

HUMAN RIGHTS

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| Principle# 1: | The business should support and respect the protection of internationally proclaimed human rights. |
| Principle# 2: | The business should make sure that it is not complicit in human rights abuses. |

KCE is dedicated and committed to upholding the United Nations Universal Declaration of Human Rights and all other international, regional and/or local laws that apply to KCE, such as the Thai Labour Standards: Corporate Social Responsibility of Thai Business (TLS 8001-2010), the Labour Protection Act, B.E. 2541 (1998) and its amendments, the Labour Relations Act, B.E. 2518 (1975) and its amendments, the Social Security Act, as well as the Workmen Compensation Insurance Act.

POLICIES AND SYSTEMS

- To ensure that KCE is constantly improving its commitments to the UN's Universal Declaration of Human Rights, KCE has continually reviewed and revised its policies and strategies to support human rights. Top Management shall define the policy on social and labor accountability by a written document and formal declaration, expressing the intention to confirm the requirement of human rights, employment conditions and working condition standards.
- KCE appointed an Employee & Welfare Committee comprised of employer and employee representatives to be responsible for carrying out activities related to the application to the requirement of the Thai Labour Standards.
- KCE shall conduct appropriate measures related to occupational safety and health covering all areas and types of work, which may be harmful to worker's health and safety, in accordance with laws and occupational safety and health standards. In order to prevent harm and to decrease risk factors, KCE arranges a safe working environment and provides the following for its workers:
 - a) An opportunity to participate in the management of occupational safety and health.
 - b) An opportunity to obtain access to information concerning hazards that may arise from the working process or working environment.
 - c) Knowledge and awareness of rules, regulations, code of practice or guidelines concerning occupational safety and health.

- d) Training related to occupational safety and health focusing on issues that are newly assigned or re-assigned for the performance of work.
 - e) Safety equipment in accordance with safety standards and suitable for working conditions of each worker.
- KCE shall not engage in or support any discrimination in respect of employment, payment of wages and remuneration, providing welfare and opportunities for training and development, promotion, termination of employment or retirement, and so on, due to national extraction, race, religion, language, age, sex, marital status, personal attitude on gender or sexual orientation, invalidity, HIV/AIDS, AIDS patients, trade union membership, employee committee, political affiliation or personal opinion.
- KCE ensures that corporate social responsibility, of which human rights is the core component, being an integral part of the company's strategy and that KCE will continue to operate its business in responsible manner for the community.
- KCE shall provide for and maintain procedures to evaluate and select suppliers or subcontractors who conform to the requirement of the Thai Labour Standards in regard to human rights.

ACTIONS

- Phase 1 of the new KCE plant at Latkrabang started operations in the beginning of 2015, and Phase 2 was implemented in 3Q15 and completed the transfer of operations from the old plant in the middle of 4Q15. In 2016, Phases 1 & 2 of the new plant ramped up capacity to the highest utilization rate. Phase 3 of the new plant started partially at the end of 2016 and continued throughout 2017-2020. Various measures related to occupational safety and health covering all areas and types of work that may be harmful to workers' health and safety were increasingly put in place at the new plant facilities in accordance with laws and occupational safety and health standards.
- KCE appointed a KPI Committee since 2017. The main responsibility was to set KPI for the Plant, assess the KPI evaluation results, monitor KPI reporting efficiency, make suggestion for improvement and oversee problems regarding KPI.
- KCE established the Clinic for safety in the working activity (HR announcement #027/2018, April 18, 2018.)
- KCE elected a Committee for the Safety, Health and Working Environment (HR announcement #HR049/2019), effective August 23, 2019, to August 22, 2021. The Committee consisted of 10 supervisors from the employer and 9 representatives from employees. The main responsibility was to establish a safety policy, provide recommendations for improvement, promote safety activities, oversee the safety manual and practice guidelines, set a training plan and assess the operating results of the Committee in reporting to the Company.

- In 2019, the Company signed a Memorandum of academic cooperation with many Institutes of Technology to create cooperation in academic purposes, such as to provide training for students or to participate in a Cooperative education project. From the training, students could develop knowledge and skills by learning from on-the-job training and from knowledge transferred from the actual situation. It is expected that students will gain the required knowledge that is truly needed by the labor market or an enterprise.
 - On January 24, 2019, the Company signed a Memorandum of academic cooperation with the Samutprakan Technical College.
 - On January 29, 2019, the Company signed a Memorandum of academic cooperation with the Angthong Technical College.
 - On March 29, 2019, the Company signed a Memorandum of academic cooperation with the Suphanburi Technical College.
 - On December 12, 2019, the Company signed a Memorandum of academic cooperation with the Petchburi Technology College.
 - After a Memorandum of academic cooperation was signed since 2016, the Company continued the training for 14 first-degree students in Engineering from the King Mongkut's Institute of Technology Latkrabang (KMITL), and the King Mongkut's University of Technology North Bangkok (KMUNB), on June 3 - November 29, 2019 and May 2 – October 31, 2019.
 - In 2019, another 35 students from various institutes participated in other training programs to develop various professional skills in the Company.
- KCE appointed an Educational Fund Committee (HR announcement #HR017/2020, February 14, 2020).
- KCE appointed a Management representative of the operations of the Labour Standard. (HR announcement #081/2020 - 082/2020 dated September 8, 2020). The main responsibility was to enforce the regulation of the Thai Labour Standard in practice, develop a working plan, and monitor and report achievements in order to comply with Labour Standards.
- KCE established a Committee for overseeing the practice to conform with the Thai Labour Standard (HR announcement #084/2020, dated September 8, 2020).
- KCE announced the policy of prohibiting of misconduct and sexual harassment (HR announcement #085/2020, dated September 8, 2020).
- KCE announced the policy of the CSR and Labor (HR announcement #086/2020, dated September 8, 2020).

- KCE appointed safety officers at all levels: supervisor and management (HR announcement #HR091/2020, HR092/2020 dated October 1, 2020, HR98/2020 dated November 5, 2020 and HR108/2020 dated December 9, 2020)
- KCE announced the policy of the Personal Data Protection (HR announcement #111/2020, dated December 24, 2020) to enforce it in accordance with the Personal Data Protection Act 2019, which was announced in the Government Gazette on May 27, 2019 and is scheduled to enforce the entire law on June 1, 2021.
- During 2020, the Company participated in safety, occupational health and environmental workplace activities, as follows:
 1. Reported a 87% achievement rate in compliance with its safety plan for 2020.
 2. The Safety Unit performed the following activities:
 - An emergency drilling for an LPG leakage on September 15, 2020
 - An emergency drilling for a chemical substance leakage on October 5-22, 2020
 - An emergency drilling for natural gas leakage on October 29, 2020
 - An emergency drilling for a hot oil leakage on November 19, 2020
 - An emergency drilling for an X-ray leakage on November 30, 2020
 - A safety week exhibition on November 26 - December 1, 2020
 - An annual medical examination at Kasemrad Ramkhamhaeng Hospital
 - An annual emergency fire drilling and evacuation procedure performed twice in 2020
 - An assessment regarding safety environment in the workplace
 - An improvement of Fire Protection system and emergency equipment: Refill foam reagent 1,750 L to Automatic Fire Fighting Foam System
- During 2020, the Company conducted Customer Satisfaction surveys in various categories, such as technical support, quality performance of product, on-time delivery, problem responsiveness, competitiveness, logistics, accuracy of documents and communication. The results were satisfactory (in a level of 70%-80%).
- KCE appointed an Emergency Response Team (ERT) for each shift, 14 persons per shift. (HR announcement #HR025/2016 dated March 9, 2016), to be ready for the protection and/or stoppage of any serious emergency event.

2020 Training Plan and ERT Meeting topic was as follows:

- Meeting on the identified risk area and the survey of risk area
- Work Instruction (WI) for the Emergency plan and the Training on wearing a Fire suit
- Using SCBA and searching the victim
- Simulation of the fire incident in the Skimming area, danger for the fire fighting team and the fire prevention

- Simulation of the fire fighting in the radiation area, a drill on the usage of the fire extinguisher and working as a team
 - Simulation of the fire fighting and a drill on the usage of the fire extinguisher and practice on the incident
 - Meeting on the suppression of the chemical substance leakage
 - Meeting on the suppression of the LPG leakage
 - Simulation of the flood prevention
 - First aid and a procedure for moving the injured person
 - Training basic CPR resuscitation and using AED machine
 - Using PCBA and the fire fighting as a team
 - Meeting for the annual fire drill plan
- The Company's policies and objectives are delivered through "continuous training," including occupational safety and health, technical and professional education, specific knowledge and skills training, and basic training courses to all employees as appropriate for their job and career path (see Appendix 2, training courses in 2020).
 - KCE has continued its commitment to CSR activities in 2020 (See Appendix 3).

Activity 1: Distributed survival kits to provide relief for those affected by the COVID-19 situation in the Klong-Nimit community, Tambon Bang Saothong, Amphoe Bang Saothong, SamutPrakarn province, on Saturday May 9, 2020.

Activity 2: Distributed survival kits to provide relief for those affected by the COVID-19 situation in the Wat Lodchong community, Tambon Ban Pom, Amphoe Muang, Phra Nakhon Si Ayutthaya province, on Saturday May 16, 2020.

Activity 3: The project "KCE against the cold for mountain children" donated educational funds, blankets, sweaters, stationery, school supplies and equipment, sports equipment, water purifiers and kitchen equipment to students of Ban Chang Mo School in Tambon Pa Pae, Amphoe Mae Sariang, Mae Hong Son province, on November 21, 2020.

Activity 4: Distributed survival kits, drinking water and cloth masks to flood victims in Ban Pratu Chai (Kum Wang Goom) and Ban Kham Village, Ban Gok Village, Ban Nai Muang Village, Ban Sui Village, at Wat Pa Ban Kham Temple, Amphoe Phimai, Nakhon Ratchasima province, on Saturday November 28, 2020.

Activity 5: "KCE share and care for the elderly" at Ban Siri wattantham, Tambon Don Kruai, Amphoe Damnoen Saduak, Ratchaburi province, on Saturday 19 December, 2020.

