



ESG Performance Report for Listed Companies in 2024

POSCO-THAINOX PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

Published on 27 March 2025



ESG Performance

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

Market : SET Industry Group : Industrials Sector : Steel

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines	:	Yes
Environmental guidelines	:	Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water Management, Waste Management, Biodiversity Management, Greenhouse Gas and Climate Change Management, Air Quality Management, Noise Pollution Management

Environmental Management Guidelines

POSCO-THAINOX is responding proactively to environmental issues such as climate change, particulates, waste, and chemicals. In addition, we have established environmental guidelines that are rooted in our corporate rules and regulations, and environmental management policies.

To minimize our negative impact on the environment during business and production processes, we are actively promoting environmental management and expanding it to our supply chains and partner companies. We published POSCO Group Integrated Environmental and Energy Policy, and have since been in compliance therewith. Moreover, we have been certified by internationally recognized environmental standards including ISO 14001 and are regularly renewing our certifications. POSCO-THAINOX complies with the environmental laws and regulations applicable to domestic and overseas worksites and strives to continuously improve its environmental performance by systematically monitoring environmental impacts and preventing pollution. In addition, we are minimizing the negative impact on the environment during our business and production process and expanding the scope to our supply chains and partner companies.

1. Worksite Environment Management

On its worksites, POSCO-THAINOX is managing its environmental goals by linking them with the key performance indicators (KPIs) of its environmental departments and officers. We have established the environmental standards for each area of environmental management, such as air, waste, and water quality, and have implemented measures such as education and training, establishment and management of guidelines, and internal auditing. In addition, we are applying eco-friendly production processes and optimal prevention technologies to minimize pollutant emissions at our worksites.

2. Production Operation and Maintenance

POSCO-THAINOX monitors and manages the environmental impacts that occur during the operation and maintenance of production facilities to make improvements. In addition, for reference at work, we have established an environmental management manual for each production process to comply with related laws and to improve the environment.

3. Waste Management

POSCO-THAINOX established and applies waste management guidelines from the waste generation stage to final disposal. The guidelines include work scope, organization and responsibilities, separate collection and storage facilities for waste, and necessary measures in the event of environmental pollution.

4. Air Pollution Emission Reduction Policy

To reduce air pollutants, POSCO-THAINOX has established in-house goals that are stricter than the legal standards, and systematically manages its environmental performances.

5. Water Resources Policy

POSCO-THAINOX strives to manage water resources by optimizing water management and expanding wastewater recycling. As KPIs, we selected effluent water quality management indicators to manage our performance. To reduce the amount of wastewater, we are increasing the recycling ratio of wastewater discharged from processing. Furthermore, we are monitoring the national water resources policies, anticipating regional regulatory changes, and creating response scenarios to evaluate water supply chain risks before they occur. We operate to contribute to resolving water shortages in local communities and securing a stable supply of industrial water.

Information on review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or goals : Yes
over the past year

Changes in environmental policies, guidelines, and/or goals : Electricity Management, Fuel Management, Water Management,
Waste Management, Biodiversity Management, Greenhouse Gas and
Climate Change Management

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Environmental management principles and standards : Standard of Corporate Social Responsibility, Department of Industrial
Works (CSR-DIW STD), ISO 14001 - Environmental management
systems, EU Eco - Management and audit scheme (EMAS), Other :
Green Industry 4 (Ministry of Industry Standard)

Compliance with energy management principles and standards

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

Information on incidents related to legal violations or negative environmental impacts

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

	2022	2023	2024
Number of cases or incidents of legal violations or negative environmental impact (cases)	0	0	0

Energy management

Disclosure boundary in energy management in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

Information on energy management

Energy management plan

The company's energy management plan : Yes

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 : Yes

Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased for consumption	2024 : purchased electricity for consumption 102,664,621.00 Kilowatt-Hours	2025 : Reduced by 1.18% or 101,454,089.00 Kilowatt-Hours
Reduction of fuel consumption	2024 : fuel consumption 312,289,683.00 kBTU	2025 : Reduced by 3.7% or 300,620,043.00 kBTU

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

Information on electricity management

Company's electricity consumption ^(*)

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	105,171,927.00	93,163,491.77	102,665,121.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	105,171,927.00	93,163,491.77	102,665,121.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	188,818.54	169,388.17	188,031.36

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

Electricity Expense ^(*)

	2022	2023	2024
Total electricity expense (Baht)	366,074,570.82	371,033,010.00	359,022,241.74
Percentage of total electricity expense to total expenses (%) ^(**)	1.57	2.61	2.55
Percentage of total electricity expense to total revenues (%) ^(**)	1.56	2.63	2.48
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	657,225.44	674,605.47	657,549.89

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

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

Information on fuel management

Company's fuel consumption

	2022	2023	2024
Natural gas (Standard Cubic Feet)	515,483,500.00	413,999,250.00	375,562,605.90

Additional explanation : Not include external fuel consumption

Company's fuel expense ^(*)

	2022	2023	2024
Total fuel expense (Baht)	260,467,626.44	199,080,062.09	192,583,238.29
Percentage of total fuel expense to total expenses (%) ^(**)	1.12	1.40	1.37
Percentage of total fuel expense to total revenues (%) ^(**)	1.11	1.41	1.33

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

	2022	2023	2024
Total energy consumption within the organization (Megawatt-Hours)	N/A	N/A	0.00

Energy Consumption Intensity

	2022	2023	2024
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) ^(*)	N/A	N/A	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	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

Information on water management plan

Water management plan

The Company's water management plan : Yes

- Reuse of treated wastewater in the production process.
- Rainwater collection for use in the production process.

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	2024 : Water withdrawal 633,344.00 Cubic meters	2025 : Reduced by 5% or 601,677.00 Cubic meters

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : Yes

Information on water management

Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	628,483.00	530,556.00	633,344.00
Water withdrawal by third-party water (cubic meters)	628,483.00	530,556.00	633,344.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	1,128.34	964.65	1,159.97
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.03	0.04	0.04

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

Water discharge by destinations

	2022	2023	2024
Total wastewater discharge (cubic meters)	168,604.00	177,779.00	264,059.00

Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	459,879.00	352,777.00	369,285.00

Recycled water consumption

	2022	2023	2024
Total recycled water for consumption (Cubic meters) ⁽¹⁾	N/A	N/A	105,580.00

Remark: ⁽¹⁾ Increase of recycled water for consumption 5% in 2026 : 110,859 m³

Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.01953629	0.02502148	0.02555279
Intensity of total water consumption (Cubic meters / m ²)	N/A	N/A	0.00000000

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

Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)	7,276,900.92	4,739,048.21	5,880,960.00
Total water withdrawal expense from third-party water (Baht)	7,276,900.92	4,739,048.21	5,880,960.00
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.03	0.03	0.04
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.03	0.03	0.04
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	13,064.45	8,616.45	10,770.99

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

Waste management

Disclosure boundary in waste management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : Yes

Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Increase of waste recovery Waste type: Non-hazardous waste and hazardous waste	2024	2025 : Increased by 99%	<ul style="list-style-type: none">• Reuse• Recycle• Landfilling• Incineration with energy recovery• Other : Alternative material for cement

Information on performance and outcomes of waste management

Performance and outcomes of waste management

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

1.Develop and enhance the efficiency of applying the principles of circular economy in organizations

Project.

2.3Rs and 3Rs Awards

Information on waste management

Waste Generation^(*)

	2022	2023	2024
Total waste generated (Kilograms)	12,325,000.00	8,040,180.00	11,833,290.00
Total non-hazardous waste (kilograms)	2,574,000.00	410,050.00	2,152,920.00
Total hazardous waste (kilograms)	9,751,000.00	7,630,130.00	9,680,370.00

	2022	2023	2024
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.52	0.57	0.82
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.11	0.03	0.15
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.41	0.54	0.67

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

	2022	2023	2024
Total reused/recycled waste (Kilograms)	0.00	0.00	N/A
Percentage of total reused/recycled waste to total waste generated (%)	0.00	0.00	N/A

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	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : Yes
Company's existing targets : Other Greenhouse Gas Emission Reduction Target

Setting other greenhouse gas reduction targets

Details of setting other greenhouse gas reduction targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year
Scope 1-2	2024 : Greenhouse gas emissions 25,936,606.00 tCO ₂ e	2025 : Reduced by 2% or 25,417,874.00 tCO ₂ e in comparison to the base year	2026 : Reduced by 3% or 25,158,508.00 tCO ₂ e in comparison to the base year

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024
Total GHG emissions (Metric tonnes of carbon dioxide equivalents)	29,191,012.00	22,847,783.00	25,936,606.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	29,142,644.00	22,804,984.00	25,889,442.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	48,368.00	42,799.00	47,164.00

Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) ^(*)	1.240074	1.620529	1.794692

	2022	2023	2024
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	52,407.56	41,541.42	47,502.94

Additional explanation : ⁽¹⁾ 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 emissions : No

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2022	2023	2024
Total reduced GHG (Metric kilograms of carbon dioxide equivalent)	N/A	N/A	0.00

Absorption and removal of Greenhouse Gas

	2022	2023	2024
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	N/A	N/A	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 : POSCO-THAINOX PUBLIC COMPANY LIMITED Symbol : INOX

Market : SET Industry Group : Industrials Sector : Steel

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, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work, Non-discrimination, Supplier rights

The Company has adopted and adheres to the ethical code of conduct provided by the Korean Post, and considers it the duty and responsibility of its employees to follow the Code of Ethics. The Company also has penalties for any violations of the ethical code of conduct. Employees of the company must adhere to the rules and regulations of each country and region where they conduct business operations. They must uphold the dignity and reputation of the company and work with honesty, integrity, fairness, and reliability in all aspects of their work and business relationships. Employees must not engage in any actions that may cause conflicts of interest between the company and themselves or others, due to differences in gender, race, disability, religion, or respect for individual differences. Together, employees must create a culture of ethical standards within the organization.

