



ESG Performance Report for Listed Companies in 2024

QUALITY HOUSES PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

Published on 30 April 2025



ESG Performance

Company Name : QUALITY HOUSES PUBLIC COMPANY LIMITED

Symbol : QH

Market : SET

Industry Group : Property & Construction

Sector : Property Development

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines : Yes

Environmental guidelines : Electricity Management, Water resources and water quality management, Waste Management

Information on review of environmental policies, guidelines, and/or objectives over the past years

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

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

Changes in environmental policies, guidelines, and/or goals : Renewable/Clean Energy Management

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Compliance with energy management principles and standards

Compliance with water management principles and standards

Compliance with waste management principles and standards

Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and : ISO 14064 - Greenhouse gases
standards

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	:	Project
Total number of disclosure boundaries	:	77
Actual number of disclosure boundaries	:	77
Data disclosure coverage (%)	:	100.00

Information on energy management

Energy management plan

The company's energy management plan : No

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 : No
management

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

Information on electricity management

Company's electricity consumption ^(*)

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	6,143,758.00	6,882,456.00	6,491,948.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	6,143,758.00	6,882,456.00	6,491,948.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	6,796.19	7,554.84	7,269.82

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

Electricity Expense ^(*)

	2022	2023	2024
Total electricity expense (Baht)	33,790,669.00	37,853,507.00	35,705,716.00
Percentage of total electricity expense to total expenses (%) ^(**)	0.42	0.47	0.45
Percentage of total electricity expense to total revenues (%) ^(**)	0.36	0.41	0.41
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	37,379.06	41,551.60	39,984.00

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

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

Information on fuel management

Company's fuel consumption

	2022	2023	2024
Gasoline (Litres)	132,013.00	113,355.00	108,530.00

Additional explanation : Not include external fuel consumption

Company's fuel expense ^(*)

	2022	2023	2024
Total fuel expense (Baht)	4,666,004.00	4,006,526.00	3,881,283.00
Percentage of total fuel expense to total expenses (%) ^(**)	0.06	0.05	0.05
Percentage of total fuel expense to total revenues (%) ^(**)	0.05	0.04	0.04

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

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

Water management

Disclosure boundary in water management over the past years

Boundary type	:	Project
Total number of disclosure boundaries	:	77
Actual number of disclosure boundaries	:	77
Data disclosure coverage (%)	:	100.00

Information on water management plan

Water management plan

The Company's water management plan : No

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : No

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : No

Information on water management

Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	276,161.00	309,297.00	303,346.00
Water withdrawal by third-party water (cubic meters)	276,161.00	309,297.00	303,346.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	305.49	339.51	339.69
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.03	0.03	0.03

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

Water discharge by destinations

	2022	2023	2024
Total wastewater discharge (cubic meters)	0.00	0.00	0.00

Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	276,161.00	309,297.00	303,346.00

Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.02922678	0.03347229	0.03486959
Intensity of total water consumption (Cubic meters / m ²)	0.00000000	0.00000000	0.00000000

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

Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)	4,832,813.00	5,412,693.00	5,308,551.00
Total water withdrawal expense from third-party water (Baht)	4,832,813.00	5,412,693.00	5,308,551.00
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.06	0.07	0.07
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.05	0.06	0.06
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	5,346.03	5,941.49	5,944.63

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

Waste management

Disclosure boundary in waste management over the past years

Boundary type	:	Project
Total number of disclosure boundaries	:	77
Actual number of disclosure boundaries	:	77
Data disclosure coverage (%)	:	100.00

Information on waste management plan

Waste management plan

The company's waste management plan	:	No
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Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management	:	No
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Information on performance and outcomes of waste management

Performance and outcomes of waste management

The company's performance and outcomes of waste management	:	No
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Information on waste management

Waste Generation^(*)

	2022	2023	2024
Total waste generated (Kilograms)	13,790.07	23,961.96	31,758.09
Total non-hazardous waste (kilograms)	13,790.07	23,961.96	31,758.09
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	0.00
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	0.00

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

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

Waste reuse and recycling

	2022	2023	2024
Total reused/recycled waste (Kilograms)	0.00	6,000.00	17,600.00
Reused/Recycled non-hazardous waste (Kilograms)	N/A	6,000.00	17,600.00
Percentage of total reused/recycled waste to total waste generated (%)	0.00	25.04	55.42

	2022	2023	2024
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	N/A	25.04	55.42

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	:	Project
Total number of disclosure boundaries	:	77
Actual number of disclosure boundaries	:	29
Data disclosure coverage (%)	:	37.66

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan	:	Yes
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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	:	Carbon Neutrality

Setting carbon neutrality targets

Details of setting carbon neutrality targets

Greenhouse gas emission scope	Base year(s)	Target year(s)	Certification
Scope 1-3	2022 : Greenhouse gas emissions 1,069.00 tCO ₂ e	2050	None

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management	:	Yes
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Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	1,069.00	1,251.00	1,383.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	231.00	518.00	193.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	460.00	480.00	613.00
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	378.00	253.00	577.00

Greenhouse Gas Emissions Intensity

	2022	2023	2024
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	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) ^(*)	0.000113	0.000135	0.000159
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	1.18	1.37	1.55
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / m ²)	0.08110000	0.08550000	0.08030000

Additional explanation : ^(*) 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 : Bureau verification (Thailand) Co., Ltd.

