



ESG Performance Report for Listed Companies in 2025

CHAROONG THAI WIRE & CABLE PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2025



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ESG Performance

Company Name : CHAROONG THAI WIRE & CABLE PUBLIC COMPANY LIMITED Symbol : CTW

Market : SET Industry Group : Industrials Sector : Industrial Materials & Machinery

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines : Yes
Environmental guidelines : Electricity management, Renewable/clean energy management, Water resources and water quality management, Waste management, Greenhouse gas and climate change management

Corporate Social Responsibility (CSR) Policy Subject : Environmental conservation

The company conducts its business by strictly observing environmental laws and regulations, promoting resource efficiency, putting in place energy saving measures, pollution control and environmental conservation

Policies and Guideline on Environment

The Company is committed to developing and managing activities under quality management system together environmental management system to be in line with the standards and requirements of ISO9001 : 2015 and ISO14001 : 2015. The main objective is to manufacture products of quality that meet customers satisfaction through the processes realizing the significance of environmental impacts due to usage of resources for its manufacturing process and other activities. Therefore, in order to raise awareness among all employees and to achieve such target, the company has drawn policy on quality and environment as follows: Satisfied by customer, Continual development, Environmental hazard prevention and Compliance

Reference link for environmental policy and guidelines : <https://ctw.co.th/sustainable-2/>

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 : Water resources and water quality management, Waste management

In 2025, the Company established policies on water resource and water quality management, and waste and waste management. These policies are required to be reviewed at least once per year.

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Environmental management principles and standards : ISO 14001 - Environmental management systems

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 : Thailand Greenhouse Gas Management Organization (TGO)
principles and standards

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

The Company mitigates environmental impacts arising from its manufacturing processes by reducing emissions, wastewater discharge, and waste generation through the following measures:

1. Implementing energy-efficient technologies and best practices in production operations.
2. Investing in pollution control systems and waste management solutions.
3. Promoting the use of recycled materials in packaging and other non-product applications where feasible.
4. Pursuing relevant environmental certifications, such as ISO 14001:2015 (Environmental Management Systems).
5. Collaborating with suppliers and logistics service providers that adhere to sustainable sourcing and distribution practices.

Information on incidents related to legal violations or negative environmental impacts

Number of cases and incidents of legal violations or negative environmental impacts

	2023	2024	2025
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	2023	2024	2025
Number of cases or incidents of legal violations or negative environmental impact (cases)	0	0	0

Details of incidents and corrective measures for significant legal violations or negative environmental impacts

Year of incident	Details	Progress status
2025	<p>Incident There have been no incidents of legal violations or any significant adverse environmental impacts.</p> <p>Impacts that occurred or expected to occur <u>Non-financial impact</u> There have been no non-financial impacts.</p> <p>Corrective or remedial measures As there have been no incidents of legal violations or any significant adverse environmental impacts, no remedial or corrective measures have been deemed necessary.</p>	Incident reviewed by the organization

Energy management

Disclosure boundary in energy management in the past years

Boundary type	:	Branch
Total number of disclosure boundaries	:	2
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on energy management

Energy management plan

The company's energy management plan : Yes

With respect to energy management, the Company has not yet established a formalized and clearly defined plan. However, it has implemented energy management practices to ensure efficient energy utilization across its production processes, lighting systems, and air-conditioning systems.

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 management : No

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

The Company efficiently manages energy utilization in production processes, lighting systems, and air conditioning systems. Air conditioning systems undergo regular maintenance, and old, low-efficiency units are replaced with energy-efficient models. Furthermore, refrigerants with relatively low greenhouse gas emission impacts are used. Lighting systems have been converted to LED bulbs to reduce energy consumption. The Company has also implemented a project to utilize clean energy from solar power for production, with a capacity of 2MW (Solar Rooftop), which accounts for 15% of the electricity consumption in 2024, with electrical capacities of 1,995 kWp and 958 kWp. This project utilizes clean energy, helps save electricity costs, and contributes to reducing the organization's greenhouse gas emissions by approximately 1,218 tonCO₂eq per year.

Information on electricity management

Company's electricity consumption ^(*)

	2023	2024	2025
Total electricity consumption within the organization (Kilowatt-Hours)	13,895,000.00	16,697,321.00	17,604,755.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	13,895,000.00	14,260,399.58	13,705,199.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	N/A	2,436,921.42	3,899,556.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	28,184.58	35,004.87	34,930.07

Additional explanation : ^(*) Exclude electricity consumption outside of the Company

Electricity Consumption Intensity

	2023	2024	2025
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m ²)	N/A	N/A	N/A

Electricity Expense ^(*)

	2023	2024	2025
Total electricity expense (Baht)	50,454,174.00	59,057,964.00	49,035,385.68
Percentage of total electricity expense to total expenses (%) ^(**)	0.86	0.99	0.86
Percentage of total electricity expense to total revenues (%) ^(**)	0.87	0.97	0.84
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	102,341.12	123,811.25	97,292.43

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on fuel management

Companys fuel consumption

	2023	2024	2025
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	111,560.66	120,676.90	121,586.00
Gasoline (Litres)	16,301.14	15,768.00	17,333.45
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard Cubic Feet)	39,010,859.49	30,032,889.26	14,333,535.08
LPG (Kilograms)	0.00	28,065.00	28,362.00
Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

Additional explanation : Not include external fuel consumption

Companys fuel expense ^(*)

	2023	2024	2025
Total fuel expense (Baht)	20,841,861.19	17,181,375.29	11,344,650.60
Percentage of total fuel expense to total expenses (%) ^(**)	0.35	0.29	0.20
Percentage of total fuel expense to total revenues (%) ^(**)	0.36	0.28	0.20

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on total energy management (electricity + fuel)

Energy Consumption

	2023	2024	2025
Total energy consumption within the organization (Megawatt-Hours)	0.00	0.00	0.00

Energy Consumption Intensity

	2023	2024	2025
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) ^(*)	0.00000000	0.00000000	0.00000000

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water management

Disclosure boundary in water management over the past years

Boundary type	:	Branch
Total number of disclosure boundaries	:	2
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on water management plan

Water management plan

The Company's water management plan : Yes

The Company has developed a water resource management plan, focusing on efficient water utilization, reducing unnecessary water consumption, controlling impacts on water sources and surrounding communities, and supporting long-term business continuity. The water management plan is implemented under the Company's environmental management system and complies with the requirements of ISO 14001, as well as relevant laws and regulations. It covers water source management, monitoring water consumption volume, wastewater quality control, and preparedness for water-related incidents.

Reference link for company's water management plan : <https://ctw.co.th/wp-content/uploads/2026/02/Thai-Eng.-%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B9%80%E0%B8%81%E0%B8%B5%E0%B9%88%E0%B8%A2%E0%B8%A7%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%88%E0%B8%B1%E0%B8%94%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%99%E0%B9%89%E0%B8%B3.pdf>

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	2023 : Water withdrawal 99,057.00 Cubic meters	2030 : Reduced by 51% or 47,741.00 Cubic meters

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : Yes

The Company systematically monitors and records water consumption, primarily sourcing water from the municipal water supply and surface water. Total water consumption showed a continuous decreasing trend during 2023 to 2025, reflecting efficient water management. However, in 2025, water consumption per unit of production increased due to a decline in production volume. The volume of wastewater remained low compared to total water usage, and water used in utilities is treated in accordance with standards before being discharged into the environment. Based on wastewater quality monitoring results across all systems, pH, BOD, COD, and TSS values complied with legal standards every year (2023 to 2025), with no incidents of non-compliance related to wastewater regulations.

Information on water management

Water withdrawal by source

	2023	2024	2025
Total water withdrawal (Cubic meters)	99,057.00	90,735.00	63,382.00
Water withdrawal by third-party water (cubic meters)	53,224.00	49,761.00	51,158.00
Water withdrawal by surface water (cubic meters)	45,833.00	40,974.00	12,224.00
Water withdrawal by groundwater (cubic meters)	0.00	0.00	0.00
Water withdrawal by seawater (cubic meters)	0.00	0.00	0.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	200.93	190.22	125.76
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.02	0.01	0.01

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water discharge by destinations

	2023	2024	2025
Percentage of treated wastewater (%)	0.00	0.00	0.00
Total wastewater discharge (cubic meters)	1,583.00	3,690.00	3,572.00

Water consumption

	2023	2024	2025
Total water consumption (Cubic meters)	99,057.00	90,735.00	63,382.00

Recycled water consumption

	2023	2024	2025
Total recycled water for consumption (Cubic meters)	0.00	0.00	0.00

Water Consumption Intensity

	2023	2024	2025
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.01707440	0.01488272	0.01090056
Intensity of total water consumption (Cubic meters / m ²)	0.00000000	0.00000000	0.00000000

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water withdrawal expenses

	2023	2024	2025
Total water withdrawal expense (Baht)	1,391,460.00	1,469,869.00	1,508,293.00
Total water withdrawal expense from third-party water (Baht)	1,391,460.00	1,469,869.00	1,502,182.00

	2023	2024	2025
Total water withdrawal expense from other sources (Baht)	0.00	0.00	6,111.00
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.02	0.02	0.03
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.02	0.02	0.03
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	2,822.43	3,081.49	2,992.64

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Waste management

Disclosure boundary in waste management over the past years

Boundary type	:	Branch
Total number of disclosure boundaries	:	2
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

The Company's waste and waste management plan stipulates that a contractual agreement shall be entered into with a service provider that is duly licensed in accordance with applicable laws and possesses expertise in the management of industrial waste and hazardous waste. The appointed service provider shall perform the required services in accordance with the work plan and schedule mutually agreed upon with the Company.

Such services shall include the treatment and/or disposal of waste, refuse, or unused materials. All operations must be carried out safely, in compliance with established technical standards, and by qualified personnel utilizing appropriate tools and standardized equipment.

In this regard, all activities shall be conducted in a manner that prevents any adverse environmental impacts, both in the short and long term, and shall strictly comply with all applicable laws, regulations, safety requirements, and environmental obligations.

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : No

Details of setting goals for waste management

Information on performance and outcomes of waste management

Performance and outcomes of waste management

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

With respect to scraps, waste and pollutants management, the Company applies 3R principle (Reduce Reuse Recycle) starting with waste separation together with raising awareness and participation in order to minimize the use of landfilling method. In terms of pollutants management, environmental quality in the workplace has been continually monitored at least once a year. It appears that air, noise and light are all within standard limits as required by law. The emergency response plan for chemical spill has been adopted, last year there was no incident of chemical spill.

Information on waste management

Waste Generation^(*)

	2023	2024	2025
Total waste generated (Kilograms)	0.00	827,360.00	799,964.80
Total non-hazardous waste (kilograms)	0.00	613,698.00	745,077.60
Non-hazardous waste - Landfilling (Kilograms)	0.00	51,590.00	87,445.00
Non-hazardous waste - Incineration with energy recovery (Kilograms)	0.00	562,108.00	0.00
Non-hazardous waste - Incineration without energy recovery (Kilograms)	0.00	0.00	0.00
Non-hazardous waste Others (kilograms)	0.00	0.00	657,632.60
Total hazardous waste (kilograms)	0.00	213,662.00	54,887.20
Hazardous waste - Landfilling (Kilograms)	0.00	0.00	0.00
Hazardous waste - Incineration with energy recovery (Kilograms)	0.00	12,334.00	6,296.00
Hazardous waste - Incineration without energy recovery (Kilograms)	0.00	0.00	0.00
Hazardous waste Others (kilograms)	0.00	201,328.00	48,591.20
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.14	0.14
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.10	0.13
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.04	0.01

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

^(**) Total revenues and expenses from consolidated financial statement

Waste reuse and recycling

	2023	2024	2025
Total reused/recycled waste (Kilograms)	0.00	0.00	0.00
Reused/Recycled non-hazardous waste (Kilograms)	0.00	0.00	0.00
Reused non-hazardous waste (Kilograms)	0.00	0.00	0.00
Recycled non-hazardous waste (Kilograms)	0.00	0.00	0.00
Reused/Recycled hazardous waste (Kilograms)	0.00	0.00	0.00
Reused hazardous waste (Kilograms)	0.00	0.00	0.00
Recycled hazardous waste (Kilograms)	0.00	0.00	0.00
Percentage of total reused/recycled waste to total waste generated (%)	N/A	0.00	0.00
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	N/A	0.00	0.00
Percentage of reused/recycled hazardous waste to hazardous waste (%)	N/A	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	:	Branch
Total number of disclosure boundaries	:	2
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

Greenhouse Gases Management

The Company gives priority to addressing greenhouse gas emission problem which leads to global warming and climate change. The policy on assessment of greenhouse gas emission has been systematically and consistently adopted and implemented with clear target and means for minimizing greenhouse gas emission from business operation. Data of either direct or indirect emission have been comprehensively collected in order to summarize overall emission parameters by referring to the guideline given by Thailand Greenhouse Gas Management Organization (TGO) and being verified with practical standards adopted by other agencies registered with TGO in order to build confidence on greenhouse gas emission data before disclosure. The agency that verifies the amount of greenhouse gas in ECEE Co., Ltd.

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management : No
goals

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas : Yes
management

The Company is well aware of the emission of greenhouse gas from its activities and energy consumption and endeavors to put in place several counter-measures e.g. measurement of NG combustion in order to obtain complete combustion and maximize efficiency of heat utilization, replacement of refrigerant in air-conditioning sets to avoid greenhouse gas effect, promotion of pooled transportation by employee with the Companys shuttle service, minimizing fossil energy and shifting to solar power, determining measures and activities for power saving, for example, changing to LED, regular maintenance plane for air-conditioning system, improving compressed air system in its production in order to reduce power consumption, implementing maintenance plan to prevent leakage etc.

Information on greenhouse gas management

The company's greenhouse gas emissions

	2023	2024	2025
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	163,018.00	131,149.00	95,474.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	3,110.00	2,756.00	1,297.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	6,947.00	7,129.00	6,852.00
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	152,961.00	121,264.00	87,325.00

Greenhouse Gas Emissions Intensity

	2023	2024	2025
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) (*)	0.028099	0.021512	0.016420
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	330.67	274.95	189.43

Additional explanation : (*) 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 : Yes
emissions

List of greenhouse gas verifier entity : ECEE Company Limited

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2023	2024	2025
Total reduced GHG (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00
Climate Care Platform reduced GHG (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Bear Project (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Whale Project (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

Absorption and removal of Greenhouse Gas

	2023	2024	2025
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)	0.00	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 : CHAROONG THAI WIRE & CABLE PUBLIC COMPANY LIMITED Symbol : CTW

Market : SET Industry Group : Industrials Sector : Industrial Materials & Machinery

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, Child Labor, Safety and occupational health at work, Non-discrimination

Corporate Social Responsibility (CSR) Policy Subject : Respect to human right

The company gives priority to and respects human rights by treating all relevant parties under equality without discrimination based on gender, race, religion or domicile, It also promotes compliance with universal human right principles.