The company also has Quality, Safety, Occupational Health, Environmental and Energy Saving Policy, Anti-corruption Policy, Personal Data Protection Policy for Employees, Personal Data Protection Policy for Customers, Business Partners, and Visitors, Supplier code of conduct, and ESG policy as well.

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	:	Yes
Changes in social and human rights policies, guidelines, and/or goals	:	Employee Rights, Community and environmental rights, Safety and Occupational Health at Work, Non-discrimination, Supplier rights

Human Rights training during the year

- Off-line Training - Conflict of Interest Prevention Guideline During 2024.03.05 – 2024.03.22
- Training - Policy to Against Narcotics Drugs
- Sexual Harassment Prevention in working place
- One Strike Out Rules Compliance Principle
During 2024.09.01 - 2024.10.31

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

Human rights management principles and standards	:	Thai Labour Standard: Corporate Social Responsibility of Thai Businesses (TLS 8001-2010) by the Ministry of Labour, The UN Guiding Principles on Business and Human Rights, The OECD Guidelines for Multinational Enterprises, ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy
--------------------------------------------------	---	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : Yes

Human Rights Due Diligence (HRDD) Process

POSCO-THAINOX identifies human rights violations to prevent and to mitigate their negative impact, and if necessary, conducts an HRDD to fulfill its commitment to human rights protection. The due diligence procedure includes identifying and evaluating an actual/potential human rights impact, responding to the identified issues, documenting the response measures, and communicating with the stakeholders about how it was handled.

An HRDD takes the following into consideration:

- 1) POSCO-THAINOX includes, in its HRDD, adverse impacts related to human rights that may occur directly or indirectly in our business management activities and business relations.
- 2) POSCO-THAINOX considers, in its HRDD, various factors, such as the size and location of a worksite, human rights related risks, nature and substance of the business, and local political and economic circumstances and cultures.
- 3) POSCO-THAINOX perceives that with the changing corporate actions and business operation environment, the human rights risks will gradually be affected, and POSCO-THAINOX continuously applies this belief in real life.

A. Due diligence method

POSCO-THAINOX endeavors to identify and examine any actual and potential negative impacts on human rights in domestic and overseas business management activities and business relations according to the following processes:

- 1) When a human rights risk is detected at a major worksite in Korea or abroad, an HRDD will be conducted to assess the situation and to generate corrective measures.
- 2) In principle, a due diligence will be conducted by an in-house professional, but if necessary, it may be conducted with an assistance of a third-party professional.
- 3) Depending on the circumstances, practically, the interviews will be conducted with groups that may potentially be exposed to the impact at issue and with the stakeholders.
- 4) An HRDD will identify potential and actual impact. With regard to potential impact, the results of assessment will be disclosed company-wide and based on the relevant procedures performed, the prevention and mitigation measures will be taken. Remedies and solutions should be identified against the actual impact that has already taken place.
- 5) An HRDD will be conducted by using a checklist that diagnoses the essential elements of human rights management.

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

	2022	2023	2024
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
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 partner's 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	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

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, Migrant/foreign labor, Child labor, Occupational health and safety in workplace

Our Position on Human Resource(HR) and Labor Management

I. Recruitment, Appraisal, and Compensation

A. Recruitment

In principle, POSCO-THAINOX hires through open recruitment, and in consideration of our strategic directions and the hiring situation, we select 'creative talents with a practical and caring mindset.' In accordance with our systematic and professional screening procedures and standards, we evaluate the applicants' competence and skills objectively and treat all applicants fairly.

B. Appraisal and reward

POSCO-THAINOX has a fair and objective appraisal system in place to compensate personnel based on their performance. Prior to conducting an appraisal, both the appraisee and the appraiser pledge a 'fair appraisal', and the appraisee may raise an objection to the results of his/her appraisal through separate procedures. For supervisors, these multi-source appraisals with colleagues and teammates allow them to reflect on and improve their leadership skills, including their practice of the management's philosophy, communication abilities, and work methods. To assure objective and fair appraisals of employees by supervisors, we conduct regular training sessions on the appraisal criteria and methods.

In consideration of the internal and external factors, without any discrimination based on gender, wages may be differentiated according to the employees' individual appraisals. We also offer awards to outstanding employees.

C. Appraisal process

POSCO-THAINOX conducts regular appraisals (once a year) for all permanent employees based on its fair and systematic standards. Based on the work performance and self-appraisal results prepared by the employees themselves, appraisals are carried out several times to systematically measure the performance of each employee. Regular appraisals rate the employees' work performance, competence, qualifications, and ethical awareness, and the results are used in their promotions and trainings, as well as their compensation, which applies the differentiated compensation system based on performance.

Furthermore, by operating an appraisal system that allows our employees to input their work performance and supervisors to provide coaching, we provide support so that the coaching and feedback on work is available at all times.

D. Our position on wage

POSCO-THAINOX's wages consist of base salary, benefits, and incentives, and a base salary is determined by each employee's work-related competence and performance. In addition, our employees' wages are thoroughly managed to ensure compliance with the provisions stipulated in the labor relations laws and regulations of each country or region.

Wages are fully paid in cash, and overtime pay is provided to the employees who exceed their statutory working hours pursuant to the standards set by national or local labor laws.

E. Our position on working hours

POSCO-THAINOX observes all laws regarding the conditions of employment, including base hours, annual paid leave, and overtime hours, and complies with the written agreements made with the workers' representatives. All overtime work is voluntary and should be performed in accordance with the standards set by the national or local labor laws.

To effectively manage worker fatigue, the working hours, shift patterns, and break hours are determined in accordance with the relevant laws and regulations, and all workers are provided with appropriate break hours for meals and rest. To create an autonomous and flexible workplace environment, we have a flexible part-time work and work-from-home programs in place for certain positions.

Human Capital Development System

POSCO-THAINOX operates various programs aimed at strengthening its employees' professional skillsets. These programs help each employee to grow through work, networking, and learning.

A. Career Development

POSCO-THAINOX fosters the next generation of insightful business leaders, and to improve the field technical expertise, actively supports its employees' career development. Based on the Career Development Plan (CDP) model for each area of practice, the office staff members and the engineers devise career development plans themselves. New hires first gain experiences in the same practice area for a certain period of time, then they may expand their careers to other practice areas. Outstanding employees are trained in the production process management to eventually become field supervisors.

B. Competence Strengthening Program and Customized Training Support

POSCO-THAINOX focuses on nurturing professionals to transfer technological knowledge in line with changes in the workplace environment, and it offers customized leadership training programs to strengthen the supervisors' leadership skills. To develop future talents, POSCO-THAINOX offers position-customized education programs, including class learnings and e-learning courses.

Our Position on Diversity, Equity, and Inclusion (DE&I)

At POSCO-THAINOX, we believe that diversity, equity, and inclusion are essential to our culture, and strive to promote them in all of our worksites. We give all our employees an opportunity to express their opinions freely and implement an efficient and flexible organizational system by continuously identifying and resolving problems. Also, by prohibiting discrimination based on gender, nationality, race, and disability, and acknowledging and understanding the diversity and cultural gaps, we are making a workplace where everyone is respected.

Safety and Health Policy

POSCO-THAINOX considers safety its top priority in management. We create a culture that prioritizes safety based on rigorous and sustainable safety management systems, and foster top-notch safety experts. In addition, in line with our philosophy that 'a company is only as healthy as its employees,' we mainly promote our occupational health-related obligations in following three areas: health improvement, workplace environment, and disease treatment.

POSCO-THAINOX has set up an in-house communication system that allows all employees to readily participate and is trying to build the world's finest safety culture through employee-led autonomous safety and health activities. To this end, POSCO-THAINOX applies new smart technologies and strives to create a workplace environment that can scientifically and effectively protect its employees' safety and health. In addition, to promote the health and safety of our stakeholders, including our business partners, we encourage their participation in safety and health activities.

To effectively implement our safety and health policy, POSCO-THAINOX establishes and implements goals and action plans, and operates an in-house review system that evaluates them regularly. On the basis of our compliance with safety and health laws, we set and operate even more rigorous standards of our own to ensure safety during the installation, operation, and maintenance of the facilities, machinery, and equipment.

1. Safety and Health Guidelines

POSCO-THAINOX prevents disasters and improves the health and quality of life by creating a safe and pleasant workplace environment for all of its employees. To this end, we established the following basic safety and health guidelines for all POSCO-THAINOX actions, and operate a safety and health management system to achieve them.

- Safety takes priority over production, quality, and speed; we strive to create an environment in which all POSCO-THAINOX employees can work safely and comfortably.

In order to prevent the risk of disasters and diseases for all employees of POSCO-THAINOX and its business partners, we identify hazards and risk factors in advance and seek continuous improvement.

