



ESG Performance Report for Listed Companies in 2024

RPCG PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

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ESG Performance

Company Name : RPCG PUBLIC COMPANY LIMITED Symbol : RPC
Market : SET Industry Group : Resources Sector : Energy & Utilities

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines : Yes
Environmental guidelines : Electricity Management, Fuel Management, Water Management, Waste Management

The Company places great importance on environmental conservation and the preservation of natural resources. This commitment is reflected through training programs, knowledge-sharing initiatives, and fostering environmental awareness among employees. The Company promotes basic environmental management practices, such as water and energy conservation, efficient resource utilization, waste segregation, and reduction of plastic usage, to encourage employee participation in environmental responsibility. Additionally, the Company actively promotes and supports environmental conservation and sustainable resource utilization through the following initiatives:

1.Environmentally Conscious Business Processes

The Company focuses on utilizing resources, technology, and service procedures efficiently, ensuring safety and minimizing environmental impact.

2.Adoption of Digital Technology to Reduce Paper Usage

The Company integrates digital technology into meetings and internal communications to minimize printing and paper consumption.

3.Efficient and Responsible Resource Utilization

The Company promotes the responsible and efficient use of resources while fostering environmental awareness and engagement among stakeholders.

4.Support for Eco-Friendly Products

The Company prioritizes the use of environmentally friendly products and packaging by selecting reusable or sustainable materials to minimize the environmental impact associated with production and waste disposal.

5.Energy and Water Conservation Campaigns

The Company advocates for responsible energy and water consumption within the organization, encouraging employees to turn off electrical appliances and water sources when not in use.

Information on review of environmental policies, guidelines, and/or goals over the past year

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

Review of environmental policies, guidelines, and/or goals : Yes
over the past year
Changes in environmental policies, guidelines, and/or goals : Electricity Management, Fuel Management, Water Management, Waste Management

The company is committed to conducting business sustainably based on environmental responsibility. It recognizes and prioritizes the reduction of environmental impacts while promoting awareness and fostering an environmental conservation mindset among employees at all levels. To achieve this, the company has established the following guidelines:

1. Promoting Environmental Awareness: The company supports awareness-building by organizing training sessions to educate employees on environmental matters. These include understanding climate change, conserving natural resources, and recognizing the importance of preventing negative environmental impacts, including those affecting ecosystems and biodiversity.

2.Compliance with Environmental Laws and Regulations: The company strictly adheres to all relevant environmental laws and regulations.

3.Encouraging Employee Participation: The company fosters employee involvement in environmental activities and initiatives while promoting a strong sense of environmental conservation, occupational health, safety, and a positive working environment. This effort is carried out continuously and inclusively to ensure broad engagement.

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Environmental management principles and standards : Other : The company is in the process of developing guidelines through collaboration across all departments to collect relevant data. This initiative aims to establish targets and measures that ensure the most efficient use of all resources. Additionally, the company is committed to promoting effective water management while protecting ecosystems and preserving biodiversity.

Compliance with energy management principles and standards

Energy management principles and standards : Other : The fuel consumption of all types of company vehicles used for business operations, as well as electricity usage in offices and at the company's service stations, is monitored to assess energy consumption trends annually. This data is utilized to support initiatives aimed at reducing energy usage and promoting the adoption of more environmentally friendly energy sources.

Compliance with water management principles and standards

Water management principles and standards : Other : The company undertakes repairs of damaged equipment to prevent water leakage and implements the replacement of water-saving sanitary fixtures at service stations. Daily water consumption is recorded as a basis for monitoring and controlling water usage. Additionally, key performance indicators are established to regulate water expenses at service stations. These initiatives are carried out as part of the company's commitment to maximizing water efficiency and minimizing unnecessary water loss.

Compliance with waste management principles and standards

Waste management principles and standards : 3Rs, 5Rs or 7Rs, Other : An efficient waste segregation system is in place, alongside efforts to foster awareness and encourage participation among employees and stakeholders. This initiative aims to reduce waste disposal through landfill methods.

Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and standards : Other : Measures to reduce electricity consumption from air conditioning include adjusting the temperature setting from 24-25 degrees Celsius to 26-27 degrees Celsius and using fans to enhance energy efficiency. Additionally, the company aims to reduce the use of vehicles for meetings by increasing the adoption of online conferencing. Furthermore, a solar rooftop installation project is being implemented to promote sustainable energy use.

Information on incidents related to legal violations or negative environmental impacts

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

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

Energy management

Disclosure boundary in energy management in the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	2
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on energy management

Energy management plan

The company's energy management plan : Yes

The company's business operations involve the consumption of fuel energy as well as electricity usage within its offices. To ensure compliance with various standards, the company records energy consumption data, such as the fuel usage of all types of company vehicles used for business operations and electricity consumption in offices and service stations. This data is utilized to analyze annual energy consumption trends, support energy conservation campaigns, and promote the adoption of more environmentally friendly energy sources.

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or fuel : No
management

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : No

Information on electricity management

Company's electricity consumption (*)

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	3,165,892.52	3,071,856.58	3,545,782.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	3,165,892.52	3,071,856.58	3,545,782.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	3,791.49	2,865.54	3,135.09

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

Electricity Consumption Intensity

	2022	2023	2024
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m ²)	3,165,892.52000000	3,071,856.58000000	3,545,782.00000000

Electricity Expense ^(*)

	2022	2023	2024
Total electricity expense (Baht)	14,494,402.64	15,583,036.78	15,285,782.64
Percentage of total electricity expense to total expenses (%) ^(**)	0.19	0.15	0.17
Percentage of total electricity expense to total revenues (%) ^(**)	0.18	0.15	0.17
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	17,358.57	14,536.41	13,515.28

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

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

Information on fuel management

Company's fuel consumption

	2022	2023	2024
Gasoline (Litres)	N/A	43,897.00	N/A

Additional explanation : Not include external fuel consumption

Company's fuel expense ^(*)

	2022	2023	2024
Total fuel expense (Baht)	N/A	1,711,861.98	1,302,317.26
Percentage of total fuel expense to total expenses (%) ^(**)	N/A	0.02	0.01
Percentage of total fuel expense to total revenues (%) ^(**)	N/A	0.02	0.01

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

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

Water management

Disclosure boundary in water management over the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	2
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on water management plan

Water management plan

The Company's water management plan : Yes

The company has established measures and guidelines for water conservation, including adjusting water flow rates to optimal levels, repairing damaged equipment to prevent water leakage, replacing water-efficient sanitary ware at service stations, recording daily water consumption for monitoring purposes, and setting key performance indicators to regulate water usage and costs at service stations. These initiatives are implemented to ensure the efficient and effective use of water while minimizing unnecessary water loss.

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : No

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : Yes

The company has established measures and guidelines for water conservation, including adjusting water flow rates to optimal levels, repairing damaged equipment to prevent leaks, and replacing water-saving sanitary fixtures at service stations. Additionally, daily water consumption is recorded as a basis for monitoring and controlling water usage, with key performance indicators set to regulate water expenses at service stations. These initiatives are implemented to ensure the efficient and effective use of water resources while minimizing unnecessary water loss.

Information on water management

Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	89,033.79	108,840.00	113,667.00
Water withdrawal by third-party water (cubic meters)	63,064.00	84,807.00	95,112.00
Water withdrawal by groundwater (cubic meters)	25,969.79	24,033.00	18,555.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	106.63	101.53	100.50
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.01	0.01	0.01

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

Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	89,033.79	108,840.00	113,667.00

Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.01133087	0.01058198	0.01264253

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

Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)	1,910,918.00	3,924,947.21	1,784,317.23
Total water withdrawal expense from third-party water (Baht)	1,910,918.00	3,887,787.22	1,784,317.23
Total water withdrawal expense from other sources (Baht)	N/A	37,159.99	N/A
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.02	0.04	0.02
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.02	0.04	0.02
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	2,288.52	3,661.33	1,577.65

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

Waste management

Disclosure boundary in waste management over the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	2
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

The company systematically manages waste and by-products in its business operations in accordance with the 3R principles (Reduce, Reuse, Recycle). An efficient waste segregation system is implemented alongside initiatives to raise awareness and encourage participation among employees and stakeholders. These efforts aim to minimize waste disposal through landfilling and promote sustainable waste management practices.

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : No

Information on performance and outcomes of waste management

Performance and outcomes of waste management

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

Waste and waste management play a critical role in operations that emphasize environmental conservation and sustainability. Organizations must implement effective measures to reduce and manage waste generated from production processes or various activities, ensuring compliance with environmental standards and responsible waste management practices. The following is an explanation of performance and results in this area:

Reduction of Waste and Waste Generation

Reducing waste at the source, such as improving production processes to minimize waste generated during production or operations.

Promoting awareness among employees and stakeholders about reducing unnecessary material usage, such as reducing plastic use or adopting recyclable packaging.

Segregation of Waste and Waste Types

Implementing clear waste segregation, such as separating recyclable waste, reusable waste, or hazardous waste, to facilitate reuse or minimize environmental impact.

Using technology to enhance waste segregation, such as systems for monitoring and sorting waste using machinery or sensors.

Recycling and Reuse

Developing recycling processes within the organization, such as converting recyclable waste into new products or reusing materials.

Collaborating with companies or organizations that can further recycle or make use of waste.

Disposal of Non-Recyclable Waste

Utilizing technologies for safely disposing of non-recyclable waste, such as waste incineration or sanitary landfilling methods.

Environmental and Social Outcomes

Effective waste management helps reduce environmental impacts, such as minimizing air and water pollution.

Raising awareness among stakeholders about waste management and encouraging their involvement in environmental activities.

Continuous Improvement

Regularly evaluating and improving waste management processes to ensure compliance with environmental standards effectively.

Presenting waste management results to stakeholders, such as in annual reports or through other communication channels.

Information on waste management

Waste Generation^(*)

	2022	2023	2024
Total waste generated (Kilograms)	N/A	270,577.60	185,000.10
Total non-hazardous waste (kilograms)	N/A	268,900.42	185,000.10
Total hazardous waste (kilograms)	N/A	1,677.18	N/A
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	N/A	0.03	0.02
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	N/A	0.03	0.02
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	N/A	0.00	N/A

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

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

Waste reuse and recycling

	2022	2023	2024
Total reused/recycled waste (Kilograms)	N/A	290.89	239.90
Reused/Recycled non-hazardous waste (Kilograms)	N/A	47.81	27.40
Reused non-hazardous waste (Kilograms)	N/A	47.81	27.40
Reused/Recycled hazardous waste (Kilograms)	N/A	243.08	212.50
Reused hazardous waste (Kilograms)	N/A	195.27	185.10
Recycled hazardous waste (Kilograms)	N/A	47.81	27.40
Percentage of total reused/recycled waste to total waste generated (%)	N/A	0.11	0.13
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	N/A	0.02	0.01
Percentage of reused/recycled hazardous waste to hazardous waste (%)	N/A	14.49	N/A

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	:	Business Group
Total number of disclosure boundaries	:	2
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : No

The company places great importance on managing and reducing greenhouse gas emissions. It has identified that the business activities contributing the most to greenhouse gas emissions include the sale of fuel products to customers, nighttime lighting, air conditioning, and fuel consumption from company vehicles.

To address this, the company has implemented measures to reduce electricity consumption from air conditioning by adjusting the temperature setting from 24-25 degrees Celsius to 26-27 degrees Celsius and using fans to improve energy efficiency. Additionally, the company has reduced the use of vehicles for attending meetings by increasing the use of online meetings. Furthermore, there is an ongoing project to install solar rooftops as part of its sustainability initiatives.

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : No

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : No

Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	0.00	857,842.85	0.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	N/A	428.67	N/A
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	N/A	1,455.18	N/A
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	N/A	855,959.00	N/A

Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) ^(*)	0.000000	0.083404	0.000000

	2022	2023	2024
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	0.00	800.23	0.00
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / m ²)	N/A	857,843.00000000	N/A

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

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

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

Verification of the company's greenhouse gas emissions : No

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2022	2023	2024
Total reduced GHG (Metric kilograms of carbon dioxide equivalent)	N/A	888.00	0.00
Care the Bear Project (Metric kilograms of carbon dioxide equivalent)	N/A	888.00	N/A

Absorption and removal of Greenhouse Gas

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

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ESG Performance

Company Name : RPCG PUBLIC COMPANY LIMITED Symbol : RPC
Market : SET Industry Group : Resources Sector : Energy & Utilities

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 and its subsidiaries constantly aware of the importance and responsibility that one should have towards society and the community by focusing on building good relationships and consider the impact that may have on related parties both inside and outside the organization by cultivating attitudes and creating organizational culture. To enable employees to have social responsibility, it is considered as our main mission to create projects and activities that are beneficial to the development of society and communities. as well as taking into account the guidelines regarding responsibilities towards stakeholders as specified in the corporate governance policy and business ethics of the group of companies. The company supervises the business operations of the group of companies operate in accordance with laws, regulations, requirements of relevant regulatory agencies and human rights principles according to relevant international principles. In this regard, guidelines for stakeholders are which contributes to the sustainable growth of the group's business operations that can be summarized as follows;

- **Employees:** Employees are a valuable resource of the company. The company is therefore aware of and attaches importance to fair treatment of labor. and respect the dignity of human beings based on equality No workers under the legal age limit will be hired. Whether it is a regular job or a contract.
- **Customers:** The company considers the highest satisfaction of customers as important. The company is committed to providing customers with quality products and services and a fair price as well as aiming to develop and maintain sustainable relationships to build customer engagement
- **Business partners:** Conduct business with each other with fairness by not taking advantage and respect and strictly comply with the contract conditions.
- **Community, society and environment:** Creating benefits for the community and society by reducing Negative impacts and creating positive impacts from the group's business operations. Including encouraging employees to participate in making benefits to society both directly and indirectly through various forms such as employee volunteer activities. Giving things or donations, etc.