Ways of conduct for human right

- 1) Encourage in work equity with no discrimination in racial, religion, gender and domicile.
- 2) Discourage using child labor and support any opposing of using child labor campaign.
- 3) Create a good working environment and strictly conform to the laws, rules and regulations.
- 4) Encourage employees to treat others in respect to people human rights.

Reference link for social and human rights policy and guidelines : <https://ctw.co.th/th/sustainable/>

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 : No

Changes in social and human rights policies, guidelines, and/or goals : Non-discrimination

Over the past year, the Company has undertaken a review of its practices concerning non-discrimination on the basis of gender. As part of this initiative, the Company has revised its personnel requisition form by removing the requirement to specify gender, with the aim of promoting equality and preventing discrimination in the recruitment and selection process.

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : No

Information on other social management

Plans, performance, and outcomes related to other social management

The Company promotes and supports participation in socially beneficial activities by collaborating with government agencies and local communities in community development initiatives, promoting equitable access to education, and preserving and fostering valuable cultural traditions. In the past year, the Company has undertaken the following social contribution activities:

Community Development

1. The Company donated electrical cables to Bang Nam Prio Provincial Police Station, Chachoengsao Province, to improve the landscape and the residential building for government officials (old building).
2. The Company participated in a project to improve the drinking water filtration system at Wat Khlong Luang Phang School, Sala Daeng Subdistrict, Bang Nam Prio District, Chachoengsao Province.
3. The Company provided financial contributions to support activities organized by the Chachoengsao Red Cross Office.
4. The Company donated essential supplies to assist flood victims in Southern Thailand.
5. Employees collectively participated in a blood donation campaign with the Chachoengsao Red Cross at Robinson Department Store, Chachoengsao.

Education

1. The Company recognizes the importance of educational equality for employees children and youth in surrounding communities. In 2025 (B.E. 2568), the Company provided scholarships to employees children and has consistently supported National Childrens Day activities for youth in Chachoengsao Province on an annual basis.
2. The Company provided internship opportunities to students from Naresuan University in the field of Occupational Health and Safety to promote learning and enhance practical skills and experience, enabling students to further develop their knowledge after graduation or apply it appropriately in their professional careers.
3. The Company offered professional nursing students from Nopparat Hospital the opportunity to undertake practical training in occupational health and safety, including conducting workplace occupational health risk assessments, in order to further develop their expertise in occupational health for future application and benefit.

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

	2023	2024	2025
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0

	2023	2024	2025
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0
Total number of incidents or complaints related to business partners rights violations (cases)	0	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0
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	:	Branch
Total number of disclosure boundaries	:	2
Data disclosure coverage (%)	:	0.00

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, Child labor, Safety and occupational health at work

Fair treatment of labour

The Company strives to provide safe and healthy working environment for its staffs. Work conditions are set out under fair terms with reasonable compensation and welfare. It is intended to allow all staffs to work with happiness and good quality of life.

Ways of conduct

- 1) Strictly follow the labor laws, rules and regulations.
- 2) Provide clean, safe and hygiene working place for employees.
- 3) Provide doctor and nurse to be stationed at the factory clinic.
- 4) Encourage and support the employees to strictly follow the rules and regulations of work safety.
- 5) Set up a Welfare Committee in order to observe and improve employee welfare and working environment.
- 6) Set up an Occupational Health and Safety Committee in order to observe, follow up and provide a report on any safety, risks, accidents and injuries which may happen during work operation to create awareness to all employees.
- 7) Provide equal job and promotion opportunity to all employees.
- 8) Encourage and support skill training both in-house and outside for the employees.
- 9) Avoid doing a double standard manners which is against the laws.
- 10) Allow for a complaint in case of unfairness.
- 11) Encourage exercise activities to enhance a good health for employees by providing a place, tools and equipments for exercise.

Information on setting employee and labor management goals

Setting employee and labor management goals

Does the company set employee and labor management goals?	:	No
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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 management : Yes

Performance results of employees

- The Company has been certified to ISO 45001 : 2018 and adopts safety guideline regulated by the Occupational Safety, Health Environment(OSH&E) Committee who will monitor work safety, use of PPE by employee and those operating in the area under risks. The subcommittee is appointed to inspect risk points both inside and outside the facilities on regular basis and meet together to issue summary report every month in order to be forwarded to the executives to discuss on how to prevent and minimize potential accident.
- The Company organized trainings to enhance operation skills and leadership in order to promote employees who have demonstrated determination to have progress in their career.
- The Company invited environment and machine specialists from public and private section to inspect environment and machine that may be damaged in order to establish confidence among employee at least once a year e.g. air quality, particle, smoke, light, noise, heat etc.
- The Company posted risk warning signs at the concerned sites and prepare preventive equipment, alarming system and guideline for proper response to the incidence
- The Company conducted fire and evacuation drill as planned to ensure proper response to fire, gas or chemical leak.

Information on employment

Employment

	2023	2024	2025
Total Employment (Person)	493	477	504
Percentage of employees to total employment (%)	100.00	100.00	100.00
Total employees (persons)	493	477	504
Male employees (persons)	410	396	422
Percentage of male employees (%)	83.16	83.02	83.73
Female employees (persons)	83	81	82
Percentage of female employees (%)	16.84	16.98	16.27

Number of employees categorized by age

	2023	2024	2025
Total number of employees under 30 years old (Persons)	91	81	102
Percentage of employees under 30 years old (%)	18.46	16.98	20.24
Total number of employees 30-50 years old (Persons)	255	258	259
Percentage of employees 30-50 years old (%)	51.72	54.09	51.39
Total number of employees over 50 years old (Persons)	147	138	143
Percentage of employees over 50 years old (%)	29.82	28.93	28.37

Number of male employees categorized by age

	2023	2024	2025
Total number of male employees under 30 years old (Persons)	79	69	87
Percentage of male employees under 30 years old (%)	19.27	17.42	20.62
Total number of male employees 30-50 years old (Persons)	210	214	221
Percentage of male employees 30-50 years old (%)	51.22	54.04	52.37
Total number of male employees over 50 years old (Persons)	121	113	114
Percentage of male employees over 50 years old (%)	29.51	28.54	27.01

Number of female employees categorized by age

	2023	2024	2025
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	2023	2024	2025
Total number of female employees under 30 years old (Persons)	12	12	15
Percentage of female employees under 30 years old (%)	14.46	14.81	18.29
Total number of female employees 30-50 years old (Persons)	45	44	38
Percentage of female employees 30-50 years old (%)	54.22	54.32	46.34
Total number of female employees over 50 years old (Persons)	26	25	29
Percentage of female employees over 50 years old (%)	31.33	30.86	35.37

Number of employees categorized by position

	2023	2024	2025
Total number of employees in operational level (Persons)	390	374	395
Percentage of employees in operational level (%)	79.11	78.41	78.37
Total number of employees in management level (Persons)	78	81	87
Percentage of employees in management level (%)	15.82	16.98	17.26
Total number of employees in executive level (Persons)	25	22	22
Percentage of employees in executive level (%)	5.07	4.61	4.37

Number of male employees categorized by position

	2023	2024	2025
Total number of male employees in operational level (Persons)	344	328	353
Percentage of male employees in operational level (%)	83.90	82.83	83.65
Total number of male employees in management level (Persons)	49	51	53
Percentage of male employees in management level (%)	11.95	12.88	12.56
Total number of male employees in executive level (Persons)	17	17	16
Percentage of male employees in executive level (%)	4.15	4.29	3.79

Number of female employees categorized by position

	2023	2024	2025
Total number of female employees in operational level (Persons)	46	46	42
Percentage of female employees in operational level (%)	55.42	56.79	51.22
Total number of female employees in management level (Persons)	29	30	34
Percentage of female employees in management level (%)	34.94	37.04	41.46
Total number of female employees in executive level (Persons)	8	5	6
Percentage of female employees in executive level (%)	9.64	6.17	7.32

Significant changes in the number of employees

Significant changes in number of employees over the : No
past 3 Years

Number of male employees working in Thailand

	2023	2024	2025
Total male employees working in Thailand (Person)	410	396	422
Bangkok Metropolitan (Person)	N/A	N/A	26
Northern (Person)	N/A	N/A	0
Central (Person)	N/A	N/A	0
Northeastern (Person)	N/A	N/A	0
Southern (Person)	N/A	N/A	0
Eastern (Person)	N/A	N/A	396

Number of female employees working in Thailand

	2023	2024	2025
Total female employees working in Thailand (Person)	83	81	82
Bangkok Metropolitan (Person)	N/A	N/A	31
Northern (Person)	N/A	N/A	0
Central (Person)	N/A	N/A	0
Northeastern (Person)	N/A	N/A	0
Southern (Person)	N/A	N/A	0
Eastern (Person)	N/A	N/A	51

Number of employees working abroad

	2023	2024	2025
Total employees working abroad (Person)	0	0	0
Total male employees working abroad (Person)	0	0	0

	2023	2024	2025
Total female employees working abroad (Person)	0	0	0

Employment of workers with disabilities

	2023	2024	2025
Total employment of workers with disabilities (persons)	0	0	0
Percentage of disabled workers to total employment (%)	0.00	0.00	0.00
Total number of employees with disabilities (Persons)	0	0	0
Total male employees with disabilities (persons)	0	0	0
Total female employees with disabilities (persons)	0	0	0
Percentage of disabled employees to total employees (%)	0.00	0.00	0.00
Total number of workers who are not employees with disabilities (persons)	0	0	0

Information on compensation of employees

Employee remuneration by gender

	2023	2024	2025
Total employee remuneration (baht)	247,120,000.00	255,750,000.00	271,170,000.00
Total male employee remuneration (baht)	205,515,619.00	212,323,650.00	227,051,071.43
Percentage of remuneration for male employees (%)	83.16	83.02	83.73

	2023	2024	2025
Total female employee remuneration (baht)	41,604,381.00	43,426,350.00	44,118,928.57
Percentage of remuneration for female employees (%)	16.84	16.98	16.27
Average of remuneration of employees (Baht/persons)	501,257.61	536,163.52	538,035.71
Average of remuneration for male employees (Baht/persons)	501,257.61	536,170.83	538,035.71
Average of remuneration for female employees (Baht/persons)	501,257.60	536,127.78	538,035.71
Rate of average of remuneration between female employees and male employees	1.00	1.00	1.00

Information on provident fund management

Provident fund management policy and guidelines

Provident fund management policy and guidelines : Yes

Provident Fund

The Company's directors and executives who are employed by the Company are at their free will whether to subscribe to the Company's Provident Fund. According to the Company's policy and employee wanted to establish the provident fund to provide welfare and guarantee for employees when they resign, become the disabled, retire or die or resign from the Fund. The fund was officially set up under the name Provident Fund of Charoong Thai Wire & Cable Public Company Limited which is already registered. According to the Fund's regulation, 5% of monthly salary of the employee member will be deducted and delivered to the Fund each month as contribution while the Company will pay contribution for each member at the same rate.

Overview of methods for determining employee and employer contribution Rates

Employee Contribution and Employer Contribution Rates for the Provident Fund (PVD)

Under the Company's Provident Fund regulations, employee contributions are deducted from monthly wages at a rate of 5% of each member's monthly salary. The Company contributes to each member at the same rate and the subsidiary, SPEWC, employee contributions are deducted from monthly wages at a rate ranging from 5% to 15% of each member's monthly salary. The Company contributes to each member at a rate of 5%.

Implementation of Investment Governance Code for : Yes

Institutional Investors ("I Code") by Company's
Provident Fund Committee

Participation in provident fund membership

Details of provident fund participation

Number of employees joining in PVD (persons)

	2023	2024	2025
Number of employees eligible to participate in PVD (persons)	493	477	504
Number of employees joining in PVD (persons)	425	396	504
Number of PVD members / Total employees (%)	86.21	83.02	100.00
Number of PVD members / Total eligible employees (%)	86.21	83.02	100.00

Amount of provident fund

	2023	2024	2025
Total amount of provident fund contributed by employer (baht)	6,530,000.00	6,350,000.00	6,757,060.28

Summary of employee PVD participation over the past year

Company name	Employees participating in PVD (Yes/No)	Total number of employees (persons)	Number of employees eligible to participate in PVD (persons)	Number of employees joining in PVD (persons)	Number of PVD members / Total employees (%)	Number of PVD members / Total eligible employees (%)
CHAROONG THAI WIRE & CABLE PUBLIC COMPANY LIMITED	Yes	504	504	504	100.00	100.00

Policy and guidelines on promoting savings through the provident fund for non-participating employees

Policy and guidelines on promoting savings : Facilitating automatic PVD enrollment for new employees through the provident fund for non-participating employees (PVD)

Facilitating automatic PVD enrollment for new employees

The Company communicates information regarding the Provident Fund (PVD) to new employees from their first day of employment as part of the orientation process. The information provided covers details of benefits, membership

conditions, employee contribution rates, the Company's contribution rates, as well as investment return information, to ensure that employees are fully informed and able to make appropriate decisions.

