3) Review the Company's operations to ensure compliance with the Securities and Exchange Act, the requirements of the Stock Exchange, or laws related to the Company's business.

(4) Consider selecting and proposing appointments, re-election and termination of the Company's auditors,

including considering proposing the auditors' remuneration, considering the reliability, adequacy of resources and the volume of audit work of the audit firm, including the experience of the personnel assigned to audit the Company's accounts, including attending a meeting with the auditors without management present at least once a year.

(5) Consider related party transactions or transactions that may have conflicts of interest to ensure that they comply with the law and the regulations of the Stock Exchange of Thailand, to ensure that such transactions are reasonable and of the utmost benefit to the Company.

(6) Perform any other operations assigned by the Board of Directors and approved by the Audit Committee, such as reviewing the financial management and risk management policies, reviewing the management's compliance with the Code of Conduct, and jointly reviewing with the Company's management important reports that must be presented to the public as required by law, such as management reports and analyses, etc.

(7) Prepare a report of the Audit Committee to be disclosed in the Company's annual report, which report must be signed by the Chairman of the Audit Committee and must contain at least the following information:

(a) Opinions regarding the accuracy, completeness and reliability of the Company's financial reports.

(b) Opinions regarding the adequacy of the Company's internal control system.

(c) Opinions regarding compliance with the Securities and Exchange Act, the requirements of the Stock Exchange, or laws related to the Company's business.

(d) Opinions on the suitability of the auditor.

(e) Comments on any items that may give rise to a conflict of interest.

(f) the number of meetings of the Audit Committee and the attendance of each Audit Committee member.

(g) Overall opinions or observations received by the audit committee from performing its duties in accordance with the charter.

(h) Other items that shareholders and general investors should be aware of within the scope of duties and responsibilities assigned by the Board of Directors.

(8) Report the operations of the Audit Committee to the Board of Directors regularly at least once a quarter.

(9) Report to the Board of Directors if any transaction is found or suspected to have a material impact on the Company's financial position and performance, such as a report of a conflict of interest, fraud or irregularity or a material defect in the internal control system, a violation of the Securities Act, the regulations of the Stock Exchange of Thailand, or laws related to the Company's business.

Reference link for the charter

<https://www.lohakit.co.th/doc/CACL1.pdf>

Executive Committee

Role

- Sustainability development
- Climate-related risks and opportunities governance

Scope of authorities, role, and duties

(1) Consider the annual budget allocation as proposed by the management before submitting it to the Board of Directors for consideration and approval. This includes considering and approving changes and additions to the annual expenditure budget during times when there are no Board of Directors meetings in urgent cases and submitting it to the Board of Directors for consideration at the next meeting.

(2) Approve the purchase and sale of goods that are part of the normal course of business of the Company, not exceeding 200 million baht per transaction and not exceeding 600 million baht per month.

(3) Approve expenses for purchasing assets that are of an investment nature (including repairs of machinery and equipment) other than those specified in the annual budget, within an amount not exceeding 10 million baht.

- (4) Approve the expenditure of important investment funds specified in the annual budget as assigned by the Board of Directors or as previously approved in principle by the Board of Directors.
- (5) Act as a management advisory board on matters relating to finance, investment, marketing, personnel management and other practical policies.
- (6) Allocate bonuses which have been approved by the Board of Directors to employees or workers of the Company or any person who does business for the Company.
- (7) Supervise the operations of the company.

Reference link for the charter

-

Risk Management Committee

Role

- Risk management

Scope of authorities, role, and duties

1. To study, review, and assess risks that may affect the Company, including both internal and external risks, as well as trends and potential impacts on the Company's operations, financial position, and reputation.
2. To propose risk management policies and guidelines to the Board of Directors, covering significant risks affecting the Company's operations, such as commodity price risk, market risk, foreign exchange risk, liquidity risk, operational risk, as well as environmental, social, and governance (ESG) risks.
3. To review and endorse the Company's risk management framework and policies prior to proposing them to the Board of Directors for approval.
4. To oversee that the Company's risk management practices are aligned with its strategies, policies, and business direction, including long-term sustainability objectives.
5. To review, control, monitor, and evaluate the effectiveness of the Company's risk management in accordance with the established policies and framework, and to provide recommendations for improvement.
6. To review and provide opinions on the Company's risk appetite, as well as monitor emerging risks to ensure alignment with the changing business environment.
7. To consider and provide recommendations on the management of incidents or risks that may have a significant impact on the Company, and to report such matters to the Board of Directors in a timely manner, when appropriate.
8. To coordinate and exchange risk-related information with the Audit Committee and other relevant committees to ensure alignment between risk management and the Company's internal control systems.
9. To seek advice or consultation from external experts or advisors when necessary and appropriate, with the Company bearing the related costs.
10. To perform any other duties related to risk management and sustainability governance as assigned by the Board of Directors.

Reference link for the charter

-

Nominating and Remuneration Committee

Role

- Director and executive nomination
- Remuneration

Scope of authorities, role, and duties

Nomination Duties

1. To establish and propose policies, criteria, and procedures for the nomination, selection, and appointment of directors, the Chief Executive Officer, and senior executives, ensuring that such processes are clear, fair, transparent, and reasonable.
2. To consider the qualifications, knowledge, capabilities, experience, suitability, integrity, ethics, and independence (where applicable) of nominated candidates.
3. To nominate, select, and propose qualified candidates to the Board of Directors for appointment, or to the shareholders meeting for approval, as the case may be.
4. To review the structure, size, composition, and proportion of the Board of Directors, including the experience and skills of directors, to ensure alignment with the Company's strategy, business direction, and operations, and to provide recommendations for the nomination of replacements for vacant positions.
5. To consider and oversee the establishment of succession plans for directors, the Chief Executive Officer, and senior executives, as appropriate, to ensure continuity in the Company's management and operations.
6. To establish guidelines or conditions relating to the employment contract of the Chief Executive Officer, including performance evaluation and succession planning.