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2022	2023	2024
Total reduced GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	56,320.00
Other projects (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	56,320.00
Solar Roof Installation for the clubhouse of the housing projects (Metric kilograms of carbon dioxide equivalent)	N/A	N/A	56,290.00
The purchase of tissue paper made from recycled paper pulp (Metric kilograms of carbon dioxide equivalent)	N/A	N/A	30.00

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

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ESG Performance

Company Name : QUALITY HOUSES PUBLIC COMPANY LIMITED

Symbol : QH

Market : SET

Industry Group : Property & Construction

Sector : Property Development

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

Since human rights problems today are violent and affect society, and the freedom of individuals to work and conduct business, the Company has a policy against all human rights violations in line with a society with legal systems where people have the right and freedom under the provisions of the law as follows:

1. The Company will not commit any act that disregards human rights and the dignity of individuals and will not act in any way that impedes or discriminates against individuals on the basis of gender, race, religion, individual status, economic or social status, and will apply such criteria for employment, work assignment, promotion, compensation, and employment conditions.

2. The Company will resist any acts of exploitation of human trafficking, the use of child labor under the age specified by labor laws and will not conduct business with the manufacturer of goods or services that do so.

3. The Company will support, respect, and protect human rights by monitoring and controlling the Company's business operations so that no operation with third parties promotes and supports human rights violations. This includes not infringing on the rights of employees who are protected by law.

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 : Migrant/foreign labor, Safety and Occupational Health at Work, Non-discrimination

The Company has a policy of fair employment based on respect for human rights with no discrimination or impediment due to the diversity of individuals, including gender, race, religion, etc.

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : No

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

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

	2022	2023	2024
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0

	2022	2023	2024
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type	:	Project
Total number of disclosure boundaries	:	77
Actual number of disclosure boundaries	:	77
Data disclosure coverage (%)	:	100.00

Information on employees and labor management plan

Employees and labor management plan

The company's employee and labor management plan	:	Yes
Employee and labor management plan implemented by the Company in the past year	:	Fair employee compensation, Employee training and development, Promoting employee relations and participation, 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 and labor management goals?	:	No
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Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management	:	Yes
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Information on employment

Employment

	2022	2023	2024
Total Employment (Person)	904	911	893
Percentage of employees to total employment (%)	100.00	100.00	100.00
Total employees (persons)	904	911	893
Male employees (persons)	503	501	492
Percentage of male employees (%)	55.64	54.99	55.10
Female employees (persons)	401	410	401
Percentage of female employees (%)	44.36	45.01	44.90

Number of employees categorized by age

	2022	2023	2024
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	2022	2023	2024
Total number of employees under 30 years old (Persons)	61	73	74
Percentage of employees under 30 years old (%)	6.75	8.01	8.29
Total number of employees 30-50 years old (Persons)	705	712	681
Percentage of employees 30-50 years old (%)	77.99	78.16	76.26
Total number of employees over 50 years old (Persons)	138	126	138
Percentage of employees over 50 years old (%)	15.27	13.83	15.45

Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	41	51	49
Percentage of male employees under 30 years old (%)	8.15	10.18	9.96
Total number of male employees 30-50 years old (Persons)	377	373	356
Percentage of male employees 30-50 years old (%)	74.95	74.45	72.36
Total number of male employees over 50 years old (Persons)	85	77	87
Percentage of male employees over 50 years old (%)	16.90	15.37	17.68

Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	20	22	25
Percentage of female employees under 30 years old (%)	4.99	5.37	6.23
Total number of female employees 30-50 years old (Persons)	328	339	325
Percentage of female employees 30-50 years old (%)	81.80	82.68	81.05
Total number of female employees over 50 years old (Persons)	53	49	51
Percentage of female employees over 50 years old (%)	13.22	11.95	12.72

Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	854	863	849
Percentage of employees in operational level (%)	94.47	94.73	95.07
Total number of employees in management level (Persons)	45	43	39
Percentage of employees in management level (%)	4.98	4.72	4.37
Total number of employees in executive level (Persons)	5	5	5
Percentage of employees in executive level (%)	0.55	0.55	0.56

Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	471	471	465
Percentage of male employees in operational level (%)	93.64	94.01	94.51
Total number of male employees in management level (Persons)	28	26	23
Percentage of male employees in management level (%)	5.57	5.19	4.67
Total number of male employees in executive level (Persons)	4	4	4
Percentage of male employees in executive level (%)	0.80	0.80	0.81

Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	383	392	384
Percentage of female employees in operational level (%)	95.51	95.61	95.76
Total number of female employees in management level (Persons)	17	17	16
Percentage of female employees in management level (%)	4.24	4.15	3.99
Total number of female employees in executive level (Persons)	1	1	1
Percentage of female employees in executive level (%)	0.25	0.24	0.25

Significant changes in the number of employees

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

Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	1	1	1
Percentage of disabled workers to total employment (%)	0.11	0.11	0.11
Total number of employees with disabilities (Persons)	1	1	1
Percentage of disabled employees to total employees (%)	0.11	0.11	0.11

Information on compensation of employees

Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	639,614,754.00	664,259,734.00	650,798,981.00
Average remuneration of employees (Baht / Person)	707,538.44	729,154.48	728,778.25

Provident fund management policy

Provident fund management policy : Have

Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	687	814	864
Proportion of employees who are PVD members (%)	76.00	89.35	96.75
Total amount of provident fund contributed by the company (baht)	19,950,216.00	19,880,025.00	20,827,318.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	3.12	2.99	3.20