Information on employee development

Employee training and development

	2023	2024	2025
Average employee training hours (Hours / Person / Year)	6.00	6.00	11.00
Total amount spent on employee training and development (Baht)	275,626.00	429,635.00	395,083.00
Percentage of training and development expenses to total expenses (%) ^(*)	0.000047	0.000072	0.000069
Percentage of training and development expenses to total revenue (%) ^(*)	0.000048	0.000070	0.000068

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Information on safety, occupational health, and work environment

Number of working hours

	2023	2024	2025
Total number of hours work (Hours)	N/A	955,303.04	973,041.25
Total number of hours worked by employees (Hours)	968,821.17	955,303.04	973,041.25

Statistic of accident and injuries of employees from work

	2023	2024	2025
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	2023	2024	2025
Total number of lost time injury incidents by employees (Cases)	7	1	3
Total number of employees that lost time injuries for 1 day or more (Persons)	7	1	2
Percentage of employees that lost time injuries for 1 day or more (%)	1.42	0.21	0.40
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (*) (Persons / 1 million-manhours)	7.23	1.05	2.06
Lost time injury frequency rate (LTIFR) (**) (Persons / 200,000 manhours)	1.45	0.21	0.41

Additional explanation : (*) The company with the total number of employees over 100 or more

(**) The company with the total number of employees less than or equal to 100

Information on promoting employee relations and participation

Employee engagement

	2023	2024	2025
Total number of employee turnover leaving the company voluntarily (persons)	34	49	45
Total number of male employee turnover leaving the company voluntarily (persons)	32	45	43
Total number of female employee turnover leaving the company voluntarily (persons)	2	4	2

	2023	2024	2025
Proportion of voluntary resignations (%)	6.90	10.27	8.93
Percentage of male employee turnover leaving the Company voluntarily (%)	94.12	91.84	95.56
Percentage of female employee turnover leaving the Company voluntarily (%)	5.88	8.16	4.44

Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare committee

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 : <https://ctw.co.th/sustainable-2/>

Responsible sales and marketing policy and guidelines

- Responsible sales and marketing policy and guidelines : No
- Reference link for responsible sales and marketing policy and guidelines :
- Page number of the reference link :

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

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

The Company acknowledges its responsibility to customers/consumers and is committed to:

1. Conducting operations ethically, with honesty, integrity, and transparency.
2. Adhering to fair practices.
3. Treat all customers/consumers fairly and equally, without discrimination.
4. Prioritizing product safety and quality, providing safe, high-quality products that meet or exceed industry standards and meet customer expectations.

5. Providing accurate and complete information about products and services.
6. Protecting privacy by maintaining the confidentiality of customer/consumer data.
7. Providing timely and efficient customer service to address inquiries and concerns.
8. Establishing a fair and efficient process for handling customer/consumer complaints.
9. Continuously improving by regularly reviewing and updating customer/consumer responsibility practices.

Reference link for company's customer management : <https://ctw.co.th/sustainable-2/plan>

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals : No

Details of setting customer management goals

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

Performance results for the consumer Aspect

The Company's products are governed by safety regulation and needed to be registered with the Thai Industrial Standards Institute (TISI) to be approved for respective industrial standards. In addition, the Company's products are designed and tested in accordance with Thai and universal industrial standards and approved by credible local and international institutes. The Company has also secured certification for laboratory standard ISO/IEC 17025 from the Management System Certification Institute (MASCI) established by the Ministry of Industry. The products are labeled to demonstrate that its quality meets statutory requirements as to quantity, dimension, weight and application. The products can be traced for their standard when complaint is made by customer and also available on the website www.ctw.co.th

Customer satisfaction

	2023	2024	2025
Evaluation results of customer satisfaction	No	No	No

Channels for receiving complaints from customers/consumers

Company's channels for receiving complaints from customers/consumers : Yes

Telephone : 02-7456118-9
Fax : 02-7456132
Email : sales@ctw.co.th
Companys website : www.ctw.co.th
Address : 12A Floor, Central City Tower,589/71
Debaratana Road, North Bangna,
Bangna Bangkok, Thailand 10260

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 : <https://ctw.co.th/wp-content/uploads/2025/03/No.4-9-Thai-Sustainable-Policy.pdf>

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 : Employment and professional skill development, Education implemented by the company over the past year

Community and Social Development

The Company is committed to conducting its business with responsibility toward the environment, community, and society. We support participation in activities that benefit the public and encourage employees to have a good conscience and contribute positively to the overall society.

Action Guidelines

- 1) Promote and support participation in activities that benefit the public.
- 2) Encourage all employees to perform their duties with responsibility toward the environment, community, and society
- 3) Foster a good conscience among employees and encourage them to contribute positively to the overall society.
- 4) Promote and support the employment of staff residing near the factory's location (local employment).
- 5) Send employees as guest speakers to educational institutions to provide knowledge on electrical system design and installation.

Reference link for company's community and social management plan : https://ctw.co.th/th/news_th/

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 : No

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

Environmental and neighboring communities care operations and results

The Company has launched energy saving project by improving performance of equipment on regular basis in order to minimize energy loss due to its condition and use method resulting in high loss and by securing measurement tool to improve performance of the machines. The project details are as follows:

1. Change spilt type air-conditioner which have been in use for more than 15 years to those with Label No. 5 (power saving certification)
2. Improve performance of air-conditioning system in production process.
3. Provide measurement tool for performance of NG combustion to enhance effective combustion.
4. Change 40-Watt fluorescent lights to 15-Watt LED.
5. Support the design, purchase and procurement of machinery, tools and equipment for use in production and service by considering energy efficiency.
6. The Company invited the third party certified by the Department of Industrial Works to perform inspection on quality of drained water to ensure that it is within standard limits prescribed by the Department of Industrial Works.
7. The Company disposed waste and perform treatment in proper manner by hiring the company certified for industrial waste disposal by the Department of Industrial Works to handle such waste and provide report to the Department every time such industrial waste has been transferred out of the plant.

Benefit from implementing social development project

Financial benefits

Does the company measure the financial benefits from social development? : No

Non-financial benefits

Does the company measure the non-financial benefits from social development? : No

Expenses from social and environmental development project

	2023	2024	2025
Total financial contribution to community/social development projects or activities (Bath)	0.00	0.00	0.00
Percentage of financial contribution for community/social development projects or activities to total expense (%) ^(*)	0.000000	0.000000	0.000000

	2023	2024	2025
Percentage of financial contribution for community/social development projects or activities to total revenue (%) ^(*)	0.000000	0.000000	0.000000

Additional explanation : () 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 : CHAROONG THAI WIRE & CABLE PUBLIC COMPANY LIMITED Symbol : CTW

Market : SET Industry Group : Industrials Sector : Industrial Materials & Machinery

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

Overview of the Policies and Practices of Corporate Governance : The Company is a listed company on the Stock Exchange of Thailand which has complied with the Stock Exchange of Thailand's Code of Best Practice for the Directors of Listed Companies to ensure that the Companies directors and executives have the competency, knowledge and experience in run the business. In addition, the management has complied with the policies set by the Company. In addition, there is monitoring and supervision of operations for the maximum benefit to the Company and the shareholders of the Company and ensuring that the Company's internal control system is sufficiently efficient. The Company has complied with the Good Corporate Governance principles according to the following 5 categories :

- 1.Rights of shareholders
- 2.Equitable Treatmentst of Shareholders
- 3.Roles of Stakeholders
- 4.Disclosure and Transparency
- 5.Responsibility of the Board

Policy and guidelines related to the board of directors

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

Guidelines related to the board of directors : Nomination of directors, Determination of director remuneration, Independence of the board of directors from the management, Board performance evaluation, Corporate governance of subsidiaries and associated companies

Nomination of directors

The Board of Directors has resolved to appoint the Nomination and Compensation Committee to set policy, consider the criteria and procedures for nominating qualified persons to be directors and executives as well as considering the payment criteria and form remuneration of directors and executives to the Board of directors or the shareholders meeting for consideration, as the case may comply with good corporate governance principles for listed companies. , taking into account experience, vision, ability and character, and submit to the shareholders meeting for further approval

Reference link for Nomination of directors : https://ctw.co.th/wp-content/uploads/2026/03/CTW_Annual-Report-2025.pdf

Determination of director remuneration

The Nomination and Compensation Committee had a meeting to consider and propose the remuneration package for the Board of directors, Sub-committees, to comply with the criteria set by the Company and as appropriate

according to their duties, responsibilities, and performance to present to the Board of Directors for consideration and approval.

Reference link for Determination of director remuneration : https://ctw.co.th/wp-content/uploads/2026/03/CTW_Annual-Report-2025.pdf

Independence of the board of directors from the management

The duties and responsibilities of the Chairman of the Board are different from those of the Managing Director. In order to separate responsibilities in formulating policies and management of routine work, then the Chairman of the Board is not the same person as the Managing Director.

Reference link for Independence of the board of directors from the management : https://ctw.co.th/wp-content/uploads/2026/03/CTW_Annual-Report-2025.pdf

Board performance evaluation

The Board of Directors evaluate the performance annually, which can be in the following forms:

1. assessment form for both Board of Directors and sub-committees
2. individual assessment form (self-assessment)

The Company Secretary shall prepare the assessment form, summarize the assessment results, analyze ways to improve performance, and report the assessment results to the Board of Directors for acknowledgment. The Board of Directors and all committees performed their duties within the scope of power and duties and assignment in line with the good practice guideline provided by regulatory bodies.

Reference link for Board performance evaluation : https://ctw.co.th/wp-content/uploads/2026/03/CTW_Annual-Report-2025.pdf

Corporate governance of subsidiaries and associated companies

The Company's businesses are also conducted via subsidiaries and associated companies as detailed according to the Shareholding Structure of Company Group. The Company's Board of Directors has put in place the mechanism for supervising the management of subsidiaries and associated companies as follows:

- Appoint its representative to be a director and executive director as per the shareholding ratio.
- Set up the guideline for supervision, disclosure of financial status and operation results, related transactions, acquisition and disposal of assets and any other important transaction in subsidiaries to be in line with the Company's policy, applicable laws and regulations as announced by the Stock Exchange of Thailand.
- Any significant matter must be approved by the Board of Directors or the shareholders.
- Set the policy on corporate governance and appropriate and adequate internal control system in those subsidiaries.
- Monitor and supervise the Board of directors and executives of subsidiaries and associated companies to perform their duties and responsibilities in accordance with laws, regulations and the Company's policies

Reference link for Corporate governance of subsidiaries and associated companies : https://ctw.co.th/wp-content/uploads/2026/03/CTW_Annual-Report-2025.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 : Shareholder, Employee, Customer, Business partner, Creditor

Shareholder

Directors must have accountability to the shareholders and financial supporter in aspect of disclosure, accounting procedure. Directors must make decision honestly, fairness for both majority and minority shareholders, and for all stakeholders benefits.

Reference link for Shareholder : https://ctw.co.th/wp-content/uploads/2026/03/CTW_Annual-Report-2025.pdf

Employee

The Company recognizes its employees as its key resources, playing a vital role in operational efficiency, safety, and business continuity. Accordingly, the Company has established systematic guidelines for employee care and management as follows:

Safety, Occupational Health, and Working Environment

The Company provides a safe and hygienic working environment in compliance with applicable laws and regulations. It continuously develops and improves its environmental management system, as well as its occupational health and safety management system. The Company has obtained internationally recognized certifications, including ISO 14001 (Environmental Management System) and ISO 45001 (Occupational Health and Safety Management System), covering its operations.

The Company regularly identifies and assesses occupational safety and environmental risks arising from its operations and establishes appropriate control and preventive measures. Performance is monitored, reviewed, and evaluated through the Safety, Occupational Health, and Working Environment Committee to ensure effective implementation in compliance with legal requirements and relevant standards.

Employee Development and Fair Labor Practices

The Company treats all employees equally and without discrimination, while promoting continuous development of knowledge and skills through both internal and external training programs. These initiatives aim to enhance employee capabilities and support the Company's sustainable growth in the long term.

The Company has provided the complain box for employees, in case they may acknowledge illegal behaviors or violating the Company's regulation. In addition the Company has established the provident fund for employees since the year 1993 to ensure financial security after retirement or leave a job. Employee can request for early retirement when reached the age of 55 and has been working for 25 years which the employee shall receive compensation according to the Company's regulations and laws

Reference link for Employee : https://ctw.co.th/wp-content/uploads/2026/03/CTW_Annual-Report-2025.pdf

Customer

The Company must build productive relationships with its customers based on integrity, ethical behavior and mutual trust. Directors and managements must take care and maximize accountability in aspect of setting maintenance products standard and product quality.

Reference link for Customer : https://ctw.co.th/wp-content/uploads/2026/03/CTW_Annual-Report-2025.pdf

Business partner

The Company must ensure that the trading practices from suppliers or vendors are practically performed, including it has regularly provided the correct information to vendors

Suppliers Code of Conduct

Charoong Thai Wire and Cable Public Company Limited (CTW) is committed to ethical and sustainable business practices throughout its supply chain.

his Code of Conduct outlines CTW's expectations for its suppliers in the areas of :

- **Business Ethics** : Upholding honesty, transparency, and fair competition.
- **Labor Practices and Human Rights** : Treating workers with dignity and respect, prohibiting discrimination,

child labor and forced labor and ensuring fair wages, benefits and working hours.

- **Safety and Occupational Health** : Providing a safe work environment with proper training and equipment.
- **Environmental Management** : Minimizing environmental impact through responsible resource use and pollution control.
- **Social Responsibility** : Respecting local communities and participating in social development initiatives.

CTW reserves the right to suspend or terminate business relationships with suppliers who fail to comply with this Code. CTW seeks long-term partnerships built on a shared commitment to sustainability.

Reference link for Business partner : https://ctw.co.th/wp-content/uploads/2025/03/No.6.-Thai-Suppliers-Code-of-Conduct_removed.pdf

Creditor

The Company must ensure that good practices the borrowing conditions and terms; objective, repayment, collateral and other commitments, including it has regularly provided the correct information to creditors

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

Charoong Thai Wire and Cable Public Company Limited is committed to conducting its business in accordance with a code of ethics, which all directors, executives, and employees are required to observe as follows.

1. Carry out duties in accordance with applicable laws, regulations, rules, and related policies.
2. Execute duties with professionalism, honesty, integrity, careful consideration, independence of opinion, and adherence to factual information.
3. Dedicate time and effort to performing duties with determination and to the fullest extent of ones capabilities.
4. Interact with colleagues, superiors, subordinates, customers, shareholders, and all stakeholders with courtesy, respect, and regard for their rights, while serving as a positive role model.
5. Confidential business information must be kept strictly confidential at all times, including after the end of employment or any relationship with the company.
6. The Company maintains a stance of political neutrality and refrains from engaging in or supporting, whether financially or in any other form, any political party, political alliance, or political figure, either directly or indirectly. Nevertheless, the Company respects the political rights of its personnel as responsible citizens under the Constitution, including lawful political expression and participation in elections. Such personal political freedoms may be exercised so long as they do not impact the Companys image or cause harm to the organization etc.
7. Not engaging in or being involved in the receipt or giving of property or any other benefits that are unlawful.
8. Donations for assistance and charity or public purposes must be in accordance with the objectives for public welfare only and must be supported by documentary evidence.
9. The company discloses information based on facts, adhering to the principles of fairness, transparency, and verifiability.

Reference link for the full version of business code of conduct : <https://ctw.co.th/wp-content/uploads/2025/09/Code-of-Conduct-2025.pdf>

Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption,

Prevention of Conflicts of Interest

The Company has established a Code of Conduct for Directors to serve as a guideline for the good performance of the Company's directors. And the Code of Conduct for Employees serves as principles and morals in working for the Company. In addition, guideline, and rules on working practice have been announced, which covers all working guidelines and disciplinary and punishment actions. The guidelines and rules are communicated to conduct of employees and parent company has prepared a confirmation document on conflict of interest.