2. Operation of Safety and Health Management System (ISO45001)

POSCO-THAINOX has autonomously and systematically operated all safety and health control-related actions and obtained the ISO45001 certification, which is the international standard for safety and health management system. Together with the ISO45001 certification, we establish safety and health strategies and goals based on the PDCA Cycle, and maintain a systematic and continuous safety and health management system.

3. Safety and Health Education and Training

Every year, to raise awareness and to minimize risks of safety of its employees and related suppliers, POSCO-THAINOX conducts legally mandatory safety and health training sessions to its employees and supports training programs of the related suppliers. Furthermore, we conduct customized training sessions to foster safety and health capabilities requisite of each position and duty.

4. Occupational Safety Management System

Centered around 3 pillars of safety system, culture, and workforce, POSCO-THAINOX is strengthening a management system for occupational safety..

A. Adopting a vigorous and sustainable safety management system

- Adopting the key measures pursuant to POSCO-THAINOX's safety management system on site in the early stage
- Strengthening the safety management processes for POSCO-THAINOX's business partners including partners, contractors, and suppliers
- Operating a safety budget on an 'execution first, settlement later' basis to reduce hazards and risks in the early stage

B. Creating a safety-first organizational culture

- Establishing a workplace culture that prioritizes safety in all on-site works through safety audit measures, etc
- Vitalizing two-way communication with representative bodies and POSCO-THAINOX's business partners
- Building a workplace infrastructure that prioritizes safety, environment, and health

C. Fostering top-notch safety professionals

- Enhancing the capacity of and recruiting safety management personnel
- Reinforcing safety education and training opportunities for all employees of POSCO-THAINOX and its business partners

5. Occupational Health Management System

In line with its management principle that 'a company is only as healthy as its employees', POSCO-THAINOX is promoting its key policies in the following three areas to create a pleasant workplace culture that prevents illness of its employees.

A. Creating a pleasant workplace environment

- Setting up a chemical management system based on an MSDS scheme
- Assessing the workplace environment and reducing hazards and risk factors
- Implementing measures to prevent musculoskeletal disorders
- Enhancing the functions of protective equipment

B. Building an early disease detection system

- Physical examinations
- Disease prevention and treatment
- Establishing and operating a system to prevent and control infectious diseases such as COVID-19

C. Health Enhancement Measures

- Measures to improve lifecycle (no smoking/drinking, exercise, nutrition)
- Managing persons who are prone to chronic diseases, as identified by healthcare providers

Information on setting employee and labor management goals

Setting employee and labor management goals

Does the company set employee : Yes
and labor management goals?

Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
<ul style="list-style-type: none"> Fair employee compensation Non-discrimination 	MBO, Competency	-	2024: The Company adjusts wages based on employee performance, economic conditions and the Company's performance.
<ul style="list-style-type: none"> Employee training and development 	The number of employees who have received training to develop their potential in their own fields is more than 50% of the average number of employees (those who have received training more than once are counted as 1 time).	-	2024: The number of employees who have received training to develop their potential in their own fields is more than 50% of the average number of employees
<ul style="list-style-type: none"> Promoting employee relations and participation 	Zero employee complaints	-	2024: There are quarterly meetings of 1) Welfare Committee and Managements have joint meetings 2) Harmony Communicator (representatives of employees from each division) to create a good working environment and be a medium for conveying information between employees and the company.
<ul style="list-style-type: none"> Occupational health and safety in workplace 	Zero accident	-	2024: The company focus on safety workplace environment with no accident.

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

As a result of the operation that focuses on developing the quality of life of employees, including continuously improving the working environment and welfare of employees. The company has received the results from employee and labor management as follows:

- Thailand Labour Management Excellent Award 2024 from the Department of Labor Protection and Welfare, Ministry of Labour
- White Factory Award (Drug-Free Workplace) from the Department of Labour Protection and Welfare, Ministry of Labour
- Certificate of Thai Labour Standard (TLS 8001-2020) for Basic Level from the Department of Labour Protection and Welfare, Ministry of Labour
- CSR-DIW Continuous Award 2024, Corporate Social Responsibility, Department of Industrial Works (CSR-DIW) from the Ministry of Industry
- Green Industry Level 4 Award (GI4 Award), Green Culture from the Ministry of Industry
- Bronze Award for Ecological Industrial Factory with Social Value from the Department of Industrial Works, Ministry of Industry

Information on employment

Employment

	2022	2023	2024
Total employees (persons)	557	550	546
Male employees (persons)	456	450	446
Percentage of male employees (%)	81.87	81.82	81.68
Female employees (persons)	101	100	100
Percentage of female employees (%)	18.13	18.18	18.32

Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	73	68	66
Percentage of employees under 30 years old (%)	13.11	12.36	12.09
Total number of employees 30-50 years old (Persons)	335	324	307
Percentage of employees 30-50 years old (%)	60.14	58.91	56.23
Total number of employees over 50 years old (Persons)	149	158	173
Percentage of employees over 50 years old (%)	26.75	28.73	31.68

Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	56	52	53
Percentage of male employees under 30 years old (%)	12.28	11.56	11.88
Total number of male employees 30-50 years old (Persons)	275	264	249
Percentage of male employees 30-50 years old (%)	60.31	58.67	55.83
Total number of male employees over 50 years old (Persons)	125	134	144
Percentage of male employees over 50 years old (%)	27.41	29.78	32.29

Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	17	16	13
Percentage of female employees under 30 years old (%)	16.83	16.00	13.00
Total number of female employees 30-50 years old (Persons)	60	60	58
Percentage of female employees 30-50 years old (%)	59.41	60.00	58.00
Total number of female employees over 50 years old (Persons)	24	24	29
Percentage of female employees over 50 years old (%)	23.76	24.00	29.00

Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	427	429	485
Percentage of employees in operational level (%)	76.66	78.00	88.83
Total number of employees in management level (Persons)	80	77	53
Percentage of employees in management level (%)	14.36	14.00	9.71
Total number of employees in executive level (Persons)	50	44	8
Percentage of employees in executive level (%)	8.98	8.00	1.47

Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	348	348	407
Percentage of male employees in operational level (%)	76.32	77.33	91.26
Total number of male employees in management level (Persons)	61	61	31
Percentage of male employees in management level (%)	13.38	13.56	6.95
Total number of male employees in executive level (Persons)	47	41	8
Percentage of male employees in executive level (%)	10.31	9.11	1.79

Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	79	81	78
Percentage of female employees in operational level (%)	78.22	81.00	78.00
Total number of female employees in management level (Persons)	19	16	22
Percentage of female employees in management level (%)	18.81	16.00	22.00
Total number of female employees in executive level (Persons)	3	3	0
Percentage of female employees in executive level (%)	2.97	3.00	0.00

Significant changes in the number of employees

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

Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	0	0	5
Total number of 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	5

Information on compensation of employees

Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	508,378,203.00	453,133,556.00	456,740,351.00
Total male employee remuneration (baht)	416,209,235.00	355,441,410.00	355,132,276.00
Percentage of remuneration in male employees (%)	81.87	78.44	77.75
Total female employee remuneration (baht)	92,168,968.00	97,692,146.00	101,608,075.00
Percentage of remuneration in female employees (%)	18.13	21.56	22.25
Average remuneration of employees (Baht / Person)	912,707.73	823,879.19	836,520.79

	2022	2023	2024
Average remuneration of male employees (Baht / Person)	912,739.55	789,869.80	796,260.71
Average remuneration of female employees (Baht / Person)	912,564.04	976,921.46	1,016,080.75
Ratio of average remuneration of female employees to male employees	1.00	1.24	1.28

Provident fund management policy

Provident fund management policy : Have

For the purpose of helping support and promote employee savings for the future when they retire or leave the company and to provide a contribution for employees who have worked for the company for a long time, the company has established a provident fund for employees where employees can choose the proportion of their savings as desired at 4%, 5%, 6%, 8%, 10% and 15% and the company's contribution, with the contribution proportion in accordance with the company's rules and regulations.

