



# ESG Performance Report for Listed Companies in 2024

LH FINANCIAL GROUP PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

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## ESG Performance

Company Name : LH FINANCIAL GROUP PUBLIC COMPANY LIMITED

Symbol : LHFG

Market : SET

Industry Group : Financials

Sector : Banking

### Environmental management

#### Information on environmental policy and guidelines

##### Environmental policy and guidelines

Environmental policy and guidelines : Yes

Environmental guidelines : Electricity Management, Fuel Management, Water Management, Waste Management, Greenhouse Gas and Climate Change Management

Reference link for environmental policy and guidelines : <https://investor.lhfg.co.th/th/downloads/business-sustainability-report>

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

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

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

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

#### Information on compliance with environmental management principles and standards

##### Compliance with environmental management principles and standards

Environmental management principles and standards : ISO 14001 - Environmental management systems, EU Eco - Management and audit scheme (EMAS)

##### Compliance with energy management principles and standards

##### Compliance with water management principles and standards

Water management principles and standards : 3Rs or 5Rs

##### Compliance with waste management principles and standards

Waste management principles and standards : 3Rs, 5Rs or 7Rs

##### Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and standards : Thailand Greenhouse Gas Management Organization (TGO)

#### Information on incidents related to legal violations or negative environmental impacts

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

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

## Energy management

### Disclosure boundary in energy management in the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	4
Actual number of disclosure boundaries	:	4
Data disclosure coverage (%)	:	100.00

### Information on energy management

#### Energy management plan

The company's energy management plan : Yes

### Information on setting goals for managing energy

#### Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or fuel : Yes  
management

#### Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased and fuel consumption	-	2025 : Reduced by 1%

### Information on performance and outcomes of energy management

#### Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

### Information on electricity management

#### Company's electricity consumption <sup>(\*)</sup>

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	0.00	1,972,718.00	1,959,474.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	N/A	1,972,718.00	1,959,474.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	0.00	0.00	0.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	0.00	1,102.69	1,099.59

Additional explanation : <sup>(\*)</sup> Exclude electricity consumption outside of the Company

### Electricity Consumption Intensity

	2022	2023	2024
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m <sup>2</sup> )	133.14000000	157.44000000	111.86000000

### Electricity Expense (\*)

	2022	2023	2024
Total electricity expense (Baht)	10,115,585.00	13,727,600.40	13,714,908.75
Percentage of total electricity expense to total expenses (%) <sup>(**)</sup>	0.11	0.12	0.11
Percentage of total electricity expense to total revenues (%) <sup>(**)</sup>	0.09	0.10	0.09
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	5,810.22	7,673.34	7,696.36

Additional explanation : <sup>(\*)</sup> Exclude electricity expense outside of the Company

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

### Information on fuel management

#### Company's fuel consumption

	2022	2023	2024
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	27,446.64	25,769.90	24,956.20
Gasoline (Litres)	77,203.08	65,256.50	227,993.84
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard Cubic Feet)	0.00	0.00	0.00
LPG (Kilograms)	0.00	0.00	0.00
Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

Additional explanation : Not include external fuel consumption

#### Company's fuel expense (\*)

	2022	2023	2024
Total fuel expense (Baht)	0.00	2,349,616.08	2,146,405.54
Percentage of total fuel expense to total expenses (%) <sup>(**)</sup>	0.00	0.02	0.02

	2022	2023	2024
Percentage of total fuel expense to total revenues (%) <sup>(**)</sup>	0.00	0.02	0.01

Additional explanation : <sup>(\*)</sup> Exclude electricity expense outside of the Company

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

## Information on total energy management (electricity + fuel)

### Energy Consumption

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

### Energy Consumption Intensity

	2022	2023	2024
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) <sup>(*)</sup>	N/A	0.00000000	0.00000000
Intensity of total energy consumption within the organization (Megawatt-Hours / m <sup>2</sup> )	0.00000000	0.00000000	0.00000000

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Water management

### Disclosure boundary in water management over the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	4
Actual number of disclosure boundaries	:	4
Data disclosure coverage (%)	:	100.00

### Information on water management plan

#### Water management plan

The Company's water management plan	:	Yes
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### Information on setting goals for water management

#### Setting goals for water management

Does the company set goals for water management	:	Yes
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#### Details of setting goals for water management

Target(s)	Base year(s)	Target year(s)
Reduction of water withdrawal	-	2025 : Reduced by 9%

### Information on performance and outcomes of water management

#### Performance and outcomes of water management

Performance and outcomes of water management	:	Yes
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### Information on water management

#### Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	14,913.00	20,913.00	18,972.00
Water withdrawal by third-party water (cubic meters)	14,913.00	20,913.00	18,972.00
Water withdrawal by surface water (cubic meters)	0.00	0.00	0.00
Water withdrawal by groundwater (cubic meters)	0.00	0.00	0.00
Water withdrawal by seawater (cubic meters)	0.00	0.00	0.00
Water withdrawal by produced water (cubic meters)	0.00	0.00	0.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	8.57	11.69	10.65
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup>	0.00	0.00	0.00

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Water discharge by destinations

	2022	2023	2024
Percentage of treated wastewater (%)	0.00	0.00	0.00
<b>Total wastewater discharge (cubic meters)</b>	0.00	0.00	0.00
Wastewater discharged to third-party water (cubic meters)	0.00	0.00	0.00
Wastewater discharged to surface water (cubic meters)	0.00	0.00	0.00
Wastewater discharged to groundwater (cubic meters)	0.00	0.00	0.00
Wastewater discharged to seawater (cubic meters)	0.00	0.00	0.00

## Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	14,913.00	20,913.00	18,972.00

## Recycled water consumption

	2022	2023	2024
Total recycled water for consumption (Cubic meters)	0.00	0.00	0.00

## Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup>	0.00137234	0.00152801	0.00128406
Intensity of total water consumption (Cubic meters / m <sup>2</sup> )	1.19000000	1.66000000	1.79000000

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Water withdrawal expenses

	2022	2023	2024
<b>Total water withdrawal expense (Baht)</b>	329,812.00	448,011.00	406,015.72
Total water withdrawal expense from third-party water (Baht)	329,812.00	448,011.00	406,015.72
Total water withdrawal expense from other sources (Baht)	0.00	0.00	0.00

	2022	2023	2024
Percentage of total water withdrawal expense to total expenses (%) <sup>(*)</sup>	0.00	0.00	0.00
Percentage of total water withdrawal expense to total revenues (%) <sup>(*)</sup>	0.00	0.00	0.00
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	189.44	250.43	227.84

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement



## Waste management

### Disclosure boundary in waste management over the past years

Boundary type : Business Group  
Total number of disclosure boundaries : 4  
Actual number of disclosure boundaries : 4  
Data disclosure coverage (%) : 100.00

### Information on waste management plan

#### Waste management plan

The company's waste management plan : Yes

### Information on setting goals for waste management

#### Setting goals for waste management

Does the company set goals for waste management : Yes

#### Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Reduction of waste generation Waste type: Non-hazardous waste	-	2025 : Reduced by 0% or 0.00 Kilograms	<ul style="list-style-type: none"><li>• Reuse</li><li>• Recycle</li></ul>

### Information on performance and outcomes of waste management

#### Performance and outcomes of waste management

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

#### Diagram of performance and outcomes of waste management



## Information on waste management

### Waste Generation<sup>(\*)</sup>

	2022	2023	2024
Total waste generated (Kilograms)	18,698.59	52,622.49	76,567.83
Total non-hazardous waste (kilograms)	18,698.59	52,610.79	76,550.93
Total hazardous waste (kilograms)	0.00	11.70	16.90
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.00	0.00	0.01
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.00	0.00	0.01
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.00	0.00	0.00

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

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

### Waste reuse and recycling

	2022	2023	2024
Total reused/recycled waste (Kilograms)	6,447.00	7,660.20	6,447.00
Reused/Recycled non-hazardous waste (Kilograms)	6,447.00	7,660.20	6,447.00
Reused/Recycled hazardous waste (Kilograms)	0.00	0.00	0.00
Percentage of total reused/recycled waste to total waste generated (%)	34.48	14.56	8.42
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	34.48	14.56	8.42
Percentage of reused/recycled hazardous waste to hazardous waste (%)	N/A	0.00	0.00