Information on employee development

Employee training and development

	2022	2023	2024
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	2022	2023	2024
Average employee training hours (Hours / Person / Year)	13.42	9.17	9.06
Total amount spent on employee training and development (Baht)	1,486,436.00	2,015,935.00	1,717,560.00
Percentage of training and development expenses to total expenses (%) ^(*)	0.000184	0.000251	0.000219
Percentage of training and development expenses to total revenue (%) ^(*)	0.000157	0.000218	0.000197

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

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

Information on promoting employee relations and participation

Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	89	74	50
Total number of male employee turnover leaving the company voluntarily (persons)	53	46	17
Total number of female employee turnover leaving the company voluntarily (persons)	36	28	33
Proportion of voluntary resignations (%)	9.85	8.12	5.60
Percentage of male employee turnover leaving the Company voluntarily (%)	5.86	5.05	1.90

	2022	2023	2024
Percentage of female employee turnover leaving the Company voluntarily (%)	3.98	3.07	3.70
	2022	2023	2024
Evaluation result of employee engagement	-	-	Yes

Employee internal groups

Employee internal groups : No

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

Responsible sales and marketing policy and guidelines

Responsible sales and marketing policy and guidelines : Yes

Responsible sales and marketing guidelines : Others : -

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 : Others : -

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 : No

Details of setting customer management goals

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : No

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 customers/consumers : Yes

Telephone : 1388

Fax : -

Email : -
Company's website : <https://www.qh.co.th/aftersalesservice>
Address : Q.House Lumpini Building
No.1 South sathorn rd. ,
Thungmahamek , Sathorn
Bangkok. 11120

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 : Employment and professional skill development, Education, Disadvantaged and vulnerable groups

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 : No

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? : Yes

	2022	2023	2024
Educational beneficiaries (The number of computers and laptops.)	0.00	0.00	142.00
Improvement of public roads. (Places)	0.00	0.00	1.00

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ESG Performance

Company Name : QUALITY HOUSES PUBLIC COMPANY LIMITED

Symbol : QH

Market : SET

Industry Group : Property & Construction

Sector : Property Development

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

The Company has always aimed to develop its business based on the principle of good corporate governance, ethics and morality. Being well aware of how important they are and the preponderance of the roles and responsibilities assumed by the directors, executives and employees in light of business management, the Company therefore is not only committed to creating sustainable, added value to its shareholders, but focuses upon fair treatment to all stakeholders, as well.

The Board of Directors has set up a framework for conducting business based on the principles of good corporate governance with a resolution to establish a written "corporate governance policy" in 2003, and has continuously reviewed the policy annually.

The Company has stipulated that all directors, executives and employees must be informed of, understand and strictly adhere to the prescribed policies and code of conducts. The corporate governance policy and business ethics is presented on the Company's website "www.qh.co.th" to provide additional channels of information for all executives and employees to learn more about the instructions, rules and regulations so that they be able to take actions and eventually achieve the business goals for the benefits of all stakeholders.

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, Corporate Governance of Subsidiaries and Associated Companies

Nomination of Directors

The Board of Directors has assigned the Nomination and Remuneration Committee to consider the criteria and procedures for nominating qualified persons to serve as directors, as well as allow shareholders to propose the list of qualified candidates through the Nomination and Remuneration Committee. The Committee will consider the qualifications before presenting to the shareholders' meeting for further appointment resolution.

Determination of Director Remuneration

The Board of Directors, with the approval of the Nomination and Remuneration Committee, sets and formulates compensation policies. The remuneration process is transparent, fits the responsibilities, and equals to the standards of the same business. The remuneration rate of the Board of Directors and Sub-Committees must be approved by the Shareholders' Meeting.

Independence of the Board of Directors from the Management

The Board of Directors has created a corporate governance policy as a reference for the directors with clear duty. In addition, the Board of Directors has assigned duty to the management

Director Development

The Board of Directors supervises each Director to understand the roles and responsibilities, nature of business and laws related to business operations, as well as supports all Directors to received trainings that enhance their

skills and knowledge vital to their roles on a regular basis.

Board Performance Evaluation

The Board of Directors holds an annual performance evaluation of the Board of Directors and Sub-Committees as follows:

1. The Board of Directors will conduct annual self-evaluations, both on a group and individual basis.
2. Each Sub-Committee will conduct an annual self-evaluation on a group basis.
3. The result of the Board of Directors' evaluation will be used to determine the suitability of the Board's composition.

Corporate Governance of Subsidiaries and Associated Companies

The Board of Directors has created a Subsidiaries Supervision Policy and mechanism for overseeing the policies and operations of subsidiaries and other entities in which the Company has significant investment, at the appropriate level for each business, as well as overseeing subsidiaries and other entities that the Company invests in to have the same understanding, including:

1. To have the internal control system of the subsidiaries that is appropriate and sufficiently concise and have various transactions that are according to the laws and relevant guidelines.
2. To disclose the information on financial position, performance of transactions with related parties, acquisition or disposition of assets, other important transactions, capital increase, capital reduction, dissolution of subsidiaries, etc.

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

Shareholder

Employee

The Company recognizes the significance of employees and that they are one of the key factors to the Company's continual success and development. Therefore, the Company has taken the policy to treat and responsible for the employees as following:

- 1) To provide appropriate short term employee benefits in accordance with each employee's knowledge, responsibilities, performance and corporates' profitability;
- 2) To support and promote, as well as enhance knowledge and skill sets of the employees for career growth and stability;
- 3) To support the participation of the employees in the Company's work direction and problem resolution;
- 4) To create work environment with safety for health, hygiene, bodies and properties of employees;
- 5) To reward and punish the employees based on the righteousness, justice and honesty;
- 6) To operate in accordance to laws and regulations relating to labor laws and employee welfare;
- 7) To manage employees without unfair and wrong acts, which impact the career growth and stability of employees;
- 8) To treat employees on the basis of the human rights as well as individual rights.