Anti-corruption

Charoong Thai Wire & Cable Public Company Limited (the Company) conducts its business with adherence to its corporate values, business ethics, and good corporate governance principles, as well as compliance with all laws related to the prevention of fraud in all forms, both direct and indirect.

To ensure that Charoong Thai Wire & Cable Public Company Limited (the Company) has a policy that defines responsibilities, operational guidelines, and appropriate requirements for preventing fraud in all of the Company's business activities, and to ensure that decisions and business operations that may involve fraud risks are carefully considered and carried out, the Company has established this Anti-Corruption Policy in writing for directors, executives, employees, and all relevant stakeholders to strictly comply with.

Definitions

Fraud refers to any act to seek benefits that are both undue and unlawful for oneself or others. This includes actions such as:

1. Asset Misappropriation: The act of possessing assets belonging to others or in which others have ownership, and then dishonestly embezzling that assets for oneself or a third party.
2. Embezzlement: Deceiving others by presenting false information or concealing facts that should be disclosed in good faith, thereby obtaining assets or causing the deceived party or a third party to create, withdraw, or destroy any legal document.
3. Corruption: The act of soliciting, receiving, or agreeing to receive, demanding, or offering, or promising to give assets or any other benefit to a government official, government agency, official of a private organization, or private organization, to induce that person or organization to use their authority to perform or refrain from performing, expedite, or delay an act improperly within their duties, in order to obtain undue benefits, whether for oneself or others, or to maintain a business or inappropriate benefit.

Assets refer to money, goods, gifts, or any other benefits that can be calculated in monetary terms. This includes the use of special privileges that are not rights generally available to the public, such as discounts, services, or entertainment, and the payment of travel or tourism expenses, accommodation, meals, job placement, or anything else of a similar nature, whether provided in the form of cards, tickets, or other evidence, advance payments, or subsequent reimbursements.

Company refers to Charoong Thai Wire & Cable Public Company Limited.

Personnel refer to directors, executives, employees, and stakeholders of Charoong Thai Wire & Cable Public Company Limited.

Duties and Responsibilities

1. Board of Directors

- 1.1 Considers and approves the Anti-Corruption Policy.
- 1.2 Oversees the establishment of an effective anti-corruption support system.
- 1.3 Promotes and supports the development of a corporate culture of conducting business with integrity.

2. Executives

- 2.1 Establishes rules, regulations, and measures for employees to follow, including disciplinary penalties.

2.2 Establishes a work system that promotes and supports anti-corruption, and reviews the suitability of the systems and measures.

2.3 Promotes and communicates this policy to all employees and relevant parties to ensure understanding.

2.4 Establishes channels for reporting concerns or complaints, including measures to protect whistleblowers.

2.5 Reports the results of operations to the responsible committee.

2.6 Reviews and updates various policies.

3. **Employees**

Must understand and comply with the Anti-Corruption Policy and must not be involved in fraud, either directly or indirectly.

4. **Compliance Department**

Regularly reviews, monitors, and considers compliance with the Anti-Corruption Policy on an annual basis and consistently reports the results of operations to the Board of Directors.

5. **Internal Audit Department**

The Company assigns the Internal Audit Department to be responsible for reviewing and assessing the internal control system related to anti-corruption. The audit shall be conducted according to the annual audit plan approved by the Audit Committee, and the audit results shall be reported to the Audit Committee.

Guidelines for the Implementation of the Anti-Corruption Policy

1. Procurement must be carried out in accordance with the criteria or procedures specified in the regulations, which must be fair and transparent in the process, considering reasonable pricing, quality, and after-sales service, as well as the standards that the seller of goods or services should possess. Furthermore, employees must not engage in businesses that may lead to personal gain by using their position in procurement, whether directly or indirectly, and must not use information obtained from procurement to seek personal gain or benefit others.

2. The Company has a no-facilitation payment policy in any form, whether direct or indirect, and will not engage in or accept any actions in exchange for facilitating business operations.

3. Personnel must strictly comply with the Company's Anti-Corruption Policy and adhere to the code of conduct, not involve in any fraud of any kind, directly or indirectly. They shall be assured that they will not face any punishment, demotion or adverse effect as a result of declining any fraud although such act may have caused the Company to lose business opportunity.

a. Shall not give or accept any money, goods, gift, entertainment, service as well as benefit of any kind from the person with whom one has made contact either in government or private sector with an intention to direct such person to omit certain act in his/her or other persons operation.

b. Shall not act as an intermediary in offering any assets or benefits in the form of money, item, gift or any other benefits to business counterpart in exchange of undue privilege.

4. Personnel must not neglect or ignore any observed actions that may constitute corruption and must report them to executives or responsible individuals, and cooperate in the investigation of the facts.

5. Personnel must avoid conflicts of interest. If any action or behavior constitutes a conflict of interest with the Company, the personnel involved have a duty to report the conflict of interest through the designated channels.

Dissemination of Anti-Corruption Policy

To ensure that the Company's personnel are aware of the Anti-Corruption Policy, the Company will take the following actions:

1. Announce the Anti-Corruption Policy in a clearly visible location within the organization to ensure awareness among all personnel.

2. Disseminate the Anti-Corruption Policy through the Company's communication channels, such as the intranet, the Company's website, and the annual disclosure report (Form 56-1 One Report), etc.

Training

The Company conducts annual training for its employees by incorporating anti-corruption policies into various

training seminars and new employee orientations. This aims to enhance the knowledge and understanding of personnel, as well as to facilitate an annual review of the guidelines for implementing anti-corruption policies. This also ensures that personnel maintain integrity in their duties and are aware of the potential damages resulting from corruption to the Company.

Channel for whistleblowing and lodgment of complaint about corruption

It is acceptable to complain about any act that may constitute or raise suspicion of corruption, whether directly or indirectly, which involves the Company, via channels specified in this Policy. The complainant must provide details of the issue or complaint, along with evidence or adequate information for further investigation, and also inform their name, address, and contact number, by submitting the matter to the following channels:

- Complaints via Head of Internal Audit, by phone at Tel. 02-7456118-30 ext.129 or E-mail: thanapon.tun@ctw.co.th

- Complaints via Head of Internal Audit, by mail :

Attn: Head of Internal Audit

Charoong Thai Wire & Cable Plc.

589/71 Central City Tower, 12A FL., Debaratna Road,

North Bangna, Bangna, Bangkok, Thailand 10260

Whistleblowers or complainants will be protected, and their information will be kept confidential, without affecting their job position during the investigation process and after its completion.

Penalties

The Company prescribes penalties for directors, executives, employees, or any business-related stakeholders who violate or fail to comply with the Anti-Corruption Policy, or who engage in bribery. Such persons shall be subject to severe disciplinary actions, including removal from office for directors or termination of employment for executives and employees, as the case may be. In addition, personnel who fail to comply with this Policy shall be subject to disciplinary consideration as determined by the Company, and may also be subject to legal penalties if such actions are against the law.

Policy review and revision

The Company regularly reviews its anti-corruption policy at least every three years or when there are significant changes, to ensure compliance with changes in relevant laws, regulations, and rules, by proposing it to the Board of Directors for consideration and approval

Reference link for Anti-corruption : <https://ctw.co.th/wp-content/uploads/2025/09/Anti-Corruption-Policy-2025.pdf>

Whistleblowing and Protection of Whistleblowers

The Company also provides channels for informing information, whistle blowing or complaints with mechanisms to protect whistleblower and given a priority on collecting complaints confidentially including complaints inspection measurement as well as impose punishment fairly to offenders. In the previous year, the Company has not received any complaints. No fraud, infringement or actions were found and contrary to the corporate governance policies and practices.

Reference link for Whistleblowing and Protection of Whistleblowers : <https://ctw.co.th/wp-content/uploads/2025/09/Anti-Corruption-Policy-2025.pdf>

Page number of the reference link : 3-4

Prevention of Misuse of Inside Information

Guideline for the use of inside information

1.1 Directors, executives and person with access to inside information are prohibited from using such inside information for personal benefit or disclosing it to the third party, directly or indirectly, and by whatsoever mean; knowing or should know that receiver of such information may exploit it in securities trading for his personal or the third partys benefit and with or without compensation.

1.2 Directors, executives and person with access to inside information are prohibited from trading the Company's securities during the period before disclosure of inside information as follows:

1.2.1 Financial statements

Directors, executives and person with access to inside information are prohibited from trading the Company's securities during the period of 30 days before publishing quarterly and annual financial statements (Blackout Period).

The financial statements are to be submitted within 45 days of the end of each quarter (March, June and September) and an audited annual financial statements within 60 days of the end of the financial year (December) as follows :

- By May 15
- By August 14
- By November 16
- By March 2

Material information influencing change in the Company's security price

1.1 Directors, executives and person with access to inside information are prohibited from trading the Company's securities until such information has been disclosed to the Stock Exchange of Thailand for at least 48 hours.

1.2 Directors, executives and person with access to inside information should refrain from trading the Company's securities during the period before disclosure of material information that may have influence upon change in value of the Company's securities.

Reference link for Prevention of Misuse of Inside Information : <https://ctw.co.th/investor-relation/56-1-one-report/>

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 established a Code of Conduct for Directors as a guideline for good performance in performing the Company's directors duties. And Code of Conduct for Employees to principle and morality in working for the Company. The Board of Directors meeting had to certifiable of code of conduct and send it to directors and employees to be acknowledged.

Reference link for the process of promotion for the board of directors, executives, and employees to comply with the business code of conduct : <https://ctw.co.th/wp-content/uploads/2025/03/No.7.1-Thai-Code-of-Conduct-for-Directors.pdf>

Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption networks : No

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 : No

During the past year, the Company reviewed and revised its Anti-Corruption Policy, issuing an updated version to replace the previous one. In addition, the Company established a Code of Conduct as an integral part of the Anti-Corruption Policy to set forth clear guidelines for business operations in alignment with the continuously evolving current environment.

Implementation of the CG Code for listed companies

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

The Company has complied with the Good Corporate Governance principles according to the following 5 categories

1. Rights of shareholders
2. Equitable Treatment of Shareholders
3. Role of Stakeholders
4. Disclosure and Transparency
5. Responsibilities of the Board

Other corporate governance performance and outcomes

Corporate Governance Structure

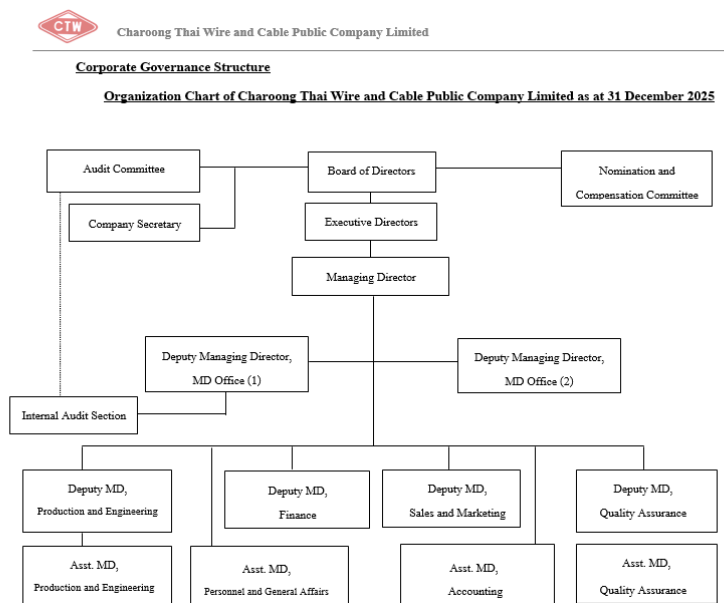
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2025

Corporate governance structure diagram



Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2023		2024		2025	
	Male (persons)	Female (persons)	Male (persons)	Female (persons)	Male (persons)	Female (persons)
Total directors	11		10		11	
	9	2	9	1	10	1
Executive directors	3		3		3	
	2	1	2	1	2	1
Non-executive directors	8		7		8	
	7	1	7	0	8	0
Independent directors	3		4		5	
	3	0	4	0	5	0
Non-executive directors who have no position in independent directors	5		3		3	
	4	1	3	0	3	0

	2023		2024		2025	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Total directors	100.00		100.00		100.00	
	81.82	18.18	90.00	10.00	90.91	9.09
Executive directors	27.27		30.00		27.27	
	18.18	9.09	20.00	10.00	18.18	9.09
Non-executive directors	72.73		70.00		72.73	
	63.64	9.09	70.00	0.00	72.73	0.00
Independent directors	27.27		40.00		45.45	
	27.27	0.00	40.00	0.00	45.45	0.00
Non-executive directors who have no position in independent directors	45.45		30.00		27.27	
	36.36	9.09	30.00	0.00	27.27	0.00

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

	2023		2024		2025	
	Male (years)	Female (years)	Male (years)	Female (years)	Male (years)	Female (years)
Average age of board of directors	69		69		70	
	67	77	68	83	68	84

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. CHAI SOPHONPANICH Gender: Male Age : 82 years Highest level of education : Bachelor'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 : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 4,624,910 Shares (1.162311 %) 	<p>Chairman of the board of directors (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	<p>4 Sep 2018</p>	<p>Corporate Management</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>2. Mr. TAO-HENG SUN Gender: Male Age : 72 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : No Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 6,007,860 Shares (1.509868 %) 	<p>Vice-chairman of the board of directors (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	<p>14 Jun 1993</p>	<p>Corporate Management</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. PORNWUT SARASIN Gender: Male Age : 66 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 : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	20 Oct 1999	Corporate Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>4. Mrs. SUNUNTHA PHAENGSOOK Gender: Female Age : 84 years Highest level of education : Below a bachelor's degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 40,400 Shares (0.010153 %) 	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	<p>9 Mar 2000</p>	<p>Finance</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. SAI WAH SIMON SUEN Gender: Male Age : 66 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : No Residence in Thailand : No Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	<p>25 Aug 2009</p>	<p>Finance</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>6. Mr. STEVEN SUEY KU Gender: Male Age : 69 years Highest level of education : Bachelor's degree Study field of the highest level of education : Textile Engineering Thai nationality : No Residence in Thailand : No Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	17 Nov 2009	Corporate Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Mr. CHUN-TANG YUAN Gender: Male Age : 65 years Highest level of education : Master's degree Study field of the highest level of education : M.S. (Applied Science) Thai nationality : No Residence in Thailand : No Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 1,074,844 Shares (0.270125 %) 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	<p>21 Feb 2023</p>	<p>Business Administration</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>8. Mr. SHIH-HAO CHIU Gender: Male Age : 60 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : No Residence in Thailand : No Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	<p>10 May 2023</p>	<p>Corporate Management</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>9. Mr. THONGCHAI CHASAWATH Gender: Male Age : 65 years Highest level of education : Bachelor's degree Study field of the highest level of education : Faculty of Arts Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	17 Jan 2024	Negotiation

