

**Policy on Stakeholder Impact Management  
In the Business Value Chain**



**THAI AUTO TOOLS AND DIE PUBLIC COMPANY LIMITED**  
**("The Company") and Subsidiaries ("Group")**



## Policy on Stakeholder Impact Management in the Business Value Chain

Thai Auto Tools and Die Public Company Limited (“the Company”) and its subsidiaries (collectively referred to as the “Group”) recognize the importance of stakeholder relationships in all business activities throughout the supply chain, from upstream to downstream. Therefore, the Company is committed to creating value in its products and services to meet the expectations of all stakeholders and has established a policy for managing impacts on stakeholders throughout the value chain to ensure sustainable development, create balance in the economic, social, and environmental dimensions, and maximize benefits for all relevant stakeholders.

### 1. Management Guideline for the Business Value Chain

#### 1.1 Primary Activities in the Management of the Business Value Chain

##### 1.1.1 Production Factor Management or Inbound Logistics

Because the raw materials used to manufacture automotive parts are specified according to the requirements of various car brands that adhere to international standards, the sources of these materials are clearly defined to control quality and ensure appropriate pricing.

##### 1.1.2 Operations

The Group is committed to developing production systems using modern machinery and incorporating automation such as robotics into production processes, including implementing just-in-time (JIT) production systems in management to enhance productivity.

The executives and employees of the Group continuously develop their knowledge through internal and external training, which enables the Company to remain competitive with other companies.

##### 1.1.3 Outbound Logistics

The Company utilizes the Kanban system for inventory control, enabling efficient management of containers, storage space, and product delivery to meet customer needs.



### **1.1.4 Marketing and Sales**

Because the Company prioritizes customer satisfaction with a focus on high quality, reasonable pricing, on-time delivery, and meeting customer needs, as core values in management, the Company's customers have consistently placed their trust in conducting business with the group.

### **1.1.5 Customer Services**

The Company provides services to customers during the design and manufacturing processes of metal stamping dies, assembly jigs, and checking fixtures. This includes making product improvements to satisfy customers, as well as in the delivery process to customers.

## **1.2 Support Activities in Managing the Business Value Chain**

### **1.2.1 Human Resource Management**

The Company places great importance on continuously enhancing the knowledge and skills of its employees, both in soft and hard skills. This ensures that employees have increased knowledge and skills to contribute to the sustainable growth of the Group.

### **1.2.2 Product and Service Technology Development**

The Company is committed to supporting innovation to bring about changes in work processes for better efficiency. This includes the adoption of high-efficiency machinery in production, the improvement of parts manufacturing processes through the use of robotics, and the application of software systems for metal forming design and simulation in the design and production of metal stamping dies, as well as the use of 3D design software to help improve the design efficiency of assembly jigs and checking fixtures.

### **1.2.3 Procurement**

The Company adheres to the principles of ethical business practices, transparency, and fairness to its business partners in conducting its business. This includes maintaining and fostering good relationships with business partners and complying with the trade conditions with those partners. The Company has issued orders regarding procurement and has a procurement procedure manual to ensure transparency in procurement and to provide a guideline for relevant agencies. Furthermore, the Group will not conduct any transactions with business partners listed in the Anti-Money Laundering Office's database, and the Company adheres to fair competition practices and does not resort to dishonest methods to undermine business partners or competitors.



#### 1.2.4 Infrastructure

The Company has established an organizational infrastructure to facilitate and streamline the management of various departments, and has implemented an enterprise resource planning (ERP) system within the Group.