Remuneration Duties

1. To establish and propose policies, criteria, and remuneration structures for directors, sub-committee members, the Chief Executive Officer, and senior executives, ensuring that such remuneration is appropriate, fair, and aligned with their roles, responsibilities, performance, and the Company's long-term strategy.
2. To consider, recommend, and review remuneration, including salaries, bonuses, and other monetary and non-monetary benefits of directors and senior executives, for submission to the Board of Directors and/or the shareholders meeting for approval, in accordance with applicable laws and regulations.
3. To review and assess the structure, system, and rates of remuneration to ensure alignment with current market conditions, competitiveness, the Company's performance, and the performance of directors and senior executives.
4. To consider annual remuneration for directors for submission to the shareholders meeting for approval.

Other Duties

1. To report the results of its meetings to the Board of Directors after each Nomination and Remuneration Committee meeting, and to report its annual performance to shareholders in the Company's annual report.
2. To perform any other duties as assigned by the Board of Directors in relation to nomination, remuneration, and human resource management.

Reference link for the charter

<https://www.lohakit.co.th/doc/CACL3.pdf>

Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Mr. WANCHAI UMPUNG-ART^(*)</p> <p>Gender: Male</p> <p>Age : 78 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	<p>Chairman of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	31 Mar 2005	Accounting, Audit, Corporate Management, Leadership, Internal Control
<p>2. Mr. LERT NITHERANONT</p> <p>Gender: Male</p> <p>Age : 64 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : No</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	31 Mar 2005	Audit, Corporate Management, Engineering
<p>3. Mr. TEERA NA WANGKANAI</p> <p>Gender: Male</p> <p>Age : 69 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : No</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	15 Aug 2007	Construction Materials, Marketing, Engineering

Additional explanation :

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
1. Mr. PRASARN AKARAPONGPISAK 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	The chairman of the executive committee	12 Apr 1989
2. Mr. VITTAWAT AKARAPONGPISAK Gender: Male Age : 44 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	26 Jul 2018
3. Mr. Vichaphol Akarapongpisak Gender: Male Age : 33 years Highest level of education : Bachelor's degree Study field of the highest level of education : Fine and Applied Arts Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	21 Jul 2022

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

Other Subcommittees

Subcommittee name	Name list	Position
Risk Management Committee	Mr. Haruhisa Yamazaki	The chairman of the subcommittee
	Mr. VITTAWAT AKARAPONGPISAK	Member of the subcommittee
	Mr. Vichaphol Akarapongpisak	Member of the subcommittee
Nominating and Remuneration Committee	Mr. WANCHAI UMPUNG-ART	The chairman of the subcommittee (Independent director)
	Mr. TEERA NA WANGKANAI	Member of the subcommittee (Independent director)
	Mr. LERT NITHERANONT	Member of the subcommittee (Independent director)

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

Information on the executives

Information on the executives

List and positions of the executive

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

List of executives	Position	First appointment date	Skills and expertise
1. Mr. PRASARN AKARAPONGPISAK 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 Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	CHIEF EXECUTIVE OFFICER (The highest-ranking executive)	14 Aug 2019	Economics, Marketing, Accounting, Governance/ Compliance, Business Administration

List of executives	Position	First appointment date	Skills and expertise
<p>2. Mr. VITAWAT AKARAPONGPISAK^(*) Gender: Male Age : 44 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : No</p>	Deputy managing director	26 Jul 2018	Finance, Accounting, Corporate Management, Engineering, Leadership
<p>3. Mr. Vichaphol Akarapongpisak Gender: Male Age : 33 years Highest level of education : Bachelor's degree Study field of the highest level of education : Fine and Applied Arts Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	Managing Director	21 Jul 2022	Marketing, Corporate Management, Leadership, Strategic Management, Audit

List of executives	Position	First appointment date	Skills and expertise
<p>4. Mr. Haruhisa Yamazaki Gender: Male Age : 59 years Highest level of education : Bachelor's degree Study field of the highest level of education : Political Science Thai nationality : No Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	<p>Deputy managing director</p>	<p>16 Sep 2020</p>	<p>Business Administration, Automotive, Steel, Negotiation, Strategic Management</p>
<p>5. Mr. Nonthawat Khruarattanapaiboon Gender: Male Age : 48 years Highest level of education : Bachelor's degree Study field of the highest level of education : Fine and Applied Arts Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	<p>Deputy factory manager and Human Resources Manager</p>	<p>1 Dec 2018</p>	<p>Human Resource Management, Sustainability, Corporate Social Responsibility</p>

List of executives	Position	First appointment date	Skills and expertise
<p>6. Ms. Pornthippa Wongphunga^(**) Gender: Female Age : 52 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</p>	Accounting and Finance Manager	1 Jan 2022	Accounting, Finance
<p>7. Mr. Bunthoeng Desoongnoen Gender: Male Age : 49 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	Production Manager	15 Jan 2025	Human Resource Management, Business Administration

List of executives	Position	First appointment date	Skills and expertise
8. Mr. Vicharit Akarapongpisak Gender: Male Age : 32 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	Data Analytics Manager	1 Sep 2025	Data Analysis

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

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

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

Organization structure of the highest-ranking executive and the next four executives as of date : 31 Mar 2026

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



Remuneration policy for executive directors and executives

The Company allows the Nomination and Remuneration Committee to perform its duties under the scope of authority of the Nomination and Remuneration Committee as assigned by the Board of Directors by setting a clear and transparent policy on directors' remuneration. The remuneration is at the same level as the industry and considers experience, duties, scope of roles and responsibilities in order to look after and retain directors with the desired qualifications and present them to the shareholders' meeting for consideration and approval.