The employee may choose the investment policy as below;

1. F100 allocate 100% to Fixed-income Investment Policy
2. ME100 allocate 100% to Mixed Investment Policy (Fixed Income + Equity < 20%)
3. F60 : E40 allocate 60% to Fixed-income Investment Policy and 40% to Equity Investment Policy
4. F40 : E60 allocate 40% to Fixed-income Investment Policy and 60% to Equity Investment Policy
5. F20 : E80 allocate 20% to Fixed-income Investment Policy and 80% to Equity Investment Policy
6. F100 allocate 100% to Equity Investment Policy

Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	422	428	423
Proportion of employees who are PVD members (%)	75.76	77.82	77.47
Total amount of provident fund contributed by the company (baht)	12,915,396.00	12,756,598.00	12,733,646.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	2.54	2.82	2.79

Information on employee development

Employee training and development

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	2.00	3.00	3.00
Total amount spent on employee training and development (Baht)	3,116,241.00	5,648,241.00	2,178,421.00
Percentage of training and development expenses to total expenses (%) ^(*)	0.000134	0.000398	0.000155

	2022	2023	2024
Percentage of training and development expenses to total revenue (%) ⁽¹⁾	0.000132	0.000401	0.000151

Additional explanation : ⁽¹⁾ Total revenues and expenses from consolidated financial statement

Information on safety, occupational health, and work environment

Statistic of accident and injuries of employees from work

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	0	0	0
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

Additional explanation : ⁽¹⁾ The company with the total number of employees over 100 or more

⁽²⁾ The company with the total number of employees less than or equal to 100

Information on promoting employee relations and participation

Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	17	7	6
Total number of male employee turnover leaving the company voluntarily (persons)	12	7	5
Total number of female employee turnover leaving the company voluntarily (persons)	5	0	1
Proportion of voluntary resignations (%)	3.05	1.27	1.10
Percentage of male employee turnover leaving the Company voluntarily (%)	2.15	1.27	0.92
Percentage of female employee turnover leaving the Company voluntarily (%)	0.90	0.00	0.18

Employee internal groups⁽²⁾

Employee internal groups : Yes

Types of employee internal groups : Welfare Committee, Labor Relation Committee

Remark: ⁽²⁾ 1. Welfare Committee consists of:

- Representatives of the Company's Welfare Committee members (Rayong Branch, Bangkok Branch and Branches) who have been

elected

- Managements: President, Directors of 3 Divisions, Human Resources and Culture Department Manager and Production Department Manager

2. Harmony Communicator consist of representatives from

- Members of the Harmony Communicator (30 persons) who have been elected, consisting of Production Division , Marketing Division, Management Support Division and Finance Department

- Management, consisting of Directors and Department Managers

Meeting Management

- The agenda consists of relevant matters from relevant division to be selected by the Division Director and reported to the Human Resources and Culture Department.

- If any agenda affects multiple divisions or companies, it must be reported to the Welfare Committee meeting and summarized after the meeting. (There will be no summary in the Harmony Communicator meeting.)

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, 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

Responsible sales and marketing policy and guidelines

Responsible sales and marketing policy and guidelines	:	Yes
Responsible sales and marketing guidelines	:	Marketing communications that respect the law, adhere to relevant regulations, and consider consumer rights., Not supporting advertisements or promotional activities that encourage illegal acts or immoral conducts

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	:	Yes
Policy and guidelines on communicating the impact of products and services to customers / consumers	:	Prohibition of exaggerated, inaccurate, or misleading marketing claims, Labeling of goods and products with legally required information, Appropriate marketing communications through digital channels

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	:	Consumer data privacy and protection

Company manage customer information based on PDPA policy.

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	:	No
-------------------------------------------------	---	----

Channels for receiving complaints from customers/consumers⁽³⁾

Company's channels for receiving complaints from customers/consumers	:	No
Telephone	:	-
Fax	:	-

Email : -

Company's website : -

Address : -

Remark: ⁽³⁾ Customer can reach via marketing officer.

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

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 implemented by the company over the past year : Education, Religion and culture, Occupational health, safety, health, and quality of life, Disadvantaged and vulnerable groups

- Initiate activities for the benefit of the public in developing local communities and preserving the environment

- Actively participate in charity activities as part of the commitment to share with the community and society

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 : Yes

Details of community and social management goal setting

Target	Indicators	Base year	Target year
<ul style="list-style-type: none"> Others : Improve the landscape of Nikhom Phatthana District Office 	Social Return on Investment	-	2024: - Promote and instill good awareness in employees to do volunteer activities with society and communities around the factory - Assist the government budget to improve the workplace of local government agencies - Enhance the workplace of happiness and safety for civil servants who work and the public who come to contact the government
<ul style="list-style-type: none"> Disadvantaged and vulnerable groups 	Disability employment	-	2024: - The company has a policy to promote the quality of life of disabled people living in the industrial estate (community in the factory area) so that they have income to support themselves and their families.

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

The Company has allocated a budget for social and community activities every year to improve the quality of life and environment of the community, divided into the following operations:

- 1. Activities to preserve the local community's culture and maintain religion:** Participating in the Bun Khao Lam tradition (building unity within the community), candle casting activities
- 2. Community and social development activities:** Improving the landscape of Nikhom Phatthana District Office, providing bulletproof shields and bulletproof steel plates for bulletproof vests to police officers, cleaning the community, providing first aid equipment to the Siam Foundation to help disaster victims in Rayong Province
- 3. Supporting education:** Improving classrooms and teaching media at the Nikhom Phatthana Autism Center, Rayong Province, donating computers for education to Mapkha Witthayakhan School
- 4. Helping the disadvantaged and vulnerable groups in society:** Employing the disabled, donating items and money to the Foundation for Slum Children - Ban Somwai (Klong Toei Community)
- 5. Help stray animals:** Provide food and medicine to stray animals at the Stray Dog and Stray Cat Care Center, Royal Thai Navy Fleet.

Benefit from implementing social development project

Financial benefits⁽⁴⁾

Does the company measure the financial benefits from social development? : Yes

	2022	2023	2024
Social Return (Baht)	26,300.00	3,459,010.00	45,600.00

Remark: ⁽⁴⁾ 2022: Healthy No Belly Project promotes employees to be healthy and disease-free. Project budget 10,000 baht. Social return on investment is the added value that society receives from the investment divided by the cost to operate the activity. Therefore, from this activity, from the investment of 1 baht of the project, it can create a social return of 2.63 baht. (26,300 baht)

2023:

1. Install ice making machines for employees, visitors and contractors to use for free at the cafeteria. Project budget 61,000 baht.

Social return on investment is the added value that society receives from the investment divided by the cost to operate the activity. Therefore, from this activity, from the investment of 1 baht of the project, it can create a social return of 2.41 baht. (147,010 baht)

2. Build a multi-purpose pavilion for employees, visitors and contractors to relax in the cafeteria area. Budget 240,000 baht.

Social return on investment is the added value that society receives from the investment divided by the cost to operate the activity. Therefore, from this activity, from the investment of 1 baht of the project, it can create a social return of 13.80 baht. (3,312,000 baht)

2024: Improve the landscape of Nikhom Phatthana District Office Project budget 40,000 baht.

Social return on investment is the added value that society receives from the investment divided by the cost to operate the activity. Therefore, from this activity, from the investment of 1 baht of the project, it can create a social return of 1.14 baht. (45,600 baht)

Non-financial benefits⁽⁵⁾

Does the company measure the non-financial benefits from social development? : Yes

	2022	2023	2024
Beneficiaries of the company's community development projects (Places)	15.00	26.00	20.00

Remark: ⁽⁵⁾ The company open opportunity for employee to jointly donate goods. Also, the employee can freely participate all activities, such as

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 : POSCO-THAINOX PUBLIC COMPANY LIMITED Symbol : INOX

Market : SET Industry Group : Industrials Sector : Steel

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

The Company has many policies to secure good governance such as Code of Conduct, Code of Ethics, Anti-corruption Policy, Whistleblower Policy, ESG Policy, etc.

Reference link for the full version of corporate governance : <http://www.poscothainox.com/about-sustainability.php>
policy and guidelines

Policy and guidelines related to the board of directors

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

Guidelines related to the board of directors : Nomination of Directors, Determination of Director Remuneration, Independence of the Board of Directors from the Management, Corporate Governance of Subsidiaries and Associated Companies

Nomination of Directors

Although the company does not have a nominating committee to screen candidates for appointment to the board of directors, the company has a policy of identifying and selecting individuals who are suitable to serve as directors based on various factors, such as their knowledge, skills, relevant business experience, or ability to contribute to the company's business in the future. These individuals are presented to the company's board of directors and subsequently to the shareholders' meeting. The company has established criteria for appointment and removal of directors as follows:

1. The board of directors of the company shall consist of at least 9 members, and not less than half of the total number of directors must be residents of the Kingdom of Thailand.

2. At every annual general meeting of shareholders, one-third of the total number of directors shall resign. If the number of directors cannot be divided exactly into three, the number closest to one-third shall be retired. The retired commissioner may be re-elected. The directors who shall retire from office in the first and second years after the company's registration shall be drawn by lot. In subsequent years, the director who has been in office the longest will be relieved of his or her duties.

3. In the voting process, the shareholders' meeting shall elect directors based on the following criteria and methods:

- 1) Each shareholder is entitled to one vote per share.
- 2) Each shareholder shall cast all votes owned by him or her in accordance with section 3.1 to elect one or more individuals to serve as directors, but votes cannot be split among different individuals.
- 3) The individual(s) who receive(s) the highest number of votes shall be elected as director(s) up to the number of directors to be appointed or elected at that meeting. In the event that individuals receive the same number of votes that exceeds the number of directors to be appointed or elected at that meeting, the chairman shall cast the deciding vote.

4. In the event that a director position becomes vacant for reasons other than the expiration of the term, the board of directors shall appoint an individual who has the qualifications and does not have any disqualifications according to Article 17 of the company's regulations (directors must be natural persons who may or may not be shareholders of the company and (1) have attained legal age, (2) are not bankrupt or quasi-bankrupt persons, (3) have not been sentenced to imprisonment for offenses related to dishonesty, and (4) have not been removed from government or state agencies for malfeasance) to serve as a director for the next board meeting, unless the remaining term of the director is less than 2 months. The person appointed to fill the vacancy will serve as a director for the remainder of the term of the director being replaced. A resolution of the board of directors in any given term shall require the affirmative votes of not less than three-fourths of the remaining directors.

