



**รายงานความยั่งยืน 2562**  
**SUSTAINABILITY REPORT 2019**



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## About Sustainability Report

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T.Krungthai Industries Public Company Limited has prepared the Sustainability Report for the year 2019 which is the second year to present the management guidelines and sustainability performance that covers economic, social, and environmental topics. The reporting cycle is from January 1 to December 31, 2019 and some guidelines of the sustainability reporting of Global Reporting Initiatives Guideline Version 4.0 (GRI) are used in preparing the presentation and analyzing the relationship linked with the United Nations Sustainable Development Goals (SDGs) in order to present the sustainability performance to all stakeholders.

The preparation of this sustainability report has been verified the completeness covering important issues related to the organization and interested parties by the Executive Committee and the board of directors as well as this report has been published on the website [www.tkrungthai.com](http://www.tkrungthai.com) to increase the opportunity to access information of interested parties and other interested parties.

**T.Krungthai Industries Public Company Limited.**

## Message from the Chairman of the Board

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### T.Krungthai Industry Pubic Company

**Limited** has been in the industry of plastic parts of automobile, electric appliances as well as producing molds for injecting plastic for over 45 years with social responsibility with regard of overall economic, society and environment. The company is committed to conducting business in accordance with the principles of good corporate governance, risk management, supervision of compliance with laws and regulations of relevant departments and the anti-corruption operations by integrating works in order to make effective management and with good governance to lead to sustainable growth and business strength. The company

has developed sustainability operations in areas of economic, society and environment to ensure continuity and connection with Strategy for organization operations to make a sustainable industry which is stated in our vision, missions, ideology and core values including Corporate Governance Policy and Business Code of Conduct. Moreover, the business plan has also supported business innovation and invention concerning environment and society, as well as fostering a good relationship with community for a better life quality of community people, encouraging participation from staff, customers, society, community and stakeholders as guided in the Corporate Social Responsibility Policy approved by the Board, which is a practice for executives and staff to follow continuously.

In 2019, the company has continuously carried out various projects both within and outside the organization and supported activities organized by both public and private sector, such as the White Factory Project that certified drug prevention standards and solved drug issues in establishments, by Samutprakarn province and Department of Labor Protection and Welfare, Ministry of Labor. Besides, this year, the company has received the certification of Environmental Management System Standard (ISO14001:2005) and the Green Industry Certification Level 3 from the Ministry of Industry. The company has promoted and supported the Zero Accident Project in order to build safety awareness in workplace and daily life. We have cultivated our employees to live according to moral and ethical principles. Also, the company has supported good traditional and cultural practices by giving our employees chances to take part in activities like the National Mother's Day, National Father's Day, blood donation,

candle parade on the Buddhist Lent Day. We have supported and encouraged our employees to return to develop their hometown via the Making Merit in Your Hometown Project and educated them about the Sufficiency Economy Philosophy via the Affordable Market Project. In addition, the company has recognized the importance of youth, who will be the future of the country, by providing educational opportunities via the Scholarship Program for children of employees, as well as supporting and encouraging students to learn from real-world work experience via the Cooperative Education Project and internship training.

On behalf of T.Krungthai Industry Public Company Limited, I am pleased to have the opportunity to push and support the responsibility of environment and society throughout supporting the employees, customers, society and all interested parties in participating the social responsibility in developing the country and Thai society sustainably.



(General Terdsak Marrome)

Chairman of the Board

T.Krungthai Industries Public Company Limited.

January, 2020

## Company Information

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T.Krungthai Industry Public Company Limited has been in the industry of plastic parts of automobile and related business permitted as a registered company according to The Civil and Commercial Code, The Office of The Company Limited and Partnership Registration, Department of Business Development, Ministry of Commerce and The Securities and Stock Exchange Market Act as follows:

- Registered number: 0107547000010
- Head Office: 23 Soi Chan 43, Intersection 21, Chan rd., Toong Wat Don sub-district,  
Sathorn district, Bangkok 10120  
Telephone +66 (0) 2 211-2762, 211-3732 Fax +66 (0) 2 212-4864 6
- Kingkaew Factory: 59 Moo 6 Kingkaew rd., Rachadheva sub-district, Bangplee district,  
Samutprakarn 10540  
Telephone +66 (0) 2 175-2181-5 Fax +66 (0) 2 175-2188
- Kabinburi Factory: 517 Moo 9 Soi 14 Kabinburi Industrial Estate, Nongkee, Kabinburi district,  
Prachinburi 25110  
Telephone +66 (0) 37 455-430-3, +66 (0) 37 455-435  
Fax +66 (0) 37 455-434
- Suwinthawong Factory: 28/4 Moo 1 Suwinthawong rd., Klong udom chonlajorn Muang district,  
Chachoengsao 24000  
Telephone +66 (0) 38 593-334-41 Fax +66 (0) 38 593-344

Website [www.tkrungthai.com](http://www.tkrungthai.com)

E-mail - Investor Relation: [investor@tkrungthai.com](mailto:investor@tkrungthai.com)

E-Mail - Marketing: [marketing@tkrungthai.com](mailto:marketing@tkrungthai.com)

E-Mail - Human Resources: [hrd@tkrungthai.com](mailto:hrd@tkrungthai.com)

E-Mail – Audit Committee (independent): [independent@tkrungthai.com](mailto:independent@tkrungthai.com)

## Vision Mission Core Values Ideology

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### Vision

**“Leader of plastic automobile component production service providers and related industries in terms of quality and service, providing rewarding returns to all stakeholders.”**

### Mission

1. To fulfill customers’ requirements in terms of quality and service
2. To enhance the opportunity of business growth
3. To improve administration system, production system, and quality control system to reach universal standards
4. To promote human resource potential and provide continual knowledge
5. To develop effective organization-wide communication system internally and Externally
6. To promote good images and relationship to all stakeholders  
(staff, trade partners, stock holders and community etc.)

### Core Values

- **Clarity:** People at all levels must thoroughly and clearly understand how to do their work.
- **Coaching:** Provide for person-to-person training such as the older coaching the younger, teachers instructing students, friends introducing friends, to get everybody to work dexterously in every activity following OJT.
- **Taking action seriously:** Work with the guts to conquer problem, preventing repeated problems.
- **Potential career enhancement:** Set an organization standard and increase overall potential, promoting ideas and abilities development by adjusting oneself and team’s background knowledge.
- **Professionalism:** Continuously enhance staff’s ability in doing his or her job, keep alert on developments of business circle of own trade, as well as unendingly compare his or herself with others in terms of being fully a professional.

