

ESG Performance

Company Name: POSCO-THAINOX PUBLIC COMPANY LIMITED Symbol: INOX

Market: SET Industry Group: Industrials Sector: Steel

Environment

1 Environmental Management

1.1 Environmental Policy and Practice

Corporate environmental policy and practice:	Yes
URL of environmental policy and practice:	http://www.poscothainox.com/about-sustainability.php
Uploaded document of environmental policy and practice:	-

1.2 Environmental Practices

Corporate environmental practices:	x Water Management x Electricity Management x Fuel Management x Waste Management
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2 Energy Management

2.1 Disclosure Boundary in Energy Management

Detail	Year
	2022
Boundary type	Company
Total number of disclosure boundaries	1
Actual number of disclosure boundaries	-

2.2 Electricity Consumption^(*)

Detail	Unit	Year		
		2020	2021	2022
Electricity consumption target	Kilowatt-Hours	-	-	-
Total electricity consumption within the organization	Kilowatt-Hours	104,769,907.00	106,712,257.00	105,171,927.00
Electricity purchased for consumption from non-renewable energy sources	Kilowatt-Hours	104,769,907.00	106,712,257.00	105,171,927.00
Electricity purchased or generated for consumption from renewable energy sources	Kilowatt-Hours	-	-	-
Difference between total electricity consumption within the organization and target ^(**)	Kilowatt-Hours	-	-	-

Percentage of the difference between total electricity consumption within the organization and target ^(**)	%	-	-	-
Intensity ratio of total electricity consumption within the organization to total number of employees	Kilowatt-Hours / Person / Year	196,198.33	194,730.40	188,818.54

Additional explanation:

^(†) Exclude electricity consumption outside of the Company.

^(**) Negative number (-) means the total electricity consumption within the organization is lower than the electricity consumption target, whereas positive number (+) means the total electricity consumption within the organization is higher than the electricity consumption target.

2.3 Electricity Consumption Intensity

Detail	Unit	Year		
		2020	2021	2022
Intensity of total electricity consumption within the organization	Kilowatt-Hours / m ²	-	-	-

2.4 Electricity Expense^(*)

Detail	Unit	Year		
		2020	2021	2022
Total electricity expense	Baht	310,551,491.15	345,187,139.87	366,074,570.82
Percentage of total electricity expense to total expenses ^(**)	%	-	-	-
Percentage of total electricity expense to total revenues ^(**)	%	-	-	-
Intensity ratio of total electricity expense to total number of employees	Baht / Person / Year	581,557.10	629,903.54	657,225.44

Additional explanation:

^(†) Exclude electricity expense outside of the Company.

^(**) Total revenues and total expenses from consolidated financial statements.

2.5 Fuel Consumption

Detail	Unit	Year		
		2020	2021	2022
Jet fuel	Litres	0.00	-	-
Diesel	Litres	0.00	-	-
Gasoline	Litres	0.00	-	-
Fuel oil	Litres	0.00	-	-

Crude oil	Barrels	0.00	-	-
Natural gas	Standard cubic feet	472,971,630.00	520,411,820.00	515,483,500.00
LPG	Kilograms	0.00	-	-
Steam	Metric tonnes	0.00	-	-
Coal	Metric tonnes	0.00	-	-

Additional explanation: Exclude fuel consumption outside of the Company.

2.6 Fuel Expense^(*)

Detail	Unit	Year		
		2020	2021	2022
Total fuel expense	Baht	127,048,015.25	169,642,101.26	260,467,626.44
Percentage of total fuel expense to total expenses ^(**)	%	-	-	-
Percentage of total fuel expense to total revenues ^(**)	%	-	-	-

Additional explanation:

^(*) Exclude fuel expense outside of the Company.

^(**) Total revenues and total expenses from consolidated financial statements.

2.7 Energy Consumption

Detail	Unit	Year		
		2020	2021	2022
Total energy consumption within the organization	Megawatt-Hours	-	-	-

2.8 Energy Consumption Intensity

Detail	Unit	Year		
		2020	2021	2022
Intensity ratio of total energy consumption within the organization to total revenues ^(*)	Megawatt-Hours / Thousand Baht of total revenues	-	-	-
Intensity of total energy consumption within the organization	Megawatt-Hours / m ²	-	-	-

Additional explanation:

(¹) Total revenues and total expenses from consolidated financial statements.