At a shareholders' meeting, a director may be removed from office before the expiration of the term by a vote of

not less than three-fourths of the total votes of the shareholders present and entitled to vote, whose total shareholding is not less than one-half of the total shares held by the shareholders present and entitled to vote.

As for the appointment of high-level executives of the company, the company will consider candidates proposed by POSCO (South Korea) who possess the necessary qualifications to serve as executives. The company will evaluate the candidates' experience, achievements, and expertise to maximize the benefit to the company.

Determination of Director Remuneration

Pursuant to Article 23 of the Articles of Association of the Company, the directors shall be entitled to receive remuneration from the Company by means of meeting allowance, pension, bonus or any other benefits as approved by the shareholder's meeting. The consideration shall compare with other listed companies in the Stock Exchange of Thailand being the same industry, including performance of the Company and the current economic situation.

Independence of the Board of Directors from the Management

The Board of directors has Balance of Non-Executive Directors. Also, the Company's Audit Committee is compound of independent directors who do not hold any direct or indirect shares.

Corporate Governance of Subsidiaries and Associated Companies

The principles of appointing the board of directors of NS-Thailand Auto Co., Ltd. ("Joint Company") are as follows:

The Joint Company's board of directors shall be elected by a general meeting of shareholders.

The board of directors shall consist of 5 directors, with 2 directors appointed by a majority vote of Group A shareholders and 3 directors appointed by a majority vote of Group B shareholders.

The board of directors shall select one director appointed by a majority vote of Group A shareholders to be the chairman and one director appointed by a majority vote of Group B shareholders to be the managing director.

The Joint Company, as a member of Group A shareholders, has nominated 2 persons to be directors, with 1 of the 2 nominated persons being the chairman of the board of directors, and the other person being a director, not managing director.

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, Business partner

Shareholder

The Company operate under the public law. The right of shareholder is determined in Articles of Association and disclosed via One Report and the Company's website.

Employee

The company treats all employee complying to the labor law. The Company also concerns about human right, and Safety, Occupational Health, and Working Environment as describe in related policies.

Business partner

Supplier code of conduct

POSCO-THAINOX operates business in line with applicable national and international laws, with integral stipulations and guidelines. POSCO-THAINOX expects all suppliers and their subcontractors (collectively, "Supplier") to share these values and act accordingly. POSCO-THAINOX Supplier Code of Conduct ("Code of Conduct") sets out the details of the basic principles that Supplier must comply with in conducting various business activities, including commitments to a safe workplace environment, the treatment of workers with dignity and respect, and moral and ethical business management. The Code of Conduct encompasses the areas of Labor, Health and Safety, Environment, Ethics, and Management System. It is based on Responsible Business Alliance Code of Conduct ver.8.0. In the event of a conflict between the Code of Conduct and local laws, the more stringent standard will apply.

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

Code of Conduct

The company has a code of conduct that applies to all employees, as well as contractors, sub-contractors, representatives, and consultants of the company. The principles are as follows:

1. Fundamental Responsibility of the Company

The company must operate on the basis of honesty and orderly management, with the aim of developing and growing together with stakeholders in all areas, while continuously innovating to sustainably increase the overall value of the organization. This should be coupled with promoting ethics to become a company that business partners want to work with, investors want to invest in, and people want to work for.

2. Mission to Customers

The company places the utmost importance on delivering the highest quality products and services to customers, in order to gain their trust in selecting the company's products and providing accurate information.

3. Mission to Business Partners and Stakeholders

The company will establish a free trade system based on mutual trust, maintain and protect information, and comply with agreements and relevant laws, while developing relationships with business partners and stakeholders to mutually benefit and grow together through fair trade conditions and sustainable expansion of the business chain.

4. Mission to Shareholders and Investors

The company will create the ability to profit through transparent and efficient management, while continuously and sustainably increasing the organization's value through innovation and respecting the rights of shareholders and investors by fully disclosing information in a timely manner, enabling them to make informed decisions efficiently.

5. Mission to Employees

The Company will respect their ideas and provide them with opportunities to fully utilize their potential, ensure equal opportunities for all employees regardless of gender, age, ethnicity, religion, education, or other irrelevant factors, and promote a corporate culture of trust and mutual understanding. The Company also focuses on employees' personal and professional development by balancing their personal and work life, providing opportunities for education and career advancement, evaluating performance and fairly compensating employees, and promoting open communication to create a positive work environment.

6. Mission to Nation and Society

The Company will conduct its business in compliance with the laws of each relevant country, act as a responsible citizen for the society, respect local customs and culture, and contribute to the prosperity and growth of the community.

7. Mission to Protecting and Conserving the Environment and Biodiversity

The Company will establish an effective and friendly environmental risk management system, evaluate the environmental impact of its business activities, and raise awareness among all stakeholders of the impact of the environment. The Company is committed to reducing the release of pollutants to the minimum level, using environmentally friendly production processes and appropriate technologies, preventing pollution, reducing carbon emissions, minimizing the use of fossil fuels or materials from fossil fuels, reducing greenhouse gas emissions, using energy efficiently, and conserving biodiversity.

Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Gift giving or receiving, entertainment, or business hospitality

Prevention of Conflicts of Interest

The Company has established principles for preventing conflicts of interest which is also mentioned in the Code of Conduct.

Anti-corruption

Anti-Corruption Policies of the Company

The company continues to operate under the principles of good governance and transparency. The company has been certified as a member of the Thai Private Sector Anti-Corruption Coalition. In this regard, at the meeting of the Coalition Committee (CAC) for the 2nd quarter of 2022, it was resolved to certify the company. Is a member of the Thai

Private Sector Anti-Corruption Coalition, Effective from September 30, 2022. However, since the company's largest shareholder is Posco (South Korea), which holds more than 75% of the company's shares, the company is classified as a subsidiary of Posco, which is a registered company in the New York Stock Exchange. Therefore, the company must comply with the U.S. Foreign Corrupt Practices Act (FCPA) regarding anti-corruption in various forms, which has a higher standard than Thailand's law.

The Company will focus on measures to prevent any actions that violate the FCPA law by providing training to all executives and employees of the company and emphasizing the importance of ethics. This will be done through one-on-one training sessions, as well as disseminating information on new ethical standards for employees to study.

Posco (South Korea) will participate in training and verifying the company, adhering to the FCPA law compliance guidelines.

A manual for complying with the FCPA law will be provided for employees to use as a reference for a company-wide plan for ethical practices across the global Posco network.

Senior executives of the company are expected to lead in combating corruption and complying with the FCPA law. The company has arranged for regular training and communication of policies and practices to combat corruption to all employees on a quarterly basis.

Whistleblowing and Protection of Whistleblowers

Whistleblower Policy

In addition to complying with the FCPA, the company has established standards and ethical practices for employees to follow, regardless of whether it involves receiving money or other valuable items, such as certification, convenience benefits, gift giving, expressing congratulations or condolences, responding to complaints or suggestions, conducting financial transactions with stakeholders, receiving support for activities, using budgets, protecting data and assets, and complying with anti-corruption laws. This is to ensure that employees are aware of their own ethics and morality, and to help monitor misconduct within the organization. The policy applies to all members of the company, including executives, officers, employees, temporary employees, and all employees under contract.

- × To provide employees with opportunities to report and complain to management about any violation or violation of laws, regulations, or company policies, especially acts of fraud, deception, misconduct, sexual harassment, or any similar offense that damages the organization.

- × To create a good working environment for employees and to support reporting of actions that may cause harm to the company.

- × To reduce the likelihood of wrongdoing and to prevent and combat misconduct from the outset.

- × To establish necessary requirements as a protective and preventive tool to protect employees from threats and harassment, or from being victims of unfair acts.

The company has established procedures for receiving and processing complaints, requiring employees who witness or become aware of any incidents to report the details as specified and notify the company's responsible complaint officer. The company also has a procedure for protecting employees who submit complaints to the company by keeping the complainant's name confidential, allowing the complainant to receive protection and be ready to protect the company's interests.

Currently, the HR manager, the head of the HR team, and the internal audit manager are authorized to access the complaint center. The responsible person will then investigate and seek opinions from senior management who are not involved in the wrongdoing or are not directly responsible for the accused person, and consider appropriate punishment according to the company's regulations. The complainant has the right to receive rewards according to the company's regulations and as deemed appropriate by the company.

In addition, stakeholders or external individuals who have suffered losses can submit complaints to the company's board of directors by notifying the board of directors in writing and sending them to the company's address or by sending details of the wrongdoing to whistleblower@poscothainox.com. The company will keep the complainant's name and information confidential.

Gift giving or receiving, entertainment, or business hospitality

The Company's Code of ethic determines Restrictions on the provision and acceptance of valuables, concerning hospitality, concerning convenience, concerning congratulatory and condolence money.

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 Ethic Team created Complaints Form to comply with The Company 's Code of Conduct and governance polity by QR code which is available on the Company's website.