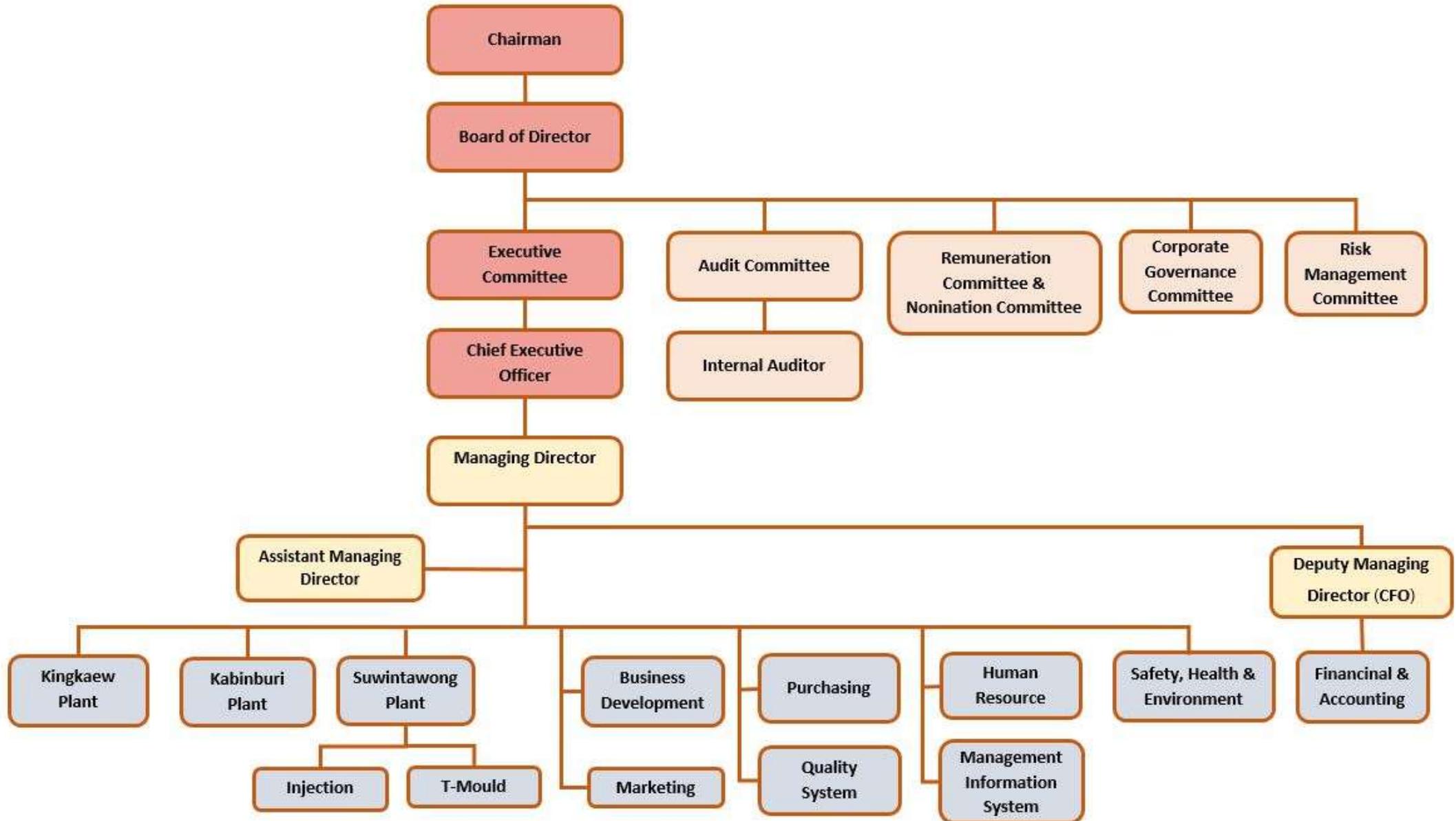
## Ideology

1. Uphold principles of corporate good governance
2. Pursue optimum business excellences
3. Believe in human values
4. Put emphasis on social responsibility



Picture 1: Sustainable Development Ideology

## Organization Chart



Picture 2: Organization Chart

## Stakeholder participation

We have written an operating methods towards stakeholders in Corporate Governance Policy and Code of Conduct. We realize an importance of every stakeholder rights neither internal stakeholders who are company's stockholders, boards and staff and external stakeholders who are customers, partners, competitors, creditor including community, environment and society. Additionally, we encourage stakeholders' participation in order to know actual needs so that we can meet the need of every group accurately.

The results of performance in financial year between 1 January 2019 - 31 December 2019 are as follows:

Stakeholders	Needs	Procedures	Operating methods
 <p>Stockholders</p>	<ol style="list-style-type: none"> <li>1. Good performances and a secure growth.</li> <li>2. Transparent operation, verifiable.</li> <li>3. Regular, comprehensive communication.</li> </ol>	<ul style="list-style-type: none"> <li>● Hold Stockholder annual meeting, once a year.</li> <li>● Participate Opportunity Day to meet with investors, 1 times a year.</li> <li>● Hold an industry visit for stockholders, once a year.</li> <li>● Publicize information through company website <a href="http://www.tkrungthai.com">www.tkrungthai.com</a> Set a suggestions and complaint system.</li> </ul>	Do business following a policy, principle and regulation from The Stock Exchange Market of Thailand.
 <p>Board of company</p>	<ol style="list-style-type: none"> <li>1. Transparent operation.</li> <li>2. Fairly treat to every stakeholder group.</li> </ol>	<ul style="list-style-type: none"> <li>● Hold board meetings, quarterly at least Provide sufficient, complete information in time Participate in business monitoring.</li> <li>● Develop necessary related knowledge.</li> </ul>	Do business following a policy, principle and regulation from The Stock Exchange Market of Thailand.
 <p>Staff</p>	<ol style="list-style-type: none"> <li>1. Appropriate wages and welfare.</li> <li>2. security and work progress.</li> <li>3. A continual development of knowledge and abilities.</li> <li>4. Relaxation activities and a balance of life and work for safety and better life quality.</li> </ol>	<ul style="list-style-type: none"> <li>● Having comparative wages and welfare in the same industry</li> <li>● Provide trainings to develop skills of staff, 64 curriculums in total from both internal and external organization.</li> <li>● Hold activities by getting staff to participate recreation activities according to festivals such as a New Year activity or giving concert tickets staff.</li> <li>● Set a survey system to plan staff training programs as needed (Training Need).</li> <li>● Provide communication channels for staff opinions and suggestions.</li> </ul>	<p>Fairly treat to staff, continually develop staff 'knowledge and abilities.</p> <p>Pay wages and fringe benefits comparable to other companies of a same industry.</p> <p>Organize a safe environment appropriate for working efficiently.</p>