3 Water Management

3.1 Disclosure Boundary in Water Management

Detail	Year	
	2022	
Boundary type	Company	
Total number of disclosure boundaries	1	
Actual number of disclosure boundaries	-	

3.2 Water Withdrawal by Sources

Detail	Unit	Year		
		2020	2021	2022
Water withdrawal target	Cubic meters	-	-	-
Total water withdrawal	Cubic meters	60,504.00	490,474.00	628,483.00
Total water withdrawal by third-party water	Cubic meters	60,504.00	490,474.00	628,483.00
Total water withdrawal by surface water	Cubic meters	-	-	-
Total water withdrawal by groundwater	Cubic meters	-	-	-
Total water withdrawal by seawater	Cubic meters	-	-	-
Total water withdrawal by produced water	Cubic meters	-	-	-
Difference between total water withdrawal and target ⁽¹⁾	Cubic meters	-	-	-
Percentage of the difference between total water withdrawal and target ⁽¹⁾	%	-	-	-
Intensity ratio of total water withdrawal to total number of employees	Cubic meters / Person / Year	113.30	895.03	1,128.34
Intensity ratio of total water withdrawal to total revenues ⁽²⁾	Cubic meters / Thousand Baht of total revenues	-	-	-

Additional explanation:

(¹) Negative number (-) means the total water withdrawal is lower than the water withdrawal target, whereas positive number (+) means the total water withdrawal is higher than the water withdrawal target.

(²) Total revenues and total expenses from consolidated financial statements.

3.3 Water Discharge by Destinations

Detail	Unit	Year		
		2020	2021	2022
Total water discharge	Cubic meters	0.00	89,267.00	168,604.00
Total water discharge to third-party water	Cubic meters	-	-	-
Total water discharge to surface water	Cubic meters	-	89,267.00	168,604.00
Total water discharge to groundwater	Cubic meters	-	-	-
Total water discharge to seawater	Cubic meters	-	-	-

3.4 Water Consumption

Detail	Unit	Year		
		2020	2021	2022
Total water consumption	Cubic meters	60,504.00	401,207.00	459,879.00

3.5 Water Consumption Intensity

Detail	Unit	Year		
		2020	2021	2022
Intensity ratio of total water consumption to total revenues ⁽¹⁾	Cubic meters / Thousand Baht of total revenues	-	-	-
Intensity of total water consumption	Cubic meters / m ²	-	-	-

Additional explanation:

⁽¹⁾ Total revenues and total expenses from consolidated financial statements.

3.6 Water Withdrawal Expense

Detail	Unit	Year		
		2020	2021	2022
Total water withdrawal expense	Baht	4,724,231.30	4,683,571.03	7,276,900.92
Total water withdrawal expense from third-party water	Baht	4,724,231.30	4,683,571.03	7,276,900.92

Total water withdrawal expense from other sources	Baht	-	-	-
Percentage of total water withdrawal expense to total expenses ⁽⁷⁾	%	-	-	-
Percentage of total water withdrawal expense to total revenues ⁽⁷⁾	%	-	-	-
Intensity ratio of total water withdrawal expense to total number of employees	Baht / Person / Year	8,846.88	8,546.66	13,064.45

Additional explanation:

⁽⁷⁾ Total revenues and total expenses from consolidated financial statements.

4 Waste Management

4.1 Disclosure Boundary in Waste Management

Detail	Year
	2022
Boundary type	Company
Total number of disclosure boundaries	1
Actual number of disclosure boundaries	-

4.2 Waste Generation^(*)

Detail	Unit	Year		
		2020	2021	2022
Total waste generated	Kilograms	20,652.28	14,149.69	12,325.00
Non-hazardous waste	Kilograms	2,435.36	1,958.94	2,574.00
Hazardous waste	Kilograms	18,216.92	12,190.75	9,751.00
Intensity ratio of total waste generated to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total non-hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-

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 total expenses from consolidated financial statements.

4.3 Reused / Recycled Waste

Detail	Unit	Year		
		2020	2021	2022
Total reused/recycled waste	Kilograms	0.00	0.00	0.00

Reused/Recycled non-hazardous waste	Kilograms	-	-	-
Reused/Recycled hazardous waste	Kilograms	-	-	-
Percentage of total reused/recycled waste to total waste generated	%	0.00	0.00	0.00
Percentage of reused/recycled non-hazardous waste to non-hazardous waste	%	-	-	-
Percentage of reused/recycled hazardous waste to hazardous waste	%	-	-	-

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.

5 Greenhouse Gas Management

5.1 Disclosure Boundary in Greenhouse Gas Management

Detail	Year
	2022
Boundary type	Company
Total number of disclosure boundaries	1
Actual number of disclosure boundaries	-

5.2 Greenhouse Gas Management Plan

- Corporate greenhouse gas management plan: -
- URL of corporate greenhouse gas management plan: -
- Uploaded document of Corporate greenhouse gas management plan: -

5.3 Greenhouse Gas Emissions (GHG Emissions)

Detail	Unit	Year		
		2020	2021	2022
Total GHG emissions target	Metric tonnes of carbon dioxide equivalent	-	-	-
Total GHG emissions	Metric tonnes of carbon dioxide equivalent	0.30	0.29	0.29
Total GHG emissions - scope 1	Metric tonnes of carbon dioxide equivalent	0.00	0.00	0.00

Total GHG emissions - scope 2	Metric tonnes of carbon dioxide equivalent	0.30	0.29	0.29
Total GHG emissions - scope 3	Metric tonnes of carbon dioxide equivalent	0.00	0.00	0.00
Difference between total GHG emissions and target ^(†)	Metric tonnes of carbon dioxide equivalent	-	-	-
Percentage of the difference between total GHG emissions and target ^(†)	%	-	-	-

Additional explanation:

^(†) Negative number (-) means the total GHG emissions is lower than the total GHG emissions target, whereas positive number (+) means the total GHG emissions is higher than the total GHG emissions target.

