

ESG Performance

Company Name: THAI RUNG UNION CAR PUBLIC COMPANY LIMITED Symbol: TRU

Market: SET Industry Group: Industrials Sector: Automotive

Environment

1 Environmental Management

1.1 Environmental Policy and Practice

Corporate environmental policy and practice:	Yes
URL of environmental policy and practice:	http://ir.thairung.co.th/th/investor60.php
Uploaded document of environmental policy and practice:	-

1.2 Environmental Practices

Corporate environmental practices:	x Electricity Management x Waste Management x Water Management x Fuel Management x Greenhouse Gas and Climate Change Management
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2 Energy Management

2.1 Disclosure Boundary in Energy Management

Detail	Year	
	2022	2023
Boundary type	Company	Company
Total number of disclosure boundaries	1	1
Actual number of disclosure boundaries	-	-

2.2 Electricity Consumption^(*)

Detail	Unit	Year		
		2021	2022	2023
Electricity consumption target	Kilowatt-Hours	-	-	-
Total electricity consumption within the organization	Kilowatt-Hours	8,524,896.00	10,358,857.00	8,390,442.00
Electricity purchased for consumption from non-renewable energy sources	Kilowatt-Hours	7,534,000.00	9,355,000.00	7,428,190.00
Electricity purchased or generated for consumption from renewable energy sources	Kilowatt-Hours	990,896.00	1,003,857.00	962,252.00
Difference between total electricity consumption within the organization and target ^(**)	Kilowatt-Hours	-	-	-

Percentage of the difference between total electricity consumption within the organization and target ^(**)	%	-	-	-
Intensity ratio of total electricity consumption within the organization to total number of employees	Kilowatt-Hours / Person / Year	11,458.19	11,704.92	10,397.08

Additional explanation:

^(*) Exclude electricity consumption outside of the Company.

^(**) Negative number (-) means the total electricity consumption within the organization is lower than the electricity consumption target, whereas positive number (+) means the total electricity consumption within the organization is higher than the electricity consumption target.

2.3 Electricity Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity of total electricity consumption within the organization	Kilowatt-Hours / m ²	128.42	156.05	126.40

2.4 Electricity Expense^(*)

Detail	Unit	Year		
		2021	2022	2023
Total electricity expense	Baht	29,061,718.00	41,187,423.00	35,943,309.00
Percentage of total electricity expense to total expenses ^(**)	%	1.50	1.63	1.52
Percentage of total electricity expense to total revenues ^(**)	%	1.44	1.39	1.41
Intensity ratio of total electricity expense to total number of employees	Baht / Person / Year	39,061.45	46,539.46	44,539.42

Additional explanation:

^(*) Exclude electricity expense outside of the Company.

^(**) Total revenues and total expenses from consolidated financial statements.

2.5 Fuel Consumption

Detail	Unit	Year		
		2021	2022	2023
Jet fuel	Litres	-	-	-
Diesel	Litres	208,000.00	223,000.00	186,110.00
Gasoline	Litres	-	-	-
Fuel oil	Litres	-	-	-

Crude oil	Barrels	-	-	-
Natural gas	Standard cubic feet	-	-	-
LPG	Kilograms	312,907.00	543,411.00	316,591.00
Steam	Metric tonnes	-	-	-
Coal	Metric tonnes	-	-	-

Additional explanation: Exclude fuel consumption outside of the Company.

2.6 Fuel Expense^(*)

Detail	Unit	Year		
		2021	2022	2023
Total fuel expense	Baht	-	-	12,664,033.41
Percentage of total fuel expense to total expenses ^(**)	%	-	-	0.54
Percentage of total fuel expense to total revenues ^(**)	%	-	-	0.50

Additional explanation:

^(*) Exclude fuel expense outside of the Company.

^(**) Total revenues and total expenses from consolidated financial statements.

2.7 Energy Consumption

Detail	Unit	Year		
		2021	2022	2023
Total energy consumption within the organization	Megawatt-Hours	863,204.84	1,493,099.10	872,861.31

2.8 Energy Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total energy consumption within the organization to total revenues ^(*)	Megawatt-Hours / Thousand Baht of total revenues	0.43	0.50	0.34
Intensity of total energy consumption within the organization	Megawatt-Hours / m ²	13.00	22.49	13.15

Additional explanation:

^(*) Total revenues and total expenses from consolidated financial statements.

3 Water Management

3.1 Disclosure Boundary in Water Management

Detail	Year	
	2022	2023
Boundary type	Company	Company
Total number of disclosure boundaries	1	1
Actual number of disclosure boundaries	-	-

3.2 Water Withdrawal by Sources

Detail	Unit	Year		
		2021	2022	2023
Water withdrawal target	Cubic meters	-	-	-
Total water withdrawal	Cubic meters	64,944.00	89,294.18	75,712.00
Total water withdrawal by third-party water	Cubic meters	64,944.00	89,294.18	75,712.00
Total water withdrawal by surface water	Cubic meters	-	-	-
Total water withdrawal by groundwater	Cubic meters	-	-	-
Total water withdrawal by seawater	Cubic meters	-	-	-
Total water withdrawal by produced water	Cubic meters	-	-	-
Difference between total water withdrawal and target ^(*)	Cubic meters	-	-	-
Percentage of the difference between total water withdrawal and target ^(*)	%	-	-	-
Intensity ratio of total water withdrawal to total number of employees	Cubic meters / Person / Year	87.29	100.90	93.82
Intensity ratio of total water withdrawal to total revenues ^(**)	Cubic meters / Thousand Baht of total revenues	0.03	0.03	0.03

Additional explanation:

^(*) Negative number (-) means the total water withdrawal is lower than the water withdrawal target, whereas positive number (+) means the total water withdrawal is higher than the water withdrawal target.