List of directors	Position	First appointment date of director	Skills and expertise
<p>10. Mr. MICHAEL CHAO-CHUN LEE Gender: Male Age : 74 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : No Residence in Thailand : No Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 264,958 Shares (0.066588 %) 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	<p>22 Feb 2024</p>	<p>Corporate Management</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>11. Mr. SUPACHAI PHANYAWATTANO Gender: Male Age : 63 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Newly appointed director not being replaced the ex-director</p>	3 Oct 2025	Accounting, Business Administration

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

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 companys certificate of registration
1. Mr. CHAI SOPHONPANICH	Chairman of the board of directors		✓		✓	
2. Mr. TAO-HENG SUN	Vice-chairman of the board of directors	✓				✓
3. Mr. PORNWUT SARASIN	Director		✓	✓		
4. Mrs. SUNUNTHA PHAENGSOOK	Director	✓				✓
5. Mr. SAI WAH SIMON SUEN	Director		✓	✓		
6. Mr. STEVEN SUEY KU	Director		✓	✓		
7. Mr. CHUN-TANG YUAN	Director		✓		✓	
8. Mr. SHIH-HAO CHIU	Director	✓				✓
9. Mr. THONGCHAI CHASAWATH	Director		✓	✓		
10. Mr. MICHAEL CHAO-CHUN LEE	Director		✓		✓	
11. Mr. SUPACHAI PHANYAWATTANO	Director		✓	✓		
Total (persons)		3	8	5	3	3

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Accounting	1	9.09
2. Finance	2	18.18
3. Negotiation	1	9.09
4. Corporate Management	6	54.55
5. Business Administration	2	18.18

Information about the other directors ^{(*)(**)}

	2023	2024	2025
The chairman of the board and the highest-ranking executive are from the same person	-	No	No
The chairman of the board is an independent director	-	No	No
The chairman of the board and the highest-ranking executive are from the same family	No	No	No
Chairman is a member of the executive board or taskforce	-	No	No
The company appoints at least one independent director to determine the agenda of the board of directors meeting	No	Yes	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 : Have
board of directors and the Management

Methods of balancing power between the board of : Appointing an independent director to jointly consider the
directors and Management agenda of the board of directors meeting

Board Meetings : The Chairman of the Board and the Managing Director jointly considered to set the Board Meeting agenda. Each Board member is also independent to propose an issue for the Meeting agenda

Information on the roles and duties of the board of directors

Board charter : Have

Duties and Responsibilities of the Board of Directors :

The Board of Directors duties and responsibilities, as included in but not limited to the Articles of Association of the Company are:

1. To appoint an Executive Board of Directors consisting of the Executive Chairman, Executive Vice- Chairman and other positions as necessary, to have the authority to administer and manage the operations of the Company as assigned by the Board of Directors.
2. To arrange meetings at least once in every three months at the Head Office of the Company or the province nearby in the meeting.
3. To implement and direct the Companys policies, as well as monitor and supervise its operations to maximize economic value and shareholders wealth.
4. To notify shareholders immediately or call a shareholders meeting in regard to events that might have a significant impact on the Companys operations or financial status and/or shareholders benefits. Besides, the Board of Directors delegates management authority to manage or make decisions relating to the normal business practices of the Company, but it is not allowed to approve transactions that may cause a conflict of interest among members of the executive management. In addition to the above, the Board of Directors has granted the Managing Director the authority to approve purchases or sales of assets in the maximum value of Baht 50 million, with any amount higher than that to requiring the approval from the Board of Directors.

Reference link for the board charter : https://ctw.co.th/wp-content/uploads/2026/03/CTW_Annual-Report-2025.pdf

Page number of the reference link : 44

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Audit Committee

Role

- Audit of financial statements and internal controls

Scope of authorities, role, and duties

Scope of duties and responsibilities of the Audit Committee member :

- 1 To review the Company's financial reporting process to ensure that it is accurate and adequate;
- 2 To review the Company's internal control system and internal audit system to ensure

that they are suitable and efficient, to determine an internal audit unit's independence, as well as to approve the appointment, transfer and dismissal of the chief of an internal audit unit or any other unit in charge of an internal audit;

3 To review the Company's compliance with the law on securities and exchange, the regulations, and the laws relating to the Company's business;

4 To consider, select and nominate an independent person to be the Company's auditor, and to propose such person's remuneration, as well as to attend a non-management meeting with an auditor at least once a year;

5 To review the Connected Transactions, or the transactions that may lead to conflicts of interests, to ensure that they are in compliance with the laws and the Exchange's regulations, and are reasonable and for the highest benefit of the Company;

6 To prepare, and to disclose in the Company's annual report, an audit committee's report which must be signed by the audit committee's chairman and consist of at least the following information:

- (a) An opinion on the accuracy, completeness and creditability of the Company's financial report,
- (b) An opinion on the adequacy of the Company's internal control system,
- (c) An opinion on the compliance with the law on securities and exchange, the Exchange's regulations, or the laws relating to the Company's business,
- (d) An opinion on the suitability of an auditor,
- (e) An opinion on the transactions that may lead to conflicts of interest,
- (f) The number of the audit committee meetings, and the attendance of such meetings by each committee member,
- (g) An opinion or overview comment received by the audit committee from its performance of duties in accordance with the charter, and
- (h) Other transactions which, according to

the audit committee's opinion, should be known to the shareholders and general investors, subject to the scope of duties and responsibilities assigned by the Company's board of directors; and 7 To perform any other act as assigned by the Company's board of directors, with the approval of the audit committee. Member of the Audit Committee can serve for three years in each term.

Reference link for the charter

-

Nomination and Compensation Committee

Role

- Director and executive nomination
- Remuneration

Scope of authorities, role, and duties

Duties and responsibilities of member of Nomination and Compensation Committee :

1. To set the policy, the criteria and process of nominating Board members and top executives.
2. To consider and select the list of qualified candidates for presenting to become the Board member and top executives.
3. To consider and formulate the criteria and the form of payment to directors and top executives.
4. To consider and recommend the directors compensation to the Shareholders meeting for approval.

Member of the Nomination and Compensation Committee can serve for three years in each term.

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. Mr. SAI WAH SIMON SUEN</p> <p>Gender: Male</p> <p>Age : 66 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 : No</p> <p>Residence in Thailand : No</p> <p>Expertise in accounting information review : No</p>	<p>Chairman of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	17 Jan 2024	Finance
<p>2. Mr. STEVEN SUEY KU</p> <p>Gender: Male</p> <p>Age : 69 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Textile Engineering</p> <p>Thai nationality : No</p> <p>Residence in Thailand : No</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 : Existing director</p>	17 Nov 2009	Corporate Management
<p>3. Mr. THONGCHAI CHASAWATH</p> <p>Gender: Male</p> <p>Age : 65 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Faculty of Arts</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 : Existing director</p>	17 Jan 2024	Negotiation

Additional explanation :

(*) Directors with expertise in accounting information review

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

List of executive committee members

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

Other Subcommittees

Subcommittee name	Name list	Position
Nomination and Compensation Committee	Mr. SAI WAH SIMON SUEN	The chairman of the subcommittee (Independent director)
	Mrs. SUNUNTHA PHAENGSOOK	Member of the subcommittee

List of subcommittees who resigned / vacated their position during the year

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
1. Mr. TAO-HENG SUN Gender: Male Age : 72 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : No Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Executive Vice-Chairman	1 Nov 1994	Corporate Management

List of executives	Position	First appointment date	Skills and expertise
<p>2. Mr. SHIH-HAO CHIU</p> <p>Gender: Male</p> <p>Age : 60 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : No</p> <p>Residing in Thailand : No</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	<p>Managing Director</p> <p>(The highest-ranking executive)</p>	1 Jun 2023	Corporate Management
<p>3. Mrs. SUNUNTHA PHAENGSOOK^(*)</p> <p>Gender: Female</p> <p>Age : 84 years</p> <p>Highest level of education : Below a bachelor's degree</p> <p>Study field of the highest level of education : Management</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>	<p>Deputy Managing Director</p> <p>(Finance)</p>	1 Jun 2018	Finance

List of executives	Position	First appointment date	Skills and expertise
<p>4. Mr. HSIAO-CHUN CHANG Gender: Male Age : -1 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : No Residing in Thailand : No Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	Deputy Managing Director, MD Office (1)	1 Apr 2020	Accounting
<p>5. Mr. SUVIT VEERAPONG Gender: Male Age : 74 years Highest level of education : Master's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	Deputy Managing Director, Production and Engineering	1 Jan 2018	Engineering
<p>6. Mr. SATHIT TABPECH Gender: Male Age : 70 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	Deputy Managing Director, Quality Assurance	1 Jan 2018	Corporate Management

List of executives	Position	First appointment date	Skills and expertise
7. Mr. TANASIT AUNGKASIT Gender: Male Age : 70 years Highest level of education : Master's degree Study field of the highest level of education : Science Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Deputy Managing Director, Sales and Marketing	1 Jan 2018	Marketing
8. Ms. Apanut Wongjarit ^(**) Gender: Female Age : 69 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : Yes	Asst.Managing Director	1 Jan 2021	Accounting

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

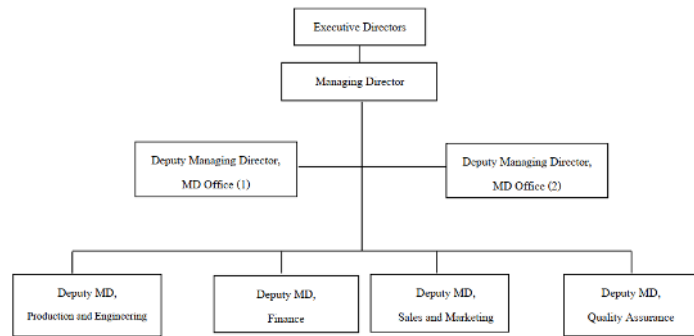
(***) Appointed after the fiscal year end of the reporting year

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

Organization structure of the highest-ranking executive and the next four executives as of date : 31 Dec 2025

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

**Organization Structure of the chief Executive and the 4 Senior Executives Immediately Below
the Chief Executives as at 31 December 2025**



Remuneration policy for executive directors and executives

The director compensation policy

The compensation of director consists of:

Meeting fees

In 2025, the Board of Directors and the Nomination and Compensation Committees proposed to the 2025 Annual General Meeting of Shareholders to consider and determine the meeting fees for directors who only present at the meeting as follows:

Meeting fees for Board of Directors :

- Chairman Baht 50,000 per meeting
- Director Baht 40,000 per meeting

Meeting fees for Audit Committee :

- Chairman of Audit Committee Baht 40,000 per meeting
- Member of Audit Committee Baht 30,000 per meeting

Meeting fees for the Nomination and Compensation Committee :

- Chairman of Nomination and Compensation Committee Baht 40,000 per year
- Member of Nomination and Compensation Committee Baht 30,000 per year

There was no the monthly remuneration, special remuneration or other benefits for directors, excepting the annual remuneration for directors which depends on the Company's operating results.

The director remuneration

According to the Company's Articles of Association, a resolution shall be issued at the Meeting of Shareholders for paying remuneration to directors and employees every year at a total rate of not more than 3 per cent of total sales, with allocations in favor of directors at one-third and in favor of employees at two-third.

Regarding such payment of remuneration to directors, the allocation is made in consultation between the chairman and some directors of the Company by means of distribution according to the number of portions, with each portion receiving an equal amount, as follows:

Chairman	2.0	portions
Vice-Chairman	1.5	portions
Director	1.0	portion

The chairman and directors shall consider together for allocation as appropriate in case having faction or adjustment of allocated proportion.

As for the directors who are not to be the director full year, their remuneration shall be calculated average according to the number of days in term of office of those.

Reference link for remuneration policy for executive directors and executives : https://ctw.co.th/wp-content/uploads/2026/03/CTW_Annual-Report-2025.pdf

Page number of the reference link : 51

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

The Nomination and Remuneration Committee has considered the directors remuneration by benchmarking against companies in the same industry, and the Board of Directors has reviewed and approved the proposal of the Nomination and Remuneration Committee.

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2023	2024	2025
Total remuneration of executive directors and executives (baht)	42,590,000.00	40,310,000.00	40,650,000.00

The Compensation of Executive Directors and Management for 2025:

	(Number of person)	Salary (Million Baht)	Consultant Fee and Bonus (Million Baht)	Total (Million Baht)
Executive Directors and Management Team	8	29.97	10.68	40.65

Other remunerations of executive directors and executives

	2023	2024	2025
Company's contribution to provident fund for executive directors and executives (Baht)	1,560,000.00	1,500,000.00	1,535,647.80
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

Outstanding remuneration or benefits of executive directors and executives

Outstanding remuneration or benefits of executive directors and executives in the past year : 0.00

Estimated remuneration of executive directors and : 0.00
executives in the current year

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Mrs. Apanut Wongjarit	apanut@ctw.co.th	027456118

List of the company secretary

General information	Email	Telephone number
1. Mr. Thanapon Tungjai	Thanapon.tun@ctw.co.th	027456118

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Mr. Thanapon Tungjai	Thanapon.tun@ctw.co.th	027456118

List of the head of the compliance unit

Head of investor relations

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

List of the head of investor relations

General information	Email	Telephone number
1. Mr. Thanapon Tungjai	Thanapon.tun@ctw.co.th	02-7456118

Company's auditor

Details of the companys auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
EY OFFICE LIMITED NO. 1875 ONE BANGKOK TOWER 3, LEVEL 34 - 37, RAMA 4 ROAD, LUMPHINI PATHUM WAN Bangkok 10330 Telephone number +66 2264 9090	2,580,000.00	-	1. Ms. KRONGKAEW LIMKITTIKUL Email: krongkaew. limkittikul@th.ey.com Telephone number: 022649090 License number: 5874 2. Mr. CHATCHAI KASEMSRITHANAWAT Email: chatchai. kaswmsrithanawat@th.ey. com Telephone number: 022649090 License number: 5813 3. Mr. NATTHAWUT SANTIPET Email: nattawut. santipet@th.ey.com Telephone number: 022649090 License number: 5730

Details of the auditors of the subsidiaries

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
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Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
EY OFFICE LIMITED NO. 1875 ONE BANGKOK TOWER 3, LEVEL 34 - 37, RAMA 4 ROAD, LUMPHINI PATHUM WAN Bangkok 10330 Telephone number +66 2264 9090	2,300,000.00	-	1. Ms. KRONGKAEW LIMKITTIKUL Email: krongkaew. limkittikul@th.ey.com Telephone number: 022649090 License number: 5874 2. Mr. CHATCHAI KASEMSRITHANAWAT Email: chatchai. kaswmsrithanawat@th.ey. com Telephone number: 022649090 License number: 5813 3. Mr. NATTHAWUT SANTIPET Email: nattawut. santipet@th.ey.com Telephone number: 022649090 License number: 5730

Assigned personnel in case of a foreign company

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

List of designated individuals as representatives in Thailand

Performance Report on Corporate Governance

Information about the summary of duty performance of the board of directors over the past year

Summary of duty performance of the board of directors over the past year

In 2025, 4 Board meetings were held, In each meeting, the chairman of the meeting of the Board or of the committee encouraged each participating member to freely express his/her view and meeting time was properly and effectively allocated. Over the past year, In the Boards Meeting No. 1/2026 held on 27 February 2026, the Board assessed its operation performance. The Board of Directors and all committees performed their duties within the scope of power and duties and assignment in line with the good practice guideline provided by regulatory bodies.