5.4 Greenhouse Gas Emissions Intensity

Detail	Unit	Year		
		2020	2021	2022
Intensity ratio of total GHG emissions to total revenues ^(†)	Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues	-	-	-
Intensity ratio of total GHG emissions to total number of employees	Metric tonnes of carbon dioxide equivalent / Person	0.00	0.00	0.00
Intensity of GHG emissions	Metric tonnes of carbon dioxide equivalent / m ²	-	-	-

Additional explanation:

^(†) Total revenues and total expenses from consolidated financial statements.

5.5 Verification of Greenhouse Gas Emissions

Detail	Year
	2022
Verification of greenhouse gas emissions	No
Name of verifying company (Thai)	-
Name of verifying company (English)	-

5.6 Reduction of Greenhouse Gas

Detail	Unit	Year		
		2020	2021	2022
Total reduced GHG	Metric kilograms of carbon dioxide equivalent	0.00	0.00	0.00
Care the Bear Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Care the Whale Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Other projects	Metric kilograms of carbon dioxide equivalent	0.00	0.00	0.00

5.7 Absorption and removal of Greenhouse Gas

Detail	Unit	Year		
		2020	2021	2022
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	-	-	-
Other projects	Metric kilograms of carbon dioxide equivalent	0.00	0.00	0.00

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Approved and published on 12/01/2024

ESG Performance

Company Name: POSCO-THAINOX PUBLIC COMPANY LIMITED Symbol: INOX

Market: SET Industry Group: Industrials Sector: Steel

Social

1 Human Rights

1.1 Human Rights Policy and Practice

Corporate human rights policy and practice: Yes
URL of Corporate human rights policy and practice: <http://www.poscothainox.com/about-sustainability.php>
Uploaded document of Corporate human rights policy and practice: -

1.2 Human Rights Practices

Corporate human rights practices: x Employee Rights x Community and Environment Rights x Safety and Occupational Health at Work x Non-discrimination

2 Fair Labor Practices

2.1 Disclosure Boundary in Fair Labor Practices

Detail	Year
	2022
Boundary type	Company
Total number of disclosure boundaries	1
Actual number of disclosure boundaries	-

2.2 Employment

2.2.1 Employees by Gender

Detail	Unit	Year		
		2020	2021	2022
Total number of employees	Persons	534	548	557
Total number of male employees	Persons	435	448	456
Percentage of male employees	%	81.46	81.75	81.87
Total number of female employees	Persons	99	100	101

Percentage of female employees	%	18.54	18.25	18.13
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2.2.2 Employees by Age Group

Detail	Unit	Year		
		2020	2021	2022
Total number of employees under 30 years old	Persons	62	60	73
Percentage of employees under 30 years old	%	11.61	10.95	13.11
Total number of employees 30–50 years old	Persons	350	355	335
Percentage of employees 30–50 years old	%	65.54	64.78	60.14
Total number of employees over 50 years old	Persons	122	133	149
Percentage of employees over 50 years old	%	22.85	24.27	26.75

2.2.3 Male Employees by Age group

Detail	Unit	Year		
		2020	2021	2022
Total number of male employees under 30 years old	Persons	52	48	56
Percentage of male employees under 30 years old	%	11.95	10.71	12.28
Total number of male employees 30–50 years old	Persons	277	288	275
Percentage of male employees 30–50 years old	%	63.68	64.29	60.31
Total number of male employees over 50 years old	Persons	106	112	125
Percentage of male employees over 50 years old	%	24.37	25.00	27.41

2.2.4 Female Employees by Age group

Detail	Unit	Year		
		2020	2021	2022

Total number of female employees under 30 years old	Persons	10	12	17
Percentage of female employees under 30 years old	%	10.10	12.00	16.83
Total number of female employees 30-50 years old	Persons	73	67	60
Percentage of female employees 30-50 years old	%	73.74	67.00	59.41
Total number of female employees over 50 years old	Persons	16	21	24
Percentage of female employees over 50 years old	%	16.16	21.00	23.76

2.2.5 Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of employees in operational level	Persons	405	418	427
Percentage of employees in operational level	%	75.84	76.28	76.66
Total number of employees in management level	Persons	83	84	80
Percentage of employees in management level	%	15.54	15.33	14.36
Total number of employees in executive level	Persons	46	46	50
Percentage of employees in executive level	%	8.61	8.39	8.98