^(**) Total revenues and total expenses from consolidated financial statements.

3.3 Water Discharge by Destinations

Detail	Unit	Year		
		2021	2022	2023
Total water discharge	Cubic meters	32,625.00	52,112.00	44,080.00
Total water discharge to third-party water	Cubic meters	-	-	-
Total water discharge to surface water	Cubic meters	32,625.00	52,112.00	44,080.00
Total water discharge to groundwater	Cubic meters	-	-	-
Total water discharge to seawater	Cubic meters	-	-	-

3.4 Water Consumption

Detail	Unit	Year		
		2021	2022	2023
Total water consumption	Cubic meters	32,319.00	37,182.18	31,632.00

3.5 Water Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total water consumption to total revenues ^(*)	Cubic meters / Thousand Baht of total revenues	0.02	0.01	0.01
Intensity of total water consumption	Cubic meters / m ²	0.98	1.35	1.14

Additional explanation:

^(*) Total revenues and total expenses from consolidated financial statements.

3.6 Water Withdrawal Expense

Detail	Unit	Year		
		2021	2022	2023
Total water withdrawal expense	Baht	1,039,998.84	1,425,705.03	1,207,388.30
Total water withdrawal expense from third-party water	Baht	1,039,998.84	1,425,705.03	1,207,388.30

Total water withdrawal expense from other sources	Baht	-	-	-
Percentage of total water withdrawal expense to total expenses ⁽⁷⁾	%	0.05	0.06	0.05
Percentage of total water withdrawal expense to total revenues ⁽⁷⁾	%	0.05	0.05	0.05
Intensity ratio of total water withdrawal expense to total number of employees	Baht / Person / Year	1,397.85	1,610.97	1,496.14

Additional explanation:

⁽⁷⁾ Total revenues and total expenses from consolidated financial statements.

4 Waste Management

4.1 Disclosure Boundary in Waste Management

Detail	Year	
	2022	2023
Boundary type	Company	Company
Total number of disclosure boundaries	1	1
Actual number of disclosure boundaries	-	-

4.2 Waste Generation^(*)

Detail	Unit	Year		
		2021	2022	2023
Total waste generated	Kilograms	3,495,432.00	4,028,348.00	4,180,225.00
Non-hazardous waste	Kilograms	3,477,415.00	3,848,170.00	4,059,450.00
Hazardous waste	Kilograms	18,017.00	180,178.00	120,775.00
Intensity ratio of total waste generated to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	1.73	1.36	1.64
Intensity ratio of total non-hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	1.72	1.30	1.59
Intensity ratio of total hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	0.01	0.06	0.05

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 total expenses from consolidated financial statements.

4.3 Reused / Recycled Waste

Detail	Unit	Year		
		2021	2022	2023
Total reused/recycled waste	Kilograms	0.00	0.00	0.00

Reused/Recycled non-hazardous waste	Kilograms	-	-	-
Reused/Recycled hazardous waste	Kilograms	-	-	-
Percentage of total reused/recycled waste to total waste generated	%	0.00	0.00	0.00
Percentage of reused/recycled non-hazardous waste to non-hazardous waste	%	-	-	-
Percentage of reused/recycled hazardous waste to hazardous waste	%	-	-	-

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.

5 Greenhouse Gas Management

5.1 Disclosure Boundary in Greenhouse Gas Management

Detail	Year	
	2022	2023
Boundary type	Company	Company
Total number of disclosure boundaries	1	1
Actual number of disclosure boundaries	-	-

5.2 Greenhouse Gas Management Plan

Corporate greenhouse gas management plan: No
URL of corporate greenhouse gas management plan: -
Uploaded document of Corporate greenhouse gas management plan: -

5.3 Greenhouse Gas Emissions (GHG Emissions)

Detail	Unit	Year		
		2021	2022	2023
Total GHG emissions target	Metric tonnes of carbon dioxide equivalent	-	-	-
Total GHG emissions	Metric tonnes of carbon dioxide equivalent	0.00	0.00	0.00
Total GHG emissions - scope 1	Metric tonnes of carbon dioxide equivalent	-	-	-

Total GHG emissions – scope 2	Metric tonnes of carbon dioxide equivalent	-	-	-
Total GHG emissions – scope 3	Metric tonnes of carbon dioxide equivalent	-	-	-
Difference between total GHG emissions and target ^(*)	Metric tonnes of carbon dioxide equivalent	-	-	-
Percentage of the difference between total GHG emissions and target ^(*)	%	-	-	-

Additional explanation:

^(*) Negative number (-) means the total GHG emissions is lower than the total GHG emissions target, whereas positive number (+) means the total GHG emissions is higher than the total GHG emissions target.

5.4 Greenhouse Gas Emissions Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total GHG emissions to total revenues ^(*)	Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues	0.00	0.00	0.00
Intensity ratio of total GHG emissions to total number of employees	Metric tonnes of carbon dioxide equivalent / Person	0.00	0.00	0.00
Intensity of GHG emissions	Metric tonnes of carbon dioxide equivalent / m ²	-	-	-

Additional explanation:

^(*) Total revenues and total expenses from consolidated financial statements.