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

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2023	2024	2025
Total remuneration of executive directors and executives (baht)	23,436,885.00	26,634,402.46	28,568,633.42

Other remunerations of executive directors and executives

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

Outstanding remuneration or benefits of executive directors and executives

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

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

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. Pornthippa Wongphunga	ponthippa@lohakit.co.th	02-673-9559 ต่อ 300

List of the company secretary

General information	Email	Telephone number
1. Mr. Vittawat Akarapongpisak	vittawat@lohakit.co.th	02-673-9559

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Mr. Chaiyuth Angsuwithaya	achaiyuth@gmail.com	-

List of the head of the compliance unit

General information	Email	Telephone number
1. Mr. VITTAWAT AKARAPONGPISAK	vittawat@lohakit.co.th	02-673-9559

Head of investor relations

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

List of the head of investor relations

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
<p>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</p>	<p>3,105,000.00</p>	<p>-</p>	<p>1. Mrs. GINGKARN ATSAWARANGSALIT Email: gingkarn. atsawarangsalit@th.ey.com Telephone number: 022649090 License number: 4496</p> <p>2. Ms. ORAWAN TECHAWATANASIRIKUL Email: orawan. techawatanasirikul@th.ey. com Telephone number: 022649090 License number: 4807</p> <p>3. Ms. SUMANA PUNPONGSANON Email: sumana. punpongsanon@th.ey.com Telephone number: 022649090 License number: 5872</p> <p>4. Ms. KIRDSIRI KANJANAPRAKASIT Email: kirdsiri. kanjanaprakasit@th.ey.com Telephone number: 022649090 License number: 6014</p> <p>5. Ms. NARAYA SRISUKH Email: naraya.srisukh@th. ey.com Telephone number: 022649090 License number: 9188</p>

Assigned personnel in case of a foreign company

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

List of designated individuals as representatives in Thailand

Performance Report on Corporate Governance

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

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

During the year, the Board of Directors performed its duties in overseeing the Company's operations with prudence, transparency, and in compliance with applicable laws, regulations, and principles of good corporate governance. The Board focused on setting policies, direction, and strategies, as well as supervising the management to ensure that operations were aligned with the established objectives.

The Board of Directors regularly monitored the Company's performance and considered and approved significant matters to ensure that business operations were conducted efficiently and in the best interests of shareholders and stakeholders.

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

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. PRASARN AKARAPONGPISAK	Director	12 Apr 1989	Economics, Marketing, Accounting, Governance/ Compliance, Business Administration
Mr. TEERA NA WANGKANAI	Director	31 Mar 2005	Construction Materials, Marketing, Engineering
Mr. VICHAPHOL AKARAPONGPISAKDI	Director	21 Jul 2022	Marketing, Leadership, Strategic Management, Risk Management, Corporate 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 Company has established criteria for the nomination and selection of independent directors, taking into consideration qualifications as required by applicable laws and regulations, as well as independence from management, major shareholders, and related persons. Such individuals must not have any relationships or interests that may impair their ability to exercise independent judgment. In addition, they must possess knowledge, capabilities, experience, and expertise that are beneficial to the Company's business, and be able to perform their duties effectively.

The nomination process for independent directors is conducted by the Nomination and Remuneration Committee, which identifies and selects qualified candidates before proposing them to the Board of Directors for consideration and/or to the shareholders meeting for approval. This process takes into account the composition of the Board, diversity of skills, and alignment with the Company's strategic direction.

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) : 0

Rights of minority shareholders on director appointment

Right to vote for directors based on the number of shares held (1 share = 1 vote).

Cumulative voting not allowed all votes must be used for one or more candidates equally; votes cannot be split.

Directors are elected at the shareholders' meeting, and those with the highest votes will be appointed according to the required number.

One-third of directors retire annually and shareholders have the right to elect new or reappoint retiring directors.

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

Setting qualifications for the selection of directors

Details of qualifications for the selection of directors

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. WANCHAI UMPUNG-ART (Chairman of the board of directors, Independent director)	Non-participating	-
2. Mr. PRASARN AKARAPONGPISAK (Director)	Non-participating	-
3. Mr. ANURUT VONGVANIJ (Director, Independent director)	Non-participating	-
4. Mr. TEERA NA WANGKANAI (Director, Independent director)	Non-participating	-
5. Mr. LERT NITHERANONT (Director, Independent director)	Non-participating	-

List of directors	Participation in training in the past financial year	History of training participation
6. Mr. VITTAWAT AKARAPONGPISAK (Director)	Participating	Other <ul style="list-style-type: none"> • 2026: Beyond Compliance: What Thai SEC new strategic plan means for the next level of Listed Companies • 2026: EY Seminar: Management of the Current Oil Crisis: Risk Management Strategies Amid Regional Crises, Particularly in the Energy Sector • 2025: CFO Annual Conference on Capital Markets • 2025: CFO Forum with EY: Driving Value Creation Forward • 2025: ESG Risks Mitigation-IOD • 2025: TLCA CFO CPD No. 1/2025: Economic Update for CFO • 2025: TLCA CFO CPD No. 2/2025: Digital Asset: Utility Token • 2025: TLCA CFO CPD No. 3/2025: Update on Upcoming Accounting Standards (IFRS 18 and IFRS 19) • 2025: The Current Winds of Change: Navigating Challenges in Finance, ESG, Tax, and Business Strategy EY
7. Mr. VICHAPHOL AKARAPONGPISAKDI (Director)	Non-participating	-

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

The Board of Directors arranges for a Board Self-Assessment for the entire group and individual every year to be used as a framework for examining the performance of the Board of Directors' duties, including reviewing and summarizing opinions on various issues related to the Company's operations and the performance of the Board of Directors' duties during the past year so that they can be used to correct and improve work efficiency.