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. TAO-HENG SUN	Vice-chairman of the board of directors	14 Jun 1993	Corporate Management
Mr. CHUN-TANG YUAN	Director	21 Feb 2023	Business Administration
Mr. SHIH-HAO CHIU	Director	10 May 2023	Corporate Management

List of newly appointed director to replace the ex-director

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

List of directors	Position	First appointment date of director	Skills and expertise
Mr. SUPACHAI PHANYAWATTANO	Director	3 Oct 2025	Accounting, Business Administration

Selection of independent directors

Criteria for selecting independent directors

Criteria of selecting an independent director (s)

1. The independent director shall meet all the following criteria 1.1 through 1.9 :

1.1 Holds shares not exceeding 1% of the total shares with voting right of the applicant, its parent company, subsidiaries, associates, major shareholders, and controlling of the Company, provided that the shares held by the related parties of such independent director shall be included.

1.2 Is not or has never been an executive director, employee, staff, advisor who receives salary, nor controlling parties of the applicant, its parent company, subsidiaries, associates, same-level subsidiaries, major shareholders, or controlling parties of the applicant unless the foregoing status ended at least 2 years, provided that such prohibition shall not include the case that such independent director has ever been official or advisor of the government sector that is the major shareholder or controlling party of the applicant.

1.3 Is not the person who has relationship by means of descent or legal registration under the status of father, mother, spouse, brothers, sisters and children. The prohibitive persons also include spouses of daughters and sons of management, major shareholders, controlling party or the person who is in the process of nomination to be the management or controlling party of the applicant or its subsidiary.

1.4 Have no or never had business relationship with its parent company, subsidiaries, associates, major shareholders, or controlling of the Company in respect of holding the power which may cause the obstacle of the independent decision, including not being or never been the significant shareholder, or controlling parties of any person having business relationship with the Company, its parent company, subsidiaries, associates, major shareholders, or controlling of the Company unless the foregoing status ended at least 2 years.

1.5 Is not or has never been the auditor of the Company, its parent company, subsidiaries, associates, major shareholders, or controlling of company, and is not the significant shareholder, controlling parties, or partner of the auditing firm which employs such auditor of the Company, its parent company, subsidiaries, associates, major shareholders, or controlling of company unless the foregoing status ended at least 2 years.

1.6 Is not or has never been the professional service provider, including but not limited to legal service or financial advisor with received service fee more than 2 million baht per year from the Company, its parent company, subsidiaries, associates, major shareholders, or controlling parties, and is not the significant shareholder, controlling parties, or partner of the above mentioned service firms unless the foregoing status ended at least 2 years.

1.7 Is not the director who is nominated to be the representative of directors of the Company, major shareholders, or any other shareholder related to the major shareholders.

1.8 Do not operate the same and competitive business with the business of the Company, or its subsidiaries, or is not a significant partner of the partnership, or is not an executive director, employee, staff, advisor who receives salary, nor holds shares for more than 1% of the total shares with voting right of any other company which operates same and competitive business with the business of the Company, or its subsidiaries.

1.9 Is not any otherwise which is unable to have the independent opinion regarding the business operation of the Company.

2. The member of the Nomination and Compensation is considering an appropriate person to the Board of Directors for the Company whom has to be competent and matching all above listed criteria, and willing to take such position as an independent director of the Company. In proceeding the independent director selection, the Board shall first conduct a searching for qualified individuals whom shall meet all required criteria with his/her own willingness then send their nomination to the Board meeting or shareholders meeting for final consideration and formal appointment.

Business or professional relationships of independent directors over the past year

Business or professional relationships of : No
independent directors 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 through the nomination committee : Yes
- Method for selecting persons to be appointed as the highest-ranking executive through the nomination committee : Yes

Number of directors from major shareholders

Rights of minority shareholders on director appointment

The Company always recognizes the importance of shareholders and fair shareholders practice. In 2024, the shareholders meeting was held an ordinary on April 25, 2025, via electronic meeting (E-AGM), In the agenda for the election of directors, shareholders have the right to elect each board member individually.

- Method of director appointment : Method whereby each director requires approval votes more than half of the votes of attending shareholders and casting votes

Setting qualifications for the selection of directors

Details of qualifications for the selection of directors

Qualifications, knowledge, or experience	Skill and expertise
The Nomination and Compensation Committee is responsible for selecting an appropriate person, taking into account experience, vision, ability and character, and submit to the shareholders meeting for further approval.	Finance, Business Administration

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. CHAI SOPHONPANICH (Chairman of the board of directors)	Non-participating	-
2. Mr. TAO-HENG SUN (Vice-chairman of the board of directors)	Non-participating	-
3. Mr. PORNWUT SARASIN (Director, Independent director)	Non-participating	-
4. Mrs. SUNUNTHA PHAENGSOOK (Director)	Participating	Other <ul style="list-style-type: none"> • 2025: TLCA CFO CPD No. 5/2025 Accounting system implementation • 2025: TLCA CFO CPD No. 7/2025 General Requirements for Disclosure of Sustainability-related Financial Information IFRS S1/IFRS 2 • 2025: TLCA CFO CPD No. 8/2025 Three Lines of Defense Model and the Role of the CFO • 2025: TLCA CFO CPD No. 9/2025 Economic Update for CFO
5. Mr. SAI WAH SIMON SUEN (Director, Independent director)	Non-participating	-
6. Mr. STEVEN SUEY KU (Director, Independent director)	Non-participating	-
7. Mr. CHUN-TANG YUAN (Director)	Non-participating	-

List of directors	Participation in training in the past financial year	History of training participation
8. Mr. SHIH-HAO CHIU (Director)	Non-participating	-
9. Mr. THONGCHAI CHASAWATH (Director, Independent director)	Non-participating	-
10. Mr. MICHAEL CHAO-CHUN LEE (Director)	Non-participating	-
11. Mr. SUPACHAI PHANYAWATTANO (Director, Independent director)	Non-participating	-

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

The Board of Directors must evaluate the performance annually, which can be in the following forms:

1. assessment form for both Board of Directors and sub-committees
2. individual assessment form (self-assessment)

The Company Secretary shall prepare the assessment form, summarize the assessment results, analyze ways to improve performance, and report the assessment results to the Board of Directors for acknowledgment.

The Company is a listed company on the Stock Exchange of Thailand which has complied with the Stock Exchange of Thailand's Code of Best Practice for the Directors of Listed Companies to ensure that the Companies directors and executives have the competency, knowledge and experience in run the business. In addition, the management has complied with the policies set by the Company. In addition, there is monitoring and supervision of operations for the maximum benefit to the Company and the shareholders of the Company and ensuring that the Company's internal control system is sufficiently efficient.

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

In the Boards Meeting No. 1/2026 held on 27 February 2026, the Board assessed its operation performance. The Board of Directors and all committees performed their duties within the scope of power and duties and assignment in line with the good practice guideline provided by regulatory bodies.

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : No

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 : 4
past year (times)
Date of AGM meeting : 25 Apr 2025
EGM meeting : Yes
Date of the EGM over the past year (1st time) : 03 Oct 2025

Details of the board of directors' meeting attendance

Names of Board members	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. CHAI SOPHONPANICH (Chairman of the board of directors)	3	/	4	0	/	1	1	/	1
2. Mr. TAO-HENG SUN (Vice-chairman of the board of directors)	4	/	4	1	/	1	1	/	1
3. Mr. PORNWUT SARASIN (Director, Independent director)	2	/	4	1	/	1	1	/	1

Names of Board members	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)
4. Mrs. SUNUNTHA PHAENGSOOK (Director)	4	/	4	1	/	1	1	/	1
5. Mr. SAI WAH SIMON SUEN (Director, Independent director)	4	/	4	1	/	1	1	/	1
6. Mr. STEVEN SUEY KU (Director, Independent director)	4	/	4	0	/	1	1	/	1
7. Mr. CHUN-TANG YUAN (Director)	4	/	4	1	/	1	1	/	1
8. Mr. SHIH-HAO CHIU (Director)	4	/	4	1	/	1	1	/	1
9. Mr. THONGCHAI CHASAWATH (Director, Independent director)	4	/	4	1	/	1	1	/	1
10. Mr. MICHAEL CHAO-CHUN LEE (Director)	4	/	4	1	/	1	0	/	1
11. Mr. SUPACHAI PHANYAWATTANO (Director, Independent director)	1	/	1	0	/	0	0	/	0

Summary of the board of directors meeting attendance rate

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
1. Mr. CHAI SOPHONPANICH (Chairman of the board of directors)	3/4 (75.00%)	0/1 (0.00%)	1/1 (100.00%)
2. Mr. TAO-HENG SUN (Vice-chairman of the board of directors)	4/4 (100.00%)	1/1 (100.00%)	1/1 (100.00%)
3. Mr. PORNWUT SARASIN (Director)	2/4 (50.00%)	1/1 (100.00%)	1/1 (100.00%)
4. Mrs. SUNUNTHA PHAENGSOOK (Director)	4/4 (100.00%)	1/1 (100.00%)	1/1 (100.00%)
5. Mr. SAI WAH SIMON SUEN (Director)	4/4 (100.00%)	1/1 (100.00%)	1/1 (100.00%)
6. Mr. STEVEN SUEY KU (Director)	4/4 (100.00%)	0/1 (0.00%)	1/1 (100.00%)
7. Mr. CHUN-TANG YUAN (Director)	4/4 (100.00%)	1/1 (100.00%)	1/1 (100.00%)
8. Mr. SHIH-HAO CHIU (Director)	4/4 (100.00%)	1/1 (100.00%)	1/1 (100.00%)
9. Mr. THONGCHAI CHASAWATH (Director)	4/4 (100.00%)	1/1 (100.00%)	1/1 (100.00%)
10. Mr. MICHAEL CHAO-CHUN LEE (Director)	4/4 (100.00%)	1/1 (100.00%)	0/1 (0.00%)
11. Mr. SUPACHAI PHANYAWATTANO (Director)	1/1 (100.00%)	N/A	N/A
Average meeting attendance rate	93.18%	80.00%	90.00%

Detailed justification for the Company director's non-attendance at the Board of Directors' meeting

Remuneration of the board of directors

Types of remuneration of the board of directors

The Compensation of Executive Directors and Management

The director compensation policy

The compensation of director consists of:

Meeting fees

In 2025, the Board of Directors and the Nomination and Compensation Committees proposed to the 2025 Annual General Meeting of Shareholders to consider and determine the meeting fees for directors who only present at the meeting as follows:

Meeting fees for Board of Directors :

- Chairman	Baht	50,000 per meeting
- Director	Baht	40,000 per meeting

Meeting fees for Audit Committee :

- Chairman of Audit Committee	Baht	40,000 per meeting
- Member of Audit Committee	Baht	30,000 per meeting

Meeting fees for the Nomination and Compensation Committee :

- Chairman of Nomination and Compensation Committee	Baht	40,000 per year
- Member of Nomination and Compensation Committee	Baht	30,000 per year

There was no the monthly remuneration, special remuneration or other benefits for directors, excepting the annual remuneration for directors which depends on the Company's operating results.

The director remuneration

According to the Company's Articles of Association, a resolution shall be issued at the Meeting of Shareholders for paying remuneration to directors and employees every year at a total rate of not more than 3 per cent of total sales, with allocations in favor of directors at one-third and in favor of employees at two-third.

Regarding such payment of remuneration to directors, the allocation is made in consultation between the chairman and some directors of the Company by means of distribution according to the number of portions, with each portion receiving an equal amount, as follows:

Chairman	2.0	portions
Vice-Chairman	1.5	portions
Director	1.0	portion

The chairman and directors shall consider together for allocation as appropriate in case having fraction or adjustment of allocated proportion.

As for the directors who are not to be the director full year, their remuneration shall be calculated average according to the number of days in term of office of those.