Additional explanation : Exclude the total weight of reused/recycled waste outside of the Company, which is not responsible for the waste disposal or treatment cost

## Greenhouse gas management

### Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	4
Actual number of disclosure boundaries	:	4
Data disclosure coverage (%)	:	100.00

### Information on greenhouse gas management plan

#### Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

### Information on setting greenhouse gas emission goals

#### Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : Yes

Company's existing targets : Setting net-zero greenhouse gas emissions targets, Carbon Neutrality

#### Setting net-zero greenhouse gas emissions targets

##### Details of setting net-zero greenhouse gas emissions targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year	Certification
Scope 1-3	2065 : Greenhouse gas emissions 3,015.00 tCO <sub>2</sub> e	2025 : Reduced by 25% in comparison to the base year	2030 : Reduced by 25% in comparison to the base year	<ul style="list-style-type: none"><li>• Thailand Greenhouse Gas Management Organization (TGO) : Net zero</li><li>• Science-based Targets (SBTi) : None</li></ul>

#### Setting carbon neutrality targets

##### Details of setting carbon neutrality targets

Greenhouse gas emission scope	Base year(s)	Target year(s)	Certification
Scope 1-3	2030 : Greenhouse gas emissions 3,015.00 tCO <sub>2</sub> e	2030 : Reduced by 25%	<ul style="list-style-type: none"><li>• Thailand Greenhouse Gas Management Organization (TGO)</li></ul>

### Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

### Diagram of performance and outcomes in greenhouse gas management



## Information on greenhouse gas management

### The company's greenhouse gas emissions

	2022	2023	2024
<b>Total GHG emissions (Metric tonnes of carbon dioxide equivalents)</b>	2,378.00	2,564.00	3,996.42
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	349.00	332.00	528.57
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	1,486.00	1,659.00	2,458.14
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	543.00	573.00	1,009.71

### Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) <sup>(*)</sup>	0.000219	0.000187	0.000270
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	1.37	1.43	2.24
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / m <sup>2</sup> )	0.19000000	0.20500000	0.33425662
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / Person (employee))	1.36000000	1.43320290	2.24354658

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Information on verification of the company's greenhouse gas emissions over the past year

### Verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions : Yes

List of greenhouse gas verifier entity : LRQA (Thailand) Limited

## Information on reduction and absorption of greenhouse gas

### Reduction of Greenhouse Gas

	2022	2023	2024
<b>Total reduced GHG (Metric kilograms of carbon dioxide equivalent)</b>	0.00	0.00	272.79
Care the Bear Project (Metric kilograms of carbon dioxide equivalent)	N/A	0.00	272.79
Care the Whale Project (Metric kilograms of carbon dioxide equivalent)	N/A	0.00	0.00

## Absorption and removal of Greenhouse Gas

	2022	2023	2024
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Wild Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

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## ESG Performance

Company Name : LH FINANCIAL GROUP PUBLIC COMPANY LIMITED

Symbol : LHFG

Market : SET

Industry Group : Financials

Sector : Banking

### Human rights

#### Information on social and human rights policies and guidelines

##### Social and human rights policy and guidelines

Social and human rights policy and guidelines : Yes

Social and human rights guidelines : Employee Rights, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work, Non-discrimination, Supplier rights

#### Information on review of social and human rights policies, guidelines, and/or goals over the past year

##### Review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year : Yes

Changes in social and human rights policies, guidelines, and/or goals : Employee Rights, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work, Non-discrimination, Supplier rights

#### Information on compliance with human rights principles and standards

##### Compliance with human rights principles and standards

Human rights management principles and standards : Thai Labour Standard: Corporate Social Responsibility of Thai Businesses (TLS 8001-2010) by the Ministry of Labour

#### Information on Human Rights Due Diligence : HRDD

##### Human Rights Due Diligence : HRDD

Does the company have an HRDD process : Yes

#### Information on incidents related to legal or social and human rights violations

##### Number of cases and incidents of significant legal or social and human rights violations

	2022	2023	2024
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	1
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0



	2022	2023	2024
Total number of incidents or complaints related to business partner's rights violations (cases)	0	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	0	0	1
Total number of cases or incidents related to workplace safety and occupational health (cases)	0	0	0

#### Details of incidents and corrective measures for significant social and legal violations

Year of incident	Details	Progress status
2024	<p><b>Incident</b></p> <p>-</p> <p><b>Impact that occurred or is expected to occur</b></p> <p><u>Non-financial impact</u></p> <p>-</p> <p><u>Financial impact</u></p> <ul style="list-style-type: none"> <li>• Expected impact on financial statement : 0.00 baht</li> <li>• Actual impact on financial statement : 0.00 baht</li> </ul> <p><b>Corrective or remedial measures</b></p> <p>-</p>	Incident no longer subject to action

## Fair labor practice

### Disclosure boundary in fair labor practice in the past years

Boundary type : Business Group  
Total number of disclosure boundaries : 4  
Data disclosure coverage (%) : 0.00

### Information on employees and labor management plan

#### Employees and labor management plan

The company's employee and labor management plan : Yes  
Employee and labor management plan implemented : Fair employee compensation, Employee training and  
by the Company in the past year development, Promoting employee relations and  
participation, Migrant/foreign labor, Child labor,  
Occupational health and safety in workplace

### Information on setting employee and labor management goals

#### Setting employee and labor management goals

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

#### Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
<ul style="list-style-type: none"><li>• Fair employee compensation</li><li>• Employee training and development</li><li>• Occupational health and safety in workplace</li><li>• Non-discrimination</li></ul>	-	2025: -	2025: -

### Information on performance and outcomes for employee and labor management

#### Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor : Yes  
management

### Information on employment

#### Employment

	2022	2023	2024
Total Employment (Person)	1,741	1,789	1,782
Percentage of employees to total employment (%)	100.00	100.00	100.00
Percentage of non-employee workers to total employment (%)	0.00	0.00	0.00

	2022	2023	2024
<b>Total employees (persons)</b>	1,741	1,789	1,782
Male employees (persons)	661	700	689
Percentage of male employees (%)	37.97	39.13	38.66
Female employees (persons)	1,080	1,089	1,093
Percentage of female employees (%)	62.03	60.87	61.34
<b>Total of workers who are not employees (Person)</b>	0	0	0
Male workers who are not employees (Person)	0	0	0
Percentage of male non-employee workers (%)	0.00	0.00	0.00
Female workers who are not employees (Person)	0	0	0
Percentage of female non-employee workers (%)	0.00	0.00	0.00

#### Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	117	115	126
Percentage of employees under 30 years old (%)	6.72	6.43	7.07
Total number of employees 30-50 years old (Persons)	1,369	1,387	1,314
Percentage of employees 30-50 years old (%)	78.63	77.53	73.74
Total number of employees over 50 years old (Persons)	255	287	342
Percentage of employees over 50 years old (%)	14.65	16.04	19.19

#### Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	44	50	49
Percentage of male employees under 30 years old (%)	6.66	7.14	7.11
Total number of male employees 30-50 years old (Persons)	483	502	464
Percentage of male employees 30-50 years old (%)	73.07	71.71	67.34
Total number of male employees over 50 years old (Persons)	134	148	176
Percentage of male employees over 50 years old (%)	20.27	21.14	25.54

### Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	73	65	77
Percentage of female employees under 30 years old (%)	6.76	5.97	7.04
Total number of female employees 30-50 years old (Persons)	886	885	850
Percentage of female employees 30-50 years old (%)	82.04	81.27	77.77
Total number of female employees over 50 years old (Persons)	121	139	166
Percentage of female employees over 50 years old (%)	11.20	12.76	15.19

### Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	715	653	1,015
Percentage of employees in operational level (%)	41.07	36.50	56.96
Total number of employees in management level (Persons)	999	1,109	714
Percentage of employees in management level (%)	57.38	61.99	40.07
Total number of employees in executive level (Persons)	27	27	53
Percentage of employees in executive level (%)	1.55	1.51	2.97

### Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	239	244	356
Percentage of male employees in operational level (%)	36.16	34.86	51.67
Total number of male employees in management level (Persons)	401	437	297
Percentage of male employees in management level (%)	60.67	62.43	43.11
Total number of male employees in executive level (Persons)	21	19	36
Percentage of male employees in executive level (%)	3.18	2.71	5.22

### Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	476	409	659
Percentage of female employees in operational level (%)	44.07	37.56	60.29
Total number of female employees in management level (Persons)	598	672	417
Percentage of female employees in management level (%)	55.37	61.71	38.15
Total number of female employees in executive level (Persons)	6	8	17
Percentage of female employees in executive level (%)	0.56	0.73	1.56

### Significant changes in the number of employees

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

### Number of male employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person)	N/A	N/A	649
Northern (Person)	N/A	N/A	10
Northeastern (Person)	N/A	N/A	10
Southern (Person)	N/A	N/A	8
Eastern (Person)	N/A	N/A	12

### Number of female employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person)	N/A	N/A	962
Northern (Person)	N/A	N/A	32
Northeastern (Person)	N/A	N/A	38
Southern (Person)	N/A	N/A	32
Eastern (Person)	N/A	N/A	29

### Employment of workers with disabilities

	2022	2023	2024
<b>Total employment of workers with disabilities (persons)</b>	0	17	17
Percentage of disabled workers to total employment (%)	0.00	0.95	0.95
<b>Total number of employees with disabilities (Persons)</b>	N/A	17	17
Percentage of disabled employees to total employees (%)	N/A	0.95	0.95
<b>Total number of workers who are not employees with disabilities (persons)</b>	N/A	0	0
Percentage of disabled non-employee workers to total non-employee workers (%)	N/A	0.00	0.00
<b>Contributions to empowerment for persons with disabilities fund</b>	-	Yes	Yes

## Information on compensation of employees

### Employee remuneration by gender

	2022	2023	2024
<b>Total employee remuneration (baht)</b>	254,110,569.13	245,170,000.00	183,172,674.71
Total male employee remuneration (baht)	129,204,401.42	110,259,700.00	79,911,189.38
Percentage of remuneration in male employees (%)	50.85	44.97	43.63
Total female employee remuneration (baht)	124,906,167.71	134,910,300.00	103,261,485.33
Percentage of remuneration in female employees (%)	49.15	55.03	56.37
Average remuneration of employees (Baht / Person)	145,956.67	137,043.04	102,790.50
Average remuneration of male employees (Baht / Person)	195,468.08	157,513.86	115,981.41
Average remuneration of female employees (Baht / Person)	115,653.86	123,884.57	94,475.28
Ratio of average remuneration of female employees to male employees	0.59	0.79	0.81

### Provident fund management policy

Provident fund management policy : Have

### Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	222	228	1,769

	2022	2023	2024
Proportion of employees who are PVD members (%)	12.75	12.74	94.00
Total amount of provident fund contributed by the company (baht)	62,300,000.00	58,141,387.19	70,863,198.56
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	24.52	23.71	38.69

## Information on employee development

### Employee training and development

	2022	2023	2024
Employee development plans as part of annual performance reviews	-	-	Yes
Average employee training hours (Hours / Person / Year)	22.00	3.37	33.00
Total amount spent on employee training and development (Baht)	10,501,622.71	17,482,133.44	15,150,163.06
Percentage of training and development expenses to total expenses (%) <sup>(*)</sup>	0.001163	0.001567	0.001237
Percentage of training and development expenses to total revenue (%) <sup>(*)</sup>	0.000966	0.001277	0.001025

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Information on safety, occupational health, and work environment

### Statistic of accident and injuries of employees from work

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	0	0	0
Total number of employees that lost time injuries for 1 day or more (Persons)	0	0	0
Percentage of employees that lost time injuries for 1 day or more (%)	0.00	0.00	0.00
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00

Additional explanation : <sup>(\*)</sup> The company with the total number of employees over 100 or more

<sup>(\*\*)</sup> The company with the total number of employees less than or equal to 100

## Information on promoting employee relations and participation

## Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	0	332	299
Total number of male employee turnover leaving the company voluntarily (persons)	N/A	105	104
Total number of female employee turnover leaving the company voluntarily (persons)	N/A	227	195
Proportion of voluntary resignations (%)	0.00	18.56	16.78
Percentage of male employee turnover leaving the Company voluntarily (%)	N/A	5.87	5.84
Percentage of female employee turnover leaving the Company voluntarily (%)	N/A	12.69	10.94
	2022	2023	2024
Evaluation result of employee engagement	Yes	Yes	Yes

## Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare Committee



## Responsibility to customers/ consumers

### Information on responsibility to customers/consumers policy

#### Consumer data privacy and protection policy and guidelines

Consumer data privacy and protection policy and guidelines	:	Yes
Consumer data privacy and protection guidelines	:	Collection of personal data, Use or disclosure of data, Rights of data owners, Retention and storage duration of personal data, Company's measures for third parties' use of customer data, Security measures of personal data

#### Responsible sales and marketing policy and guidelines

Responsible sales and marketing policy and guidelines	:	Yes
Responsible sales and marketing guidelines	:	Marketing communications that respect the law, adhere to relevant regulations, and consider consumer rights.

#### Policy and guidelines on communicating the impact of products and services to customers / consumers

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

### Information on customer management plan

#### Customer management plan

Company's customer management plan	:	Yes
Customer management plan implemented by the company in the past year	:	Responsible production and services for customers, Communication of product and service impacts to customers / consumers, Development of customer satisfaction and customer relationship, Consumer data privacy and protection

### Information on setting customer management goals

#### Setting customer management goals

Does the company set customer management goals	:	Yes
--	---	-----

#### Details of setting customer management goals

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Development of customer satisfaction and customer relationship	-	-	2025: -

### Information on performance and results of customer management

#### Performance and outcomes of customer management

Performance and outcomes of customer management	:	Yes
---	---	-----

#### Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	Yes	Yes	Yes

### Channels for receiving complaints from customers/consumers

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

Telephone : 1327

Fax : 02 677 7223

Email : presidentoffice@lhbank.co.th

Company's website : www.lhfg.co.th

Address : 5th floor, No.1 Q.House Lumpini Building, South  
Sathon Road, Thungmahamek, Sathon, Bangkok 10120

## Responsibility to community/ society

### Information on community development and engagement policies

#### Community development and engagement policies

Community development and engagement policies : Yes

### Information on community and social management plan

#### Community and social management plan

Company's community and social management plan : Yes

Community and social management plan implemented by the company over the past year : Education, Religion and culture, Occupational health, safety, health, and quality of life, Disadvantaged and vulnerable groups, Reducing inequality

### Information on setting of community and social management goals

#### Setting of community and social management goals

Does the company set community and social management goals : No

### Information on outcomes and results of community and social management

#### Performance and outcomes of community and social management

Performance and outcomes of community and social management : Yes

### Benefit from implementing social development project

#### Financial benefits

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

#### Non-financial benefits

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

### Expenses from social and environmental development project

	2022	2023	2024
Total financial contribution to community/social development projects or activities (Bath)	1,900,000.00	2,000,000.00	2,193,933.00
Percentage of financial contribution for community/social development projects or activities to total expense (%) <sup>(*)</sup>	0.021047	0.017931	0.017913
Percentage of financial contribution for community/social development projects or activities to total revenue (%) <sup>(*)</sup>	0.017484	0.014613	0.014849

Additional Explanation : (\*) Total revenues and total expenses from total financial statement

**Remarks** - This document is automatically generated based on information processed as received from the listed company on "as is" basis. The Stock Exchange of Thailand ("SET") does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information

contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

## ESG Performance

Company Name : LH FINANCIAL GROUP PUBLIC COMPANY LIMITED

Symbol : LHFG

Market : SET

Industry Group : Financials

Sector : Banking

### Corporate Governance Policy

#### Information on overview of the policy and guidelines

##### Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

##### Policy and guidelines related to the board of directors

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

Guidelines related to the board of directors : Nomination of Directors, Determination of Director Remuneration, Independence of the Board of Directors from the Management, Director Development, Board Performance Evaluation

##### Nomination of Directors

Reference link for Nomination of Directors : <https://investor.lhfg.co.th/storage/content/corporate-governance/corporate-governance-policy/20250304-lhfg-cg-policy-2024-en.pdf>