The Company Secretary is responsible for delivering the performance evaluation forms to all directors, and for collecting and reporting the evaluation results to the Board of Directors for acknowledgement and for improving the efficiency of operations. The evaluation criteria are calculated as a percentage from the full score in each item as follows:

- More than 95% = Excellent
 - 90% - 95% = Very good
 - 80% - 89% = Good
 - 70% - 79% = Fair
- Less than 70% = Needs improvement

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

During the year, the Company conducted an evaluation of the performance of the Board of Directors in accordance with established criteria. The evaluation covered the performance of the Board as a whole, individual directors, and sub-committees, to ensure that the Board effectively fulfilled its duties in line with the principles of good corporate governance.

The overall evaluation results were at a good level, reflecting the appropriateness of the Boards structure, the effective discharge of duties and responsibilities, and active participation in setting policies, strategies, and overseeing the Companys operations.

The Company has utilized the evaluation results as a basis for continuous improvement and development of the Boards performance, with the aim of enhancing corporate governance and supporting the Companys sustainable growth.

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	94.94	100
	Self-assessment	96.83	100
	Cross-assessment (assessment of another director)	None	None
Audit Committee	Group assessment	98.97	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Nominating and Remuneration Committee	Group assessment	95.00	100

List of directors	Assessment form	Grade / Average score received	Grade / Full score
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Risk Management Committee	Group assessment	96.97	100
	Self-assessment	None	None
	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 conducts an annual performance evaluation of the Chief Executive Officer, using Key Performance Indicators (KPIs) that are aligned with the Company's business objectives and operational plans. The evaluation results are used to support decision-making and determine appropriate incentives.

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 : 4
past year (times)
Date of AGM meeting : 17 Jul 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. WANCHAI UMPUNG-ART (Chairman of the board of directors, Independent director)	4	/	4	1	/	1		/	
2. Mr. PRASARN AKARAPONGPISAK (Director)	3	/	4	1	/	1		/	
3. Mr. ANURUT VONGVANIJ (Director, Independent director)	3	/	4	1	/	1		/	
4. Mr. TEERA NA WANGKANAI (Director, Independent director)	4	/	4	1	/	1		/	
5. Mr. LERT NITHERANONT (Director, Independent director)	4	/	4	1	/	1		/	
6. Mr. VITAWAT AKARAPONGPISAK (Director)	4	/	4	1	/	1		/	
7. Mr. VICHAPHOL AKARAPONGPISAKDI (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. WANCHAI UMPUNG-ART (Chairman of the board of directors)	4/4 (100.00%)	1/1 (100.00%)	N/A
2. Mr. PRASARN AKARAPONGPISAK (Director)	3/4 (75.00%)	1/1 (100.00%)	N/A
3. Mr. ANURUT VONGVANIJ (Director)	3/4 (75.00%)	1/1 (100.00%)	N/A
4. Mr. TEERA NA WANGKANAI (Director)	4/4 (100.00%)	1/1 (100.00%)	N/A
5. Mr. LERT NITHERANONT (Director)	4/4 (100.00%)	1/1 (100.00%)	N/A
6. Mr. VITTAWAT AKARAPONGPISAK (Director)	4/4 (100.00%)	1/1 (100.00%)	N/A
7. Mr. VICHAPHOL AKARAPONGPISAKDI (Director)	4/4 (100.00%)	1/1 (100.00%)	N/A
Average meeting attendance rate	92.86%	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

The Company allows the Nomination and Remuneration Committee to perform its duties under the scope of authority of the Nomination and Remuneration Committee as assigned by the Board of Directors by setting a clear and transparent policy on directors' remuneration. The remuneration is at the same level as the industry and considers experience, duties, scope of roles and responsibilities in order to look after and retain directors with the desired qualifications and present them to the shareholders' meeting for consideration and approval.

Board of Directors Meeting Allowance

Chairman of the Board: THB 30,000 per meeting

Director: THB 20,000 per meeting

Audit Committee Meeting Allowance

Chairman of the Audit Committee: THB 30,000 per meeting

Audit Committee Member: THB 20,000 per meeting

Nomination and Remuneration Committee Meeting Allowance

Chairman of the Nomination and Remuneration Committee: THB 30,000 per meeting

Nomination and Remuneration Committee Member: THB 20,000 per meeting

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. WANCHAI UMPUNG-ART (Chairman of the board of directors, Independent director)			280,000.00		0.00
Board of Directors (Chairman of the board of directors)	120,000.00	0.00	120,000.00	No	
Audit Committee (Chairman of the audit committee)	120,000.00	0.00	120,000.00	No	
Nominating and Remuneration Committee (The chairman of the subcommittee)	40,000.00	0.00	40,000.00	No	
2. Mr. PRASARN AKARAPONGPISAK (Director)			0.00		0.00
Board of Directors (Director)	0.00	0.00	0.00	No	
Executive Committee (The chairman of the executive committee)	0.00	0.00	0.00	No	
3. Mr. ANURUT VONGVANIJ (Director, Independent director)			60,000.00		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)	60,000.00	0.00	60,000.00	No	
4. Mr. TEERA NA WANGKANAI (Director, Independent director)			220,000.00		0.00
Board of Directors (Director)	80,000.00	0.00	80,000.00	No	
Audit Committee (Member of the audit committee)	80,000.00	0.00	80,000.00	No	
Nominating and Remuneration Committee (Member of the subcommittee)	60,000.00	0.00	60,000.00	No	
5. Mr. LERT NITHERANONT (Director, Independent director)			200,000.00		0.00
Board of Directors (Director)	80,000.00	0.00	80,000.00	No	
Audit Committee (Member of the audit committee)	80,000.00	0.00	80,000.00	No	
Nominating and Remuneration Committee (Member of the subcommittee)	40,000.00	0.00	40,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
6. Mr. VITAWAT AKARAPONGPISAK (Director)			0.00		0.00
Board of Directors (Director)	0.00	0.00	0.00	No	
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
Risk Management Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
7. Mr. VICHAPHOL AKARAPONGPISAKDI (Director)			0.00		0.00
Board of Directors (Director)	0.00	0.00	0.00	No	
8. Mr. Vichaphol Akarapongpisak (Member of the executive committee)			0.00		N/A
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
Risk Management Committee (Member of the subcommittee)	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	
9. Mr. Haruhisa Yamazaki (The chairman of the subcommittee)			0.00		N/A
Risk Management Committee (The chairman of the subcommittee)	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	340,000.00	0.00	340,000.00
2. Audit Committee	280,000.00	0.00	280,000.00
3. Executive Committee	0.00	0.00	0.00
4. Risk Management Committee	0.00	0.00	0.00
5. Nominating and Remuneration Committee	140,000.00	0.00	140,000.00