Reference link for social and human rights policy and guidelines	: https://rpc.listedcompany.com/misc/cg/20240312-rpc-code-of-conduct-en.pdf
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Information on review of social and human rights policies, guidelines, and/or goals over the past year

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

Review of social and human rights policies, guidelines, and/or goals over the past year	: Yes
Changes in social and human rights policies, guidelines, and/or goals	: Employee Rights, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work, Non-discrimination

Reviewing company policies is a crucial process for organizations to ensure that policies remain appropriate and aligned with the current situation. The primary objectives are as follows:

- **Modernization:**To comply with changes in laws, regulations, and standards.
- To adapt to shifts in the business environment, technology, and society.
- To align with the organization's strategies and goals.

Efficiency Enhancement: To identify weaknesses or gaps in policies and improve their effectiveness.

To mitigate risks and prevent potential problems.

To promote good and fair operational practices.

Transparency Creation: To ensure that employees and stakeholders have a clear understanding of the policies.

To build trust and confidence.

To foster good corporate governance.

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

Human rights management principles and standards : Others : To provide a comprehensive policy framework on adherence to human rights principles and standards, the company recognizes the importance of human rights and is committed to conducting business responsibly. We respect and promote human rights in accordance with universal principles, including the Universal Declaration of Human Rights. We uphold human rights by treating employees, customers, partners, and stakeholders with dignity and respect.

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : No

Information on other social management

Plans, performance, and outcomes related to other social management

1. Human Rights Management

Plan: Establishing human rights policies and standards in alignment with international principles

Actions: Providing training on human rights for employees and stakeholders, monitoring supply chains to prevent human rights violations.

Outcomes: Reduced human rights risks, improved corporate image, and enhanced stakeholder trust.

2. Environmental Management

Plan: Developing sustainability strategies

Actions: Utilizing renewable energy, reducing greenhouse gas emissions, managing waste, and promoting recycling.

Outcomes: Reduced environmental impact, competitive advantages, and sustainable business growth.

3. Good Governance

Plan: Strengthening business ethics and transparency

Actions: Establishing policies and control measures, providing governance training for executives.

Outcomes: Lower legal risks, increased investor confidence, and greater stakeholder trust.

These three aspects contribute to the stability and sustainability of both organizations and society as a whole.

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

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

	2022	2023	2024
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0

	2022	2023	2024
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0
Total number of incidents or complaints related to business partner's rights violations (cases)	0	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	0	0	0

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	2
Data disclosure coverage (%)	:	0.00

Information on employees and labor management plan

Employees and labor management plan

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

The company has established policies governing employee conduct and interactions among employees to encourage caution in behavior and prevent any actions that may violate company rules, regulations, and policies. The company has set forth the following guidelines:

Instill a sense of responsibility in all employees to perform their duties with honesty, integrity, and transparency.

Refrain from giving high-value gifts to supervisors or accepting gifts from subordinates.

Respect the rights of fellow employees and management, avoid making damaging criticisms, and refrain from misrepresenting others' work as one's own.

Supervisors should conduct themselves in a manner that earns respect from employees, and employees should refrain from any actions that demonstrate a lack of respect toward their supervisors.

Treat colleagues and other individuals with courtesy and fairness, without discrimination based on nationality, ethnicity, social status, gender, age, religion, beliefs, social standing, or health conditions.

Maintain discipline and adhere to organizational regulations and ethical traditions, whether explicitly documented or not.

Foster and uphold an atmosphere of unity and teamwork among employees, while avoiding any actions that could harm the company's reputation or cause future issues for the organization.

Refrain from making statements to external parties or the media, or engaging in any activities that could negatively impact the company's reputation or lead to future complications.

Reference link for employee and labor management plan	:	https://rpc.listedcompany.com/misc/cg/20240312-rpc-code-of-conduct-en.pdf
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Information on setting employee and labor management goals

Setting employee and labor management goals

Does the company set employee and labor management goals?	:	No
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Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management	:	No
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Performance and Outcomes in Employee and Workforce Management

Employee and workforce management is a crucial factor in building an efficient and sustainable organization.

Organizations that excel in this area often receive national or international recognition and awards. Key performance initiatives and outcomes include:

1. Human Resource Development

Performance Initiatives:

Conducting training programs and skill development initiatives, such as Reskilling & Upskilling programs.

Promoting career growth and professional development opportunities.

Outcomes:

Employees acquire modern skills and can effectively adapt to technological changes.

Reduced employee turnover rates as they recognize growth opportunities within the organization.

2. Employee Benefits and Quality of Life

Performance Initiatives:

Providing comprehensive benefits, including health insurance, life insurance, and provident funds.

Implementing work-life balance programs, such as flexible working hours and hybrid work arrangements.

Outcomes:

Increased employee satisfaction and engagement, reflected in higher Employee Engagement Scores.

Reduced absenteeism and improved overall work efficiency.

3. Human Rights and Workplace Equality

Performance Initiatives:

Promoting a diverse and inclusive workforce through Diversity & Inclusion programs.

Outcomes:

Establishing a fair and inclusive corporate culture.

Enhancing the organization's reputation as a socially responsible employer.

4. Employee Safety and Health

Performance Initiatives:

Conducting workplace safety training and emergency drills.

Outcomes:

Reduced workplace accidents and injuries.

A stable and secure work environment conducive to long-term sustainability.

Conclusion

Effective employee and workforce management not only enhances organizational growth and efficiency but also strengthens corporate reputation and credibility in the long run. Additionally, it helps attract and retain high-quality talent, ensuring long-term success.

Information on employment

Employment

	2022	2023	2024
Total Employment (Person)	N/A	N/A	1,131
Percentage of employees to total employment (%)	N/A	N/A	100.00
Total employees (persons)	835	1,072	1,131
Male employees (persons)	327	430	435
Percentage of male employees (%)	39.16	40.11	38.46
Female employees (persons)	508	642	696
Percentage of female employees (%)	60.84	59.89	61.54

Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	399	401	427
Percentage of employees under 30 years old (%)	47.78	37.41	37.75

	2022	2023	2024
Total number of employees 30-50 years old (Persons)	347	564	582
Percentage of employees 30-50 years old (%)	41.56	52.61	51.46
Total number of employees over 50 years old (Persons)	89	107	122
Percentage of employees over 50 years old (%)	10.66	9.98	10.79

Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	186	189	203
Percentage of male employees under 30 years old (%)	56.88	43.95	46.67
Total number of male employees 30-50 years old (Persons)	110	208	196
Percentage of male employees 30-50 years old (%)	33.64	48.37	45.06
Total number of male employees over 50 years old (Persons)	31	33	36
Percentage of male employees over 50 years old (%)	9.48	7.67	8.28

Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	213	212	224
Percentage of female employees under 30 years old (%)	41.93	33.02	32.18
Total number of female employees 30-50 years old (Persons)	237	356	386
Percentage of female employees 30-50 years old (%)	46.65	55.45	55.46
Total number of female employees over 50 years old (Persons)	58	74	86
Percentage of female employees over 50 years old (%)	11.42	11.53	12.36

Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	796	1,016	1,071
Percentage of employees in operational level (%)	95.33	94.78	94.69

	2022	2023	2024
Total number of employees in management level (Persons)	18	47	38
Percentage of employees in management level (%)	2.16	4.38	3.36
Total number of employees in executive level (Persons)	21	9	22
Percentage of employees in executive level (%)	2.51	0.84	1.95

Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	309	404	407
Percentage of male employees in operational level (%)	94.50	93.95	93.56
Total number of male employees in management level (Persons)	8	22	17
Percentage of male employees in management level (%)	2.45	5.12	3.91
Total number of male employees in executive level (Persons)	10	4	11
Percentage of male employees in executive level (%)	3.06	0.93	2.53

Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	487	612	664
Percentage of female employees in operational level (%)	95.87	95.33	95.40
Total number of female employees in management level (Persons)	10	25	21
Percentage of female employees in management level (%)	1.97	3.89	3.02
Total number of female employees in executive level (Persons)	11	5	11
Percentage of female employees in executive level (%)	2.17	0.78	1.58

Significant changes in the number of employees

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

Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	12	12	10
Percentage of disabled workers to total employment (%)	N/A	N/A	0.88
Total number of employees with disabilities (Persons)	12	12	10
Total male employees with disabilities (persons)	N/A	N/A	6
Total female employees with disabilities (persons)	N/A	N/A	4
Percentage of disabled employees to total employees (%)	1.44	1.12	0.88

Information on compensation of employees

Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	173,115,356.00	284,169,495.00	320,822,711.00
Total male employee remuneration (baht)	92,137,251.00	126,659,547.00	148,017,694.00
Percentage of remuneration in male employees (%)	53.22	44.57	46.14
Total female employee remuneration (baht)	80,978,105.00	157,509,948.00	172,805,017.00
Percentage of remuneration in female employees (%)	46.78	55.43	53.86
Average remuneration of employees (Baht / Person)	207,323.78	265,083.48	283,662.87
Average remuneration of male employees (Baht / Person)	281,765.29	294,557.09	340,270.56
Average remuneration of female employees (Baht / Person)	159,405.72	245,342.60	248,283.07
Ratio of average remuneration of female employees to male employees	0.57	0.83	0.73

Provident fund management policy

Provident fund management policy : Have

The provident fund management policy focuses on ensuring financial security for members through appropriate investment strategies and effective risk management. At the same time, the selection of fund managers must consider credibility, performance, fees, and service quality to ensure that members receive the best possible returns and can confidently plan for their financial future.

Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	101	269	261
Proportion of employees who are PVD members (%)	12.10	25.09	23.08
Total amount of provident fund contributed by the company (baht)	1,420,540.00	5,553,353.00	4,963,394.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	0.82	1.95	1.55

Information on employee development

Employee training and development

	2022	2023	2024
Employee development plans as part of annual performance reviews	No	No	No
Average employee training hours (Hours / Person / Year)	16.00	45.00	32.04
Total amount spent on employee training and development (Baht)	648,254.00	2,000,672.00	1,789,472.00
Percentage of training and development expenses to total expenses (%) ^(*)	0.000083	0.000197	0.000200
Percentage of training and development expenses to total revenue (%) ^(*)	0.000082	0.000195	0.000199

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

Information on safety, occupational health, and work environment

Number of working hours

	2022	2023	2024
Total number of hours work (Hours)	N/A	N/A	2,824,884.32
Total number of hours worked by employees (Hours)	N/A	2,736,899.80	2,824,884.32

Statistic of accident and injuries of employees from work

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	0	5	4
Total number of employees that lost time injuries for 1 day or more (Persons)	0	5	2

	2022	2023	2024
Percentage of employees that lost time injuries for 1 day or more (%)	0.00	0.47	0.18
Total number of employees that fatalities as a result of work-related injury (Persons)	0	6	1
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.56	0.09
Lost time injury frequency rate (LTIFR) (Persons / 1 million-manhours) ^(*)	N/A	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours) ^(**)	N/A	0.00	0.00

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

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

Information on promoting employee relations and participation

Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	1,110	1,082	1,087
Total number of male employee turnover leaving the company voluntarily (persons)	534	539	562
Total number of female employee turnover leaving the company voluntarily (persons)	576	543	525
Proportion of voluntary resignations (%)	132.93	100.93	96.11
Percentage of male employee turnover leaving the Company voluntarily (%)	63.95	50.28	49.69
Percentage of female employee turnover leaving the Company voluntarily (%)	68.98	50.65	46.42
	2022	2023	2024
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://rpc.listedcompany.com/misc/cg/20240312-rpc-code-of-conduct-en.pdf

Responsible sales and marketing policy and guidelines

Responsible sales and marketing policy and guidelines	:	No
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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
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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	:	Development of customer satisfaction and customer relationship, Consumer data privacy and protection

Customer Management Plan

A customer management plan is a strategy that organizations use to build, maintain, and develop relationships with customers to enhance satisfaction and brand loyalty. This may include various practices such as communication, after-sales service, and the use of technology to manage customer relationships.

Effective Communication

Utilize multiple channels such as email, phone, social media, and chatbots to ensure convenient customer interaction.

Customer Relationship Management System (CRM System)

Leverage technology to store customer data and track relationships effectively.

Customer Service Excellence

Employ a professional and responsive team to provide prompt and high-quality assistance.

Loyalty Program & Rewards

Offer rewards or special privileges to foster customer loyalty.

A well-structured customer management plan enables organizations to improve customer satisfaction, retain customers, and boost sales efficiently. The use of technology and data analysis helps refine strategies to align with customer behavior continuously.

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals	:	No
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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

Customer Feedback and Strategy Improvement

Customer Feedback Collection

Utilize surveys, reviews, and feedback to enhance strategic development.

Strategy Adjustment Based on Market Trends

Analyze market conditions and industry trends to develop new approaches.

Customer Acquisition Strategies

Digital Marketing

Use online advertising, SEO, and social media to attract new customers.

Partnership & Collaboration

Collaborate with other businesses to expand customer reach.

Referral Program

Reward existing customers who refer new customers.

Customer Retention Strategies

After-Sales Service

Follow up via phone or email to check customer satisfaction and offer additional support.

Complaint Management

Respond quickly to customer issues and provide effective solutions.

Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	-	Yes	Yes

Channels for receiving complaints from customers/consumers

Company's channels for receiving complaints from : Yes

customers/consumers

Telephone : 0 2372 3600

Fax : 0 2372 3327

Email : ir@rpcthai.com

Company's website : <https://rpc-th.listedcompany.com/contact.html>

Address : -

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

Information on community and social management plan

Community and social management plan

Company's community and social management plan : Yes

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

Community and social management is a vital component of an organization's sustainable development strategy, aimed at fostering positive relationships between the organization and the community, enhancing quality of life, and promoting long-term social development.

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social management goals : 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

Donation of 4,200 Bottles of Drinking Water to Assist Flood Victims in Chiang Rai and Sukhothai

The company has undertaken a relief project to support flood victims in northern Thailand by donating a total of 3,000 bottles of drinking water to residents in Amphoe Mae Chan and Mae Sai districts of Chiang Rai province, as well as 1,200 bottles to Ban Kluai Subdistrict Municipality in Sukhothai province. This initiative aims to alleviate the hardships caused by the floods.