Page number of the reference link : 3-5

##### Determination of Director Remuneration

Reference link for Determination of Director Remuneration : <https://investor.lhfg.co.th/storage/content/corporate-governance/corporate-governance-policy/20250304-lhfg-cg-policy-2024-en.pdf>

##### Independence of the Board of Directors from the Management

##### Director Development

##### Board Performance Evaluation

##### Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders : Yes

Guidelines and measures related to shareholders and stakeholders : Shareholder, Employee, Customer, Business competitor, Business partner, Creditor, Community and society

##### Shareholder

##### Employee

##### Customer

##### Business competitor

##### Business partner

##### Creditor

##### Community and society

## Information on business code of conduct

### Business code of conduct

Business code of conduct : Yes

### Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information, Gift giving or receiving, entertainment, or business hospitality, Compliance with laws, regulations, and rules, Information and assets usage and protection, Anti-unfair competitiveness, Information and IT system security, Environmental management

#### Prevention of Conflicts of Interest

#### Anti-corruption

#### Whistleblowing and Protection of Whistleblowers

#### Prevention of Misuse of Inside Information

#### Gift giving or receiving, entertainment, or business hospitality

#### Compliance with laws, regulations, and rules

#### Information and assets usage and protection

#### Anti-unfair competitiveness

#### Information and IT system security

#### Environmental management

### Promotion of compliance with the business code of conduct

Promotion for the board of directors, executives, and employees to comply with the business code of conduct : Yes

### Participation in anti-corruption networks

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

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

### Diagram of participation in anti-corruption networks



Information on material changes and developments in policy and corporate governance system over the past year

Material changes and developments related to the review of policy and guidelines in corporate governance system or board of directors' charter

In the past year, did the company review the corporate governance policy and guidelines, or board of directors' charter : Yes

Material changes and developments in policy and guidelines over the past year : Yes

Implementation of the CG Code for listed companies

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

## Corporate Governance Structure

Information on corporate governance structure

Corporate governance structure

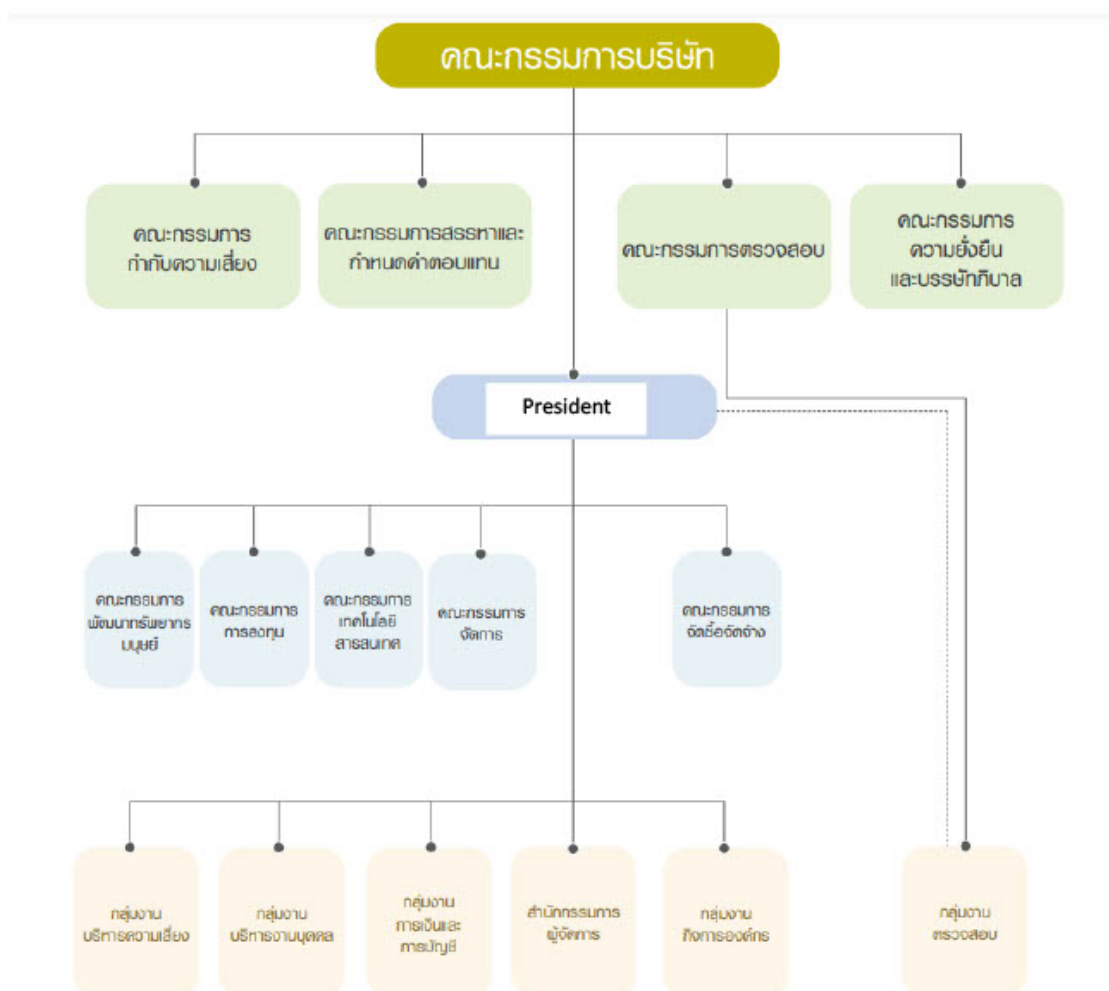
Corporate governance structure diagram

Corporate governance structure diagram



## 7. โครงสร้างการกำกับดูแลกิจการ และข้อมูลสำคัญเกี่ยวกับคณะกรรมการ คณะกรรมการ ชุดย่อย ผู้บริหาร พนักงานและอื่นๆ

### 7.1 โครงสร้างการกำกับดูแลกิจการ



Information on the board of directors

Information on the board of directors

## Composition of the board of directors

	2024	
	Male (persons)	Female (persons)
Total directors	11	
	10	1
Executive directors	5	
	5	0
Non-executive directors	6	
	5	1
Independent directors	4	
	3	1
Non-executive directors who have no position in independent directors	2	
	2	0

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	90.91	9.09
Executive directors	45.45	
	45.45	0.00
Non-executive directors	54.55	
	45.45	9.09
Independent directors	36.36	
	27.27	9.09
Non-executive directors who have no position in independent directors	18.18	
	18.18	0.00

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

	2024	
	Male (years)	Female (years)
Average director age	67	
	67	71

## The information on each director and controlling person

### List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Mr. VORAPOL SOCATIYANURAK  Gender: Male  Age : 69 years  Highest level of education : Doctoral degree  Study field of the highest level of education : Finance  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesn't Have  Legal offenses in the past 5 years : Doesn't Have  DAP course : Yes  DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)</li> </ul> <p><u>Indirect shareholding details</u></p> <p>None</p>	<p>Chairman of the Board of Directors  (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	25 Oct 2021	Finance, Leadership, Banking, Finance & Securities, Strategic Management
<p>2. Mr. WU, KUO-CHIN  Gender: Male  Age : 70 years  Highest level of education : Master's degree  Study field of the highest level of education : Business Administration  Thai nationality : No  Residence in Thailand : Yes  Family relationship between directors and executives : Doesn't Have  Legal offenses in the past 5 years : Doesn't Have  DAP course : Yes  DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)</li> </ul> <p><u>Indirect shareholding details</u></p> <p>None</p>	<p>Vice-chairman of the Board of Directors  (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	1 Aug 2017	Banking, Business Administration, Human Resource Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. NAPORN SUNTHORNCHITCHAROEN</p> <p>Gender: Male</p> <p>Age : 66 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)</li> </ul> <p><u>Indirect shareholding details</u></p> <p>None</p>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	3 May 2011	Property Fund & REITs, Business Administration, Property Development, Engineering
<p>4. Mr. KHUNAWUT THUMPOMKUL</p> <p>Gender: Male</p> <p>Age : 67 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 2,700,066 Shares (0.012746 %)</li> </ul> <p><u>Indirect shareholding details</u></p> <p>None</p>	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	14 Aug 2013	Economics, Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mrs. SUPRIYA KUANDACHAKUPT</p> <p>Gender: Female</p> <p>Age : 71 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Economics</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> </ul>	<p>Director</p> <p>(Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	1 Aug 2017	Sustainability, Risk Management, Audit, Internal Control, Governance/ Compliance
<p>6. Mr. SHIH, JIING-FUH</p> <p>Gender: Male</p> <p>Age : 60 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : No</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 5,000,000 Shares (0.023603 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)</li> </ul> <p><u>Indirect shareholding details</u></p> <p>None</p>	<p>Director</p> <p>(Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	1 Aug 2017	Banking, Information & Communication Technology, Accounting, Risk Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Mr. PRADIT SAWATTANANOND</p> <p>Gender: Male</p> <p>Age : 76 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> </ul>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	23 Apr 2018	Sustainability, Risk Management, Audit, Internal Control, Governance/ Compliance
<p>8. Mr. PICHAI DUSDEEKULCHAI</p> <p>Gender: Male</p> <p>Age : 72 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> </ul>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	22 Jun 2020	Sustainability, Risk Management, Audit, Governance/ Compliance, Statistics