PERFORMANCE

- KCE was awarded an “Excellent Establishment on Safety, Health and Working Environment” certificate by the Department of Labour Protection and Welfare, Ministry of Labour, in 2010-2017.
- In 2017, the Company was awarded the “Thai Labour Standard: Corporate Social Responsibility for 5 consecutive years.”
- In 2017, the Company was selected to be 1 of 20 factories nationwide to join the “Healthy and Happy Enterprise” project and received funds from the Thai Health Promotion Foundation (ThaiHealth). ThaiHealth is a state agency chaired by the prime minister and established by the Health Promotion Foundation Act (2001). The program focuses on four major areas: good health, minimizing risk factors that could affect health, financial relief and a happy workplace.
- In 2018, the Company was awarded the Certificate of “Good and Happy Workplace”, an award organized by the Association for the Development of Environmental Quality, Thai Health Promotion Foundation, issued on date August 22, 2018.
- In 2019, the Company was awarded the TLS 8001-2010 Certificate Completion Level, for the achievement of the requirements of Thai Corporate Social Responsibility issued by Global Certification Service Limited, which is valid from December 16, 2019, to December 15, 2022.
- In 2020, the Company was awarded the "Excellent Establishment on Labour Relations and Welfare" at the National level for 5 consecutive years (2016-2020), award organized by the Department of Labour Protection and Welfare, issued date September 21, 2020.
- The Company received ISO 45001:2018, valid from March 6, 2020 – March 6, 2023, certified by UKAS in regard to the Occupational Health and Safety Management System.
- No complaints from employees were filed with the Ministry of Labour during 2020.
- The Human Resource & Organization Development Department has continually arranged various training programs for employees throughout the year, resulting in an increase in the total number of training hours and the number of multi-skilled operators:

	2016	2017	2018	2019	2020*
Total number of training hours (hrs/person/yr)	73.50	62.52	73.57	31.73	13.71
% of multi-skilled operators	75.22%	70.00%	77.84%	80.61%	37.09%

(*Lower hours was due to the COVID-19 pandemic and measure implemental)

- In 2020, the assessment regarding safety environment in the workplace

Number of check points

	<u>Total</u>	<u>Passed</u>
Pollution from Chimney	68	68
Chemical level	55	55
Noise Level	20	13 (Project in place)
Lighting Level	78	78
Heat Level	16	16

- Accident Statistics in 2017-2020

Type		2017	2018	2019	2020
First aid	Times	11	14	5	8
Lost days \leq 3 days	Times	15	18	18	9
Lost days > 3 days	Times	10	11	8	7
Total number of lost days	Days	302	185	334	119
Incident Frequency Rate (IFR)		4.49	5.00	4.27	4.16
Incident Severity Rate (ISR)		37.64	21.58	46.04	20.47

LABOUR

Principle# 3:	The business should uphold the freedom of association and the effective recognition of the right to collective bargaining.
Principle# 4:	The business should eliminate all forms of forced and compulsory labor.
Principle# 5:	The business should effect the abolition of child labor.
Principle# 6:	The business should eliminate discrimination in respect of employment and occupation.

Thai Labour Standards: Corporate Social Responsibility of Thai Business (TLS 8001-2010) is written within the provisional scope of the Constitution of the Kingdom of Thailand, provisions of labor laws concerning labor protection, occupational safety, health and environment, labor welfare, and labor relations. Moreover, related conventions of the International Labour Organization and of the United Nations are also brought into account. KCE recognizes that employees are our greatest asset. To ensure that we are able to recruit, hire, and retain the talented individuals in our organization, we strive to assist all of our employees in maintaining a balanced work life and to provide flexibility to employees on an individual basis.

- KCE respects the right of a worker to establish or become a member of a trade union or other committees in the company, and the right of the worker to bargain collectively without imposing obstacles or any kind of sanction on such activities.
- KCE shall not engage in or support the use of forced and compulsory labor in any form.
- KCE shall not hire or give support to hire a young worker under the age of 15.
- KCE shall not engage in or support any discrimination in respect of hiring, employment, payment of wage and remuneration, providing welfare and opportunity for training and development, promotion, termination of employment or retirement.

POLICIES AND SYSTEMS

- Union-neutral policy: An employee representative will not be subjected to discrimination, displacement or dismissal, or other illegal actions.
- The Company's management provides facilities to the Union or employees' representative in regard to carrying out their functions:
 - Collect annual union member fees via payroll deduction
 - Time-off with pay for union activities: union committee meeting, Union Annual General Meeting (AGM)

- Arrange for a meeting venue outside the company for the Union's AGM
- Provide partial financial support for union activities
- allow union activities during regular working hours, as requested
- provide a bulletin board to post union notices
- HR administration policy addressing the issues of human rights:
 - HR policy takes into account the Company's strategy and conforms to the business ethics and the equitable treatment of employees.
 - The HR policy ensures clear, transparent and fair procedures.
 - The Company will recruit and hire a person who is suitable for the job based on skills and experience and other qualifications as required.
 - The Company will pay wages and remuneration according to the Company's pay structure, which is based on job responsibility, economics, and the wage rate of the current market.
 - The Company supports HR development as well as self-development so that employees are knowledgeable and continually increase their efficiency in carrying out their job duties.
- There is no requirement that workers lodge a financial deposit with the Company.
- KCE recognizes the importance of the workforce and prohibits any form of forced or compulsory labor. Workers in debt bondage or in other forms of forced labor are not engaged and, where found, removed.
- The Company's policy for pregnant employees is that they are prohibited to work in situations deemed detrimental to their condition, health and safety for women, and prohibited from working during the hours of 22.00 – 6.00, from working overtime and working on holidays so that they may take care of their health.
- The minimum wage age provision of Thai Labour law is 15 years. However, KCE prohibits hiring employees under the age of 18 years.
- In the recruitment process, an adequate verification method for age is employed to ensure the validity of the applicant's age.
- KCE seeks to disseminate to staff, among other relevant information, applicable laws and regulations, and international regulations ratified by the country for the eradication of child labor and current debates about these issues.
- Grievance procedures regarding discrimination, where found.
- KCE offers equal employment opportunities for all. The persons we recruit and promotions are based on merit and suitability.

- KCE has an annual performance and career development review process which provides all employees with the opportunity to receive regular reviews, regardless of job, grade, gender, age or ethnic origin.
- The recruitment and selection process for employment is based on a policy of non-discrimination and guidelines of Thai Labor Standard.
- All employees are awarded equal opportunities to develop knowledge, skill and competence that are relevant to their job. KCE started to conduct a training needs analysis for specific roles within the organization.
- The recruitment and the selection process of employees of KCE are based on a policy of non-discrimination and the guideline of Thai Labour Standards
- Salary increases for employees depend on performance and added value of an employee's work. All employees are accorded equal opportunity to develop their knowledge, skill and competence as relevant to their job.
- We seek to eradicate discrimination, increase cross-cultural understanding and eliminate workplace violence and harassment. In addition to all the above, KCE organizes in-service training such as the learning of languages, first-aid training, rules of protocol, occupational course training, personnel development courses, team work and regular social events, such as New Year parties, walk rallies, and other sport activities.
- KCE's employees are not discriminated against because of gender, race, origin, background, religion, marital status, sexual orientation, disability or age.

ACTIONS

- Board of Directors Meeting No. 5/2016 held on May 10, 2016, passed a resolution to approve an Employee Joint Investment Program of KCE Electronics Public Company Limited - No. 1 ("EJIP"). The EJIP serves as another means of compensation for employees, executives of the Company and subsidiaries, to promote a sense of ownership, to serve as a work incentive, and to encourage personnel to make a long-term commitment to the Company. Qualified employees can apply to participate in the project on a voluntary basis. Each month, the Company will deduct a rate of 4% to 20% of the basic salary of each employee who joins the EJIP, and the Company will contribute 100% of such deducted amount. However, EJIP participants must strictly comply with a silent period. The Company has already proposed the terms and conditions of the EJIP to the SEC and received approval.

The Program period starting from July 1, 2016 to June 31, 2023, the total duration of 7 years (including the silent period).

- The company appointed an EJIP Committee, HR Announcement # 037, dated June 8, 2016. The main responsibility is to establish the EJIP project and qualifications to apply for the participation, and monitor the operations of the project.
- The Company changed the working schedule for pregnant employees, from working in rotated shift to regular office hours, HR Announcement # 013, dated January 23, 2016.
- Since 2015, the "Talent Management" program had been implemented and continuously be in operation until currently in 2017. It is mainly used for personnel development planning, which is already incorporated in the SAP system. The program is based on the principle of competency management, which can help identify and develop a suitable career development plan for individual personnel, including a succession plan for key positions.
- In 2017, KCE announced the policy (HR announcement # HR036/2017, dated April 1, 2017) regarding guideline practice for child labor (age under 18 years), which is required to conform with the Labor Protect Act B.E. 2541.
- KCE has always been supportive of the freedom of association and the effective recognition of the right to collective bargaining.
- Prior to employment, it is our policy to be transparent about all working terms and conditions. KCE's employee policies are specified within employment contracts. These contracts clearly state the actual working conditions and their rights, and thus all employees are aware of their existence and must agree before signing an employment contract.
- Regularly review timecard, payroll and production records in respect of incorrect record keeping, incorrect or non-payment of wages and excessive overtime hours and verify their accuracy through worker interviews.
- KCE's employee manual defines work hours. The overtime procedure provides employees a form to sign if he/she agrees to render more than eight hours of duty. Those on overtime are given a premium pay rate according to Thai Labour law, travel allowance from and to their home and a meal allowance.
- KCE has a child labor employee policy for suppliers and subcontractors to follow. In its contracts with suppliers, the Company requires that suppliers declare that they do not employ child labor.
- The Company continually communicates with employees in order to obtain feedback, assess their needs and problems through various channels; reports from supervisors, employee satisfaction surveys, grievances by employees via personal consultation, telephone, intranet, e-mail or comment box and etc.
- An Employee Satisfaction Survey was conducted during 1-20 October 2019, the result of which was summarized at an average of 71% (a range of min-max 63-75%), an increase from 68% in 2018 and

65% in 2017, representing a high level of satisfaction. The highest score category was remained for an intrinsic aspects of the job and a Social aspects of the job, and the lowest score category was for benefits. In general, most categories earned higher score and some remained at the same level.

In 2020, the Employee Satisfaction Survey was not conducted due to the COVID-19 pandemic.

- KCE treats subcontracted labor fairly based on the same standard as used with the Company's own staff in terms of human rights, competency development, training, safety & health and working environment, incentive pay, etc. During 2020, a number of daily-subcontracted workers continued to change to the monthly-workers. Subcontracted labor is also entitled to a merit increase and an annual bonus from the Company. This has caused a major change in the workforce structure; and the company has not dismissed any workers and employees even during COCID-19 pandemic, so the turnover rate was low.

Subcontracted labor headcount by type:

	2016	2017	2018	2019	2020
Daily	871	939	921	707	633
Monthly	<u>767</u> (47%)	<u>926</u> (50%)	<u>1,022</u> (53%)	<u>810</u> (53%)	808 (56%)
Total	1,638	1,865	1,943	1,517	1,441 persons

- HR announcement # 053/2017, dated September 21, 2017: HR Administration Policy addressing the following issues:
 - The Company will administer the human resource in compliance to the laws and regulations relating to the HR administration.
 - HR policy takes into account the Company's strategy and conforms to the business ethics and the equitable treatment of employees.
 - The HR policy ensures clear, transparent and fair procedures and be consistence throughout the whole company.
 - All supervisors are responsible to administer their unit in line with the Company's guideline of HR policy.
 - Employees are responsible to work in their full capacity and strictly comply to the Company's practice guidelines of the Quality policy, Environmental policy, Safety policy, as well as the Company's working regulations.
 - The Company abides by the "Merit system" that will take in to account the individual knowledge and capability in considering compensation and progress in career.
 - The Company will recruit and hire a person who is suitable for the job based on skills and experience and other qualifications as required.