This donation is part of the company's ongoing commitment to social responsibility, recognizing the difficulties faced by affected communities due to natural disasters. The company remains dedicated to providing assistance whenever possible and sincerely hopes that this contribution will serve as a source of encouragement for the victims. We extend our support and best wishes for a swift recovery from this crisis.

Donation of Fuel Worth 100,000 Baht to Support Flood Relief Efforts

The company has provided fuel vouchers totaling 100,000 baht to organizations engaged in disaster relief operations, including charitable institutions, the Phakdee Foundation, and volunteer groups, to aid those affected by the floods in multiple areas.

The donation ceremony was held at the MCOT HD 30 television station, with Dr. Panadda Wongphudee, President of the Phakdee Foundation, honored as the recipient of the donation. The company sincerely hopes that this contribution will help facilitate the operations of relief personnel and alleviate the difficulties faced by flood victims. We reaffirm our unwavering commitment to supporting society and extending assistance whenever possible.

Benefit from implementing social development project

Financial benefits

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

Non-financial benefits

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

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ESG Performance

Company Name : RPCG PUBLIC COMPANY LIMITED

Symbol : RPC

Market : SET

Industry Group : Resources

Sector : Energy & Utilities

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

CORPORATE GOVERNANCE POLICY AND PRACTICE

Policy and Practice Related of the Board of Directors

The Board is aware of the responsibilities and roles in policy making and supervise the company to have good management that covers objectives of the business goals, strategies, operating policies to achieve the objectives and goals of business operations, as well as monitor, evaluate and supervise the reporting of operating results to be consistent with the laws and regulations of the company as well as the resolutions of the shareholder meeting which leads to operations and creates sustainable value for the business of the company.

The Board has implemented the principles of good corporate governance for listed companies in various areas as follows:

1. Selection of directors and senior executives

(1) Selection of independent directors

The Company has determined the structure of the Board of Directors with the number of independent directors, who are persons who can express their opinions freely and perform their duties to best protect the interests of the company and its shareholders, not less than one-third of the number. All directors and not less than 3 people. The Nomination and Remuneration Committee will select directors who have appropriate qualifications in terms of skills and experience that will be beneficial to the current company and has independent director qualifications.

The definition of an independent director of the company is as follows:

Hold shares not exceeding 1 percent of the paid-up registered capital of the company, subsidiaries, or related companies. The shares held by related persons of the independent directors must also be counted.

Not being or having been a director who participates in management, an employee, a staff member, or an advisor who receives a regular salary or the controlling person of the company unless it has been free from having the aforementioned characteristics for not less than 2 years.

Not a person related by blood or legal registration or by being legally registered as parents, spouses, siblings, and children, including spouses of children of other directors' company executive, major shareholders controlling person or persons who will be nominated to be directors' executives or controlling persons of the company or subsidiary.

Do not have or have ever had a business relationship with the company in a manner that may impede the exercise of one's independent judgment including not being or having ever been a significant shareholder or controlling person of a person who has a business relationship with the company. Unless it has been free from having the aforementioned characteristics for not less than 2 years.

Not being or having been an auditor of the company and not being a significant shareholder controlling person or partner of the audit firm which has the company's auditor unless this person has been free from having the aforementioned characteristics for not less than 2 years, this person is not a professional service provider which receives service fees exceeding 2 million baht per year from companies, subsidiaries, or juristic persons that may have conflicts of interest.

Not being or having ever been a professional service provider which includes providing services as a legal advisor or financial advisor who receives service fees in excess of 2 million baht per year from the company and not being a significant shareholder controlling person or a partner of that professional service provider as well unless it has been free from having the aforementioned characteristics for not less than 2 years.

Not being a director appointed to represent the company's directors or major shareholders or Shareholders who are related to the major shareholders

Do not operate a business that has the same nature and is in significant competition with the business of the company or its subsidiaries or not being a significant partner in the partnership or being a director who participates in management, an employee, a staff member, or a consultant who receives a regular salary or holding shares exceeding 1% of the total number of shares with voting rights of other companies which operates a business that has the same nature and is in significant competition with the business of the company or its subsidiaries.

Not having any other characteristics that prevent him from giving independent opinions about the company's operations

(2) Selection of directors

The Nomination and Remuneration Committee will consider setting criteria and a transparent recruitment process as well as screening and selecting qualified individuals to appoint directors to replace directors who have vacated their positions, both in the case of resignation before the end of their term and those whose term has expired according to the following criteria:

Consider the structure and composition of the committee both in terms of the number of committee members appropriate to the size, type, and complexity of the business, qualifications of each director in terms of skills, experience, and specific abilities related to the company's main business or industry.

Consider the qualifications of independent directors in accordance with the criteria set by the Securities and Exchange Commission.

Set criteria for selecting company directors, sub-committee and Managing Director including giving shareholders the opportunity to nominate directors.

Consider recruiting company directors, sub-committee and Managing Director. They are individuals with knowledge, experience, and specific abilities that are beneficial to the company in order to propose to the Board of Directors for approval and/or to propose to the shareholders' meeting for approval, as the case may be.

Consider the qualifications of the Managing Director position that are appropriate for managing the company's business in order to achieve the stated vision. These will cover education, experience, knowledge, and expertise and take into account important and relevant business environment factors such as conditions and trends of the economy and industry as well as business competition are also taken into consideration along with the duty to offer remuneration to those who are suitable to be managing directors.

Ensure that the company provides orientation and distributes documents and information useful to the performance of duties of new directors.

Set policies and criteria for determining compensation of company directors, subcommittee member and managing director to present to the Board of Directors to consider approval and/or propose for approval to the shareholders' meeting as the case may be.

Set necessary and appropriate remuneration both in form of monetary and non-monetary to motivate and retain company director's sub-committee and managing director.

Set criteria and methods for evaluating job performance of company directors, sub-committee and managing director.

Consider reviewing the policy, criteria for recruiting and determining compensation and the compensation system to be appropriate to the duties. responsibility including being consistent with the company's operating results and market conditions, taking into account the benefits that will be created for the company as important.

. Ensure that details of the remuneration that each member of the Nomination and Remuneration Committee receives in addition to serving as a director are disclosed in the annual report.

Review the succession plan for the position of managing director and senior executives (Succession plan) in order to prepare such persons who have the potential to succeed in the position in the event that the managing director or senior executive retires, resigns, or is unable to perform their duties.

Perform any other duties as assigned by the Board of Directors.

The Nomination and Remuneration Committee will nominate individuals with the aforementioned qualifications for the Board of Directors to consider and propose to the shareholder meeting for election as company directors.

According to the company regulations, at every annual general meeting of shareholders, one-third of the directors shall retire from office if the number of directors cannot be divided into three parts. The number closest to 1 in 3 must be removed. Therefore, the company's directors have a term of office of 3 years. Directors who retire from office may be re-elected. The company has not specified the number of terms of office of directors or the number of other listed companies in which directors will hold directorship positions. But will consider the appropriateness of appointing directors whose terms have expired to hold office again. In the company regulations, the criteria and procedures for appointing directors by shareholders are as follows;

(3) Recruitment of Managing Director

Executives in the position of Managing Director will be selected by the Nomination and Remuneration Committee which will consider selecting qualified persons according to the criteria, processes and methods as specified in the company's regulations, such as knowledgeable and capable, have experience that is beneficial to management to achieve objectives or goals set by the Board of Directors, and has a good understanding of the company's business. The Nomination and Remuneration Committee will present it to the Board of Directors for approval by a majority vote before presenting it to the shareholders' meeting. To consider and approve the appointment, the resolution of the shareholder meeting requires a majority vote of the shareholders who attend the meeting and have the right to vote.

In addition, the company also gives shareholders the opportunity to present names of directors in advance. In order for the Nomination and Remuneration Committee to consider the qualifications of the nominees in accordance with the criteria that the company has set and present it to the Company's Board of Directors for consideration and approval before presenting it to the shareholders' meeting to consider appointment according to the next steps.

Development of directors

The Board of Directors ensures that each director commands knowledge and understanding of their roles and responsibilities as well as the nature of business and applicable laws. Also under the responsibility of the Board of Directors is the provision of support for all directors to regularly develop their knowledge and skills, such as the trainings organized by Thai Institute of Directors (IOD), the SET, other organizations and etc.

Assessment of Board performance

The Board of Directors has in place a policy on performance assessment of the Board of Directors, sub-committees, and each director at least once a year to allow all directors to jointly deliberate work results and problems encountered. Results of the assessment will benefit further performance development.

2. Duties of the Chairman and Managing Director

The Chairman of the Board of Directors and the Managing Director are not the same person. In order to separate duties in policy setting, supervision and routine administration. The committee has determined the authority and duties of the chairman and managing director clearly. The Chairman of the Board is an independent director according to the meaning of the Stock Exchange.

3. Directors and the Executives' remuneration

Directors: The shareholders' meeting is authorized to approve all types of remuneration for directors. The Board of Directors assigns the Nomination and Remuneration Committee to take charge of formulating policies and criteria on remuneration for directors. To present directors' remuneration to the shareholders' meeting, the Board of Directors will look into the pay structure and remuneration against business strategies and long-term goals. Also forming part of the consideration are experience, duties, accountability, and responsibility as well as the benefit expected of each director. The practice is comparable to peer industrial companies. Compensation must be attractive enough for directors to take the organization towards both short-term and longterm goals

Executives: Regarding compensation for executives, the Board of Directors has a policy on determining the suitable remuneration structure for motivating the Chief Executive Officer, Senior Executives, and all others to work towards the objectives and goals and achieve the long-term benefit for the organization. The Board of Directors assigns the Nomination and Remuneration Committee to define pay criteria against performance assessment for the Managing Director before seeking approval from the Board of Directors.

4. Independence of directors from management

The Board of Directors is made up of executive directors and non-executive directors at a ratio where proper balance of power can be upheld. Most directors are non-executive directors, who are free to express their views on business management. The number and qualifications of independent directors are defined by SEC and SET. The Board of Directors will ensure that all independent directors can work with one another on panels with efficiency and with freedom to express their opinions. Present Board of Directors consisting of 8 directors, 3 are independent directors, representing 37.5 percent, who are non-executive directors. (Including independent directors) 7 persons, representing 87.5 percent, which is in accordance with the criteria of the SEC Office and the Stock Exchange of Thailand.

5. Development of directors

Board of Directors shall supervise each director to have knowledge and understanding about their roles, duties, nature of business operations and laws related to business operations as well as encourage all directors to receive skills and knowledge enhancement for performing their duties as directors on a regular basis. For example, courses organized by the Thai Institute of Directors (IOD) and the Stock Exchange of Thailand or other agencies, etc.

6. Assessment of Board performance

The Board of Directors has in place a policy on performance assessment of the Board of Directors, sub-committees, and each director at least once a year to allow all directors to jointly deliberate work results and problems encountered. Results of the assessment will benefit further performance development.

Policies and operation guideline relating to shareholders and stakeholders

The Company emphasizes the basic rights of the shareholders and stakeholders, both as the shareholders are both investors and the Company's owners. The Company has a policy to promote the right exercising by the shareholders, as the following details:

Right to receive accurate, complete, sufficient and prompt information

Right to attend the shareholders of meetings, express opinions and raise questions in the meetings in accordance with the meeting agenda

Right to nominate or dismiss directors

Right to approve the auditor and propose audit fee

Right to propose meeting agenda, that need additional review, in the shareholders' meetings

Other rights as stated by laws and the Company's regulations

Roles of Stakeholders

The Company is attentive to the right of the beneficiaries in all groups, be they the internal beneficiaries like staffs and the Company's and its subsidiaries' executives, or the external beneficiaries like competitors, creditor, the governmental authority and other related agents. The company actually conducts its operation in compliance with the provisions of law and other relevant regulations in order to maintain the appropriate care of these beneficiaries. In 2022, the Company ensured that all stakeholders were properly treated each stakeholder as follows:

Shareholders The Company values the rights of shareholders and rights stipulated by the law, such as the right to attend the shareholders' meetings; the right to vote at the meeting; the right to freely express opinions at the shareholders' meetings; the Company also gives shareholders the right, as the owners of the Company, to make suggested and comments on the Company's affairs to the independent

Employees The Company truly believes that its employees are the most valuable assets and also support employees to improve their knowledge and skill by providing skills trainings, knowledge sharing workshops and learning opportunities to all employees for their selfdevelopment and career growth with the Company. The Employee Performance Assessment system integrates the employees' values with the corporate objective to ensure that the business success is their mutual benefits.

Customers The Company is determined to provide customers with maximum benefit in terms of quality and price, to develop and maintain the sustainable relationship with customer, to commitment to the customers.

Partners The Company is operates its business by upholds promises and committed to fair and equal treatment of its suppliers and business partners to establish mutual trust.

Competitors The Company is legally competing with the competitors by adhering to the business fairness under the trade competition act. , and not take any action that violates the intellectual property or copyright of competitors, not use dishonest methods to discredit a competitor or no trade secret violations.

Creditors The Company honestly and strictly adheres to loan agreement, pay attention to the importance of the creditors and strive to keep good relationship with them on the best interest of the Company.

Communities, Social and Environment The Company perceives the corporate responsibility for the environment in the society and community and for natural resources conservation. The Company supports activities that promote quality of life and create happiness for communities, society and environment.

Equitable Treatment of Shareholders

The Company has a policy to treat all the shareholders equally. That is, a shareholder can vote independently to elect the board of directors, partake in resolution making, opining, and enquiring the meeting as per the meeting's agenda and proposed issue. Every shareholder has the right and equity to receive correct, well-rounded, and updated information, of which he/she can also check for its verity. The company has a policy to provide more alternatives for the shareholders by permitting an independent director to be entrusted by a shareholder, in the event the latter cannot attend the meeting.

All are treated fairly and equally as following guidelines:

All shareholders have the rights and equality of receiving information, expressing opinions and asking questions, in accordance with the meeting agenda and the issues proposed in the meeting.

