

Sustainable Development Policy (ESG)



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THAI AUTO TOOLS AND DIE PUBLIC COMPANY LIMITED

(“The Company”) and Subsidiaries (“Group”)

Sustainable Development Policy (ESG)

Thai Auto Tools and Die Public Company Limited (“**the Company**”) and its subsidiaries (collectively referred to as the “**Group**”) recognize the importance of good corporate governance. Since one of the Group's main goals is sustainable development, the Company has established a sustainable development policy to serve as a guideline for business operations and to strengthen the structure and management system to enable the Group to develop and grow into a stable and sustainable organization, encompassing all dimensions, including economy, society, environment and respect for human rights. The Group has incorporated the concept of sustainable development into every step of the organization's operations and has transferred this concept to various operational levels of the organization and integrated operational plans to create balance among the economic, social and environmental dimensions throughout the entire supply chain to ensure sustainable development and maximum benefit for all stakeholders.

1. Sustainability Management Goals

The Board of Directors oversees the Company's objectives, goals and strategies to ensure they are consistent with the Company's main objectives and goals, as well as the Sustainable Development Goals with the following supervision guidelines:

1. The Board of Directors will oversee the development of the annual strategies and work plans to ensure that they align with the Company's main objectives and goals, while giving consideration to environmental and social impacts, including respect for human rights, and comprehensive corporate governance. The Board will also support the monitoring and review of the implementation of the strategies and goals established in the short, medium, and long terms to ensure that the Company's strategies and work plans achieve their intended objectives.
2. The Board will ensure that the environment, factors and risks that may affect the relevant stakeholders are analyzed, including the business value chain, in the process of specifying the annual strategies and plans, as well as consider various factors that may affect the achievement of the Company's main goals in all aspects, with mechanisms that enable a true understanding of the needs of stakeholders.

3. The Board of Directors will ensure proper control of the Company's operations and will communicate the Company's main objectives and goals through strategies and operational plans to all employees for their acknowledgement and implementation.

2. Economic Development

The Group is committed to developing an appropriate production system that can reduce production costs, both in terms of operating costs and long-term benefits, to create business standards for the Company under the following guidelines:

1. Conduct business in accordance with good governance principles, the Company's Code of Conduct, including relevant policies, regulations, announcements, and orders of the Company.
2. Adhere to the principles of ethics and transparency in business operations and work, and comply with laws, regulations, procedures and standards set by regulatory agencies and internationally accepted practices.
3. Commit to offering the best products within customer budgets to deliver maximum value.
4. Continuously seek ways to develop and improve operational efficiency in all activities, including creating, inventing, and developing new innovations and technologies to ensure the Company has the qualities and capabilities to become a leader in the industry.
5. Choose to use modern technology in production to be a model for the industry.
6. Manage risks effectively in all aspects.
7. Promote and support allies, business partners and stakeholders throughout the business chain to conduct business in line with sustainable development guidelines.

3. Social Development

The Group aims to create and support communities and society, including creating jobs, careers, and distributing income to communities to create a sustainable society under the following guidelines:

1. Take into account the principles of human rights and human dignity and care for and treat employees fairly and equally without discrimination based on race, color, religion, gender, age, nationality, sexual orientation, or any other factors, so that employees have a good quality of life.
2. Create a culture of brotherly coexistence, mutual understanding, support and assistance within the organization.

3. Take care of the health and safety of employees, workers, and the Company's property without affecting the rights and safety of others, including protecting personal rights and maintaining information confidentiality, information disclosures, and use of personal information.
4. Continuously promote and develop the potential of personnel in the organization, both in the short term and long term.
5. Cooperate with the government and nearby communities in developing the well-being and environment of the community.

4. Environmental Development

The Group aims to conduct business in an environmentally friendly manner and with consideration to environmental impacts. Thus, the Group places importance on every step of its operations according to the following guidelines:

1. Utilize various resources to their maximum benefit, promote the use of solar energy as an alternative energy source within the company, and invent and seek ways and means to reduce resource and energy use, as well as reduce waste and greenhouse gas emissions to prevent, control, and minimize impacts on the environment, community, and society.
2. Select production processes that produce the least waste, establish standards that are equal to or higher than those required by law, and seek new measures and methods to enhance the efficiency of environmental quality management and control.
3. Use technology to improve environmental management.
4. Create workplace standards to ensure convenience, cleanliness, safety and maximum green space.
5. Develop good corporate governance.

The Group has demonstrated its commitment to sustainable operations in the economic, social and environmental dimensions through various important policies such as the following:

- Good Corporate Governance Policy.
- Business Ethics and Code of Conduct.
- Risk Management Policy
- Corporate Social Responsibility Policy

- Anti-Corruption Policy.
- The Company's Use of Internal Information Policy.

The above policies and practices are part of the Company's intention to achieve sustainability goals. All directors, executives, and employees of the Company have a duty to support, promote, and comply with the stipulated sustainable development policy as well as to encourage business partners and allies to apply and adapt the policies to their operations that are related to the Company in order to jointly create sustainable and secure growth in society.

This policy was approved by the Board of Directors Meeting No. 4/2025 on 14 November 2025, effective from 14 November 2025 onwards.

- *Dr. Damri Sukhotanang* -

Dr. Damri Sukhotanang
Chairman of the Board of Directors