Customer

The Company has prescribed its guidelines for treatment of customers in the Company's Code of Conduct, which is available at www.qh.co.th, and the Company has a policy to treat and responsible for customers as following:

- 1) To cater customers/consumer needs with quality of products and excellent services.
- 2) To completely disseminate information of products and services with righteousness and truthfulness.
- 3) To provide insurance for products and service under reasonable terms.
- 4) Not to deliver product and service to customer, while being aware that such products and services has defects, and damages which can harm the customers.
- 5) To provide customers service mechanism not only to be convenient for the customers for any complaints but also to be fast in responding to the customers.
- 6) To increase value-added to customer benefits continuously.

7) To notify customers in advance in case of agreement for customer terms cannot be made, in order to consider altogether for resolution and damage control.

Business competitor

Even in the competition, the Company and its subsidiaries remain adhered to the principle of transparency, fairness and equality upon the fair competition basis to create utmost benefits as follows:

- 1) Competing under fair business practice;
- 2) Avoiding illegal channels to get the inside information of competitor;
- 3) Not damaging competitors' reputation without truth.

Business partner

The Company and its subsidiaries believe in treating business partners with honesty, transparency and equality on the basis of fair competition for the highest collective benefits. At the same time, business partners must not act to damage the Company's reputations and must not breach laws, good morals and traditions. The purchase of products and operational procedures must be transparent and can be audited, and the business partner agreements must strictly be complied. The Company has used the Supply Chain system when ordering products to reduce steps, time and documents in the transaction allowing partners time to prepare and deliver products within agreed time frame.

Creditor

The Company believes in acting to banks, financial institutions, debenture holders and loan creditors with honesty, and it always repays principal and interest on a timely basis. The Company also strictly follows the terms and conditions and covenants that are specified in the lending contract.

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

In order for the Company to conduct business with integrity and ethics, the Board of Directors has established the requirements regarding the Codes of Conduct in writing which was announced to the Directors, executives and employees for compliance in 2002. The Board of Directors Meeting No. 6/2018 held on September 25, 2018 approved the latest revision of the Company's Code of Conduct which has been disclosed on the company's website (www.qh.co.th) and regular follow-ups on the implementation of such guidelines were conducted.

In 2024, there were no instances of the Board of Directors, executives, or employees violating the company's business ethics.

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

Prevention of Conflicts of Interest

The company has disclosed all related transactions according to the rules and treated the transactions as transactions with outsiders to avoid conflict of interest.

Anti-corruption

The Company has an anti-corruption policy which requires Company's personnel to strictly comply with anti-corruption laws, policies and practices, as well as Company's anti-corruption rules, regulations, and codes of conduct to build confidence in the stakeholders that the Company will conduct business with honesty, integrity, and transparency,

and support anti-corruption activities.

Whistleblowing and Protection of Whistleblowers

The Company has instated that superiors in each and every level within the organization take actions on ensuring that their subordinates be informed, understand and comply with the Company's business ethics, rules and regulations stipulated in the articles of association, the corporate governance, as well as a series of legislations and legal codes. In addition, employees must not ignore any corruption-related activities. Any intimidate activities leading to damages would be a disciplinary offense. The Company has established guidelines for deliberation and interrogation with transparency and verifiability in light of complaints and such.

In order for all stakeholders are to be treated equally and in fairness, the Company has established a series of channels through which petitions and complaints, as well as suggestions and feedbacks, may be directed in the event that - from the Company's business operations or to its employees' possible misconducts related with suspicious behaviors deemed bribery and corruption.

Prevention of Misuse of Inside Information

The Company has set a clear written policy to oversee the use of the Company's internal data for personal benefit as follows:

1. No use of the Company's internal information for personal benefit or providing any damages to the Company with intention. No distribution of the Company's internal information to customers, suppliers, service providers, competitors and outsiders, except general or public information.
2. No use of the Company's internal information for stock trading.
3. Directors and Executives have to report information regarding the Company's stock trading and holding according to the rules and regulations in the Board of Directors Meeting.
4. The Company has a policy to prohibit the Company's Directors and Executives from trading the Company's stocks 1 month ahead of a public release of the Company's financial statement in order to prevent the use of Company's internal information for personal benefit.

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 : -

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 : No

Implementation of the CG Code for listed companies

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

Corporate Governance Structure

Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2024

Corporate governance structure diagram

Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2024	
	Male (persons)	Female (persons)
Total directors	11	
	7	4
Executive directors	3	
	2	1
Non-executive directors	8	
	5	3
Independent directors	4	
	2	2
Non-executive directors who have no position in independent directors	4	
	3	1

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	63.64	36.36
Executive directors	27.27	
	18.18	9.09
Non-executive directors	72.73	
	45.45	27.27
Independent directors	36.36	
	18.18	18.18
Non-executive directors who have no position in independent directors	36.36	
	27.27	9.09