- The Company will pay wages and remuneration according to the Company's pay structure, which is based on job responsibility, economics, and the wage rate of the current market that is comparable to the Company.
 - The Company will arrange necessary welfare to facilitate transportation to work.
 - The Company supports HR development as well as self-development so that employees are knowledgeable and continually increase their efficiency in carrying out their job duties.
 - The Company promotes a better quality in life of safe workplace and good occupational health.
 - The Company will maintain a good relationship and understanding between employees and management, as well as among employees, listen to employees' comment and complaint, and will consider for resolution as soon as possible.
- HR announcement #054/2017, dated September 21, 2017: The Administration of Labour Relation Policy addressing the following issues:
- Abide by the provision of Labor law, Labor relations, agreed employment terms and related laws.
 - Settle a dispute, conflict or labor petition in according to the agreed process, otherwise use the negotiation, compromise method or arbitration instead.
 - Promote the efficiency of the co-negotiation, for fairness in employment condition, working condition, and also foster good relations between employer and employee.
 - Determine policy and appropriate practice guideline in HR administration to promote the labor relations within the company to create work satisfactory for workers.
 - Do not support infringement, and do not stop any legal operations regarding freedom in association, the right to negotiate, rules and conventional practice in the company.
 - Promote and develop labor relations, based on the foundation of tradition and the national culture to create good labor relations system, which is fair to all parties and meet the social and economic needs for the country.
- HR announcement #017/2017, dated February 20, 2017: The HR regulation of early retirement. Employee who is 55 years of age, who has worked with the company for more than 20 years, can submit the request for his/her early retirement to HR for consideration and approval.
- In 2018, KCE announced the policy (HR announcement # HR037/2018, dated June 11, 2018) regarding the policy of Social responsibility and Labor, which is required to conform with the Labor law.
- In 2018, KCE announced the policy (HR announcement # HR038/2018, dated June 11, 2018) regarding the Policy of the Prohibition of Misconduct and Sexual Harassment.

- HR announcement #067/2018, dated September 4, 2018: The eligible criteria for employee's family health insurance.
 - HR announcement #057/2019, dated October 15, 2019, the amendment of HR regulation of early retirement and the extension of the retirement (special case).
 - HR announcement #074/2019, dated November 8, 2019, the remuneration and selection of successor for management position.
 - The company adhered to the new amendment of the Labour Protection Act (LPA), A new category of entitlement for statutory severance pay equal to 400 days of the most recent pay rate has been added for employees who have worked for an uninterrupted period of 20 years or more.
 - Human Resources Department develop a 3-year road map (2019-2021)
 - Challenge: Support business requirement
 - Customer needs
 - Expansion of KCE's business
 - Foundation of HR system
 - Increase HR service level
 - HR developed the Master Training plan for 2021
 - An "Assessment Center" was set up to track HR service via on line, regarding :
 - 1) Recruitment
 - 2) Training
 - 3) Employee relation
 - 4) Employee self service (KPI, OT, Leave record, E- Pay slip ...)
 - During 2020, the union cooperated with the Company's management in various activities, as follows:
 - 2020 annual collective bargaining as a forum to improve employment terms and other benefits and welfare
 - Regular meetings
 - Participation in the Company's activities as well as CSR activities
 - Member of the Employee Committee and Welfare Committee
 - KCE appointed an Employee Committee and Welfare Committee since January 2012. At present, the committee is composed of thirteen representatives from employees and eleven representatives from the employer (HR announcement #077/2020, dated September 15, 2020). The committee is responsible for proposing provisions to ensure that employees have access to adequate welfare, consider grievances from employees and resolve any conflicts, if any.
- In 2020, there were five meetings in which the following topics were discussed:
- The general business situation
 - Precautionary procedures to prevent coronavirus (COVID-19) outbreak

- KPI evaluations, KPI monthly review
- Company recreational activities in COVID-19 situation
- Schooling scholarships for children of employee
- Welfare for medical expense for the employee's family members
- Food service in the canteen, the hygiene of the canteen and the canteen supplies
- Clean Food Good Taste Project
- Arrangement of trade union activities
- Working calendar (work from home period and schedule for the holiday)
- General disciplinary procedures
- 5-S activities and the Big cleaning day
- Bus service
- OT and Leave online approval
- Health Insurance for employee's family
- Budget support to the Employee's Sport club
- Miscellaneous issues: car parking, drinking water, time recording machine, wi-fi availability, wheel chair for sick employee, toilet repair
- On February 11, 2020, collective bargaining was conducted to address issues related to working conditions and employee welfare. Negotiations reached an agreement for both parties:
 - Schedule for the Annual recreation day for 2020
 - Leaving allowance, Shift allowance, Cost of living allowance
 - Budget for the Labor Union's activity
 - Annual Salary increase rate for 2020
 - Annual bonus rate for 2019
 - A workplace for the Labor Union at the factory
 - Other employment conditions
- HR announcement #010/2020, dated February 20, 2020: Amendments to the HR regulation of early retirement.
- In 2020 KCE implemented various measures regarding COVID-19 situation
 - HR announcement #014/2020, dated January 29, 2020, and #020/2020, dated February 29, 2020 the precautionary procedures to prevent coronavirus outbreak.
 - HR announcement #033/2020, dated April 4, 2020: Social distancing measures to control the COVID-19 pandemic.

- During the COVID-19 pandemic, HR has announced measures for employees working from home to avoid the risk of infection from April-August 2020 (HR announcement #037/2020, 040/2020, 042/2020, 048/2020, 061/2020, 071/2020).
 - Providing advice and consultation with employees about COVID-19.
 - Set up screening points to measure temperature before enter to workplace and provide alcohol gel at several points.
 - Use alcohol-based disinfectants to clean hard surfaces.
 - Communicate the pandemic situation quickly and clearly, comply with fair employment conditions in accordance with labor laws and government announcements.
 - All employees must wear a surgery mask or cloth face mask.
 - Set up bus seating for physical distancing.
 - Place the partition on the tables in the canteen for social distancing.
 - Employees are prohibited to travel to the pandemic area.
 - Self-quarantine if sick.
- HR announcement #076/2020, dated August 24, 2020: The eligible criteria for employee's family health insurance.

PERFORMANCE

- KCE received accreditation from the Thai Labour Standard project of the Ministry of Labour in 2010. The Company received TLS 8001-2010 certification (Thai Labour Standard: Corporate Social Responsibility) on February 8, 2013, by having met the requirements of the Department of Labour, Protection and Welfare of the Ministry of Labour. The certification is valid until February 7, 2016.
- In 2016, the Company was awarded the TLS 8001-2010 Certificate Completion Level, Initiative Phase for the achievement of the requirements of Thai Corporate Social Responsibility issued by the Department of Labour Protection and Welfare, which is valid from August 15, 2016, to August 14, 2019.
- In 2017, the Company was awarded the "Thai Labour Standard: Corporate Social Responsibility for 5 consecutive years"
- In 2019, the Company was awarded the TLS 8001-2010 Certificate Completion Level, for the achievement of the requirements of Thai Corporate Social Responsibility issued by Global Certification Service Limited, which is valid from December 16, 2019, to December 15, 2022.
- In 2019, 57.67% of the Company's employees are represented by the union (2018: 58.25%).

- List of established Associations:
 - Labour Union
 - Employee and Welfare Committee
 - Safety, Health and Working Environment Committee
 - 5S Team
 - Thai Labour Standard Committee
 - Educational Fund for Employees' Children Committee
 - KPI Committee
 - Environment Management Representative (EMR)
 - EJIP Committee
- All employees received salary above the stipulated minimum wage.
- KCE does not employ child labor, and all employees are over 18 years old.
- KCE's risk management demonstrates that there are no current or planned business activities in which child labor is or is likely to be a factor. We have appropriate systems in place to ensure that we do not employ child labor.
- We have enhanced our ability to identify opportunities to influence others to abolish child labor and are considering further embedding of this within our existing risk management system.
- Neither employees nor the union filed a case regarding unfair treatment against the Company with the Ministry of Labour in accordance with Labour Relations Act B.E. 2518 (1975).
- Employee complaints averaged less than 1% per year.
- The additional amount of provisions set aside for employee retirement benefits in the amount of Bt54.7 million in the second quarter of 2019 in accordance with an amendment of the Labor Protection Act on April 5, 2019.
- In 2020, the Company was awarded the "Excellent Establishment on Labour Relations and Welfare" at the National level for 5 consecutive years, (2016-2020) an award organized by the Department of Labour Protection and Welfare, issued on September 21, 2020.
- KCE's employees are saved and survived from the Coronavirus (COVID-19) outbreak, and the situation remained controllable.
- In 2020, there were no conflicts between employees and the Company.

- In 2020, KCE employed 984 employees. All employees were above 18 years of age, and there were no employees between the ages of 15-18.

	<u>Age 18+ yrs.</u>		<u>Age 15-18 yrs.</u>		<u>Handicap</u>	
	Men	Woman	Men	Woman	Men	Woman
2013	418	387	None	None	4	1
2014	438	400	None	None	3	2
2015	450	388	None	None	4	4
2016	525	443	None	None	6	3
2017	556	452	None	None	6	3
2018	565	477	None	None	6	3
2019	549	470	None	None	6	3
2020	537	447	None	None	5	3

ENVIRONMENT

- | | |
|---------------|---|
| Principle# 7: | The business should support a precautionary approach to environmental challenges. |
| Principle# 8: | The business should undertake initiatives to promote greater environmental responsibility. |
| Principle# 9: | The business should encourage the development and diffusion of environmentally friendly technologies. |

KCE recognizes the importance of being a socially and environmentally conscious company. KCE is committed to supporting a precautionary approach to environmental challenges and will undertake initiatives to promote greater environmental responsibility, as well as encourage the development and diffusion of environmentally friendly technologies. KCE demonstrates our commitment through a strong set of policies and objectives that shape the scope of the business and the way that it deals with clients and suppliers.

POLICIES AND SYSTEMS

- KCE is committed to the establishment of an Environment Management System by complying with the Company's environment management policy, as follows:
 - To meet all legal requirements as well as contribute to the improvement of environmental issues.
 - Reduce waste materials.
 - An effective and efficient utilization of natural resources.
 - Continuous assessment and evaluation of the environment management system; review objectives, and targets to ensure the effectiveness of the system.
 - Promote and develop staff awareness and responsibility to the environment through communication, provision of relevant information and cooperation among staff, suppliers, customers, government agencies, the private sector and the general public.
- KCE applies a precautionary principle and seeks to minimize the environmental impact of its activities. Social and environmental impact assessments and reviews are carried out regularly in accordance with international standards and industry requirements.
- KCE aims at collaborating with stakeholders for the protection of environmental quality and values by using every effort in the utilization of energy and natural resources for a sustainable life and environment, working for the development and implementation of environmentally friendly and clean technology and voluntarily adopting environmental management systems and environmental

standards. In addition, the Company collaborates and exchanges information with local, national and international environmental organizations to that end.

- KCE adheres strictly to environmental law and other regulatory requirements, including concerned environmental directives such as RoHs, WEEE, and REACH.
- KCE provides an ongoing environmental induction training and awareness program to provide employees with an insight into our environmental efforts at both the operational and office levels.
- The Company continuously strives to improve our environmental performance by:
 - Promoting environmental awareness
 - Integrating environmental consideration into the business process
 - Developing and applying sustainable processes and products
 - Reducing the use of resources and endeavoring to prevent pollution
 - Monitoring and evaluating environmental performance throughout the entire supply chain
 - Engaging in dialogue with stakeholders and partnerships, and providing performance reports
 - Complying with environmental legislation and relevant requirements
- KCE started to reduce paper consumption and encourage its employees to use alternative products such as recycled paper and to avoid unnecessary expense. KCE encouraged staff to correspond and communicate via electronic mail to minimize paper usage.
- Energy and natural resources are utilized effectively and efficiently. The Company has established a waste water treatment plant and an air emission prevention system to treat waste water and air before discharge.
- KCE is committed to contributing to the development of public policy and to the initiatives of businesses, government agencies, international programs and non-government organizations that will enhance environmental awareness and protection through the public release of selected research findings.
- KCE is dedicated to creating more environmental friendly products; to produce environmentally safe PCB products, and to work with our customers and raw material suppliers to produce environmental friendly products such as lead-free and halogen-free products, as well as to use environmental friendly packaging materials such as bubble sheets instead of plastic foam.
- In 2020, KCE has reviewed its commitment to conserve surrounding environment. The continually improvement of environmental performance in all aspects shall be performed by the committed policy, as follows:
 - Comply with legislation requirements and regulations related to the environmental.
 - Reduce waste and natural resources consumption included energy and water consumption.