### 1.3 Analysis and Evaluation of Stakeholder Expectations in the Business Value Chain

The Company has thoroughly analyzed and assessed the expectations of stakeholders throughout its business value chain to meet the expectations of both internal and external stakeholders related to the business value chain as summarized below:

Stakeholders	Expectation Identification Methods	Expectations	The Company's Responses
Shareholders / Investors / Analysts	<ul style="list-style-type: none"> <li>Shareholders' meetings</li> <li>Presentation of quarterly performance.</li> <li>Financial analyst meetings.</li> <li>Listed company meets investors' activities.</li> <li>Inviting investors to visit the factories.</li> </ul>	<ul style="list-style-type: none"> <li>Positive returns.</li> <li>Good corporate governance.</li> <li>Stable and continuous growth.</li> <li>Received Company information is correct, complete, timely and transparent.</li> <li>Risk management system.</li> <li>Good audit and control system.</li> </ul>	<ul style="list-style-type: none"> <li>Transparent, fair, and auditable corporate governance.</li> <li>Appropriate dividend payments.</li> <li>Transparent disclosure of information.</li> <li>Creation of business strategic plans.</li> <li>Careful risk management.</li> </ul>



Stakeholders	Expectation Identification Methods	Expectations	The Company's Responses
Clients	<ul style="list-style-type: none"> <li>Visiting customers.</li> <li>Close coordination with customers in every step.</li> <li>Customer satisfaction surveys.</li> <li>Giving customers opportunities to visit and examine production processes.</li> <li>Conducting activities with customers.</li> </ul>	<ul style="list-style-type: none"> <li>Receiving correct product and service information.</li> <li>Reasonable product prices.</li> <li>Transparent price competition.</li> <li>Receiving quality products and services.</li> <li>Providing product and service warranty.</li> <li>Ability to solve problems as soon as possible.</li> <li>Maintaining customer data confidentiality.</li> </ul>	<ul style="list-style-type: none"> <li>Transparent, fair, and auditable corporate governance.</li> <li>Presence of an anti-corruption policy.</li> <li>Quality management according to the ISO9001 and IATF16949 systems.</li> <li>Having ethics in maintaining customer data confidentiality.</li> <li>Inviting customers to visit and examine the production processes</li> <li>Controlling production to ensure quality and the ability to meet the needs of customers.</li> </ul>
Business partners	<ul style="list-style-type: none"> <li>Contacts to purchase raw materials / use services from partners.</li> <li>Assessing the satisfaction of Partners.</li> <li>Conducting activities with partners.</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with the rules and regulations regarding the procurement of the Company.</li> <li>Conducting business together transparently, fairly and on the basis of equality.</li> <li>Maintaining the confidentiality of partner information.</li> </ul>	<ul style="list-style-type: none"> <li>Increasing the efficiency of the work processes related to procurement.</li> <li>Maintaining the confidentiality of partner information.</li> </ul>



Stakeholders	Expectation Identification Methods	Expectations	The Company's Responses
Employees	<ul style="list-style-type: none"> <li>Communicating relevant information through communication channels at an appropriate frequency.</li> <li>Employee satisfaction evaluations.</li> <li>Listening to ideas and suggestions through various channels of the Company.</li> </ul>	<ul style="list-style-type: none"> <li>Good compensation, opportunities for career advancement and stability in the Company.</li> <li>The work environment and areas are suitable for work with sufficient equipment ready for use and work, along with welfare and safety in the workplace.</li> </ul>	<ul style="list-style-type: none"> <li>Encouraging employees to continuously develop their skills and knowledge according to the personnel development plan.</li> <li>Establishing guidelines and practices for safety and occupational health in the workplace and promoting the good health of employees.</li> <li>Creating a succession plan to for career growth in various important positions.</li> </ul>
Society and Community	<ul style="list-style-type: none"> <li>Conducting business with consideration for the possible impacts on society and the community and with responsibility for the surrounding community.</li> <li>Listening to ideas and suggestions through various channels of the Company.</li> </ul>	<ul style="list-style-type: none"> <li>Reducing environmental impacts on the surrounding community.</li> <li>Having safety in production according to established safety standards.</li> <li>Participation in community development and creating careers and income to create stability for people in the surrounding community.</li> </ul>	<ul style="list-style-type: none"> <li>Operating according to safety practices and occupational health guidelines at work.</li> <li>Increasing efficiency in the use of various resources and reducing the impact of greenhouse gas emissions.</li> </ul>



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- Dr. Damri Sukhotanang -  
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Chairman of the Board of Directors