Objective

As encourage employee and all stakeholders to complain about any actions that may lead to the policy violation

As a convenient employee and all stakeholders

To efficiently manage all complains and protect information of complainant confidentially

Complaints topics including:

1. Power Harassment
2. Sexual Harassment
3. Receiving a Bribe / Embezzlement
4. Conflict of Interest
5. Not Being Treated Fairly
6. Distortion of Information

Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption networks : Yes

Anti-corruption networks or projects the company has joined or declared intent to join : Thai Private Sector Collective Action Against Corruption (CAC)
CAC membership certification status : Certified
Certification document of CAC membership status : CAC_Certificate.jpg

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 : No

Material changes and developments in policy and guidelines over the past year : No

Implementation of the CG Code for listed companies

Implementation of the CG Code as prescribed by the SEC : Mostly used in practice

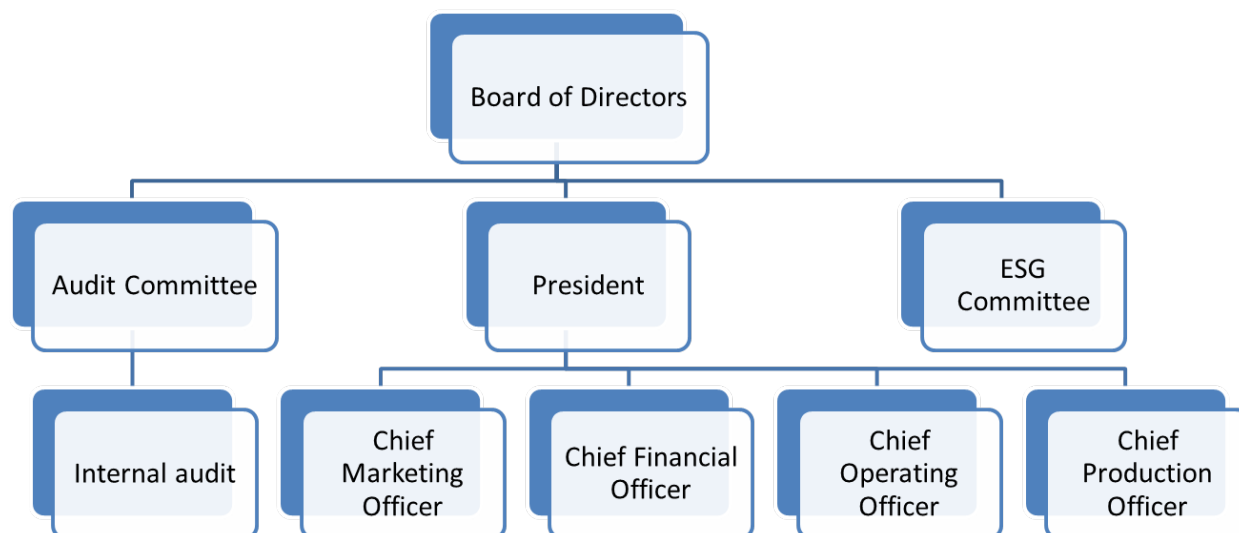
Corporate Governance Structure

Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure diagram



Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2024	
	Male (persons)	Female (persons)
Total directors	9	
	9	0
Executive directors	3	
	3	0
Non-executive directors	6	
	6	0
Independent directors	3	
	3	0
Non-executive directors who have no position in independent directors	3	
	3	0

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	100.00	0.00
Executive directors	33.33	
	33.33	0.00
Non-executive directors	66.67	
	66.67	0.00
Independent directors	33.33	
	33.33	0.00
Non-executive directors who have no position in independent directors	33.33	
	33.33	0.00

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

	2024	
	Male (years)	Female (years)
Average director age	53	
	53	0

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. DO SOON KIM Gender: Male Age : 62 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 : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Chairman of the Board of Directors (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	12 May 2023	Business Administration
<p>2. Mr. HYEONG GU SHIN Gender: Male Age : 57 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 : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	3 Feb 2023	Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. HAK IL KIM Gender: Male Age : 54 years Highest level of education : Bachelor'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 : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Newly appointed director to replace the ex-director</p>	12 Jan 2024	Business Administration
<p>4. Mr. JAE SUNG YOON Gender: Male Age : 37 years Highest level of education : Bachelor's degree Study field of the highest level of education : Economics Thai nationality : No Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	22 Dec 2022	Economics

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. HOYOUNG KIM Gender: Male Age : 50 years Highest level of education : Bachelor's degree Study field of the highest level of education : Economics Thai nationality : No Residence in Thailand : No Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	28 Apr 2022	Economics
<p>6. Mr. CHALERMCHAI MAHAGITSIRI Gender: Male Age : 46 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company • Direct shareholding : 789,570,000 Shares (10.128264 %)</p>	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	20 Sep 2011	Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Mr. SHINYA OZONO Gender: Male Age : 42 years Highest level of education : Bachelor's degree Study field of the highest level of education : Law Thai nationality : No Residence in Thailand : No Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	12 Nov 2020	Law
<p>8. Mr. BOONYARIT KALAYANAMIT Gender: Male Age : 63 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 : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	12 May 2023	Economics, Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
<p>9. Mr. SONGSAK LIMBANYEN Gender: Male Age : 73 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	17 Feb 2017	Engineering

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 directors	Position	Date of resignation / termination	Replacement director
<p>1. Mr. JISEOB CHOI Gender: Male Age : 56 years Highest level of education : Bachelor'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 : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p>	12 Jan 2024	<p>Mr. HAK IL KIM</p> <p>Appointment date of replacement director : 12 Jan 2024</p>

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 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 company's certificate of registration
1. Mr. DO SOON KIM	Chairman of the Board of Directors		✓	✓		
2. Mr. HYEONG GU SHIN	Director	✓				✓
3. Mr. HAK IL KIM	Director	✓				✓
4. Mr. JAE SUNG YOON	Director	✓				✓
5. Mr. HOYOUNG KIM	Director		✓		✓	
6. Mr. CHALERMCHAI MAHAGITSIRI	Director		✓		✓	
7. Mr. SHINYA OZONO	Director		✓		✓	
8. Mr. BOONYARIT KALAYANAMIT	Director		✓	✓		
9. Mr. SONGSAK LIMBANYEN	Director		✓	✓		
Total (persons)		3	6	3	3	3

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	3	33.33
2. Law	1	11.11
3. Engineering	1	11.11
4. Business Administration	5	55.56

Information about the other directors

	2024
The chairman of the board and the highest-ranking executive are from the same person	No
The chairman of the board is an independent director	Yes
The chairman of the board and the highest-ranking executive are from the same family	No
Chairman is a member of the executive board or taskforce	No

	2024
The company appoints at least one independent director to determine the agenda of the board of directors' meeting	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 board of directors and the Management : Have

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

Balance of Non-Executive Directors

The Company's regulations require that the Board of Directors must have at least 5 members, and as of December 31, 2024, the Company's Board of Directors consisted of 9 members, including 3 employed directors and 6 non-employee directors, which is more than half of the total number of directors. Additionally, there must be at least 3 independent directors.

Information on the roles and duties of the board of directors

Board charter : Have

Scope of duties of the Board of Directors

1. The company's board of directors has the authority and responsibility to manage the company in accordance with the law, objectives, regulations, and resolutions adopted by the shareholders' meeting with integrity and prudence to safeguard the interests of the company.
2. The board reviews and approves the company's vision, mission, and strategies, sets goals, directions, policies, plans, and budgets.
3. The board certifies the accuracy of the company's financial reports and information disclosed to the public.
4. The board considers significant transactions, including those that are abnormal, such as selling the company's assets, expanding operations, increasing investments, and resolving important legal disputes.
5. The board supervises the company's operations based on good governance, ethics, and sustainability, and ensures the existence and disclosure of business ethics and/or a code of conduct for the board, executives, and employees.
6. The board ensures a diverse board structure that covers multiple aspects for the benefit of the company's operations.
7. Provide orientation for new directors.
8. Regularly monitor and ensure attendance of directors at meetings.
9. Support training for directors, executives, and employees of the company to enhance their knowledge in relevant fields.
10. Control and supervise the management and administration of the board of directors according to the policies assigned, except in matters that require approval from the shareholders' meeting, such as increasing or reducing capital, issuing debentures, selling or transferring all or part of the business of the company to others, amending the articles of association or regulations of the company, among others.
11. Consider interrelated transactions and the acquisition and disposal of important assets of the company according to the criteria of the Securities and Exchange Commission and other government agencies.
12. Take care and consider the interests of all stakeholders of the company to avoid conflicts of interest.

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Audit Committee

Role

- Audit Subcommittee
- Risk Management Subcommittee

Scope of authorities, role, and duties

1. Ensuring that the company reports its financial statements accurately and sufficiently.
2. Ensuring that the company has appropriate and effective internal control and internal audit systems, as well as considering the independence of the internal audit function.
3. Ensuring that the company complies with securities and stock exchange regulations and laws relevant to the company's business.
4. Selecting and recommending the appointment and compensation of the company's auditors, and considering the independence of the auditors by holding meetings with them at least once a year without the involvement of management.
5. Considering related transactions or transactions that may create conflicts of interest to ensure compliance with relevant regulations.
6. Preparing an annual report on the company's governance oversight, which must be included in the company's annual report and must address important issues as specified by the Stock Exchange of Thailand. The report must be signed by the Chairman of the Audit Committee.
7. Performing any other tasks assigned by the company's Board of Directors with the approval of the Audit Committee.