5.5 Verification of Greenhouse Gas Emissions

Detail	Year	
	2022	2023
Verification of greenhouse gas emissions	No	No
Name of verifying company (Thai)	-	-
Name of verifying company (English)	-	-

5.6 Reduction of Greenhouse Gas

Detail	Unit	Year		
		2021	2022	2023
Total reduced GHG	Metric kilograms of carbon dioxide equivalent	0.00	0.00	0.00
Care the Bear Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Care the Whale Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Other projects	Metric kilograms of carbon dioxide equivalent	0.00	0.00	0.00

5.7 Absorption and removal of Greenhouse Gas

Detail	Unit	Year		
		2021	2022	2023
Total absorbed and removal of GHG	Metric kilograms of carbon dioxide equivalent	0.00	0.00	0.00
Care the Wild Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Other projects	Metric kilograms of carbon dioxide equivalent	0.00	0.00	0.00

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ESG Performance

Company Name: THAI RUNG UNION CAR PUBLIC COMPANY LIMITED Symbol: TRU

Market: SET Industry Group: Industrials Sector: Automotive

Social

1 Human Rights

1.1 Human Rights Policy and Practice

Corporate human rights policy and practice: Yes
URL of Corporate human rights policy and practice: <http://ir.thairung.co.th/th/investor60.php>
Uploaded document of Corporate human rights policy and practice: -

1.2 Human Rights Practices

Corporate human rights practices: x Employee Rights x Migrant Workers x Child Labor x Consumer Rights x Community and Environment Rights x Safety and Occupational Health at Work x Non-discrimination

2 Fair Labor Practices

2.1 Disclosure Boundary in Fair Labor Practices

Detail	Year	
	2022	2023
Boundary type	Company	Company
Total number of disclosure boundaries	1	1
Actual number of disclosure boundaries	1	-

2.2 Employment

2.2.1 Employees by Gender

Detail	Unit	Year		
		2021	2022	2023
Total number of employees	Persons	744	885	807
Total number of male employees	Persons	535	640	568
Percentage of male employees	%	71.91	72.32	70.38
Total number of female employees	Persons	209	245	239

Percentage of female employees	%	28.09	27.68	29.62
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2.2.2 Employees by Age Group

Detail	Unit	Year		
		2021	2022	2023
Total number of employees under 30 years old	Persons	214	273	213
Percentage of employees under 30 years old	%	28.76	30.85	26.39
Total number of employees 30–50 years old	Persons	427	499	493
Percentage of employees 30–50 years old	%	57.39	56.38	61.09
Total number of employees over 50 years old	Persons	103	113	101
Percentage of employees over 50 years old	%	13.84	12.77	12.52

2.2.3 Male Employees by Age group

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees under 30 years old	Persons	162	202	148
Percentage of male employees under 30 years old	%	30.28	31.56	26.06
Total number of male employees 30–50 years old	Persons	298	356	348
Percentage of male employees 30–50 years old	%	55.70	55.62	61.27
Total number of male employees over 50 years old	Persons	75	82	72
Percentage of male employees over 50 years old	%	14.02	12.81	12.68

2.2.4 Female Employees by Age group

Detail	Unit	Year		
		2021	2022	2023

Total number of female employees under 30 years old	Persons	52	71	65
Percentage of female employees under 30 years old	%	24.88	28.98	27.20
Total number of female employees 30–50 years old	Persons	129	143	145
Percentage of female employees 30–50 years old	%	61.72	58.37	60.67
Total number of female employees over 50 years old	Persons	28	31	29
Percentage of female employees over 50 years old	%	13.40	12.65	12.13

2.2.5 Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of employees in operational level	Persons	713	852	776
Percentage of employees in operational level	%	95.83	96.27	96.16
Total number of employees in management level	Persons	25	28	25
Percentage of employees in management level	%	3.36	3.16	3.10
Total number of employees in executive level	Persons	6	5	6
Percentage of employees in executive level	%	0.81	0.56	0.74

2.2.6 Male Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees in operational level	Persons	513	617	547
Percentage of male employees in operational level	%	95.89	96.41	96.30
Total number of male employees in management level	Persons	19	21	19
Percentage of male employees in management level	%	3.55	3.28	3.35
Total number of male employees in executive level	Persons	3	2	2
Percentage of male employees in executive level	%	0.56	0.31	0.35

2.2.7 Female Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of female employees in operational level	Persons	200	235	229
Percentage of female employees in operational level	%	95.69	95.92	95.82
Total number of female employees in management level	Persons	6	7	6

Percentage of female employees in management level	%	2.87	2.86	2.51
Total number of female employees in executive level	Persons	3	3	4
Percentage of female employees in executive level	%	1.44	1.22	1.67

2.2.8 Employment of Workers with Disabilities

Detail	Unit	Year		
		2021	2022	2023
Total employment of workers with disabilities	Persons	8	9	9
Total number of employees with disabilities	Persons	8	9	9
Percentage of employees with disabilities	%	1.08	1.02	1.12
Total number of workers who are not employees with disabilities	Persons	0	0	0

2.3 Employee Remuneration

2.3.1 Employee Remuneration by Gender

Detail	Unit	Year		
		2021	2022	2023
Total employee remuneration	Baht	210,370,000.00	274,510,000.00	272,150,000.00
Total male employee remuneration	Baht	-	-	-
Percentage of remuneration in male employees	%	-	-	-
Total female employee remuneration	Baht	-	-	-
Percentage of remuneration in female employees	%	-	-	-
Average remuneration of employees	Baht / Person	282,755.38	310,180.79	337,236.68
Average remuneration of male employees	Baht / Person	-	-	-
Average remuneration of female employees	Baht / Person	-	-	-
Ratio of average remuneration of female employees to male employees		-	-	-