Summary of the remuneration of the board of directors

	2023	2024	2025
Meeting allowance (Baht)	700,000.00	780,000.00	760,000.00
Other monetary remuneration (Baht)	0.00	0.00	0.00
Total (Baht)	700,000.00	780,000.00	760,000.00

Remunerations or benefits pending payment to the board of directors

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

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated : Yes
companies

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

The governance, management, and operational oversight of subsidiaries and associated companies is a key mechanism in group business administration, aimed at ensuring transparency, efficiency, and alignment with the parent company's direction.

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

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

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

1. The Company's directors, executives and employees shall avoid any action that may cause a conflict of interest with the Company and shall not act in any manner that is contrary to the Company's interests or seek personal benefits and/or those of related people.
2. Do not use or allow others to use their position, directly or indirectly, to seek benefits from the Company.
3. Do not use the company's secrets or information to seek personal benefits and/or those of others.
4. If the Company's directors, executives and employees or related people participate in or become shareholders in any business which may have benefits or cause conflicts of interest with the Company, they must notify the Chief Executive Officer in writing.

Number of cases or issues related to conflict of interest

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

Prevention of the use of inside information to seek benefits

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

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

(1) The directors, executives, including spouses and minor children of such people are prohibited from using inside information to buy, sell, transfer or receive transfer of the Company's securities before such information is disclosed to the public, especially during the 30-day period before the Company's financial statements are disclosed to the public. In addition, after the information is disclosed, the above persons must refrain from buying or selling the Company's securities until the public who has received such information has had a sufficient period to evaluate the information received (7 days from the date of disclosure).

(2) Provide knowledge to directors and executives who are required to report on their own securities holdings, their spouses, and their minor children, regarding the reporting of the Company's securities holdings. If directors, executives, including their spouses and minor children are involved in the purchase, sale, transfer, or receipt of the Company's securities as specified in the SEC Office Announcement No. SorJor. 14/2540 on the Preparation and Disclosure of Securities Holding Reports and Penalties under the Securities and Exchange Act B.E. 2535, and to prevent the use of inside information by executives, the Company has regulations on the use of the Company's inside information that has not yet been disclosed for the benefit of oneself or others, as follows:

- (a) The Company has established measures to prevent misuse of the Company's information by requesting that agencies that have knowledge of the information are prohibited from disclosing the information to unrelated agencies or people.
- (b) The Company's executives who have access to the Company's financial information shall not make use of such information before it is disclosed to the public, by prohibiting the executives from trading in the Company's securities for a period of 1 month before the financial statements are disclosed to the public.
- (c) The Company shall require executives to report changes in their securities holdings to the Securities and Exchange Commission in accordance with Section 59 of the Securities and Exchange Act B.E. 2535, and prohibits executives or employees who have access to inside information from disclosing inside information to outsiders or persons who are not involved, and shall not trade in the Company's securities for a period of 30 days before the financial statements are released to the public.

If there is any violation of the above-mentioned regulations, the Company shall take disciplinary action to consider appropriate punishment, such as written warning, salary deduction, suspension, termination, etc.

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

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

Anti-corruption action

Operations in anti-corruption in the past year

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

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

The Company has a clear policy of zero tolerance towards all forms of corruption and bribery, whether direct or indirect, within the organization or involving external parties related to the Company's business. All employees, as well as those acting on behalf of the Company, are strictly prohibited from soliciting, offering, or accepting bribes, money, gifts, or any other benefits that may compromise their impartiality in performing their duties. Any suspected or observed misconduct must be promptly reported to the supervisor.

The Company encourages the reporting of inappropriate behavior and provides appropriate protection for whistleblowers, in order to foster a corporate culture rooted in transparency and accountability.

Number of cases or issues related to corruption

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

Operations related to whistleblowing over the past year

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

The Company has established channels for reporting complaints or whistleblowing regarding inappropriate conduct, violations of the Code of Business Ethics, or any actions that may indicate corruption. Reports can be made either verbally or in writing through the following channels:

8.1 Report directly to the Company Secretary

Verbally or in writing

Or via email to: whistleblower@lohakit.co.th

8.2 Through the Companys email provided on the website:

www.lohakit.co.th

8.3 By postal mail to:

Company Secretary

Lohakit Metal Public Company Limited
43 Thai CC Tower, 16th Floor, Room 167169
Sathorn Road, Yannawa, Sathorn District
Bangkok 10120, Thailand

The Company will handle all reports in a confidential and fair manner, and has established protective measures to safeguard whistleblowers from any form of retaliation or harassment.

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

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. WANCHAI UMPUNG-ART (Chairman of the audit committee)	4	/	4	4/4 (100.00%)
2 Mr. LERT NITHERANONT (Member of the audit committee)	4	/	4	4/4 (100.00%)
3 Mr. TEERA NA WANGKANAI (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

1. Review of Financial Statements

The Audit Committee reviewed the Company's quarterly and annual financial statements in collaboration with the external auditor to ensure accuracy, fairness, and compliance with generally accepted accounting standards.