- Commitment to use renewable source of energy as solar power to conversion of energy from sunlight into electricity.
- Reduce of carbon dioxide (CO₂) emission and greenhouse gases related issues during operation
- Protect of environment, prevention of pollution include sustainable resource use, climate change mitigation and adaption, and protection of biodiversity and ecosystems.
- Implement and continual improvement of the environmental management system to enhance environmental performance.
- Cultivate environmental and energy conservation awareness and communicated to employees, contractors, supplier and interested parties.

ACTIONS

- In 2017, the Company received ISO 14001: 2015 certification (March 28, 2017 - March 28, 2020), which is the standard for environmental management. An audit is continually conducted by SGS (Thailand) to ensure that the Company complies with the policy and strictly operates according to environmental regulations.
- The Company began operating a new plant to expand capacity in order to accommodate growth in customer orders. The new plant was designed based on the Green Building concept to be more resource friendly and efficient in accordance with evaluation criteria of the US Leadership in Energy & Environment Design Standard (LEED) by incorporating the following
 - Waste water treatment technology to reduce water usage, using a Reverse Osmosis (RO) system to treat wastewater from production to recycling.
 - 24-hour use of LED lighting in production areas to reduce electricity usage.
 - A fire sprinkler system in line with the US National Fire Protection Association Standard (NFPA).
 - A fire suppression system for specific areas such as electrical rooms that does not utilize ozone-depleting substances.
 - Full wastewater treatment in accordance with IEAT regulations.
 - A high efficiency chiller with an Atmosphere Impact Index according to LEED (Green Building Design and Construction).
 - VSD (variable speed drives) installed on pumps and AHUs.
 - A building management system is provided to monitor and control all energy consumption equipment in order to maximize efficiency during operations.
 - A Chiller Plant Manager monitors and operates chillers and pumps to ensure they operate at the highest efficiency.

- A sponge Ball-Cleaning system is utilized to clean the condenser tubes of chillers to enhance system performance.
- Generators are provided to back up life safety equipment.
- In terms of environmental operation, the Company has achieved the objectives specified by the legal rules and regulations as well as the environmental management system.
- KCE Technology Co. Ltd. (KCET) received the Green Partner Certification from SONY on September 19, 2018, in cooperation on Sony environmental quality assurance activity “Green Procurement” according to chemSHERPA.
- The Company was categorized under the “Universe” of 2018 ESG100 companies, who have an outstanding sustainability performance regarding the Environment, Social and Governance, in 2018, rated by THAIPAT’s ESG Rating unit, the Foundation for Thailand Rural Reconstruction Movement (TRRM) under the royal patronage of His Majesty the King.
- Established environmental plans for 2020, as follows:
 - Reduce electricity consumption usage:
Target: ≤ 6.25 Kw.hr/ Sq.ft
Results: = 6.84 Kw.hr/ Sq.ft
 - Reduce water usage:
Target: ≤ 0.08 m³/ Sq. ft
Results: = 0.11 m³/ Sq. ft
 - Water recycle:
Target: $\geq 43.00\%$
Results: = 43.01%

The company's environmental performance in 2020 has not met its targets due to the impact of the COVID-19 outbreak, resulting in a decrease in production volume, increase in electricity consumption and water consumption per production unit (square feet).

- In 2020, the Company arranged several activities with an aim to promote and encourage environmental safety in accordance with ISO 14001 practices, as follows:
 - Appointed KCE Group's environmental management system team to monitor and implement the environmental management system for all 3 plants.
 - Implemented a paperless system in recording and storing data in electronic records to reduce the paper consumption of all departments in the Company.
 - Installation of Solar Rooftop, which is clean energy helping reduce greenhouse gas emissions and reduce global warming. In 2021, more solar power generation will be installed.
 - The company studied and collected information about Carbon Footprint or CO₂ emission in production processes and supporting activities as a database to measure the results of

future greenhouse gas emission reduction projects. This is a major environmental trend of the world, especially automotive industries.

- Using of environment-friendly raw materials, by controlling the use of prohibited chemicals in the raw materials, which is in compliance to the regulations of RoHS 3 (EU Directive 2015/863), Packaging Directive (Directive 94/62/EC), End-of-Life Vehicle or ELV (Directive 2000/53/EC), REACH and Substance of Very High Concern (SVHC) (Directive 1907/2006/EC), Global Automotive Declarable Substance List (GASL) and Conflict Minerals.
- PCBs that the Company produced is an environment-friendly product. This was certified by a third party certified laboratory in accordance with RoHS 3 (EU Directive 2015/863), and being recertified every year.
- Arranged 2020 Environmental activities in the Safety week event in December.
- HR Announcement # 031/2020, dated April 1, 2020: Appointment of the working Team for the Energy management. The team consists of 28 members, being supervisors and Managers from related departments such as Production, QA, Maintenance, Engineer and all supporting departments.
- HR Announcement # 032/2020, dated April 1, 2020: Appointment of the Auditor for the Energy management Committee.
- HR Announcement # 063/2020, dated July 22, 2020: Appointment of the internal auditor for the assessment of Environmental Management system for KCE Group, incompliance to the ISO14001:2015.
- HR Announcement # 067/2020, dated July 13, 2020: Appointment of the internal auditor for the VDA 6.3 Process Audit.
- KCE cooperates with logistics providers to implement transportation cost optimization, consolidated delivery, full truck load, packaging design, container packaging and selection of optimal delivery routes. We encourage our suppliers to utilize e-invoices and e-documents as much as possible to conserve natural resources and mitigate greenhouse gas from long distance transportation.
- Packaging material, 100% of our wooden pallets, paper for packing, coner paper & boxes are produced from recycled materials.

PERFORMANCE

- KCE was granted recertification of ISO 14001:2004 (October 2015 – March 2017).
- ISO 9001:2008 (October 14, 2015 - September 14, 2018), certified by UKAS.
- KCE passed the surveillance audit of ISO 16949:2009.
- ISO/TS 16949:2009 Edition 3 (September 23, 2016 - September 14, 2018), Certificate of Quality Management System of Technical Specification for Automatic Productive and Relevant Service Part (certified since July 18, 2003). This certification is extended to all KCE's Sales and Customer service office worldwide.

- In terms of environmental operation, the Company achieved the objectives specified by the legal rules and regulations as well as the environmental management system.
- The Company was certified by the "Green Industry", the Ministry of Industry, that the Company is rated "Green industry-Level 3" in the Green system, as the Company has systematically manage the environment, monitor and assess the outcome and continuously improve the results, issued by April 3, 2015 - April 2, 2018.
- In 2017, KCE was awarded the Certificate for the "Good Governance for Environment", issued by the Industrial Estate Authority of Thailand, dated December 13, 2017.
- PCB that the Company produced was in accordance with the RoHS (Directive 2011/65/EC: 2015/863) and was certified by a third party certified laboratory (SGS Thailand Limited, Laboratory Services). The performed test results of Lead, Mercury, Cadmium and 7 other restricted substances, comply with the limits as set by RoHS Directive 2011/65/EC: 2015/863.
- ISO 14001:2015, valid from March 28, 2017 - March 28, 2020), certified by UKAS in regard to the Environmental Management System and Quality Management System.
- In 2018, the Company was awarded the Certificate of Compliance, issued by UL, dated February 23, 2018, regarding PCB product with 6 oz. copper inner layer which is certify under UL standards for safety (CAN/CSA-C22.2 No. 0.17-00- Standard for Evaluation of Properties of Polymeric Materials)
- In 2018, the Company was categorized under the "Universe" of 2018 ESG100 companies, who have an outstanding sustainability performance regarding the Environment, Social and Governance, rated by THAIPAT's ESG Rating unit, the Foundation for Thailand Rural Reconstruction Movement (TRRM) under the royal patronage of His Majesty the King.
- In 2018, the Company was certified by the "Green Industry", the Ministry of Industry, that the Company is rated "Green industry-Level 3) in the Green system, as the Company has systematically manage the environment, monitor and assess the outcome and continuously improve the results, issued by August 24, 2018 - August 23, 2021.
- The Company is certified as meeting the requirements of ISO 9001:2008 for the manufacturing of Multi-Layer PCBs, at the new plant.
- Due to the transition/upgrade of ISO/TS16949 to the IATF16949, the company has already prepared and planned to be qualified for the IATF16949 quality standard in June 2018.
- ISO/IATF 16949:2016 Edition 1 (September 6, 2018 - September 6, 2021), Certificate of Quality Management System of Technical Specification for Automatic Productive and Relevant Service Part. This certification is extended to all KCE's Sales and Customer service office worldwide.
- In 2020, the Company was awarded the Certificate of Compliance, issued by UL, dated August 28, 2020, regarding PCB product with 6 oz. copper inner layer which is certify under UL standards for safety (CAN/CSA-C22.2 No. 0.17-00- Standard for Evaluation of Properties of Polymeric Materials)

- In 2020, KCE was awarded the following:
 - ISO 14001:2015, valid from March 28, 2020 - March 28, 2023, certified by UKAS in regard to the Environmental Management System and Quality Management System.
 - The Company was categorized under the “Universe” of 2020 ESG100 companies, who have an outstanding sustainability performance regarding the Environment, Social and Governance, in 2020, rated by THAIPAT’s ESG Rating unit, the Foundation for Thailand Rural Reconstruction Movement (TRRM) under the royal patronage of His Majesty the King.
- In 2020, the Company had no social or environmental legal disputes.

Environmental Performance in 2020

	2020 Actual measurement		Per Law
	Jan - Jun	Jul - Dec	
Air quality from chimneys			
CO Emission (ppm)	4.21	4.21	690
NOx Emission (ppm)	36.00	42.30	200
ZOx Emission (ppm)	63.96	<1.30	60
Particulate (mg/Nm3)	2.15	8.09	400
Noise quality			
Average noise level 8 hrs.	81.7		85
Maximum noise level	99.3		140
Quantity of industrial waste			
Non-toxic industrial waste (per year)	3,347 Tons/ Year		Properly Buried or Recycled
Toxic industrial waste (per year)	3,201 Tons/ Year		Managed by licensed company

ANTI-CORRUPTION

Principle# 10: The business should work against corruption in all its forms, including extortion and bribery.

KCE manages its business with honesty, fairness and transparency, and is committed to being responsible to society and all stakeholders in compliance with accepted principles of good corporate governance and business ethics.

KCE is committed to achieving the highest levels of business integrity, morals and transparency through good corporate governance in responding to society and all stakeholders. Thus, fraud risk management is one of the key components applied by the Company to achieve its business objectives.

KCE believes that bribery and corruption must be tackled by all levels of society. KCE's role as a private company is to act responsibly in all aspects of how KCE conducts business, as well as to actively support relevant initiatives to combat corruption.

