



# ESG Performance Report for Listed Companies in 2024

AMATA VN PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

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## ESG Performance

Company Name : AMATA VN PUBLIC COMPANY LIMITED

Symbol : AMATAV

Market : SET

Industry Group : Property & Construction

Sector : Property Development

### Environmental management

#### Information on environmental policy and guidelines

##### Environmental policy and guidelines

Environmental policy and guidelines : Yes

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

The Company has policies and practices that are in line with the laws, regulations, and practices concerning the business operation of the Company and its subsidiaries in relation to the environment.

The Company has announced policies, guidelines, and environmental regulations and set target contributing to the UN SDGs by means of reducing greenhouse gases emission. In addition, the company realizes the importance of conducting an environmentally conscious business that lessens environmental problems and impacts on nearby residents via efficient use of natural resources and establish concrete measures to reduce environmental impacts.

Reference link for environmental policy and guidelines : <https://investor.amatavn.com/storage/pdf/cg/cg-handbooks-download/20250313-amatav-cg-good-cg-handbook-en.pdf>

Page number of the reference link : 5-52

#### Information on review of environmental policies, guidelines, and/or objectives over the past years

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

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

Changes in environmental policies, guidelines, and/or goals : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water resources and water quality management, Waste Management, Biodiversity Management, Greenhouse Gas and Climate Change Management, Air Quality Management, Noise Pollution Management

The Company has reviewed policies, practices, environmental management goals and scope of responsibilities to align with the business operations. Details appear in the Company's Good Corporate Governance Handbook 2024 and each policy.

#### Information on compliance with environmental management principles and standards

##### Compliance with environmental management principles and standards

##### Compliance with energy management principles and standards

##### Compliance with water management principles and standards

Water management principles and standards : 3Rs or 5Rs

##### Compliance with waste management principles and standards

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

##### Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and standards : Thailand Greenhouse Gas Management Organization (TGO), The Greenhouse Gas Protocol, IPCC Guidelines for National Greenhouse Gas Inventories, US EPA Center for Corporate Climate Leadership

## Information on other environmental management

### Plans, performance, and outcomes related to other environmental management

#### Industrial symbiosis

Industrial symbiosis is a strategic approach for sustainable industrial development that fosters mutually beneficial relationships between different industries within shared locations, creating symbiotic relationships where one company's waste becomes another's resource, creating shared economic opportunities, enhancing ecosystems, and promoting responsible business practices. These projects advance resource efficiency and implement circular economy principles while bridging the gap between urban areas and industrial operations, significantly contributing to the creation of sustainable cities. Within the framework of the project "Eco-industrial parks intervention in Vietnam" funded by the Swiss State Secretariat for Economic Affairs (SECO) and implemented by the United Nations Industrial Development Organization (UNIDO) and the Ministry of Planning and Investment (MPI), Amata City Bien Hoa was among 5 industrial estates selected to join the pilot program in promoting Eco-Industrial Park in Vietnam in 2020. The objective of this project is to improve the environmental and socio-economic performance of Vietnam's industries through implementing an eco-industrial park approach in selected pilot industrial parks and increasing the role of eco-industrial parks on environment at national level. In participation in this project, ACBH has organized several peer learning - knowledge exchange sessions for members of industrial parks within the UNIDO program to transition to become an Eco-Industrial Park. Over the three-years of project, ACBH achieved substantial advancements, elevating its eco-industrial park rating from 41% in 2020 to 86% by January 2024, as measured against international benchmarks. This progress has been validated by the boards of MPI, UNIDO, and operational specialists. On the upcoming phase, ACBH will continue collaborating with UNIDO to address legal and regulatory constraints with relevant government authorities in Vietnam and promote sustainable and cost-saving practices.

Preliminary Potential benefits gained from Industrial Symbiosis implementation:

- Electricity reduction / year 3,432,36 MWh
- Water saving / year 31,894 m<sup>3</sup>
- Emission reduction / year 3,279.56 tCO<sub>2</sub>e

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

### Information on energy management

#### Energy management plan

The company's energy management plan : Yes

The Group has invested in energy conservation technologies such as improving chiller's condenser water with Ozone, replacing all fluorescent lightings with LED, adopting e-invoice, and installing solar panels to reduce the carbon footprint at ACBH. In addition to implementing measures to reduce energy consumption by investing in cleaner energy alternatives, ACBH has also prioritized raising awareness among employees on the importance of energy conservation in the office. This includes initiatives such as turning off lights when not in use, setting thermostats to a constant temperature of 25C, encouraging the use of stairways instead of the elevator, and practice reduce, reuse, and recycle where possible. The primary source of greenhouse gas emissions in the operation of ACBH is attributed to electricity consumption, in relation to Scope 1 and Scope 2. ACBH has set annual energy reduction target at 7% reduction in fossil fuel energy consumption across the entire industrial park operation in 2024, expanding beyond the previous year's focus solely on ASC.

Reference link for company's energy management plan : <https://amata.v-listedcompany.com/misc/sd/20250326-amata-v-sd2024-en.pdf>

Page number of the reference link : 103-109

### 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 : Yes  
management

#### Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased for consumption	2017 : purchased electricity for consumption 2,441,093.00 Kilowatt-Hours	2024 : Reduced by 7%

### Information on performance and outcomes of energy management

#### Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

ACBH's total electricity consumption has shown a gradual decline, achieving reduction of 7% fossil fuel in 2024 compared to base year 2017, primarily through source reduction efforts. While wastewater treatment plant remains the highest source of consumption, its usage has notably decreased. Similarly, energy consumption from water station pumps has significantly declined following maintenance and upgrades. However, the street lighting system has experienced an increase in energy use due to installation of traffic lights and security cameras, and ASC energy consumption has increased with rise in building tenants.

#### • Renewable Energy Transition

Solar power provides a clean, abundant energy source without emitting harmful greenhouse gases. ACBH has installed 100

kWp of rooftop solar system at the ASC building, reducing fossil fuel reliance and lowering our carbon footprint. In 2024, solar energy constituted 3.18% of the ACBH's total electricity consumption. Looking ahead, the Group plans to increase investment in renewable energies and explore other decarbonization solutions including battery storage, carbon sink/absorption and carbon management.

ACBH extends its commitment to renewable energy beyond its own operations, it encourages customers to adopt sustainable practices by facilitating rooftop solar installation. This initiative contributes to a significant reduction in the industrial park's carbon footprint while also creating new revenue stream

#### • Fuel Consumption

Fuel source for ACBH and AVN operations encompass company vehicles, the fire pump system, and the generator at ASC Building. In 2024, the Group has improved its reporting to provide a breakdown of the fuel consumption by diesel and gasoline.

Both diesel and gasoline consumption decreased in 2024 (11% and 37% reduction) due to the reduction of company vehicles that have been implemented in the practice to reduce daily operational usage

### Information on electricity management

#### Company's electricity consumption <sup>(\*)</sup>

	2022	2023	2024
<b>Total electricity consumption within the organization (Kilowatt-Hours)</b>	2,388,443.00	2,389,005.00	2,347,208.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	2,314,575.00	2,309,561.00	2,272,422.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	73,868.00	79,444.00	74,786.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	14,563.68	14,391.60	12,968.00

Additional explanation : <sup>(\*)</sup> Exclude electricity consumption outside of the Company

### Electricity Consumption Intensity

	2022	2023	2024
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m <sup>2</sup> )	4,660.00000000	4,650.00000000	4,570.00000000

### Information on fuel management

#### Company's fuel consumption

	2022	2023	2024
Diesel (Litres)	23,306.69	16,433.59	14,611.46
Gasoline (Litres)	17,022.58	13,390.71	8,443.97

Additional explanation : Not include external fuel consumption

## Water management

### Disclosure boundary in water management over the past years

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

### Information on water management plan

#### Water management plan

The Company's water management plan : Yes

Water resources are fundamental to the business continuity of industrial estate operations. While 100% of our Company's operations in Vietnam are situated outside of water-stressed areas, the Group places a strong emphasis on sustainable water management across all our operations and recognize the critical importance of responsible water management. We are committed to sustainable practices that ensure the efficient use of water, supporting our operations and the diverse needs of our stakeholders, including tenants/customers and local communities. At ACBH, raw water supply is sourced from external supplier DOWACO (who draws surface water from the Dong Nai River) and redistributed to customers. Water consumption at ACBH own operation is primarily for cooling towers, sanitation, pantries, irrigation and washing. Internal targets are set to encourage improvement in water management practices.

1. Reduction of water usage of the commercial building Amata Service Center (ASC) by 25% in year 2025 (based on year 2018 under normal operation)
2. Limiting water leakages to not exceed 2% within the industrial estate.

To meet these goals, we have implemented ongoing water conservation initiatives and monitored usage. Water pipes within the estate were regularly checked and repaired to prevent water leakages and water losses. Additionally, the company reduce water consumption for landscaping by irrigating in the morning to minimize evaporation and utilize "free water" during the rainy seasons. At our ASC, an auto-stop time delay faucets have been installed, and pressure water is controlled to limit unnecessary wastage of water flow per turned on. We also reduce freshwater withdrawal by utilizing a chiller system that re-circulates water. The management promotes water conservation practices and are exploring opportunities in water recycling, however, due to regulatory limitations, the project has not been able to be put into action.

Reference link for company's water management plan : <https://amatav.listedcompany.com/misc/sd/20250326-amatav-sd2024-en.pdf>

Page number of the reference link : 91-92,104

### Information on setting goals for water management

#### Setting goals for water management

Does the company set goals for water management : Yes

#### Details of setting goals for water management

Target(s)	Base year(s)	Target year(s)
Reduction of water withdrawal	2018 : Water withdrawal 21,274.00 Cubic meters	2025 : Reduced by 25%
Increase of recycled water for consumption	-	2030 : Increased by 7%

### Information on performance and outcomes of water management

## Performance and outcomes of water management

Performance and outcomes of water management : Yes

In 2024, water consumption has seen a reduction of 35% from the 2018 base year. However, the water loss ratio currently stands at 3.6%, exceeding the target of 2%. To address this issue, the Group has conducted a comprehensive audit to identify sources of water loss, enhancing maintenance protocols to ensure timely repairs and communicating with DOWACO for water data alignment.

## Information on water management

### Water withdrawal by source

	2022	2023	2024
<b>Total water withdrawal (Cubic meters)</b>	28,594.00	18,148.00	13,843.00
Water withdrawal by third-party water (cubic meters)	28,594.00	18,148.00	13,843.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	174.35	109.33	76.48
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup>	0.01	0.00	0.00

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

### Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	28,594.00	18,148.00	13,843.00

### Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup>	0.01066707	0.00423309	0.00257334
Intensity of total water consumption (Cubic meters / m <sup>2</sup> )	7.95000000	4.48000000	3.35000000

Additional explanation : <sup>(\*)</sup> 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	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

### Information on waste management plan

#### Waste management plan

The company's waste management plan : Yes

Amata City Bien Hoa generates a large volume of solid waste due to operational activities of both its customers and the industrial park itself. Proper disposal of solid waste (both hazardous and non-hazardous) is essential to keeping the community clean, free from disease relating to hygiene, and protecting the environment. ACBH's primary focus is to minimize waste at the source by avoiding the use of hazardous materials, substituting them with alternatives whenever feasible, and reducing waste to landfill.

In compliance with local regulations, ACBH engages with certified service providers for collection, treatment, and disposal of both hazardous and non-hazardous waste. We also encourage and instruct our customers to adopt similar waste management practices. Waste generation is being monitored by tracking the quantities produced on a monthly basis to further our commitment to waste minimization.

Reference link for company's waste management plan : <https://amata.v-listedcompany.com/misc/sd/20250326-amata-v-sd2024-en.pdf>  
Page number of the reference link : 90,104

### Information on setting goals for waste management

#### Setting goals for waste management

Does the company set goals for waste management : Yes

#### Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Increase of waste recovery Waste type: Non-hazardous waste	-	2030 : Increased by 50%	<ul style="list-style-type: none"><li>• Reuse</li><li>• Recycle</li><li>• Incineration with energy recovery</li><li>• Incineration without energy recovery</li></ul>

### Information on performance and outcomes of waste management

#### Performance and outcomes of waste management

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

Late 2022, the Company has thoroughly cleaned the wastewater treatment plant which led to 32% waste reduction in 2023. However, in 2024, a moderate increase of 2.3% YoY occurred which was mainly attributed to the accumulation of natural byproducts from chemical wastewater treatment.

### Information on waste management



## Waste Generation<sup>(\*)</sup>

	2022	2023	2024
<b>Total waste generated (Kilograms)</b>	934,480.00	638,927.00	653,321.00
<b>Total non-hazardous waste (kilograms)</b>	934,130.00	638,679.00	652,985.00
Non-hazardous waste - Landfilling (Kilograms)	934,130.00	638,679.00	652,985.00
<b>Total hazardous waste (kilograms)</b>	350.00	248.00	336.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.35	0.15	0.12
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.35	0.15	0.12
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.00	0.00	0.00

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

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

## Waste reuse and recycling

	2022	2023	2024
<b>Total reused/recycled waste (Kilograms)</b>	0.00	0.00	0.00
Percentage of total reused/recycled waste to total waste generated (%)	0.00	0.00	0.00

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

## Greenhouse gas management

### Disclosure boundary in greenhouse gas management over the past years

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

### Information on greenhouse gas management plan

#### Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

AMATA VN Group conducts greenhouse gas assessments in accordance with the principles of the Greenhouse Gas Protocol, employing the operational control approach for our GHG inventory with the calculation methodology is in accordance with Carbon Footprint Organization (CFO) issuance by Thai Greenhouse Gas Organization (TGO). Data collection and verification are focused exclusively on the AVN and Amata City Bien Hoa (ACBH) facilities, which represent the fully developed industrial estate. The GHG emissions associated with our operation reported include Carbon dioxide (CO<sub>2</sub>), Methane (CH<sub>4</sub>), Nitrous oxide (N<sub>2</sub>O) and Hydrofluorocarbons (HFCs), reported in equivalent CO<sub>2</sub> (metric tons) using Global Warming Potential (GWP) factors referenced from TGO EF announcement and IPCC fifth assessment report, (AR5, 100a) where appropriate.

AMATA VN Group has been working with FTI, a GHG inventory consultant, and ECEE, a third-party certified verifier, to assess and verify the company's carbon footprint data covering all emission scopes following TGO standards. In alignment with our sustainability objectives, AMATA VN Group has established absolute targets to reduce GHG emissions from Scope 1 and Scope 2 by at least 7% in 2024 and 10% by 2025, using 2017 as the baseline year. Our long-term commitment includes striving for Carbon Neutrality by 2040 and achieving Net Zero by 2050, reflecting a proactive approach to addressing climate change and its impacts.

Reference link for company's greenhouse gas management plan : <https://amatav.listedcompany.com/misc/sd/20250326-amatav-sd2024-en.pdf>  
Page number of the reference link : 104-109

### Information on setting greenhouse gas emission goals

#### Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : Yes  
Company's existing targets : Setting net-zero greenhouse gas emissions targets, Carbon Neutrality, Other Greenhouse Gas Emission Reduction Target

#### Setting net-zero greenhouse gas emissions targets

##### Details of setting net-zero greenhouse gas emissions targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year	Certification
Scope 1-2	2017 : Greenhouse gas emissions 1,732.00 tCO <sub>2</sub> e	-	2050 : Reduced by 100% in comparison to the base year	<ul style="list-style-type: none"><li>Thailand Greenhouse Gas Management Organization (TGO) : None</li><li>Science-based Targets (SBTi) : None</li></ul>

#### Setting carbon neutrality targets

##### Details of setting carbon neutrality targets

Greenhouse gas emission scope	Base year(s)	Target year(s)	Certification
Scope 1-2	2017 : Greenhouse gas emissions 1,732.00 tCO <sub>2</sub> e	2040 : Reduced by 50%	None

## Setting other greenhouse gas reduction targets

### Details of setting other greenhouse gas reduction targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year
Scope 1-2	2017 : Greenhouse gas emissions 1,732.00 tCO <sub>2</sub> e	2024 : Reduced by 7% in comparison to the base year	2040 : Reduced by 50% in comparison to the base year

## Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

In 2024, emission reduction efforts focused on energy consumption efficiency and reductions, specifically targeting reduction in transportation and office building electricity use. As a result, ACBH achieved a 9.58% reduction in total Scope 1 and 2 GHG emission compared to the 2017 based year, and a 2.8% reduction YoY.

## Information on greenhouse gas management

### The company's greenhouse gas emissions

	2022	2023	2024
<b>Total GHG emissions (Metrics tonne of carbon dioxide equivalents)</b>	5,519.00	5,057.00	5,286.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	178.00	87.00	68.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	1,527.00	1,523.00	1,498.00
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	3,814.00	3,447.00	3,720.00

## Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) <sup>(*)</sup>	0.002059	0.001180	0.000983
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	33.65	30.46	29.20
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / m <sup>2</sup> )	0.00107583	0.00098577	0.00103041

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

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

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

Verification of the company's greenhouse gas emissions : Yes

List of greenhouse gas verifier entity : ECEE Company Limited

## Information on reduction and absorption of greenhouse gas

### Reduction of Greenhouse Gas

	2022	2023	2024
Total reduced GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	12.19
Care the Bear Project (Metric kilograms of carbon dioxide equivalent)	N/A	0.00	12.19
Care the Whale Project (Metric kilograms of carbon dioxide equivalent)	N/A	0.00	0.00

### Absorption and removal of Greenhouse Gas

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

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

## ESG Performance

Company Name : AMATA VN PUBLIC COMPANY LIMITED

Symbol : AMATAV

Market : SET

Industry Group : Property & Construction

Sector : Property Development

### 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

Amata VN Public Company Limited, its associates, subsidiaries, and affiliates (the Company) recognize that respecting human rights is an important responsibility and is of paramount importance to sustainable business operations. The Company recognizes the value and dignity of human beings; the rights, freedoms, and equality of all persons are certified or protected by both Thai and international law. Therefore, the Company adheres to treating individuals fairly and equally, respects and complies with national and international laws and principles of practice on human rights and labor practices, such as humanitarian principles and rights of the International Labour Organization, the Universal Declaration of Human Rights (UDHR) of the United Nations, and the Principles of the United Nations Global Compact (UNGC), the UN Guiding Principles on Business and Human Rights (UNGPs), the Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO), and the commitment to social responsibility and all groups of stakeholders in accordance with the ALL WIN business philosophy, good corporate governance principles and business code of conduct. The Company also focuses on human rights issues related to employees and all stakeholder groups in the value chain by assessing risks and conducting comprehensive inspections to ensure that services, labor practices, treatment of suppliers, creation of a work environment, joint investment, and business activities will not have a negative impact on human rights of stakeholders and express the Company's responsibility to society and the environment.

Reference link for social and human rights policy and guidelines : <https://investor.amatavn.com/storage/pdf/cg/cg-and-download/social-policy/amata-vn-human-rights-and-fair-treatment-of-labor-policy-en.pdf>

#### 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, Supplier rights

In 2024, the Human Right Policy has been revised to provide enhanced clarity regarding the scope and responsibilities of all concerned parties, including the Board of Directors (BOD), departments, and relevant oversight entities. This revision aims to ensure that all stakeholders understand their specific roles in promoting and upholding human rights within the organization. Additionally, AMATA VN Group has conducted comprehensive human rights due diligence across its entire value chain. This process identifies, prevents, and mitigates actual or potential adverse human rights impacts associated with its operations and business relationships. By integrating this due diligence into its risk management framework, AMATA VN ensures legal compliance, strengthens its social license to operate, and safeguards its reputation.

#### Information on compliance with human rights principles and standards

##### Compliance with human rights principles and standards

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

## Information on Human Rights Due Diligence : HRDD

### Human Rights Due Diligence : HRDD

Does the company have an HRDD process : Yes

The human rights due diligence process helps identify potential and actual adverse impacts, prevent, mitigate, and account for how they address impacts on human rights. AMATA VN Group performs human rights impact assessment as an initial stage of every project development through environmental and social impact assessments. During the project implementation, human rights due diligence is incorporated in the risk management process to identify potential and actual adverse impact, prevent, mitigate and account for how they address impacts on human rights. The scrutinization of the impact or potential impact is performed 100% throughout AMATA VN Group's operational sites, along each value chain, including supply chain and in business relationships such as joint ventures every 3 years. Human right due diligence is carried out in accordance with the Guiding Principles of the United Nations on Business and Human Rights which include commitment, identifying and assessing potential human rights impacts, integrating and acting upon the findings to acceptable level, monitoring the performances, and remediating adverse impacts by relevant functions/unit.