2. Oversight of Internal Control System

The Committee monitored and assessed the adequacy and effectiveness of the internal control and information systems to ensure they are suitable for the Company's operations.

3. Risk Management Oversight

The Audit Committee reviewed the Company's risk management practices, evaluated key risks, and provided recommendations to enhance risk mitigation measures.

4. Compliance with Laws and Code of Conduct

The Committee ensured that the Company complies strictly with applicable laws, regulations of the Stock Exchange, and the corporate code of conduct.

5. Auditor Appointment Consideration

The Audit Committee assessed the independence, expertise, and remuneration of the external auditor, and proposed the appointment to the Board of Directors and shareholders meeting for approval.

6. Review of Complaints and Allegations

The Committee oversaw the whistleblowing process and investigated complaints regarding fraud or misconduct, providing recommendations for appropriate corrective actions.

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) : 0

List of Directors	Meeting attendance of Executive Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. PRASARN AKARAPONGPISAK (The chairman of the executive committee)	0	/	0	N/A
2 Mr. VITTAWAT AKARAPONGPISAK (Member of the executive committee)	0	/	0	N/A
3 Mr. Vichaphol Akarapongpisak (Member of the executive committee)	0	/	0	N/A
Average meeting attendance rate				N/A

The results of duty performance of Executive Committee

- (1) Consider the annual budget allocation as proposed by the management before submitting it to the Board of Directors for consideration and approval. This includes considering and approving changes and additions to the annual expenditure budget during times when there are no Board of Directors meetings in urgent cases and submitting it to the Board of Directors for consideration at the next meeting.
- (2) Approve the purchase and sale of goods that are part of the normal course of business of the Company, not exceeding 200 million baht per transaction and not exceeding 600 million baht per month.
- (3) Approve expenses for purchasing assets that are of an investment nature (including repairs of machinery and equipment) other than those specified in the annual budget, within an amount not exceeding 10 million baht.
- (4) Approve the expenditure of important investment funds specified in the annual budget as assigned by the Board of Directors or as previously approved in principle by the Board of Directors.
- (5) Act as a management advisory board on matters relating to finance, investment, marketing, personnel management and other practical policies.
- (6) Allocate bonuses which have been approved by the Board of Directors to employees or workers of the Company or any person who does business for the Company.
- (7) Supervise the operations of the company.

Meeting attendance of Risk Management Committee

Meeting Risk Management Committee (times) : 2

List of Directors	Meeting attendance of Risk Management Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. Haruhisa Yamazaki (The chairman of the subcommittee)	2	/	2	2/2 (100.00%)
2 Mr. VITTAWAT AKARAPONGPISAK (Member of the subcommittee)	2	/	2	2/2 (100.00%)
3 Mr. Vichaphol Akarapongpisak (Member of the subcommittee)	2	/	2	2/2 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Risk Management Committee

- (1) Study, review and assess potential risks, including the potential impacts on the organization, including internal and external risks of the Company.
- (2) Propose the Company's risk management policy and risk management guidelines to the Board of Directors, which cover various important types of risks affecting the Company's operations, such as product price risk, market risk, exchange rate risk, liquidity risk and operational risk.
- (3) Determine risk management policies and submit them to the Board of Directors.
- (4) Establish strategies that are consistent with the Company's risk management policy and business direction.
- (5) Review, control, monitor and evaluate risk management results in accordance with the specified risk management policy.
- (6) Other issues assigned by the Board of Directors.
- (7) The Risk Management Committee shall hold meetings at least twice a year as the situation and necessity permit.
 - (a) At a meeting of the Risk Management Committee, no less than half of the total number of directors must attend the meeting to constitute a quorum.
 - (b) The resolution of the Risk Management Committee meeting shall be based on a majority vote of the directors present at the meeting.
 - (c) If the Chairman of the Risk Management Committee is not present at the meeting or is unable to perform his duties, the directors present at the meeting shall select one of their members to be the Chairman of the meeting in his place.
 - (d) The Risk Management Committee may invite the management or relevant people to attend meetings and provide information or documents on the relevant matters.
 - (e) The Secretary of the Risk Management Committee shall be responsible for preparing for meetings, scheduling meetings, preparing meeting documents, preparing meeting minutes, etc. assigned by the Risk Management Committee.
- (8) The Risk Management Committee has a duty to report its performance to the Board of Directors after the meeting and to prepare a report on its performance for the past year for shareholders in the annual report, disclosing the following details:
 - (a) Number of times of meetings
 - (b) Number of times the Risk Management Committee attended meetings.
 - (c) Results of performance of duties in accordance with the Charter as prescribed.

Meeting attendance of Nominating and Remuneration Committee

List of Directors	Meeting attendance of Nominating and Remuneration Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. WANCHAI UMPUNG-ART (The chairman of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
2 Mr. TEERA NA WANGKANAI (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
3 Mr. LERT NITHERANONT (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Nominating and Remuneration Committee

- (1) Propose a policy for selecting and recruiting directors, which must contain clear, fair, and reasonable methods and criteria, to be presented to the board of directors or the shareholders' meeting for consideration and appointment.
- (2) Propose a policy for selecting and recruiting the Managing Director, which must contain clear, fair and reasonable methods and criteria, for submission to the Board of Directors for consideration.
- (3) Review and propose for approval to the Board of Directors on human resource policies and strategies which should be consistent with the Company's business strategies.
- (4) Recruit, select and nominate qualified people with morality, ethics and appropriate qualifications who should be appointed as directors and/or managing directors.
- (5) Review the proportion, number and experience of the Company's directors, including making recommendations for selecting directors to fill vacant positions.
- (6) Ensure that there is a specific succession plan for the directors and managing director.
- (7) To lay down various terms and conditions in the employment contract of the Managing Director, including evaluating performance and recommending a successor.
- (8) Determine the policy and form of providing compensation to directors and the Managing Director in accordance with the Company's business strategy, with clear, fair and reasonable methods and criteria to be presented to the Board of Directors or the shareholders' meeting for consideration.
- (9) Propose guidelines and methods for paying compensation, both in monetary form or other forms, to the Company's Board of Directors, other committees appointed by the Board of Directors, and the Company's Managing Director.
- (10) Consider and review the structure and system of compensation and compensation rates to be consistent with current market conditions and appropriate for the duties, responsibilities and performance of the Company and the performance of the directors and managing director.
- (11) Consider the annual remuneration of the directors to be proposed to the Company's shareholders' meeting for consideration and approval.