2.2.6 Male Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of male employees in operational level	Persons	324	339	348
Percentage of male employees in operational level	%	74.48	75.67	76.32
Total number of male employees in management level	Persons	66	66	61
Percentage of male employees in management level	%	15.17	14.73	13.38
Total number of male employees in executive level	Persons	45	43	47
Percentage of male employees in executive level	%	10.34	9.60	10.31

2.2.7 Female Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of female employees in operational level	Persons	81	79	79
Percentage of female employees in operational level	%	81.82	79.00	78.22
Total number of female employees in management level	Persons	17	18	19

Percentage of female employees in management level	%	17.17	18.00	18.81
Total number of female employees in executive level	Persons	1	3	3
Percentage of female employees in executive level	%	1.01	3.00	2.97

2.2.8 Employment of Workers with Disabilities

Detail	Unit	Year		
		2020	2021	2022
Total employment of workers with disabilities	Persons	0	0	0
Total number of employees with disabilities	Persons	-	0	0
Percentage of employees with disabilities	%	-	0.00	0.00
Total number of workers who are not employees with disabilities	Persons	-	0	0

2.3 Employee Remuneration

2.3.1 Employee Remuneration by Gender

Detail	Unit	Year		
		2020	2021	2022
Total employee remuneration	Baht	438,092,271.00	451,095,997.00	508,378,203.00
Total male employee remuneration	Baht	356,869,966.00	367,147,032.00	416,209,235.00
Percentage of remuneration in male employees	%	81.46	81.39	81.87
Total female employee remuneration	Baht	81,222,305.00	83,948,965.00	92,168,968.00
Percentage of remuneration in female employees	%	18.54	18.61	18.13
Average remuneration of employees	Baht / Person	820,397.51	823,167.88	912,707.73
Average remuneration of male employees	Baht / Person	820,390.73	819,524.62	912,739.55
Average remuneration of female employees	Baht / Person	820,427.32	839,489.65	912,564.04
Ratio of average remuneration of female employees to male employees		1.00	1.02	1.00

2.3.2 Employee Provident Fund

Detail	Unit	Year		
		2020	2021	2022
Total number of employees joining employee provident fund	Persons	436	423	422
Percentage of total number of employees joining employee provident fund to total number of employees	%	81.65	77.19	75.76
Total amount of provident fund contributed by the Company	Baht	12,929,843.00	12,594,322.00	12,915,396.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration	%	2.95	2.79	2.54

2.4 Human Capital Development

2.4.1 Average employee training hours

Detail	Unit	Year		
		2020	2021	2022
Average employee training hours	Hours / Person / Year	2.00	4.00	2.00

2.4.2 Employee training and development expenses

Detail	Unit	Year		
		2020	2021	2022
Total amount spent on employee training and development	Baht	1,560,751.00	558,856.00	1,302,022.00

2.5 Safety, Occupational Health, and Environment at Work

2.5.1 Working hours

Detail	Unit	Year		
		2020	2021	2022
Total number of hours worked by employees	Hours	-	-	-

2.5.2 Statistics of injuries or accidents from work

Detail	Unit	Year		
		2020	2021	2022
Total number of lost time injury incidents by employees	Cases	0.00	0.00	0.00
Total number of employees that lost time injuries for 1 day or more	Persons	0	0	0
Percentage of employees that lost time injuries for 1 day or more	%	0.00	0.00	0.00
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 ^(*)	-	-	-
	Persons / 200,000 manhours ^(**)	-	-	-

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.

2.6 Employee Relation and Engagement

2.6.1 Employee turnover leaving the Company voluntarily by Gender

Detail	Unit	Year		
		2020	2021	2022
Total number of employee turnover leaving the Company voluntarily	Persons	22	31	17
Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees	%	4.12	5.66	3.05
Total number of male employee turnover leaving the Company voluntarily	Persons	17	28	12
Percentage of male employee turnover leaving the Company voluntarily	%	77.27	90.32	70.59
Total number of female employee turnover leaving the Company voluntarily	Persons	5	3	5
Percentage of female employee turnover leaving the Company voluntarily	%	22.73	9.68	29.41
Significant labor dispute	Yes / No	No	No	No

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ESG Performance

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Market: SET Industry Group: Industrials Sector: Steel

Governance and Economy

1 Corporate Governance Policy

1.1 Corporate Governance Policy and Practices

Corporate governance policy and practices:	Yes
URL of corporate governance policy and practices:	http://www.poscothainox.com/ir_index.php?corporate_policy
Uploaded document of corporate governance policy and practices:	-

1.2 Policy and Practices related to the Board of Directors

Policy and practices related to the Board of Directors:	x Nomination of Directors x Determination of Director Remuneration x Corporate Governance of Subsidiaries and Associated Companies
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1.3 Code of Conduct