Remuneration of the board of directors

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	
1. Mr. CHAI SOPHONPANICH (Chairman of the board of directors)			682,000.00		N/A
Board of Directors (Chairman of the board of directors)	150,000.00	532,000.00	682,000.00	No	
2. Mr. TAO-HENG SUN (Vice-chairman of the board of directors)			559,000.00		N/A
Board of Directors (Vice-chairman of the board of directors)	160,000.00	399,000.00	559,000.00	No	
3. Mr. PORNWUT SARASIN (Director, Independent director)			346,000.00		N/A
Board of Directors (Director)	80,000.00	266,000.00	346,000.00	No	
4. Mrs. SUNUNTHA PHAENGSOOK (Director)			456,000.00		N/A
Board of Directors (Director)	160,000.00	266,000.00	426,000.00	No	
Nomination and Compensation Committee (Member of the subcommittee)	30,000.00	N/A	30,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
5. Mr. SAI WAH SIMON SUEN (Director, Independent director)			626,000.00		N/A
Board of Directors (Director)	160,000.00	266,000.00	426,000.00	No	
Audit Committee (Chairman of the audit committee)	160,000.00	N/A	160,000.00	No	
Nomination and Compensation Committee (The chairman of the subcommittee)	40,000.00	N/A	40,000.00	No	
6. Mr. STEVEN SUEY KU (Director, Independent director)			546,000.00		N/A
Board of Directors (Director)	160,000.00	266,000.00	426,000.00	No	
Audit Committee (Member of the audit committee)	120,000.00	N/A	120,000.00	No	
7. Mr. CHUN-TANG YUAN (Director)			426,000.00		N/A
Board of Directors (Director)	160,000.00	266,000.00	426,000.00	No	
8. Mr. SHIH-HAO CHIU (Director)			426,000.00		N/A

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors (Director)	160,000.00	266,000.00	426,000.00	No	
9. Mr. THONGCHAI CHASAWATH (Director, Independent director)			546,000.00		N/A
Board of Directors (Director)	160,000.00	266,000.00	426,000.00	No	
Audit Committee (Member of the audit committee)	120,000.00	N/A	120,000.00	No	
10. Mr. MICHAEL CHAO- CHUN LEE (Director)			426,000.00		N/A
Board of Directors (Director)	160,000.00	266,000.00	426,000.00	No	
11. Mr. SUPACHAI PHANYAWATTANO (Director, Independent director)			40,000.00		N/A
Board of Directors (Director)	40,000.00	N/A	40,000.00	No	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
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Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	1,550,000.00	3,059,000.00	4,609,000.00
2. Audit Committee	400,000.00	0.00	400,000.00
3. Executive Committee	0.00	0.00	0.00
4. Nomination and Compensation Committee	70,000.00	0.00	70,000.00

Summary of the remuneration of the board of directors

	2023	2024	2025
Meeting allowance (Baht)	1,720,000.00	2,670,000.00	2,020,000.00
Other monetary remuneration (Baht)	0.00	0.00	3,059,000.00
Total (Baht)	1,720,000.00	2,670,000.00	5,079,000.00

Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the board of directors over the past year : 0.00
(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 companies : Yes

Mechanism for overseeing subsidiaries and associated companies : Yes

Mechanism for overseeing management and taking responsibility for operations in subsidiaries and associated companies approved by the board of directors : The appointment of representatives as directors, executives, or controlling persons in proportion to shareholding, Disclosure of financial condition and operating results, Transactions between the company and related parties, Internal control system of the subsidiary operating the core business is appropriate and sufficient in the subsidiary operating the core business

Supervision of the operation of subsidiaries and associated companies

The Company's businesses are also conducted via subsidiaries and associated companies as detailed in Item Shareholding Structure of Company Group. The Company's Board of Directors has put in place the mechanism for supervising the management of subsidiaries and associated companies as follows:

- Appoint its representative to be a director and executive director as per the shareholding ratio
- Set up the guideline for supervision, disclosure of financial status and operation results, related transactions, acquisition and disposal of assets and any other important transaction in subsidiaries to be in line with the Company's policy, applicable laws and regulations as announced by the Stock Exchange of Thailand.
- Any significant matter must be approved by the Board of Directors or the shareholders.
- Set the policy on corporate governance and appropriate and adequate internal control system in those subsidiaries.
- Monitor and supervise the Board of directors and executives of subsidiaries and associated companies to perform their duties and responsibilities in accordance with laws, regulations and the Company's policies.

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 over the past year : Yes

Prevention of Conflicts of interest

The Company has established a Code of Conduct for Directors to serve as a guideline for the good performance of the Company's directors. And the Code of Conduct for Employees serves as principles and morals in working for the Company. In addition, guideline, and rules on working practice have been announced, which covers all working guidelines and disciplinary and punishment actions. The guidelines and rules are communicated to conduct of employees and parent company has prepared a confirmation document on conflict of interest.

Number of cases or issues related to conflict of interest

	2023	2024	2025
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 information to seek benefits over the past year : Yes

Guideline for the use of inside information

1. Directors, executives and person with access to inside information are prohibited from using such inside information for personal benefit or disclosing it to the third party, directly or indirectly, and by whatsoever mean; knowing or should know that receiver of such information may exploit it in securities trading for his personal or the third partys benefit and with or without compensation.

2. Directors, executives and person with access to inside information are prohibited from trading the Companys securities during the period before disclosure of inside information as follows:

2.1 Financial statements

Directors, executives and person with access to inside information are prohibited from trading the Companys securities during the period of 30 days before publishing quarterly and annual financial statements (Blackout Period).

The financial statements are to be submitted within 45 days of the end of each quarter (March, June and September) and an audited annual financial statements within 60 days of the end of the financial year (December) as follows :

- By May 15

- By August 14

- By November 16

- By March 2

2.2 Material information influencing change in the Companys security price

(a) Directors, executives and person with access to inside information are prohibited from trading the Companys securities until such information has been disclosed to the Stock Exchange of Thailand for at least 48 hours.

(b) Directors, executives and person with access to inside information should refrain from trading the Companys securities during the period before disclosure of material information that may have influence upon change in value of the Companys securities.

Number of cases or issues related to the use of inside information to seek benefits

	2023	2024	2025
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 : Yes
the past year

Form of operations in anti-corruption : Communication and training for employees on anti-corruption policy and guidelines

Anti-corruption Policy

Charoong Thai Wire and Cable Public Company Limited is committed to conducting our business with transparency guided by the good corporate governance principles and providing full support to its management and staffs to render their works with integrity, to strictly observe applicable laws and rules and regulations. The Company has therefore laid down anti-corruption policy as a guideline for its management and staffs as follows:

1. The management and staffs shall not give or ask for or take bribes or any other unlawful interest in order to persuade to do or omit doing something illegally or which may prejudice the company's legitimate benefit.
2. The management and staffs shall not seek for personal interest in conflict with the company's benefit, directly or indirectly and shall also carry out their duties and make decision on business by always taking into account the company's optimum benefit.
3. The management and staffs are assigned with duty to monitor and prevent corruption. If any corruption or any event suspicious of corruption, it is required to notify the independent director or manager without delay and provide all possible cooperation to investigate the fact.
4. Donation to any charitable activity or providing financial support for any activities or projects shall be transparently and legally done.

Ways of conduct

- 1) Create an appropriate internal control system for doing business as to avoid employees to behave in an inappropriate way especially in marketing and purchasing areas.
- 2) Create a way to be able to receive the complaints or report of any bad conducts.
- 3) Management and employees shall avoid conflicts between self and company interests, induce bad conducts or may make the company lose advantages.

Number of cases or issues related to corruption

	2023	2024	2025
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 : Yes
 procedures over the past year

The Company also provides channels for informing information, whistle blowing or complaints with mechanisms to protect whistleblower and given a priority on collecting complaints confidentially including complaints inspection measurement as well as impose punishment fairly to offenders. In the previous year, the Company has not received any complaints. No fraud, infringement or actions were found and contrary to the Anti-corruption Policy.

Number of cases or issues related to whistleblowing

	2023	2024	2025
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) : 4

List of Directors	Meeting attendance of audit committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. SAI WAH SIMON SUEN (Chairman of the audit committee)	4	/	4	4/4 (100.00%)
2 Mr. STEVEN SUEY KU (Member of the audit committee)	4	/	4	4/4 (100.00%)

List of Directors	Meeting attendance of audit committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
3 Mr. THONGCHAI CHASAWATH (Member of the audit committee)	4	/	4	4/4 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of the audit committee

In 2025, The Audit Committee held 4 meetings and reported the performance to the Board of Directors for all 4 meetings. To review the Company's financial statements quarterly and at the year end, there were 4 meetings with the Company's auditors to consider the audit report which one out of the said 4 meetings were held without the presence of the Company's executive.

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance of Nomination and Compensation Committee

Meeting Nomination and Compensation : 2
Committee (times)

List of Directors	Meeting attendance of Nomination and Compensation Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. SAI WAH SIMON SUEN (The chairman of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)

List of Directors	Meeting attendance of Nomination and Compensation Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
2 Mrs. SUNUNTHA PHAENGSOOK (Member of the subcommittee)	2	/	2	2/2 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Nomination and Compensation Committee

In 2025, the Nomination and Compensation Committee held two meetings, all members attended the meeting on February 17, 2025 and October 3, 2025. The Nomination and Compensation Committee have performed all assigned duties with prudence, transparency, fairness, and independence in accordance with good corporate governance principles, under the policy and charter of the directors which was reviewed and approved by the Board of Directors. In 2025, the Company has done the remuneration and nomination process and brought into the Board of Directors for approval which can be described as follows:

- Consider the nomination of qualified persons as a company's director to replace the directors who retire by rotation and present to the Board of Directors before proposing at the 2025 Annual General Meeting of Shareholders for consideration and approval.
- Consider and propose the names of qualified directors as members of the sub-committee to the Board of Directors.
- Consider and propose the remuneration package for the Board of directors, Sub-committees of the year 2025, to comply with the criteria set by the Company and as appropriate according to their duties, responsibilities, and performance to present to the Board of Directors for consideration and approval.
- Consider the payment of the 2025 remuneration to directors and employees in accordance with the Company's Articles of Association.
- Consider the nomination of qualified persons as a Company director in order to increase the number of directors from 10 to 11, and present the matter to the Board of Directors prior to proposing it to the Extraordinary General Meeting of Shareholders No. 1/2025 for consideration and approval.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

Sustainable Policy and Strategy

Policy Statement:

Charoong Thai Wire & Cable Plc. (CTW) is committed to delivering high-quality, safe, and sustainable cable solutions. By embedding sustainability into its core operations, CTW aims to create long-term value for its stakeholders while maintaining compliance with industry standards and local regulations.

Strategies:

Product Safety and Quality:

- 1.Maintain certifications such as ISO 9001-2015 (Quality Management), and ISO 17025- 2017 (International Standard for Testing and Calibration Laboratories), relevant product-specific standards e.g., TIS, IEC, BS-EN, Def. STANT, ITU-T, TIA/EIA, IEEE, ANSI/TA and ANSI/ICEA.
- 2.Conduct rigorous testing of raw materials and finished products to ensure safety and performance standards compliance.
- 3.Implement an efficient product recall and issue-resolution process to safeguard customer safety and trust.
- 4.Provide clear and accurate product information, including safety guidelines and usage instructions.
- 5.Explore and adopt eco-labeling or product declarations to communicate environmental attributes.
- 6.Continuously monitor and incorporate customer feedback to improve product design and functionality.
- 7.Invest in the development of innovative, durable, and environmentally friendly cable technologies tailored to market needs.

Responsible Manufacturing:

- 1.Minimize environmental impact by reducing emissions, wastewater discharge, and waste generation.
- 2.Implement energy-efficient technologies and practices in manufacturing operations.
- 3.Invest in pollution control and waste management systems.
- 4.Promote the use of recycled materials in packaging and other non-product applications where feasible.
- 5.Pursue relevant environmental certifications such as ISO 14001-2015 (Environmental Management).
- 6.Partner with suppliers and logistics providers who align with sustainable sourcing and distribution practices.

Community Engagement:

- 1.Develop and implement community investment programs focused on education, skills development, and environmental awareness.
- 2.Partner with local schools, vocational training centers, or NGOs to provide scholarships, internships, or training opportunities related to electrical engineering, manufacturing, or sustainability.
- 3.Support local community development projects that improve infrastructure or address social needs.
- 4.Encourage employees to participate in community volunteering programs

Stakeholder Collaboration:

- 1.Establish regular communication channels with key stakeholders, including customers, suppliers, local communities, government agencies, and industry associations.
- 2.Engage with suppliers to promote sustainable sourcing practices and ethical business conduct.
- 3.Collaborate with customers to develop sustainable cable solutions that meet their specific needs.
- 4.Engage with industry associations and initiatives to exchange knowledge and drive collective progress.
- 5.Participate in government and regulatory programs that promote sustainable practices in the industry.

Reference link for sustainability policy : <https://ctw.co.th/sustainable-2/>

Sustainability management goals

Does the company set sustainability management goals : No

United Nations SDGs that align with the organization's sustainability management goals : Goal 1 No Poverty, Goal 3 Good Health and Well-being, Goal 5 Gender Equality, Goal 6 Clean Water and Sanitation, Goal 8 Decent Work and Economic Growth, Goal 11 Sustainable Cities and Communities, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action

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 : No

Has the company changed and developed the policy and/or goals of sustainable management over the past year : No

Information on impacts on stakeholder management in business value chain

Business value chain

Managing Impacts on Every Stakeholder Across the Entire Business Value Chain

The Company gives importance to all stakeholders in the business value chain, which is important for the Company's business operations and analyzed each stakeholder group by considering the relevance to the Company's business operations, estimating the impact of business processes, expectations and responses to the expectations of stakeholders

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
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Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			
<ul style="list-style-type: none"> • Board of director • Suppliers • Community • Shareholders • Employees • Customers • Government agencies and Regulators • Others <ul style="list-style-type: none"> • Auditors • Waste Contractor 	<p>Employees</p> <ul style="list-style-type: none"> - Appropriate and fair compensation and benefits. - Opportunities for personal development, developing potentials, skills, and knowledge at work. - Safety, hygiene, occupational health, and good working environment. - Career security and advancement. - Equality, Equity, and Fairness. <p>Shareholders</p> <ul style="list-style-type: none"> - Attractive share value and return. - Sustainable growth of companys business. - Good Corporate Governance. - Equitable treatment of Shareholders. <p>Directors</p> <ul style="list-style-type: none"> - Act in compliance with laws, 	<p>Employees</p> <ul style="list-style-type: none"> - Adjusting appropriate welfare and compensation to be in line with the performance of the employees and the Companys business operation result. - The Company has always supported the competency and knowledge development of employees by providing the in-house training seminar and public seminars. - The Company has realized the importance of safety to all employees by providing a safe and healthy work environment. - Provide equal opportunity to all employees in employment and career advancement. - Do not allow any discrimination that illegal. <p>Shareholders</p> <ul style="list-style-type: none"> - Appropriate dividend payment. - Handle risk management with cautious. - Good corporate governance with transparency, fairness, and accountability. - Disclosure of 	-

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
	<p>regulations, and ethical practices.</p> <ul style="list-style-type: none"> - Act with transparency and traceability. - Success of the Companys business. <p>Customers</p> <ul style="list-style-type: none"> - Supply high-quality products and services with complete quantity ordered punctually. - Fair-trade compliance. - Product warranty. - Maintaining confidentiality of customer information. - Maintaining a good relationship. <p>Vendors or Creditors</p> <ul style="list-style-type: none"> - Act as compliance with commercial term. - Act according to agreement fairly. - Fair Trade Competition with transparency. - Building good relationships. 	<p>information with transparency and timeliness and have in place an Investor Relations Team for giving accuracy of information.</p> <p>Directors</p> <ul style="list-style-type: none"> - Good corporate governance in compliance with policy and regulation strictly. - Report of business operation result. <p>Customers</p> <ul style="list-style-type: none"> - Set fair product prices, products are of high quality and safety at international standards. - Product quality guaranteed and receive complaints about product quality. - Knowledge and understanding about the product by providing a user manual on the correct, safe and cost-effective products and disseminating information related to the product accurately and clearly. - Strictly comply with the laws and regulations related to consumer protection. <p>Vendors or Creditors</p> <ul style="list-style-type: none"> - To ensure that the 	

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
	<p>Waste Contractor</p> <ul style="list-style-type: none"> - Act according to the mutual agreement strictly. - Being compliance with related laws and regulations. <p>Government Agencies</p> <ul style="list-style-type: none"> - Act according to related regulations and laws. - Provide cooperation in providing information for improvement. - Supporting in government projects that are beneficial to all parties. <p>Community and Society</p> <ul style="list-style-type: none"> - Support activities and program beneficiary to social and community. - Operate business without having impact on community and society. - Provide aids and 	<p>trading practices from suppliers or vendors are practically performed, including borrowing conditions and terms.</p> <ul style="list-style-type: none"> - Act according to borrowing conditions and terms; objective, repayment, collateral and other commitments. - The Company has regularly provided the correct information to vendors or creditors. <p>Waste Contractor</p> <ul style="list-style-type: none"> - Tracking and verifying waste disposal process of Waste Contractor. - Assess the performance of waste contractor. <p>Government Agencies</p> <ul style="list-style-type: none"> - Act in compliance with regulations and laws in every respect. - Pay relevant tax completely, accurately and on time. - Disclosure of accurate and transparent information. - Report information required by law. <p>Community and Society</p> <ul style="list-style-type: none"> - Be committed to conducting business with responsibility to the environment, community and society. 	