Shareholders are able to obtain the meeting details and agendas from the Company's website prior to the meeting date. To promote the rights of the shareholders, the Company posts an announcement encouraging the shareholders to nominate a person to take the role of a director and suggest additional meeting agendas for the Annual General Meetings of shareholders. In addition, the shareholders are also encouraged to express their ideas about clear operation guidelines.

The Company has the policy and operation guidelines about the use of inside information prevent directors, management and employees from wrongly using inside information or preventing inside trading. The securities trading is suspended for one month before the financial statement and inside information are released to the public.

Directors and management are required to report the details about their stake holding so that the Board of Directors can consider any transactions that may involve in conflicts of interest and that may impact overall decision making for the Company's benefits. Directors and management involving in any transactions done with the company shall not take part in decision making in such transactions.

Directors and management are required to report the details about their holding and trading of securities to the Company's secretary office, which will submit such report to the SEC, depending on the case, within the duration specified by the laws and related regulations.

Prevention of inside information exploitation

The Corporate Governance Policy prohibits directors, executives, and staff as well as all others involved from using or revealing business information that is not intended for the public for personal gain or for securities trading. Inside information is not to be released to outsiders or any stakeholders before disclosure to the public through SET. To ensure

strict compliance, the Company has established disciplinary actions for violators.

Prevention of conflict of interest

In the past years, the company's directors and management have been considering about the eradication of the interests' conflict with prudence, honesty, and independence under the frame of decent morality. This effort is to achieve the overall benefits of the company, transparency, and protection of personal interest through exploitation. The Company's directors, executives and all employees are not allowed to engage in any business that competes with the Company or execute any business transaction which involves themselves or related person/juristic person that may lead to conflict of interest and not to seek benefits for themselves and related parties by using inside information that has not been disclosed to the public. In case that connected transaction or the transactions that may lead to conflicts of interests, to ensure that they are in compliance with the laws and the exchange's regulations, and are reasonable and for the highest benefit of the Company.

Anti-Corruption

The Company is aware of the importance of Anti-Corruption and emphasizes the management of business ethics; fairness, transparency and accountability; specifically in related processes or risk of corruption in all forms, either directly or indirectly according to good corporate governance in order to enhance stakeholders' trust and indoctrinate good awareness and establish good value for directors, managements and employees in all level of the Company for their acknowledgment and practice..

Anti-Corruption Policy

The company places importance on conducting business carefully regarding corruption by adhering to the principles of good corporate governance for the highest benefit of the shareholders, stakeholders, and those involved. Therefore, a policy against corruption has been established including business ethics and ethics to be used as guidelines as follows:

Directors, executives and employees must not commit corruption both directly and indirectly, such as presenting, making promises, requesting, demanding, demanding or receiving benefits, giving benefits inducing illegal acts or breaking trust or any other actions that constitute corruption, etc., for the benefit of oneself or other persons.

Directors, executives, and employees must comply with anti-corruption policies and measures. If any person violates this policy, he or she must be considered for disciplinary punishment and prosecute according to the law on a case-by-case basis.

If findings any acts of corruption or actions that may cause corruption, The witness must report the incident or report it to your supervisor immediately or may report it through the whistleblowing channels specified by the company.

Establish policies and guidelines to prevent corruption in various forms, such as political assistance, charitable donation, providing support payment of gifts or service fee etc. There will be a follow up on such matters to be transparent that not contrary to relevant laws or provide benefits incorrectly or inappropriately.

Establish an adequate and appropriate internal control system to prevent corruption and operations that do not comply with the principles of good corporate governance.

Procurement must be carried out transparently that not contrary to the law, work regulations, and procedures set by the company including organizing regular inspections of procurement operations.

Giving donations or support to government agencies or the private sector must be done with transparency. It is not contrary to morality, ethics, and legality and strictly in accordance with the company's policies and procedures regarding such matters. Approval must be obtained from the parent organization before proceeding. Providing donations or support to government agencies or the private sector must not cause conflicts of interest for both personal and company interests. This must not be used as an excuse for corruption. Approval of donations or support to government agencies or the private sector must strictly follow the regulations. A report is prepared along with supporting documents for consideration and approval of donations or support to government agencies or the private sector and propose approval to the executives for further consideration.

The company conducts business in a politically neutral manner. Here will be no political assistance or support is given to political parties or politicians in any form. This includes not encouraging company directors, executives, or employees to participate in any political activities on behalf of the company. However, each person has the legal right to participate in political activities, but must not pretend to be an employee. or take any assets of the company to use in political support or do anything that causes a misunderstanding that the company is involved in or supports any political cause. This expression and/or express political opinions in the office or area of the company's unit It is considered against the company's regulations.

If finding an action that is considered corruption. That person must notify supervisors or the channels that the company has set up for filing complaints about the discovery of corruption clues or violation of various rights. The company has measures in place to protect complainants. Whistleblower and those providing information as specified details appear in accordance with the policy regarding whistleblowing and measures to protect whistleblowers. The company has provided channels for reporting clues and complaints to the Company Secretary.

Address: RPCG Public Company Limited, 86/2 Sammakorn Place, Ramkhamhaeng Road, Saphansoong, Bangkok 10240

Designated KPMG PHOOMCHAI AUDIT CO., LTD. which was appointed to conduct internal audits to have the duty to assess risks from corruption by evaluating, analyzing, monitoring and controlling corruption risks to an acceptable level. Then report to the Audit Committee including following up on the results of the implementation of the anti-corruption policy.

Punishment of wrongdoing shall be in accordance with the company's regulations and/or relevant laws.

CODE OF CONDUCT

The Board of Directors is committed to good corporate governance, and thus has established the Code of Conduct as the operating framework and guideline for all directors, executives, employees, ensuring effectiveness and transparency, inspiring confidence and acceptance among all stakeholders, leading to sustainable value creation for the businesses. The guidelines in Code of Business Ethics cover Legal compliance, Anti-Corruption, Stake holding and conflicts of interest, supervising the use of inside information and trading the Company's securities, Disclosure and confidentiality of information, Protection of personal information, Human rights, Protection and non-infringement of intellectual property, Receiving complaints, whistleblowing channels and protection of the rights of whistleblowers, Responsibility to stakeholders.

In addition, the Company requires monitoring of compliance with Corporate Governance Policy and Code of Business Ethics through internal audit processes. Any neglect or violation will be subject to disciplinary action and/or law, as the case may be, and in case of seeing practices that may be contrary to business ethics have employees report to supervisors. Or the Compliance Department or internal audit department or the Managing Director, as the case may be, through channels for complaints or whistleblowing provided by the Company. Neglecting or violating Code of Business Conduct will be subject to disciplinary action and/or law. In the event that a practice that may be contrary to Code of Business Conduct is found, employees must report to supervisors or Compliance Department or Internal Audit Department or President through complaint channels or whistleblowing provided by the Company.

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 Nomination and Remuneration Committee

The Nomination and Remuneration Committee is responsible for establishing transparent nomination criteria and processes, as well as screening and selecting qualified candidates for appointment as directors to replace those who vacate their positions before the completion of their term or upon the expiration of their tenure. The committee adheres to the following principles:

Reviewing the structure and composition of the Board of Directors

Determining the appropriate number of directors in alignment with the company's size, industry, and business complexity.

Assessing the qualifications of individual directors in terms of skills, experience, and expertise relevant to the company's core business or industry.

Ensuring that independent directors meet regulatory requirements

Compliance with the criteria set forth by the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET).

Establishing nomination criteria

Covering company directors, board committees, and the Managing Director.

Allowing shareholders to propose director nominations.

Selecting qualified candidates

Identifying individuals with knowledge, experience, and specialized expertise beneficial to the company.

Submitting nominations for approval by the Board of Directors and/or the shareholders' meeting as required.

Evaluating candidates for the Managing Director position

Ensuring alignment with the company's strategic vision.

Considering educational background, experience, expertise, and relevant business environmental factors such as economic trends, industry conditions, and competitive landscape.

Proposing appropriate remuneration for the Managing Director.

Overseeing orientation for new directors

Providing necessary documents and information to facilitate their role.

Setting policies and criteria for remuneration

Covering directors, board committees, and the Managing Director.

Seeking approval from the Board of Directors and/or the shareholders' meeting as necessary.

Determining appropriate remuneration

Ensuring both monetary and non-monetary incentives to attract and retain qualified directors and executives.

Establishing performance evaluation criteria

Applying to the Board of Directors, board committees, and the Managing Director.

Reviewing nomination and remuneration policies

Ensuring alignment with roles, responsibilities, company performance, and market conditions while prioritizing the company's best interests.

Ensuring transparency in remuneration disclosures

Requiring detailed disclosures of individual directors' remuneration in the company's annual report.

Reviewing the succession plan

Preparing potential candidates to succeed key executive positions in case of retirement, resignation, or incapacity.

Carrying out other duties as assigned by the Board of Directors.

The Nomination and Remuneration Committee will present the selected candidates for Board approval and subsequent election by the shareholders' meeting.

Furthermore, in accordance with the company's Articles of Association, one-third (1/3) of the directors must retire at each Annual General Meeting (AGM). If the number of directors is not exactly divisible by three, the number closest to one-third shall retire. Directors who vacate their positions may be re-elected. The company does not impose limits on the number of terms a director may serve or the number of other listed companies in which a director may hold a position. However, reappointments will be subject to an assessment of suitability.

The company's Articles of Association also outline the principles and procedures for director appointments, which are determined by shareholder approval.

Determination of Director Remuneration

The Nomination and Remuneration Committee is responsible for formulating policies and determining remuneration rates for directors. These proposals are submitted to the Board of Directors and subsequently presented to the Annual General Meeting of Shareholders for approval on an annual basis.

The committee ensures that director remuneration aligns with the company's long-term strategy and objectives. It considers the directors' knowledge, expertise, and experience, as well as their duties, roles, responsibilities, and the expected contributions to the company. Additionally, the remuneration structure is designed to be competitive with that of listed companies in the same industry and of comparable size in the stock exchange, to attract and retain directors with the necessary qualifications.

The committee references relevant data from the Stock Exchange of Thailand's summary report on the remuneration of directors and executives of listed companies.

Independence of the Board of Directors from the Management

The Board of Directors maintains an appropriate balance between executive and non-executive directors to ensure effective oversight and checks and balances. The majority of the Board consists of non-executive directors who can independently provide opinions on management's operations. Independent directors meet the qualifications and requirements set by the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET).

Currently, the Board comprises eight members, including three independent directors, representing 37.5% of the total. The number of non-executive directors, including independent directors, is seven, accounting for 87.5% of the Board, in compliance with the SEC and SET regulations.

Director Development

The Board of Directors oversees and ensures that each director possesses the necessary knowledge and understanding of their roles, responsibilities, the nature of the company's business, and relevant laws and regulations. Additionally, the Board encourages continuous skill and knowledge enhancement for all directors to effectively perform their duties. This includes participation in training programs offered by the Thai Institute of Directors (IOD), the Stock Exchange of Thailand, or other relevant organizations.

Reference link for Director Development : https://rpc.listedcompany.com/corporate_governance.html

Board Performance Evaluation

The Board of Directors has in place a policy on performance assessment of the Board of Directors, sub-committees, and each director at least once a year to allow all directors to jointly deliberate work results and problems encountered. Results of the assessment will benefit further performance development.

Reference link for Board Performance Evaluation : https://rpc.listedcompany.com/corporate_governance.html

Corporate Governance of Subsidiaries and Associated Companies

Oversight of subsidiaries and joint ventures is part of good governance practices to ensure that business operations are conducted transparently, efficiently, and in compliance with laws, regulations, and the parent company's policies.

Reference link for Corporate Governance of Subsidiaries and Associated Companies : <https://rpc.listedcompany.com/misc/cg/20240312-rpc-code-of-conduct-en.pdf>

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, Community and society

Shareholder

The company is committed to treating all shareholders equally. Shareholders have the right to independently exercise their voting rights in the election of the Board of Directors, in casting votes on resolutions, in expressing opinions, and in raising any questions at meetings in accordance with the meeting agenda and proposed matters. All shareholders are entitled to receive accurate, timely, transparent, and complete information and have access to relevant data for verification.

Furthermore, the company has adopted a policy to provide shareholders with additional options by allowing independent directors to act as proxies in cases where shareholders are unable to attend the meeting. Every shareholder has the right to fair and equal treatment as follows:

Equal Rights to Information and Participation

All shareholders are entitled to receive information, express opinions, and raise questions at meetings in accordance with the meeting agenda and proposed matters.

Advance Access to Meeting Information

Shareholders will receive meeting agendas and related documents in advance via the company's website.

To promote shareholder rights, the company publishes announcements on its website inviting minority shareholders to nominate individuals for consideration as directors and to propose additional agenda items for the Annual General Meeting (AGM), following clear procedural guidelines.

Insider Trading Policy

The company has established policies and guidelines regarding the use of inside information to prevent directors, executives, and employees from misusing internal information (insider trading).

This includes prohibiting the purchase or sale of securities based on material non-public information and restricting securities trading within one month before the financial statements or other sensitive information are disclosed to the public.

Disclosure of Interests and Conflict of Interest Management

The Board of Directors and executives are required to disclose information regarding their interests and related parties to facilitate the Board's assessment of company transactions that may involve conflicts of interest.

Directors and executives with vested interests in transactions involving the company must abstain from participating in decision-making processes related to such transactions.

Reporting of Securities Holdings and Transactions

The Board of Directors and executives must prepare and submit reports on their securities holdings and transactions to the Corporate Secretary for further submission to the Securities and Exchange Commission (SEC), as required by applicable laws and regulations, within the prescribed timeframe.

Reference link for Shareholder : <https://rpc.listedcompany.com/misc/cg/20240312-rpc-code-of-conduct-en.pdf>

Employee

The company places great importance on its employees, considering them valuable assets. It actively supports the development of employees' knowledge and potential by providing skill training and offering learning opportunities to everyone. This enables employees to improve themselves and progress in their careers alongside the company's growth. Additionally, the company has implemented an employee performance evaluation system that aligns employees' priorities with the company's goals, ensuring that business success is achieved for mutual benefit.