Corporate code of conduct:	Yes
URL of Code of Conduct:	http://www.poscothainox.com/about-sustainability.php
Uploaded document of Code of Conduct:	-

1.4 Policy and Practices related to Code of Conduct

Policy and practices related to the corporate code of conduct:	x Prevention of Misuse of Inside Information x Prevention of Conflicts of Interest x Anti-corruption x Whistleblowing and Protection of Whistleblowers
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2 Corporate Governance Structure

2.1 Information on the Board of Directors and Executives

2.1.1 Composition of the Board of Directors

Detail	Unit	Year	
		2022	
		Male	Female
Directors	Persons	9	0
		9	
	% of total directors	100.00	0
		100	
Executive directors	Persons	3	0
		3	
	% of total directors	33.33	0
		33.33	
Non-executive directors	Persons	6	0
		6	
	% of total directors	66.67	0
		66.67	
- Independent directors	Persons	3	0
		3	
	% of total directors	33.33	0
		33.33	
- Non-executive directors who have no position in independent directors	Persons	3	0
		3	
	% of total directors	33.33	0
		33.33	

Average director age	Years	54	0
		54	
The Chairman of the Board is an independent director	Yes / No	Yes	
The Chairman of the Board is the Highest-ranking Executive	Yes / No	No	
The Chairman of the Board and the Highest-ranking Executive are from the same family	Yes / No	No	
The Company appoints at least one independent director to determine the agenda of the Board of Directors' meeting	Yes / No	Yes	

Additional explanation:

- Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards

- A non-executive director refers to 1) a director who has no position in the company's management team or be 2) an independent director

2.1.2 Board of Directors

2.1.2.1 List of the Board of Directors

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาย แมน เจ ลี	First appointment date of director:	13 Nov 2014
	Name (English):	Mr. MAN JAE LEE	Type of director:	Existing director
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1951	Executive director position:	No
	Nationality:	x Korea (the Republic of)	Independent director position:	Yes
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Accounting	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Accounting x Finance		
	Shares:	0		
	Paid-up stock:	7,795,709,100		
	%Shares:	0.000000		
2)	Name (Thai):	นาย ยอง ชอง คชณ	First appointment date of director:	8 Jan 2019

	Name (English):	Mr. YOUNG CHUL KWON	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1963	Executive director position:	Yes
	Nationality:	x Korea (the Republic of)	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Engineering	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Engineering		
	Shares:	0		
	Paid-up stock:	7,795,709,100		
	%Shares:	0.000000		
3)	Name (Thai):	นาย จี ฆอบ เซว	First appointment date of director:	14 Jan 2021
	Name (English):	Mr. JISEOB CHOI	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1968	Executive director position:	Yes
	Nationality:	x Korea (the Republic of)	Independent director position:	-
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Business Administration	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Marketing		
	Shares:	0		
	Paid-up stock:	7,795,709,100		
	%Shares:	0.000000		

4)	Name (Thai):	นาย เจ ซอง ยู	First appointment date of director:	22 Dec 2022
	Name (English):	Mr. Jae Sung Yoon	Type of director:	Newly appointed director to replace the ex-director
	Gender:	Male	Director position:	Director
	Year of birth:	1987	Executive director position:	Yes
	Nationality:	x Korea (the Republic of)	Independent director position:	-
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Economics	DGP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics		
	Shares:	0		
	Paid-up stock:	7,795,709,100		
	%Shares:	0.000000		
5)	Name (Thai):	นาย โฮยอง คิม	First appointment date of director:	28 Apr 2022
	Name (English):	Mr. HOYOUNG KIM	Type of director:	Newly appointed director to replace the ex-director
	Gender:	Male	Director position:	Director
	Year of birth:	1974	Executive director position:	No
	Nationality:	x Korea (the Republic of)	Independent director position:	No
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Economics	DGP course:	No
	Residence in Thailand:	No		
	Skill and expertise:	x Economics		
	Shares:	0		
	Paid-up stock:	7,795,709,100		
	%Shares:	0.000000		
6)	Name (Thai):	นาย เฉลิมชัย มหากิจศิริ	First appointment date of director:	20 Sep 2011

	Name (English):	Mr. CHALERMCHAI MAHAGITSIRI	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1978	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Finance	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics x Finance		
	Shares:	789,570,000		
	Paid-up stock:	7,795,709,100		
	%Shares:	10.128264		
7)	Name (Thai):	นาย ชินยะ โอโอะโนะ	First appointment date of director:	12 Nov 2020
	Name (English):	Mr. SHINYA OZONO	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1982	Executive director position:	No
	Nationality:	x Japan	Independent director position:	No
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Law	DCP course:	No
	Residence in Thailand:	No		
	Skill and expertise:	x Law		
	Shares:	0		
	Paid-up stock:	7,795,709,100		
	%Shares:	0.000000		
8)	Name (Thai):	นาย สังกัด ลิ้มบานเย็น	First appointment date of director:	17 Feb 2017
	Name (English):	Mr. SONGSAK LIMBANYEN	Type of director:	Existing director