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

	2024	
	Male (years)	Female (years)
Average age of board of directors	62	
	63	62

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. BOONSOM LERDHIRUNWONG</p> <p>Gender: Male</p> <p>Age : 71 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Engineering</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>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Chairman of the Board of Directors</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>	21 Sep 2015	Engineering, Energy & Utilities
<p>2. Mrs. SUWANNA BHUDDHAPRASART</p> <p>Gender: Female</p> <p>Age : 69 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>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 7,013,754 Shares (0.065461 %) 	<p>Director</p> <p>(Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	1 Jul 2000	Accounting, Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. ADISORN THANANAN-NARAPOOL</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 : 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>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 1,101 Shares (0.000010 %) 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	9 Apr 2003	Accounting, Property Development
<p>4. Mr. PRAVIT CHOATEWATTANAPHUN</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>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<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>	20 Apr 2010	Engineering, Business Administration, Property Development

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. 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>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 100,000 Shares (0.000933 %) 	<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>	27 Jun 2017	Engineering, Business Administration, Property Development
<p>6. Mr. ACHAWIN ASAVABHOKIN</p> <p>Gender: Male</p> <p>Age : 49 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Engineering</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>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	26 Dec 2017	Engineering, Business Administration, Economics, Finance & Securities, Property Development

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Ms. APINYA JARUTRAKULCHAI</p> <p>Gender: Female</p> <p>Age : 62 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>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<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>	10 Aug 2018	Banking, Business Administration, Property Development
<p>8. Mr. CHALERM KIETTITANABUMROONG</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>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 136,500 Shares (0.001274 %) 	<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>	26 Feb 2019	Engineering, Business Administration, Property Development

List of directors	Position	First appointment date of director	Skills and expertise
<p>9. Mrs. TIPAWAN CHAYUTIMANTA</p> <p>Gender: Female</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>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<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>	21 Apr 2023	Business Administration, Accounting, Audit
<p>10. Ms. VILASNA POONPATPIBUL</p> <p>Gender: Female</p> <p>Age : 51 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Engineering</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>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<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>	1 May 2023	Engineering, Strategic Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>11. Mr. NARONGDECH SRUKHOSIT</p> <p>Gender: Male</p> <p>Age : 46 years</p> <p>Highest level of education : Doctoral 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 : No</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<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>	27 Jun 2023	Law, Audit

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. BOONSOM LERDHIRUNWONG	Chairman of the Board of Directors		✓	✓		
2. Mrs. SUWANNA BHUDDHAPRASART	Director		✓		✓	✓
3. Mr. ADISORN THANANAN-NARAPOOL	Director		✓		✓	
4. Mr. PRAVIT CHOATEWATTANAPHUN	Director	✓				✓
5. Mr. NAPORN SUNTHORNCHITCHAROEN	Director		✓		✓	
6. Mr. ACHAWIN ASAVABHOKIN	Director		✓		✓	
7. Ms. APINYA JARUTRAKULCHAI	Director	✓				✓
8. Mr. CHALERM KIETTITANABUMROONG	Director	✓				✓
9. Mrs. TIPAWAN CHAYUTIMANTA	Director		✓	✓		
10. Ms. VILASNA POONPATPIBUL	Director		✓	✓		
11. Mr. NARONGDECH SRUKHOSIT	Director		✓	✓		
Total (persons)		3	8	4	4	4

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	1	9.09
2. Banking	1	9.09
3. Finance & Securities	1	9.09
4. Property Development	6	54.55
5. Energy & Utilities	1	9.09
6. Law	1	9.09
7. Accounting	3	27.27
8. Engineering	6	54.55
9. Strategic Management	1	9.09
10. Audit	2	18.18
11. Business Administration	7	63.64

Information about the other directors

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

Board of Directors

Role

- Others
 - -

Scope of authorities, role, and duties

-

Reference link for the charter

-

Audit Committee

Role

- Audit of financial statements and internal controls

Scope of authorities, role, and duties

-

Reference link for the charter

-

The Nomination and Remuneration Committee

Role

- Director and executive nomination
- Remuneration

Scope of authorities, role, and duties

-

Reference link for the charter

-

The Risk management Committee

Role

- Risk management

Scope of authorities, role, and duties

-

Reference link for the charter

-

The Sustainable Development and Corporate Governance Committee

Role

- Corporate governance
- Sustainability development
- Climate-related risks and opportunities governance

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. Mrs. TIPAWAN CHAYUTIMANTA^(*)</p> <p>Gender: Female</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>Expertise in accounting information review : Yes</p>	<p>Chairman of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Newly appointed director to replace the ex-director</p>	1 May 2023	Business Administration, Accounting, Audit
<p>2. Ms. VILASNA POONPATIBUL</p> <p>Gender: Female</p> <p>Age : 51 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Engineering</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 : Newly appointed director to replace the ex-director</p>	1 May 2023	Engineering, Strategic Management
<p>3. Mr. NARONGDECH SRUKHOSIT</p> <p>Gender: Male</p> <p>Age : 46 years</p> <p>Highest level of education : Doctoral 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>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Newly appointed director to replace the ex-director</p>	27 Jun 2023	Law, Audit

Additional explanation :

(*) Directors with expertise in accounting information review

Other Subcommittees

Subcommittee name	Name list	Position
The Nomination and Remuneration Committee	Mrs. TIPAWAN CHAYUTIMANTA	Member of the subcommittee (Independent director)
	Mr. ADISORN THANANAN-NARAPOOL	The chairman of the subcommittee (Independent director)
	Mr. NAPORN SUNTHORNCHITCHAROEN	Member of the subcommittee