#### Human Rights Due Diligence Process

- 1 Develop Human Rights Policy
- 2 Identify negative human rights impact within operation
- 3 Establish and deploy human rights issues management
- 4 Establish Grievance and remedial process
- 5 Track performance

To assess and address the impacts of our operation on human rights, AMATA VN Group follows the HRIA methodology that identifies, prioritizes potential/actual human rights impact on Internal and external stakeholders, to effectively address and remediate any adverse impacts on human rights. According to the 38 basic human rights defined by the International Bill of Rights, 9 human rights issues were identified that are relevant to our industry. Through internal and external assessment criteria, the impact human right risks are evaluated by considering the likelihood and severity of the occurrence.

Reference link for the information and an HRDD process : <https://amatav.listedcompany.com/misc/sd/20250326-amatav-sd2024-en.pdf>

Page number of the reference link : 55-58

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

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

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

	2022	2023	2024
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	0	0	0
Total number of cases or incidents related to workplace safety and occupational health (cases)	0	0	0

## Fair labor practice

### Disclosure boundary in fair labor practice in the past years

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

### Information on employees and labor management plan

#### Employees and labor management plan

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

#### Fair Wages and Benefits

A comprehensive welfare and benefits package enhances the Group’s attractiveness potential hires in today’s competitive job market while boosting employee well-being and satisfaction. The Group is dedicated to offering fair compensation and comprehensive benefits that align with competitive standards, taking into account employees’ responsibilities, experience and competencies. As of 2024, Amata VN Group provides a minimum of 6 Mil VND per month for its workforce, significantly exceeding Vietnam’s minimum wage standard of 4.96 Mil VND per month. Employees are provided with a range of benefits, including healthcare coverage, provident, and other financial support programs that promote financial security. Additional perks include lunch expenses support, annual company-sponsored trips, fitness programs support to name a few. These benefits are transparently communicated to employees on their first day of employment.

• Collective Bargaining and Welfare Committee

The Group acknowledges and respects the right of our employees to freedom of association, allowing them to join or form labour unions and other representative organizations without fear of discrimination or retaliation. Employee participation is structured by each operating area as follows:

In Thailand, companies within the Amata Corporation Group, the parent company, have established a Welfare Committee that serves as a representative platform for employees. This committee gives employees a voice regarding benefits and work-life quality, as well as providing a forum for expressing concerns and suggesting improvements. The Welfare Committee convenes quarterly and includes 18 representatives from across the Amata Corporation Group, including a designated representative from Amata VN (AVN) who helps to determine welfare benefits in alignment with the Group’s criteria. In Vietnam, employees at the ACBH and ACHL subsidiaries, excluding general directors and expatriates, have the option to join a labour union affiliated with the Vietnam General Confederation of Labour (VGCL), which operates under the guidance of the Communist Party. This union functions similarly to the Welfare Committee by representing employee voices, safeguarding rights and interests, and providing recommendations to management.

Following the welfare committee meeting, the Group has introduced various benefits to enhance employee well-being, including healthcare insurance, meal allowances, special events allowances, lunch meal provision. All employees are eligible to these benefits upon completion of their probationary period. In 2024, the Group has built a “Happiness” room to further enhance the well-being and productivity of its employees. The “Happiness” room includes a well-stocked pantry with a variety of healthy and convenient food and drinks free for employees, a small gym, and beds for resting.

#### Learning and Development

In anticipation of forthcoming changes, the human resource department strategically analyzes and plans training programs to ensure that the workforce is equipped and possesses necessary skills, facilitating business expansion and continuity. Embracing the 70:20:10 Learning model, the Group emphasizes 70% learning from on-the-job experiences, 20% from interactions with others, and 10% from formal learning methods (e-learning or classroom sessions) focusing on both technical skill and development of core competencies. The Group has set a target of achieving an average of 20 hours of training and development activities per employee per year.

• Core Competencies Development

Program the company has introduced the “Learning Journey and Learning Solutions” framework, adhering to the requirements



of the Corporate Core Competencies DNA. The framework serves as a guide on the expected skills and competencies (DNA) of staff members at each hierarchical level and provides recommended forms of learning intervention. The expected DNA includes “talent potential factors”, encompassing strategic thinking, solution provider, collaboration and teamwork, goal orientation (ambitious), and people development. The Human Resources has coached and encouraged all staff members develop their knowledge, and skill sets accordingly, either through in-house training programs or external sources.

- Individual Development Program

The individual development plan (IDP) for each staff member can be derived from the results of the assessment of the performance. In this process, the supervisor may identify areas for improvement, and staff members can propose areas they aim to enhance in alignment with the core competencies framework. Training development plan for the following year is then determined based on the information received from these IDPs.

- Talent Development Program

AMATA VN Group launched a trial of a 360-degree feedback evaluation for managerial and critical position staff. This system assesses five key dimensions known as “talent potential factors”: strategic thinking, solution provision, collaboration and teamwork, ambitious goal orientation, and people or self-development. Based on results from the 360-degree evaluation and performance assessments, selected employees will participate in the Talent Development Program. Developed under management’s direction to “Grow people from within,” the program aims to create development opportunities, maximize capabilities through cross-functional initiatives, and prepare the next generation of leaders. In 2023, the total talent pool comprised of 10 candidates. This talent pool will go through development programs to close the skill gap between current positions and future workforce planning by focusing on the 5 talent potential factors through diverse training methods and cross-functional project assignments. In 2024, these candidates continued their development journey through shadowing training, where they followed and learned directly from their supervisors. This hands-on experience provided them with valuable insights into leadership responsibilities and decision-making processes.

- Successor Planning

The Group has established a comprehensive succession development program designed to ensure business continuity and support future growth. This program specifically focuses on key executive roles, where succession is critical, particularly for executives near retirement or those in positions that could significantly impact business disruptions if left vacant. To identify specific succession needs, the HR engages in discussion with department heads to pinpoint the essential skill and competencies required for each role. Potential successors are carefully selected based on these requirements and then enrolled in tailored talent development program. This program includes strategic project assignments that equip them with necessary skills and experience to excel in their future leadership roles. In 2024, The Group identified 12 key leadership positions that are crucial to its operation. Of these, 75% were successfully filled with identified successors.

### “Bonding” Culture Enhancement

Several activities have been organized with the aim of building a strong sense of connection and engagement with the organization. These initiatives aim to cultivate a positive work culture, which frequently results in heightened job satisfaction and greater levels of commitment, productivity, and loyalty among employees. A strong connection with the company also contributes to employee retention.

- Townhall meeting and staff annual party

An annual townhall meeting, led by the CEO, provided an insightful briefing on the company’s targets and strategic direction for the upcoming year, emphasizing growth, sustainability, and innovation to all employees of AVN and subsidiaries. The CEO also shared a summary of the company’s performance over the past year, highlighting key achievements and areas for improvement. Additionally, the event served as an opportunity to announce the much-anticipated annual staff party, a celebration of the team’s hard work and dedication, fostering friendship and appreciation among all employees.

- Team building activities

Various activities to foster teamwork, promote better communication, and cultivate stronger relationships among employees were organized within the year. The new year party, team building activities, and annual company trip with employees and families were some of the initiatives to engage with employees.

## Human Rights

AMATA VN Group respects internationally recognized human rights within the scope of our business activities and is committed to conducting our operations ethically with a focus on safeguarding human rights. To ensure that human rights are respected in our sphere of influence, a Human Rights Policy was incorporated in AMATA VN's Corporate Governance Handbook and in the Code of Conduct. This policy underscores the entitlement of all internal and external stakeholders along the Group's business value chain to non-discrimination, equality, freedom, and fair hiring, compensation, safety, and opportunities, and more in alignment with the International Labour Organization (ILO) and the Principles of the United Nations Global Compact (UNGC).

Furthermore, the Supplier Code of Conduct, coupled with established supplier assessment criteria, has been implemented to address risks related to human rights impact, both present and potential in the future. These include concerns such as discrimination and equality, underage and forced labour, occupational health, safety and work environment, fair compensation, and environmental impact to human rights. The established policies have been communicated to employees at all levels and to our business partners, contractors, and suppliers. Furthermore, AMATA VN Group has conducted human rights due diligence in all activities within the value chain as a means of risk management to ensure legal compliance, social license to operation, and reputation management.

### **Occupational Health and Safety**

AMATA VN Group is committed to providing a safe and healthy workplace for all employees including contractors who work in our area. We pursue initiatives based on our policy on Occupational safety and hygiene and strictly comply with the requirements and regulations as stipulated in the Law on Occupational Safety and Health (decree No.39/2016/ND-CP of Vietnam), the Labor Protection Act B.E.2541, the Occupational Safety, Health, and Environment Act B.E.2554, and other relevant laws.

The Group is committed to creating a work environment with ZERO ACCIDENTS, prioritizing the safety of both our workforce and the surrounding community. To achieve this goal, the management takes proactive actions to identify unsafe conditions in all work situations and implement changes to prevent this risk to health and safety. The Site Management Manager takes the lead in generating and implementing checklists and plans which indicate the responsible person and planned period for action on an annual basis. Beyond putting the needs of its employees first, the management also ensures the health and safety of the people in the community.

#### **• Employee Health and Safety**

AMATA VN Group is committed to ensuring that employees have a safe and comfortable working environment. As part of this commitment, AMATA VN Group has implemented measures such as providing air filters in the workspace, conducting quarterly monitoring of air quality, lighting, and noise levels, and ensuring that employees have access to adequate tools and equipment to perform their job functions effectively. In 2024, there were no reported incidents resulting in work absences or fatalities of any employees.

- Annual health check-ups and medical support are provided to all employees.
- Regular inspection of workplace lighting, air quality and overall environmental factors.
- Annual assessments of occupational health and safety are being conducted to identify areas that might cause injury and fire by checking readiness of equipment e.g., fire extinguishers, and safety signage in good and usable condition.
- Actively promote employee's health through physical activities initiatives such as the 5-Minute Workout implemented after every lunch break, AMATA VN Running events, and AMATA Sports Clubs to help alleviate stress and reduce the risks associated with office syndrome.
- Provide Occupational Health and Safety training for employees.

#### **• Contractor Health and Safety**

AMATA VN Group prioritizes the well-being of both employees and contractors. Our internal regulations outline guidelines for contractors working within our industrial estates to ensure the safety of their workers and the surrounding community. We provide clear guidance to our contractors and customers upon their arrival at our premises and strictly enforce compliance with these regulations. The performance of contractors is closely monitored by our project's employee in charge, and any incidents of injury to their employees must be reported to the Company. In 2024, there were no reported incidents resulting in work absences or fatalities of contractors.

Reference link for employee and labor management plan : <https://amatav.listedcompany.com/misc/sd/20250326-amatav-sd2024-en.pdf>

Page number of the reference link : 54-75

### **Information on setting employee and labor management goals**

## Setting employee and labor management goals

Does the company set employee : Yes  
and labor management goals?

### Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Employee training and development	Average Training hours / person / year	-	2024: 20
• Occupational health and safety in workplace	Employee Loss Time Injury Rate (LTIFR)	-	2024: 0
• Occupational health and safety in workplace	Contractor Loss Time Injury Rate (LTIFR)	-	2024: 0
• Promoting employee relations and participation	Employee Satisfaction	-	2024: 80%

### 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 : Yes  
management

##### Learning and Development

In 2024, AMATA VN Group organized a total of 56 training programs, covering a diverse range of topics to support both personal and professional development. The initiatives included leadership and management trends, corporate culture, technical skills such as data analysis, project management, and digital tools, as well as legal and regulatory updates in labor law and social insurance areas. Programs also focused on emerging global trends, sustainable governance, and resilience in dynamic business environments which demonstrate AMATA VN Group's dedication to fostering employee growth, enhancing operational excellence, and preparing for future challenges.

##### Human Rights

- There were no noted violations of human rights complaints filed by our employees nor by external stakeholders in 2024.

##### Occupational Health and Safety

- There were no reported incidents resulting in work absences or fatalities of employees in 2024.
- There were no reported incidents resulting in work absences or fatalities of contractors in 2024.
- Total of 114 employees trained in OHS and relevant standards equivalent to 999 training hours.
- Total of 154 participants from customers and contractors trained in OHS a total of 1,232 training hours.

The Group's improvement efforts resulted in a notable increase in employee satisfaction rate to 87%, supported by 100% employee participation in the satisfaction survey. The EE survey results, shared at the annual Townhall Meeting, identified Pay and Benefits, Work-life balance, and Career Development as key areas for improvement.

### Information on employment

#### Employment

	2022	2023	2024
Total Employment (Person)	164	166	181
Percentage of employees to total employment (%)	100.00	100.00	100.00

	2022	2023	2024
<b>Total employees (persons)</b>	164	166	181
Male employees (persons)	112	111	125
Percentage of male employees (%)	68.29	66.87	69.06
Female employees (persons)	52	55	56
Percentage of female employees (%)	31.71	33.13	30.94

#### Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	21	20	29
Percentage of employees under 30 years old (%)	12.80	12.05	16.02
Total number of employees 30-50 years old (Persons)	114	115	116
Percentage of employees 30-50 years old (%)	69.51	69.28	64.09
Total number of employees over 50 years old (Persons)	29	31	36
Percentage of employees over 50 years old (%)	17.68	18.67	19.89

#### Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	9	6	16
Percentage of male employees under 30 years old (%)	8.04	5.41	12.80
Total number of male employees 30-50 years old (Persons)	81	84	82
Percentage of male employees 30-50 years old (%)	72.32	75.68	65.60
Total number of male employees over 50 years old (Persons)	22	21	27
Percentage of male employees over 50 years old (%)	19.64	18.92	21.60

#### Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	12	14	13
Percentage of female employees under 30 years old (%)	23.08	25.45	23.21

	2022	2023	2024
Total number of female employees 30-50 years old (Persons)	33	31	34
Percentage of female employees 30-50 years old (%)	63.46	56.36	60.71
Total number of female employees over 50 years old (Persons)	7	10	9
Percentage of female employees over 50 years old (%)	13.46	18.18	16.07

#### Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	121	125	138
Percentage of employees in operational level (%)	73.78	75.30	76.24
Total number of employees in management level (Persons)	33	33	28
Percentage of employees in management level (%)	20.12	19.88	15.47
Total number of employees in executive level (Persons)	10	8	15
Percentage of employees in executive level (%)	6.10	4.82	8.29

#### Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	86	86	99
Percentage of male employees in operational level (%)	76.79	77.48	79.20
Total number of male employees in management level (Persons)	18	19	16
Percentage of male employees in management level (%)	16.07	17.12	12.80
Total number of male employees in executive level (Persons)	8	6	10
Percentage of male employees in executive level (%)	7.14	5.41	8.00

#### Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	35	39	39

	2022	2023	2024
Percentage of female employees in operational level (%)	67.31	70.91	69.64
Total number of female employees in management level (Persons)	15	14	12
Percentage of female employees in management level (%)	28.85	25.45	21.43
Total number of female employees in executive level (Persons)	2	2	5
Percentage of female employees in executive level (%)	3.85	3.64	8.93

### 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)	1	1	1
Percentage of disabled workers to total employment (%)	0.61	0.60	0.55
Total number of employees with disabilities (Persons)	1	1	1
Total male employees with disabilities (persons)	1	1	1
Total female employees with disabilities (persons)	0	0	0
Percentage of disabled employees to total employees (%)	0.61	0.60	0.55
Total number of workers who are not employees with disabilities (persons)	0	0	0

### Information on compensation of employees

#### Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	113,844,482.72	100,308,858.98	116,017,923.32
Average remuneration of employees (Baht / Person)	694,173.67	604,270.23	640,983.00

### Provident fund management policy

Provident fund management policy : Have

The Company provides welfare and benefits in addition to basic benefits as prescribed by law without discrimination according to their duties and responsibilities. All types of employees will receive benefits such as life and accident

insurance, as well as protection against work-related disability, an annual health check-up, maternity leave, and a language proficiency stipend.

Full-time employees will also be eligible to join the provident fund. In addition, employees' families also receive benefits, for example, child scholarships, financial aid for funerals, etc.

Reference link for provident fund management policy : <https://investor.amatavn.com/storage/pdf/cg/cg-and-download/social-policy/amatav-human-resource-management-policy-en.pdf>

Page number of the reference link : 3

### Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	8	6	5
Proportion of employees who are PVD members (%)	100.00	100.00	100.00

### Information on employee development

#### Employee training and development

	2022	2023	2024
Employee development plans as part of annual performance reviews	Yes	Yes	Yes
Average employee training hours (Hours / Person / Year)	6.38	18.36	22.44

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

### Information on safety, occupational health, and work environment

#### Statistic of accident and injuries of employees from work

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	0	0	0
Total number of employees that lost time injuries for 1 day or more (Persons)	0	1	0
Percentage of employees that lost time injuries for 1 day or more (%)	0.00	0.60	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

Additional explanation : <sup>(\*)</sup> The company with the total number of employees over 100 or more

<sup>(\*\*)</sup> 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)	16	15	19
Total number of male employee turnover leaving the company voluntarily (persons)	9	8	11
Total number of female employee turnover leaving the company voluntarily (persons)	7	7	8
Proportion of voluntary resignations (%)	9.76	9.04	10.50
Percentage of male employee turnover leaving the Company voluntarily (%)	5.49	4.82	6.08
Percentage of female employee turnover leaving the Company voluntarily (%)	4.27	4.22	4.42
	2022	2023	2024
Evaluation result of employee engagement	Yes	Yes	Yes

## Employee internal groups<sup>(1)</sup>

Employee internal groups : Yes

Types of employee internal groups : Welfare Committee, Labor Union

Remark: <sup>(1)</sup> Welfare Committee for Employees in Thailand.  
Trade/Labour Union for Employees in Vietnam.



## 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	:	<a href="https://investor.amatavn.com/storage/pdf/cg/cg-and-download/cg-policy/amatav-confidentiality-policy-en.pdf">https://investor.amatavn.com/storage/pdf/cg/cg-and-download/cg-policy/amatav-confidentiality-policy-en.pdf</a>

#### 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	:	Responsible production and services for customers, Communication of product and service impacts to customers / consumers, Development of customer satisfaction and customer relationship, Consumer data privacy and protection

AMATA VN Group believes that it takes more effort and cost to acquire a new customer than retaining an existing one, therefore, the management placed significant importance on retention of customers. Customer's suggestions and recommendations are important input to the company, especially this period where there is a shift in customer expectations and behavior. AMATA VN Group continually engages with our customers through various methods and channels including customer visits, seminars on-site and online, and via instant communications applications. To better understand the customers' expectations, identify areas for improvement, and enhance service quality, ACBH and ACHL annually conducts customers satisfaction survey which inquired on their satisfaction towards the service and quality, the CSR activities organized, and their willingness to recommend the Company to others. The survey also inquired about issues of dissatisfaction, the future customers' plan, and expectations. The survey results were communicated in the management meeting for acknowledgement for future process improvement and that their concerns were taken into account during product and service development.

#### Enhancing Customer's Relationship

- Training and Seminars

AMATA VN Group's customers are mainly foreign direct investors coming from over 20 countries. As such, there may be differences in practices and regulations between the customers' headquarters and local market leading to potential discrepancies. Understanding this customer's perspective and supporting the lifelong learning together, the Company emphasized supporting customers for training and seminar related to local laws and regulations, capacity development and business trend updates. In 2024, the Group has organized 15 seminars and workshops relating to such as Tax Inspection, Labor policies, Work permit for foreigners, Macroeconomic and Trade Financing, IFRS, Greenhouse gas inventory, PDPD, and Occupational Health and Safety to bring awareness and enhanced the customers' competitive capabilities.

- Customers/Tenants meeting

ACHL in collaboration with Quang Ninh Economic Zone Authority (QEZA) hosted the first tenant meeting, which included

participants from various customers/tenants, and local government agencies. The event featured updates on industrial park infrastructure investments and addressed concerns related to Export processing enterprises (EPE), Green energy such as solar rooftop, and land use rights certificates (LURC) transfer. Additionally, to ensure skilled and qualified manpower for the customers, ACHL signed a Memorandum of Agreement with AIT Vietnam to provide training courses for customers.

- **Human Resource Committee**

ACBH established the Human Resource Committee in 2020 which is comprised of the members from all customer's companies operating in the estate. The purpose was to share experiences and knowledge relating to human resources management. In 2024, the committee met 2 times.