	Gender:	Male	Director position:	Director
	Year of birth:	1951	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Engineering	DGP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Engineering x Audit		
	Shares:	0		
	Paid-up stock:	7,795,709,100		
	%Shares:	0.000000		
9)	Name (Thai):	นาย นพดล สรวาสี	First appointment date of director:	13 Nov 2014
	Name (English):	Mr. NOPPADON SARAWASI	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1953	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Economics	DGP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics		
	Shares:	0		
	Paid-up stock:	7,795,709,100		
	%Shares:	0.000000		

2.1.2.2 List of Board of Directors who resigned / vacated their position during the year (if any)

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาย ชิ่งโจ คิม	First appointment date of director:	19 Feb 2021

	Name (English):	Mr. SEUNGJO KIM	Director termination date:	28 Feb 2022
	Gender:	Male	Director position:	Director
	Year of birth:	1969	Executive director position:	No
	Nationality:	x Korea (the Republic of)	Independent director position:	No
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Business Administration	DCP course:	No
	Residence in Thailand:	No	Name of replacement director (English):	Mr. HOYOUNG KIM
	Skill and expertise:	-	Appointment date of replacement director:	28 Apr 2022
	Shares:	0		
	Paid-up stock:	7,795,709,100		
	%Shares:	0.000000		
2)	Name (Thai):	นางสาว ชังอึ้น ชน	First appointment date of director:	19 Feb 2021
	Name (English):	Ms. SANGEUN SON	Director termination date:	22 Dec 2022
	Gender:	Female	Director position:	Director
	Year of birth:	1978	Executive director position:	Yes
	Nationality:	x Korea (the Republic of)	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Business Administration	DCP course:	No
	Residence in Thailand:	Yes	Name of replacement director (English):	Mr. Jae Sung Yoon
	Skill and expertise:	x Corporate Management x Human Resource Management	Appointment date of replacement director:	22 Dec 2022
	Shares:	0		
	Paid-up stock:	7,795,709,100		
	%Shares:	0.000000		

2.1.3 Audit Committee

2.1.3.1 List of audit committee members

	General Information of Audit Committee Members		Information on Tenure of Audit Committee Member	
1)	Name (Thai):	นาย แมน เจ ลี	Appointment date of audit committee member:	15 Mar 2017
	Name (English):	Mr. MAN JAE LEE	Type of director:	Existing director
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1951	Independent director position:	Yes
	Nationality:	x Korea (the Republic of)	Audit committee position:	Chairman of the audit committee
	Highest level of education:	Bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Accounting	DCP course:	No
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	0		
	%Shares:	0.000000		
2)	Name (Thai):	นาย นพดล สระวาสี	Appointment date of audit committee member:	13 Nov 2014
	Name (English):	Mr. NOPPADON SARAWASI	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1953	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Economics	DCP course:	No
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		
	Shares:	0		
	%Shares:	0.000000		

3)	Name (Thai):	นาย สังกัดดี ลิ้มบานเย็น	Appointment date of audit committee member:	17 Feb 2017
	Name (English):	Mr. SONGSAK LIMBANYEN	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1951	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Engineering	DGP course:	No
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		
	Shares:	0		
	%Shares:	0.000000		

2.1.3.2 List of audit committee members who resigned / vacated their position during the year (if any)

	General Information of Audit Committee Members	Information on Tenure of Audit Committee Member
No data		

2.1.4 Executive Committee

2.1.4.1 List of executive committee members

	General Information of Executive Committee Members	Information on Tenure of Executive Committee Member
No data		

2.1.4.2 List of executive committee members who resigned / vacated their position during the year (if any)

	General Information of Executive Committee Members	Information on Tenure of Executive Committee Member
No data		

2.1.5 Other Sub-committees

2.1.5.1 List of other sub-committees : No data

2.1.5.2 Roles of sub-committees

Role	Name of sub-committees
Risk management	No
Nomination	No
Remuneration	No
Corporate governance	No
Corporate sustainability development	No

2.1.6 The highest-ranking executive and the next four executives

2.1.6.1 List of the highest-ranking executive and the next four executives

1)	General Information of Executives		Information on Executive Tenure	
	Name (Thai):	นาย ชอล ควอน	The highest-ranking executive position:	Yes
Name (English):	Mr. YOUNG CHUL KWON	Executive position (Thai):	กรรมการผู้อำนวยการใหญ่	
Gender:	Male	Executive position (English):	PRESIDENT	
Year of birth:	1963	Appointment date of executive:	8 Jan 2019	
Nationality:	x Korea (the Republic of)			
Highest level of education:	Master's degree			
Study field of the highest level of education:	Engineering			
Skill and expertise:	x Engineering			
Highest responsibility in corporate accounting and finance:	No			
Accounting supervisor:	No			