- (12) The Nomination and Remuneration Committee is a sub-committee appointed by the Board of Directors to assist in studying and screening. It must therefore report the results of its performance to every Board meeting after the Nomination and Remuneration Committee meeting and report the results of its performance in the previous year to shareholders in the Company's annual report.
- (13) Perform any other duties assigned by the committee related to recruitment and compensation consideration.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

Lohakit Metal Public Company Limited realizes and places importance on conducting business under the principles of sustainable development, taking into account the creation of value in 3 areas: economic, social, and environmental, based on good corporate governance to create stable and sustainable growth for the company.

Sustainability management goals

Does the company set sustainability management : Yes
goals

Economic

The company is committed to developing good products and services by supporting innovation to respond and create satisfaction for customers and conducting business under good corporate governance, transparency, auditability, responsibility in business operations, risk management at an appropriate level and awareness of creating long-term corporate value, including developing and improving management processes for maximum efficiency to create good returns and taking into account the sharing of returns to all stakeholders.

Social

The Company places importance on personnel development by enhancing potential in various areas to support the Company's strategies and create a good society within the organization, including external personnel, communities and society, through effective relationship-building activities to create understanding and ensure that the Company's business activities will not affect or cause distress to the way of life of individuals, communities and surrounding society.

Environmental

The Company realizes and places importance on conducting business that is environmentally friendly and focuses on managing and using natural resources efficiently, as well as sustainably preserving the biodiversity of the ecosystem, including adapting, preparing and reducing the impact of climate change by using appropriate technology to prevent impacts on the environment, including promoting awareness of environmental care for employees.

United Nations SDGs that align with the : Goal 1 No Poverty, Goal 3 Good Health and Well-being,
organization's sustainability management goals Goal 4 Quality Education, Goal 5 Gender Equality, Goal 6
Clean Water and Sanitation, Goal 7 Affordable and Clean
Energy, Goal 8 Decent Work and Economic Growth, Goal 9
Industry, Innovation and Infrastructure, Goal 10 Reduce
Inequalities, Goal 11 Sustainable Cities and Communities,
Goal 12 Responsible Consumption and Production, Goal 13
Climate Action, Goal 14 Life below Water, Goal 15 Life on
Land, Goal 16 Peace, Justice and Strong Institutions, Goal
17 Partnerships for the Goals

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

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

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

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

Information on impacts on stakeholder management in business value chain

Business value chain

The Company is committed to creating fairness and giving importance to the rights of all stakeholders, whether they are internal stakeholders such as shareholders, employees, or external stakeholders such as business partners, customers, etc. The Company realizes that support and opinions from all stakeholders will be beneficial to the Company's operations and business development. Therefore, the Company will comply with relevant laws and regulations to ensure that the rights of such stakeholders are well taken care of.

Business value chain diagram

Activity	Business Value Chain				
	Inputs	operation	Distribute products and services	After-sales service	Marketing and sales
Provides services, provides processing and distributes cold rolled stainless steel in coils and sheets. Produces and distributes stainless steel pipes, including stainless steel pipes for decorative purposes, stainless steel pipes for the automotive industry. Processes and distributes galvanized steel and galvanized steel in coils and sheets. Provides services in cutting, drilling and polishing stainless steel according to customer needs.					
	- Main raw materials - Supporting raw materials	- Quality Inspection - Standardized production - Packing - Stock (Inventory Control)	- Delivery Plan - Loading/ Unloading - Delivery	- Customer Storage Service - Check and troubleshoot product issues	- Product Test - Reasonable and negotiable pricing
Infrastructure	Source of funding / Maintenance of vehicles / machinery / Solar Electric Systems				
Purchase	Main raw materials/ Supporting raw materials /Outsourcing				
HR	HR Development / HR Management /Labor supply (Outsource)				
IT	Internet /Intranet /ERP / Program Business plus /Sim Pro (Repair) /GIS (Transportation Management) / Humanica (payroll)				

Business Value Chain

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

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

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			
<ul style="list-style-type: none"> • Employees 	<ul style="list-style-type: none"> - Paying appropriate compensation and receiving good benefits - Consideration of human rights and fair treatment of employees does not discriminate - Safety and good working environment - Promoting and maintaining good health - Stability and opportunities for career advancement - Development of knowledge and abilities 	<ul style="list-style-type: none"> - Compliance with the ethical code of conduct for executives and employees of the company - Compliance with human rights policy - Policy for accepting complaints - Implementation of standard systems IATF16949, ISO9001 and ISO14001 - Annual health check - Group life insurance - Personnel training and development plan 	<ul style="list-style-type: none"> • Online Communication • Complaint Reception • Training / Seminar • Others <ul style="list-style-type: none"> • Various announcements from the company
<u>External stakeholders</u>			

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> • Customers 	<ul style="list-style-type: none"> - On-time, location, number and continuous delivery - Deliver quality products that meet the needs of customers. - Low price products 	<ul style="list-style-type: none"> - Delivery is planned - Products are inspected before delivery. - Products are inspected according to specified specs before delivery. - Follow APQP PPAP MSA FMEA (Automotive Group) - Make a Contingency Plan - Make an Emergency Plan - Conduct customer satisfaction surveys - Dealing with complaints quickly and efficiently 	<ul style="list-style-type: none"> • Visit • Online Communication • Internal Meeting • Complaint Reception • Satisfaction Survey