- **Amata Football Cup Championship**

ACBH and ACHL continue to organize annual football tournaments, providing a casual setting for customers, authorities, and partners to interact and build personal connections. This event strengthens the relationship between the company and its participants, emphasizing teamwork and fostering enduring friendships between customers and the organization

### **Enhancing Brand Awareness**

Brand awareness is one of key focus for the AMATA VN Group as we pursue our vision of becoming sustainable industrial estate and SMART CITY. The Group aims to response to the shifted demand of customers and investors. Building brand awareness in this context strengthens our reputation, builds and maintains trust, and encourages collaboration with stakeholders especially for both existing and new potential customers/investors, ultimately supporting our goal of creating a vibrant, responsible, and innovative community for the future. Our brand awareness as sustainable Industrial estate has been recognized through several prestigious awards, showcasing our leadership in ESG stewardship and innovation.

### **Producing Quality Products**

The Group prioritizes quality, understanding its crucial role in ensuring customer safety and satisfaction, while also contributing to cost efficiency. This commitment to quality is evident from the outset, beginning with comprehensive planning and design. A well-considered master plan addresses land use, infrastructure layout, environmental impact, and future expansion, incorporating strategic zoning for diverse industries and accommodating varying business sizes and evolving needs. Careful site selection, considering accessibility, transportation, and proximity to resources, is equally important. Furthermore, strict adherence to construction regulations during development ensures both customer safety and the long-term durability of the property. Finally, ongoing maintenance of infrastructure and common areas, robust security measures, and the provision of customer support services reinforce the Group's dedication to quality.

### **Customer Grievance Management**

Customers are encouraged to share their opinions, recommendations, and concerns through various channels, including our online and offline call centers, email, and website. They can also provide feedback during customer satisfaction surveys and after seminar sessions. In the event of a complaint, the designated department shall acknowledge receipt and commence addressing the matter within 24 hours, aiming to resolve the issue within a defined timeframe. In 2024, the Group received a total of 15 complaints with top 3 topics regarding maintenance, telecommunication, and traffic congestion. All reported complaints have been successfully resolved, and customers have been promptly informed of the resolutions.

Reference link for company's customer management plan : <https://amatav.listedcompany.com/misc/sd/20250326-amatav-sd2024-en.pdf>

Page number of the reference link : 76-79

## **Information on setting customer management goals**

### **Setting customer management goals**

Does the company set customer management goals : Yes

### **Details of setting customer management goals**

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Development of customer satisfaction and customer relationship	Customer Engagement Rate	-	2024: >80%
• Development of customer satisfaction and customer relationship	Customer Satisfaction	-	2024: >85%

## Information on performance and results of customer management

### Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

AMATA VN Group conducts a customer satisfaction survey annually to analyze and monitor its customers' experiences, understand their expectations, and problems for further improvement in its operations. To improve feedback mechanisms, the customer satisfaction survey questionnaire was revised in 2023 and 2024, allowing for a more comprehensive assessment of customer perspectives on various aspects of their experience. As a result of this implementation, there has been a slight decrease in overall satisfaction rates from 90% to 89% compared to previous years, which are still at high levels of satisfaction.

### Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	Yes	Yes	Yes

### Channels for receiving complaints from customers/consumers

Company's channels for receiving complaints from : Yes

customers/consumers

Telephone : 0-2792-0000

Fax : -

Email : cs@amata.com

Company's website : www.amatavn.com

Address : 2126 New Petchaburi road, Bangkapi, Huay Kwang  
Bangkok 10310

## Responsibility to community/ society

### Information on community development and engagement policies

#### Community development and engagement policies

Community development and engagement policies	:	Yes
Reference link for community development and engagement policies	:	<a href="https://investor.amatavn.com/storage/pdf/cg/cg-and-download/social-policy/amatav-sustainable-development-policy-en.pdf">https://investor.amatavn.com/storage/pdf/cg/cg-and-download/social-policy/amatav-sustainable-development-policy-en.pdf</a>
Page number of the reference link	:	3-7

### 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, Education, Forests and natural resources, Sports and recreation, Occupational health, safety, health, and quality of life, Disadvantaged and vulnerable groups

AMATA VN Group upholds the philosophy of “ALL WIN,” aiming to foster growth for both our business and the communities we serve while being accountable for societal well-being. To minimize negative impacts to the community, especially given the scale of our projects, we conduct Environmental Impact Assessments (EIA) and public hearings to evaluate potential effects and implement preventive and mitigation measures. The Group is committed to conducting business responsibly towards society and has established monitoring systems to ensure our activities do not negatively impact the community whereby air, noise, wastewater, waste pollution. The Group also integrates community development incorporating United Nation’s Sustainability Development Goals (SDGs) into its business plan, focusing on three key areas: economic development, health and well-being, and education to drive growth and development within the community. We center our efforts on communities within a 7 km radius of our project sites. Annual community surveys and feedback from whistle-blowing channels help us measure satisfaction, understand concerns, and adjust operations. Insights are shared across functions during monthly management meetings to ensure continuous improvement. In line with these efforts, AMATA VN Group also encourages and empowers employees to actively participate in community development through volunteer programs and support for charitable organizations. Employees are given opportunities to contribute their time and skills to initiatives aligned with our sustainability focus, including education, healthcare, and environmental conservation, supporting a culture of shared responsibility and meaningful contribution to society.

#### Environmental Stewardship

AMATA VN Group has taken significant steps towards environmental stewardship that directly enhances community well-being, guided by its strategic roadmap to sustainability targeting Carbon Neutrality by 2040. The company operates with a strong emphasis on compliance with environmental regulations and efficient resource utilization. The Group conducts comprehensive environmental impact assessments (EIAs) for all new projects, allowing early identification and resolution of potential issues. Regular monitoring and reporting of air quality, water quality, and solid waste management ensures transparency and accountability. Additionally, AMATA VN Group actively raises environmental awareness in the communities through various engagement programs, such as the 2024 tree-planting initiatives that added nearly 30,000 trees to improve carbon sequestration and improving biodiversity. As part of our long-term sustainability strategy, the Group has committed to achieving carbon neutrality by 2040. These efforts directly contribute to a healthier environment for community residents. By prioritizing sustainable practices, the Group positively impacts the ecology and strengthens social well-being by creating healthier living environments for the community in which it operates.

#### Community Economic Development Promotion

- Local Procurement

Local procurement significantly contributes to job creation, enhances public infrastructure, and strengthens the economy of both our local community and the wider society. AMATA VN Group directly boosts local economic growth by sourcing 99% of its goods and services from local suppliers in 2024. This strategic approach creates job opportunities for residents while enabling the Group to reinvest in the communities it serves, helping local businesses thrive and promoting

sustainability.

- **Community Development Promotion**

Vietnam's economic success is heavily influenced by foreign direct investment (FDI), which has significantly contributed to GDP growth, increased exports, higher employment rates, and greater state revenue to name a few. AMATA VN Group recognizes these advantages and takes proactive steps to collaborate with local authorities and prominent property agents to organize numerous seminars and roadshows including participation in relevant business forums aiming at attracting foreign investors to Vietnam. The Group has actively participated in various activities, utilizing meetings and events as a valuable platform not only for promoting investment opportunities, but also for addressing concerns, and fostering collaboration between local authorities and businesses to improve the overall investment climate.

- **Workforce Recruitment**

In 2024, ACHL has co-organized three job fairs with Sonadezi College, Ha Long University, and Lac Hong University (LHU), attracting over 110 enterprises and 2,850 participants. These efforts facilitated graduate employment, fostered partnerships, and addressed local workforce needs, contributing to our customer and community growth.

- **Infrastructure development**

During the time of project construction, the planned main road to our land has not yet been compensated, necessitating the use of an alternative route for customers and contractors to access our premises. Recognizing the potential impact on our community on this usage of this route, we have implemented a proactive maintenance program designed to mitigate any adverse effects and ensure the continued safety and well-being of our community members. Monthly compaction of the temporary road is conducted to maintain its structural integrity and prevent premature deterioration, and ensure safe passage for all vehicles, particularly motorbikes, thus minimizing the risk of accidents. Additionally, to address the potential increase in dust pollution, we conducted frequent watering of the road surface to safeguard local air quality and reduce respiratory risks for residents and workers in the vicinity. Beyond health and safety, upgrading the road has reduced transportation and fuel consumption for community members, while also enhancing property value. This comprehensive approach underscores our commitment to our "ALL WIN" philosophy, aligning with responsible business practices that prioritize the safety and well-being of our community.

## **Community Health and Well-being Support**

- **Road Safety**

In response to customer complaints and previous statistics on road accidents, the Group is highly committed to addressing the traffic problem and reducing the number of road accidents in the industrial park. With the aim of ensuring the safety of the community and protecting the company's assets, the Company has made investments to install traffic lights, speed bumps and a roundabout including repaint traffic signages in the areas most susceptible to accidents. For more information about road safety, please refer to the Occupational Health and Safety chapter for more information.

- **Blood Donation**

AMATA VN Group collaborated with the provincial Red Cross, provincial authorities, and Cho Ray Blood Transfusion Center to encourage blood donation from employees and volunteers of companies inside and outside our industrial parks. In 2024, The Group successfully collected 1,132 units (about 340,000 cc) of blood, contributing to 0.06% of Vietnam's national target of 2 million units and supporting Vietnam's blood bank during seasonal shortage. Over the five-year period from 2020 to 2024, the Group has proudly amassed a total of 3,426 units. These contributions have played a vital role in supporting emergency and treatment efforts for patients, both within our industrial estates and across the nation.

- **Health Check-up for community**

ACHL, in partnership with the Provincial Association of People with Disabilities, Quang Yen Town People's Committee, Jinko Solar, and Vietcombank Ha Long played a role in delivering a vital health check-up program for 100 war-invalid veterans. This initiative, valued at 148.50 mil VND with ACHL contributing 40% of the funding, provided essential medical examinations, free medication, and guidance on preventive healthcare and early disease detection for the elderly.

- **Health Insurance Vulnerable**

In partnership with the provincial authorities, ACLT and ACHL have sponsored 70 health insurance cards for vulnerable citizens identified through official provincial lists, ensuring assistance reaches those most in need. The insurance operates on 80/20 cost-sharing model, where the program covers 80% of medical expenses, leaving beneficiaries responsible for only 20%. The significant reduction in out-of-pocket costs reduces the financial burden on patients, who are often

those least able to afford care. This substantial subsidy aims to ensure that essential healthcare remains within reach.

**Educational Support**

• Scholarship Support

AMATA VN Group believe that offering scholarships will contribute to talent development – providing opportunities for individuals who may not have the financial means to pursue higher education, thereby nurturing a pool of skilled workers, in the long term, investing in education will yield benefits for the society in terms of increased level of education, enhanced innovation, reduced societal crime, and contribute to overall economic growth. To empower students from the underprivileged background, ACHL and ACBH provided a total of 90 million VND in scholarships in 2024 to Ha Long University, College of Industry and Construction (CIC), and Lac Hong University.

• Empowering Education and Reading culture

ACHL further its commitment to education at Song Khoai Secondary School through the Smart library in 2024. This year, ACHL has enhanced the library with a smart TV and fostered a culture of reading by awarding 9 prizes to outstanding students in the “Presentation about a Book I Love” event. Additionally, it has provided computers to students, bring the total sponsorship value to 42.2 million VND.

• Empowering Future Workforce

ACHL made a strategic contribution to Quang Ninh's vocational education ecosystem by actively participating in the 2024 Vocational Education Enrollment and Career Guidance Fair, organized by DOLISA. Connecting over 550 students with 8 vocational schools and consulting units, ACHL provided vital career counseling, bridging the gap between education and industry needs. As a guest speaker, ACHL delivered actionable insights on 'Employment Trends in Amata City Ha Long IPs and Provincial Industrial Parks,' empowering students to make informed decisions about their academic and professional paths. This initiative reflects ACHL's dedication to talent development, fostering a skilled workforce that supports Quang Ninh's socio-economic objectives and industrial park expansion.

Reference link for company's community and social management plan : <https://amata.vn/listedcompany.com/misc/sd/20250326-amata-vn-sd2024-en.pdf>

Page number of the reference link : 80-85

**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 : Yes

**Details of community and social management goal setting**

Target	Indicators	Base year	Target year
• Others : Community Satisfaction	Community Satisfaction	-	2024: >=90%
• Occupational health, safety, health, and quality of life	Road Accident Severity Rate	-	2024: below 60%

**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

**Road Safety**

AMATA VN Group aims to reduce injury and death rates by over 60% during the first phase of implementation. In 2024, injuries and deaths decreased significantly to 21 cases from 39 in 2023. The death/injury ratio improved markedly, decreasing from 56.5% to 31.4%, reflecting a positive trend in road safety management and incident prevention. The Group will continue to adopt safety measures and training programs to reduce accidents for all road users, including employees,

customers, and community members.

### Community Satisfaction

ACBH prioritizes community trust through rigorous annual surveys, partnering with local district authorities to gauge perceptions via a representative sample of 1,200 participants (1% of the population). In 2024, the survey revealed an 88% satisfaction rate, reflecting continued community confidence in ACBH's initiatives. While this result falls marginally short of the 90% target, this result is viewed as an opportunity for refinement. ACBH maintains transparency by promptly addressing community concerns through thorough management investigation and corrective action.

## Benefit from implementing social development project

### Financial benefits

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

	2022	2023	2024
Donations / Grants (Baht)	2,195,714.00	2,293,672.00	3,453,195.00
Social activities (Baht)	335,712.00	301,828.00	365,870.00
Value of purchasing goods and/or services from the community (Baht)	1,169,673,861.00	3,523,112,945.00	4,841,399,399.00

### Non-financial benefits

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

	2022	2023	2024
Hiring local partners or suppliers (%)	97.00	99.00	99.00

## Expenses from social and environmental development project

	2022	2023	2024
Total financial contribution to community/social development projects or activities (Bath)	2,531,426.00	2,595,500.00	3,819,065.00
Percentage of financial contribution for community/social development projects or activities to total expense (%) <sup>(*)</sup>	0.208843	0.072502	0.076269
Percentage of financial contribution for community/social development projects or activities to total revenue (%) <sup>(*)</sup>	0.094436	0.060541	0.070994

Additional Explanation : <sup>(\*)</sup> Total revenues and total expenses from total financial statement

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

## ESG Performance

Company Name : AMATA VN PUBLIC COMPANY LIMITED

Symbol : AMATAV

Market : SET

Industry Group : Property & Construction

Sector : Property Development

## Corporate Governance Policy

### Information on overview of the policy and guidelines

#### Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

The Company's Board of Directors intends to have Amata VN PCL ("Company") be an organization that is effective in conducting its businesses in full compliance with the principles of good corporate governance along with social and environmental responsibility to create maximum benefits for shareholders in the long term and takes into account all stakeholders equally by adhering to the principles of morality, ethics, honesty, transparency, and accountability, including having a mechanism to monitor, inspect, and supervise business operations to be in accordance with relevant laws, rules, regulations, standards, policies, and guidelines both at the national and international levels. The Company has, therefore, established the following policies on good corporate governance for use as operating guidelines to be strictly adhered to by the Company's Board of Directors, Management, and staff.

1. The Board of Directors, executives, and all employees are committed to following the principles of good corporate governance for Thai listed companies as outlined by the Stock Exchange of Thailand (SET) and the Securities and Exchange Commission (SEC), as well as the ICGN international corporate governance principles, the OECD good corporate governance principles, and related practices.

The practices consist of five aspects:

- 1) Rights of Shareholders;
- 2) Equal Treatment for all Shareholders;
- 3) Role of Stakeholders;
- 4) Information Disclosures and Transparency; and
- 5) Responsibilities of the Board of Directors.

2. The Board of Directors has duties and responsibilities in overseeing business management to provide the best benefit to shareholders (Fiduciary Duty) by adhering to four guidelines:

- 1) Perform duties with prudence (Duty of care);
- 2) Perform duties with integrity to safeguard the interests of the Company and its

shareholders (Duty of Loyalty);

3) Perform duties in line with laws, objectives, regulations, and the Board of Directors' resolutions and shareholders' meeting resolutions (Duty of Obedience); and

4) Disclose financial and non-financial information to shareholders and stakeholders accurately, completely, transparently, adequately, and promptly (Duty of Disclosure).

Reference link for the full version of corporate governance policy and guidelines : <https://investor.amatavn.com/storage/pdf/cg/cg-handbooks-download/20250313-amatav-cg-good-cg-handbook-en.pdf>

#### Policy and guidelines related to the board of directors

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

Guidelines related to the board of directors : Other guidelines regarding the board of directors

#### Policies concerning the Board of Directors

Policies and guidelines concerning the Board of Directors are compiled in the "Good Corporate Governance Handbook" disclosed on the Company's website [www.amatavn.com](http://www.amatavn.com) under the heading "Corporate Governance", for example:

1. Director Nomination and Remuneration Policy
2. Diversity in the Composition of the Board of Directors Policy
3. Self-Assessment Policy for the Chairman of the Board of Directors, the Board of Directors, and Subcommittees
4. Performance Management and Remuneration Policy for the Chief Executive Officer
5. Director Development Policy



## 6. Authority Reserved for the Board of Directors Policy

Reference link for the other policy and guidelines : <https://investor.amatavn.com/storage/pdf/cg/cg-handbooks-download/20250313-amatav-cg-good-cg-handbook-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 : Other guidelines regarding shareholders and stakeholders

## Policies concerning the Shareholders and Stakeholders

Policies and guidelines concerning the Shareholders and Stakeholders are compiled in the “Good Corporate Governance Handbook” disclosed on the Company’s website [www.amatavn.com](http://www.amatavn.com) under the heading “Corporate Governance”, covering Equal Treatment for All Shareholders, Rights of Shareholders, Insider Trading Prevention, Conflict of Interests Prevention, Responsibility for Stakeholders, Anti-corruption, and Measures against the Violators. Example of the policies:

1. Anti-Corruption Policy
2. Whistleblowing Policy
3. Insider Trading Policy
4. Conflict of Interests Policy
5. Sustainable Development Policy
6. Risk Management Policy
7. Personal Data Protection Policy

Reference link for the other policy and guidelines : <https://investor.amatavn.com/storage/pdf/cg/cg-handbooks-download/20250313-amatav-cg-good-cg-handbook-en.pdf>

## Information on business code of conduct

### Business code of conduct

Business code of conduct : Yes

The Company has established the “Code of Conduct” disclosed on the Company’s website [www.amatavn.com](http://www.amatavn.com) under the heading “Corporate Governance” for all Board Directors, Members of the Executive and Management Group, and Company Staff at all levels to study and achieve a full understanding of the Code. This is so that all can join in developing the Company into a transparent organization, so as to receive the full trust and confidence from all Stakeholder groups; whereby this will be a core foundation for the Company’s business operations together with its ongoing sustainable growth. The “Code of Conduct” is introduced to the Board Directors, Members of the Executive and Management Group, and Company Staff when they join the Company. Review of the “Code of Conduct” is also arranged annually.

Reference link for the full version of business code of conduct : <https://investor.amatavn.com/storage/pdf/cg/cg-handbooks-download/20250313-amatav-cg-good-cg-handbook-en.pdf>

## Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Other guidelines related to business code of conduct

## Code of Conduct

The Company has established the “Code of Conduct” disclosed on the Company’s website [www.amatavn.com](http://www.amatavn.com) under the heading “Corporate Governance” for all Board Directors, Members of the Executive and Management Group, and Company Staff at all levels to study and achieve a full understanding of the Code. This is so that all can join in developing the Company into a transparent organization, so as to receive the full trust and confidence from all Stakeholder groups; whereby this will be a core foundation for the Company’s business operations together with its ongoing sustainable growth. The “Code of Conduct” is introduced to the Board Directors, Members of the Executive and Management Group, and Company Staff when they join the Company. Review of the “Code of Conduct” is also arranged annually. Some contents from the “Code of Conduct” are

1. Anti-Corruption Policy
2. Whistleblowing Policy
3. Code of Conduct for the Board of Directors

4. Business Ethics Towards Stakeholders
5. Code of Conduct for the Company's Staff

## Promotion of compliance with the business code of conduct

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

The Company disclosed "Code of Conduct" on the Company's website for all Board Directors, Members of the Executive and Management Group, and Company Staff at all levels when they join the Company to study and achieve a full understanding of the Code. The Company also encourage all Board Directors, Member of the Executive and Management Group, and Company Staff to review of the "Code of Conduct" annually.

## Participation in anti-corruption networks

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

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

## 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

In 2024, the Board of Directors reviewed the Company's Corporate Governance Policy, Board of Directors' Charter, Audit Committee's Charter, Corporate Governance Committee's Charter and Nomination and Remuneration Committee's Charter. In addition, the Board of Directors had the non-executive directors' meeting and had the summary of the meeting communicated to the Chief Executive Officer for improvement and development. Furthermore, the term of independent directors was set for no more than 9 years in the Corporate Governance Policy and the Board Charter.