2.2 Related Corporate Governance Officers

Position/Role	Name (English)	Email	Telephone
Accounting supervisor	Ms. Pattamika Dee-in	pattamika@poscothainox.com	-
Company secretary	Ms. Yaowapha Komiantaksin	yaowapha@poscothainox.com	-

Head of the internal audit or the outsourced internal auditor	Mr. SEUNGIN CHOI	sichoi_th@poscothainox.com	-
Head of the compliance unit	-	-	-
Head of the investor relation	-	-	-

2.3 Accounting Auditors

2.3.1 List of accounting auditors

Firm	Names and general information of auditors	Audit fee (Baht)	Non-audit fee (Baht)
KPMG PHOOMCHAI AUDIT COMPANY LIMITED	-	3,000,000.00	Details: Tax Consultant fees Total service fee (baht): 440,000.00

3 Performance Report on Corporate Governance

3.1 Summary of Duty Performance of the Board of Directors over the Past Year

3.1.1 Newly Appointed Directors over the Past Year

3.1.1.1 List of continuing directors (full term of directorship and being re-appointed as a director)

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาย ยอง ชูล ควอน	First appointment date of director:	8 Jan 2019
	Name (English):	Mr. YOUNG CHUL KWON	Director position:	Director
	Gender:	Male	Executive director position:	Yes
	Year of birth:	1963	Independent director position:	-
	Nationality:	x Korea (the Republic of)	DAP course:	No
	Highest level of education:	Master's degree	DCP course:	No
	Study field of the highest level of education:	Engineering		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Engineering		
	Shares:	0		
	Paid-up stock:	7,795,709,100		
	%Shares:	0.000000		
2)	Name (Thai):	นาย จี ชอบ เซว	First appointment date of director:	14 Jan 2021
	Name (English):	Mr. JISEOB CHOI	Director position:	Director
	Gender:	Male	Executive director position:	Yes
	Year of birth:	1968	Independent director position:	-
	Nationality:	x Korea (the Republic of)	DAP course:	No
	Highest level of education:	Bachelor's degree	DCP course:	No
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Marketing		

Shares:	0		
Paid-up stock:	7,795,709,100		
%Shares:	0.000000		

3.1.1.2 List of newly appointed director to replace the ex-director

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาย เจ ชอง ยูน	First appointment date of director:	22 Dec 2022
	Name (English):	Mr. Jae Sung Yoon	Director position:	Director
	Gender:	Male	Executive director position:	Yes
	Year of birth:	1987	Independent director position:	-
	Nationality:	x Korea (the Republic of)	DAP course:	No
	Highest level of education:	Bachelor's degree	DCP course:	No
	Study field of the highest level of education:	Economics		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics		
	Shares:	0		
	Paid-up stock:	7,795,709,100		
	%Shares:	0.000000		
2)	Name (Thai):	นาย โฮยอง คิม	First appointment date of director:	28 Apr 2022
	Name (English):	Mr. HOYOUNG KIM	Director position:	Director
	Gender:	Male	Executive director position:	No
	Year of birth:	1974	Independent director position:	No
	Nationality:	x Korea (the Republic of)	DAP course:	No
	Highest level of education:	Bachelor's degree	DCP course:	No
	Study field of the highest level of education:	Economics		

Residence in Thailand:	No		
Skill and expertise:	x Economics		
Shares:	0		
Paid-up stock:	7,795,709,100		
%Shares:	0.000000		

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

General Information of Directors	Information on Director Tenure
No data	

3.2 Meeting Attendance of the Board of Directors

Number of the Board of Directors meeting over the past year: 7 times

Date of AGM meeting: 28 Apr 2022

EGM meeting: No

Table of meeting attendance of the Board of Directors

Name (English)	Termination Date	Number of Board Meeting	Percentage of Board Meeting (%)	AGM Meeting	EGM Meeting
1. Mr. MAN JAE LEE (Chairman of the board)	-	7/7	100.00	Participating	Did not hold the meeting
2. Mr. YOUNG CHUL KWON (Director)	-	7/7	100.00	Participating	Did not hold the meeting
3. Mr. JISEOB CHOI (Director)	-	7/7	100.00	Participating	Did not hold the meeting
4. Mr. Jae Sung Yoon (Director)	-	0/0	0	Non-participating	Did not hold the meeting
5. Mr. HOYOUNG KIM (Director)	-	1/5	20.00	Non-participating	Did not hold the meeting
6. Mr. CHALERMCHAI MAHAGITSIRI (Director)	-	4/7	57.14	Participating	Did not hold the meeting
7. Mr. SHINYA OZONO (Director)	-	6/7	85.71	Participating	Did not hold the meeting