Reference link for Employee : <https://rpc.listedcompany.com/misc/cg/20240312-rpc-code-of-conduct-en.pdf>

Customer

The company prioritizes utmost customer satisfaction and is committed to providing high-quality products and services at fair prices. Furthermore, the company strives to develop and maintain long-term relationships to foster strong customer loyalty.

Reference link for Customer : <https://rpc.listedcompany.com/misc/cg/20240312-rpc-code-of-conduct-en.pdf>

Business competitor

The company adheres to ethical business competition practices within the framework of fair competition regulations. It strictly refrains from any actions that infringe upon the intellectual property or copyrights of competitors. Furthermore, the company upholds integrity by avoiding any dishonest practices aimed at damaging a competitor's reputation or violating their trade secrets.

Reference link for Business competitor : <https://rpc.listedcompany.com/misc/cg/20240312-rpc-code-of-conduct-en.pdf>

Business partner

The company adheres to the principles of fair competition and is committed to conducting business with its partners in a just and equitable manner. This approach aims to foster mutual trust and credibility in all business dealings.

Reference link for Business partner : <https://rpc.listedcompany.com/misc/cg/20240312-rpc-code-of-conduct-en.pdf>

Community and society

The company recognizes its responsibility toward the community, society, and environmental conservation. It is committed to supporting initiatives that enhance quality of life and contribute to the well-being of the community, society, and the environment.

Reference link for Community and society : <https://rpc.listedcompany.com/misc/cg/20240312-rpc-code-of-conduct-en.pdf>

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

The Board of Directors is committed to enhancing good corporate governance by establishing a Code of Conduct as a guideline for directors, executives, and employees at all levels to ensure effective and transparent business operations. This initiative aims to build trust and gain recognition from all stakeholders while fostering sustainable corporate value.

The Code of Conduct encompasses various key principles, including compliance with laws and regulations, anti-corruption measures, conflict of interest management, insider information handling, and securities trading. It also covers the disclosure and confidentiality of information, personal data protection, human rights, intellectual property rights protection, complaint handling, whistleblowing channels, and the protection of whistleblower rights, as well as responsibilities toward stakeholders.

The company enforces compliance with corporate governance policies and the Code of Conduct through an internal audit process. Any negligence or violation of these policies will result in disciplinary action and/or legal consequences, as

applicable. Employees who observe any conduct that may contradict the Code of Conduct are required to report it to their supervisor, the compliance department, the internal audit department, or the Managing Director through the designated whistleblowing or complaint channels provided by the company.

Reference link for the full version of business code of conduct : <https://rpc.listedcompany.com/misc/cg/20240312-rpc-code-of-conduct-en.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, Human rights

Prevention of Conflicts of Interest

The company places great importance on and actively promotes the adoption of good corporate governance policies and practices among its executives and employees. These principles, as outlined in the Corporate Governance Policy, Code of Business Conduct, and Anti-Corruption Policy, serve as guidelines for all executives and employees within the group to adhere to.

All executives and employees are required to avoid any actions that may result in personal interest conflicts or conflicts of interest with the company group. They must not exploit opportunities or confidential information obtained in their roles for personal gain or engage in business activities that compete with the company group. The evaluation and disclosure of conflicts of interest, related-party transactions, or potential conflicts must strictly comply with relevant laws and the regulations set by the Stock Exchange. Any individual involved in or connected to a transaction under review must disclose their relationships or connections to the company and must refrain from participating in decision-making or approving such transactions. All approvals for these transactions must adhere to fair market pricing and conditions equivalent to those applied to third parties.

In cases where an individual has engaged in, or is under circumstances that raise suspicions of, a conflict of interest with the company group, they must prepare a written report disclosing such matters. This report must be submitted to their immediate supervisor in the chain of command, as well as to the Company Secretary and Internal Audit Department, for further evaluation.

Executives and supervisors must ensure that their subordinates comply strictly with these regulations and all related policies. Any violations of the company's regulations or Code of Conduct must be subject to investigation, followed by disciplinary action in accordance with company policies and/or legal consequences as applicable.

Reference link for Prevention of Conflicts of Interest : <https://rpc.listedcompany.com/misc/cg/20240312-rpc-code-of-conduct-en.pdf>

Anti-corruption

The company recognizes the importance of combating fraud and corruption and is committed to conducting business with integrity under the principles of good corporate governance. It upholds ethical business practices and corporate social responsibility while ensuring accountability to society, the environment, and all stakeholders. The company operates with transparency, fairness, and accountability, ensuring that appropriate responsibilities, procedures, and operational guidelines are in place to prevent corruption in all business activities.

To ensure that business decisions and operations involving corruption risks are carefully considered and executed with due diligence, the company has established a formal Anti-Corruption Policy. This policy serves as a clear guideline for ethical business conduct and contributes to the company's sustainable development.

The Internal Audit Department is responsible for reviewing and evaluating the operations of various departments to ensure compliance with applicable laws, company policies, and corporate regulations, thereby mitigating risks related to fraud and corruption. The results of these audits are reported to the Audit Committee and the Board of Directors. Additionally, the company has established multiple channels for internal and external stakeholders to report concerns, complaints, or suspicions related to fraudulent or corrupt activities. A structured complaint-handling process and whistleblower protection measures are in place to ensure transparency and safeguard the rights of whistleblowers.

Reference link for Anti-corruption : <https://rpc.listedcompany.com/misc/cg/20240312-rpc-code-of-conduct-en.pdf>

Whistleblowing and Protection of Whistleblowers

In accordance with the company's anti-corruption policy, it has established a whistleblowing and complaint policy to ensure that those involved in combating corruption can be confident that the company provides transparent, secure, and fair channels and procedures for reporting tips and filing complaints, safeguarding the rights and fairness of whistleblowers and complainants.

Reference link for Whistleblowing and Protection of Whistleblowers : <https://rpc.listedcompany.com/misc/cg/20240312-rpc-code-of-conduct-en.pdf>

Prevention of Misuse of Inside Information

Given the company's diverse stakeholders, it must operate with equity and fairness for all parties equally. To prevent any unlawful acts, all levels of personnel within the company, as well as any related parties privy to or potentially exposed to undisclosed internal information, should refrain from trading the securities of the company where they serve as directors or executives. However, if they choose to trade the company's securities, they must proceed with caution, avoiding the use of undisclosed insider information in their transactions. After completing the trades, they are required to report these transactions in compliance with the regulations of the Stock Exchange of Thailand and the Securities and Exchange Commission.

Reference link for Prevention of Misuse of Inside Information : <https://rpc.listedcompany.com/misc/cg/20240312-rpc-code-of-conduct-en.pdf>

Gift giving or receiving, entertainment, or business hospitality

The company has established policies and guidelines regarding the giving or receiving of gifts, entertainment, or other benefits as stipulated in its business code of conduct. These measures ensure alignment and create a standard for transparent and efficient operations.

Reference link for Gift giving or receiving, entertainment, or business hospitality : <https://rpc.listedcompany.com/misc/cg/20240312-rpc-code-of-conduct-en.pdf>

Human rights

The company's directors, executives, and employees collectively adhere to the principles of human rights, promoting respectful, fair, and honorable treatment of all individuals. They uphold human dignity, gender equality, and a workplace free from violence, sexual harassment, and all forms of intimidation. Additionally, they respect the rights, freedoms, and equality of all persons without discrimination based on race, nationality, origin, religion, gender, age, skin color, language, beliefs, education, ethnicity, disability, political opinions, economic status, group affiliations, or any other social status unrelated to work or any other matters.

Reference link for Human rights : <https://rpc.listedcompany.com/misc/cg/20240312-rpc-code-of-conduct-en.pdf>

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

Good business practices for the company, its executives, and employees must lead the organization towards establishing an effective corporate governance system. This includes conducting themselves appropriately, embodying the virtues and ethics expected in their professions, which have been codified as guidelines for adherence. The emphasis is on cultivating and instilling a sense of conscience in individuals to act rightly, aiming to uphold and adhere to these principles in order to maintain their reputation and enhance the honor and integrity of both themselves and the organization.

Reference link for the process of promotion for the board of directors, executives, and employees to comply with the business code of conduct : <https://rpc.listedcompany.com/misc/cg/20240312-rpc-code-of-conduct-en.pdf>

Participation in anti-corruption networks

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

Information on material changes and developments in policy and corporate governance system

over the past year

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

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

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

The significant changes and developments related to corporate governance policies, practices, or board charters may include the following key aspects:

1. Improving Governance Structure: Clearly defining roles, duties, and responsibilities of the board, executives, and internal units to enhance transparency and accountability in decision-making processes.
2. Raising Operational Standards: Updating policies and practices to align with evolving laws and regulations, such as adherence to human rights principles, anti-corruption measures, or environmental risk management.
3. Promoting Diversity and Equality: Refining frameworks to support inclusivity of all stakeholders and encourage representation reflecting diversity in gender, age, and expertise within the board.
4. Monitoring and Evaluation: Introducing mechanisms for internal audits and performance evaluations of the board to ensure operations align with established standards and objectives.
5. Communication and Reporting: Enhancing reporting systems to ensure transparency and accessibility, fostering trust among shareholders and stakeholders.

These advancements collectively elevate the standards of corporate governance and contribute to sustainable organizational growth in the long term.

Implementation of the CG Code for listed companies

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

Principles of Good Corporate Governance represent essential guidelines for registered companies to follow, aiming to foster transparency, accountability, and reliability, which form the cornerstone of sustainable business development. Generally, these principles include the following:

1. Transparent Management
 - Companies must disclose critical information comprehensively, promptly, and fairly to enable shareholders and stakeholders to make informed decisions.
2. Equitable Treatment of Shareholders
 - Companies are required to respect the rights of all shareholders equally, ensuring no discrimination or bias in their practices.
3. Board Accountability
 - The board of directors is responsible for formulating strategies, overseeing policy implementation, and ensuring ethical conduct in alignment with the company's objectives.
4. Risk Management
 - Companies should establish systems to assess and manage potential risks, safeguarding shareholders' interests and ensuring long-term stability.
5. Stakeholder Engagement
 - Companies should prioritize social and environmental responsibilities while treating stakeholders fairly and ethically.
6. Establishment of Business Ethics
 - Companies should develop and adhere to a code of business ethics to enhance operational standards and promote a positive corporate culture.

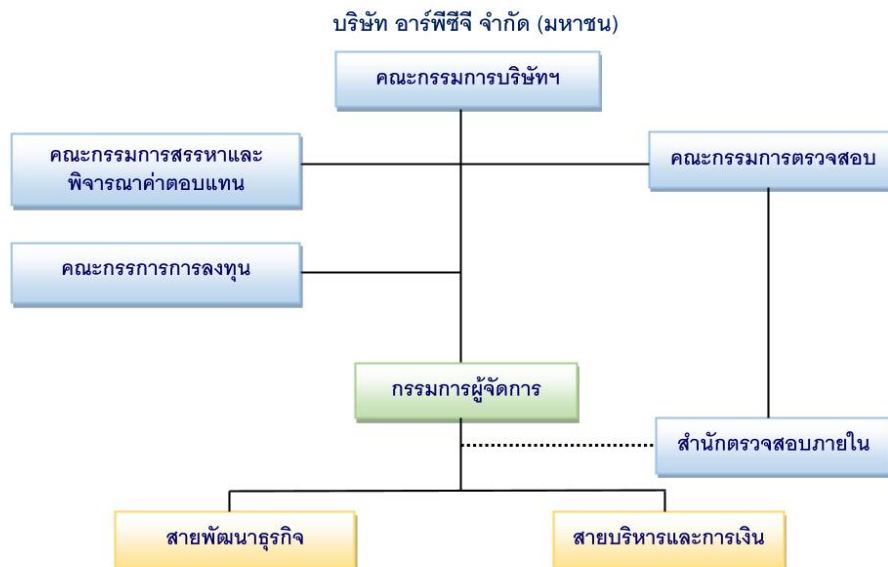
Corporate Governance Structure

Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure diagram



Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2024	
	Male (persons)	Female (persons)
Total directors	8	
	5	3
Executive directors	1	
	1	0
Non-executive directors	7	
	4	3
Independent directors	3	
	0	3
Non-executive directors who have no position in independent directors	4	
	4	0

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	62.50	37.50
Executive directors	12.50	
	12.50	0.00
Non-executive directors	87.50	
	50.00	37.50
Independent directors	37.50	
	0.00	37.50
Non-executive directors who have no position in independent directors	50.00	
	50.00	0.00

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

	2024	
	Male (years)	Female (years)
Average director age	59	
	64	51

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. SATJA JANETUMNUGUL</p> <p>Gender: Male</p> <p>Age : 70 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Engineering</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 22,734,592 Shares (1.742563 %) 	<p>Chairman of the Board of Directors</p> <p>(Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	25 Feb 2011	<p>Leadership, Business Administration, Petrochemicals & Chemicals, Property Development, Energy & Utilities</p>
<p>2. Mr. SUPAPONG KRISHNAKAN</p> <p>Gender: Male</p> <p>Age : 68 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Engineering</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 1,791,092 Shares (0.137284 %) 	<p>Director</p> <p>(Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	27 Jan 1995	<p>Petrochemicals & Chemicals, Negotiation, Agribusiness, Economics, Packaging</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. SUTHUD KHANCHAROENSUK</p> <p>Gender: Male</p> <p>Age : 66 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>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 10,833,356 Shares (0.830356 %) 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	1 Nov 1996	Finance, Finance & Securities, Business Administration
<p>4. Ms. PANICHA PONGSIVAPAI</p> <p>Gender: Female</p> <p>Age : 54 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Science</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p>Shareholding in 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 company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	12 Sep 2016	Finance, Accounting, Risk Management, Audit, Law