## Implementation of the CG Code for listed companies

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

### Matter which the Company is still unable to apply the principles from the SEC CG Code 2017:

The Company shall have outside party consultant to give advice on the evaluation of the Board of Directors' performance at least every 3 years and disclose the results in the Annual Report.

### The Company's explanation:

The Company has performed the evaluation of the Board of Directors as a whole, the evaluation of the sub-committees as respective groups and the evaluation of individual Directors annually. The results of the 2024 evaluation are as follows.

- The average score for the Board of Directors as a whole is 97.73%
- The average score for the sub-committees as respective groups is 96.24%
- The average score for individual Director is 99.49%

However, the Board of Directors has already assigned the Nomination and Remuneration Committee to study the evaluation via third party outside consultant for the upcoming years and report to the Board of Directors for consideration.

## Other corporate governance performance and outcomes

In 2024 the Company participated in corporate governance activities which gave the Company opportunity to learn about corporate governance aspects that the Company could improve on. Following are the activities and achievements.

1. The Company received the SET ESG Ratings of year 2024 from the Stock Exchange of Thailand (SET) under Real estate and Construction sector for 5 consecutive years with an increase in the assessment score from the previous year and was classified as an outstanding AA level.
2. The Company received a full score of 100 on the “AGM checklist” assessment of year 2024 conducted by the Thai Investors Association for 8 years consecutively.
3. The Company was rated 5 stars (Excellent) for the Corporate Governance Report of Thai listed companies (CGR) of year 2024 conducted by the Thai Institute of Directors (IOD) for 7 consecutive years and was ranked in the Top Quartile of companies with a market capitalization between 3,000-9,999 million THB for the first time.

# Corporate Governance Structure

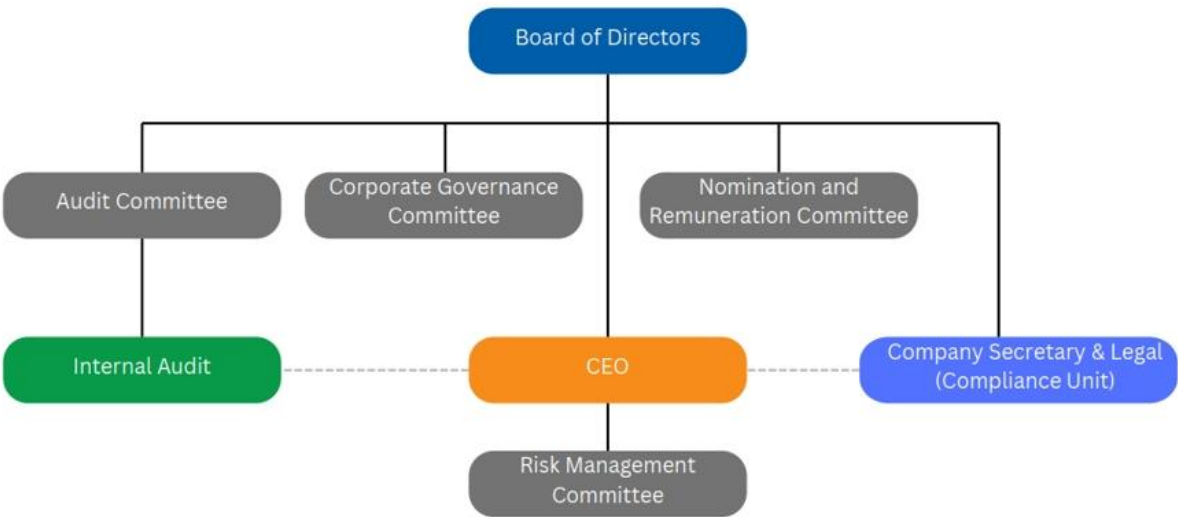
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2024

Corporate governance structure diagram



Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2024	
	Male (persons)	Female (persons)
Total directors	8	
	6	2
Executive directors	1	
	0	1
Non-executive directors	7	
	6	1
Independent directors	5	
	4	1
Non-executive directors who have no position in independent directors	2	
	2	0

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	75.00	25.00
Executive directors	12.50	
	0.00	12.50
Non-executive directors	87.50	
	75.00	12.50
Independent directors	62.50	
	50.00	12.50
Non-executive directors who have no position in independent directors	25.00	
	25.00	0.00

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

	2024	
	Male (years)	Female (years)
Average age of board of directors	65	
	66	62

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. APICHAART CHINWANNO</p> <p>Gender: Male</p> <p>Age : 68 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Political 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><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)</li> </ul>	<p>Chairman of the Board of Directors</p> <p>(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>	12 Feb 2018	Economics, Leadership, Strategic Management, Governance/ Compliance, Public Administration
<p>2. Dr. HUYNH NGOC PHIEN</p> <p>Gender: Male</p> <p>Age : 80 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Science</p> <p>Thai nationality : No</p> <p>Residence in Thailand : No</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>Vice-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 : Existing director</p>	30 Aug 2012	Property Development, Governance/ Compliance, Economics, Sustainability, Corporate Social Responsibility
<p>3. Mrs. SOMHATAI PANICHEWA</p> <p>Gender: Female</p> <p>Age : 58 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 : No</p> <p>DCP course : Yes</p>	<p>Director</p> <p>(Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	30 Aug 2012	Property Development, Risk Management, Strategic Management, Governance/ Compliance, Marketing

List of directors	Position	First appointment date of director	Skills and expertise
<p>4. Mrs. ORANUCH APISAKSIRIKUL</p> <p>Gender: Female</p> <p>Age : 66 years</p> <p>Highest level of education : Honorary 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 : No</p> <p>DCP course : Yes</p>	<p>Director</p> <p>(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>	14 May 2018	Economics, Risk Management, Governance/ Compliance, Finance, Strategic Management
<p>5. Mr. KITTI TANGJITRMANEESAKDA</p> <p>Gender: Male</p> <p>Age : 60 years</p> <p>Highest level of education : Barrister</p> <p>Study field of the highest level of education : Law</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>Director</p> <p>(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>	14 May 2018	Governance/ Compliance, Strategic Management, Property Development, Law, Risk Management
<p>6. Mr. AUKKARES CHOOCHOUY</p> <p>Gender: Male</p> <p>Age : 56 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 : No</p> <p>DCP course : Yes</p>	<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 : Continuing director (Full term of directorship and being re-appointed as a director)</p>	14 May 2018	Economics, Property Development, Marketing, Governance/ Compliance, Strategic Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Mr. WARAPATR TODHANAKASEM</p> <p>Gender: Male</p> <p>Age : 75 years</p> <p>Highest level of education : Honorary 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 : Yes</p>	<p>Director</p> <p>(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>	9 Aug 2019	Economics, Risk Management, Governance/ Compliance, Strategic Management, Sustainability
<p>8. Mr. YUTTANA JIAMTRAGAN</p> <p>Gender: Male</p> <p>Age : 61 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><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)</li> </ul>	<p>Director</p> <p>(Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Newly appointed director to replace the ex-director</p>	24 Apr 2024	Property Development, Corporate Social Responsibility, Sustainability, Governance/ Compliance, Strategic Management

Additional explanation:

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

(1) Dishonest act or gross negligence

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

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

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

## Diagram of list of the board of directors





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

List of directors	Position	Date of resignation / termination	Replacement director
1. Ms. NATTAMON LIMTHANACHAI Gender: Female Age : 49 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes	Director (Non-executive directors, Independent director)  Authorized directors as per the company's certificate of registration : No	30 Jun 2024	-

Additional explanation:

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

(1) Dishonest act or gross negligence

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

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

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

## List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
1. Mr. APICHART CHINWANNO	Chairman of the Board of Directors		✓	✓		
2. Dr. HUYNH NGOC PHIEN	Vice-chairman of the Board of Directors		✓		✓	✓
3. Mrs. SOMHATAI PANICHEWA	Director	✓				✓
4. Mrs. ORANUCH APISAKSIRIKUL	Director		✓	✓		
5. Mr. KITTI TANGJITRMANEESAKDA	Director		✓	✓		
6. Mr. AUKKARES CHOOCHOUY	Director		✓		✓	✓
7. Mr. WARAPATR TODHANAKASEM	Director		✓	✓		
8. Mr. YUTTANA JIAMTRAGAN	Director		✓	✓		
<b>Total (persons)</b>		<b>1</b>	<b>7</b>	<b>5</b>	<b>2</b>	<b>3</b>

## Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	5	62.50
2. Property Development	5	62.50
3. Law	1	12.50
4. Marketing	2	25.00
5. Finance	1	12.50
6. Corporate Social Responsibility	2	25.00
7. Sustainability	3	37.50
8. Leadership	1	12.50
9. Strategic Management	7	87.50
10. Risk Management	4	50.00
11. Governance/ Compliance	8	100.00
12. Public Administration	1	12.50

#### 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	Yes
The chairman of the board and the highest-ranking executive are from the same family	No
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 : Have  
directors and the Management

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

The Company established the composition of the Board of Directors to consist at least 1/3 of the Board to be Independent Director, to balance in voting for all matters accordance to the Company's regulation, the SEC's governance regulation and other related regulations. As of 31 December 2024, the Board of Directors consisted of 5 Independent Directors, or 62.5% of total directors, three of which are serving in the Audit Committee and one of which is serving as the Chairman.

#### Separation of duties and responsibilities between the Board of Directors and the Management

The Company has clearly defined separate and respective roles, duties, and responsibilities of the Company's Board of Directors and those of the CEO as follows:

1) The Company's Board of Directors has the role of overall governance and oversight of the Company's business operations so as to ensure that they are in accordance with all legal requirements as well as the corporate objectives and regulations of the Company as approved by the Board Meetings together with the Company's policy on corporate governance; whereby Board Directors need to make decisions with all due care, integrity, and in an honest manner for the maximum benefit of the shareholders.

2) The Executive/Management Group has the duties and responsibilities to undertake normal operating activities based on policies determined by the Board, so as to achieve the established goals and corporate strategies.

## Information on the roles and duties of the board of directors

Board charter : Have

### Scope of Duties and Responsibilities of the Board of Directors

1. To have a clear understanding of the vision, goals, and strategies in the operation of the Company in order to perform their duties in accordance with the laws, objectives, articles of association of the Company, the resolutions of Board of Directors, and the resolutions of the shareholders' meeting with responsibility, diligence and honesty;
2. To determine the details and approve the vision, business strategies, direction of the business, business policy, goals, procedures, operation plan, and the budgets of the Company and its subsidiaries as prepared by the Chief Executive Officer ("CEO") and the management department;
3. To supervise the management and performance of the CEO, the management department, or any persons authorized to perform such duties in order to comply with the policies stipulated by the Board of Directors;
4. To continuously monitor the performance of the Company in order to comply with the operation plan and the budgets of the Company;
5. To procure the Company and its subsidiaries to use an appropriate and effective accounting systems, and to provide an internal control system and internal audit system;
6. To provide financial statements at the end of each fiscal year of the Company and to sign to certify such financial statements in order for their being proposed to the shareholders for approval in the Annual General Meeting;
7. To consider and approve the selection and appointment of auditor(s) and consider appropriate remuneration as proposed by the Audit Committee prior to the proposal to the shareholders for approval in the Annual General Meeting;
8. To provide written policy about good corporate governance and to effectively apply such policy in order to ensure that the Company fulfills responsibility to all relevant parties with fairness;
9. To consider and approve the appointment of persons who are qualified, and are not prohibited under the Public Companies Limited Act B.E. 2535 (1992) (as amended from time to time), the Securities Exchange Act B.E. 2535 (1992) (as amended from time to time), and the relevant notifications and/or regulations in the case that a directorship becomes vacant due to other reasons apart from retirement by rotation. In addition, to consider and approve the appointment of directors to replace directors who retire by rotation, and to determine the remuneration as proposed by the Nomination & Remuneration Committee prior to the proposal to the shareholders' meeting for approval;
10. To appoint sub-committees such as the Audit Committee, the Executive Committee, the Nomination and Remuneration Committee, or any other sub-committees, and to determine the powers and duties of such sub-committees to help and support the performance of duties of the Board of Directors;
11. To appoint Executives and Company Secretary, and to determine the remuneration of such Executives;
12. To seek professional opinions from the external organizations when necessary for appropriate decisions;
13. To encourage the Directors and Executives to attend various seminars of the Thai Institute of Directors related to the duties and responsibilities of the Directors and Executives. In this regard, the assignment of powers, duties, and responsibilities of the Board of Directors shall not be granted or sub-granted which causes the Board of Directors or the attorney to approve transactions in which the Board of Directors, or the attorney, or any person who may have any conflict of interest (as defined in the Notification of the Securities and Exchange Commission Thailand and the Notification of the Capital Market Supervisory Board), may have interest, or receive any benefits, or any other conflict of interests with the Company or its subsidiaries, except where the approval of such transaction is consistent with policies and rules approved by the shareholders' meeting or the Board of Directors.

Reference link for the board charter : <https://investor.amatavn.com/storage/pdf/cg/cg-and-download/charter/amatav-bod-charter-en.pdf>

## Information on subcommittees

## Information on subcommittees

## Information on roles of subcommittees

## Roles of subcommittees

### Audit Committee

#### Role

- Audit of financial statements and internal controls
- Others
  - To consider, select, propose an independent auditor's appointment as well as their remuneration.
  - To consider the connected transactions or those which might lead to the conflicts of interests in accordance with the laws of Stock Exchange.
  - To verify that the Company complies with the law of Securities and Exchange, the regulations of Stock Exchange or any laws associated with the Company's business.
  - To prepare the Audit Committee's report as disclosed in the Company's annual report.

#### Scope of authorities, role, and duties

1. To verify that the Company has accurate and adequate financial reports;
2. To verify that the Company has proper and effective internal control and internal audit system, and to review the independence of internal audit function as well as to agree on appointment, transfer or misemployment of internal audit function head or any functions related to the internal audit;
3. To verify that the Company complies with the law of Securities and Exchange, the regulations of Stock Exchange or any laws associated with the Company's business;
4. To consider, select, propose an independent auditor's appointment as well as their remuneration, and attend the meeting with the auditor without Management participation at least once a year;
5. To consider the connected transactions or those which might lead to the conflicts of interests in accordance with the laws of Stock Exchange to ensure that such transactions have been reasonably done for the greatest benefits of the Company;
6. To prepare the Audit Committee's report as disclosed in the Company's annual report, an Audit Committee's report must be signed by the Chairman of Audit Committee and comprised of at least following information:
  - an opinion on the accuracy, completeness and credibility of the company's financial report;
  - an opinion on the adequacy of the company's internal control system;
  - an opinion on the compliance with the law of Securities and Exchange, the regulations of the Stock Exchange, or the laws related to the Company's business;
  - an opinion on the suitability of an auditor;
  - an opinion on the transactions that may lead to the conflicts of interests;
  - the number of the Audit Committee meetings, and the attendance at such meetings by each committee member;
  - an opinion or overview of comments observed by the Audit Committee under their duties and responsibilities in accordance with the charter; and
  - other transactions which, in accordance with the scope of their duties and responsibilities, should be made the shareholders and general investors known.
7. Perform any other jobs as assigned by the Company's Board of Directors and obtained the Audit Committee's approval.

#### Reference link for the charter

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## The Nomination and Remuneration Committee

### Role

- Director and executive nomination
- Remuneration

### Scope of authorities, role, and duties

#### Nomination:

- (1) Setting policies, guidelines, and procedures in nominating the Company's Directors and Chief Executive Officer, and proposing these ideas for approval by AMATA VN's Board of Directors Meeting;
- (2) Recruiting, selecting, and proposing appropriate qualified persons to assume the position of AMATA VN's Directors, Committee Members, Chief Executive Officer, and Directors in the subsidiaries for the Board's approval, bearing in mind that in making proposals of appointment, the Nomination and Remuneration Committee must take into consideration the Board Skill Matrix in accordance with the nomination and remuneration policy;
- (3) Managing the size and composition of AMATA VN's Board of Directors and Committees to be appropriate for the Company and the Company's business together with making necessary adjustments to align the size and composition with the changing circumstance and to ensure that AMATA VN's Board of Directors and Committees comprise highly qualified, skilled, and experienced directors with specific competency in relation to the business as stipulated in the Board Skill Matrix;
- (4) Disclosing in details AMATA VN's nomination policies and procedures in the Company's Annual Report;
- (5) Formulating a succession plan to enable AMATA VN's business continuity by ensuring the availability of successors that will provide for a smooth and appropriate transition of AMATA VN's Chief Executive Officer (CEO), other high-level personnel, and managers who directly report to CEO, for approval by AMATA VN's Board;
- (6) Carrying out other tasks assigned by AMATA VN's Board.

#### Remuneration:

- (1) Setting remuneration policies and rates together with providing benefits and other rewards package scales for AMATA VN's directors and Chief Executive Officer by applying explicit and transparent principles and criteria for AMATA VN's Board of Directors' approval and/or Shareholders Meeting's approval;
- (2) Ensuring that AMATA VN's directors and high-level management are compensated in accordance with their duties and responsibilities;
- (3) Determining practical guidelines and criteria for the performance assessment of AMATA VN's directors and Chief Executive Officer as a basis in deciding their annual remuneration;
- (4) Disclosing in details AMATA VN's remuneration policies and the various types of compensations awarded with a report on the criteria used in determining directors', Chief Executive Officer's, and high-level management's remunerations which should at least state details of the objectives, achievements, and opinion of the Nomination and Remuneration Committee in the Company's Annual Report, in accordance with the criteria of the relevant regulators;
- (5) Recommending appropriate remuneration package for AMATA VN's Board of Directors and Committees to AMATA VN's Board for endorsement before submitting it to the Shareholders' Meeting for approval;
- (6) To review appropriateness of the proposal of the Management regarding overall employees' compensation policy, including the Employee Stock Option Program (ESOP), and the total annual bonus amount, and propose to the Board of Directors for approval;
- (7) Reviewing the Chief Executive Officer's set targets and operating criteria and submit them to AMATA VN's Board of Directors for approval;
- (8) Recommending remuneration and appropriate benefits for the Chief Executive Officer to AMATA VN's Board for consideration and final approval.

### Reference link for the charter

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## The Corporate Governance Committee

### Role

- Corporate governance
- Others
  - Set principles and key stipulations of an effective corporate governance and Corporate Social Responsibility (CSR)
  - Supervise that all of the Company's operations be done in accordance with the principle of good corporate governance
  - Provide regular review of the Company's good corporate governance policies, practices, business ethics, and Anti-Corruption Policies

### Scope of authorities, role, and duties

1. Set principles and key stipulations of an effective corporate governance and Corporate Social Responsibility (CSR) together with a supervision process that suits the Company for the Board of Directors' final approval then continue to provide follow ups for its efficient implementation, review and making any necessary revisions;
2. Supervise that all of the Company's operations be done in accordance with the principle of good corporate governance as the legally set standard by the official governing agencies or institutions such as the Stock Exchange of Thailand (SET) and the Securities and Exchange Commission (SEC);
3. Foster and regulate in such a way that all of the Company's business operations, Board of Directors, executives and staffs be in line with the principle of good corporate governance;
4. Provide regular review of the Company's good corporate governance policies, practices, business ethics, and Anti-Corruption Policies and its implementation process to obtain consistency with international rules and practices;
5. Perform all the duties handed down by the Board of Directors;
6. Inform the Board of Directors of the policies implementation results for their acknowledgement and consideration;
7. Publish a statement report of the Company's Corporate Governance policy implementation outcome for the Shareholders' acknowledgement in the Company's Annual Report.