POLICIES AND SYSTEMS

- Zero Tolerance Policy Statement :

KCE upholds good ethics and morals as critical components in its business operations and does not tolerate any form of fraudulent or corrupt activities even if such activities would be beneficial to the Company. Thus, to ensure KCE Personnel will not disregard the risk of fraud and corruption, all KCE personnel must understand and strictly follow the Company's Anti Fraud-and-Corruption Policy, Corporate Governance and Code of Conduct Handbook and all other relevant policies, procedures, protocols and guidelines without exception.

- Anti Fraud-and-Corruption Policy

KCE has established anti-fraud and corruption policies, procedures, and measures – for instance, the Anti-Fraud and Corruption Policy, Fraud Risk Management Procedures, Corporate Governance and Code of Conduct Handbook, Political Contribution Procedures, Charitable Contribution and Sponsorship Procedures, and Gift and Entertainment Procedures – in order to create awareness and foster an anti-fraud environment within KCE.

KCE must communicate and establish steps to communicate related policies, procedures and measures to KCE Personnel as well as to communicate the policies and measures to external parties (related business partners and the public). All KCE Personnel have a duty to read, understand, and strictly follow all content of such policies, procedures and measures.

- The Company is committed to implementing an anti-corruption policy. Directors, management executives and all employees of the Company will not accept any form of corruption involving all areas of business and all related sections of the organization.
- The Company's directors are responsible for setting up a policy and ensuring that an efficient system to detect corruption is in place.
- The Company's code of conduct and the business ethics must emphasize anti-corruption.
- The Company's financial statements are reviewed quarterly and audited by a qualified external auditor who is fully independent.
- All information presented in the financial reports are correct, complete and reliable. It was prepared in accordance with generally accepted accounting principles and appropriate standards.
- KCE strives to treat all parties equally and consistently within the framework of the SET by avoiding favoritism or situations where conflicts of interest may arise.
- Directors, management executives and all employees must comply with the Company's code of conduct where sensitive issues are involved.
- Whistle blowing: The Company has a policy to receive information regarding wrongdoing, violations of the law, regulations or Good Corporate Governance principles, or corruption, directly through the Audit Committee.

ACTIONS

- KCE's Board of Directors appointed a Corporate Governance Committee on September 17, 2013. The committee is responsible for managing and controlling the Company's operations in accordance with good corporate governance, policies and related laws.
- In 2015, the CG Committee promoted the efficiency in the practice of Corporate Governance:
 - Encouraged the distribution of Corporate Governance Policy, business ethics and a code of conduct
 - Updated the corporate governance and code of conduct handbook.
 - Had all subcommittees and the CEO conduct a self-performance appraisal.
 - Established a channel for claims and suggestions on any matter so that employees and stakeholders could express their opinions independently, which led to improvements.
 - Reviewed, adjusted, assessed and updated Corporate Governance principles and business ethics to conform with the law, regulations of the SET and SEC, and good practices of international standards, and reported such compliance to the Board in each quarter.
- Throughout 2015, KCE promoted communication regarding an anti-corruption policy and fully supported the undertaking of the certification process. As a result, the Company was certified a member of CAC on April 3, 2015.

- The Company encouraged the distribution of the Anti-corruption policy and communicated with management and employees of all level in order that the policy is accounted for as a practical guideline and ensured that operation management is performed honestly, efficiently and effectively.
- At orientations provided for new employees, the Company explains KCE's business ethics, and employees must sign a form in which they agree to strictly comply with the Company's employee code of conduct.
- Regarding the anti-corruption news, HR regularly communicated throughout the organization.
- Concern Departments: HR implemented the reference check before hiring and Purchasing Department also implemented the reference check on seller and subcontractor, before procurement.
- The Company provided whistle blowing channel and investigate the petition.
- Subsequent to the CAC membership certification awarded on April 3, 2015, the Committee has placed an importance on corporate governance procedures and the compliance with anti-corruption guideline practice. The Committee assigned Internal Audit Unit to incorporate assessment criteria for anti-corruption measures on all its audit's checklist.
- In 2018, the Board continued to promote the efficiency in the practice of Corporate Governance.
- KCE appoints the Supply Chain Division to perform the screening of related business parties prior to the commencement of work. This includes potential vendors, contractors and service providers - to verify the reliability, qualification, financial health, reputation and integrity of business partners
- In February 2018, the Code of Conduct and CSR Committee was established, to review the customer's Code of Conduct and to provide the Company's Statement of commitment to the Code of Conduct for customers.
- KCE's Board of Directors fostered necessary risk management and continuously followed up the results through the Enterprise Risk Policy Committee's Report.
- KCE arranged 3 training sessions for the KCE's local supplier on "The Responsible Business Alliance (RBA) Code of Conduct:
 - 1) On December 14, 2018: 46 persons from 29 Supplier's company attended.
 - 2) On December 21, 2018: 51 persons from 32 Supplier's company attended
 - 3) On December 24, 2018: 34 persons from 25 Supplier's company attended
- In 2018, the Company's Business Ethic and Code of Conduct were communicated to a majority of local suppliers. The Company encouraged its business partners to participate in any network to fight against any forms of corruption practices, for instance the Thailand's private sector Collective Action Coalition (CAC).
- June 2018, KCE participated in EcoVadis platform for CSR performance assessment in 4 themes: Environment, Labor practice & Human Right, Fair business practices and Sustainable Procurement.

- In 2019, the Board continued to promote the efficiency in the practice of Corporate Governance, the Board:
 - Endorsed an action plan on CG and Anti-corruption for the year 2019, together with the annual goals for cascading the plan to all for implementation.
 - Perform fraud & corruption risk assessment.
 - Encouraged the distribution of Corporate Governance Policy, business ethics and a code of conduct.
 - Oversaw the Corporate Governance Committee in reviewing, adjusting, assessing and updating Corporate Governance principles and business ethics to conform with the law, regulations of the SET and SEC, and good practices of international standards, and reported such compliance to the Board.
 - Designated the Internal Auditor unit to take role of the "Compliance Unit", and directly reported to the Audit Committee.
 - The Committee determined the policy of CSR and sustainability development.
 - Communicated throughout the organization regarding the anti-corruption news.
 - Concern Departments: HR implemented the reference check before hiring and Purchasing Department also implemented the reference check on seller and subcontractor, before procurement.
 - Provide whistle blowing channel and investigate the petition.
- In 2019, the company planned activities supporting Anti-Fraud and Corruption Policies.
 - Revision of Anti-Fraud & Corruption Policy and Fraud Risk Management Procedures.
 - Developing No Gift Policy & communicate to the company's stakeholders.
 - Inviting the company's business partners in joining the CAC.
 - Internal training courses
 - Inviting external instructor for training the company's staff
 - Sending staff to external training courses.
 - Communication via newsletters, posters, meeting to communicate information, radio canteen/KCE TV and announcement board; etc.
 - Monitoring to ensure compliance with procedures (perform internal auditing)
- July 2019, KCE participated in EcoVadis platform for CSR performance assessment in 4 themes: Environment, Labor practice & Human Right, Fair business practices and Sustainable Procurement.
- September 2019, KCE Joined Anti-corruption Day 2019 under the theme "Joining Forces against Corruption" held by Anti-Corruption Organization of Thailand.

- In 2020, the Board continued to promote the efficiency in the practice of Corporate Governance, the Board:
 - Endorsed an action plan on CG and Anti-corruption for the year 2020, together with the annual goals for cascading the plan to all for implementation.
 - Perform fraud & corruption risk assessment.
 - Encouraged the distribution of Corporate Governance Policy, business ethics and a code of conduct.
 - Oversaw the Corporate Governance Committee in reviewing, adjusting, assessing and updating Corporate Governance principles and business ethics to conform with the law, regulations of the SET and SEC, and good practices of international standards, and reported such compliance to the Board.
 - The Committee determined the policy of CSR and sustainability development.
 - Communicated throughout the organization regarding the anti-corruption news.
 - Provide whistle blowing channel and investigate the petition.
- In 2020, the company planned activities supporting Anti-Fraud and Corruption Policies.
 - Revision of Anti-Fraud & Corruption Policy and Fraud Risk Management Procedures.
 - Communicate the No Gift Policy to the company's stakeholders.
 - Inviting the company's business partners in joining the CAC
 - Internal training courses
 - Inviting external instructor for training the company's staff
 - Sending staff to external training courses.
 - Join Anti-Corruption events
 - Communication via newsletters, posters, meeting to communicate information, radio canteen/KCE TV and announcement board; etc.
 - Monitoring to ensure compliance with procedures (perform internal auditing)
 - Preparing for CAC recertification
- During 2020, trainings were provided to senior managements and employees at all level, in fostering knowledge, understanding and awareness of the importance of complying with anti-fraud and corruption policies, procedures, and measures as well as promoting the participation of KCE Personnel in managing fraud risks, taking part to prevent and detect fraud, communicating to related business partners to illustrate the transparency and the strive to work against fraud and corruption at KCE. (See Appendix 4).
- September 2020, Subsequent to the CAC membership certification awarded on April 3, 2015, the Committee has placed an importance on corporate governance procedures and the compliance with

anti-corruption guideline practice. The Committee assigned Internal Audit Unit to incorporate assessment criteria for anti-corruption measures on all its audit's checklist.

- November 2020, KCE participated in EcoVadis platform for CSR performance assessment in 4 themes: Environment, Labor practice & Human Right, Fair business practices and Sustainable Procurement.
- Communicated throughout the organization regarding the anti-corruption news.
- Provide additional whistle blowing channel and investigate the petition.
- Prepared Anti-Corruption Action Plan for the year 2021.
 - Review and revise of Anti-Fraud & Corruption Policy and Fraud Risk Management Procedures.
 - Announce or update the anti-corruption regulations to the Company's stakeholders.
 - Inviting the company's business partners in joining the CAC.
 - Anti-corruption training for Management.
 - Anti-corruption training for KCE employees and its subsidiaries.
 - Sending staff to external training courses.
 - Participating in Anti-Corruption events.
 - Communication.

PERFORMANCE

- There was no fraud reported by the internal auditor for 2020.
- A business code of conduct and practical guidelines were completed in 2014 and continuously revised and updated as necessary in the following years through 2020.
- KCE undertook steps in compliance with the CAC's certification process, such as the development of anti-corruption measures, conducting self-evaluations regarding anti-corruption practices. As a result, the Company was certified a CAC member on April 3, 2015.
- SET Awards 2015: The Company was awarded the "Outstanding CEO Awards" and the "Outstanding Company Performance Awards", in a category of company with market capitalization of Bt10,000 - 30,000 million.
- The Board has committed to place importance in conducting business within the framework of Good Corporate Governance. As a result, the Company achieved an "Excellent" corporate governance score in the 2016 Annual survey by the Thai Institute of Directors Association (IOD), for the second consecutive year.
- SET Awards 2016: KCE's CEO was awarded the "Outstanding CEO Awards" (in SET) and the "Young Rising Star CEO Award". In addition, the Company was awarded the "Best Company Performance Awards", in a category of company with market capitalization of Bt30,000 - 100,000 million.