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
	<p>participation in solving social and community issues.</p> <ul style="list-style-type: none"> - Transparency and good governance in operating business. - Contribute to the correction and conservation of energy and the environment. - There does not create any direct or indirect impact on the environment. <p>Auditors</p> <ul style="list-style-type: none"> - Auditors can perform their duties independently. - Cooperation in providing financial and relevant information as required by the auditor. 	<ul style="list-style-type: none"> - Encourage all employees to perform their duties responsibly to the environment, community and society. - Encourage participation in activities that benefit the public and encourage employees to have a good conscience and do good to the society as a whole. - Promote efficient use of resources, set energy-saving measures pollution control and take care of the environment. - Manage by using technologies and production processes which are up to the environmental standards regarding ISO 14001 : 2015 by establishing waste treatment systems. - Conduct business by complying with governing law and rules strictly environmental. <p>Auditors</p> <ul style="list-style-type: none"> - The Company has a good cooperation with auditor by providing complete financial and significant information as requested by the auditors. The auditors can perform their work independently. 	

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability : No
materiality topics

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

Details of organization's material sustainability topics

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Doesnt Have data

Company sustainability disclosure aligned with standards

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

Charoong Thai Wire & Cable Public Company Limited recognizes that risk management is a fundamental element of Good Corporate Governance and a vital mechanism in supporting the sustainable achievement of the organization's strategic objectives. In 2025, the Company enhanced its risk management processes to be more systematic and efficient, aligning with international best practices. The COSO Enterprise Risk Management (ERM): Integrating with Strategy and Performance (2017) framework has been adopted as the primary guideline for implementation. To this end, the Company has established clear operational guidelines as follows:

1. Clearly Define Roles and Responsibilities: The Risk Management Committee (RMC) is responsible for oversight at the policy level, while the Management is responsible for implementation and ensuring that operations strictly and efficiently adhere to the established framework and guidelines.
2. Integration with Strategy and Goals: Integrate risk management processes into the formulation of corporate strategies and objectives. This ensures that business decisions are made prudently and remain within the organizations Risk Appetite.
3. Enterprise-Level Risk Assessment: Conduct comprehensive risk assessments by leveraging insights and data from the executive team. This ensures that risk identification and evaluation cover all critical dimensions, including Strategic, Financial, Operational, and Environmental, Social, and Governance (ESG) risks in a systematic manner.
4. Systematic Risk Universe and Prioritization: Establish a structured Risk Universe and prioritize each risk item based on its Impact and Likelihood. This allows for the development of appropriate and effective risk management measures.
5. Current Internal Control Identification and Gap Analysis: Identify existing internal control measures within each department to assess Control Adequacy. Furthermore, perform a Control Gap Analysis to continuously improve and enhance the efficiency of control measures.
6. Risk Mitigation and Monitoring: Propose additional Mitigation Actions to the Risk Management Committee for consideration. This process ensures the Company maintains a clear and transparent risk control database, enabling continuous and systematic monitoring and performance evaluation.

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)

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 Exposure to the cost of key raw materials

Related risk factors :

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources

ESG risk factors : No

Risk characteristics

The Company's key raw materials used in manufacture about 90 percent is imported from abroad i.e. copper, aluminium, polyvinyl chloride, polyethylene and optic fibers etc. All of those are commodities and traded on the global market which are subject to price fluctuations in accordance with supply and demand. These international commodities almost all priced in US dollars but the Company sales revenue being largely quoted in Baht

Risk-related consequences

The company is exposed to risks due to involved raw material price fluctuation and currency risk, and its significance would pending on the size of the contract. Copper and aluminum price has fluctuated throughout the year 2025.

Risk management measures

In an effort to mitigate any fluctuation of raw material price and foreign exchange related risk on procuring of raw materials, the Company would first try to pass such exposure to the customer, if possible, in other words to have the customer pay for raw material. It is now a common method for the customer to provide raw material to the Company directly and it has been a successful strategy with most State Enterprises. In some cases, in order to manage the currency exchange risk, then, the Company will purchase the same amount of foreign exchange forward contracts at the time to issue its L/C (Letter of Credit) in order to cover the exposure so to minimize any foreign exchange risk. In addition, the Company monitors price trend regularly and compares the key raw material price from several suppliers for getting the best condition. The Company sometimes also raise its raw materials reserve by conforming to the Company's order projections. Moreover, the Company tries to search for new sources of key raw materials in order to obtain appropriate price and quality raw materials. The Company and its a subsidiary have risk from fluctuation of raw material price, then they have made annual contract for purchase of raw material and monthly delivery in order to prevent the lack of raw materials.

Risk Mitigation Measures

- Closely monitor raw material price trends and global market dynamics.
- Establish and maintain a pricing mechanism that aligns sales prices with fluctuating raw material costs.
 - Manage inventory levels to align efficiently with actual sales orders and production requirements.
 - Utilize financial instruments to mitigate risks associated with foreign exchange fluctuations.

In 2025, the Company successfully managed cost volatility within acceptable levels and maintained its gross profit margin stability in line with the established targets.

Risk 2 Risk derived from change in manufacturing technology

Related risk factors : Strategic Risk

- Changes in technologies

ESG risk factors : No

Risk characteristics

As Thailand has announced a policy to drive the economy with innovation, the government has continuously pushed for this policy, especially the development of modern technology in the industrial sector, in order for entrepreneurs in all sectors to implement and adopt new technology using of Artificial Intelligence (A.I) replacing humans, for reducing production costs and competing in the global market. As our Company's products involve power and telecommunication technology that needs continual research and development in order to create innovation and to improve product quality standards and performance to meet the global changes. In addition, manufacturing technology

has changed rapidly, and the Company has to face competition in a more intensely competing market of electrical wire, especially competition in terms of pricing.

Risk-related consequences

The Company is hence exposed to certain risks and needs to improve its manufacturing process and product design by adopting more advanced and automated system with more productivity. The key target is to save production cost while product quality and performance is still preserved.

Risk management measures

The Company has prepared itself for risk reduction resulted from change in manufacturing technology by setting up an expert team consisting of engineers, manufacturing staffs and testing staffs to monitor such change in all aspects of technology that involved with the Companys products such as production techniques, key raw material, machinery and testing tools in order to make more efficient, develop and improve the production that can meet the customers and current markets needs. Over the past year, the Company has procured the new technology machinery with automated control system, low energy but more productivity to replace the existing machinery that having low production efficiency, not worth producing or high cost of production.

Risk 3 Risk derived from foreign currency

Related risk factors :

Financial Risk

- Fluctuation in exchange rates, interest rates, or the inflation rate

ESG risk factors : No

Risk characteristics

The Company and its subsidiaries import raw materials used in the production from foreign countries which the Company may be affected on the aspect of cost derived from foreign currency exchange rate. In addition, there are exposure to foreign currency risk from investments in its subsidiary and associated companies that are denominated in foreign currencies.

Risk-related consequences

The Company and its subsidiaries may be affected on the aspect of cost derived from foreign currency exchange rate

Risk management measures

In order to reduce the effect from exchange rate risk, the Company has managed the risk from exchange rate by entering into forward exchange contracts. Generally, the forward contracts mature within one year. In addition, the exposures to foreign currency risk of the Company and its subsidiaries arise from investments in an overseas subsidiary. The management of the Company and its subsidiaries intends to hold such investments for the long term, and has no plans to dispose it in the future. In addition, the Company has a policy to promote its export business to foreign markets which will be base on US dollars revenue and thereby it could help as a natural hedge mechanics. It has also followed closely the movement in exchange rates.

Risk 4 Risk derived from the shortage of skilled labor

Related risk factors :

Operational Risk

- Shortage or reliance on skilled workers

ESG risk factors : No

Risk characteristics

The Government of Thailand has announced the Eastern Economic Corridor (EEC) Policy in order to promote investment for supporting both domestic and foreign investment, which will obtain the tax and land privileges. The EEC project will, initially, be focused in 3 eastern provinces namely Chachoengsao, Chonburi and Rayong, which will focus

on transportation infrastructure development such as land, sea and ocean, and air transportations. In order to be ready to connect with neighboring countries. Expansion according to the said policy, resulting in, the Company may have skill labor shortage and labor mobility. This urges us to find more personnel holding knowledge, skill and expertise for such machinery and technology to replace the shortage labor.

Risk-related consequences

The Company may have skill labor shortage and labor mobility. This urges us to find more personnel holding knowledge, skill and expertise for such machinery and technology to replace the shortage labor.

Risk management measures

The Company focuses on the importance of all levels of employees in order to preserve the employees who have skills, knowledge and experience in work. The Company has provided a clear path for career advancement in order for staffs to develop knowledge and ability in their line more and more and also provided the healthy working environment and improved adequate advance position and appropriate welfare facilities for employees and their family such as financial aids for marriage, having a baby, hospital admission, annual salary increase, shuttle buses service, attendance bonus etc. In addition, the Company has focused on the selection process of the new employee, to provided training, skill development and specialized knowledge in performance duties for know-how and advance position in career. Although the Company has the development plan for new employees to compensate the retired employees and to support the shortage of skilled labor in the future which they may move to the government system and government employee.

Risk 5 Legal, Regulatory and Environmental, Social and Governance (ESG) Risk

Related risk factors : Strategic Risk
• ESG risk

ESG risk factors : Yes

Risk characteristics

Changes in laws and regulations, including environmental, safety, and ESG disclosure requirements, may affect the Companys operations, cost structure, as well as its corporate image and credibility.

Risk-related consequences

If the Company fails to comply with applicable laws and regulations, it may be exposed to risks of regulatory penalties, legal disputes, increased operating costs, as well as adverse impacts on its corporate image and stakeholder confidence.

Risk management measures

Mitigation and Preventive Measures

- Monitor and regularly review applicable laws and regulatory requirements
- Maintain a legal and regulatory compliance register and track compliance status
- Periodically report compliance status to management

Risk 6 Risk from the control of major shareholders

Related risk factors : Strategic Risk
• Corporate ownership structure risk

ESG risk factors : No

Risk characteristics

To mitigate foreign exchange risk, the Company has managed the risk from exchange rate by entering into forward exchange contracts. Generally, the forward contracts mature within one year. In addition, he Company and its subsidiaries are also exposed to foreign exchange risk from investments in overseas subsidiaries. The Management of the Company and its subsidiaries are intending to hold these investments for the long term and do not have plans for disposal. As a result, no hedging instruments have been applied to these investments.

Risk-related consequences

Risk of minority shareholders inability to counter or audit the decision-making of the majority shareholders who exercise over 50% voting control.

Risk management measures

The Company's Audit Committee considers and reviews the management's operations and provides opinions on transactions that may give rise to conflict of interest between the Company and its related shareholders. In this regard, the four major shareholders are prohibited from voting on related transactions in which they may have conflict of interest.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

1. Production Continuity Risk

Disruptions to the production process arising from machinery breakdowns, shortages of raw materials, or other related factors may affect the Company's ability to deliver products to customers on schedule and may adversely impact the Company's revenue and operating performance.

Mitigation and Preventive Measures

- Implement systematic preventive maintenance programs for machinery
- Enhance production planning and raw material management efficiency
- Develop workforce skills and operational readiness
- Continuously monitor key production performance indicators

In 2025, the Company was able to maintain production disruptions at a manageable level and continued to meet its delivery commitments consistently in accordance with the established production plans.

2. Market Competition Risk

The electrical wire and cable industry is highly competitive in terms of pricing, product quality, product standards, and bidding conditions. Such intense competition may materially affect the Company's market share and operating returns.

Mitigation and Preventive Measures

- Continuously monitor market trends and competitors
- Analyze costs and improve production efficiency
- Develop products in line with customer requirements
- Strengthen relationships with key customers in both public and private sectors

In 2025, the Company successfully maintained its core customer base and expanded business opportunities across various projects while managing competitive risks at an appropriate level.

Reference link to business continuity plan (BCP) : https://ctw.co.th/wp-content/uploads/2026/03/CTW_Annual-Report-2025.pdf

Page number of the reference link : 17-18

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

Companys sustainable supply chain management : No
policy and guidelines

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Companys sustainable supply chain management : No
plan

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening : No
criteria with new suppliers?

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes
Reference link to supplier code of conduct : <https://ctw.co.th/wp-content/uploads/2025/09/Code-of-Conduct-2025.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 : No
acknowledge compliance with the supplier code of
conduct?

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 : No

Research and development (R&D) expenses over the past 3 years

	2023	2024	2025
Research and development (R&D) expenses over the past 3 years (Million Baht)	0.00	0.00	N/A

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

Information on organizations innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's : No
innovation culture

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 : No
from innovation development?

Non-financial benefits

Does the company measure the non-financial : No
benefits from innovation development?

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