### Reference link for the charter

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## Risk Management Committee

### Role

- Risk management

### Scope of authorities, role, and duties

1. Design the procedure of the Company's risk management by:
  - Determine the surrounding risks: Taking into account both internal and external risks in prescribing its perimeter together with utilizing the principles of risk management that include the following; Strategic Risk (including market risk), Operational Risk, Financial Risk (including liquidity risk), Compliance Risk (including reputational risk)
2. Assign all the business and operation units that are risk vulnerable to consider and report the following:
  - Identify risks: mention all incidents that could occur and their effects on the Company's business objectives
  - Analyze risks: specify their effects and the possibility of occurrence together with the effectiveness of all the available internal controls
  - Evaluate the risks and assign a rating to them in accordance with each own business unit's discretion as well as deciding on other alternatives that could reduce the occurrence of risk and its effects then follow that procedure to avoid, accept, transfer, or reduce
3. Monitor and evaluate the effectiveness of risk management implemented by the Board of Directors, Audit Committee, and Internal Auditor which can be examined by
  - The prescribed risk preventive measures
  - Methods used in evaluating and selecting of risk preventive measures
  - Reporting of the results and measures of risk management
  - Having each individual business/operation unit implement the risk management policy fully and appropriately

### Reference link for the charter

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## Information on each subcommittee

### List of audit committee



List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Mrs. ORANUCH APISAKSIRIKUL<sup>(*)</sup></p> <p>Gender: Female</p> <p>Age : 66 years</p> <p>Highest level of education : Honorary degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	<p>Chairman of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Continuing director (Full term of directorship and being re-appointed as a director)</p>	14 May 2018	Economics, Risk Management, Governance/ Compliance, Finance, Strategic Management
<p>2. Mr. KITTI TANGJITRMANEESAKDA<sup>(*)</sup></p> <p>Gender: Male</p> <p>Age : 60 years</p> <p>Highest level of education : Barrister</p> <p>Study field of the highest level of education : Law</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>	14 May 2018	Governance/ Compliance, Strategic Management, Property Development, Law, Risk Management
<p>3. Mr. YUTTANA JIAMTRAGAN</p> <p>Gender: Male</p> <p>Age : 61 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : No</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Newly appointed director to replace the ex-director</p>	10 Jul 2024	Property Development, Corporate Social Responsibility, Sustainability, Governance/ Compliance, Strategic Management

Additional explanation :

(\*) Directors with expertise in accounting information review

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

List of directors	Position	Date of resignation / termination	Replacement committee member
1. Ms. NATTAMON LIMTHANACHAI <sup>(*)</sup> Gender: Female Age : 49 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Member of the audit committee (Non-executive directors, Independent director)	30 Jun 2024	-

Additional explanation :

(\*) Directors with expertise in accounting information review

## Other Subcommittees

Subcommittee name	Name list	Position
The Nomination and Remuneration Committee	Mr. WARAPATR TODHANAKASEM	The chairman of the subcommittee (Independent director)
	Mr. KITTI TANGJITRMANEESAKDA	Member of the subcommittee (Independent director)
	Mr. AUKKARES CHOOCHOUY	Member of the subcommittee
The Corporate Governance Committee	Mr. WARAPATR TODHANAKASEM	The chairman of the subcommittee (Independent director)
	Dr. HUYNH NGOC PHIEN	Member of the subcommittee
	Mrs. SOMHATAI PANICHEWA	Member of the subcommittee
Risk Management Committee	Mrs. SOMHATAI PANICHEWA	The chairman of the subcommittee
	Mrs. ORANUCH APISAKSIRIKUL	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
<p>1. Mrs. SOMHATAI PANICHEWA</p> <p>Gender: Female</p> <p>Age : 58 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>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	<p>CHIEF EXECUTIVE OFFICER / Company Secretary / General Director, Amata Township Long Thanh Co., Ltd.</p> <p>(The highest-ranking executive)</p>	30 Aug 2012	Property Development, Risk Management, Strategic Management, Governance/ Compliance, Marketing
<p>2. Mr. Surakij Kiatthanakorn</p> <p>Gender: Male</p> <p>Age : 57 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>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	<p>Deputy Chief, Country Project Coordination Department / General Director, Amata City Bien Hoa JSC</p>	1 Jun 2015	Property Development, Energy & Utilities, Information & Communication Technology, Project Management
<p>3. Mr. Sukhum Pitayapiboonpong<sup>(*)(**)</sup></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 : Finance</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : Yes</p> <p>Accounting supervisor : No</p>	Chief Financial Officer	1 Jan 2025	Property Fund & REITs, Finance, Accounting
<p>4. Mr. Yasuo Tsutsui</p> <p>Gender: Male</p> <p>Age : 52 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : B.A. English</p> <p>Thai nationality : No</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	Department Manager - Marketing, Sales and Partnership	30 Aug 2022	Marketing, Negotiation

List of executives	Position	First appointment date	Skills and expertise
5. Mr. Thai Hoang Nam Gender: Male Age : 47 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : No Residing in Thailand : No Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	General Director, Amata City Long Thanh JSC	12 Feb 2018	Property Development, Project Management
6. Mr. Nguyen Van Nhan Gender: Male Age : 44 years Highest level of education : Master's degree Study field of the highest level of education : Engineering Thai nationality : No Residing in Thailand : No Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	General Director, Amata City Halong JSC	12 Feb 2018	Property Development, Project Management

Additional Explanation :

(\*) Highest responsibility in corporate accounting and finance

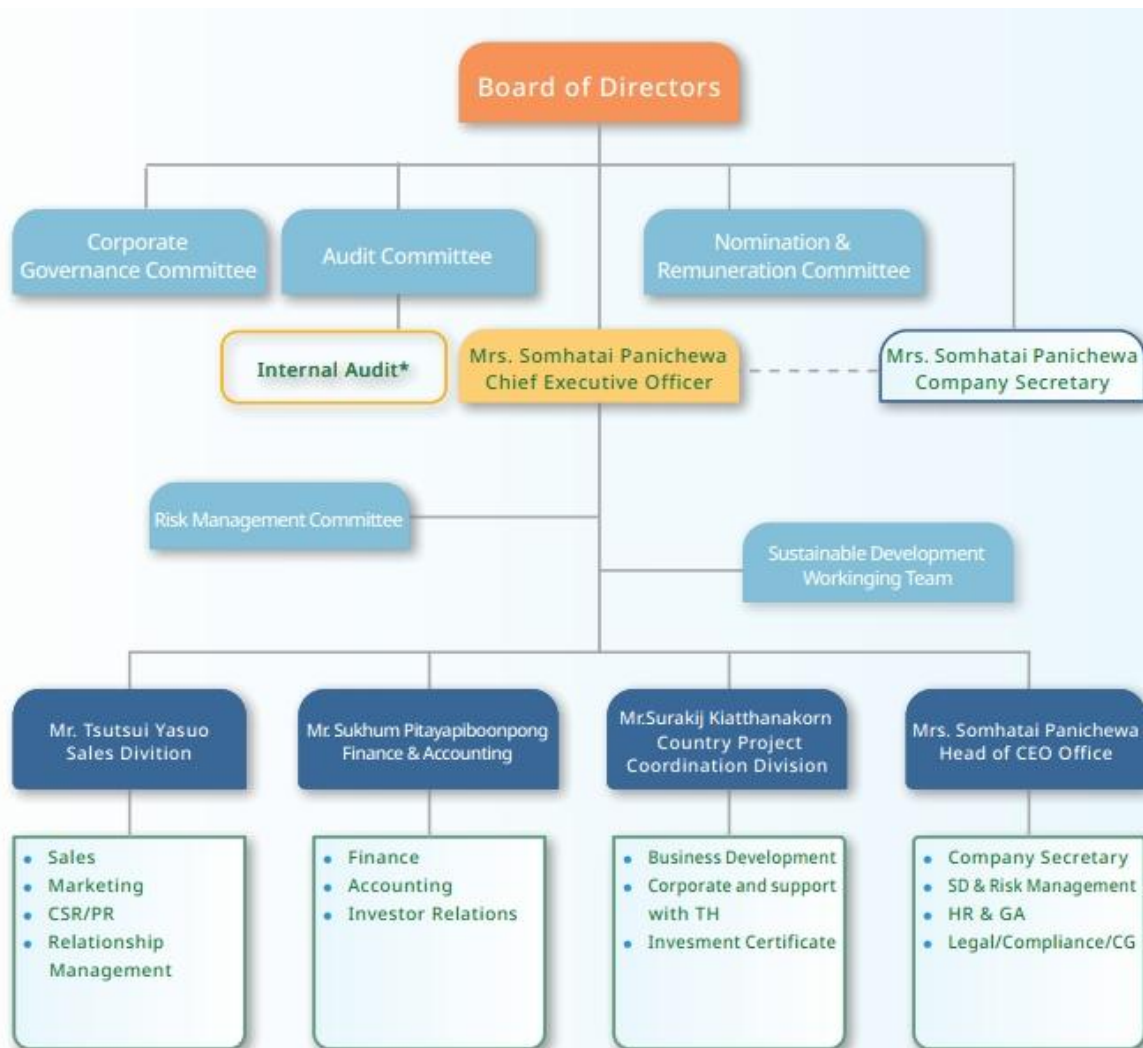
(\*\*) Accounting supervisor

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

## Organization structure diagram of the highest-ranking executive and the next four executives<sup>(2)</sup>

Organization structure of the highest-ranking executive and the : 31 Dec 2024  
 next four executives as of date

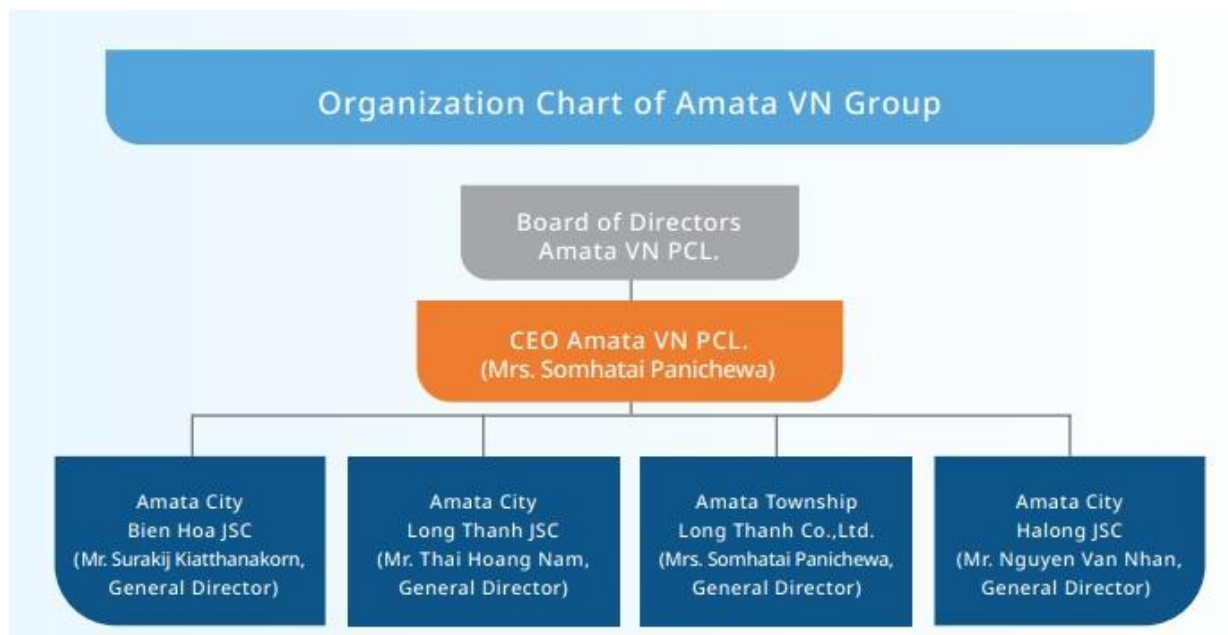
## Organization structure diagram of the highest-ranking executive and the next four executives from the top executive



\*Amata VN PCL has hired A&C Auditing and Consulting Co., Ltd. (currently called Baker Tilly A&C) to evaluate its subsidiaries' internal control system. The report has to be submitted to Amata VN PCL's Audit Committee and also Board of Directors of the subsidiaries for acknowledgement and action on part related with the internal control as audited by the internal auditors.

\*\*Senior Manager – Sales & Marketing, Amata City Bien Hoa JSC, in charge of Amata VN Group sales

Organization Structure of Amata VN PCL



Remark: <sup>(2)</sup>Amata VN PCL has hired A&C Auditing and Consulting Co., Ltd. (currently called Baker Tilly A&C) to evaluate its subsidiaries' internal control system. The report has to be submitted to Amata VN PCL's Audit Committee and also Board of Directors of the subsidiaries for acknowledgement and action on part related with the internal control as audited by the internal auditors.

## Remuneration policy for executive directors and executives

Amata VN PCL has no Executive Committee.

As for the remuneration for Company Executives, the Nomination and Remuneration Committee will consider the roles, responsibilities, and performance of each Executive as well as the Company's operating performance to determine the rates.

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

The Nomination and Remuneration Committee consider remuneration for Executive to be align with the roles, responsibilities, and performance of each Executive as well as the Company's operating performance to determine the rates.

## Remuneration of executive directors and executives

### Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	15,428,061.67	10,887,770.00	11,518,102.50

### Other remunerations of executive directors and executives

	2022	2023	2024
Company's contribution to provident fund for executive directors and executives (Baht)	1,136,527.50	1,166,598.95	1,214,484.30

## 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. Ms. Kanyanut Buddhasastra	kanyanut@amata.com	027920000

#### List of the company secretary

General information	Email	Telephone number
1. Mrs. Somhatai Panichewa	cs@amata.com	027920000

#### List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Mr. Vo Hung Tien	tien.vh@a-c.com.vn	-
2. Mr. Nguyen Ngoc Thanh	thanh.nn@a-c.com.vn	-
3. Miss Duong Thi Hong Huong	huong.dtt@a-c.com.vn	-
4. Mr. Ngo Minh Tam	tam.nm@a-c.com.vn	-

### Head of investor relations

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

#### List of the head of investor relations

General information	Email	Telephone number
1. Ms. Dendao Komolmas	dendao@amata.com	027920079

### 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 number +66 2264 9090	3,256,245.45	<p>Types of non-audit service : Other fees</p> <p>Details of non-audit service : The Company and its subsidiaries have paid service fees in connection with preparing the consolidated financial statements and cash flow statements, and translating the financial statements, to: - The auditors of the Company for the past year THB 0. Apart from this, no other outstanding payment for unfinished work is due to these auditors. - The auditing firm where the auditors work for/Person or business related to the auditors, for the past year THB 3,059,511.69 and THB 0 outstanding payment for unfinished work is due to the firm.</p> <p>Total non-audit fee 3,059,511.69 baht</p>	<p>1. Ms. SIRIRAT SRICHAROENSUP Email: sirirat.sricharoensup@th.ey.com License number: 5419</p> <p>2. Ms. WATOO KAYANKANNAVEE Email: wato.kayankannavee@th.ey.com License number: 5423</p> <p>3. Ms. ISARAPORN WISUTTHIYAN Email: Isaraporn.Wisutthiyan@th.ey.com License number: 7480</p>

#### Assigned personnel in case of a foreign company

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



## 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

- Consideration and approval of auditor(s) and appropriate remuneration as proposed by the Audit Committee prior to the proposal to the shareholders for approval in the Annual General Meeting;
- Consideration and approval of the Directors whose terms expired by rotation to be Directors of the Company for another term and nominated a new director to be in place of director who resigned, prior to the proposal to the shareholders for approval in the Annual General Meeting;
- Consideration and approval of director remuneration proposed by the Nomination and Remuneration Committee, prior to the proposal to the shareholders for approval in the Annual General Meeting;
- Consideration and approval of the dividend for the year, to be proposed to the shareholders for approval in the Annual General Meeting;
- Approval of the 2025 Strategy and Budget;
- Consideration of Financial Statements and the performance of year 2023;
- Consideration of Financial Statements and the performance of Quarter 1/2024;
- Consideration of Financial Statements and the performance of Quarter 2/2024;
- Consideration of Financial Statements and the performance of Quarter 3/2024;
- Reviewed the Company's Corporate Governance Policy and Charters;
- Consideration and approval of amendments of Procurement Policy, Biodiversity Policy and Sustainable Construction Policy; and
- Consideration and approval of Joint Venture Company investment to do Solar Rooftop business in subsidiary.

#### 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. KITTI TANGJITRMANEESAKDA	Director	14 May 2018	Governance/ Compliance, Strategic Management, Property Development, Law, Risk Management
Mr. AUKKARES CHOOCHOUY	Director	14 May 2018	Economics, Property Development, Marketing, Governance/ Compliance, Strategic Management

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

List of directors	Position	First appointment date of director	Skills and expertise
Mr. YUTTANA JIAMTRAGAN	Director	24 Apr 2024	Property Development, Corporate Social Responsibility, Sustainability, Governance/ Compliance, Strategic Management

## Selection of independent directors

### Criteria for selecting independent directors

Nomination and Remuneration committee will consider the nomination of Directors. Independent Directors must be independent from the major shareholder, the management and the related persons of the Company, with the following characteristics:

1. Holds not more than 1% of the total outstanding voting shares of the Company, the Company's major shareholder, a subsidiary or an associate or in any juristic person with a conflict of interests, including shares held by a person related to Independent Director;
2. Is neither a Director that has a management authority nor an employee, staff, advisor or retainer, authority figures of the Company, the Company's major shareholder, a subsidiary, an associate, a subsidiary of the same tier (brother company), or any juristic person with a conflict of interests, both in the present and at least two years prior to taking the independent directorship;
3. Is not involved in the following business relationship with the Company, the Company's major shareholder, a subsidiary, an associate, or any juristic person with conflict of interests in a nature which may obstruct his independent judgment, both in the present and at least two years prior to taking the independent directorship;
  - 3.1 Is neither an auditor nor major shareholder, Non-independent Director, management, and the managing partner of the Company's audit firm;
  - 3.2 Is neither professional service provider such as legal or financial advisor nor asset appraiser, whose service fee exceed THB 2 million per year, for the Company, the Company's major shareholder, a subsidiary, an associate, or any juristic person with a conflict of interests and is neither major shareholder, non-independent Director, management nor the managing partner of such service providing firm; and
  - 3.3 Received no benefit directly or indirectly from business transactions namely, normal trading activities, rent or lease of property, transactions related to assets or services nor provide financial support to the Company, the Company's major shareholder, a subsidiary, an associate, amounting to THB 20 million or equivalent to 3% of the tangible assets of the Company, whichever is lower. The term is applicable to all transactions occurred within one year prior to the date of business relationship and the Independent Director must not be major shareholder, non-independent Director, management nor the managing partner of such firms.
4. No relationship by blood or legal registration, in a nature that makes the Independent Director a parent, spouse, brothers and sisters, children nor spouse of children of management, major shareholders, authority figures or nominees for management and authority figures of the Company or a subsidiary;
5. Is not appointed as a representative of the Company's Director, major shareholders or shareholders who are related to the major shareholders of the Company;
6. Not undertaking any business in the same nature and in competition to the business of the applicant or its subsidiary company or not being a significant partner in a partnership or being an Executive Director, employee, staff, advisor who receives salary or holding shares exceeding one percent of the total number of shares with voting rights of other company which undertakes business in the same nature and in competition to the business of the applicant or its subsidiary company;
7. Can look after the interests of all shareholders equally;
8. Can prevent conflicts of interest;
9. Manage to attend the Board meetings and make independent decisions;
10. Is not a person whom SET has determined inappropriate to serve as an Executive, according to SET regulations;
11. Has never been convicted of violating Security or Stock Exchange laws, nor laws governing the investment business, securities brokering, or credit financiers, or commercial banking laws, or life or general insurance laws, or money laundering laws, or any other law of a similar nature, whether Thai or foreign, and is guilty of wrongful acts relating to trading in shares or the perpetration of deceptions, embezzlement, or corruption;
12. No other impediments or impairments to express independent opinions concerning the operations of the Company; and
13. If qualified for the item 1-12, the Independent Director may be assigned by the Board of Directors to make decisions relating to business operations of the Company, the Company's major shareholder, a subsidiary, an associate, a subsidiary of the same tier (brother company) or any juristic person with a conflict of interests, on the basis of collective decision, whereby such actions are not deemed partaking of management.

### 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- : Yes  
ranking executive through the nomination committee

### Rights of minority shareholders on director appointment

The appointment of a new Director will be decided by the meeting of shareholders. In this regard, the meeting of shareholders must consider and abide by the following regulation by the screening consideration of the Nomination and Remuneration Committee:

1. Each shareholder has only one vote per one share;
2. Each shareholder must use all his or her votes (shares) as stipulated in No. 1 to elect one candidate or many to become Director. In addition, he or she shall not split his or her voting right between or among candidates for a single directorship; and
3. The persons elected to be the Director must have the highest tally descending order. In case of equality of vote, the Chairman shall cast the deciding vote.

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. APICHART CHINWANNO (Chairman of the Board of Directors)	Non-participating	-
2. Dr. HUYNH NGOC PHIEN (Vice-chairman of the Board of Directors)	Participating	-
3. Mrs. SOMHATAI PANICHEWA (Director)	Participating	-
4. Mrs. ORANUCH APISAKSIRIKUL (Director)	Participating	-
5. Mr. KITTI TANGJITRMANEESAKDA (Director)	Non-participating	-
6. Mr. AUKKARES CHOOCHOUY (Director)	Participating	-
7. Mr. WARAPATR TODHANAKASEM (Director)	Participating	-
8. Mr. YUTTANA JIAMTRAGAN (Director)	Non-participating	-
9. Ms. NATTAMON LIMTHANACHAI (Director)	Participating	-

## Information on the evaluation of duty performance of directors

### Criteria for evaluating the duty performance of the board of directors

The Company has performed the evaluation of the Board of Directors as a whole, the evaluation of the sub-committees as respective groups and the evaluation of individual Directors annually.