Subcommittee name	Name list	Position
The Risk management Committee	Mr. CHALERM KIETTITANABUMROONG	The chairman of the subcommittee
	Mrs. SUWANNA BHUDDHAPRASART	Member of the subcommittee
	Ms. APINYA JARUTRAKULCHAI	Member of the subcommittee
	Mr. PRAVIT CHOATEWATTANAPHUN	Member of the subcommittee
The Sustainable Development and Corporate Governance Committee	Mrs. SUWANNA BHUDDHAPRASART	The chairman of the subcommittee
	Mr. PRAVIT CHOATEWATTANAPHUN	Vice-chairman of the subcommittee
	Ms. APINYA JARUTRAKULCHAI	Member of the subcommittee
	Mr. Sommart Promkunakorn	Member of the subcommittee
	Mr. Adisak Srisook	Member of the subcommittee

Information on the executives

Information on the executives

List and positions of the executive

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

List of executives	Position	First appointment date	Skills and expertise
<p>1. Mr. CHALERM KIETTITANABUMROONG</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>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	CHIEF EXECUTIVE OFFICER (The highest-ranking executive)	26 Feb 2019	Engineering, Business Administration, Property Development
<p>2. Mr. PRAVIT CHOATEWATTANAPHUN</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>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	Managing Director	1 Jul 2018	Engineering, Business Administration, Property Development
<p>3. Ms. APINYA JARUTRAKULCHAI^(*)</p> <p>Gender: Female</p> <p>Age : 62 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>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : Yes</p> <p>Accounting supervisor : No</p>	Senior Executive Vice President	1 May 2016	Banking, Business Administration, Property Development
<p>4. Mr. Sommart Promkunakorn</p> <p>Gender: Male</p> <p>Age : 57 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>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	Executive Vice President	1 Jan 2015	Business Administration, Property Development, Engineering

List of executives	Position	First appointment date	Skills and expertise
5. Mr. Adisak Srisook Gender: Male Age : 59 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Executive Vice President	1 May 2016	Engineering

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)	46,007,024.00	51,592,590.00	53,747,924.00

Other remunerations of executive directors and executives

	2022	2023	2024
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

Outstanding remuneration or benefits of executive directors and executives

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

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. Chuleeporn Moonsawat	chuleeporn.m@qh.co.th	-

List of the company secretary

General information	Email	Telephone number
1. Ms. Apinya Jarutrakulchai	corp_secretary@qh.co.th	-

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Mrs. Suneerat Puntarikpan	suneerat.p@qh.co.th	-

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. Ms. Apinya Jarutrakulchai	ir@qh.co.th	-

Company's auditor

Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
EY OFFICE LIMITED 33Rd Floor, Lake Rajada Office Complex, 193/136-137 Rajadapisek Road Khlong Toei Khlong Toei Bangkok 10110 Telephone number -	1,500,000.00	-	-

Assigned personnel in case of a foreign company

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

Performance Report on Corporate Governance

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

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

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. ADISORN THANANAN-NARAPOOL	Director	9 Apr 2003	Accounting, Property Development
Mr. ACHAWIN ASAVABHOKIN	Director	26 Dec 2017	Engineering, Business Administration, Economics, Finance & Securities, Property Development
Ms. APINYA JARUTRAKULCHAI	Director	10 Aug 2018	Banking, Business Administration, Property Development

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

Rights of minority shareholders on director appointment

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. BOONSOM LERDHIRUNWONG (Chairman of the Board of Directors)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2022: Advanced Audit Committee Program (AAP) • 2019: Ethical Leadership Program (ELP) • 2014: Role of the Chairman Program (RCP) • 2012: Director Certification Program (DCP) • 2012: Financial Statements for Directors (FSD) <p>Other</p> <ul style="list-style-type: none"> • 2024: IOD Forum ;Maximizing Board Effectiveness:“The Role of Lead Independent Directors in Thai Business”
2. Mrs. SUWANNA BHUDDHAPRASART (Director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2023: Director Leadership Certification Program (DLCP) • 2007: Director Certification Program (DCP) <p>Other</p> <ul style="list-style-type: none"> • 2024: “Preparing for Environmental Measures” (No.16/2024), TLCA
3. Mr. ADISORN THANANAN-NARAPOOL (Director)	Non-participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2004: Director Accreditation Program (DAP) • 2004: Director Certification Program (DCP)
4. Mr. PRAVIT CHOATEWATTANAPHUN (Director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2011: Director Certification Program (DCP) <p>Other</p> <ul style="list-style-type: none"> • 2024: - TLCA CFO Professional Development Program, TLCA No. 6/2024 :“Cybersecurity & Risk Management for CFOs”
5. Mr. NAPORN SUNTHORNCHITCHAROEN (Director)	Non-participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2005: Director Certification Program (DCP) • 2004: Director Accreditation Program (DAP) <p>Other</p> <ul style="list-style-type: none"> • 2011: Financial Institutions Governance Program (FGP) 2/2011
6. Mr. ACHAWIN ASAVABHOKIN (Director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2014: Director Certification Program (DCP) <p>Other</p> <ul style="list-style-type: none"> • 2024: -TLCA CFO Professional Development Program,"Guidelines for Enhancing the Quality of Financial Reports for Listed Companies" • 2024: -TLCA CFO Professional Development Program, Economic Update for CFO" • 2024: -TLCA CFO Professional Development Program,"Tax Governance" "Tax Governance" • 2024: -TLCA CFO Professional Development Program," Accounting Standards Related to ESG Securities Issuance "
7. Ms. APINYA JARUTRAKULCHAI (Director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2015: Director Accreditation Program (DAP) <p>Other</p> <ul style="list-style-type: none"> • 2024: TLCA CFO Professional Development Program ;“Cybersecurity & Risk Management for CFOs” • 2024: TLCA CFO Professional Development Program ;“ Economic Update for CFO (2nd) ” • 2024: TLCA CFO Professional Development Program ;“How AI will transform the CFO’s role” • 2024: “Preparing for Environmental Measures” (No.16/2024), TLCA

