

# **Corporate Social Responsibility Policy**



**THAI AUTO TOOLS AND DIE PUBLIC COMPANY LIMITED**

**("The Company") and Subsidiaries ("Group")**



## Corporate Social Responsibility Policy

Thai Auto Tools and Die Public Company Limited (“**the Company**”) and its subsidiaries (collectively referred to as the “**Group**”) are committed to conducting business with responsibility towards society, the environment and all stakeholders in order to develop a better quality society and create sustainable returns for the Company's shareholders.

To achieve this aspiration, the Company has established a corporate social responsibility policy as a guideline for business management to achieve sustainable success. This policy emphasizes transparency and creates equality in operations, as well as effective management oversight and prevention of conflicts of interest and corruption. The policy is detailed as follows:

### 1. Fair Business Conduct

The Group is committed to conducting business with honesty, fairness and ethics and is committed to engaging in business competition in accordance with ethical principles, laws and principles of fair competition. This includes rejecting any behavior that hinders fair competition, such as seeking confidential information of competitors by improper means, requesting or receiving any unfair commercial benefits in procurement, etc. In addition, the Group also respects the intellectual property rights of others and has a policy for personnel to comply with laws or regulations regarding intellectual property rights, such as in using legally licensed computer software.

### 2. Anti-Corruption

The Group operates its business based on transparency and ethics while adhering to the principles of corporate governance and complying with laws related to the prevention and suppression of corruption, bribery of government officials, and bribery of private or public sector officials. The Group has established an organizational structure that clearly defines responsibilities, work processes, and the chain of command within each department to ensure checks and balances and strict oversight. Furthermore, the Group has established an anti-corruption policy to serve as guidelines for the Group's directors, executives, employees and workers .



### 3. Respect for Human Rights

The Group has a policy of supporting and respecting the protection of human rights by treating all stakeholders, including employees, communities, and surrounding society with respect for human values, consideration for equality and equal freedom, with no violation of basic rights and no discrimination based on race, nationality, religion, language, skin color, gender, age, education, physical condition or social status. This includes ensuring that the Group's businesses are not involved in human rights violations, such as child labor and sexual harassment.

To ensure that respect for human rights is carried out effectively, the Group has promoted knowledge about human rights and instilled awareness in its personnel to comply with human rights principles.

### 4. Fair Labor Treatment

The Group recognizes the importance of human resource development and fair labor treatment, which are factors that will increase the value of the business and strengthen the Group's competitiveness and sustainable growth in the future. The Group has established the following policies and guidelines:

- 4.1 Respect employees' rights according to human rights principles and comply with labor laws.
- 4.2 Provide fair employment processes and employment conditions, including compensation and performance reviews based on merit under a fair performance evaluation process.
- 4.3 Promote personnel development to enhance personnel knowledge, abilities and potential, including instilling positive attitudes, morality, ethics, and teamwork in the Group's personnel.
- 4.4 Provide various welfare benefits that are appropriate for employees as required by law.
- 4.5 Ensure that employees work safely and maintain good workplace hygiene by implementing accident prevention measures and enhancing employee safety awareness. This includes organizing training and promoting good employee hygiene and maintaining a hygienic and safe workplace at all times.



## 5. Customer Responsibility

The Group is committed to developing its products and services for the maximum satisfaction and benefit of customers and is committed to treating customers with responsibility and honesty as follows:

- 5.1 The Group takes into account the quality and standards of its products and services to ensure that customers receive quality and standard products and services at reasonable prices.
- 5.2 The Group will keep customer information confidential and will not use such information in any improper manner.

## 6. Environmental Care

The Group places importance on social responsibility in environmental care. The Group strictly adheres to laws related to environmental care and encourages employees to have environmental awareness and responsibility.

## 7. Community or Social Development Participation

The Group recognizes its responsibility to communities and society to strengthen them and truly give back to society according to the objectives of creating knowledge, creating jobs and developing people. As such, the Group has a policy of providing assistance and developing society by cooperating in various activities with communities surrounding the areas in which the Group operates. The Group also responds quickly and efficiently to incidents impacting communities, society, and the environment resulting from the Group's operations. Furthermore, the Group encourages employees to be mindful of and responsible for the environment and society.

## 8. Innovation and Dissemination of Innovations Resulting from Operations with Responsibility to Society, the Environment and Stakeholders

The Group encourages innovation both at the internal process level and at the inter-organizational collaboration level. Such innovation means initiating new ways of doing things and may also mean changes in thinking, production, or service provision to add value to the Group. The goal of innovation is positive change in order to maximize benefits to society. In doing so, the Group examines the Group's current processes to determine if they pose risks or have negative impacts of any nature on society or the environment. The Group will also study and find appropriate solutions to reduce such impacts. In addition, the Group aims to study, consider and analyze work process in detail to cover all aspects to create opportunities for development towards business innovation.



## **9. Social and Stakeholder Responsibility Operations**

### **1. Shareholders**

The Group will respect the rights of shareholders, treat shareholders equally, provide sufficient information for investment decisions or for any significant changes to the Group, and will not disclose inside information to persons related to directors or executives, which would cause damage to shareholders and the Group as a whole.

### **2. Directors and Executives**

The Group will promote good corporate governance, transparent and auditable management and remuneration systems, and prepare and disclose accurate, complete, and timely financial and non-financial information of the Group.

### **3. Employees**

The Group has a policy of paying fair and timely wages and compensation, providing appropriate benefits to employees as required by law, ensuring health and safety at work, and supporting continuous training and development of personnel.

### **4. Customers**

The Group will create products and provide services honestly and with integrity, and provide accurate, sufficient and precise information about the organization, its products and services.

### **5. Business Partners and/or Creditors**

The Group will adhere to fair contractual practices, support anti-corruption processes, including all forms of bribery, respect the property rights or ownership of business partners, not take advantage of business partners, and encourage business partners to jointly carry out social responsibility with the organization.



## 6. Competitors

The Group will conduct fair business competition without using bullying or influence to prevent competition.

## 7. Society and the Public

The Group will undertake activities that benefit society and the public, such as promoting opportunities for local workers to be employed within the organization, supporting careful practices in operations that may impact the environment, disclosing information on operations that may impact the communities in which the organization is located, and learning about local cultures for peaceful coexistence.

## 10. Corporate Social Responsibility Policy Monitoring and Reviews

In addition to the aforementioned actions, the Group recognizes the importance of conducting its business with a continued consideration of social responsibility. Therefore, the Group will continue to monitor, evaluate, and review current projects it supports and will carefully, continuously, and consistently consider the implementation of future projects that foster social responsibility.

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