List of directors	Position	First appointment date of director	Skills and expertise
<p>9. Mr. VICHIAN AMORNPOONCHAI</p> <p>Gender: Male</p> <p>Age : 63 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 82 Shares (0.000000 %)</li> </ul>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	25 Oct 2021	Banking, Accounting, Finance, Internal Control, Commerce
<p>10. Mr. PIPHOB VERAPHONG</p> <p>Gender: Male</p> <p>Age : 62 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Law</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> </ul>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	29 Jun 2022	Law, Risk Management, Audit, Internal Control, Governance/ Compliance

List of directors	Position	First appointment date of director	Skills and expertise
<p>11. Mr. LEE YU-CHOU</p> <p>Gender: Male</p> <p>Age : 70 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Law</p> <p>Thai nationality : No</p> <p>Residence in Thailand : No</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)</li> </ul> <p><u>Indirect shareholding details</u></p> <p>None</p>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	3 Jul 2023	Business Administration, Banking, Finance

Additional explanation:

(\*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003), only in the following cases:

(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(\*\*) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

## List of the board of directors by position



List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
1. Mr. VORAPOL SOCATIYANURAK	Chairman of the Board of Directors		✓		✓	
2. Mr. WU, KUO-CHIN	Vice-chairman of the Board of Directors	✓				✓
3. Mr. NAPORN SUNTHORNCHITCHAROEN	Director	✓				✓
4. Mr. KHUNAWUT THUMPOMKUL	Director		✓		✓	
5. Mrs. SUPRIYA KUANDACHAKUPT	Director		✓	✓		
6. Mr. SHIH, JIING-FUH	Director	✓				✓
7. Mr. PRADIT SAWATTANANOND	Director		✓	✓		
8. Mr. PICHAI DUSDEEKULCHAI	Director		✓	✓		
9. Mr. VICHIAN AMORNPOONCHAI	Director	✓				✓
10. Mr. PIPHOB VERAPHONG	Director		✓	✓		
11. Mr. LEE YU-CHOU	Director	✓				✓
Total (persons)		5	6	4	2	5

## Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	1	9.09
2. Banking	5	45.45
3. Finance & Securities	1	9.09
4. Property Fund & REITs	1	9.09
5. Property Development	1	9.09
6. Commerce	1	9.09
7. Information & Communication Technology	1	9.09
8. Law	1	9.09
9. Accounting	2	18.18
10. Finance	3	27.27
11. Human Resource Management	1	9.09
12. Sustainability	3	27.27
13. Statistics	1	9.09
14. Engineering	1	9.09
15. Leadership	1	9.09
16. Strategic Management	1	9.09
17. Risk Management	5	45.45
18. Audit	4	36.36
19. Internal Control	4	36.36
20. Governance/ Compliance	4	36.36
21. Business Administration	4	36.36

#### Information about the other directors

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

Additional explanation : (\*) Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards

(\*\*) If a remark is specified, the remark from the most recent year will be displayed

## The measures for balancing the power between the board of directors and the Management

The measures for balancing the power between the board of directors and the Management : Have

Methods of balancing power between the board of directors and Management : Others : -

## Information on the roles and duties of the board of directors

Board charter : Have

## Information on subcommittees

## Information on subcommittees

## Information on roles of subcommittees

## Roles of subcommittees

### Audit Committee

#### Role

- Audit Subcommittee

#### Scope of authorities, role, and duties

-

#### Reference link for the charter

-

### Sustainability and Corporate Governance Committee

#### Role

- Nomination Remuneration Subcommittee
- Sustainability Subcommittee

#### Scope of authorities, role, and duties

-

#### Reference link for the charter

-

### Nomination and Remuneration Committee

#### Role

- Nomination Subcommittee
- Remuneration Subcommittee

#### Scope of authorities, role, and duties

-

#### Reference link for the charter

-

## Risk Oversight Committee

### Role

- RiskManagement Subcommittee

### Scope of authorities, role, and duties

-

### Reference link for the charter

-

## Information on each subcommittee

### List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Mr. PIPHOB VERAPHONG</p> <p>Gender: Male</p> <p>Age : 62 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Law</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : No</p>	<p>Chairman of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	20 Jun 2022	Law, Risk Management, Audit, Internal Control, Governance/ Compliance
<p>2. Mrs. SUPRIYA KUANDACHAKUPT<sup>(*)</sup></p> <p>Gender: Female</p> <p>Age : 71 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Economics</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	1 Aug 2017	Sustainability, Risk Management, Audit, Internal Control, Governance/ Compliance
<p>3. Mr. PRADIT SAWATTANANOND<sup>(*)</sup></p> <p>Gender: Male</p> <p>Age : 76 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	24 Apr 2018	Sustainability, Risk Management, Audit, Internal Control, Governance/ Compliance
<p>4. Mr. PICHAI DUSDEEKULCHAI</p> <p>Gender: Male</p> <p>Age : 72 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : No</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	24 Jun 2020	Sustainability, Risk Management, Audit, Governance/ Compliance, Statistics

Additional explanation :

(\*) Directors with expertise in accounting information review

## Other Subcommittees

Subcommittee name	Name list	Position
Sustainability and Corporate Governance Committee	Mr. PIPHOB VERAPHONG	The chairman of the subcommittee (Independent director)
	Mrs. SUPRIYA KUANDACHAKUPT	Member of the subcommittee (Independent director)
	Mr. PRADIT SAWATTANANOND	Member of the subcommittee (Independent director)
Nomination and Remuneration Committee	Mr. PICHAI DUSDEEKULCHAI	The chairman of the subcommittee (Independent director)
	Mrs. SUPRIYA KUANDACHAKUPT	Member of the subcommittee (Independent director)
	Mr. PRADIT SAWATTANANOND	Member of the subcommittee (Independent director)
Risk Oversight Committee	Mr. PRADIT SAWATTANANOND	The chairman of the subcommittee (Independent director)
	Mr. SHIH, JIING-FUH	Member of the subcommittee
	Mr. PICHAI DUSDEEKULCHAI	Member of the subcommittee (Independent director)

Information on the executives

Information on the executives

List and positions of the executive

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

List of executives	Position	First appointment date	Skills and expertise
1. Ms. Thanawan Teekautamakorn <sup>(***)</sup> Gender: Female Age : 59 years Highest level of education : Master's degree Study field of the highest level of education : Law Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Head of Internal Audit Group	8 Sep 2021	Law, Accounting, Audit, Internal Control
2. Mr. VICHIAN AMORNPOONCHAI Gender: Male Age : 63 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Deputy President of Corporate Affairs Group	1 Feb 2021	Banking, Accounting, Finance, Internal Control, Commerce
3. Mr. WARAVOOT TOCHAROENTANAPOL <sup>(*)(**)</sup> Gender: Male Age : 55 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : Yes	President and Head of Finance and Accounting Group (The highest-ranking executive)	1 Dec 2022	Business Administration, Banking
4. Ms. Apinya Pawangkanan Gender: Female Age : 57 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Head of Risk Management Group	1 Feb 2022	Risk Management, Statistics

List of executives	Position	First appointment date	Skills and expertise
5. Ms. Nuanprae Sueayai Gender: Female Age : 46 years Highest level of education : Master's degree Study field of the highest level of education : - Bachelor of Sciences in Agriculture, Kasetsart University Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Head of People Group (The highest-ranking executive)	1 Jun 2023	Human Resource Management