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

The results of the 2024 evaluation are as follows.

- The average score for the Board of Directors as a whole is 97.73%
- The average score for the sub-committees as respective groups is 96.24%
- The average score for individual Director is 99.49%

### Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

The Board of Directors develop a performance management policy for the Chief Executive Officer in order monitor the Chief Executive Officer's performance in accordance with the established plans and goals.

#### Objectives

This objective must be agreed with the Chief Executive Officer.

- There is consistency with the annual plan and strategies.

- There are no more than seven items.
- There is more than just a financial plan.
- There are indicators by using the “Balance Scorecard” method, which includes finance, internal work processes, strategies and innovations, and relationships with stakeholders.

Weights are given based on importance, e.g. finance = 30%, internal procedures = 20%, strategy and innovation = 20%, measurable stakeholder relations = 30%, e.g. stakeholder relationships: increased employee satisfaction, 75% overall.

#### Two-party evaluation process

The Company has established a two-party evaluation process whereby the Board of Directors evaluates the Chief Executive Officer’s performance, and the Chief Executive Officer evaluates its own performance to see the expectations of both parties and may adjust them to be mutually appropriate.

Reference link for the performance evaluation criteria for the executives : <https://investor.amatavn.com/storage/pdf/cg/cg-and-download/cg-policy/amatav-performance-management-and-remuneration-policy-for-the-chief-executive-officer-en.pdf>

### 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 : 8  
(times)

Date of AGM meeting : 24 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. APICHART CHINWANNO (Chairman of the Board of Directors, Independent director)	8	/	8	1	/	1	N/A	/	N/A
2. Dr. HUYNH NGOC PHIEN (Vice-chairman of the Board of Directors)	8	/	8	1	/	1	N/A	/	N/A
3. Mrs. SOMHATAI PANICHEWA (Director)	7	/	7	1	/	1	N/A	/	N/A
4. Mrs. ORANUCH APISAKSIRIKUL (Director, Independent director)	8	/	8	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)
5. Mr. KITTI TANGJITRMANEESAKDA (Director, Independent director)	8	/	8	1	/	1	N/A	/	N/A
6. Mr. AUUKARES CHOOCHOUY (Director)	8	/	8	1	/	1	N/A	/	N/A
7. Mr. WARAPATR TODHANAKASEM (Director, Independent director)	7	/	8	1	/	1	N/A	/	N/A
8. Mr. YUTTANA JIAMTRAGAN (Director, Independent director)	5	/	5	0	/	0	N/A	/	N/A
9. Ms. NATTAMON LIMTHANACHAI (Director, Independent director)	3	/	3	1	/	1	N/A	/	N/A

## Remuneration of the board of directors

### Types of remuneration of the board of directors

The Company sets appropriate remuneration for members of the Board of Directors at rates comparable to those of leading companies listed in the SET and other top companies in the same industries. Remuneration for the Board is also considered based on the Company's operating results, before being proposed for approval in the Shareholders' Meeting.

The Directors are remunerated in 3 parts: monthly remuneration, meeting attendance fee (per time, only if attend) and bonus.

- Monthly remuneration to be paid every month as follows:
  - Chairman THB 35,000/month
  - Vice Chairman THB 25,000/month
  - Other board members THB 20,000/month
- Meeting attendance fee to be paid to Directors attending the meetings as follows:
  - Chairman THB 50,000/time
  - Vice Chairman THB 40,000/time
  - Other board members THB 30,000/time
- Bonus paid once a year at the rate of 2% of annual dividend payment but not exceed THB 2 million.

### Remuneration of the board of directors<sup>(3)</sup>

#### 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	
<b>1. Mr. APICHART CHINWANNO</b> (Chairman of the Board of Directors)			<b>1,017,854.08</b>		<b>N/A</b>
Board of Directors	770,000.00	247,854.08	1,017,854.08	-	
<b>2. Dr. HUYNH NGOC PHIEN</b> (Vice-chairman of the Board of Directors)			<b>858,111.59</b>		<b>N/A</b>
Board of Directors	580,000.00	218,111.59	798,111.59	-	
The Corporate Governance Committee	60,000.00	0.00	60,000.00	-	
<b>3. Mrs. SOMHATAI PANICHEWA</b> (Director)			<b>0.00</b>		<b>N/A</b>
Board of Directors	0.00	0.00	0.00	-	
Risk Management Committee	0.00	0.00	0.00	-	
The Corporate Governance Committee	0.00	0.00	0.00	-	
<b>4. Mrs. ORANUCH APISAKSIRIKUL</b> (Director)			<b>938,283.26</b>		<b>1,329,290.96</b>
Board of Directors	450,000.00	198,283.26	648,283.26	-	
Audit Committee	200,000.00	0.00	200,000.00	-	
Risk Management Committee	90,000.00	0.00	90,000.00	-	
<b>5. Mr. KITTI TANGJITRMANEESAKDA</b> (Director)			<b>858,283.26</b>		<b>N/A</b>
Board of Directors	450,000.00	198,283.26	648,283.26	-	
Audit Committee	120,000.00	0.00	120,000.00	-	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
The Nomination and Remuneration Committee	90,000.00	0.00	90,000.00	-	
<b>6. Mr. AUKKARES CHOOCHOUY (Director)</b>			<b>738,283.26</b>		<b>N/A</b>
Board of Directors	450,000.00	198,283.26	648,283.26	-	
The Nomination and Remuneration Committee	90,000.00	0.00	90,000.00	-	
<b>7. Mr. WARAPATR TODHANAKASEM (Director)</b>			<b>868,283.26</b>		<b>N/A</b>
Board of Directors	420,000.00	198,283.26	618,283.26	-	
The Nomination and Remuneration Committee	150,000.00	0.00	150,000.00	-	
The Corporate Governance Committee	100,000.00	0.00	100,000.00	-	
<b>8. Mr. YUTTANA JIAMTRAGAN (Director)</b>			<b>404,666.67</b>		<b>N/A</b>
Board of Directors	344,666.67	0.00	344,666.67	-	
Audit Committee	60,000.00	0.00	60,000.00	-	
<b>9. Ms. NATTAMON LIMTHANACHAI (Director)</b>			<b>438,283.26</b>		<b>N/A</b>
Board of Directors	180,000.00	198,283.26	378,283.26	-	
Audit Committee	60,000.00	0.00	60,000.00	-	

#### 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	3,644,666.67	1,457,381.97	5,102,048.64



Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
2. Audit Committee	440,000.00	0.00	440,000.00
3. The Nomination and Remuneration Committee	330,000.00	0.00	330,000.00
4. The Corporate Governance Committee	160,000.00	0.00	160,000.00
5. Risk Management Committee	90,000.00	0.00	90,000.00

### Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	4,664,666.67
Other monetary remuneration (Baht)	1,457,381.97
Total (Baht)	6,122,048.64

Remark: <sup>(3)</sup> Mrs. Oranuch Apisaksirikul received remuneration from subsidiaries in VND currency. Total 991,268,425 VND or about 1,329,290 THB (Referred to the exchange rate from Bank of Thailand as of 30 December 2024)

### 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 : Yes  
companies

Mechanism for overseeing subsidiaries and associated : Yes  
companies

Mechanism for overseeing management and taking : Others : The Policy of Controlling the Subsidiaries  
responsibility for operations in subsidiaries and associated  
companies approved by the board of directors

The Company operates as a holding company and does not have business operations of its own, however have subsidiaries which carry out the operations. In order that the Company can monitor and control the subsidiaries effectively, and ensure the subsidiaries carry out policies and operate under applicable laws, regulations, announcements, and other related guidelines, the Company has implemented the following policies and measures as a mechanism to control the subsidiaries:

- The Company shall delegate a person who has an education especially in the related business of the subsidiaries to be Director or Executive in the subsidiaries in proportion to its shareholding. The persons to be delegated as Directors or Executives of the subsidiaries shall be approved by the Board of Directors' Meeting. In addition, the Company has clearly stipulated the scope of duties and responsibilities of persons to be delegated as Directors or Executives of the subsidiaries.
- The Company clearly stipulates the scope of power which the persons to be delegated as Directors or Executives can exercise their discretion, so that the votes of such Directors and Executives at the Board of Directors Meeting of the subsidiaries in relation to material matters is subject to the approval of the Board of Directors' Meeting

or Shareholders' Meeting of the Company, whichever the case may be.

- The Company shall keep track of the subsidiaries to disclose complete and correct information in relation to the financial status and results of operations, Connected Transactions, and the Acquisition or Disposition of Material Assets.
- The Company shall keep track of Directors and Executives of the subsidiaries to act in compliance with their duties and responsibilities, as stipulated by the law.
- The Company has a controlling mechanism under which the following transactions, namely, transactions between the subsidiary and its Connected Persons, the Acquisition or Disposition of assets, any other material transactions of the subsidiary; are required to be reported to the Company and the subsidiary entering into such transactions have to follow Asset Acquisition and Disposition Procedures, and Connected Transaction Policies and Procedures. The said procedures prescribe that all such transactions and amount as same as the Company shall be obtained the prior approval of resolution from the Board of Directors Meeting and/or the Shareholders' Meeting in accordance with the relevant Notification of the Capital Market Supervisory Board and the Notification of the Securities and Exchange Commission of Thailand.

Furthermore, the other material transactions of the subsidiaries shall be regulated by the approval authority policy of the Company and subsidiaries which stipulates the important transactions of the subsidiaries that must be resolved by Company's Board of Directors' Meeting and/or the Shareholders' Meeting before implement. The details are as follows:

**(1) Matters to be approved by the Board of Directors of the Company**

(a) To appoint or nominate any person to be director or executive of subsidiaries and/or affiliates, at least in proportion to shareholding in such subsidiaries and/or affiliates. The Directors and Executives nominated or appointed by the Company have its own discretion to vote in the Board of Directors of subsidiaries and/or affiliates in matters relating to the general administration and normal business of the subsidiary and/or affiliates as a director and executive of subsidiaries and/or affiliates view as proper for the best benefit of the Company, its subsidiaries and/or affiliates, unless subject to the matters which have to be approved by the Board of Directors or the Shareholders' Meeting of the Company (as applicable).

The Directors or Executives, as the paragraph above which are nominated for such positions, shall be listed in the list of directors and executives of the security issuance company (White List) including qualifications, roles and responsibilities as well as are not lack of trust in accordance with the notification of the Securities and Exchange Commission re the specification of the lack of trust characteristic of directors and executives.

- (b) To consider and approve the annual dividend and interim dividend (if any) of subsidiaries.
- (c) To amend the Articles of Association of the subsidiaries except for the amendment in a significant matter as Clause (2) (f).
- (d) To consider and approve the subsidiaries' annual budget.
- (e) To appoint the auditors of the subsidiaries which must be a full member in the same network as the auditor of the Company.

Clause (f) to (n) are considered as significant transactions and if proceed such transactions will significantly impact on the financial status and results of operations of the subsidiaries, the transactions must be prior approved by the Company's Board of Directors' Meeting, provided that such transactions will be calculated from the size of the subsidiary compared to the size of the company (by the calculations of the criteria stipulated in the Notification of the Capital Market Commission and the Securities and Exchange Commission of Thailand regarding the acquisition or disposition of assets and/or the Connected Transaction (as the case may be) applicable mutatis mutandis), then the criteria to be considered to obtain the approval by the Board of Directors' Meeting as the following transaction:

- (f) In case that the subsidiaries agree to enter into a transaction with a related party to the subsidiaries or related to the acquisition or disposition of assets of the subsidiaries.
- (g) Transferring or waiving the beneficial rights including essential rights of claims against any person who causes damage to the Subsidiary of the Company.
- (h) Sale or transferring of major subsidiaries' enterprise in whole or part to other person.
- (i) Purchasing or acquisition of other company's business to subsidiaries.
- (j) The execution, amendment or termination of contracts relating to the important leasing business of its subsidiaries in whole or in part. The delegation to other person to manage the subsidiaries' business or the merger of the subsidiary's business with other party.
- (k) Lease or hire-purchase of all business or property of its Subsidiary or their essential parts.
- (l) Borrowing lending, financing guarantee, and any other transactions which bind the Subsidiary of the Company by creating an additional material impact on the financial status in the case that the third party lacks

liquidity or cannot perform its obligations, or any other type of provision of financial assistance to the third party whereby such transaction is not in the normal course of business of such Subsidiary.

(m) The liquidation of a subsidiary.

(n) Any transactions which are not in the normal course of business of such Subsidiaries and will materially affect the benefit of the Subsidiaries.

## **(2) Approving authority of the Shareholders Meeting of the Company**

The Shareholders' Meeting of the Company shall have authority to approve and execute transactions as follows:

(a) In case that the subsidiaries agree to enter into the related party transaction or the acquisition or disposition of assets of the subsidiary, provided that such transactions will be calculated from the size of the subsidiary compared to the size of the company (by the calculations of the criteria stipulated in the Notification of the Capital Market Commission and the Securities and Exchange Commission of Thailand regarding the acquisition or disposition of assets and/or the Connected Transaction (as the case may be) applicable mutatis mutandis), then the criteria to be considered to obtain the approval by the Shareholders' Meeting of the Company.

(b) Increase of capital of the Subsidiary of the Company by issuing new shares and allocating newly issued shares, including a reduction in registered capital which is not in proportion to the shareholding of the existing Shareholders, and results in a proportional reduction of the direct and indirect shareholding of the Company in its Subsidiary and each subsequent subsidiary declining of 10% of the paid-up registered capital of such Subsidiary, or results in a proportional reduction of the direct and indirect shareholding of the Company in the Subsidiary and each subsequent subsidiary that is lower than the proportion specified in the law governing such Subsidiary, which results in the Company not having controlling power over the Subsidiary.

(c) Any other action as a result in the proportion of voting rights of the Company both direct and/or indirect in any way to the shareholders' meeting of the subsidiaries which decreases more than ten percent (10) of the total number of subsidiaries' voting right. Or result in the proportion of voting rights of the Company both direct and/or indirect to the shareholders of the subsidiaries less than the ratio prescribed by the law which applies to its subsidiaries to enter into any other transaction, transaction is not in the normal course of business of such Subsidiary.

(d) Liquidation of subsidiaries, provided that it has to be calculated on the size of the subsidiaries' business compare to the size of the Company's business (by comply with the criteria stipulated in the Notification of the Capital Market Supervisory Board and the Securities and Exchange Commission regarding the Acquisition or Disposition of Assets, applicable mutatis mutandis), then the criteria to be considered approval by the Shareholders' Meeting of the Company

(e) Any transactions which are not in the normal course of business of such Subsidiaries and will materially affect the benefit of the Subsidiaries, provided that it has to be calculated on the size of the subsidiaries' business compare to the size of the Company's business (by comply with the criteria stipulated in the Notification of the Capital Market Supervisory Board and the Securities and Exchange Commission regarding the Acquisition or Disposition of Assets, applicable mutatis mutandis), then the criteria to be considered approval by the Shareholders' Meeting of the Company

(f) Amendment of Memorandum and Articles of Association of the Subsidiary which will significantly affect the financial status and results of operations of the Subsidiaries, including but not limited to the voting right of the Company in Board of Directors' Meeting of the Subsidiaries and/or the Shareholders' Meeting of the Subsidiaries or the dividends payment of the subsidiaries etc.

• The Company has clearly stipulated the duties of directors and executives of the Company and/or its subsidiaries in the corporate governance of the Company's subsidiaries in the Articles of Association as follows:

(1) The Directors and Executives of the Company and/or its subsidiaries to disclose completed and correct information in relation to the financial status and results of operations, Connected Transactions, and the Acquisition or Disposition of Material Assets of the Company and/or Subsidiaries within the reasonable period as stipulated by the Company, provided that the Board of Directors of the Company and/or the Subsidiaries considers such transaction from the relevant Notification of the Capital Market Supervisory Board and the Board of the Stock Exchange of Thailand apply mutatis mutandis.

(2) The Directors and Executives of the Company and/or the Subsidiaries must disclose and deliver their interests and related party information to the Board of Directors of the Company and/or its subsidiaries to be aware of the relationship and the transaction with the Company that may incur a conflict of interest and avoid doing any transactions that may cause a conflict of interest or the Company by the Board of Directors of the Company and/or its subsidiaries are obliged to inform such matter to the Board of Directors of the Company and/or its subsidiaries within the period as prescribed by the Company in order to being the information for consideration or decision of any approval. This major of consideration will take into account the overall interests of the Company and/or its subsidiaries.

The directors of the Company and/or its subsidiaries shall not engage in a matter of self-interest or conflict of interests, both directly and indirectly as well.

The following transactions shall be deemed that the Directors, Executives or individuals who are relevant to the Company and/or its subsidiaries receive the financial benefit other than normally would or cause the Company and/or its subsidiaries receive the damage with presumably to act contrary to the Company's interests significantly:

- (a) Entering into the transactions between the Company and/or its subsidiaries with the directors, executives or individuals who are not related by the criteria of the related transaction.
- (b) The use of the Company and/or its subsidiaries' information or the Company and/or its subsidiaries perceive, unless the information is already publicly available.
- (c) The use of the property or business opportunity of the Company and/or its subsidiaries in the same way that the Company and/or its subsidiaries (as applicable) act which violate the rules or common practice according to the Notification of Capital Market Supervisory Board
- (3) The directors and executives of the Company and/or its subsidiaries shall report its business plan, business growth, large investment projects as well as joint investment with other operators to the Company via the monthly operating report and clarify or submit documents for considering upon the Company's request
- (4) The Directors and executive of the Company and/or its subsidiaries shall deliver the information or documents concerning the operations of the Company upon receiving the request, as appropriate.
- (5) The Directors and Executives of the Company and/or its subsidiaries shall clarify or deliver the supporting documents to the Company, in case of the Company detect any significant issues.
- (6) The Directors of the Company and/or its subsidiaries shall provide appropriate internal control system and strong enough to prevent corruption that may occur with the Company including provide the clear work system to show that the Company has adequate disclosure, entering into the significant transaction as guidelines continuously and reliable. And there is a channel for the directors and executives of the Company and/or its subsidiaries to acquire the information of the Company in order to monitoring the operating results and financial status, entering into the transaction between the Company and its directors and executive, the transaction between the subsidiaries and its directors and executive and transaction that is significant for the Company effectively. In addition to provision of such system monitoring mechanism in the Company, the team of internal auditors and the independent directors of the Company can access such information directly and report the results of such system monitoring to the directors and executives of the Company and/or its subsidiaries to ensure that the Company and/or its subsidiaries comply with the system supplied regularly.

In addition, the Company will enforce to amend the Articles of Association of its newly established subsidiaries and any subsidiary which the Company may establish in the future to comply with the relevant Notifications of the Securities and Exchange Commission, the Capital Market Supervisory Board and the Office of the Securities and Exchange Commission as long as it does not contravene the laws of that country, in order for the Company to have a mechanism to control its subsidiaries, for example, the right to appoint the directors in proportion to its shareholding in the subsidiaries, any significant transactions of the subsidiaries must be approved by the Board of Directors' Meeting and/or the Shareholders' Meeting of the Company before enter into such transaction and in case of the subsidiary is a foreign company, the Director of such subsidiary at least one person shall be a resident in Thailand etc.

## 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

In order to prevent from situations in which the personal interests of Directors, executives or employees may conflict with the interests of the Company, the Company has Policy on Prevention of Conflict of Interest which controls the Company's transactions with connected persons who may cause conflicts of interest in order to create transparency and fairness to all stakeholders. The principles of Policy are as follows:

1. A transaction must be passed a transparent approval process by Directors and executives with duty of loyalty and duty of care. The stakeholders in this transaction must not participate in any part of this decision

making;

2. A transaction is made by considering the interests of the Company as if it were transactions with third parties; and

3. There is a monitoring and audit system to ensure that the transactions are carried out in accordance with the procedures. The Company has an Audit Committee responsible for reviewing and providing an opinion on connected transactions or transactions that may lead to conflicts of interest. The Company also discloses details of such transactions in accordance with the regulations of the Stock Exchange of Thailand and the Securities and Exchange Commission which the external auditors had opinion that the significant transactions with the connected persons were disclosed and shown in the Financial Statements and Note to Financial Statements and the Audit Committee had opinion as same as the external auditors' and also considered that such transactions were reasonable and the most beneficial to the business of the Company and were disclosed correctly and completely.

In addition, the Company organized the Corporate Governance Test for the Company's Management and staff of all levels to review their knowledge and create awareness on the matter including Conflict of Interests Prevention. In this regards, the Company plans to arrange the seminar for the Company's Executives and employees through many channels to review their knowledge every year.