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. TAWAT UNGSUPRASERT</p> <p>Gender: Male</p> <p>Age : 78 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Engineering</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 48,539,238 Shares (3.720439 %) 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	16 Jul 2020	Property Development, Petrochemicals & Chemicals, Property Fund & REITs, Agribusiness
<p>6. Ms. PORDEE KHANISTANAN</p> <p>Gender: Female</p> <p>Age : 54 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Engineering</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p>Shareholding in 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 company's certificate of registration : No</p> <p>Type of director : Existing director</p>	17 Dec 2021	Finance, Petrochemicals & Chemicals, Data Analysis, Data Management, Finance & Securities

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Mr. NAPON JANETUMNUGUL</p> <p>Gender: Male</p> <p>Age : 38 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>Family relationship between directors and executives : Have</p> <p>Legal offenses in the past 5 years : -</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 21,400,000 Shares (1.640269 %) 	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	20 Apr 2023	Economics, Property Development, Project Management, Leadership, Strategic Management
<p>8. Ms. CHANIDA PATTANOTAI</p> <p>Gender: Female</p> <p>Age : 45 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Accounting</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	20 Apr 2023	Finance & Securities, Accounting, Finance, Risk Management, Audit

Additional explanation:

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

(1) Dishonest act or gross negligence

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

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

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

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
1. Mr. SATJA JANETUMNUGUL	Chairman of the Board of Directors		✓		✓	✓
2. Mr. SUPAPONG KRISHNAKAN	Director		✓		✓	✓
3. Mr. SUTHUD KHANCHAROENSUK	Director		✓		✓	✓
4. Ms. PANICHA PONGSIVAPAI	Director		✓	✓		
5. Mr. TAWAT UNGSUPRASERT	Director		✓		✓	✓
6. Ms. PORDEE KHANISTANAN	Director		✓	✓		
7. Mr. NAPON JANETUMNUGUL	Director	✓				✓
8. Ms. CHANIDA PATTANOTAI	Director		✓	✓		
Total (persons)		1	7	3	4	5

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	2	25.00
2. Agribusiness	2	25.00
3. Finance & Securities	3	37.50
4. Petrochemicals & Chemicals	4	50.00
5. Packaging	1	12.50
6. Property Fund & REITs	1	12.50
7. Property Development	3	37.50
8. Energy & Utilities	1	12.50
9. Law	1	12.50
10. Accounting	2	25.00
11. Finance	4	50.00
12. Data Management	1	12.50
13. Data Analysis	1	12.50
14. Negotiation	1	12.50
15. Project Management	1	12.50
16. Leadership	2	25.00
17. Strategic Management	1	12.50
18. Risk Management	2	25.00
19. Audit	2	25.00
20. Business Administration	2	25.00

Information about the other directors

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

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

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

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

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

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

The Board of Directors maintains an appropriate balance between executive and non-executive directors to ensure effective checks and balances. The majority of the Board consists of non-executive directors who can independently provide opinions on management operations. Independent directors are appointed in accordance with the qualifications and requirements set by the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET). Currently, the Board comprises eight members, including three independent directors, representing 37.5% of the total. The number of non-executive directors (including independent directors) is seven, accounting for 87.5% of the Board, which is in compliance with the SEC and SET regulations.

Information on the roles and duties of the board of directors

Board charter : Have

- 1.Perform duties with responsibility, prudence, honesty, and in compliance with applicable laws, the company's objectives and regulations, as well as resolutions of the Board of Directors and shareholders' meetings. The Board shall act in the best interests of the company, except for matters requiring prior shareholder approval, such as matters mandated by law, connected transactions, and the acquisition or disposal of significant assets as stipulated by the Stock Exchange of Thailand (SET) or other regulatory authorities.
- 2.Establish corporate policies, directions, objectives, operational plans, and budgets, while overseeing management to ensure effective and efficient execution of the defined policies.
- 3.Consider the nomination of directors to replace those retiring by rotation and review director remuneration as proposed by the Nomination and Remuneration Committee before presenting it to the shareholders for approval.
- 4.Appoint directors to fill vacancies due to reasons other than term expiration, unless the remaining term is less than two months. Such appointees shall serve only for the remaining term of the predecessor.
- 5.Establish subcommittees to oversee key areas such as corporate governance, internal control, nomination and remuneration, investment, and the supervision of the company and its subsidiaries, ensuring alignment with the Board's policies.
- 6.Appoint the Managing Director and Company Secretary, as well as determine their remuneration.
- 7.Determine and amend the list of directors authorized to bind the company.
- 8.Prepare financial statements, including the balance sheet and income statement, at the end of each fiscal year, duly signed for certification before submission to the Annual General Meeting of Shareholders for approval.
- 9.Select and appoint the external auditor and determine appropriate remuneration, based on recommendations from the Audit Committee, before submitting for shareholder approval at the Annual General Meeting.
- 10.Delegate authority to individuals to act on behalf of the company under the supervision of the Board of Directors, with the power to modify, revoke, or amend such authority as deemed appropriate.
11. Monitor and manage potential conflicts of interest between the company and management, the Board of Directors, or shareholders, and ensure measures are in place to prevent improper use of company assets or inappropriate transactions with related parties.
- 12.Approve the acquisition or disposal of company assets, except where shareholder approval is required, ensuring compliance with relevant SET regulations and guidelines.
- 13.Approve connected transactions unless such transactions require shareholder approval, ensuring compliance with applicable SET regulations.
- 14.Approve interim dividend payments when the company has sufficient financial performance and report such payments to the shareholders at the next meeting.
- 15.Deliberate on matters of significant importance, such as corporate policies, business plans, major investments, management authority, and other legally required issues, and seek external professional advice when necessary.
- 16.Ensure the management team implements an appropriate and effective risk management system.
- 17.Monitor the company's financial liquidity and debt repayment capability, including strategies for resolving financial issues when necessary.
- 18.Define authorization levels and approval procedures for transactions and operations within the company, ensuring compliance with relevant laws and documenting them in an operational authority manual.
- 19.Establish an effective anti-corruption framework to ensure that management recognizes its importance and incorporates

it into the corporate culture.

20. Provide appropriate communication channels for shareholders and oversee transparent, accurate, reliable, and timely disclosure of corporate information in compliance with disclosure standards.

21. Conduct self-assessments and overall Board performance evaluations to review annual achievements, challenges, and obstacles, using the findings to improve operational effectiveness.

22. Maintain accountability to shareholders, safeguard shareholder interests, ensure full and transparent disclosure of material information to investors, and convene the Annual General Meeting within four months after the end of the fiscal year, as well as extraordinary meetings when necessary.

23. Prepare an annual report and a statement of the Board of Directors' responsibility for financial reporting, alongside the auditor's report, covering key corporate matters from the past year for presentation at the shareholders' meeting and public disclosure.

24. Promote and encourage directors and executives to participate in training programs relevant to their roles and responsibilities.

25. Regularly review and update the Board Charter to ensure its suitability for effective governance and operations.

Reference link for the board charter : <https://rpc.listedcompany.com/misc/cg/charter/20230310-rpc-board-of-directors-charter-en.pdf>

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Board of Directors

Role

- Nomination Subcommittee
- Nomination Remuneration Subcommittee

Scope of authorities, role, and duties

-

Reference link for the charter

<https://rpc.listedcompany.com/misc/cg/charter/20230310-rpc-board-of-directors-charter-en.pdf>

Nomination and Remuneration Committee

Role

- Remuneration Subcommittee

Scope of authorities, role, and duties

-

Reference link for the charter

<https://rpc.listedcompany.com/misc/cg/charter/20230310-rpc-nomination-committee-charter-en.pdf>

Audit Committee

Role

- Audit Subcommittee
- Risk Management Subcommittee

Scope of authorities, role, and duties

-

Reference link for the charter

<https://rpc.listedcompany.com/misc/cg/charter/20230310-rpc-audit-committee-charter-en.pdf>

Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Ms. PANICHA PONGSIVAPAI^(*)</p> <p>Gender: Female</p> <p>Age : 54 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Science</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>	20 Apr 2023	Finance, Accounting, Risk Management, Audit, Law
<p>2. Ms. PORDEE KHANISTANAN^(*)</p> <p>Gender: Female</p> <p>Age : 54 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Engineering</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Continuing director (Full term of directorship and being re-appointed as a director)</p>	17 Dec 2021	Finance, Petrochemicals & Chemicals, Data Analysis, Data Management, Finance & Securities
<p>3. Ms. CHANIDA PATTANOTAI^(*)</p> <p>Gender: Female</p> <p>Age : 45 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Accounting</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	20 Apr 2023	Finance & Securities, Accounting, Finance, Risk Management, Audit

Additional explanation :

(*) Directors with expertise in accounting information review

Other Subcommittees

Subcommittee name	Name list	Position
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Subcommittee name	Name list	Position
Nomination and Remuneration Committee	Ms. PANICHA PONGSIVAPAI	The chairman of the subcommittee (Independent director)
	Ms. PORDEE KHANISTANAN	Member of the subcommittee (Independent director)
	Mr. SUTHUD KHANCHAROENSUK	Member of the subcommittee
	Ms. Chanida Pattanotai	Member of the subcommittee (Independent director)

Information on the executives

Information on the executives

List and positions of the executive

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

List of executives	Position	First appointment date	Skills and expertise
1. Mrs. Supanee Tanchaisrinakorn ^{(*)(**)} Gender: Female Age : 58 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 : Yes	GM-Finance & Administration Function (The highest-ranking executive)	1 Oct 2012	Finance & Securities, Property Development, Commerce, Accounting, Finance
2. Ms. Kallaya Klaithong Gender: Female Age : 56 years Highest level of education : Master's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	GM-Business Development Function (The highest-ranking executive)	1 Oct 2012	Industrial Materials & Machinery, Petrochemicals & Chemicals
3. Mr. NAPON JANETUMNUGUL Gender: Male Age : 38 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	Managing Director (The highest-ranking executive)	20 Apr 2023	Economics, Property Development, Project Management, Leadership, Strategic Management

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

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

Remuneration policy for executive directors and executives

1. Performance-Based Compensation

- The compensation structure emphasizes rewarding achievements in meeting organizational goals, both short-term and long-term, to promote accountability for organizational performance.

2. Market Competitiveness

- Compensation levels are benchmarked against industry standards to attract and retain highly skilled executives.

3. Fairness and Transparency

- Policies include clearly defined criteria for salary structures, bonuses, and other benefits to ensure equitable treatment.

4. Alignment with Shareholder Interests

- Incentive mechanisms, such as stocks or performance-based shares, are introduced to align compensation with the creation of long-term corporate value.

5. Legal and Ethical Compliance

- All compensation practices are conducted in accordance with applicable laws and ethical principles.

6. Periodic Review and Adjustment

- Policies undergo periodic evaluations to remain aligned with changing objectives and current market conditions.

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

The board of directors considers that remuneration reflects the achievement of the organization's objectives, both financial and non-financial, such as creating value for shareholders or effectively managing risks. Remuneration also aims to motivate and support the retention of quality executives to ensure organizational sustainability. Their opinion emphasizes that the determination of remuneration must follow transparent and fair procedures, potentially with clearly defined policy frameworks to prevent conflicts of interest. The board reaffirms that remuneration practices comply with relevant laws and ethical principles.

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	8,733,799.00	21,823,859.32	26,122,031.00

Other remunerations of executive directors and executives

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

Outstanding remuneration or benefits of executive directors and executives

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

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Mrs. Supanee Tanchaisrinakorn	tui@rpcthai.com	-

List of the company secretary

General information	Email	Telephone number
1. Mrs. Supanee Tanchaisrinakorn	tui@rpcthai.com	-

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Mr. Supachate Kunaluckkul	supachate@kpmg.co.th	-

List of the head of the compliance unit

General information	Email	Telephone number
1. Mr. Supachate Kunaluckkul	supachate@kpmg.co.th	-

Head of investor relations

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

List of the head of investor relations

General information	Email	Telephone number
1. Mrs. Supanee Tanchaisrinakorn	tui@rpcthai.com	-

Company's auditor

Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
EY OFFICE LIMITED 33RD FLOOR, LAKE RAJADA OFFICE COMPLEX, 193/136-137 RAJADAPISEK ROAD KHLONG TOEI KHLONG TOEI Bangkok 10110 Telephone +66 2264 9090	2,210,000.00	Types of non-audit service : Audit Fees for the 56-1 One Report Audit Fees for Subsidiaries Details of non-audit service : Audit Fees for the 56-1 One Report Audit Fees for Subsidiaries Total non-audit fee 141,567.50 baht	1. Ms. KOSUM CHA-EM Email: Kosum.cha-em@th.ey.com Telephone: 02-264-0777 ext. 77084 License number: 6011 2. Mr. TERMPHONG OPANAPHAN Email: Termphong.opanaphan@th.ey.com Telephone: 02-264-0777 ext. 77016 License number: 4501 3. Mrs. KUNLAPEE PIYAWANNASUTH Email: Kunlapee.piyawannasuth@th.ey.com Telephone: 02-264-0777 ext. 77072 License number: 6137

Assigned personnel in case of a foreign company

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

Performance Report on Corporate Governance

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

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

Summary of the Board of Directors' Performance Over the Past Year

Over the past year, the Board of Directors has effectively and transparently fulfilled its roles and responsibilities, emphasizing the organization's sustainability through activities and decision-making aligned with the company's core objectives. Key aspects of its performance can be summarized as follows:

Strategic Planning

The Board has reviewed and established key strategies for long-term business operations, including investment planning and the development of new products or services.

Operational Oversight

The Board has monitored and evaluated the management team's performance, ensuring transparency, accountability, and efficiency in executing their duties.

Risk Management

The Board has developed and refined risk management plans to prevent and mitigate potential impacts on the company.

Promotion of Good Corporate Governance

The Board has supported adherence to ethical standards, business conduct principles, and the establishment of a sustainable corporate culture.

Stakeholder Engagement

The Board has undertaken initiatives to address stakeholder concerns, actively listening to feedback and fostering positive relationships.