Additional Explanation :

(\*) Highest responsibility in corporate accounting and finance

(\*\*) Accounting supervisor

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

## Remuneration policy for executive directors and executives

### Remuneration of executive directors and executives

#### Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	36,520,000.00	54,340,000.00	39,710,000.00
Total remuneration of executive directors (baht)	N/A	N/A	0.00
Total remuneration of executives (baht)	N/A	N/A	39,710,000.00

#### Other remunerations of executive directors and executives

	2022	2023	2024
Company's contribution to provident fund for executive directors and executives (Baht)	425,519.00	653,388.00	752,558.60
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

#### Outstanding remuneration or benefits of executive directors and executives

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

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

#### Other significant information

#### Other significant information

#### Assigned person



### List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Mr. Waravoot Tocharoentanapol	WaravootT@lhbanks.co.th	02-359-0000 ต่อ 5747

### List of the company secretary

General information	Email	Telephone number
1. Mr. Vichian Amornpoonchai	VichianA@lhbanks.co.th	02-359-0000 ต่อ 2020

### List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Ms. Thanawan Theekauttamakorn	Thanawant@lhbanks.co.th	023590000 ต่อ 6002

### List of the head of the compliance unit

General information	Email	Telephone number
1. Mr. Jumpon Suwannawong	JumponS@LHBANK.CO.TH	02-359-0000 ต่อ 5444

### Head of investor relations

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

### List of the head of investor relations

General information	Email	Telephone number
1. Mr. Vichian Amornpoonchai	VichianA@lhbanks.co.th	02-359-0000 ต่อ 2020

### Company's auditor

#### Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
KPMG PHOOMCHAI AUDIT COMPANY LIMITED YAN NAWA SATHON Bangkok 10120 Telephone 0 2677 2000	990,000.00	-	1. Mr. CHOKECHAI NGAMWUTIKUL Email: chokechai@kpmg.co.th Telephone: 02-677-2000 License number: 9728  2. Mr. JEDSADA LEELAWATANASUK Email: Jedsada@kpmg.co.th Telephone: 02-677-2000 License number: 11225

#### Details of the auditors of the subsidiaries

Audit fee (Baht)	Other service fees
990,000.00	-

#### Assigned personnel in case of a foreign company

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

## Performance Report on Corporate Governance

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

Selection, development and evaluation of duty performance of the board of directors

### Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. VORAPOL SOCATIYANURAK	Chairman of the Board of Directors	25 Oct 2021	Finance, Leadership, Banking, Finance & Securities, Strategic Management
Mr. WU, KUO-CHIN	Vice-chairman of the Board of Directors	1 Aug 2017	Banking, Business Administration, Human Resource Management
Mr. VICHIAN AMORNPOONCHAI	Director	25 Oct 2021	Banking, Accounting, Finance, Internal Control, Commerce
Mr. LEE YU-CHOU	Director	3 Jul 2023	Business Administration, Banking, Finance

### Selection of independent directors

#### Criteria for selecting independent directors

#### Business or professional relationships of independent directors over the past year

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

### Selection of directors and the highest-ranking executive

#### Method for selecting directors and the highest-ranking executive

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

Method for selecting persons to be appointed as the highest-ranking executive through the nomination committee : Yes

#### Number of directors from major shareholders

Number of directors from each group of major shareholders : 0  
over the past year (persons)

### Rights of minority shareholders on director appointment

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

### Setting qualifications for the selection of directors

## Details of qualifications for the selection of directors

Qualifications, knowledge, or experience	Skill and expertise
-	Economics, Banking, Finance & Securities, Information & Communication Technology, Law, Marketing, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Corporate Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Governance/ Compliance, Business Administration

## Information on the development of directors

### Development of directors over the past year

### Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mr. VORAPOL SOCATIYANURAK (Chairman of the Board of Directors)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> <li>• 2004: Director Certification Program (DCP)</li> <li>• 2004: Role of the Chairman Program (RCP)</li> <li>• 2003: Director Accreditation Program (DAP)</li> </ul> <p>Other</p> <ul style="list-style-type: none"> <li>• 2024: Information Technology Security Awareness Training 2024</li> <li>• 2024: AML/CFT risks and money laundering trends</li> <li>• 2024: Sustainable Finance 2024</li> <li>• 2023: PDPA Update 2023</li> <li>• 2023: ESG &amp; Climate Risk Management 2023</li> </ul>
2. Mr. WU, KUO-CHIN (Vice-chairman of the Board of Directors)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> <li>• 2018: Director Accreditation Program (DAP)</li> </ul> <p>Other</p> <ul style="list-style-type: none"> <li>• 2024: Information Technology Security Awareness Training 2024</li> <li>• 2024: Sustainable Finance 2024</li> <li>• 2024: Sustainable Finance 2024</li> <li>• 2023: PDPA Update 2023</li> <li>• 2023: ESG &amp; Climate Risk Management 2023</li> </ul>
3. Mr. NAPORN SUNTHORNCHITCHAROEN (Director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> <li>• 2005: Director Certification Program (DCP)</li> <li>• 2004: Director Accreditation Program (DAP)</li> </ul> <p>Other</p> <ul style="list-style-type: none"> <li>• 2024: Information Technology Security Awareness Training 2024</li> <li>• 2024: AML/CFT risks and money laundering trends</li> <li>• 2024: Sustainable Finance 2024</li> <li>• 2023: PDPA Update 2023</li> <li>• 2011: Financial Institutions Governance Program (FGP)</li> <li>• 2006: National Defense College of Thailand, Class 2006</li> </ul>
4. Mr. KHUNAWUT THUMPOMKUL (Director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> <li>• 2001: Director Certification Program (DCP)</li> </ul> <p>Other</p> <ul style="list-style-type: none"> <li>• 2024: AML/CFT risks and money laundering trends</li> <li>• 2024: Sustainable Finance 2024</li> <li>• 2023: Information Technology Security Awareness Training 2023</li> <li>• 2023: PDPA Update 2023</li> <li>• 2018: IT Governance and Cyber Resilience Program (ITG)</li> </ul>
5. Mrs. SUPRIYA KUANDACHAKUPT (Director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> <li>• 2022: Risk Management Program for Corporate Leaders (RCL)</li> <li>• 2018: Advanced Audit Committee Program (AACP)</li> <li>• 2010: Financial Statements for Directors (FSD)</li> <li>• 2007: Director Certification Program (DCP)</li> <li>• 2006: Director Accreditation Program (DAP)</li> </ul> <p>Other</p> <ul style="list-style-type: none"> <li>• 2024: AML/CFT risks and money laundering trends</li> <li>• 2024: Sustainable Finance 2024</li> <li>• 2024: Enhancing Governance, Standards, and Financial Insights 4/2024</li> <li>• 2023: Information Technology Security Awareness Training 2024</li> <li>• 2023: PDPA Update 2023</li> <li>• 2013: How to Develop a Risk Management Plan (HRP)</li> </ul>