List of directors	Participation in training in the past financial year	History of training participation
8. Mr. CHALERM KIETTITANABUMROONG (Director)	Non-participating	Thai Institute of Directors (IOD) • 2005: Director Certification Program (DCP)
9. Mrs. TIPAWAN CHAYUTIMANTA (Director)	Participating	Thai Institute of Directors (IOD) • 2019: Director Certification Program (DCP) Other • 2024: IOD Forum ; Maximizing Board Effectiveness : “The Role of Lead Independent Directors in Thai Business”
10. Ms. VILASNA POONPATIBUL (Director)	Participating	Thai Institute of Directors (IOD) • 2024: Financial Statements for Directors (FSD) • 2023: Advanced Audit Committee Program (AAP) • 2023: Director Certification Program (DCP) Other • 2024: IOD Forum ; Maximizing Board Effectiveness : “The Role of Lead Independent Directors in Thai Business”
11. Mr. NARONGDECH SRUKHOSIT (Director)	Participating	Thai Institute of Directors (IOD) • 2024: Advanced Audit Committee Program (AAP) • 2022: Director Certification Program (DCP) • 2022: Financial Statements for Directors (FSD) Other • 2024: IOD Forum ; Maximizing Board Effectiveness : “The Role of Lead Independent Directors in Thai Business”

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 : Yes

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 : 8
(times)

Date of AGM meeting : 19 Apr 2024

EGM meeting : No

Details of the board of directors' meeting attendance

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. BOONSOM LERDHIRUNWONG (Chairman of the Board of Directors, Independent director)	8	/	8	1	/	1	N/A	/	N/A
2. Mrs. SUWANNA BHUDDHAPRASART (Director)	8	/	8	1	/	1	N/A	/	N/A
3. Mr. ADISORN THANANAN-NARAPOOL (Director)	8	/	8	1	/	1	N/A	/	N/A
4. Mr. PRAVIT CHOATEWATTANAPHUN (Director)	8	/	8	1	/	1	N/A	/	N/A
5. Mr. NAPORN SUNTHORNCHITCHAROEN (Director)	8	/	8	1	/	1	N/A	/	N/A
6. Mr. ACHAWIN ASAVABHOKIN (Director)	8	/	8	1	/	1	N/A	/	N/A
7. Ms. APINYA JARUTRAKULCHAI (Director)	8	/	8	1	/	1	N/A	/	N/A
8. Mr. CHALERM KIETTITANABUMROONG (Director)	8	/	8	1	/	1	N/A	/	N/A
9. Mrs. TIPAWAN CHAYUTIMANTA (Director, Independent director)	8	/	8	1	/	1	N/A	/	N/A
10. Ms. VILASNA POONPATPIBUL (Director, Independent director)	8	/	8	1	/	1	N/A	/	N/A
11. Mr. NARONGDECH SRUKHOSIT (Director, Independent director)	8	/	8	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	
1. Mr. BOONSOM LERDHIRUNWONG (Chairman of the Board of Directors)			904,000.00		N/A
Board of Directors	304,000.00	600,000.00	904,000.00	-	
2. Mrs. SUWANNA BHUDDHAPRASART (Director)			872,000.00		N/A
Board of Directors	240,000.00	480,000.00	720,000.00	-	
The Sustainable Development and Corporate Governance Committee	152,000.00	N/A	152,000.00	-	
The Risk management Committee	N/A	N/A	N/A	-	
3. Mr. ADISORN THANANAN-NARAPOOL (Director)			834,000.00		N/A
Board of Directors	240,000.00	480,000.00	720,000.00	-	
The Nomination and Remuneration Committee	114,000.00	N/A	114,000.00	-	
4. Mr. PRAVIT CHOATEWATTANAPHUN (Director)			480,000.00		N/A
Board of Directors	N/A	480,000.00	480,000.00	-	
The Sustainable Development and Corporate Governance Committee	N/A	N/A	N/A	-	
The Risk management Committee	N/A	N/A	N/A	-	
5. Mr. NAPORN SUNTHORNCHITCHAROEN (Director)			780,000.00		N/A

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors	240,000.00	480,000.00	720,000.00	-	
The Nomination and Remuneration Committee	60,000.00	N/A	60,000.00	-	
6. Mr. ACHAWIN ASAVABHOKIN (Director)			720,000.00		N/A
Board of Directors	240,000.00	480,000.00	720,000.00	-	
7. Ms. APINYA JARUTRAKULCHAI (Director)			480,000.00		N/A
Board of Directors	0.00	480,000.00	480,000.00	-	
The Risk management Committee	N/A	N/A	N/A	-	
The Sustainable Development and Corporate Governance Committee	N/A	N/A	N/A	-	
8. Mr. CHALERM KIETTITANABUMROONG (Director)			480,000.00		N/A
Board of Directors	0.00	480,000.00	480,000.00	-	
The Risk management Committee	N/A	N/A	N/A	-	
9. Mrs. TIPAWAN CHAYUTIMANTA (Director)			1,038,000.00		N/A
Board of Directors	240,000.00	480,000.00	720,000.00	-	
Audit Committee	228,000.00	N/A	228,000.00	-	
The Nomination and Remuneration Committee	90,000.00	N/A	90,000.00	-	
10. Ms. VILASNA POONPATPIBUL (Director)			900,000.00		N/A