2.3.2 Employee Provident Fund

Detail	Unit	Year		
		2021	2022	2023
Total number of employees joining employee provident fund	Persons	571	641	604
Percentage of total number of employees joining employee provident fund to total number of employees	%	76.75	72.43	74.85
Total amount of provident fund contributed by the Company	Baht	0.00	3,770,000.00	5,683,111.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration	%	0.00	1.37	2.09

2.4 Human Capital Development

2.4.1 Average employee training hours

Detail	Unit	Year		
		2021	2022	2023
Average employee training hours	Hours / Person / Year	8.00	8.29	8.75

2.4.2 Employee training and development expenses

Detail	Unit	Year		
		2021	2022	2023
Total amount spent on employee training and development	Baht	37,119.00	81,616.00	557,928.19

2.5 Safety, Occupational Health, and Environment at Work

2.5.1 Working hours

Detail	Unit	Year		
		2021	2022	2023
Total number of hours worked by employees	Hours	1,511,808.00	1,798,320.00	2,330,616.00

2.5.2 Statistics of injuries or accidents from work

Detail	Unit	Year		
		2021	2022	2023
Total number of lost time injury incidents by employees	Cases	0.00	1.00	0.00
Total number of employees that lost time injuries for 1 day or more	Persons	0	1	0
Percentage of employees that lost time injuries for 1 day or more	%	0.00	0.11	0.00
Total number of employees that fatalities as a result of work-related injury	Persons	0	0	0
Percentage of employees that fatalities as a result of work-related injury	%	0.00	0.00	0.00

Lost time injury frequency rate (LTIFR)	Persons / 1 million-manhours ^(*)	0.00	0.56	0.00
	Persons / 200,000 manhours ^(**)	0.00	0.11	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.

2.6 Employee Relation and Engagement

2.6.1 Employee turnover leaving the Company voluntarily by Gender

Detail	Unit	Year		
		2021	2022	2023
Total number of employee turnover leaving the Company voluntarily	Persons	176	188	195
Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees	%	23.66	21.24	24.16
Total number of male employee turnover leaving the Company voluntarily	Persons	140	155	164
Percentage of male employee turnover leaving the Company voluntarily	%	79.55	82.45	84.10
Total number of female employee turnover leaving the Company voluntarily	Persons	36	33	31
Percentage of female employee turnover leaving the Company voluntarily	%	20.45	17.55	15.90
Significant labor dispute	Yes / No	No	No	No

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ESG Performance

Company Name: THAI RUNG UNION CAR PUBLIC COMPANY LIMITED Symbol: TRU

Market: SET Industry Group: Industrials Sector: Automotive

Governance and Economy

1 Corporate Governance Policy

1.1 Corporate Governance Policy and Practices

Corporate governance policy and practices:	Yes
URL of corporate governance policy and practices:	http://ir.thairung.co.th/th/investor60.php
Uploaded document of corporate governance policy and practices:	-

1.2 Policy and Practices related to the Board of Directors

Policy and practices related to the Board of Directors:	x Nomination of Directors x Determination of Director Remuneration x Director Development x Board Performance Evaluation x Corporate Governance of Subsidiaries and Associated Companies x Independence of the Board of Directors from the Management
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1.3 Code of Conduct

Corporate code of conduct:	Yes
URL of Code of Conduct:	http://ir.thairung.co.th/th/investor60.php
Uploaded document of Code of Conduct:	-

1.4 Policy and Practices related to Code of Conduct

Policy and practices related to the corporate code of conduct:	x Prevention of Conflicts of Interest x Whistleblowing and Protection of Whistleblowers x Anti-corruption x Prevention of Misuse of Inside Information
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2 Corporate Governance Structure

2.1 Information on the Board of Directors and Executives

2.1.1 Composition of the Board of Directors

Detail	Unit	Year			
		2022		2023	
		Male	Female	Male	Female
Directors	Persons	6	2	6	2
		8		8	
	% of total directors	75.00	25.00	75.00	25.00
		100		100	
Executive directors	Persons	1	1	2	0
		2		2	
	% of total directors	12.50	12.50	25.00	0
		25.00		25.00	
Non-executive directors	Persons	5	1	4	2
		6		6	
	% of total directors	62.50	12.50	50.00	25.00
		75.00		75.00	
- Independent directors	Persons	3	0	3	0
		3		3	
	% of total directors	37.50	0	37.50	0
		37.50		37.50	
- Non-executive directors who have no position in independent directors	Persons	2	1	1	2
		3		3	
	% of total directors	25.00	12.50	12.50	25.00
		37.50		37.50	

Average director age	Years	61	71	62	72
		63		64	
The Chairman of the Board is an independent director	Yes / No	No		Yes	
The Chairman of the Board is the Highest-ranking Executive	Yes / No	Yes		No	
The Chairman of the Board and the Highest-ranking Executive are from the same family	Yes / No	Yes		No	
The Company appoints at least one independent director to determine the agenda of the Board of Directors' meeting	Yes / No	No		No	

Additional explanation:

- Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards
- A non-executive director refers to 1) a director who has no position in the company's management team or be 2) an independent director

2.1.2 Board of Directors

2.1.2.1 List of the Board of Directors

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาย สุเวทย์ ธีรวัชรกุล	First appointment date of director:	11 Aug 2005
	Name (English):	Mr. SUVAIT THEERAVACHIRAKUL	Type of director:	Existing director
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1959	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes		