In 2024, the Company had not received any complaints on conflict of Interests.

### 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 : Yes  
information to seek benefits over the past year

The Company sets the regulation to prevent Insider Trading by relevant individual, which include the Board of Directors, Executives and staff who involved with the information (including spouse and minor children of such persons) who have access to information as follows:

1. The Company prohibits a relevant individual from buying or selling the Company's securities within one month prior to the disclosure of the quarterly and annual financial statements. The prohibition extends to 24 hours after the financial statement disclosure (Blackout Period);
2. In a case that any individual has access to non-public information which may affect the price of the Company's securities shall be prohibited to trade the Company's securities until 24 hours after such information is disclosed to the public. The Company also prohibits its executives or divisions to disclose any non-public information to outsiders or person who is not in charge in order to prevent the misuse of such information; and
3. In a case that member of the Board of Directors and executives, including spouse/cohabiting couple and minor children of such persons change an amount of his or her shareholding, must report such changes to the Securities and Exchange Commission of Thailand in accordance with Section 59 of the Securities and Stock Exchange Act.

In 2024, no Directors or Executives were found to trade the Company's securities during the suspension of trading by the Company.

### 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 : Yes  
year

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, The participation in anti-corruption projects, Communication and training for employees on anti-corruption policy and guidelines, The monitoring of the evaluation of compliance with the anti-corruption policy

#### Anti-Corruption Policy

The Company is against all forms of corruption, based on the recognition that giving bribes and other acts of corruption are dangerous and destructive to fair and equitable competition as well as damaging to both economy and society as a whole. As such, the Company does not have any policy whatsoever to offer any money or any other types of rewards and inducements to any external organizations or to any officials of public offices/agencies in order to gain any improper benefits or competitive business advantage; nor to offer money to speed up any business procedures nor to gain any special treatment and convenience. In this regards, the Company's Board of Directors Meeting No. 6/2023 approved the Anti-Corruption Policy and Whistleblowing Policy, applied to Directors, Executives and employees. The Company encourages its subsidiaries, affiliates, associated companies, joint ventures, and business partners to apply this Anti-Corruption Policy as a guideline. In addition, the Company's Board of Directors shall review the policies annually. Furthermore, the Company has announced its intention to join the Thai Private Sector Collective Action Coalition against Corruption (CAC) since 2019 and has been renewed the membership of CAC for the first time in 2023.

The Company has taken following actions in accordance with the Anti-Corruption Policy:

1. The Company has communicated to the Directors, Executives and employee that all operations must strictly comply with the laws. If there were mistakes occur due to negligence or ignorance, the person at fault must receive punishment from the authority without using any influence to avoid the punishment; and
2. The Company has provided whistleblowing channels and measures to protect the whistleblowers.

The Company has disclosed the Anti-Corruption Policy and Whistleblowing Policy on the Company's website [www.amatavn.com](http://www.amatavn.com) under the section "Corporate Governance".

In 2024, the Company organized the Corporate Governance and Anti-Corruption Policy Test for the Company's Management and staff of all levels to review their knowledge and create awareness. On the New Year occasion, the Company had communicated the No Gift Policy to the Directors, Management, and staff, and to other stakeholders via the Company's website.

The Company also regularly reviews the internal controls system to ensure their ongoing efficiency and viability in fighting any acts of bribery and corruption, together with procedures to constantly monitor internal activities so as to ensure that the established policies and procedures are still effective and valid. In addition, the Company also regularly informs all products distributors and services suppliers, contractors, and business partners about anti-bribery and anti-corruption policies immediately since the beginning of any business relationship until thereafter, as appropriate.

### 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 : Yes  
over the past year

The Company provides channels for directors, executives, employees, business partners, partners and stakeholders (“Whistleblower”) to file a complaint for any misconduct violating laws, regulations, and codes of conduct which may affect the Company’s assets and reputation. The Whistleblower can file a complaint via the provided email and telephone. The Company’s Audit Committee will appoint a working group who has no conflict of interest on the complaining matter.

#### **Scope of Whistleblowing**

1. Any behavior resulting from any improper actions undertaken and aimed gaining any benefit in an inappropriate and illegal manners, including actual embezzlement of assets, as well as any fraudulent and corruption actions or bribery;
2. Any behavior involved with fraudulent or false book keeping and recording of the Company’s accounts or financial statements, with the intent of misleading others, through using of false financial information or not disclosing all such information that should otherwise be disclosed;
3. Any behavior involved with the business operations and activities, that violate any applicable laws or regulatory requirements, together with any Company rules, regulations and business ethics;
4. Any suspected actions concerning money laundering, accountant, finance, procurement, other improper actions may possibly lead to Company’s losses;
5. Any actions which may conflict with the Company’s interest; and
6. Any actions related to discrimination violation of human rights unethical or moral.

In 2024, there is no whistleblowing or complain on significant corporate governance.

#### **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) : 5

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Mrs. ORANUCH APISAKSIRIKUL (Chairman of the audit committee)	5	/	5
2 Mr. KITTI TANGJITRMANEESAKDA (Member of the audit committee)	5	/	5
3 Mr. YUTTANA JIAMTRAGAN (Member of the audit committee)	3	/	3
4 Ms. NATTAMON LIMTHANACHAI (Member of the audit committee)	2	/	2

#### **The results of duty performance of the audit committee**

Please see Enclosure No. 6 - The Audit Committee’s Report.

#### **Information on summary of the results of duty performance of subcommittees**

##### **Meeting attendance and the results of duty performance of subcommittees**

## Meeting attendance of The Nomination and Remuneration Committee

Meeting The Nomination and Remuneration Committee (times) : 4

List of Directors	Meeting attendance of The Nomination and Remuneration Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. WARAPATR TODHANAKASEM (The chairman of the subcommittee)	4	/	4
2 Mr. KITTI TANGJITRMANEESAKDA (Member of the subcommittee)	4	/	4
3 Mr. AUKKARES CHOOCHOUY (Member of the subcommittee)	4	/	4

## The results of duty performance of The Nomination and Remuneration Committee

The Nomination and Remuneration Committee has selected Directors to replace those whose terms are ending by recruiting persons to replace who are due to retire by rotation by selecting Directors who have appropriate qualifications according to the Diversity of the Board of Directors Policy using the Board Matrix Skill. In addition, the Directors must be qualified and not possess prohibited characteristics in accordance with Section 68 and 75 of the Public Limited Company Act B.E. 2535, and other related laws.

After consideration, the Committee has proposed the 2 retiring Directors for another term and nominate a new Director to be in place of Director who resigned, which the Board of Directors has unanimously appointed the 3 Directors accordingly, and the Annual General Meeting of Shareholders elected the proposed 3 Directors.

## Meeting attendance of The Corporate Governance Committee

Meeting The Corporate Governance Committee (times) : 2

List of Directors	Meeting attendance of The Corporate Governance Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. WARAPATR TODHANAKASEM (The chairman of the subcommittee)	2	/	2
2 Dr. HUYNH NGOC PHIEN (Member of the subcommittee)	2	/	2
3 Mrs. SOMHATAI PANICHEWA (Member of the subcommittee)	2	/	2

## The results of duty performance of The Corporate Governance Committee

In 2024, the Corporate Governance Committee reviewed the Procurement Policy to update the content and proposed to create 2 new policies namely Biodiversity Policy and Sustainable Construction Policy, and proposed to the Board of Directors for approval.

Furthermore, the Corporate Governance Committee reviewed the Corporate Governance Policy of year 2024 based on the Corporate Governance Code for listed companies year 2017, for the Directors, Executives and employees to follow. The review is proceeded in Corporate Governance Committee Meeting No. 2/2024.

The Corporate Governance Committee promoted and oversaw the implementation of policies and practices related to



corruption matters, especially on bribery by organized the Corporate Governance and Anti-Corruption Online Test which encourages employees to review the Company’s Corporate Governance Handbook and Code of Conduct Handbook. At the end of the test, employees could learn from the points they missed. The seminar also encouraged to be arranged, by inviting professional guest to train Directors of subsidiaries, executives and employees about Corporate Governance and Anti-Corruption.

## Meeting attendance of Risk Management Committee

Meeting Risk Management Committee (times) : 3

List of Directors	Meeting attendance of Risk Management Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mrs. SOMHATAI PANICHEWA (The chairman of the subcommittee)	3	/	3
2 Mrs. ORANUCH APISAKSIRIKUL (Member of the subcommittee)	3	/	3

## The results of duty performance of Risk Management Committee

Please see the details of the Risk Management Committee’s report of year 2024 in “Risk Management”

# Corporate Sustainability Policy

## Information on policy and goals of sustainable management

### Sustainability Policy

Sustainability Policy : Yes

Amata VN Public Company Limited, its associates, subsidiaries, and affiliates (the Company) are well aware that business development to grow while coexisting with and responsible for the local community, as well as the preservation of natural resources and a sound environment based on good corporate governance, will help create long-term value for the organization and stakeholders throughout the value chain. Therefore, the Company is committed to conducting business in accordance with the principles of sustainable development and the “ALL WIN” philosophy under the principles of corporate governance and the Company’s business code of conduct, as well as complying with the guidelines of the UN Global Compact as well as relevant international practices and standards. This is done by integrating sustainability management guidelines with the Company’s business strategy and operations to drive the sustainable development of the organization in a concrete manner with the goal of developing the business to grow steadily, increase competitiveness, reduce the negative impact of business operations, and create a positive impact on the economy, the environment, and society. It is also able to meet the expectations of all stakeholders in a balanced manner and support the achievement of the United Nations Sustainable Development Goals (SDGs).

Reference link for sustainability policy : <https://investor.amatavn.com/storage/pdf/cg/cg-and-download/social-policy/amatav-sustainable-development-policy-en.pdf>

### Sustainability management goals

Does the company set sustainability management goals : Yes

The Company reviews its sustainability development policy and sets sustainability management goals by analyzing trends in the real estate sector and new business opportunities, for sustainable economic growth in the volatile business environment as well as creating long-term and sustainable value for stakeholders.

Details of sustainability management are presented in the Company's Sustainability Report.

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

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

Has the company reviewed the policy and/or goals of sustainable management over the past year : Yes

Has the company changed and developed the policy and/or goals of sustainable management over the past year : Yes

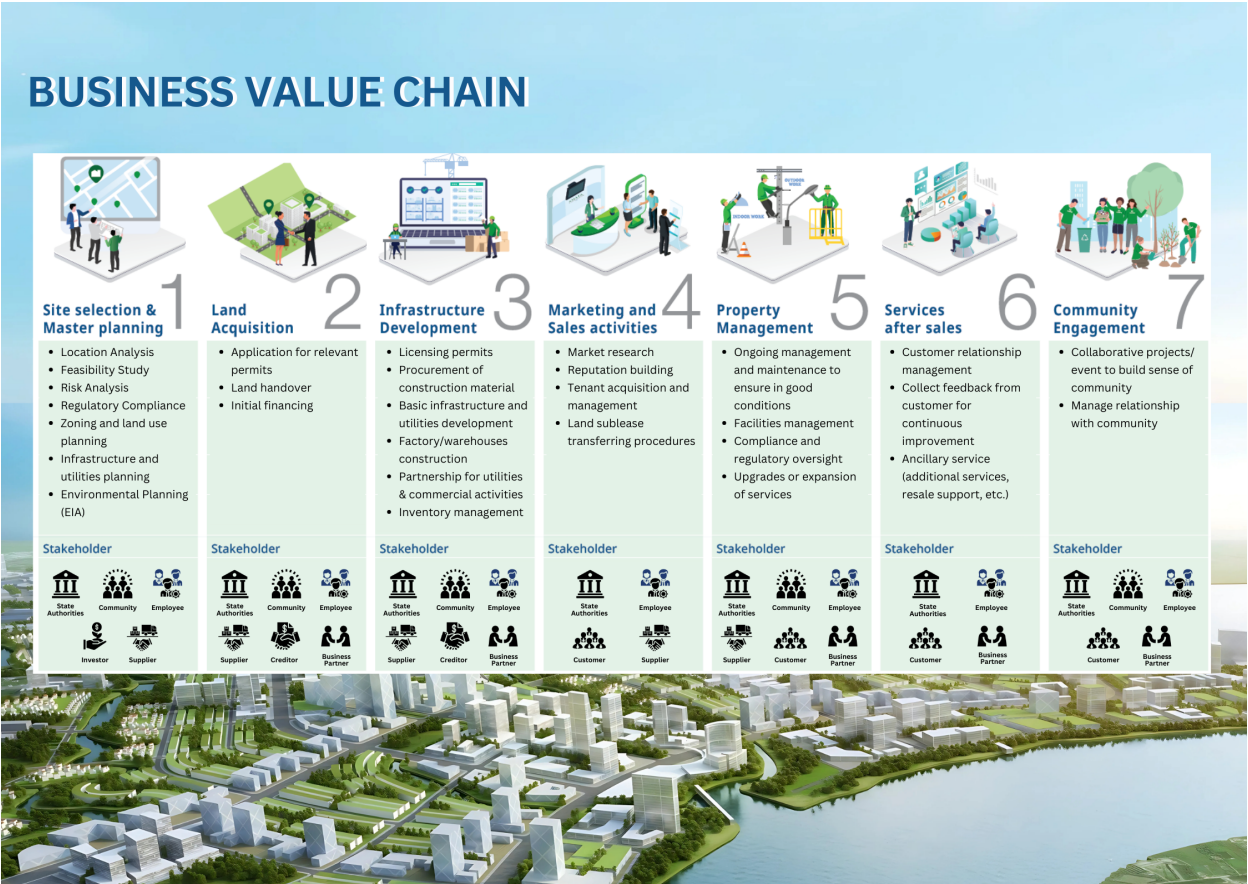
The Company has reviewed policies, practices, scope of responsibilities of Sustainable Development Policy to align with the business operations. Details appear in the Company's Sustainable Development Policy.

## Information on impacts on stakeholder management in business value chain

### Business value chain

Responsible supply chain management is an important element that will contribute to sustainable business. Appropriate selection and management of the suppliers who provides products or services for the development of the organization’s product or services will reduce the potential social and environment risk and impacts associated with the suppliers’ conduct, prevent reputational risks, increase quality, and promote a long-term growth value creation for the company.

Business value chain diagram



Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			
<ul style="list-style-type: none"> <li>• Employees</li> </ul>	<ul style="list-style-type: none"> <li>- Reasonable welfare and benefits</li> <li>- Career advancement and job security</li> <li>- Development of knowledge and capability</li> <li>- Clear Company's direction</li> <li>- Economic performance</li> <li>- Occupational health and safety</li> </ul>	<ul style="list-style-type: none"> <li>- Regularly reviewed and improved compensation and offered appropriate welfare</li> <li>- Offered priority to internal employees for job rotations and recruitment for job positions within the group of companies</li> <li>- Organized training courses that meet the needs and keep up with global changes for continuous development</li> <li>- Developed employee well-being program and activities</li> <li>- Provide safety equipment and annual inspections of areas that can cause possible harm to employees on annual basis</li> <li>- Continual communication with clear information and updates on company's direction, operation and associated news</li> <li>- Inform of company's performance at townhall on annual basis</li> </ul>	<ul style="list-style-type: none"> <li>• Online Communication</li> <li>• Internal Meeting</li> <li>• Complaint Reception</li> <li>• Employee Engagement Survey</li> <li>• Satisfaction Survey</li> <li>• Training / Seminar</li> </ul>

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			
<ul style="list-style-type: none"> <li>Investors or investment institutions</li> </ul>	<ul style="list-style-type: none"> <li>Investment opportunity with good returns and profitability</li> <li>Stock value</li> <li>Continuous business growth</li> <li>Good governance</li> <li>Anti-corruption</li> <li>Equal treatment of shareholders</li> <li>Risk Management process in place</li> <li>Transparent and reliable disclosure</li> </ul>	<ul style="list-style-type: none"> <li>Continuously developed existing and new business</li> <li>Promoted innovations and applied technology in cost reduction</li> <li>Carried out business in a transparent and fair manner</li> <li>Conducted sustainability risk management process covering economic, social and environmental aspects</li> <li>Established measures for employees and contractors working in the operation process and customer services</li> <li>Transparent information disclosure in accordance with Thai, Vietnam and associated international standards</li> <li>Conduct the associated activities for potential investors, i. e. an open house and marketing campaign</li> </ul>	<ul style="list-style-type: none"> <li>Visit</li> <li>Press Release</li> <li>Online Communication</li> <li>Internal Meeting</li> <li>Annual General Meeting (AGM)</li> </ul>

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<b>External stakeholders</b>			
<ul style="list-style-type: none"> <li>Government agencies and Regulators</li> </ul>	<ul style="list-style-type: none"> <li>- Compliance with regulations and laws</li> <li>- Economic development for local community and the nation</li> <li>- Good governance and business ethics</li> <li>- Corporate philanthropy</li> <li>- Contribution to national and global goals</li> </ul>	<ul style="list-style-type: none"> <li>- Complied with laws and regulations and transparent</li> <li>- Regularly monitor social and environmental impacts</li> <li>- Engaged with local communities and authorities and supported social and environmental developments</li> <li>- Develop or improve work processes to reduce social and environmental impact from the Company's operation following specified measures</li> <li>- Participating in an industry and national-level forums</li> <li>- Offer opinion and industry perspective to support the government authorities in formulating new policies and regulation</li> </ul>	<ul style="list-style-type: none"> <li>• Visit</li> <li>• Press Release</li> <li>• Social Event</li> <li>• Online Communication</li> <li>• External Meeting</li> <li>• Training / Seminar</li> </ul>
<ul style="list-style-type: none"> <li>Creditor</li> </ul>	<ul style="list-style-type: none"> <li>- Honoring terms and agreement</li> <li>- Business growth and financial performance</li> </ul>	<ul style="list-style-type: none"> <li>- Strictly followed contract's terms and conditions</li> <li>- Disclosed accurate and complete financial information</li> <li>- Sustained the Company's business performance by increasing work efficiency and managing cost effectively</li> </ul>	<ul style="list-style-type: none"> <li>• Online Communication</li> <li>• External Meeting</li> <li>• Annual General Meeting (AGM)</li> </ul>
<ul style="list-style-type: none"> <li>Business partners</li> </ul>	<ul style="list-style-type: none"> <li>- Doing business with integrity and fairness</li> <li>- Collaborate for growth and business development</li> </ul>	<ul style="list-style-type: none"> <li>- Followed code of business ethics</li> <li>- Developed fair joint venture agreements</li> <li>- Kept confidential information of business partners</li> </ul>	<ul style="list-style-type: none"> <li>• Visit</li> <li>• Internal Meeting</li> <li>• Satisfaction Survey</li> <li>• Training / Seminar</li> </ul>

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<b>External stakeholders</b>			
<ul style="list-style-type: none"> <li>Customers</li> </ul>	<ul style="list-style-type: none"> <li>- Product/ service quality and safety</li> <li>- Customer's rights and personal data protection</li> <li>- Emergency management</li> <li>- Good governance and business ethics</li> <li>- Compliance with law</li> <li>- Energy management</li> <li>- Contribution to society</li> <li>- Anti-corruption</li> <li>- Customer Service and experience</li> </ul>	<ul style="list-style-type: none"> <li>- Supported customers' business operations, such as organizing training courses for customers in accordance with the law</li> <li>- Supported customers in local/national community events</li> <li>- Responded to customer complaints effectively</li> <li>- Conducted risk management process in all aspects. Prepared crisis management plan and emergency response plan including well-trained officers and equipment</li> <li>- Developed sources of renewable energy in Industrial estates</li> <li>- Maintaining Cybersecurity and Customer's personal data protection with utmost security</li> <li>- Provide accurate and complete information to customers</li> </ul>	<ul style="list-style-type: none"> <li>• Social Event</li> <li>• Online Communication</li> <li>• External Meeting</li> <li>• Complaint Reception</li> <li>• Employee Engagement Survey</li> <li>• Satisfaction Survey</li> <li>• Training / Seminar</li> </ul>
<ul style="list-style-type: none"> <li>Suppliers</li> </ul>	<ul style="list-style-type: none"> <li>- Good corporate governance and business ethics</li> <li>- Transparent procurement process</li> <li>- Compliance with contract</li> <li>- Good relationship</li> <li>- Support in solving problems</li> </ul>	<ul style="list-style-type: none"> <li>- Enforces Supplier Code of Conduct to align with the Group policies</li> <li>- Supplier/Contractor work monitoring</li> <li>- Developed procurement policy and best practices to create sustainable supply chain management</li> <li>- Information sharing on new technology and best practices</li> <li>- Appoint a department to communicate with suppliers/ contractors on related issues</li> </ul>	<ul style="list-style-type: none"> <li>• Online Communication</li> <li>• Internal Meeting</li> <li>• Training / Seminar</li> </ul>