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors	240,000.00	480,000.00	720,000.00	-	
Audit Committee	180,000.00	N/A	180,000.00	-	
11. Mr. NARONGDECH SRUKHOSIT (Director)			900,000.00		N/A
Board of Directors	240,000.00	480,000.00	720,000.00	-	
Audit Committee	180,000.00	N/A	180,000.00	-	
12. Mr. Sommart Promkunakorn (Member of the subcommittee)			0.00		N/A
The Sustainable Development and Corporate Governance Committee	0.00	0.00	0.00	-	
13. Mr. Adisak Srisook (Member of the subcommittee)			0.00		N/A
The Sustainable Development and Corporate Governance Committee	0.00	0.00	0.00	-	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	1,984,000.00	5,400,000.00	7,384,000.00
2. Audit Committee	588,000.00	0.00	588,000.00
3. The Nomination and Remuneration Committee	264,000.00	0.00	264,000.00
4. The Risk management Committee	0.00	0.00	0.00
5. The Sustainable Development and Corporate Governance Committee	152,000.00	0.00	152,000.00

Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	2,988,000.00
Other monetary remuneration (Baht)	5,400,000.00
Total (Baht)	8,388,000.00

Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the board of directors over the past year : 12,743,211.00
(Baht)

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated companies : Yes

Mechanism for overseeing subsidiaries and associated companies : Yes

Mechanism for overseeing management and taking responsibility for operations in subsidiaries and associated companies approved by the board of directors : The appointment of representatives as directors, executives, or controlling persons in proportion to shareholding, The determination of the scope of duties and responsibilities of directors and executives as company representatives in establishing important policies, Disclosure of financial condition and operating results, Transactions between the company and related parties, Other significant transactions, Acquisition or disposal of assets, Internal control system of the subsidiary operating the core business is appropriate and sufficient in the subsidiary operating the core business

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 over the past year : Yes

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 information to seek benefits over the past year : Yes

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 year : Yes

Form of operations in anti-corruption : The participation in anti-corruption projects

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 over the past year : Yes

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) : 6

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Mrs. TIPAWAN CHAYUTIMANTA (Chairman of the audit committee)	6	/	6
2 Ms. VILASNA POONPATPIBUL (Member of the audit committee)	6	/	6

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
3 Mr. NARONGDECH SRUKHOSIT (Member of the audit committee)	6	/	6

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 of The Nomination and Remuneration Committee

Meeting The Nomination and Remuneration : 3
Committee (times)

List of Directors	Meeting attendance of The Nomination and Remuneration Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mrs. TIPAWAN CHAYUTIMANTA (Member of the subcommittee)	3	/	3
2 Mr. ADISORN THANANAN-NARAPOOL (The chairman of the subcommittee)	3	/	3
3 Mr. NAPORN SUNTHORNCHITCHAROEN (Member of the subcommittee)	2	/	2

The results of duty performance of The Nomination and Remuneration Committee

Meeting attendance of The Risk management Committee

Meeting The Risk management Committee : 2
(times)

List of Directors	Meeting attendance of The Risk management Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. CHALERM KIETTITANABUMROONG (The chairman of the subcommittee)	2	/	2
2 Mrs. SUWANNA BHUDDHAPRASART (Member of the subcommittee)	2	/	2
3 Ms. APINYA JARUTRAKULCHAI (Member of the subcommittee)	2	/	2
4 Mr. PRAVIT CHOATEWATTANAPHUN (Member of the subcommittee)	2	/	2

The results of duty performance of The Risk management Committee

Meeting attendance of The Sustainable Development and Corporate Governance Committee

Meeting The Sustainable Development and : 4
Corporate Governance Committee (times)

List of Directors	Meeting attendance of The Sustainable Development and Corporate Governance Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mrs. SUWANNA BHUDDHAPRASART (The chairman of the subcommittee)	4	/	4
2 Mr. PRAVIT CHOATEWATTANAPHUN (Vice-chairman of the subcommittee)	4	/	4
3 Ms. APINYA JARUTRAKULCHAI (Member of the subcommittee)	4	/	4
4 Mr. Sommart Promkunakorn (Member of the subcommittee)	4	/	4
5 Mr. Adisak Srisook (Member of the subcommittee)	4	/	4

The results of duty performance of The Sustainable Development and Corporate Governance 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 : No

United Nations SDGs that align with the organization's sustainability management goals : Goal 4 Quality Education, Goal 5 Gender Equality, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 11 Sustainable Cities and Communities, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 15 Life on Land, Goal 16 Peace, Justice and Strong Institutions

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 : Yes

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

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">• Creditor• Suppliers• Community• Shareholders• Customers• Residents• Financial institution	-	-	<ul style="list-style-type: none">• Annual General Meeting (AGM)• Complaint Reception• Employee Engagement Survey• Satisfaction Survey

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 sustainability materiality topics : Yes

Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Reduce the environmental impact of project management.	<ul style="list-style-type: none"> • Environmental Management Standards Policy and Compliance
Greenhouse gas management and climate change risk management.	<ul style="list-style-type: none"> • Energy Management • Water Management • Waste and Waste Management • Greenhouse Gas Management

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Doesn't 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 : No

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 factors : Operational Risk
• Shortage or reliance on skilled workers
ESG risk factors : 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 : No
guidelines

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management plan : No

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 : No

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)

Company's research and development (R&D) policy : No

Information on organization's innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

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

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

Benefits of innovation development

Financial benefits

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

Non-financial benefits

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

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