	Skill and expertise:	x Economics x Finance & Securities x Property Development x Commerce x Tourism & Leisure x Accounting x Finance x Corporate Social Responsibility x Human Resource Management x Sustainability x IT Management x Data Analysis x Data Management x Digital Marketing x Brand Management x Negotiation x Project Management x Corporate Management x Change Management x Leadership x Strategic Management x Audit x Internal Control x Budgeting x Governance/ Compliance		
	Shares:	681,135		
	Paid-up stock:	672,633,734		
	%Shares:	0.101264		
2)	Name (Thai):	นาย สอมพงษ์ เพ็ญโชค	First appointment date of director:	11 May 2018
	Name (English):	Mr. SOMPONG PHAOENCHOKE	Type of director:	Existing director
	Gender:	Male	Director position:	Vice Chairman
	Year of birth:	1960	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Engineering	DCP course:	Yes
	Residence in Thailand:	Yes		

	Skill and expertise:	x Economics x Automotive x Marketing x Accounting x Finance x Corporate Social Responsibility x Human Resource Management x Data Analysis x Brand Management x Negotiation x Corporate Management x Engineering x Change Management x Leadership x Strategic Management x Risk Management x Budgeting x Governance/ Compliance		
	Shares:	72,420,907		
	Paid-up stock:	672,633,734		
	%Shares:	10.766767		
3)	Name (Thai):	นาง ปราณี เพ็ญโชค	First appointment date of director:	22 Apr 2002
	Name (English):	Mrs. PRANEE PHA-OENCHOKE	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1938	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Honorary degree	DAP course:	No
	Study field of the highest level of education:	Business Administration	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Automotive x Property Development x Corporate Management x Governance/ Compliance x Strategic Management x Leadership		
	Shares:	140,955,087		
	Paid-up stock:	672,633,734		
	%Shares:	20.955697		
4)	Name (Thai):	นางสาว แก้วใจ เพ็ญโชค	First appointment date of director:	23 Mar 2000
	Name (English):	Ms. KAEWJAI PHAOENCHOKE	Type of director:	Existing director

	Gender:	Female	Director position:	Director
	Year of birth:	1964	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Finance	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics x Automotive x Commerce x Marketing x Corporate Social Responsibility x Human Resource Management x Sustainability x Digital Marketing x Negotiation x Corporate Management x Leadership x Strategic Management x Risk Management x Governance/ Compliance		
	Shares:	104,650,741		
	Paid-up stock:	672,633,734		
	%Shares:	15.558355		
5)	Name (Thai):	นาย วุฒิชัย เภออินุโชค	First appointment date of director:	23 Mar 1998
	Name (English):	Mr. WUTTICHA PHAOENCHOKE	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1970	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Engineering	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Automotive x Property Development x Engineering x Design x Corporate Management x Marketing x Economics		

	Shares:	108,123,227		
	Paid-up stock:	672,633,734		
	%Shares:	16.074607		
6)	Name (Thai):	นาย ทาวร ชลัษฐิธร	First appointment date of director:	24 Feb 2015
	Name (English):	Mr. THAVORN CHALASSATHIEN	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1953	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Engineering	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics x Automotive x Industrial Materials & Machinery x Commerce x Transportation & Logistics x Electronic Components x Human Resource Management x Corporate Management x Engineering x Leadership x Strategic Management x Risk Management x Governance/ Compliance x Law		
	Shares:	242,000		
	Paid-up stock:	672,633,734		
	%Shares:	0.035978		
7)	Name (Thai):	นาย ทวนชัย มั่นจิต	First appointment date of director:	28 Apr 2020
	Name (English):	Mr. TUANCHAI MUNJIT	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1955	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-

	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Engineering	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Automotive x Industrial Materials & Machinery x Steel x Transportation & Logistics x Sustainability x Data Analysis x Project Management x Engineering x Corporate Management x Negotiation x Change Management x Leadership x Strategic Management x Risk Management x Budgeting		
	Shares:	364,320		
	Paid-up stock:	672,633,734		
	%Shares:	0.054163		
8)	Name (Thai):	นาย พิพพ อุศล	First appointment date of director:	1 Feb 2021
	Name (English):	Mr. PIPOP UDORN	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1966	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Doctoral degree	DAP course:	Yes
	Study field of the highest level of education:	Marketing	DCP course:	Yes
	Residence in Thailand:	Yes		

	Skill and expertise:	x Economics x Commerce x Information & Communication Technology x Marketing x Accounting x Finance x Corporate Social Responsibility x Human Resource Management x Sustainability x IT Management x Data Management x Data Analysis x Statistics x Digital Marketing x Brand Management x Negotiation x Corporate Management x Leadership x Strategic Management x Risk Management x Audit x Internal Control x Budgeting x Governance/ Compliance		
	Shares:	364,320		
	Paid-up stock:	672,633,734		
	%Shares:	0.054163		

2.1.2.2 List of Board of Directors who resigned / vacated their position during the year (if any)

	General Information of Directors	Information on Director Tenure
No data		

2.1.3 Audit Committee

2.1.3.1 List of audit committee members

	General Information of Audit Committee Members		Information on Tenure of Audit Committee Member	
1)	Name (Thai):	นาย สุเวทย์ ธีรวัชรกุล	Appointment date of audit committee member:	26 Feb 2018
	Name (English):	Mr. SUVAIT THEERAVACHIRAKUL	Type of director:	Existing director
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1959	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Chairman of the audit committee
	Highest level of education:	Master's degree	DAP course:	No