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			
<ul style="list-style-type: none"> <li>Community</li> </ul>	<ul style="list-style-type: none"> <li>- Social and environmental impact</li> <li>- Community well-being</li> <li>- Infrastructure development</li> <li>- Promote community activities</li> <li>- Corporate philanthropy</li> </ul>	<ul style="list-style-type: none"> <li>- Encouraged factory operators to have efficient waste management</li> <li>- Promoted and provided opportunities for people in the surrounding communities to access education and skill development</li> <li>- Conducted biodiversity restoration projects</li> <li>- Responded to community complaints effectively</li> <li>- Promoted the development for a better quality of life and economy in the communities and society</li> <li>- Conducted Environmental Impact Assessment</li> </ul>	<ul style="list-style-type: none"> <li>• Social Event</li> <li>• Online Communication</li> <li>• External Meeting</li> <li>• Complaint Reception</li> <li>• Satisfaction Survey</li> </ul>
<ul style="list-style-type: none"> <li>Media</li> </ul>	<ul style="list-style-type: none"> <li>- Receive accurate and timely information</li> <li>- Business growth</li> <li>- Compliance to law and regulations</li> <li>- Social and environmental impact</li> </ul>	<ul style="list-style-type: none"> <li>- Disclosed transparent and accurate information</li> <li>- Maintained long-term relationship with media</li> <li>- Swift responses to issues raised in media</li> </ul>	<ul style="list-style-type: none"> <li>• Press Release</li> <li>• Online Communication</li> </ul>

## Information on organization's material sustainability topics

### Organization's material sustainability topics

The company has identified its sustainability materiality topics : Yes

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

### Details of organization's material sustainability topics



The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Environmental Quality Control	<ul style="list-style-type: none"> <li>• Environmental Management Standards Policy and Compliance</li> <li>• Energy Management</li> <li>• Water Management</li> <li>• Waste and Waste Management</li> </ul>
Climate Resilience	<ul style="list-style-type: none"> <li>• Environmental Management Standards Policy and Compliance</li> <li>• Energy Management</li> <li>• Greenhouse Gas Management</li> </ul>
Biodiversity conservation	<ul style="list-style-type: none"> <li>• Environmental Management Standards Policy and Compliance</li> <li>• Biodiversity Management</li> </ul>
Energy Efficiency	<ul style="list-style-type: none"> <li>• Energy Management</li> <li>• Greenhouse Gas Management</li> </ul>
Labor Practices	<ul style="list-style-type: none"> <li>• Human Rights</li> <li>• Fair Labor Practices</li> </ul>
Diversity, Equity and Inclusion	<ul style="list-style-type: none"> <li>• Human Rights</li> <li>• Fair Labor Practices</li> </ul>
Occupational Safety & Health	<ul style="list-style-type: none"> <li>• Human Rights</li> <li>• Fair Labor Practices</li> </ul>
Employee Development & Retention	<ul style="list-style-type: none"> <li>• Human Rights</li> <li>• Fair Labor Practices</li> </ul>
Community Safety & Well-Being	<ul style="list-style-type: none"> <li>• Customer / Consumer Responsibility</li> <li>• Community / Social Responsibility</li> </ul>
Contribution to Society	<ul style="list-style-type: none"> <li>• Community / Social Responsibility</li> </ul>
Customer Relationship Management	<ul style="list-style-type: none"> <li>• Customer / Consumer Responsibility</li> </ul>
Law and Regulation Compliance	<ul style="list-style-type: none"> <li>• Good Governance</li> <li>• Others : Laws and Regulations Compliance</li> </ul>
Cybersecurity and Data Protection	<ul style="list-style-type: none"> <li>• Good Governance</li> </ul>
Ethical and Transparent Business	<ul style="list-style-type: none"> <li>• Good Governance</li> </ul>
Responsible Supply Chain	<ul style="list-style-type: none"> <li>• Sustainable Supply Chain Management</li> </ul>
Innovation Development	<ul style="list-style-type: none"> <li>• Innovation Development</li> </ul>

## Information on sustainability report

### Corporate sustainability report

Corporate sustainability report : Have data

Reference link for corporate sustainability report : <https://amata.v-listedcompany.com/misc/sd/20250326-amata-v-sd2024-en.pdf>

### Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or : GRI Standards, UN Global Compact  
guidelines

# Sustainability risk management

## Information on risk management policy and plan

### Risk management policy and plan

Risk is an inherent aspect of business, with complexity increasingly driven by global economic dynamics and evolving market landscapes. AVN Group recognizes the critical importance of robust risk management practices to navigate challenges and capitalize on opportunities across internal and external environments. The Group has established a systematic enterprise risk management framework aligned with international standards, specifically the Enterprise Risk Management – Integrated Framework by COSO and ISO 31000:2018. By integrating comprehensive risk management; including Environmental, Social, and Governance (ESG) considerations—into our strategic planning, we aim to mitigate potential risks that could significantly impact on our objectives while strategically leveraging emerging opportunities.

Reference link to risk management policy and plan : <https://investor.amatavn.com/storage/pdf/cg/cg-and-download/cg-policy/amatav-risk-management-policy-en.pdf>

## Information on ESG risk factors management standards

### ESG risk factors management standards

Standards on ESG risk management : Yes

Standards on ESG risk management : COSO - Enterprise risk management framework (ERM), ISO 31000: Risk management

## Information on ESG risk factors

### Risk factors on business operation

### Operational risk associated with the Company or the group of companies

#### Risk 1 Risk from impact of global economic situation

Related risk factors : [Strategic Risk](#)

- Economic risk

ESG risk factors : No

#### Risk characteristics

The Group's primary revenue stream is generated from foreign direct investment (FDI). Over the past years, geopolitical instability and conflicts have substantially accelerated global economic downturn leading to high inflation rate and price pressures, thus influencing investment decisions of FDIs. Additionally, financial conditions, although less tight than in 2023, is still under cautious management. Despite signs of the global economic slowdown, Vietnam has maintained a stable influx of FDI. In 2024, Vietnam attracted USD 38.23 billion in FDI according to Vietnam’s Ministry of Planning and Investment. Although there is a slight drop of 3 % year-on-year, it is still a considerable amount.

#### Risk-related consequences

- Reduce area/sales leading to less revenue generation.
- Reduce attractiveness of our products.
- Increase holding costs.

#### Risk management measures

- Proactive monitoring of macroeconomic trends and market environments to determine appropriate strategies.
- Enhance operational efficiency.
- Product diversifying the portfolio across geographic locations.
- Target sales in low-impact region.

#### Risk 2 Risks of Compliance from Changes in Rules, Laws, and Regulations

Related risk factors : [Strategic Risk](#)

- Government policy

[Compliance Risk](#)

- Change in laws and regulations

ESG risk factors : Yes

#### Risk characteristics

Vietnam's one-party socialist system allows its government to swiftly implement policies and regulations. However, this centralized power is balanced by decentralized authority at the provincial level, enabling provinces to tailor their commercial and investment policies. This variation in interpretation and implementation of laws across provinces can pose challenges for businesses. Additionally, the ongoing reform of laws and regulations to address evolving societal needs and global contexts poses challenges for businesses. This lack of clarity can increase compliance costs and make it more difficult to make informed business decisions.

#### Risk-related consequences

- Significant fines and penalties for non-compliance
- Delay in project schedule
- Reputational damage impact ability to attract investors and future project

#### Risk management measures

- Monitor changes in law and regulations on national level and implementation process on local level.
- Engage with Governmental agencies for guidelines on implementation
- Assess potential risk of the proposed regulatory changes
- Conduct periodic compliance audits by internal/external auditors
- Provide training and communicate awareness to internal and in some cases to external stakeholders as well

#### Risk 3 Adherence to Legal and Environmental Regulations

Related risk factors : Operational Risk

- Impact on the environment

Compliance Risk

- Violations of laws and regulations

ESG risk factors : Yes

#### Risk characteristics

The Group's operations in multiple provinces across Vietnam which span multiple jurisdictions, subjecting it to a diverse set of laws and regulations governing licensing, leasing, construction, taxation, anti-bribery, corruption, and data privacy. These laws are interpreted and implemented differently across jurisdictions, posing a challenge for the Group in ensuring compliance. Further, the Group bears the responsibility of collecting and treating wastewater from the nearly 200 factories operating within its industrial estate. These factories have varying production processes, resulting in wastewater with diverse compositions. The risk arises when factories fail to adhere to the estate's internal regulations and discharge wastewater exceeding the permissible limits. If these parameters are not managed effectively before discharge into the public canal, it can negatively impact water quality and potentially lead to penalties, suspension of operations, and reputational damage.

#### Risk-related consequences

- Significant fines and penalties for non-compliance
- Possible suspension of company's operation
- Reputational damage affecting creditability among state authorities and community

#### Risk management measures

- Conduct periodic compliance audits by internal/external auditors
- Perform daily wastewater quality tests and monitoring at entry and exit point
- Implement automated system to detect and report wastewater composition irregularities
- Monitor and embed compliance into policies and operating procedures. The Group actively monitors compliance with internal regulations and embeds these requirements into its policies and operating procedures, ensuring consistent adherence.

#### Risk 4 Liquidity Risk

Related risk factors : Financial Risk

- Liquidity risk

ESG risk factors : No

#### Risk characteristics

In undertaking the ambitious investment in an industrial park spanning nearly 2,500 hectares (over 15,000 rais) of land requires substantial funding to meet project requirements, foster development, and ensure operational flexibility. The

capacity to secure financing, refinance debt, and access capital markets is crucial for both new and ongoing projects. Inadequate funding can prolong project timelines, increase financing costs, and potentially lead to liquidity shortfalls, ultimately affecting the project's overall return on investment.

#### **Risk-related consequences**

- Prolong project timelines
- Increase in financing costs
- Inability to meet financial obligations and exposure to potential legal suits
- Reputational damage

#### **Risk management measures**

- Rigorously monitoring and managing cash inflows and outflows
- Diversify funding sources for efficient flow of capital and funding
- Refinancing debt to lower cost of capital
- Prioritize fund allocation to facilitate monetizing land inventory

#### **Risk 5 Natural resource crisis**

Related risk factors	: <u>Strategic Risk</u>
	• ESG risk
	<u>Operational Risk</u>
	• Shortage or fluctuation in pricing of raw materials or productive resources
ESG risk factors	: Yes

#### **Risk characteristics**

WEF has identified natural resources shortage as one of the emerging global risk. In Vietnam, strict land and soil usage policy, prioritizing strategic national projects and restricting land use and soil extraction, may lead to raw material scarcity for construction and industrial needs.

#### **Risk-related consequences**

- Delay in project schedule resulting in loss of customers and sales
- Higher cost than budgeted
- Low product quality

#### **Risk management measures**

- Plan and secure raw material volume for the year
- Develop alternative material substitutes and material recovery

#### **Risk 6 Risk from disputes with Communities**

Related risk factors	: <u>Operational Risk</u>
	• Other : Risk from disputes with Communities
ESG risk factors	: No

#### **Risk characteristics**

The Group conducts its business through long-term land leases with the Vietnamese government for the development of industrial estates and the provision of associated services, with land allocations facilitated by local authorities. In recent years, the expropriation of land has posed growing challenges, and potential disputes with the local community during this process could lead to a reduction in available land for industrial estate development or delays in the investment certificate approval process, directly impacting revenue.

#### **Risk-related consequences**

- Reputational damage
- Project schedule delay
- Loss of sales

#### **Risk management measures**

- Engage local stakeholders and authorities to build trust, mitigate tensions, and facilitate project cooperation

#### **Risk 7 Risk relating to transition of accounting system**

Related risk factors	: <u>Strategic Risk</u>
	• Changes in technologies
ESG risk factors	: Yes

**Risk characteristics**

To address the impending end-of-support for the current operating system and the potential disruptions to the continuity of existing systems, a decision has been made to implement a new accounting system. This transition is intended to optimize operational efficiency through automation, real-time data accessibility, comprehensive reporting, and enhanced financial management. By adopting this modern solution, we aim to mitigate risks associated with outdated technology and ensure alignment with current and future accounting standards.

**Risk-related consequences**

- Partial loss of historical data
- Downtime loss
- User adaption
- Compliance risk

**Risk management measures**

- Data backup
- User to validate and approve that the application meets the requirement and can handle real-world task effectively and efficiently
- Engage in support agreement with developer
- Close monitoring for period of 3 months upon go-live

**Risk 8 Natural disaster related to climate change**

Related risk factors	: <u>Strategic Risk</u>
	• Climate change and disasters
	<u>Operational Risk</u>
	• Climate change and disasters
ESG risk factors	: Yes

**Risk characteristics**

Climate change together with the EL Nina phenomena has triggered increasing catastrophic events in the form of natural disaster such as supercharged storms, variations in seasons leading to severe drought or flooding conditions.

**Risk-related consequences**

- Damage of property/asset
- Operation disruption
- Safety of employees and community
- Reputational damage

**Risk management measures**

- Have business continuity plan in place
- Select climate resilience location
- Reinforce physical infrastructure
- Secure water supply
- Establish team to follow up instructions from government
- Secure all loose materials
- Ensure employee's safety
- Insure assets

**Risk 9 Power Supply Vulnerability**

Related risk factors	: <u>Operational Risk</u>
	• Shortage or fluctuation in pricing of raw materials or productive resources
ESG risk factors	: No

**Risk characteristics**

In recent times, Vietnam has encountered electricity shortages attributed to extreme heat and adverse weather patterns influenced by climate change. The heightened power demand and consumption poses a significant risk to the country's energy security, especially during the dry season. This current and evolving power supply constraints pose substantial challenges for the Group in acquiring adequate power supply to meet the demands of its customers.

**Risk-related consequences**

- Operational disruptions impact customer satisfaction and future referral
- Limit ability to generate targeted revenue

- Loss of reputation

#### Risk management measures

- Target low-consumption customers to optimize grid efficiency
- Engage with state electricity provider to obtain additional power licenses
- Pursuing alternative energy solutions

#### Risk 10 Climate adaptation and ESG strategic priority

Related risk factors	:	<u>Strategic Risk</u>
		<ul style="list-style-type: none"> <li>• ESG risk</li> <li>• Climate change and disasters</li> </ul>
ESG risk factors	:	Yes

#### Risk characteristics

Growing global climate concerns are driving a strategic shift towards environmental sustainability. Multinational enterprises (MNEs) are increasingly prioritizing now emphasizing the adoption of environmentally friendly facilities, reliance on renewable energy, and the reduction of Greenhouse gas emissions. Additionally, a growing customer base is actively seeking information on Environmental, Social, and Governance (ESG) practices.

#### Risk-related consequences

- Impede competitiveness
- Reduce ability to generate revenue
- Reputation damage

#### Risk management measures

- Communicate internally the importance of ESG to the business
- Designate working team to develop ESG-related strategies and monitor the performance
- Set long-term goal to transform into a “Low Carbon City by 2040”
- Enact ESG related policies
- Attach ESG related initiatives with performance evaluation

### Information on business continuity plan (BCP)

#### Business Continuity Plan (BCP)

Business Continuity Plan (BCP)	:	Yes
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Amata VN Group has strengthened its Business Continuity Management (BCM) framework to proactively address operational disruptions and emerging risks. A comprehensive Business Continuity Plan (BCP) has been developed to guide effective responses to unexpected incidents such as natural disasters, epidemics, pandemics, fires, and other crises that could impact critical operations. The plan prioritizes the protection of personnel, assets, the environment, and surrounding communities, ensuring business operations can resume swiftly or that disruptions are mitigated to minimize impact. Key elements of the BCP include risk assessment, resource allocation, and recovery strategies tailored to different scenarios. To maintain readiness, Amata VN Group conducts regular scenario-based drills, simulating various crisis conditions, followed by thorough evaluations to identify improvements and ensure the plan remains relevant and effective.

Reference link to business continuity plan (BCP)	:	<a href="https://amata.vn/listedcompany.com/misc/one-report/20250326-amata-vn-or2024-en.pdf">https://amata.vn/listedcompany.com/misc/one-report/20250326-amata-vn-or2024-en.pdf</a>
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## Sustainable supply chain management

### Information on sustainable supply chain management policy and guidelines

#### Sustainable supply chain management policy and guidelines

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

Link for company's sustainable supply chain management policy and guidelines : <https://amatav.listedcompany.com/misc/sd/20250326-amatav-sd2024-en.pdf>

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### Information on sustainable supply chain management plan

#### Sustainable supply chain management plan

Company's sustainable supply chain management plan : Yes

AMATA VN Group adheres to the principles of fairness and transparency in our dealings with all suppliers, in accordance with the **Procurement Policy**. Recognizing the potential environmental and social impacts of construction, we have also established a **Construction Policy** that integrates sustainability practices to minimize these impacts. Our goal is to collaborate with suppliers, including contractors who not only meet our business requirements and provide the Company with maximum benefits, but also operate in an economically, environmentally, and socially responsible manner. To further promote responsible supply chain management, AMATA VN Group has developed a comprehensive **Procurement Manual**. This manual provides operational guidance for employees on supplier treatment practices and integrates ESG criteria in new supplier selection and classification, risk assessment, performance evaluation and auditing, as well as supplier capacity development. In addition, AMATA VN Group has implemented a **Supplier Code of Conduct (SCoC)** that integrates the ten principles of the United Nations Global Compact to its critical suppliers.

Reference link to sustainable supply chain management plan : <https://amatav.listedcompany.com/misc/sd/20250326-amatav-sd2024-en.pdf>

Page number of the reference link : 42-48

### Information on new suppliers undergoing sustainability screening criteria

#### New suppliers undergoing sustainability screening criteria<sup>(4)</sup>

Does the company use sustainability screening criteria with new suppliers? : Yes

	2022	2023	2024
Percentage of new suppliers undergoing sustainability screening criteria over the past year (%)	100.00	100.00	100.00

Remark: <sup>(4)</sup> A self-assessment questionnaire (SAQ) and commitment to the Supplier Code of Conduct (SCoC) will be provided to all new suppliers delivering services valued over 5 billion VND (or 1 million THB), excluding general merchandise

### Information on supplier code of conduct

#### Supplier code of conduct

Supplier code of conduct : Yes

Reference link to supplier code of conduct : <https://investor.amatavn.com/storage/pdf/cg/20210531-amatav-supplier-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 : Yes  
compliance with the supplier code of conduct?

	2022	2023	2024
Percentage of key suppliers acknowledging compliance with the supplier code of conduct over the past year (%)	100.00	100.00	100.00

## Innovation development

### Information on innovation development policy and guidelines in an organizational level

#### Research and development policy (R&D)

Company's research and development (R&D) policy : Yes

Reference link to company's research and development (R&D) : <https://investor.amatavn.com/storage/pdf/cg/cg-and-download/social-policy/amata-innovation-management-policy-en.pdf>

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

-

### Information on organization's innovation culture development and promotion process

#### Process of developing and promoting the company's innovation culture

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

AMATA VN Group values its employees as creative individuals with unique insights and ideas essential for the company's progress. The Group aims to harness this potential for sustainable growth by empowering them to innovate and offering the necessary resources and support. When innovation becomes part of the group business's core identity, it enhances individual creativity and fosters collaboration, agility, and adaptability. This foundation enables AMATA VN Group to effectively manage change and continually improve, shaping a resilient future for the organization.

#### AMATA INNO AWARDS 2024

The Amata "Innovation Awards" provides a platform for employees across the Amata Corporation Group to showcase creative ideas and transformative projects that enhance work processes, introduce new products, or improve operational efficiency. Beyond the chance to compete, participants also benefit from a comprehensive pitching workshop to refine their presentation skills. For the 2024 edition, the competition features two categories: Innovation Idea and Innovation Project, with a combined prize value of 2.5 million THB. The winners will be recognized by Amata Group's founder, Mr. Vikrom Kromadit. This year, 11 teams from AMATA VN Group have participated, with the final results set to be announced in 2025.

Reference link to organization's innovation culture development and promotion process : <https://amatav.listedcompany.com/misc/sd/20250326-amatav-sd2024-en.pdf>  
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### Information on innovation development benefits and research and development (R&D) expenses

#### Benefits of innovation development

##### Financial benefits

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

	2022	2023	2024
Cost reduction resulting from the innovation development of process (Baht)	0.00	510,000.00	5,191,452.00

##### Non-financial benefits

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

	2022	2023	2024
Reduction in the organization's greenhouse gas emissions (Metric tonnes of carbon dioxide equivalent)	0.14	13.20	90.26

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