- In 2017, the Company was awarded an "Excellent" ranking for its Corporate Governance for the third consecutive years, based on a survey of listed companies, by the Thai Institute of Directors Association (IOD)
- In 2017, the Board oversight the preparation of practical guidelines for anti-corruption policy, and promote communication regarding an anti-corruption measures through all subsidiaries in the group.
- In 2018, the Board has committed to place importance in conducting business within the framework of Good Corporate Governance. As a result, the Company achieved an "Excellent" corporate governance score in the 2018 Annual survey by the Thai Institute of Directors Association (IOD), for the fourth consecutive year.
- The 2018 Audit Committee's report confirmed that:
 - The Company's financial report for the year ended December 31, 2018, was prepared in accordance with generally accepted accounting principles, and the information was accurate, complete and reliable with a reasonable application of accounting policy.
 - The Company's internal control systems are adequate and appropriate.
 - All related party transactions are part of the Company's normal course of business with regular commercial terms, sensible and fair conditions and for the maximum benefit of the Company.
 - The Company fully complies with the Public Company Act and regulations of the Stock Exchange of Thailand, as well as other laws pertaining to the Company's business.
 - Subsequent to CAC membership certification that was awarded on April 3, 2015, the Committee placed increased importance on corporate governance procedures and compliance with anti-corruption guideline practices. The Committee assigned the Internal Audit Unit to review KCE's anti-corruption guideline practices and reviewed the criteria for filing for the recertification of CAC membership. The Company received the extension of the certification on February 12, 2018 for another 3 years.
- In 2018, the Company's Business Ethic was communicated to a majority of local suppliers, 50 out of 139 suppliers (represented 96% of annual local purchase value) signed accept and returned the acknowledgement to the company.
- The Company encouraged its suppliers to participate in the Thailand's private sector Collective Action Coalition (CAC). The SME Certification Briefing was organized by IOD-CAC in February 2019, to inform SME business owners and CEOs about Corruption and CAC's SME Certification Program using the 17 checklists. This briefing is mandatory for SMEs planning to join CAC SME Certification Program. There were 4 of KCE's suppliers joined the CAC's briefing in February 2019.
- CoC and CSR Committee newly established has actively reviewed the customer's Code of Conduct and provided the Company's Statement of Commitment to the Code of Conduct for customers.

- Recent participation in June 2018, CSR performance was evaluated by EcoVadis in 4 themes (Environment, Labor practice & Human Right, Fair business practices and Sustainable Procurement). KCE has obtained a score of 59/100, while the global score distribution was 46.7/100 as an average. KCE's score meets the eligibility criteria for an EcoVadis CSR recognition medal "Silver".
- In 2019, the Board has committed to place importance in conducting business within the framework of Good Corporate Governance. As a result, the Company achieved an "Excellent" corporate governance score in the 2019 Annual survey by the Thai Institute of Directors Association (IOD), for the fifth consecutive year.
- The 2019 Audit Committee's report confirmed that:
 - The Company's financial report for the year ended December 31, 2019, was prepared in accordance with generally accepted accounting principles, and the information was accurate, complete and reliable with a reasonable application of accounting policy.
 - The Company's internal control systems are adequate and appropriate.
 - All related party transactions are part of the Company's normal course of business with regular commercial terms, sensible and fair conditions and for the maximum benefit of the Company.
 - The Company fully complies with the Public Company Act and regulations of the Stock Exchange of Thailand, as well as other laws pertaining to the Company's business.
- Recent participation in November 2019, CSR performance was evaluated by EcoVadis in 4 themes (Environment, Labor practice & Human Right, Fair business practices and Sustainable Procurement). KCE has obtained a score of 61/100, (representing 89th percentile), while the global score distribution was around 45/100 as an average and for this reason KCE has been continually awarded a silver recognition level.
- The Master of Science in Branding and Marketing Program (MBM) of Chulalongkorn Business School (CBS), the Stock Exchange of Thailand and the Manager Media Group announced that The Company achieved Thailand's Top Corporate Brands 2019 Awards in Electronics industry sector with 34,207 million Baht of brand value, on August 23, 2019.
- In 2019, all planned activities supporting Anti-Fraud & Corruption policies were completed 100%
- In 2020, the Board has committed to place importance in conducting business within the framework of Good Corporate Governance. As a result, the Company achieved an "Excellent" corporate governance score in the 2020 Annual survey by the Thai Institute of Directors Association (IOD), for the sixth consecutive year.

- The 2020 Audit Committee's report confirmed that:
 - The Company's financial report for the year ended December 31, 2020, was prepared in accordance with generally accepted accounting principles, and the information was accurate, complete and reliable with a reasonable application of accounting policy.
 - The Company's internal control systems are adequate and appropriate.
 - All related party transactions are part of the Company's normal course of business with regular commercial terms, sensible and fair conditions and for the maximum benefit of the Company.
 - The Company fully complies with the Public Company Act and regulations of the Stock Exchange of Thailand, as well as other laws pertaining to the Company's business
- Recent participation in November 2020, CSR performance was evaluated by EcoVadis in 4 themes (Environment, Labor practice & Human Right, Fair business practices and Sustainable Procurement). KCE has obtained a score of 52/100, (representing 67th percentile), while the global score distribution was around 45/100 as an average and for this reason KCE has been continually awarded a bronze recognition level.
- The Master of Science in Branding and Marketing Program (MBM) of Chulalongkorn Business School (CBS), the Stock Exchange of Thailand and the Manager Media Group announced that The Company achieved Thailand's Top Corporate Brands 2020 Awards in Electronics industry sector with 25,547 million Baht of brand value for the second consecutive year, on November 27, 2020.
- The Company achieved an ASEAN Asset Class Publicly Listed Companies Award in the 2019 ASEAN CG Scorecard which receives support from the ASEAN Capital Markets Forum (ACMF) and Asian Development Bank (ADB) to acknowledge the listed companies in ASEAN with outstanding good corporate governance practices, on November, 2020
- Subsequent to CAC membership certification that was awarded on April 3, 2015, the Committee placed increased importance on corporate governance procedures and compliance with anti-corruption guideline practices. The Committee assigned the Internal Audit Unit to review KCE's anti-corruption guideline practices and reviewed the criteria for filing for the recertification of CAC membership. The Company received the 2nd extension of the certification on December 31, 2020 for another 3 years.
- There were no complaints about corruption in 2020.
- In 2020, all planned activities supporting Anti-Fraud & Corruption policies were completed 100%

Appendix 1: Certificates/Awards



KCE was awarded the TLS 8001-2010 Certificate Completion Level, Initiative Phase for the achievement of the requirements of Thai Corporate Social Responsibility issued by the Department of Labour Protection and Welfare, which is valid from August 15, 2016, to August 14, 2019.



บริษัท โกลบอล เซอร์คิฟิเคชั่น เซอร์วิส จำกัด
6 ซอยรัตนานิเบศร์ 30 ตำบลบางกระสอบ อำเภอเมือง จังหวัดนนทบุรี 11000

ใบรับรองฉบับนี้ให้ไว้เพื่อแสดงว่า

บริษัท เคซีอี อิเล็กทรอนิกส์ จำกัด (มหาชน)

72-72/1-3 ซอยคลองกรุง 31 แขวงลำปลาทิว เขตลาดกระบัง กรุงเทพมหานคร 10520

ได้รับการรับรองระบบมาตรฐานแรงงานไทย

มรท. 8001:2553 ระดับสมบูรณ์
TLS 8001:2010 Completion Level

ในขอบข่ายการรับรอง

ผลิตแผ่นพิมพ์วงจรไฟฟ้า

ใบรับรองเลขที่: TLS62015 ครั้งที่ 1
รับรองครั้งแรกเมื่อ: 16 ธันวาคม 2562
ใบรับรองฉบับเดิมหมดอายุ: -
ออกให้ ณ วันที่: 16 ธันวาคม 2562
วันที่มีผลบังคับใช้: 16 ธันวาคม 2562
สิ้นสุดวันที่: 15 ธันวาคม 2565



ลงชื่อ Pitackpong
บริษัท โกลบอล เซอร์คิฟิเคชั่น เซอร์วิส จำกัด

KCE was awarded the TLS 8001-2010 Certificate Completion Level, for the achievement of the requirements of Thai Corporate Social Responsibility issued by the Department of Labour Protection and Welfare, which is valid from December 16, 2019, to December 15, 2022.



KCE was awarded an “Excellent Establishment on Safety, Occupational Health and Working Environment” certificate by the Department of Labour Protection and Welfare, Ministry of Labour, issued date August 25, 2017.



In 2020, the Company was awarded the "Excellent Establishment on Labour Relations and Welfare" at the National level for 5 consecutive years (2016-2020), award organized by the Department of Labour Protection and Welfare, issued date September 21, 2020.

The Certificate for the “Good Governance for Environment”, in Latkrabang Industrial Estate:



The so-called “White Flag, Green Star” Project:

KCE was awarded the Certificate for the achievement of the excellent factory in the “Project of the promotion in cooperation among communities and the factory in the Estate”, in 2017, issued by the Industrial Estate Authority of Thailand, dated December 13, 2017.



ISO 14001:2015, valid from March 28, 2017 – March 28, 2020 (certified since March 28, 2002),
 certified by UKAS in regard to the Environmental Management System and Quality Management System.



ISO 14001:2015, valid from March 28, 2020 – March 28, 2023 (certified since March 28, 2002),
 certified by UKAS in regard to the Environmental Management System and Quality Management System.



ISO/IATF 16949:2016 Edition 1 (September 6, 2018 - September 6, 2021), Certificate of Quality Management
System of Technical Specification for Automatic Productive and Relevant Service Part (certified since July 18, 2003).



ISO 45001:2018, valid from March 6, 2020 – March 6, 2023 (certified since March 6, 2020),
certified by UKAS in regard to the Occupational Health and Safety Management System.

การรับรองเลขที่ : ๓-๗๒๑๖/๒๕๖๑



ใบรับรองฉบับนี้ให้ไว้กับ

บริษัท เคซีอี อิเล็คทรอนิกส์ จำกัด (มหาชน)

ที่ตั้งสถานประกอบการ : เลขที่ ๗๒-๗๒/๑-๓ ซอยฉลองกรุง ๓๑ แขวงลำปลาทิว
เขตลาดกระบัง กรุงเทพมหานคร ๑๐๕๒๐

เพื่อรับรองว่าเป็น

อุตสาหกรรมสีเขียวระดับที่ ๓

ระบบสีเขียว (Green System)

การบริหารจัดการสิ่งแวดล้อมอย่างเป็นระบบ มีการติดตามประเมินผล
และทบทวนเพื่อการพัฒนาอย่างต่อเนื่อง

ลงชื่อ.....
(นายพสุ โลหารชุน)
ปลัดกระทรวงอุตสาหกรรม

ออกให้ ณ วันที่ : ๒๔ สิงหาคม ๒๕๖๑
มีผลถึง วันที่ : ๒๓ สิงหาคม ๒๕๖๔
เลขทะเบียนโรงงาน : น.๗๒-๑/๒๕๔๗-นนธ.

KCE was certified by the "Green Industry", the Ministry of Industry, that the Company is rated "Green industry-Level 3) in the Green system, as the Company has systematically manage the environment, monitor and assess the outcome and continuously improve the results, valid from April 24, 2018 - April 23, 2021.



The Master of Science in Branding and Marketing Program (MBM) of Chulalongkorn Business School (CBS), the Stock Exchange of Thailand and the Manager Media Group announced that The Company achieved Thailand's Top Corporate Brands 2019 Awards in electronics industry sector with 34,207 million Baht of brand value.



The Master of Science in Branding and Marketing Program (MBM) of Chulalongkorn Business School (CBS), the Stock Exchange of Thailand and the Manager Media Group announced that The Company achieved Thailand's Top Corporate Brands 2020 Awards in electronics industry sector with 25,547 million Baht of brand value for the second consecutive year.