	Study field of the highest level of education:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	681,135		
	%Shares:	0.101264		
2)	Name (Thai):	นาย ทาวร ชลัษฐิธร	Appointment date of audit committee member:	14 Aug 2020
	Name (English):	Mr. THAVORN CHALASSATHIEN	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1953	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Engineering	DCP course:	No
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		
	Shares:	242,000		
	%Shares:	0.035978		
3)	Name (Thai):	นาย พิภพ อุดร	Appointment date of audit committee member:	1 Feb 2021
	Name (English):	Mr. PIPOP UDORN	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1966	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Doctoral degree	DAP course:	Yes
	Study field of the highest level of education:	Marketing	DCP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		

	Shares:	364,320		
	%Shares:	0.054163		

2.1.3.2 List of audit committee members who resigned / vacated their position during the year (if any)

	General Information of Audit Committee Members	Information on Tenure of Audit Committee Member
No data		

2.1.4 Executive Committee

2.1.4.1 List of executive committee members

	General Information of Executive Committee Members		Information on Tenure of Executive Committee Member	
1)	Name (Thai)	นาย สมพงษ์ เพอญโชค	Appointment date of executive committee member:	26 Nov 1993
	Name (English)	Mr. SOMPONG PHAOENCHOKE	Executive committee position:	Chairman of the executive committee
	Gender:	Male		
	Year of birth:	1960		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Engineering		
	Residence in Thailand:	Yes		
2)	Name (Thai)	นางสาว แก้วใจ เพอญโชค	Appointment date of executive committee member:	20 Apr 2000
	Name (English)	Ms. KAEWJAI PHAOENCHOKE	Executive committee position:	Member of the executive committee
	Gender:	Female		
	Year of birth:	1964		
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Finance		
	Residence in Thailand:	Yes		

3)	Name (Thai)	นาย วุฒิชัย เภอัญโชค	Appointment date of executive committee member:	1 Apr 1996
	Name (English)	Mr. WUTTICHA PHAOENCHOKE	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1970		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Engineering		
	Residence in Thailand:	Yes		
4)	Name (Thai)	นาย ทวนชัย มั่นจิต	Appointment date of executive committee member:	28 Apr 2020
	Name (English)	Mr. TUANCHAI MUNJIT	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1955		
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Engineering		
	Residence in Thailand:	Yes		

2.1.4.2 List of executive committee members who resigned / vacated their position during the year (if any)

	General Information of Executive Committee Members		Information on Tenure of Executive Committee Member	
1)	Name (Thai)	นาง ปราณี เภอัญโชค	Appointment date of executive committee member:	26 Nov 1993
	Name (English)	Mrs. PRANEE PHAOENCHOKE	Termination date of executive committee member:	29 Feb 2024
	Gender:	Female	Executive committee position:	Chairman of the executive committee
	Year of birth:	1938	Name of replacement executive committee member (English):	No replacement director

	Nationality:	x Thailand	Appointment date of replacement executive committee member:	-
	Highest level of education:	Honorary degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		

2.1.5 Other Sub-committees

2.1.5.1 List of other sub-committees

1) Name of sub-committees (English) Risk Management Committee

No.	Name (Thai)	Name (English)	Position
1	นาย ทวนชัย มั่นจิต	Mr. TUANCHAI MUNJIT	Chairman
2	นาย สมพงษ์ เผอญโชค	Mr. SOMPONG PHAOENCHOKE	Member
3	นาย ทาวร ชลธิษฐ์	Mr. THAVORN CHALASSATHIEN	Member
4	นาย ศักดิ์ชัย คมกฤส	Mr. Sakchai Komgris	Member
5	นาย ภักวัฒน์ สุวรรณมาโจ	Mr. Phakkawat Suwanmajo	Member

2) Name of sub-committees (English) Nomination & Remuneration Committee

No.	Name (Thai)	Name (English)	Position
1	นาย ทาวร ชลธิษฐ์	Mr. THAVORN CHALASSATHIEN	Chairman
2	นาย สุเวทย์ ธีรวัชรกุล	Mr. SUVAIT THEERAVACHIRAKUL	Member
3	นาย พิภพ อุดร	Mr. PIPOP UDORN	Member

3) Name of sub-committees (English) Audit & Corporate Governance Committee

No.	Name (Thai)	Name (English)	Position
1	นาย สุเวทย์ ธีรวัชรกุล	Mr. SUVAIT THEERAVACHIRAKUL	Chairman
2	นาย ทาวร ชลธิษฐ์	Mr. THAVORN CHALASSATHIEN	Member
3	นาย พิภพ อุดร	Mr. PIPOP UDORN	Member

2.1.5.2 Roles of sub-committees

Role	Name of sub-committees
Risk management	Risk Management Committee
Nomination	Nomination & Remuneration Committee
Remuneration	Nomination & Remuneration Committee
Corporate governance	Audit & Corporate Governance Committee
Corporate sustainability development	No

2.1.6 The highest-ranking executive and the next four executives

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

	General Information of Executives		Information on Executive Tenure	
1)	Name (Thai):	นาย สมพงษ์ เผอญโชค	The highest-ranking executive position:	No
	Name (English):	Mr. SOMPONG PHAOENCHOKE	Executive position (Thai):	กรรมการผู้จัดการใหญ่
	Gender:	Male	Executive position (English):	MANAGING DIRECTOR
	Year of birth:	1960	Appointment date of executive:	1 Mar 1999
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Engineering		
	Skill and expertise:	x Economics x Automotive x Marketing x Accounting x Finance x Corporate Social Responsibility x Human Resource Management x Data Analysis x Brand Management x Negotiation x Corporate Management x Engineering x Change Management x Leadership x Strategic Management x Risk Management x Budgeting x Governance/ Compliance		
	Highest responsibility in corporate accounting and finance:	No		