Reference link for the charter

-

Environment, Social and Governance Committee

Role

- Nomination Remuneration Subcommittee
- Sustainability Subcommittee
- Climate Change Governance

Scope of authorities, role, and duties

The ESG Committee is accountable to Board of Directors subject to the scope of duties and responsibilities assigned by the Board of Directors as follow:

- o Oversee of ESG matters
- A. Recommend to the Board of Directors overall general strategy with respect to ESG Matters.
- B. Oversee the Company's policies, targets, practices, and performance with respect to ESG Matters.
- C. Review and monitor major ESG risks, after Risk Management Committee, to ensure that the Company has put in place an effective means of ESG risk management
- D. Review and monitor stakeholder engagement and ESG materiality assessment process, after ESG Committee, to ensure that both processes are considered credible and the outcomes are properly identified, prioritized and managed.
- E. Oversee the Company's official public disclosures in relation to ESG Matters.
- F. Report to the Board of Directors current and emerging topics relating to ESG matters that may affect the business, operations, performance, or public reputation of the Company and its stakeholders then recommend how the Company's policies, practices and disclosures can be adjusted to address those issues.

Reference link for the charter

-

Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Mr. DO SOON KIM^(*) Gender: Male Age : 62 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 Expertise in accounting information review : Yes</p>	<p>Chairman of the audit committee (Non-executive directors, Independent director)</p> <p>Director type : Newly appointed director to replace the ex-director</p>	12 May 2023	Business Administration
<p>2. Mr. BOONYARIT KALAYANAMIT Gender: Male Age : 63 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 Expertise in accounting information review : No</p>	<p>Member of the audit committee (Non-executive directors, Independent director)</p> <p>Director type : Newly appointed director to replace the ex-director</p>	12 May 2023	Economics, Business Administration
<p>3. Mr. SONGSAK LIMBANYEN Gender: Male Age : 73 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No</p>	<p>Member of the audit committee (Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	17 Feb 2017	Engineering

Additional explanation :

(*) Directors with expertise in accounting information review

Other Subcommittees

Subcommittee name	Name list	Position
Environment, Social and Governance Committee	Mr. DO SOON KIM	The chairman of the subcommittee (Independent director)
	Mr. HYEONG GU SHIN	Member of the subcommittee
	Mr. HAK IL KIM	Member of the subcommittee
	Mr. JAE SUNG YOON	Member of the subcommittee

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
<p>1. Mr. HYEONG GU SHIN Gender: Male Age : 57 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</p>	<p>President (The highest-ranking executive)</p>	10 Jan 2023	Business Administration
<p>2. Mr. HAK IL KIM Gender: Male Age : 54 years Highest level of education : Bachelor'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</p>	CHIEF MARKETING OFFICER	12 Jan 2024	Business Administration
<p>3. Mr. JAE SUNG YOON^(*) Gender: Male Age : 37 years Highest level of education : Bachelor's degree Study field of the highest level of education : Economics Thai nationality : No Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : No</p>	Chief Financial Officer	28 Nov 2022	Economics
<p>4. Mr. Byung Chul Yu Gender: Male Age : 53 years Highest level of education : Master's degree Study field of the highest level of education : Science Thai nationality : No Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	Production Division Leader	10 Jan 2022	Steel

List of executives	Position	First appointment date	Skills and expertise
5. Mr. Kyung Sueb Shin Gender: Male Age : 39 years Highest level of education : Bachelor'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	Management Support Division Leader	1 Aug 2023	Business Administration

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

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

Remuneration policy for executive directors and executives

The company proposes remuneration for the board of directors, including monthly compensation and annual bonuses, without any special privileges. The proposal is considered by the board of directors based on appropriateness and compared with compensation of board members of other companies registered in the stock exchange, economic conditions, operational results, and other factors. The proposal is then presented to the shareholder meeting for approval. At present, five out of nine board members have waived their right to receive compensation during their tenure as board members.

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	54,493,562.61	39,460,918.26	44,556,442.39

Other remunerations of executive directors and executives

	2022	2023	2024
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 : 0.00
and executives in the past year

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. Pattamika Dee-in	pattamika@poscothainox.com	-

List of the company secretary

General information	Email	Telephone number
1. Ms. Yaowapha Komiantaksin	yaowapha@poscothainox.com	-

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Mr. SEUNGIN CHOI	sichoi_th@poscothainox.com	-

Head of investor relations

Does the Company have an appointed head of investor relations : Doesn't Have relations

Company's auditor

Details of the company's auditor⁽⁶⁾

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
EY OFFICE LIMITED 33RD FLOOR, LAKE RAJADA OFFICE COMPLEX, 193/136-137 RAJADAPISEK ROAD KHLONG TOEI KHLONG TOEI Bangkok 10110 Telephone +66 2264 9090	2,850,000.00	Types of non-audit service : Tax Consultant Fee Details of non-audit service : Tax Consultant Fee which service provided by KPMG Phoomchai Tax Ltd. ("KPMG Tax") in amount of 270,000 Baht. The mentioned amount of Tax Consultant fees could be separated in to two amounts as follows:- a) Corporate income Tax Consultant in amount of 170,000 Baht b) General Tax Consultant in amount of 100,000 Million Baht. Total non-audit fee 270,000.00 baht	-

Remark: ⁽⁶⁾ Non-audit service is provided by KPMG Phoomchai Tax Ltd.

Assigned personnel in case of a foreign company

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

Performance Report on Corporate Governance

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

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. DO SOON KIM	Chairman of the Board of Directors	12 May 2023	Business Administration
Mr. SHINYA OZONO	Director	12 Nov 2020	Law
Mr. SONGSAK LIMBANYEN	Director	17 Feb 2017	Engineering

List of newly appointed director to replace the ex-director

List of directors	Position	First appointment date of director	Skills and expertise
Mr. HAK IL KIM	Director	12 Jan 2024	Business Administration

Selection of independent directors

Criteria for selecting independent directors

The Company determines the qualification and recruitment for director complying to SEC criteria.

Business or professional relationships of independent directors over the past year

Business or professional relationships of independent directors : No
over the past year

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive⁽⁷⁾

Method for selecting persons to be appointed as directors : Yes
through the nomination committee

Method for selecting persons to be appointed as the highest-ranking executive through the nomination committee : No

Remark: ⁽⁷⁾The Company executives are appointed by POSCO (Head quarter).

Rights of minority shareholders on director appointment

The Company opens opportunity for shareholders to propose a meeting agenda and to nominate any person to be appointed as the director for the annual general meeting of shareholder in advance, The right of shareholders complies the law.

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

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. DO SOON KIM (Chairman of the Board of Directors)	Non-participating	-
2. Mr. HYEONG GU SHIN (Director)	Non-participating	-
3. Mr. HAK IL KIM (Director)	Non-participating	-
4. Mr. JAE SUNG YOON (Director)	Non-participating	Other • 2023: CFO's ORIENTATION COURSE (English version)
5. Mr. HOYOUNG KIM (Director)	Non-participating	-
6. Mr. CHALERMCHAI MAHAGITSIRI (Director)	Non-participating	Thai Institute of Directors (IOD) • 2005: Director Certification Program (DCP)
7. Mr. SHINYA OZONO (Director)	Non-participating	-
8. Mr. BOONYARIT KALAYANAMIT (Director)	Non-participating	-
9. Mr. SONGSAK LIMBANYEN (Director)	Non-participating	Thai Institute of Directors (IOD) • 2020: Director Accreditation Program (DAP)
10. Mr. JISEOB CHOI (Director)	Non-participating	-

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

N/A

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

The Company does not conduct a Board evaluation due to frequent changes in the Board of Directors, which makes monitoring the Company's performance more challenging.

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

Evaluation criteria is as same as POSCO Head Quarter.

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 past year : 5
(times)
Date of AGM meeting : 25 Apr 2024
EGM meeting : No

Details of the board of directors' meeting attendance

List of directors	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. DO SOON KIM (Chairman of the Board of Directors, Independent director)	5	/	5	1	/	1	N/A	/	N/A
2. Mr. HYEONG GU SHIN (Director)	5	/	5	1	/	1	N/A	/	N/A
3. Mr. HAK IL KIM (Director)	4	/	4	1	/	1	N/A	/	N/A
4. Mr. JAE SUNG YOON (Director)	5	/	5	1	/	1	N/A	/	N/A
5. Mr. HOYOUNG KIM (Director)	3	/	5	0	/	1	N/A	/	N/A
6. Mr. CHALERMCHAI MAHAGITSIRI (Director)	3	/	5	0	/	1	N/A	/	N/A
7. Mr. SHINYA OZONO (Director)	5	/	5	1	/	1	N/A	/	N/A
8. Mr. BOONYARIT KALAYANAMIT (Director, Independent director)	5	/	5	1	/	1	N/A	/	N/A
9. Mr. SONGSAK LIMBANYEN (Director, Independent director)	5	/	5	1	/	1	N/A	/	N/A
10. Mr. JISEOB CHOI (Director)	0	/	0	0	/	0	N/A	/	N/A

Remuneration of the board of directors

Types of remuneration of the board of directors

Total Compensation of the Company's Board of Directors

The company will consider compensation by comparing and referencing with other registered companies in the securities

market and within the same or related industries, as well as considering the company's performance and the current economic situation. In 2024, the compensation and bonus for the Board of Directors are as follows:

1) Board members will receive a meeting fee of 35,000 baht per month, and the five board members have waived the right to receive compensation in this regard since taking office. In 2024, all board members received a total meeting fee of 1,680,000 baht.

2) Board members are entitled to receive a bonus for the past year's performance, approved by the shareholder meeting, in accordance with the company's Article 23.