2018 ESG100 COMPANIES

THAIPAT's ESG Rating Unit, a Thailand pioneer of corporate sustainability assessment, has evaluated the Thai publicly listed companies on their Environmental, Social and Governance (ESG) factors for the first time.

Out of 656 companies that were assessed, THAIPAT selected 100 companies which having outstanding sustainability performance to construct the ESG100 list as a starting universe of the 100 publicly listed companies addressing to the growing demand on sustainable investments.

2018 List of ESG100 Companies



Company Name	Industry	% Free Float *
A.J. PLAST	Containers & Packaging	43.45
ADVANCED INFO SERVICE	Telecommunications	36.22
AIRPORTS OF THAILAND	Air Freight & Logistics	29.99**
B.GRIMM POWER	Electric Utilities	28.01**
BANGCHAK CORPORATION	Oil & Gas – Refining & Marketing	59.89**
BANGKOK AVIATION FUEL SERVICES	Oil & Gas – Services	55.35**
BANGKOK CHAIN HOSPITAL	Health Care Delivery	50.01
BANGKOK DUSIT MEDICAL SERVICES	Health Care Delivery	52.14**
BANGKOK EXPRESSWAY AND METRO	Land Transportation	53.75
BANK OF AYUDHYA	Commercial Banks	23.11
BCPG	Solar Energy	29.66
BERLI JUCKER	Multiline and Specialty Retailers & Distributors	25.22
BETTER WORLD GREEN	Waste Management	91.70**
BTS GROUP HOLDINGS	Rail Transportation	57.36**
BUMRUNGRAD HOSPITAL	Health Care Delivery	45.67**
CENTRAL PATTANA	Real Estate Owners, Developers & Investment Trusts	52.34**
CENTRAL PLAZA HOTEL	Hotels & Lodging	74.38
CH. KARNCHANG	Engineering & Construction Services	64.79
CHAROEN POKPHAND FOODS	Processed foods	48.77**
COM7	Multiline and Specialty Retailers & Distributors	51.22**
CP ALL	Multiline and Specialty Retailers & Distributors	62.61**
DELTA ELECTRONICS (THAILAND)	Electronic Manufacturing Services & Original Design Manufacturing	36.88
DENTAL CORPORATION	Health Care Delivery	22.95*
DUSIT THANI	Hotels & Lodging	16.48**
ELECTRICITY GENERATING	Electric Utilities	42.92**
ERAWAN GROUP	Hotels & Lodging	44.65**
GLOBAL POWER SYNERGY	Electric Utilities	24.95
GLOW ENERGY	Electric Utilities	30.89
GULF ENERGY DEVELOPMENT	Electric Utilities	27.42
HANA MICROELECTRONICS	Electronic Manufacturing Services & Original Design Manufacturing	56.89
HOME PRODUCT CENTER	Multiline and Specialty Retailers & Distributors	44.87**
INDORAMA VENTURES	Chemicals	33.50**
INOUE RUBBER (THAILAND)	Auto Parts	27.78**
INTERLINK TELECOM	Telecommunications	36.30**
INTOUCH HOLDINGS	Telecommunications	59.49
IRPC	Oil & Gas – Refining & Marketing	51.89
JUBILEE ENTERPRISE	Apparel, Accessories & Footwear	45.00**
KANG YONG ELECTRIC	Appliance Manufacturing	35.00**
KASIKORN BANK	Commercial Banks	75.68
KCE ELECTRONICS	Electronic Manufacturing Services & Original Design Manufacturing	62.21
KIATNAKIN BANK	Commercial Banks	85.49

CERTIFICATE OF COMPLIANCE

Certificate Number E88599
Report Reference E88599-19901107
Issue Date 2020-AUGUST-28

Issued to: KCE ELECTRONICS PUBLIC COMPANY LIMITED
72-72/1-3 Lat Krabang Industrial Estate
Soi Chalongkrung 31, Kwang Lumplatew
Lat Krabang, Bangkok 10520 THAILAND

**This certificate confirms that
representative samples of**

COMPONENT - WIRING, PRINTED
See addendum page for Models/Product

Have been investigated by UL in accordance with the
component requirements in the Standard(s) indicated on
this Certificate. UL Recognized components are incomplete
in certain constructional features or restricted in
performance capabilities and are intended for installation in
complete equipment submitted for investigation to UL LLC.

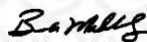
Standard(s) for Safety: UL 796 - Standard for Tests for Safety for Printed-Wiring
Boards
CAN/CSA-C22.2 No. 0.17-00 - Standard for Evaluation of
Properties of Polymeric Materials

Additional Information: See the UL Online Certifications Directory at
<https://iq.ulprospector.com> for additional information.

This *Certificate of Compliance* does not provide authorization to apply the UL Recognized Component Mark. Only
the UL Follow-Up Services Procedure provides authorization to apply the UL Mark.

Only those products bearing the UL Recognized Component Mark should be considered as being UL Certified
and covered under UL's Follow-Up Services.

Look for the UL Recognized Component Mark on the product.



Bruce Mahrenholz, Director North American Certification Program
UL LLC

Any information and documentation involving UL Mark services are provided on behalf of UL LLC (UL) or any authorized licensee of UL. For questions, please
contact a local UL Customer Service Representative at <http://ul.com/aboutul/locations>




CERTIFICATE OF COMPLIANCE

Certificate Number E88599
Report Reference E88599-19901107
Issue Date 2020-AUGUST-28

This is to certify that representative samples of the product as specified on this certificate were tested according to the current UL requirements.

Models/Product

Multilayer printed wiring boards, type designations: FV-0, MC, MV1, MV-0, MV-1, MV-2, RM, TV-0, WV-0, MC1, MC2, MC3, MC4



Bruce Mahrenholz, Director North American Certification Program
UL LLC

Any information and documentation involving UL Mark services are provided on behalf of UL LLC (UL) or any authorized licensee of UL. For questions, please contact a local UL Customer Service Representative at <http://ul.com/aboutus/location>



In 2020, the Company was awarded the Certificate of Compliance, issued by UL, dated August 28, 2020.



KCE undertook steps in compliance with the CAC's certification process, such as the development of anti-corruption measures, conducting self-evaluations regarding anti-corruption practices. As a result, the Company was certified a CAC member on April 3, 2015 and subsequently received the 2 extensions of the certification on February 12, 2018 and December 31, 2020.

**Companies with
Excellent CG Scoring**
by alphabetical order



ข้อมูล ณ วันที่ 19 พฤศจิกายน 2563

No	Symbol		Public Company Limited	No	Symbol		Public Company Limited
81	ICHI*		ICHITAN GROUP	101	LPN		L.P.N. DEVELOPMENT
82	III		TRIPLE I LOGISTICS	102	MAKRO		SIAM MAKRO
83	ILINK		INTERLINK COMMUNICATION	103	MALEE		MALEE GROUP
84	INTUCH		INTOUCH HOLDINGS	104	MBK		MBK
85	IRPC		IRPC	105	MBKET		MAYBANK KIM ENG SECURITIES (THAILAND)
86	IVL		INDORAMA VENTURES	106	MC		MC GROUP
87	JKN		JKN GLOBAL MEDIA	107	MCOT		MCOT
88	JSP		J.S.P. PROPERTY	108	METCO		MURAMOTO ELECTRON (THAILAND)
89	JWD		JWD INFOLOGISTICS	109	MFEC		MFEC
90	K		KINGSMEN C.M.T.I.	110	MINT		MINOR INTERNATIONAL
91	KBANK		KASIKORNBANK	111	MONO		MONO NEXT
92	KCE		KCE ELECTRONICS	112	MOONG		MOONG PATTANA INTERNATIONAL
93	KKP		KIATNAKIN PHATRA BANK	113	MSC		METRO SYSTEMS CORPORATION
94	KSL		KHON KAEN SUGAR INDUSTRY	114	MTC		MUANGTHAI CAPITAL
95	KTB		KRUNG THAI BANK	115	NCH		N. C. HOUSING
96	KTC		KRUNGTHAI CARD	116	NCL		NCL INTERNATIONAL LOGISTICS
97	LANNA		THE LANNA RESOURCES	117	NEP		NEP REALTY AND INDUSTRY
98	LH		LAND AND HOUSES	118	NKI		THE NAVAKU INSURANCE
99	LHFG		LH FINANCIAL GROUP	119	NOBLE*		NOBLE DEVELOPMENT
100	LIT		LEASE IT	120	NSI		NAM SENG INSURANCE

To recognize well performers, the list of companies attaining “Good”, “Very Good” and “Excellent” levels of recognition (Not including listed companies qualified in the “no announcement of the results” clause from 1 January 2019 to 19 November 2020) is publicized.

* บริษัทหรือกรรมการหรือผู้บริหารของบริษัทที่มีส่วนการกำกับดูแลกิจการ เช่น การกระทำผิดเกี่ยวกับหลักทรัพย์ การทุจริต คอร์รัปชัน เป็นต้น ซึ่งการใช้ข้อมูล CGR ควรตระหนักถึงข้อจำกัดก่อนด้วย

In 2020, KCE was awarded an “Excellent” ranking for its Corporate Governance for the sixth consecutive years, based on a survey of listed companies, by the Thai of Directors Association (IOD)



KCE achieved an ASEAN Asset Class Publicly Listed Companies Award in the 2019 ASEAN CG Scorecard which receives support from the ASEAN Capital Markets Forum (ACMF) and Asian Development Bank (ADB) to acknowledge the listed companies in ASEAN with outstanding good corporate governance practices, on November, 2020



SET Awards 2016: The Company was awarded the "Outstanding CEO Awards" and the "Best Company Performance Awards", in a category of company with market capitalization of Bt30,000 - 100,000 million.