8. Mr. SONGSAK LIMBANYEN (Director)	-	7/7	100.00	Participating	Did not hold the meeting
9. Mr. NOPPADON SARAWASI (Director)	-	7/7	100.00	Participating	Did not hold the meeting
10. Mr. SEUNGJO KIM (Director)	28 Feb 2022	0/1	0	Non-participating	Did not hold the meeting
11. Ms. SANGEUN SON (Director)	22 Dec 2022	6/7	85.71	Participating	Did not hold the meeting

3.3 Meeting Attendance of Audit Committee

Number of the audit committee meeting over the past year: 4 times

Table of meeting attendance of audit committee

Name (English)	Termination Date	Number of the Audit Committee Meeting	Percentage of the Audit Committee Meeting (%)
1. Mr. MAN JAE LEE (Chairman of the audit committee)	-	4/4	100.00
2. Mr. NOPPADON SARAWASI (Member of the audit committee)	-	4/4	100.00
3. Mr. SONGSAK LIMBANYEN (Member of the audit committee)	-	4/4	100.00

3.4 Remuneration of Directors and Executives

3.4.1 Director Remuneration Policy and Criteria

Director remuneration policy and criteria of the Company:	No
URL of director remuneration policy and criteria:	-
Uploaded document of director remuneration policy and criteria:	-

3.4.2 Individual Director Remuneration over the Past Year

Name (English)	Termination Date	Meeting Allowance (Baht)	Other Monetary Remuneration (Baht)	Other Non-monetary Remuneration
1. Mr. MAN JAE LEE (Chairman of the board)	-	420,000.00	400,000.00	No
2. Mr. YOUNG CHUL KWON (Director)	-	0.00	0.00	No
3. Mr. JISEOB CHOI (Director)	-	0.00	0.00	No
4. Mr. Jae Sung Yoon (Director)	-	0.00	0.00	No
5. Mr. HOYOUNG KIM (Director)	-	0.00	0.00	No

6. Mr. CHALERMCHAI MAHAGITSIRI (Director)	-	420,000.00	200,000.00	No
7. Mr. SHINYA OZONO (Director)	-	0.00	0.00	No
8. Mr. SONGSAK LIMBANYEN (Director)	-	420,000.00	400,000.00	No
9. Mr. NOPPADON SARAWASI (Director)	-	420,000.00	400,000.00	No
10. Mr. SEUNGJO KIM (Director)	28 Feb 2022	0.00	0.00	No
11. Ms. SANGEUN SON (Director)	22 Dec 2022	0.00	0.00	No
Total (Baht)	-	1,680,000.00	1,400,000.00	-

3.4.3 Director Remunerations

Detail	Unit	Year	
		2021	2022
Meeting allowance	Baht		1,680,000.00
Other monetary remuneration	Baht		1,400,000.00
Total director remuneration	Baht		3,080,000.00

Additional explanation: Meeting allowance, other monetary remuneration, and total director remuneration are calculated from director remuneration in the year 2022 onwards

3.4.4 Executive Remuneration Policy and Criteria

Executive remuneration policy and criteria of the Company: No
URL of executive remuneration policy and criteria: -
Uploaded document of executive remuneration policy and criteria: -

3.4.5 Executive Remuneration

Detail	Unit	Year		
		2020	2021	2022
Total executive remuneration	Baht	-	-	-

3.4.6 Other Non-monetary Remuneration of Executives

Employee Stock Ownership Plan (ESOP):: No
Employee Joint Investment Program (EJIP):: No

3.5 Development and Training of Directors

Table of development and training of directors over the past year

Name (English)	Participated in Director Development Program	Training
1. Mr. MAN JAE LEE (Chairman of the board)	Non-participating	-
2. Mr. YOUNG CHUL KWON (Director)	Non-participating	-
3. Mr. JISEOB CHOI (Director)	Non-participating	-
4. Mr. Jae Sung Yoon (Director)	Non-participating	-
5. Mr. HOYOUNG KIM (Director)	Non-participating	-
6. Mr. CHALERMCHAI MAHAGITSIRI (Director)	Non-participating	-
7. Mr. SHINYA OZONO (Director)	Non-participating	-
8. Mr. SONGSAK LIMBANYEN (Director)	Non-participating	-
9. Mr. NOPPADON SARAWASI (Director)	Non-participating	-
10. Mr. SEUNGJO KIM (Director)	Non-participating	-
11. Ms. SANGEUN SON (Director)	Non-participating	-

3.6 Performance Evaluation

Means of performance evaluation of the Board of Directors: No

4 Sustainability Policy and Strategy

4.1 Corporate Sustainability Policy

Corporate Sustainability Policy: Yes

URL of corporate sustainability policy: <http://www.poscothainox.com/about-sustainability.php>

Uploaded document of corporate sustainability policy: -

4.2 Sustainability Report

Corporate Sustainability Report: No

URL of corporate sustainability report: -

4.3 Sustainability Disclosure Standards

Company sustainability disclosure aligned with standards or guidelines: -

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