	Accounting supervisor:	No		
2)	Name (Thai):	นาย ทวนชัย มั่นจิต	The highest-ranking executive position:	No
	Name (English):	Mr. TUANCHAI MUNJIT	Executive position (Thai):	รักษาการ รองกรรมการผู้จัดการใหญ่
	Gender:	Male	Executive position (English):	Acting Deputy Managing Director
	Year of birth:	1955	Appointment date of executive:	1 Sep 2022
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Engineering		
	Skill and expertise:	x Automotive x Industrial Materials & Machinery x Steel x Transportation & Logistics x Sustainability x Data Analysis x Project Management x Engineering x Corporate Management x Negotiation x Change Management x Leadership x Strategic Management x Risk Management x Budgeting		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
3)	Name (Thai):	นาย ลิม วี เอ็น	The highest-ranking executive position:	No
	Name (English):	Mr. Lim Wee Ern	Executive position (Thai):	ผู้ช่วยกรรมการผู้จัดการใหญ่
	Gender:	Male	Executive position (English):	Assistant Managing Director
	Year of birth:	1972	Appointment date of executive:	15 Aug 2014
	Nationality:	x Malaysia		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Engineering		

	Skill and expertise:	x Automotive x Steel x Industrial Materials & Machinery x Commerce x Electronic Components x Marketing x Negotiation x Project Management x Engineering		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
4)	Name (Thai):	นาย ภักวิวัฒน์ สุวรรณมาโจ	The highest-ranking executive position:	No
	Name (English):	Mr. Phakkawat Suwanmajo	Executive position (Thai):	ผู้ช่วยกรรมการผู้จัดการใหญ่
	Gender:	Male	Executive position (English):	Assistant Managing Director
	Year of birth:	1968	Appointment date of executive:	1 Feb 2023
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Accounting		
	Skill and expertise:	x Banking x Automotive x Accounting x Finance x Procurement x IT Management x Corporate Management x Strategic Management x Risk Management x Audit x Internal Control x Budgeting x Governance/ Compliance		
	Highest responsibility in corporate accounting and finance:	Yes		
	Accounting supervisor:	Yes		
5)	Name (Thai):	นาย วสุธา คงโต	The highest-ranking executive position:	No
	Name (English):	Mr. Wasutha Kongto	Executive position (Thai):	ผู้จัดการทั่วไป
	Gender:	Male	Executive position (English):	General Manager
	Year of birth:	1977	Appointment date of executive:	1 Feb 2023
	Nationality:	x Thailand		

	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Engineering		
	Skill and expertise:	x Automotive x Electronic Components x Engineering x Design		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		

2.2 Related Corporate Governance Officers

Position/Role	Name (English)	Email	Telephone
Accounting supervisor	Mr. Phakkawat Suwanmajo	ia_phakkawat@thairung.co.th	0-24200076 ต่อ 387
Company secretary	Mr. Phakkawat Suwanmajo	ia_phakkawat@thairung.co.th	0-24200076 ต่อ 387
Head of the internal audit or the outsourced internal auditor	Mr. Anuthep Peera-Amorn	pc_anuthep@thairung.co.th	0-24200076 ต่อ 234
Head of the compliance unit	Mr. Anuthep Peera-amorn	pc_anuthep@thairung.co.th	0-24200076 ต่อ 234
Head of the investor relation	Ms. Naiyana Prachotrattanakul	naiyana@thairung.co.th	0-24200076 ต่อ 321

2.3 Accounting Auditors

2.3.1 List of accounting auditors

Firm	Names and general information of auditors	Audit fee (Baht)	Non-audit fee (Baht)
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ANS AUDIT COMPANY LIMITED	1. Mr. Atipong Atipongsakul Email: atipong@crowe-ans.co.th Telephone: 0-26450109 2. Mr. Vichai Ruchitanont Email: vichai@crowe-ans.co.th Telephone: 0-26450109 3. Mr. Satien Wongsanan Email: satien@crowe-ans.co.th Telephone: 0-26450109 4. Ms. Kulthida Pasurakul Email: kulthida@crowe-ans.co.th Telephone: 0-26450109 5. Ms. Patcharee Siriwongsin Email: pattacharee@crowe-ans.co.th Telephone: 0-26450109	2,793,500.00	Details: Travel expenses, accommodation expenses, telephone expenses, photocopying expenses Cost of covering financial statements Document files and others, etc. Total service fee (baht): 239,284.00
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3 Performance Report on Corporate Governance

3.1 Summary of Duty Performance of the Board of Directors over the Past Year

3.1.1 Newly Appointed Directors over the Past Year

3.1.1.1 List of continuing directors (full term of directorship and being re-appointed as a director)

	General Information of Directors	Information on Director Tenure
No data		

3.1.1.2 List of newly appointed director to replace the ex-director

	General Information of Directors	Information on Director Tenure
No data		

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

	General Information of Directors	Information on Director Tenure
No data		

3.2 Meeting Attendance of the Board of Directors

Number of the Board of Directors meeting over the past year: 5 times

Date of AGM meeting: 26 Apr 2023

EGM meeting: No

Table of meeting attendance of the Board of Directors

Name (English)	Termination Date	Number of Board Meeting	Percentage of Board Meeting (%)	AGM Meeting	EGM Meeting
1. Mr. SUVAIT THEERAVACHIRAKUL (Chairman of the board)	-	5/5	100.00	Participating	Did not hold the meeting
2. Mr. SOMPONG PHAOENCHOKE (Vice Chairman)	-	5/5	100.00	Participating	Did not hold the meeting
3. Mrs. PRANEE PHA-OENCHOKE (Director)	-	5/5	100.00	Participating	Did not hold the meeting
4. Ms. KAEWJAI PHAOENCHOKE (Director)	-	5/5	100.00	Participating	Did not hold the meeting
5. Mr. WUTTICHAJ PHAOENCHOKE (Director)	-	5/5	100.00	Participating	Did not hold the meeting