For the performance in 2024, the Board of Directors will propose to the shareholder meeting to approve a bonus for each board member not exceeding 350,000 baht, based on the proportion of attendance at the board meetings. In the past year, there were a total of 7 board meetings.

In addition, independent directors/audit committee members are entitled to an additional special bonus of 50,000 baht per year.

All board members are eligible for a bonus only when they hold a position as a board member in 2024 and continue to hold the position until the shareholder meeting approves the bonus. Apart from the aforementioned, there will be no other benefits.

Remuneration of the board of directors⁽⁸⁾

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. DO SOON KIM (Chairman of the Board of Directors)			820,000.00		N/A
Board of Directors	420,000.00	350,000.00	770,000.00	No	
Audit Committee	0.00	50,000.00	50,000.00	No	
Environment, Social and Governance Committee	0.00	0.00	0.00	No	
2. Mr. HYEONG GU SHIN (Director)			0.00		N/A
Board of Directors	0.00	0.00	0.00	No	
Environment, Social and Governance Committee	0.00	0.00	0.00	No	
3. Mr. HAK IL KIM (Director)			0.00		N/A
Board of Directors	0.00	0.00	0.00	No	
Environment, Social and Governance Committee	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
4. Mr. JAE SUNG YOON (Director)			0.00		N/A
Board of Directors	0.00	0.00	0.00	No	
Environment, Social and Governance Committee	0.00	0.00	0.00	No	
5. Mr. HOYOUNG KIM (Director)			0.00		N/A
Board of Directors	0.00	0.00	0.00	No	
6. Mr. CHALERMCHAI MAHAGITSIRI (Director)			630,000.00		N/A
Board of Directors	420,000.00	210,000.00	630,000.00	No	
7. Mr. SHINYA OZONO (Director)			0.00		N/A
Board of Directors	0.00	0.00	0.00	No	
8. Mr. BOONYARIT KALAYANAMIT (Director)			820,000.00		N/A
Board of Directors	420,000.00	350,000.00	770,000.00	No	
Audit Committee	0.00	50,000.00	50,000.00	No	
9. Mr. SONGSAK LIMBANYEN (Director)			820,000.00		N/A
Board of Directors	420,000.00	350,000.00	770,000.00	No	
Audit Committee	0.00	50,000.00	50,000.00	No	
10. Mr. JISEOB CHOI (Director)			0.00		N/A
Board of Directors	0.00	0.00	0.00	No	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	1,680,000.00	1,260,000.00	2,940,000.00
2. Audit Committee	0.00	150,000.00	150,000.00
3. Environment, Social and Governance Committee	0.00	0.00	0.00

Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	1,680,000.00
Other monetary remuneration (Baht)	1,410,000.00
Total (Baht)	3,090,000.00

Remark: ⁽⁸⁾The ESG committee was established on November 8, 2024. There was no remuneration for the period of year 2024. All executive directors waived their right to receive this remuneration.

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

Supervision of Joint Company Operations

The principles of appointing the board of directors of NS-Thailand Auto Co., Ltd. ("Joint Company") are as follows:

The Joint Company's board of directors shall be elected by a general meeting of shareholders.

The board of directors shall consist of 5 directors, with 2 directors appointed by a majority vote of Group A shareholders and 3 directors appointed by a majority vote of Group B shareholders.

The board of directors shall select one director appointed by a majority vote of Group A shareholders to be the chairman and one director appointed by a majority vote of Group B shareholders to be the managing director.

The Joint Company, as a member of Group A shareholders, has nominated 2 persons to be directors, with 1 of the 2 nominated persons being the chairman of the board of directors, Mr. Byungchul Yu, and the other person being a director, Mr. Jaesung Yoon.

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 : No / In progress
over the past year

Number of cases or issues related to conflict of interest

	2022	2023	2024
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 : Yes
information to seek benefits over the past year

The top 4 executives are not allow to hold company's share.

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

	2022	2023	2024
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 the past : No / In progress
year

Number of cases or issues related to corruption

	2022	2023	2024
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 procedures : No / In progress
over the past year

Number of cases or issues related to whistleblowing

	2022	2023	2024
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		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Mr. DO SOON KIM (Chairman of the audit committee)	4	/	4
2 Mr. BOONYARIT KALAYANAMIT (Member of the audit committee)	4	/	4
3 Mr. SONGSAK LIMBANYEN (Member of the audit committee)	4	/	4

The results of duty performance of the audit committee

In 2024, the audit committee has performances on matters as follows;

- Financial reporting
- Selection of appropriate accounting policies
- Financial management
- Internal control system and internal audit
- Determination of business strategies and policies
- Compliance with relevant regulations and laws
- Management and control of business risks

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance Environment, Social and Governance Committee

Meeting Environment, Social and Governance Committee (times) : 0

List of Directors	Meeting attendance Environment, Social and Governance Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. DO SOON KIM (The chairman of the subcommittee)	0	/	0
2 Mr. HYEONG GU SHIN (Member of the subcommittee)	0	/	0
3 Mr. HAK IL KIM (Member of the subcommittee)	0	/	0
4 Mr. JAE SUNG YOON (Member of the subcommittee)	0	/	0

The results of duty performance of Environment, Social and Governance Committee

The ESG committee was established on November 8, 2024. There was no meeting held in 2024.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : No

The company is considering about this matter.

Sustainability management goals

Does the company set sustainability management goals : No

The company is considering about this matter.

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

The company is considering about this matter.

Information on impacts on stakeholder management in business value chain

Business value chain

The company is considering about this matter.

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
<u>Internal stakeholders</u>			
• Employees	Expect for fair treatment	-	<ul style="list-style-type: none"> • Internal Meeting • Complaint Reception • Satisfaction Survey • Training / Seminar
<u>External stakeholders</u>			
• Shareholders	The company should allocate dividend compiling with dividend policy.	-	<ul style="list-style-type: none"> • Press Release • Online Communication • Annual General Meeting (AGM)
• Suppliers	Fair selection of partners	-	-
• Customers	The product meets standards.	-	• Visit
• Community	The Company's business operations do not affect the environment within the community.	-	<ul style="list-style-type: none"> • Social Event • Online Communication • External Meeting • Complaint Reception

Information on organization's material sustainability topics

Organization's material sustainability topics⁽⁹⁾

The company has identified its sustainability materiality topics : No

Remark: ⁽⁹⁾The company is considering about this matter.

Information on sustainability report

Corporate sustainability report

The company's corporate sustainability report : Doesn't Have data

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or guidelines : Other : The company is considering on this matter.

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

The policy is on process.

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : No

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 Social

Related risk topics : Operational Risk

- Human error in business operations
- Impact on human rights

Compliance Risk

- Legal risk

ESG risks : Yes

Risk characteristics

1.Human Rights in Supply Chains: Human rights violations in supply chains for raw materials can harm a company's reputation.

2.Employee Safety: The steel industry has a high risk of workplace accidents.

Risk-related consequences

If the Company has human right violation issue, it may affect the Company's reputation and customer's trust.

Risk management measures

The Company has policy to secure human right.

Risk 2 Environmental

Related risk topics : Operational Risk

- Impact on the environment

ESG risks : Yes

Risk characteristics

1.Greenhouse Gas Emissions: The production of stainless steel is energy-intensive and results in significant carbon dioxide emissions, contributing to climate change.

2.Resource Utilization: Shortages of water and other natural resources can impact production processes.

Social Risks

Risk-related consequences

1. Greenhouse Gas Emissions may cause higher cost due to Carbon tax.

2. Shortages of water may affect production process.

Risk management measures

The measure is on process.

Risk 3 Governance

Related risk topics : Strategic Risk
• ESG risk
Compliance Risk
• Corporate Governance
ESG risks : Yes

Risk characteristics

1. Disclosure: Inadequate disclosure of ESG information can lead to lower ESG ratings and affect a company's credibility.
2. Regulatory Changes: Changes in ESG regulations can impact operational costs and a company's competitiveness.

Risk-related consequences

If the company does not have strict measure, it may lead to lawsuit from stakeholders.

Risk management measures

The Company has policy to ensure the good governance of the company.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : No

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

Company's sustainable supply chain management policy and guidelines : Yes

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management plan : Yes

The Company has settled regulations and policies to secure good governance for all parties in our supply chain namely; directors, executives, employees, suppliers, shareholders. The policies are Code of ethics, Personal Data Protection Policy for Employees, Personal Data Protection Policy for Customers, Business Partners, and Visitors, ESG policy, Supplier code of conduct, etc.

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria⁽¹⁰⁾

Does the company use sustainability screening criteria with new suppliers? : Yes

	2022	2023	2024
Percentage of new suppliers undergoing sustainability screening criteria over the past year (%)	0.00	0.00	39.00

Remark: ⁽¹⁰⁾ start since August 2024

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes

Reference link to supplier code of conduct : <http://www.poscothainox.com/about-sustainability.php>

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 acknowledge compliance with the supplier code of conduct? : Yes

	2022	2023	2024
Percentage of key suppliers acknowledging compliance with the supplier code of conduct over the past year (%)	0.00	0.00	50.00

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

Research and development policy (R&D) (Yes/No) : No

Information on process of developing and promoting the company's innovation culture

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 from : No
innovation development?

Non-financial benefits

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

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.