Appendix 2: Training and Development

KCE implements an employee development program to enhance their knowledge and potential. In 2020, training courses for employees included, but were not limited to, the following:

No.	Course	Objective	Target Group	Date	Period (TL Hours)	No. of Trainee
Safety						
1	ERT (EMERGENCY RESPONSE TEAM)	Train Emergency Response Team	Emergency Response Team	Jan-Dec 2020	36	43
2	Safety for working with X-rays	To comply with the rules and educate how to prevent dangerous when working with X-rays.	X-ray Area Staffs	Jan, Nov 2020	6	104
3	Safety in working area for contractors	To provide knowledge, how to prevent danger, and safety rules	All contractors working in KCE	Feb 2020	3	22
4	Safety Awareness	To create safety awareness in everyday working, toward zero accident.	All levels of employee	Feb, Mar 2020	5	97
5	Forklift skills and Maintenance Training	1) To develop skills in using Forklift. 2) To educate for maintenance.	Warehouse, Material preparation, FG stock	Feb, Nov 2020	12	30
6	Fire Suppression Basis	1)To educate causes and prevention of fires 2) To educate how to use fire suppression equipment.	All levels of employees	Mar 2020	6	52
7	Personal Protective Equipment (PPE)	To understand the importance of personal protective equipment Provide knowledge how to use the proper equipment	All employees	Mar 2020	3	18
8	ISO 45001: 2018-Risk and safety standard	1. To guide hazard pointing and risk assessment. 2. To establish appropriate measures to control hazard risks at each level.	All employees	Feb, Mar 2020	9	128
9	ISO 45001:2018	1) To educate about the ISO 45001: 2018 management system 2) To understand management of ISO 45001:2018	All employees	Mar 2020	3	51

No.	Course	Objective	Target Group	Date	Period (TL Hours)	No. of Trainee
10	Safety Officer in Supervisor level	1) To comply with the safety regulation 2) To provide knowledge regarding work safety, safety law 3) To prevent or to control incident and disease from work	Supervisors of all Section	Oct 2020	12	36
11	Training for the basic of First Aid	To understand the basic knowledge of the first aid and be able to help in the emergency incident	All Employees	Nov 2020	6	30
12	Safety for working in noise area	To provide knowledge of noise control regulation, how to prevent danger, and safety rules	Noise Area Staffs	Dec 2020	3	49
13	Annual Fire Drills and Evacuation.	1) To comply with the rules. 2) To educate how to survive and move from fire areas.	All Employees	Dec 2020	0.5	2,426
14	Chemical Handling & Emergency Response	1) To know various types of chemical and the usage of chemical. 2) Provide safety procedure in handling and storing chemical and working with chemical. 3) How to handle the emergency incident in case of chemical leaking.	Employee working with chemical	Dec 2020	6	41
15	ISO 45001: 2018- Internal Audit	To understand internal audit of ISO 45001: 2018	Internal Audit Team	Dec 2020	12	30

No.	Course	Objective	Target Group	Date	Period (TL Hours)	No. of Trainee
Environment						
16	Creation of an awareness in energy conservation, and Techniques&Rosh Reach Weee	1) To create awareness of energy conservation 2) Provide guideline for energy conservation in short term and long term 3) Create a role model for energy conservation	Foreman, Leader Operator, Technician Sub. Operator	Mar 2020	3	24

No.	Course	Objective	Target Group	Date	Period (TL Hours)	No. of Trainee
Human Resources						
17	KCE Life & Core value and Anti-corruption	To be aware of the company's core value and Anti-corruption	All employees	Jan 2020	3	296
18	Disciplinary action and the Labor law	To be aware of the Labor law and regulations, and understand the technique for disciplinary actions	Senior & Supervisor level	Feb 2020	3	31
19	KPI for Performance appraisal	1) To educate KPI concept and guideline for developing KPI 2) Guideline for KPI appraisal	Sub-Operator	Mar 2020	3	4
20	Managing Change (Inspirational Leadership of KCE)	1) To understand of leadership and roles and responsibilities of supervisors in the 4.0 era. 2) Increase leadership skills to manage the team. 3) Enable to apply to be leader and manage the team effectively.	All Senior level and above	Mar 2020	6	53
21	TLS.8001:2520 Awareness and Requirements (Update version)	1.To understand and update TLS8001:2020 2. To understand internal audit of TLS8001:2020	All level	Nov 2020	6	38
22	Pregnancy quality and childbirth preparation	Understanding pregnancy body changing and childbirth preparation.	Pregnant employee	Nov 2020	3	19
23	Internal Audit TLS.8001:2520 (Update version)	1.To understand and update TLS8001:2020 2. To understand internal audit of TLS8001:2020	All level	Dec 2020	6	38
24	Personal Data Protection (PDPA) for HR	1) To understand the Personal Data Protection Act B.E. 2562 (2019) 2. To understand how to keep data, dissemination and the impact of information.	All level	Dec 2020	6	40

Appendix 3: CSR activities

In 2020, the Company together with its employees participated in the following activities to contribute to the community and the public:

Activity 1: Distributed survival kits to provide relief for those affected by the COVID-19 situation in the Klong-Nimit community, Tambon Bang Saothong, Amphoe Bang Saothong, SamutPrakarn province, on Saturday May 9, 2020.

The COVID-19 pandemic that quickly spread around the world and affected people in various ways became a global economic crisis. The critical point is that people's way of life changed, and unemployment and starvation occurred. The Company took part in providing relief to COVID-afflicted people who lived in the Klong-Nimit community in Samutprakarn province by distributing 150 survival kits composed of rice packs, dried food, medicine, snacks, personal consumable products, ready-cooked food, drinking water and cloth masks, on Saturday May 9, 2020.

The Klong-Nimit community is located in the municipal area of Amphoe Bang Saothong in Samutprakarn province three kilometers from the district office and 33 kilometers from City Hall. There are 22,566 people who live in the municipal area of Amphoe Bang Saothong comprising 10,380 males and 11,683 females, and there are 11 schools in the community. The majority of people in the community works in factories and are paid the minimum wage, while the rest are employed in private companies or engage in miscellaneous trading. Most of the people who work in factories are located on both sides of Bangna-Trat road. Most are laborers, but some make a living in semi-independent jobs, such as those who take work from a factory to do at home such as sewing cloth, as well as motorbike taxi riders, those who work in hawker stalls in fresh-food markets, market fairs, and in front of factories.





Activity # 2 Distributed survival kits to provide relief for those affected by the COVID-19 situation in the Wat Lodchong community, Tambon Ban Pom, Amphoe Muang, Phra Nakhon Si Ayutthaya province, on Saturday May 16, 2020.

The Company took part in providing relief to help Thai people affected by the COVID-19 outbreak by distributing survival kits comprising rice packs, dried food, canned food, medicine, toothbrushes, toothpaste, soap, shampoo, drinking water, ready-cooked food and cloth masks. The company distributed 150 survival kits to impoverished people in Tambon Ban Pom, Amphoe Muang, Phra Nakhon Si Ayutthaya province, on Saturday May 16, 2020.

The distribution took place in the following villages:

- | | |
|-----------------|------------------|
| - Ban Makhamtae | - Ban Ratchaplea |
| - Wat PhraNgam | - Wat LotChong |
| - Ban Pom | - Wat SanamChai |
| - Wat Thammaram | - Ban Rongrad |

Tambon Ban Pom is located in Amphoe Muang, PhraNakhon Si Ayutthaya province. It comprises 11 villages with a population of 7,090 comprising 3,363 males and 3,727 females and 2,461 households. There is one Health Promoting hospital, two primary schools, two child development centers and one kindergarten. Most people engage in occupations such as farming, raising cows or buffalo, selling items in the market, and working for private enterprises or factories.



Activity # 3 The project “KCE against the cold for mountain children” donated educational funds, blankets, sweaters, stationery, school supplies and equipment, sports equipment, water purifiers and kitchen equipment to students of Ban Chang Mo School in Tambon Pa Pae, Amphoe Mae Sariang, Mae Hong Son province, on November 21, 2020.

Due to falling temperatures and heavy wind as the area is above sea level, some areas are declared a disaster zone in mountain areas. Hill tribe students suffer from cold weather because their families are poor and lack winter clothes or warm dress.

KCE took part in providing relief to hill tribe children in Ban Chang Mo School, Tambon Pa Pae, Amphoe Mae Sariang, Mae Hong Son province, on November 21, 2020. The Company donated educational funds and other items to students of the school, as follows:

- | | |
|-------------------------------------|-----------------------------------|
| - Scholarships totaling Baht 20,000 | - Miscellaneous kitchen equipment |
| - 100 blankets | - Food trays |
| - 80 sweaters | - Water filters |
| - 80 sets of stationery | - Snacks, toys and other items |

Ban Chang Mo School is located in a remote highland area 93 kilometers from Amphoe Mae Sariang. The school is under the Mae Hong Son Primary Educational Service Area Office II providing classes for children up to primary school level 6. The school serves three neighborhood areas: Ban Chang Mo, Ban Lawaek and Ban Omrad, totaling 72 students. The population of Ban Chang Mo Village, Tambon Pa Pae, consists of 39 households and 248 Lauand Karen hill tribe people, of which 131 are male and 117 female. They make a living by engaging in agriculture, raising animals for food and for performing ceremonies, such as chickens and pigs. They are Buddhist and Christian and perform rituals according to their traditional beliefs, while most villagers are illiterate and do not place importance on education.





Activity # 4 Distributed survival kits, drinking water and cloth masks to flood victims in Ban Pratu Chai (Kum Wang Goom) and Ban Kham Village, Ban Gok Village, Ban Nai Muang Village, Ban Sui Village, at Wat Pa Ban Kham Temple, Amphoe Phimai, Nakhon Ratchasima province, on Saturday November 28, 2020.

Flooding occurred in many Amphoes in Korat during September and October 2020 following heavy rainfall and tropical storm Noul. People living in 10 Amphoes were badly affected by damage caused to their plantations, roads and utilities. People living in 12 Tambons of Amphoe Phimai, 437 households, 31 villages, and six Tambons totaling 3,562 rai of agricultural land were especially affected by the flooding.

The Company took part in providing relief to help people who suffered from the flooding by distributing 250 survival kits that comprised rice packs, dried food, instant noodles, canned fish, medicine, snacks, 24 dozen of drinking water and 250 cloth masks. The distribution took place at Wat Pa Ban Kham Temple to people living in Ban Pratu Chai (Kum Wang Goom), Ban Kham Village, Ban Gok Village, Ban Nai Muang Village, and Ban Sui Village on Saturday November 28, 2020.

Pratu Chai Village, Ban Kham Village, Ban Gok Village, Ban Nai Muang Village and Ban Sui Village are located in Amphoe Phimai, Nakhon Ratchasima province, comprising 4,515 households, 3,730 persons, of which 1,839 are male and 1,791 female. The geographical area consists of plains and mountain slopes with a loamy sand type of soil. Most villagers engage in agriculture and farming, growing cassava and eucalyptus, and use water from natural resources. Drought occurs in some years when there is no rain or insufficient rainfall.





Activity # 5 “KCE share and care for the elderly” at Ban Siri wattantham, Tambon Don Kruai, Amphoe Damnoen Saduak, Ratchaburi province, on Saturday 19 December, 2020.

The Company provided assistance by offering rice, adult diapers, other consumer items and donated cash to Ban Siri wattantham located in Tambon Don Kruai, Amphoe Damnoen Saduak. It is a place that cares for more than 50 elderly persons who have no families between 61 and 89 years old, 12 of whom are bed-ridden patients, while others 30-32 persons are able to care for themselves.

The following was provided:

- Cash donation of Baht 20,000
- Adult diapers
- Soap, shampoo, powder and body lotion
- Snacks and other food items
- 10 bags of rice
- Wet tissue
- Cooking sauce and seasoning

Ban Siri wattantham was established 10 years ago. It is a foster home for the elderly who have no family. It is owned by Khun Kla and Khun Naree Siri wattantham, who was hired by the hospital to look after patients. As time passed, patients’ relatives disappeared and never returned to visit their family members. When Khun Naree did not receive a salary from the hospital and patients had no one to care for them, Khun Naree brought patient to her home. Later, as news spread, more patients were brought in. In the beginning, relatives often visited and brought various items and money to support the hospital, but eventually many disappeared. At the moment, 50 persons are in the care of Ban Siri wattantham.

Ban Siri wattantham is located in the area of Tambon Don Kruai, Amphoe Damnoen Saduak, Ratchaburi province. It has a population of 15,334 comprising 7,326 males and 8,008 females, most of whom engage in farming and miscellaneous trading. There are two Tambon Health Promoting hospitals in the district area under the Ministry of Public Health’s responsibility.





Appendix 4: Anti-Corruption activity



KCE Conducted a fraud risk awareness training workshop and class for all management, HR, and selected supervisors and personnel to ensure that principles and policies are communicated effectively to all levels of employees.



In 2020, Communicated throughout the organization regarding the anti-corruption news and provide additional whistle blowing channel and investigate the petition.