6. Mr. THAVORN CHALASSATHIEN (Director)	-	5/5	100.00	Participating	Did not hold the meeting
7. Mr. TUANCHAI MUNJIT (Director)	-	5/5	100.00	Participating	Did not hold the meeting
8. Mr. PIPOP UDORN (Director)	-	3/5	60.00	Participating	Did not hold the meeting

3.3 Meeting Attendance of Audit Committee

Number of the audit committee meeting over the past year: 4 times

Table of meeting attendance of audit committee

Name (English)	Termination Date	Number of the Audit Committee Meeting	Percentage of the Audit Committee Meeting (%)
1. Mr. SUVAIT THEERAVACHIRAKUL (Chairman of the audit committee)	-	4/4	100.00
2. Mr. THAVORN CHALASSATHIEN (Member of the audit committee)	-	4/4	100.00
3. Mr. PIPOP UDORN (Member of the audit committee)	-	4/4	100.00

3.4 Remuneration of Directors and Executives

3.4.1 Director Remuneration Policy and Criteria

Director remuneration policy and criteria of the Company:	Yes
URL of director remuneration policy and criteria:	http://www.thairung.co.th/th/investor60.php
Uploaded document of director remuneration policy and criteria:	-

3.4.2 Individual Director Remuneration over the Past Year

Name (English)	Termination Date	Meeting Allowance (Baht)	Other Monetary Remuneration (Baht)	Other Non-monetary Remuneration
1. Mr. SUVAIT THEERAVACHIRAKUL (Chairman of the board)	-	95,000.00	460,000.00	Yes
2. Mr. SOMPONG PHAOENCHOKE (Vice Chairman)	-	40,000.00	260,000.00	Yes
3. Mrs. PRANEE PHAOENCHOKE (Director)	-	40,000.00	295,000.00	Yes
4. Ms. KAEWJAI PHAOENCHOKE (Director)	-	95,000.00	440,000.00	Yes
5. Mr. WUTTICHA PHAOENCHOKE (Director)	-	95,000.00	440,000.00	Yes

6. Mr. THAVORN CHALASSATHIEN (Director)	-	95,000.00	460,000.00	Yes
7. Mr. TUANCHAI MUNJIT (Director)	-	95,000.00	460,000.00	Yes
8. Mr. PIPOP UDORN (Director)	-	95,000.00	440,000.00	Yes
Total (Baht)	-	650,000.00	3,255,000.00	-

3.4.3 Director Remunerations

Detail	Unit	Year	
		2022	2023
Meeting allowance	Baht	685,000.00	650,000.00
Other monetary remuneration	Baht	4,760,000.00	3,255,000.00
Total director remuneration	Baht	5,445,000.00	3,905,000.00

Additional explanation: Meeting allowance, other monetary remuneration, and total director remuneration are calculated from director remuneration in the year 2022 onwards

3.4.4 Executive Remuneration Policy and Criteria

Executive remuneration policy and criteria of the Company: Yes
URL of executive remuneration policy and criteria: <http://www.thairung.co.th/th/investor60.php>
Uploaded document of executive remuneration policy and criteria: -

3.4.5 Executive Remuneration

Detail	Unit	Year		
		2021	2022	2023
Total executive remuneration	Baht	17,303,968.00	19,030,990.00	17,819,744.00

3.4.6 Other Non-monetary Remuneration of Executives

Employee Stock Ownership Plan (ESOP):: Yes
Employee Joint Investment Program (EJIP):: No

3.5 Development and Training of Directors

Table of development and training of directors over the past year

Name (English)	Participated in Director Development Program	Training
1. Mr. SUVAIT THEERAVACHIRAKUL (Chairman of the board)	Non-participating	-
2. Mr. SOMPONG PHAOENCHOKE (Vice Chairman)	Non-participating	-
3. Mrs. PRANEE PHA-OENCHOKE (Director)	Non-participating	-
4. Ms. KAEWJAI PHAOENCHOKE (Director)	Non-participating	-
5. Mr. WUTTICHA PHAOENCHOKE (Director)	Participating	Thai Institute of Directors (IOD) - 2023: Director Accreditation Program (DAP)
6. Mr. THAVORN CHALASSATHIEN (Director)	Non-participating	-
7. Mr. TUANCHAI MUNJIT (Director)	Non-participating	-
8. Mr. PIPOP UDORN (Director)	Non-participating	-

3.6 Performance Evaluation

Means of performance evaluation of the Board of Directors: x Group assessment

4 Sustainability Policy and Strategy

4.1 Corporate Sustainability Policy

Corporate Sustainability Policy: No

URL of corporate sustainability policy: -

Uploaded document of corporate sustainability policy: -

4.2 Sustainability Report

Corporate Sustainability Report: No

URL of corporate sustainability report: -

4.3 Sustainability Disclosure Standards

Company sustainability disclosure aligned with x GRI Standards
standards or guidelines:

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