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. SATJA JANETUMNUGUL	Chairman of the Board of Directors	25 Feb 2011	Leadership, Business Administration, Petrochemicals & Chemicals, Property Development, Energy & Utilities
Ms. PANICHA PONGSIVAPAI	Director	12 Sep 2016	Finance, Accounting, Risk Management, Audit, Law
Mr. TAWAT UNGSUPRASERT	Director	16 Jul 2020	Property Development, Petrochemicals & Chemicals, Property Fund & REITs, Agribusiness

Selection of independent directors

Criteria for selecting independent directors

The company has established a Board structure ensuring that independent directors, who can express opinions freely and act in the best interests of the company and its shareholders, constitute at least one-third of the total number of

directors and no fewer than three persons. The Nomination and Remuneration Committee is responsible for selecting directors with suitable qualifications, skills, and experience beneficial to the company, both in the present and in the future. Independent directors must meet the following criteria:

1. Hold no more than 1% of the total paid-up capital of the company, subsidiaries, or affiliated companies, including shares held by persons related to the independent director.
2. Must not be or have been involved in the management of the company as a director, employee, staff member, salaried advisor, or person with control over the company unless the relationship has ended for at least two years.
3. Must not have any familial relationships, whether by blood or legal registration, in the nature of parents, spouses, siblings, children, or the spouses of children with other directors, executives, major shareholders, controlling persons, or persons who are being nominated as directors, executives, or controlling persons of the company or its subsidiaries.
4. Must not have or have had any business relationship with the company that could interfere with independent judgment. Additionally, they must not be or have been a significant shareholder or controlling person of any entity that has a business relationship with the company unless the relationship has ended for at least two years.
5. Must not be or have been an auditor of the company, nor a significant shareholder, controlling person, or partner of an audit firm providing services to the company unless the relationship has ended for at least two years.
6. Must not be or have been a professional service provider, including legal or financial advisors, who receives annual service fees exceeding 2 million baht from the company, subsidiaries, or entities with potential conflicts of interest. Additionally, they must not be a significant shareholder, controlling person, or partner of such service providers unless the relationship has ended for at least two years.
7. Must not be a director appointed as a representative of another director, major shareholder, or any shareholder related to a major shareholder.
8. Must not operate a business of the same nature and in direct competition with the company or its subsidiaries. Additionally, they must not be a significant partner in a partnership, a director with management authority, an employee, a staff member, a salaried advisor, or hold more than 1% of the total voting shares in a competing company.
9. Must not have any other characteristics that would impair their ability to provide independent opinions on the company's operations.

Business or professional relationships of independent directors over the past year

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

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 : Yes
through the nomination committee

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

Rights of minority shareholders on director appointment

Rights of Minority Shareholders in the Appointment of Directors

Minority shareholders have the right to participate in the appointment of directors of a listed company in accordance with the principles of good corporate governance and relevant securities laws. These rights can be summarized as follows:

Right to Nominate Directors

Minority shareholders have the right to nominate individuals for consideration as directors of the company, subject to the requirements stipulated by the company.

Right to Vote in the Election of Directors

Minority shareholders are entitled to vote in the election of directors at the shareholders' meeting, typically following the principle of one share, one vote.

Right to Request an Extraordinary General Meeting (EGM)

Minority shareholders holding shares in the proportion prescribed by law (e.g., 10% of the issued shares in certain jurisdictions) may have the right to request the company to convene an EGM to deliberate on critical matters, such as the appointment or removal of directors.

These rights empower minority shareholders to play a role in corporate governance and contribute to fairness in the

company's management structure.

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

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mr. SATJA JANETUMNUGUL (Chairman of the Board of Directors)	Participating	Thai Institute of Directors (IOD) • 2024: Role of the Chairman Program (RCP)
2. Mr. SUPAPONG KRISHNAKAN (Director)	Non-participating	-
3. Mr. SUTHUD KHANCHAROENSUK (Director)	Non-participating	-
4. Ms. PANICHA PONGSIVAPAI (Director)	Participating	Thai Institute of Directors (IOD) • 2024: Risk Management Program for Corporate Leaders (RCL)
5. Mr. TAWAT UNGSUPRASERT (Director)	Non-participating	-
6. Ms. PORDEE KHANISTANAN (Director)	Non-participating	-
7. Mr. NAPON JANETUMNUGUL (Director)	Non-participating	-
8. Ms. CHANIDA PATTANOTAI (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 has a policy to conduct an annual performance evaluation of the Board at least once a year. This evaluation allows the Board to collectively assess its performance, identify challenges, and utilize the results to enhance and improve its effectiveness in fulfilling its duties.

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

Summary of the Self-Assessment Results of the Board of Directors and Subcommittees for the Year 2024

The overall average scores across all evaluation categories are as follows:

Performance Evaluation of the Board of Directors (Individual Assessment):

Score: 3.40 out of 4

Equivalent to 84.92%

Performance Evaluation of the Board of Directors (Collective Assessment):

Score: 3.66 out of 4

Equivalent to 91.61%

Performance Evaluation of the Audit Committee:

Score: 3.89 out of 4

Equivalent to 97.33%

Performance Evaluation of the Nomination and Remuneration Committee:

Score: 3.89 out of 4

Equivalent to 97.33%

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : No

Information on meeting attendance and remuneration payment to each board member**Meeting attendance and remuneration payment to each board member****Meeting attendance of the board of directors****Meeting attendance of the board of directors**Number of the board of directors meeting over the past year : 6
(times)

Date of AGM meeting : 23 Apr 2024

EGM meeting : No

Details of the board of directors' meeting attendance

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. SATJA JANETUMNUGUL (Chairman of the Board of Directors)	6	/	6	1	/	1	N/A	/	N/A
2. Mr. SUPAPONG KRISHNAKAN (Director)	6	/	6	1	/	1	N/A	/	N/A
3. Mr. SUTHUD KHANCHAROENSUK (Director)	6	/	6	1	/	1	N/A	/	N/A
4. Ms. PANICHA PONGSIVAPAI (Director, Independent director)	6	/	6	1	/	1	N/A	/	N/A
5. Mr. TAWAT UNGSUPRASERT (Director)	5	/	5	1	/	1	N/A	/	N/A

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
6. Ms. PORDEE KHANISTANAN (Director, Independent director)	6	/	6	1	/	1	N/A	/	N/A
7. Mr. NAPON JANETUMNUGUL (Director)	6	/	6	1	/	1	N/A	/	N/A
8. Ms. CHANIDA PATTANOTAI (Director, Independent director)	6	/	6	1	/	1	N/A	/	N/A

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

Engaged in other commitments.

Remuneration of the board of directors

Types of remuneration of the board of directors

The compensation of the board of directors is the remuneration provided by an organization to its board members or executive committee in recognition of their roles, duties, and responsibilities. This compensation can take various forms and is generally categorized as follows:

Cash Compensation

Annual Retainer: A fixed compensation received by board members annually, regardless of meeting attendance.

Meeting Fees: Compensation granted for attending board or committee meetings.

Special Bonuses: Bonuses awarded under specific circumstances, such as outstanding company performance or participation in special projects.

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. SATJA JANETUMNUGUL (Chairman of the Board of Directors)			360,000.00		N/A
Board of Directors	360,000.00	0.00	360,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
2. Mr. SUPAPONG KRISHNAKAN (Director)			270,000.00		N/A
Board of Directors	270,000.00	0.00	270,000.00	No	
3. Mr. SUTHUD KHANCHAROENSUK (Director)			330,000.00		N/A
Board of Directors	270,000.00	0.00	270,000.00	No	
Nomination and Remuneration Committee	60,000.00	0.00	60,000.00	No	
4. Ms. PANICHA PONGSIVAPAI (Director)			620,000.00		N/A
Board of Directors	270,000.00	0.00	270,000.00	No	
Audit Committee	280,000.00	0.00	280,000.00	No	
Nomination and Remuneration Committee	70,000.00	0.00	70,000.00	No	
5. Mr. TAWAT UNGSUPRASERT (Director)			255,000.00		N/A
Board of Directors	255,000.00	0.00	255,000.00	No	
6. Ms. PORDEE KHANISTANAN (Director)			570,000.00		N/A
Board of Directors	270,000.00	0.00	270,000.00	No	
Audit Committee	240,000.00	0.00	240,000.00	No	
Nomination and Remuneration Committee	60,000.00	0.00	60,000.00	No	
7. Mr. NAPON JANETUMNUGUL (Director)			270,000.00		N/A

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	270,000.00	0.00	270,000.00	No	
8. Ms. CHANIDA PATTANOTAI (Director)			510,000.00		N/A
Board of Directors	270,000.00	0.00	270,000.00	No	
Audit Committee	240,000.00	N/A	240,000.00	-	
9. Ms. Chanida Pattanotai (Member of the subcommittee)			60,000.00		N/A
Nomination and Remuneration Committee	60,000.00	0.00	60,000.00	No	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	2,235,000.00	0.00	2,235,000.00
2. Audit Committee	760,000.00	0.00	760,000.00
3. Nomination and Remuneration Committee	250,000.00	0.00	250,000.00

Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	3,245,000.00
Other monetary remuneration (Baht)	0.00
Total (Baht)	3,245,000.00

Remunerations or benefits pending payment to the board of directors

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

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated companies	:	Yes
Mechanism for overseeing subsidiaries and associated companies	:	No / In progress
Mechanism for overseeing management and taking responsibility for operations in subsidiaries and associated companies approved by the board of directors	:	The appointment of representatives as directors, executives, or controlling persons in proportion to shareholding, The determination of the scope of duties and responsibilities of directors and executives as company representatives in establishing important policies, Disclosure of financial condition and operating results, Transactions between the company and related parties, Internal control system of the subsidiary operating the core business is appropriate and sufficient in the subsidiary operating the core business

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

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

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

The Company places great importance on and actively promotes the adoption of good corporate governance policies and practices among its executives and employees. These principles are outlined in the Corporate Governance Policy, the Business Code of Conduct, and the Anti-Corruption Policy, serving as operational guidelines for all executives and employees within the corporate group.

All executives and employees are required to avoid any actions that may result in conflicts of interest with the corporate group or the misuse of opportunities or confidential information obtained through their roles for personal gain or for engaging in business activities that compete with the corporate group.

The process for reviewing and disclosing conflicts of interest, related-party transactions, or transactions involving potential conflicts of interest must comply with applicable laws and the regulations set forth by the Stock Exchange. Any individual involved or connected to such transactions must disclose their relationship or connection to the Company and must refrain from participating in the decision-making or approval process for such transactions. All approvals must adhere to fair market pricing and conditions comparable to those applicable to external parties.

In cases where an action has been taken or a situation arises that is suspected or perceived by others to cause a conflict of interest with the corporate group, a written report must be submitted. This report must be disclosed to the respective supervisor and forwarded immediately to the Company Secretary and the Internal Audit Department for further review and consideration.

Supervisors and managers are responsible for ensuring that their subordinates strictly adhere to these regulations and related policies. If any violation of company policies or codes of conduct is found, an investigation must be conducted, and appropriate disciplinary action shall be taken in accordance with the Company's regulations or relevant legal provisions.

Number of cases or issues related to conflict of interest

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

Prevention of the use of inside information to seek benefits

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

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

The Company has established a policy to prevent individuals from disclosing internal information to third parties or using it for personal gain. Appropriate and sufficient monitoring and preventive measures are in place to safeguard the use of internal information.

The Company has set out written guidelines for the retention and protection of internal information and has communicated these guidelines to all personnel for strict compliance.

Any individual with access to internal information is strictly prohibited from trading the Company's securities within one month prior to the disclosure of the Company's financial statements.

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

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

Anti-corruption action

Operations in anti-corruption in the past year

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

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

The Company recognizes the importance of anti-corruption efforts and is committed to conducting business with integrity under the principles of good corporate governance. The Company adheres to corporate ethics and governance principles while maintaining responsibility towards society, the environment, and all stakeholders.

The Company operates with transparency, fairness, and accountability, ensuring that appropriate policies, responsibilities, practices, and operational guidelines are in place to prevent corruption in all business activities. To ensure that business decisions and operations involving potential corruption risks are carefully considered and properly managed, the Company has established a **written Anti-Corruption Policy** as a clear operational framework, supporting its development into a sustainable organization.

The **Internal Audit Department** is responsible for reviewing and assessing the operations of various departments to ensure compliance with applicable laws, company policies, and corporate regulations. This process helps mitigate corruption risks. The audit findings are reported to the **Audit Committee** and the **Board of Directors**.

Additionally, the Company has established multiple **whistleblowing channels** to receive complaints or suspected corruption reports from both internal and external stakeholders. Clear procedures for handling complaints and measures to protect whistleblowers have been put in place to ensure fairness and confidentiality.

Number of cases or issues related to corruption

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

Whistleblowing

Operations related to whistleblowing over the past year

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

The Company has established multiple **whistleblowing and complaint channels** for employees, customers, and various stakeholders to report concerns.

For employees, reports can be submitted via a **sealed letter** marked "Confidential" and addressed to the **Chairman of the Audit Committee**.

For other stakeholders, reports can be submitted via:

Email: ir@pcthai.com

Postal Mail: Addressed to the Chairman of the Audit Committee at the Company's registered office:

86/2 Sammakorn Place Building, Ramkhamhaeng Road, Saphan Sung Subdistrict, Saphan Sung District, Bangkok 10240

All reports are thoroughly investigated in accordance with the Company's established procedures and are subsequently reported to the **Board of Directors**.

The Company is committed to a **whistleblower protection policy**, ensuring the confidentiality of complaints, related evidence, and the identity of whistleblowers.

For the year 2024, the Company **did not receive any reports** of legal violations, corruption, or breaches of corporate governance policies and business ethics from any stakeholders.

Number of cases or issues related to whistleblowing

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

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

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 8

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Ms. PANICHA PONGSIVAPAI (Chairman of the audit committee)	8	/	8
2 Ms. PORDEE KHANISTANAN (Member of the audit committee)	8	/	8
3 Ms. CHANIDA PATTANOTAI (Member of the audit committee)	8	/	8

The results of duty performance of the audit committee

The audit committee plays a crucial role in ensuring good corporate governance by overseeing and reviewing an organization's financial processes, risk management, and internal controls. This oversight ensures accuracy, transparency, and compliance with applicable laws and regulations.