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> • Suppliers • Business partners 	<ul style="list-style-type: none"> - Maintain lasting relationships - Receive fair and transparent price competition. - Fulfill the contractual agreement in full. - Get paid on time 	<ul style="list-style-type: none"> - A meeting with sellers is arranged to request bids and bids are given without discrimination. - There is an evaluation of main sellers every month. Procurement policies and practices (Supplier Manual) - Develop business partners to have good practices, such as anti-corruption policies. - No gift policy letter - There is a document to set a payment date for the partner 	<ul style="list-style-type: none"> • Online Communication • External Meeting • Complaint Reception
<ul style="list-style-type: none"> • Government agencies and Regulators 	<ul style="list-style-type: none"> - Production/Processing - Quality Inspection - Distribution & Service - Logistics 	<ul style="list-style-type: none"> - Report business performance and performance to relevant government agencies. - Continuous participation in activities and projects of government agencies. 	<ul style="list-style-type: none"> • Visit

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> Shareholders 	<ul style="list-style-type: none"> Good returns Good Corporate Governance Disclosure of sufficient information to support investment decisions Full disclosure of relevant information that may affect investor decisions 	<ul style="list-style-type: none"> Proper dividend payment Compliance with the SEC's CG Code Member of Thai Private Sector Anti-Corruption (CAC) Project Responding to inquiries in a timely manner 	<ul style="list-style-type: none"> Online Communication Annual General Meeting (AGM) Complaint Reception
<ul style="list-style-type: none"> Community 	<ul style="list-style-type: none"> Health & Safety and occupational health Resource Support Organizing events for the community 	<ul style="list-style-type: none"> Provide educational opportunities, such as scholarship programs. Employees and communities are safe, such as promote vaccinations Wellbeing and better health for people, such as blood donation activities 	<ul style="list-style-type: none"> Visit
<ul style="list-style-type: none"> Financial institution 	<ul style="list-style-type: none"> Ability to repay loans and interest as scheduled. Regular use of credit line services 	<ul style="list-style-type: none"> Repay the loan as scheduled. Consistent credit lines are used. The use of deposit services and other financial transactions 	<ul style="list-style-type: none"> Online Communication
<ul style="list-style-type: none"> Media 	<ul style="list-style-type: none"> Disclose clear, accurate and timely information Executive interviews 	<ul style="list-style-type: none"> Build confidence by providing accurate and transparent information 	<ul style="list-style-type: none"> Online Communication

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> Competitors 	<ul style="list-style-type: none"> - Fair competition - Refrain from seeking confidential information about the business competitors - Refrain from discrediting competitors 	<ul style="list-style-type: none"> - Discussing with competitors the market situation and trends in prices 	<ul style="list-style-type: none"> Online Communication

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 : No

Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Reduce greenhouse gas emissions	<ul style="list-style-type: none"> Greenhouse Gas 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 Board of Directors of Lohakit Metal Public Company Limited has emphasized the importance of systematic risk management in line with good corporate governance, including adequate and appropriate internal control, and close risk monitoring, which enables the Company to achieve its objectives in implementing the business plan, including emergency plans, crisis management plans, and business continuity plans, in order to build trust, satisfaction for customers, and provide good returns to shareholders and all stakeholders. The Company has adopted COSO (The Committee of Sponsoring Organization of the Treadway Commission) and has specified specific risk management policies as a framework for the Company's risk management, for the Company's business operations to be in line with sustainable development goals. The Company has defined and categorized the organization's risks into 6 areas:

1. Strategic Risk
2. Operational Risk
3. Financial Risk
4. Compliance Risk
5. ESG Risk
6. Emerging Risks

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 reliance on key raw material manufacturers and suppliers.

Related risk factors : Strategic Risk

- Reliance on large partners / distributors or few partners / distributors

ESG risk factors : Yes

Risk characteristics

The Company's primary raw materials include cold rolled stainless steel coils, copper, aluminum, galvanized steel, and zinc-coated steel. These materials are sourced from domestic manufacturers, some of whom are the sole or one of very few producers in the country. This creates a supply risk due to the Company's dependency on domestic suppliers. The Company sources cold rolled stainless steel coils primarily from POSCO-Thainox Public Company Limited, the only major domestic producer of this material. Due to the presence of a single major supplier in Thailand and the enforcement of Anti-Dumping Law, importing cold rolled stainless steel coils from other Asian countries often results in

higher procurement costs compared to domestic sourcing. Furthermore, international procurement requires longer lead times for transportation. As a result, the Company faces a risk of raw material shortages in cases where the domestic supplier is unable to deliver as scheduled. In such scenarios, the Company may be unable to source substitute materials in time, which could impact its production plans and fulfillment of customer orders.

Risk-related consequences

This exposes the Company to the risk of raw material shortages in the event that the major domestic supplier is unable to deliver materials as scheduled.

Risk management measures

The Company has established advance procurement planning by utilizing Supply Chain Management (SCM) systems, allowing for efficient forecasting of key raw material requirements.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

The Company has established a Business Continuity Plan (BCP) to ensure preparedness and minimize the impact of events that may disrupt operations, such as natural disasters, system failures, or raw material shortages. The plan includes risk assessment, business impact analysis, and the development of recovery strategies to restore operations to normal as quickly as possible. The Company also regularly reviews and tests the plan to ensure continuous and reliable delivery of products and services to its customers.

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

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

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management : No
plan

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

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

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes

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 : Yes
acknowledge compliance with the supplier code of
conduct?

	2023	2024	2025
Percentage of key suppliers acknowledging compliance with the supplier code of conduct over the past year (%)	0.00	68.00	83.00

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

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

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

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

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

Information on organizations innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

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

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

Benefits of innovation development

Financial benefits

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

Non-financial benefits

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

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