

Corporate Governance Report 2024

Thai Rubber Latex Group Public Company Limited

The Company has established a corporate governance policy in accordance with the principles set by the Stock Exchange of Thailand and aligned the 2017 Corporate Governance Code for Listed Companies issued by the Securities and Exchange Commission (SEC). This policy serves as a guideline for business conduct applicable to the Board of Directors, executives, and employees.

The Board of Directors operates in accordance with the Corporate Governance Code (CG Code) and supports its implementation at all levels of the organization. The Board is committed and confident that effective and transparent corporate governance improves operational efficiency and benefits shareholders.

The Board of Directors is involved in defining the company's vision, strategies, and main policies. A formal corporate governance policy has been established in writing. The Board also oversees the implementation of strategies, with performance results reported at every meeting to ensure goal achievement. Additionally, the policy is reviewed and updated regularly to ensure alignment with changing objectives and circumstances. The Board has delegated responsibilities to sub-committees, namely the Audit Committee, Risk Management Committee, Remuneration Committee, and Executive Committee. These sub-committees are responsible for regularly monitoring compliance with corporate governance policies and best practices. Relevant information is communicated to the Board, executives, and employees through the internal information system (Intranet) and is transparently disclosed on the company's website to ensure accessibility and accountability.

The Board of Directors assigns the Executive Committee to oversee operations and ensure that management allocates sufficient resources to support business activities and achieve strategic goals. In addition, the Audit Committee is responsible for overseeing the adequacy of the internal control system, while the Risk Management Committee is tasked with monitoring risk controls across the company's operations. The Board regularly reviews the management structure to ensure clarity and sufficient resources for effective execution of duties, and monitors performance in all areas during every Board meeting.

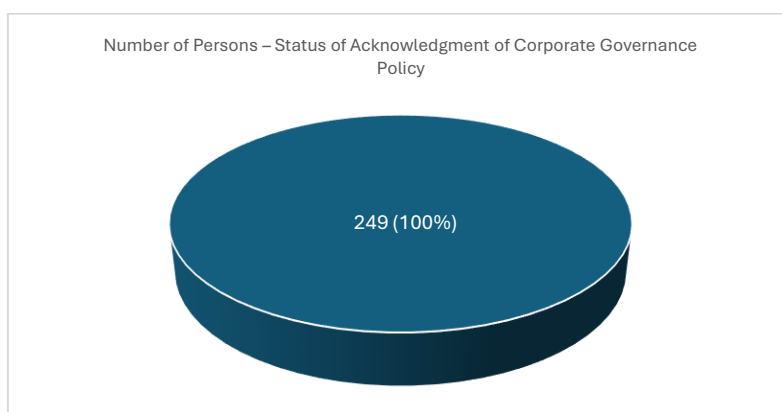
The company conducts annual reviews of its corporate governance policies and practices to ensure alignment with any changes in the operating environment, emerging circumstances, or applicable laws and regulations.

Dissemination and Acknowledgment of the Corporate Governance Policy

The Human Resources Department communicates corporate governance policies through internal channels such as email, the company's LINE group, and internal software applications. For external communication, Google Forms and the company's website are used. Additionally, a summary of the number of employees and executives who have acknowledged the policy is provided as follows:

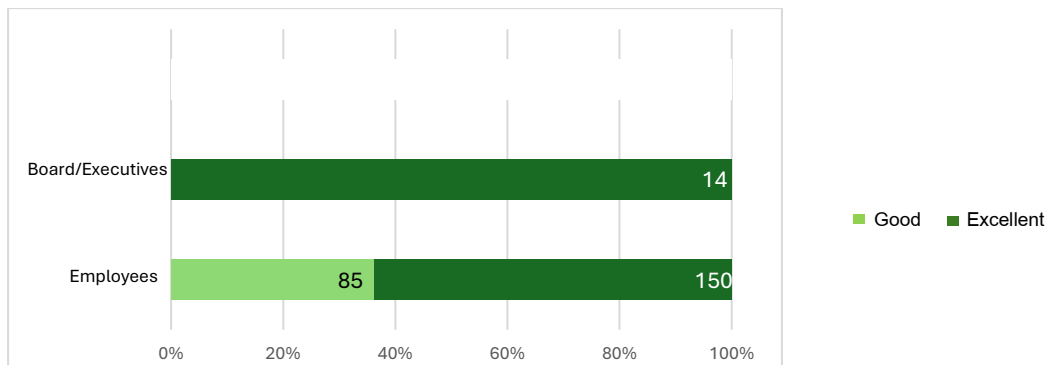
Summary of Acknowledgement via Online System

Group	Total Number	Policy Acknowledged	Percent
Monthly Employees	235	235	100
Board/ Executives	14	14	100
Total	249	249	100



Assessment Results Following Policy Acknowledgment (Online System)

Group	Below Standard	Standard	Good	Excellent
Monthly Employees			85	150
Board/ Executives			0	14
Total	0	0	85	164



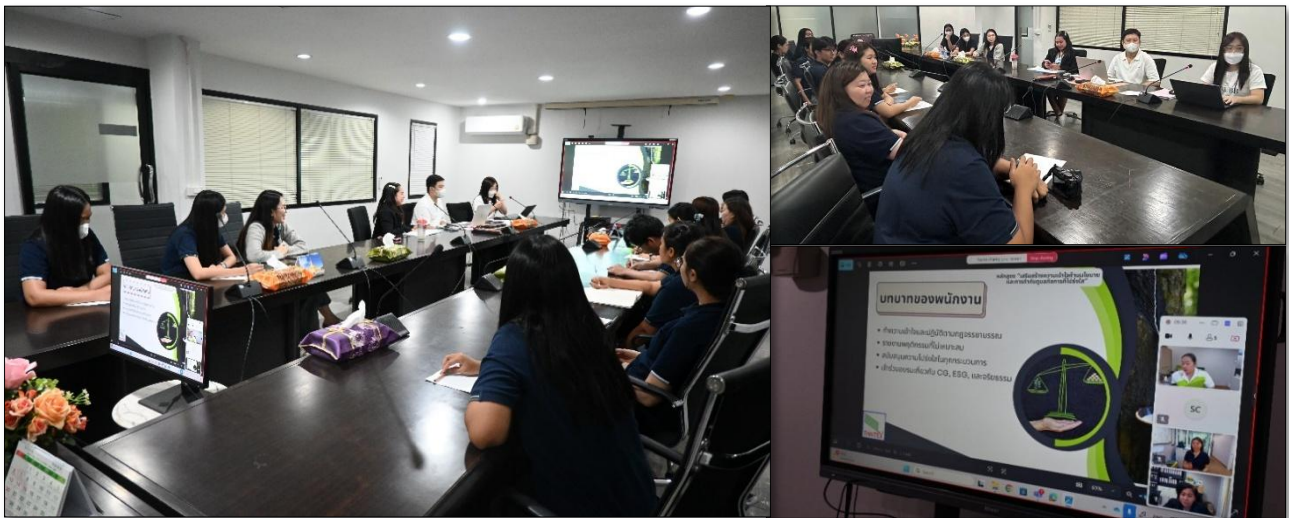
Training and Monitoring

The Human Resources Department conducted two training sessions on the topic **“Enhancing Understanding of Transparent Corporate Governance.”** There were two training batches conducted:

Batch 1: Held on September 18, 2024, with a total of 120 employees participating.

Batch 2: Held on November 22, 2024, with a total of 126 employees participating.

Photographic Highlights from the Training Sessions



Monitoring Results for 2024:

Following the dissemination of the corporate governance policy and the employee training sessions on **“Enhancing Understanding of Transparent Corporate Governance,”** no incidents of corporate governance violations were reported.