List of directors	Participation in training in the past financial year	History of training participation
6. Mr. SHIH, JIING-FUH (Director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> <li>• 2018: Director Accreditation Program (DAP)</li> </ul> <p>Other</p> <ul style="list-style-type: none"> <li>• 2024: Information Technology Security Awareness Training 2024</li> <li>• 2024: AML/CFT risks and money laundering trends</li> <li>• 2024: Sustainable Finance 2024</li> <li>• 2023: PDPA Update 2023</li> </ul>
7. Mr. PRADIT SAWATTANANOND (Director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> <li>• 2013: Advanced Audit Committee Program (AACP)</li> <li>• 2000: Director Certification Program (DCP)</li> </ul> <p>Other</p> <ul style="list-style-type: none"> <li>• 2024: Information Technology Security Awareness Training 2024</li> <li>• 2024: AML/CFT risks and money laundering trends</li> <li>• 2024: Sustainable Finance 2024</li> <li>• 2024: Enhancing Governance, Standards, and Financial Insights 4/2024</li> <li>• 2023: Cyber Resilience Leadership: Mission for Embracing the Future of AI &amp; Cybersecurity</li> <li>• 2023: PDPA update 2023</li> <li>• 2013: How to Develop a Risk Management Plan (HRP)</li> </ul>
8. Mr. PICHAI DUSDEEKULCHAI (Director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> <li>• 2020: Advanced Audit Committee Program (AACP)</li> <li>• 2019: Director Certification Program (DCP)</li> </ul> <p>Other</p> <ul style="list-style-type: none"> <li>• 2024: Information Technology Security Awareness Training 2024</li> <li>• 2024: AML/CFT risks and money laundering trends</li> <li>• 2024: Sustainable Finance 2024</li> <li>• 2023: PDPA update 2023</li> <li>• 2023: ESG &amp; Climate Risk Management 2023</li> <li>• 2020: Cyber Resilience Leadership “Tone from the Top” 2020</li> <li>• 2015: Global Management Program, APTD 2015</li> </ul>
9. Mr. VICHIAN AMORNPOONCHAI (Director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> <li>• 2022: Financial Statements for Directors (FSD)</li> <li>• 2020: Ethical Leadership Program (ELP)</li> <li>• 2018: Director Accreditation Program (DAP)</li> </ul> <p>Other</p> <ul style="list-style-type: none"> <li>• 2024: Information Technology Security Awareness Training 2024</li> <li>• 2024: Successful Formulation &amp; Execution of Strategy (SEF) 45/2024</li> <li>• 2024: Enhancing Governance, Standards, and Financial Insights” 4/2024</li> <li>• 2024: AML/CFT risks and money laundering trends</li> <li>• 2024: Sustainable Finance 2024</li> <li>• 2023: Refreshment Training Program (RFP)</li> <li>• 2023: Hot Issue for Directors: Climate Governance</li> <li>• 2023: PDPA Update 2023</li> <li>• 2016: Modern Managers Program</li> </ul>

List of directors	Participation in training in the past financial year	History of training participation
10. Mr. PIPHOB VERAPHONG (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2017: Director Certification Program (DCP)</li> <li>• 2006: Director Accreditation Program (DAP)</li> </ul> Other <ul style="list-style-type: none"> <li>• 2024: Information Technology Security Awareness Training 2024</li> <li>• 2024: AML/CFT risks and money laundering trends</li> <li>• 2024: Sustainable Finance 2024</li> <li>• 2024: Enhancing Governance, Standards, and Financial Insights 2/2024</li> <li>• 2023: PDPA update 2023</li> </ul>
11. Mr. LEE YU-CHOU (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2023: Director Accreditation Program (DAP)</li> </ul> Other <ul style="list-style-type: none"> <li>• 2024: Information Technology Security Awareness Training 2024</li> <li>• 2024: AML/CFT risks and money laundering trends</li> <li>• 2024: Sustainable Finance 2024</li> <li>• 2023: PDPA Update 2023</li> </ul>

## Information on the evaluation of duty performance of directors

### Criteria for evaluating the duty performance of the board of directors

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

### Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : No

### Information on meeting attendance and remuneration payment to each board member

### Meeting attendance and remuneration payment to each board member

## Meeting attendance of the board of directors

### Meeting attendance of the board of directors

Number of the board of directors meeting over the past year : 12  
(times)

Date of AGM meeting : 22 Apr 2024

EGM meeting : No

### Details of the board of directors' meeting attendance

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. VORAPOL SOCATIYANURAK (Chairman of the Board of Directors)	12	/	12	1	/	1	N/A	/	N/A
2. Mr. WU, KUO-CHIN (Vice-chairman of the Board of Directors)	12	/	12	1	/	1	N/A	/	N/A
3. Mr. NAPORN SUNTHORNCHITCHAROEN (Director)	12	/	12	1	/	1	N/A	/	N/A
4. Mr. KHUNAWUT THUMPOMKUL (Director)	11	/	12	1	/	1	N/A	/	N/A
5. Mrs. SUPRIYA KUANDACHAKUPT (Director, Independent director)	12	/	12	1	/	1	N/A	/	N/A
6. Mr. SHIH, JIING-FUH (Director)	12	/	12	1	/	1	N/A	/	N/A
7. Mr. PRADIT SAWATTANANOND (Director, Independent director)	12	/	12	1	/	1	N/A	/	N/A
8. Mr. PICHAJ DUSDEEKULCHAI (Director, Independent director)	12	/	12	1	/	1	N/A	/	N/A
9. Mr. VICHIAN AMORNPOONCHAI (Director)	12	/	12	1	/	1	N/A	/	N/A
10. Mr. PIPHOB VERAPHONG (Director, Independent director)	12	/	12	1	/	1	N/A	/	N/A
11. Mr. LEE YU-CHOU (Director)	12	/	12	1	/	1	N/A	/	N/A

## Remuneration of the board of directors

### Types of remuneration of the board of directors

### Remuneration of the board of directors



## Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
<b>1. Mr. VORAPOL SOCATIYANURAK</b> (Chairman of the Board of Directors)			3,285,470.00		684,000.00
Board of Directors	360,000.00	2,925,470.00	3,285,470.00	No	
<b>2. Mr. WU, KUO-CHIN</b> (Vice-chairman of the Board of Directors)			1,475,650.00		N/A
Board of Directors	300,000.00	1,175,650.00	1,475,650.00	No	
<b>3. Mr. NAPORN SUNTHORNCHITCHAROEN</b> (Director)			1,475,650.00		520,000.00
Board of Directors	300,000.00	1,175,650.00	1,475,650.00	No	
<b>4. Mr. KHUNAWUT THUMPOMKUL</b> (Director)			1,450,650.00		N/A
Board of Directors	275,000.00	1,175,650.00	1,450,650.00	No	
<b>5. Mrs. SUPRIYA KUANDACHAKUPT</b> (Director)			2,075,650.00		1,692,924.00
Board of Directors	300,000.00	1,175,650.00	1,475,650.00	No	
Audit Committee	240,000.00	N/A	240,000.00	No	
Sustainability and Corporate Governance Committee	240,000.00	N/A	240,000.00	No	
Nomination and Remuneration Committee	120,000.00	N/A	120,000.00	No	
<b>6. Mr. SHIH, JIING-FUH</b> (Director)			1,200,650.00		N/A
Board of Directors	25,000.00	1,175,650.00	1,200,650.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Risk Oversight Committee	N/A	N/A	N/A	-	
<b>7. Mr. PRADIT SAWATTANANOND (Director)</b>			<b>1,805,650.00</b>		<b>773,000.00</b>
Board of Directors	300,000.00	1,175,650.00	1,475,650.00	No	
Audit Committee	N/A	N/A	N/A	-	
Risk Oversight Committee	210,000.00	N/A	210,000.00	No	
Sustainability and Corporate Governance Committee	N/A	N/A	N/A	-	
Nomination and Remuneration Committee	120,000.00	N/A	120,000.00	No	
<b>8. Mr. PICHAI DUSDEEKULCHAI (Director)</b>			<b>2,035,650.00</b>		<b>340,000.00</b>
Board of Directors	300,000.00	1,175,650.00	1,475,650.00	-	
Audit Committee	240,000.00	N/A	240,000.00	-	
Nomination and Remuneration Committee	180,000.00	N/A	180,000.00	-	
Risk Oversight Committee	140,000.00	N/A	140,000.00	-	
<b>9. Mr. VICHIAN AMORNPOONCHAI (Director)</b>			<b>1,175,650.00</b>		<b>300,000.00</b>
Board of Directors	N/A	1,175,650.00	1,175,650.00	No	
<b>10. Mr. PIPHOB VERAPHONG (Director)</b>			<b>2,195,650.00</b>		<b>300,000.00</b>
Board of Directors	300,000.00	1,175,650.00	1,475,650.00	No	
Audit Committee	360,000.00	N/A	360,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Sustainability and Corporate Governance Committee	360,000.00	N/A	360,000.00	No	
<b>11. Mr. LEE YU-CHOU (Director)</b>			<b>1,125,120.00</b>		<b>865,000.00</b>
Board of Directors	300,000.00	825,120.00	1,125,120.00	No	

#### Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	2,760,000.00	14,331,440.00	17,091,440.00
2. Audit Committee	840,000.00	0.00	840,000.00
3. Sustainability and Corporate Governance Committee	600,000.00	0.00	600,000.00
4. Nomination and Remuneration Committee	420,000.00	0.00	420,000.00
5. Risk Oversight Committee	350,000.00	0.00	350,000.00

#### Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	4,970,000.00
Other monetary remuneration (Baht)	14,331,440.00
Total (Baht)	19,301,440.00

#### Remunerations or benefits pending payment to the board of directors

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

#### Information on corporate governance of subsidiaries and associated companies

##### Corporate governance of subsidiaries and associated companies

##### Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated : Yes  
companies

Mechanism for overseeing subsidiaries and associated : Yes  
companies

Mechanism for overseeing management and taking : Other : -  
responsibility for operations in subsidiaries and associated  
companies approved by the board of directors

## Information on the monitoring of compliance with corporate governance policy and guidelines

### The monitoring of compliance with corporate governance policy and guidelines

#### Prevention of conflicts of interest

#### Operations for conflict of interest prevention over the past year

Has the company operated in preventing conflicts of interest : Yes  
over the past year

#### Number of cases or issues related to conflict of interest

	2022	2023	2024
Total number of cases or issues related to conflict of interest (cases)	0	0	0

#### Prevention of the use of inside information to seek benefits

#### Operations for prevention of the use of inside information to seek benefits over the past year

Has the company operated in preventing the use of inside : Yes  
information to seek benefits over the past year

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

	2022	2023	2024
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

#### Anti-corruption action

#### Operations in anti-corruption in the past year

Has the company operated in anti-corruption over the past : Yes  
year

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, The participation in anti-corruption projects, Communication and training for employees on anti-corruption policy and guidelines

#### Number of cases or issues related to corruption

	2022	2023	2024
Total number of cases or issues related to corruption (cases)	0	0	0

## Whistleblowing

### Operations related to whistleblowing over the past year

Has the company implemented whistleblowing procedures : Yes  
over the past year

### Number of cases or issues related to whistleblowing

	2022	2023	2024
Total number of cases or issues received through whistleblowing channels (cases)	0	0	0

### Information on report on the results of duty performance of the audit committee in the past year

#### Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 12

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Mr. PIPHOB VERAPHONG (Chairman of the audit committee)	12	/	12
2 Mrs. SUPRIYA KUANDACHAKUPT (Member of the audit committee)	12	/	12
3 Mr. PRADIT SAWATTANANOND (Member of the audit committee)	12	/	12
4 Mr. PICHAI DUSDEEKULCHAI (Member of the audit committee)	12	/	12

### The results of duty performance of the audit committee

#### Information on summary of the results of duty performance of subcommittees

#### Meeting attendance and the results of duty performance of subcommittees

#### Meeting attendance Sustainability and Corporate Governance Committee

Meeting Sustainability and Corporate : 12  
Governance Committee (times)

List of Directors	Meeting attendance Sustainability and Corporate Governance Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. PIPHOB VERAPHONG (The chairman of the subcommittee)	12	/	12
2 Mrs. SUPRIYA KUANDACHAKUPT (Member of the subcommittee)	12	/	12

List of Directors	Meeting attendance Sustainability and Corporate Governance Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
3 Mr. PRADIT SAWATTANANOND (Member of the subcommittee)	12	/	12

## The results of duty performance of Sustainability and Corporate Governance Committee

### Meeting attendance Nomination and Remuneration Committee

Meeting Nomination and Remuneration : 6  
Committee (times)

List of Directors	Meeting attendance Nomination and Remuneration Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. PICHAJ DUSDEEKULCHAI (The chairman of the subcommittee)	6	/	6
2 Mrs. SUPRIYA KUANDACHAKUPT (Member of the subcommittee)	6	/	6
3 Mr. PRADIT SAWATTANANOND (Member of the subcommittee)	6	/	6

## The results of duty performance of Nomination and Remuneration Committee

### Meeting attendance Risk Oversight Committee

Meeting Risk Oversight Committee (times) : 7

List of Directors	Meeting attendance Risk Oversight Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. PRADIT SAWATTANANOND (The chairman of the subcommittee)	7	/	7
2 Mr. SHIH, JIING-FUH (Member of the subcommittee)	6	/	7
3 Mr. PICHAJ DUSDEEKULCHAI (Member of the subcommittee)	7	/	7

## The results of duty performance of Risk Oversight Committee

## Corporate Sustainability Policy

### Information on policy and goals of sustainable management

#### Sustainability Policy

Sustainability Policy : Yes

#### Sustainability management goals

Does the company set sustainability management goals : Yes

United Nations SDGs that align with the organization's sustainability management goals : Goal 1 No Poverty, Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 5 Gender Equality, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 10 Reduce Inequalities, Goal 11 Sustainable Cities and Communities, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 16 Peace, Justice and Strong Institutions, Goal 17 Partnerships for the Goals

### Information on review of policy and/or goals of sustainable management over the past year

#### Review of policy and/or goals of sustainable management over the past year

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

Has the company changed and developed the policy and/or goals of sustainable management over the past year : Yes

### Information on impacts on stakeholder management in business value chain

#### Business value chain

#### Analysis of stakeholders in the business value chain

#### Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			
<ul style="list-style-type: none"><li>• Creditor</li><li>• Board of director</li><li>• Competitors</li><li>• Suppliers</li><li>• Community</li><li>• Shareholders</li><li>• Employees</li><li>• Customers</li><li>• Society</li></ul>	-	-	<ul style="list-style-type: none"><li>• Press Release</li><li>• Social Event</li><li>• Online Communication</li><li>• Internal Meeting</li><li>• Annual General Meeting (AGM)</li><li>• Complaint Reception</li><li>• Employee Engagement Survey</li><li>• Satisfaction Survey</li><li>• Training / Seminar</li></ul>

### Information on organization's material sustainability topics

#### Organization's material sustainability topics

The company has identified its sustainability materiality topics : Yes

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

#### Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Environment	• Greenhouse Gas Management

#### Information on sustainability report

##### Corporate sustainability report

The company's corporate sustainability report : Have data

#### Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or : Other : -  
guidelines



## Sustainability risk management

### Information on risk management policy and plan

#### Risk management policy and plan

### Information on ESG risk factors management standards

#### ESG risk factors management standards

Standards on ESG risk management : Yes

Standards on ESG risk management : COSO - Enterprise risk management framework (ERM)

### Information on ESG risk factors

#### Risk factors on business operation

#### Operational risk associated with the Company or the group of companies

##### Risk 1

Related risk topics : Strategic Risk

- Pandemic risk

ESG risks : Yes

##### Risk 2

Related risk topics : Strategic Risk

- Climate change and disasters

ESG risks : Yes

### Information on business continuity plan (BCP)

#### Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

## Sustainable supply chain management

### Information on sustainable supply chain management policy and guidelines

#### Sustainable supply chain management policy and guidelines

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

### Information on sustainable supply chain management plan

#### Sustainable supply chain management plan

Company's sustainable supply chain management plan : Yes

### Information on new suppliers undergoing sustainability screening criteria

#### New suppliers undergoing sustainability screening criteria

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

### Information on supplier code of conduct

#### Supplier code of conduct

Supplier code of conduct : Yes  
Reference link to supplier code of conduct : <https://investor.lhfg.co.th/storage/content/corporate-governance/code-of-conduct/20180330-lhfg-conduct-ethics-en.pdf>  
Page number of the reference link : 10

### Information on key suppliers acknowledging compliance with the supplier code of conduct

#### Key suppliers acknowledging compliance with the supplier code of conduct

Does the company require key suppliers to acknowledge : No  
compliance with the supplier code of conduct?

## Innovation development

### Information on innovation development policy and guidelines in an organizational level

#### Research and development policy (R&D)

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

#### R&D expenses in the past 3 years

	2022	2023	2024
Research and development (R&D) expenses over the past 3 years (Million Baht)	0.00	4,661,554.00	3,607,316.00

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

#### Process of developing and promoting the company's innovation culture

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

### Information on innovation development benefits and research and development (R&D) expenses

#### Benefits of innovation development

##### Financial benefits

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

	2022	2023	2024
Revenue or sales generated from the innovations development of product, service, or process (Baht)	0.00	10,000,000.00	16,500,000.00

##### Non-financial benefits

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

	2022	2023	2024
Percentage increase in customer satisfaction scores (%)	96.10	96.70	97.10

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