The effectiveness of the audit committee's performance can be assessed in several key areas as follows:

1. Oversight and Review of Financial Statements

Ensuring the accuracy and completeness of financial reports in compliance with relevant accounting standards.

Assessing the appropriateness of accounting policies and financial practices adopted by the organization.

Coordinating with external auditors to ensure that the audit process is conducted appropriately.

2. Evaluation of Internal Controls and Risk Management

Assessing and reviewing the effectiveness of internal control systems to prevent fraud and accounting errors.

Examining the organization's risk management framework, taking into account financial, legal, and operational risks.

Providing recommendations for improvements or corrective measures in cases where deficiencies are identified.

3. Compliance with Laws and Regulations

Ensuring the organization's adherence to laws, regulations, and relevant requirements.

Reviewing the transparency of business operations and corporate governance practices.

Considering compliance reports from internal and external regulatory bodies.

4. Oversight and Coordination with External Auditors

Selecting and nominating external auditors while determining their remuneration.

Assessing the efficiency and independence of external auditors.

Reviewing observations and recommendations from external auditors for process improvements.

5. Reporting to the Board of Directors and Shareholders

Preparing reports on the audit committee's activities for submission to the board of directors.

Providing opinions on the accuracy of financial statements, internal controls, and risk management.

Disclosing relevant information regarding the roles and responsibilities of the audit committee in the company's annual report.

An effectively functioning audit committee enhances investor, shareholder, and stakeholder confidence by ensuring that the organization is well-managed, transparent, and capable of mitigating financial and operational risks efficiently.

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance Nomination and Remuneration Committee

Meeting Nomination and Remuneration : 2
Committee (times)

List of Directors	Meeting attendance Nomination and Remuneration Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Ms. PANICHA PONGSIVAPAI (The chairman of the subcommittee)	2	/	2
2 Ms. PORDEE KHANISTANAN (Member of the subcommittee)	2	/	2
3 Mr. SUTHUD KHANCHAROENSUK (Member of the subcommittee)	2	/	2
4 Ms. Chanida Pattanotai (Member of the subcommittee)	2	/	2

The results of duty performance of Nomination and Remuneration Committee

Performance of the Nomination and Remuneration Committee

The Nomination and Remuneration Committee is primarily responsible for establishing guidelines, selecting suitable candidates for key positions within the organization, and determining appropriate remuneration for directors and senior executives. The committee's performance can be summarized as follows:

Nomination of Directors and Senior Executives

Establish criteria and qualifications for suitable candidates.

Select individuals with appropriate qualifications in accordance with good corporate governance principles.

Present the list of selected candidates to the Board of Directors for consideration and approval.

Remuneration Consideration

Study and compare remuneration structures of companies with similar business characteristics.

Determine a remuneration framework that aligns with the company's performance and objectives.

Propose remuneration packages for directors and senior executives to the Board of Directors and/or the shareholders' meeting for approval.

Evaluation and Development of Nomination and Remuneration Practices

Periodically review and assess the nomination and remuneration processes.

Improve operational guidelines to align with market trends and circumstances.

Report the committee's performance to the Board of Directors and shareholders as required.

The performance of this committee plays a crucial role in maintaining transparency, promoting corporate governance, and attracting highly qualified individuals to contribute effectively to the organization.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

Overview of Sustainability Policy

The sustainability policy serves as a crucial guideline for organizations to conduct business while considering economic, social, and environmental impacts. It aims to balance corporate growth with long-term responsibility toward stakeholders.

Generally, sustainability policies are categorized into three key dimensions:

1. Economic Sustainability

Ethical Business Practices: Adhering to governance principles, transparency, and accountability.

Value Creation for Shareholders: Managing the business for stable and sustainable growth.

Innovation and Competitiveness: Promoting technological advancements and innovations to meet market demands.

Risk Management: Controlling and mitigating risks that may impact the organization.

2. Social Sustainability

Employee Rights and Welfare: Promoting workplace equality, ensuring safety, and developing employees' skills.

Community Engagement: Supporting initiatives that benefit society and surrounding communities.

Responsibility to Customers and Partners: Maintaining high product and service standards while conducting fair business practices.

Diversity and Inclusion: Respecting the rights of all groups within the organization and society.

3. Environmental Sustainability

Efficient Resource Utilization: Reducing the consumption of energy, water, and materials for optimal efficiency.

Minimizing Environmental Impact: Lowering greenhouse gas emissions, managing waste, and utilizing clean energy sources.

Eco-Friendly Product Development: Encouraging the use of sustainable materials and reducing harmful chemicals.

Compliance with Environmental Regulations: Adhering to national and international environmental standards.

Conclusion

The sustainability policy provides a strategic framework that enables organizations to achieve stable growth while creating value for society and the environment. Beyond enhancing corporate credibility, it also contributes to overall economic benefits and promotes long-term sustainability for the planet.

Reference link for sustainability policy : <https://rpc-th.listedcompany.com/misc/cg/20230314-rpc-sustainability-policy-th.pdf>

Sustainability management goals

Does the company set sustainability management goals : No

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

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

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

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

Information on impacts on stakeholder management in business value chain

Business value chain

The company is committed to addressing customer needs and enhancing societal well-being while simultaneously preserving the environment. This commitment is integrated into the product development process to ensure optimal benefits while maintaining environmental responsibility. The company emphasizes the procurement of eco-friendly products and materials, respects relevant human rights, and considers the environmental and safety impacts, as well as the quality of its products and services. This approach aims to deliver a sustainable quality of life and environment, encompassing activities throughout the business value chain.

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

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

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
External stakeholders			
<ul style="list-style-type: none"> • Competitors • Suppliers • Business partners • Community • Shareholders • Consumers • Raw material manufacturers • Contractors • Subcontractors • Employees • Customers • Residents • Society 	<p>Certainly! Here's the formal English translation of the text you provided:</p> <p>Stakeholders' Expectations</p> <p>Stakeholders are individuals or organizations that are impacted by, or have an impact on, the operations of a business. Each stakeholder group has distinct expectations, as follows:</p> <ol style="list-style-type: none"> 1. Shareholders and Investors <ul style="list-style-type: none"> - Stable and consistently growing financial returns - Business operations conducted with good governance, transparency, and responsibility - Effective risk management 2. Customers and Consumers <ul style="list-style-type: none"> - High-quality, safe products and services that meet their needs - Reasonable and fair pricing - Excellent service and accessible communication channels - Corporate responsibility towards society and the environment 3. Employees <ul style="list-style-type: none"> - Fair compensation and benefits - Safe and appropriate working conditions 	<p>Responding to Stakeholders' Expectations</p> <p>Responding to stakeholders' expectations is essential for fostering positive relationships between an organization and its various stakeholder groups. It also enables organizations to achieve sustainable business operations. These responses should align with the needs and expectations of each group, as follows:</p> <ol style="list-style-type: none"> 1. Responding to Shareholders and Investors' Expectations <p>Focusing on financial returns: Managing the business to increase shareholder value and generate sustainable profits.</p> <p>Transparent financial reporting: Providing accurate and clear information about performance and future plans.</p> Effective risk management: Carefully assessing and managing risks to protect investors' interests. 2. Responding to Customers and Consumers' Expectations <p>Developing quality products and services: Continuously improving products and services to meet customers' needs and expectations.</p> <p>Offering excellent service: Delivering high-quality service with accessible support channels.</p> <p>Ensuring security and trust: Implementing</p> 	<ul style="list-style-type: none"> • Social Event • Internal Meeting • Annual General Meeting (AGM) • Complaint Reception • Employee Engagement Survey • Satisfaction Survey • Training / Seminar

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			
	<ul style="list-style-type: none"> - Opportunities for career development and organizational growth - Respect for labor rights and fair employment practices <p>4. Business Partners and Suppliers</p> <ul style="list-style-type: none"> - Fair and sustainable business collaborations - Timely payments as per agreements - Adherence to ethical standards and social responsibility <p>5. Communities and Society</p> <ul style="list-style-type: none"> - Participation in community and social development - Business operations that do not negatively impact the environment or community quality of life - Support for initiatives related to education, public health, and the well-being of citizens <p>6. Government Agencies and Regulatory Bodies</p> <ul style="list-style-type: none"> - Compliance with laws, regulations, and standards - Transparent cooperation and disclosure of relevant information - Business operations aligned with the nation's sustainable development goals <p>Summary Organizations that effectively meet stakeholders'</p>	<p>measures to safeguard personal data and build customer confidence.</p> <p>3.Responding to Employees' Expectations Fair compensation and benefits: Establishing appropriate remuneration systems and providing benefits that meet employees' needs. Creating a positive work environment: Promoting safe and suitable working conditions for employees' health and well-being. Developing employee capabilities: Offering training and career development opportunities to enable employee growth within the organization.</p>	

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			
	expectations are better positioned to build trust, foster positive relationships, and achieve long-term sustainable growth.		

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability materiality topics : No

Information on sustainability report

Corporate sustainability report

The company's corporate sustainability report : Doesn't Have data

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

Risk Management Policy and Plan

Risk management is a crucial process that organizations implement to identify, assess, and manage risks that may impact their operations. The goal is to prevent and mitigate potential damages while enhancing competitiveness and ensuring long-term sustainability.

1. Risk Management Policy

Organizations establish risk management policies as a guideline to systematically identify, analyze, and handle risks.

The key principles of this policy include:

Integrating Risk Management into Operations

Risk assessment should be embedded in business operations and decision-making processes.

Adhering to Good Corporate Governance

Business should be conducted with transparency, accountability, and consideration for stakeholders' interests.

Continuous Monitoring and Evaluation

Risk policies should be regularly reviewed and adjusted to fit the current situation.

Promoting a Risk-Aware Culture

Employees at all levels should be encouraged to recognize the importance of risk management.

2. Risk Management Plan

A structured approach to risk management includes the following steps:

2.1 Risk Identification

Organizations must identify risks that could impact their objectives, considering both internal and external factors such as:

Financial Risks: Exchange rate fluctuations, interest rate changes, and liquidity issues.

Operational Risks: Errors in processes, technology failures, or system breakdowns.

Strategic Risks: Market changes, industry trends, and competitive threats.

Legal and Regulatory Risks: Changes in laws and regulations affecting business operations.

Environmental and Social Risks: Environmental impacts and social expectations.

2.2 Risk Assessment and Analysis

Each identified risk should be evaluated based on:

Impact Level: Measuring the potential effects on finances, reputation, or business continuity.

Likelihood Level: Determining the probability of occurrence.

2.3 Risk Mitigation and Control Measures

Organizations should implement appropriate strategies to manage risks, such as:

Risk Avoidance: Eliminating high-risk activities.

Risk Reduction: Implementing preventive measures like training or process improvements.

Risk Sharing/Transfer: Using insurance or contractual agreements to distribute risk.

Risk Acceptance: Acknowledging and managing low-impact risks.

2.4 Risk Monitoring and Review

Continuous risk monitoring and reporting mechanisms should be in place, including:

Regular risk management committee meetings.

Internal audits to assess control measures.

Technology and data systems for risk surveillance.

Reference link to risk management policy and plan : <https://rpc.listedcompany.com/misc/cg/20240312-rpc-code-of-conduct-en.pdf>

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 Volatility in the industry in which the company operates

Related risk topics : Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Government policy
- Policies or international agreements related to business operations
- Changes in technologies
- Economic risk
- ESG risk
- Climate change and disasters

Operational Risk

- Reliance on employees in key positions
- Information security and cyber-attack
- Loss or damage from non-compliance of partners or counterparties
- Delays in the development of future projects
- Climate change and disasters

Compliance Risk

- Legal risk

Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations
- Fluctuation in exchange rates, interest rates, or the inflation rate

ESG risks : Yes

Risk characteristics

Financial Risk, Operational Risk, Legal Risk, and Technological Risk

- Assess the severity and likelihood of each risk
- Develop a risk management plan tailored to the organization's characteristics

Risk-related consequences

The impact of risks refers to the outcomes or consequences that may arise from unforeseen events, which can affect the organization in various areas. These impacts can be categorized based on the nature of the risks involved, such as:

Financial Impact

Financial risks may lead to monetary losses, such as reduced revenues or increased unforeseen costs, which could affect the organization's financial stability.

Operational Impact

Operational risks may cause disruptions in business operations, such as delays in production or interruptions in services, which may impact efficiency and productivity.

Legal Impact

Legal risks could result in lawsuits, fines, or legal costs for defending or resolving legal issues, which may harm the organization's reputation and credibility.

Reputational Impact

Risks that affect an organization's reputation may arise from unethical business practices, substandard products or services, or transparency issues, potentially leading to a loss of trust from customers and stakeholders.

Strategic Impact

Strategic risks may affect the organization's ability to achieve its long-term objectives, such as market shifts or poor decision-making, which could hinder growth and success.

Human Resources Impact

Risks related to human resources may arise from a shortage of skilled personnel or the loss of key employees, which could disrupt organizational operations and impact performance.

Technological Impact

Technological risks, such as cyberattacks or system failures, could lead to the loss or destruction of valuable data or assets, affecting business continuity and security.

Risk management measures

Preventive Risk Management

Establish policies and practices to reduce the likelihood of risks occurring

Implement internal control measures such as stringent oversight and internal audits, and use technology to detect and prevent errors or threats.

Risk Diversification

Diversify investments across multiple projects or markets to reduce the impact of risks associated with any single area.

Use risk hedging strategies, such as financial hedging contracts, to mitigate financial risks.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : No

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

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

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management plan : No

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

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

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes

Reference link to supplier code of conduct : <https://rpc.listedcompany.com/misc/cg/20240312-rpc-code-of-conduct-en.pdf>

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

Key suppliers acknowledging compliance with the supplier code of conduct

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

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

Research and development policy (R&D) (Yes/No) : No

Information on process of developing and promoting the company's innovation culture

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 from : No
innovation development?

Non-financial benefits

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

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