Table 1: Stakeholder participation

Stakeholders	Needs	Procedures	Operating methods
 Customers	1.satisfaction in products, with quality products and excellent services. 2.Readiness to fulfill customer's needs. 3.Keep customer's secret.	<ul style="list-style-type: none"> <li>Do a survey of customer's satisfaction once a year. Receive customers' suggestions and complaints.</li> </ul>	-Emphasize and provide products that can fulfill customer's needs. -Build up staff' capacity in order to present products and services that can response customers' need in every aspect. -Keep customer's secret as a part of company code of conducts and staff ethics to hold strictly and maintain a regular communication to staff.
 Competitors	Do business on a transparency basis	<ul style="list-style-type: none"> <li>Treat competitors according to the framework and principles of competition. Do not violate the secret or know the trade secrets by fraudulent means.</li> </ul>	- Act within the framework of good competition. - Do not seek competitors' confidential information through dishonest means. - Not destroying the reputation of its competitors by slandering
 Trade partners / Creditors	Pay interest and capital as scheduled	<ul style="list-style-type: none"> <li>Pay attention to suggestions and complaints.</li> </ul>	- Consider selecting a partner On the basis of equality and fairness. - Follow the conditions and contracts agreed with the business partners and staff.
 Community, environment and society	1.Support community's activities 2.Take care of environment	<ul style="list-style-type: none"> <li>Survey the needs of society and communities, promote exchanging opinions and listening according to community meeting project Allowing communities to participate in activities such as the Bua Bua tradition, children's day activities, religious activities etc.</li> </ul>	Run business with ethics, along with a care for social and environment responsibility, including giving supports for community public activities, developing society and community environments and encouraging staff to participate in activities.

The shareholders and stakeholders may contact/raise concerns to the independent committee directly at email address: [independent@krungthai.com](mailto:independent@krungthai.com)

The stakeholders may report infringements or complaints at Tel. 02-211-3732 central office or contact the company secretary, Mr.Chumpol Techakraisi. via email: [chumpol@krungthai.com](mailto:chumpol@krungthai.com) or Report by sending a letter to Audit Committee of T.Krungthai Industries Public Company Limited. 23 Soi Chan 43, Yak 21 Tungwatdon, Sathorn, Bangkok 10120.

The company has a policy to protect the informant and maintain their information and details confidentially if the company sees that the disclosure of such information may cause danger to the informer/complainant.

In the year 2019, there is no whistle blowing received from employees or any stakeholders.

## Sustainability Policy Year 2019

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The company has a policy to conduct business by focusing on creating sustainability by creating balance. Both economic, social and environmental aspects to achieve the goals according to the vision and mission under the policy framework and guidelines as follows



### Economic Performance

- |   |                                  |
|---|----------------------------------|
| 1. Business Overview and Performance                | 5. Risk Management               |
| 2. Good Corporate Governance                        | 6. Responsibilities to Consumers |
| 3. Business management with<br>corporate governance | 7. Relationship with Investor    |
| 4. Anti- corruption practice                        |                                  |



### Social Performance

- 1 Human Rights
- 2 Fair Labor Practices
- 3 Safety and Health of Employee
- 4 Community Development and Social



### Environmental Performance

1. Environmental Care
2. Efficient use of resources



**ECONOMY**

**เศรษฐกิจ**

## Business Overview and Performance (Economic)

The Company's products are classified into two categories:

### 1. Injection Molding

- Automotive Industry
- Electric Industries
- Other Industry

### 2. Mold Production and repair

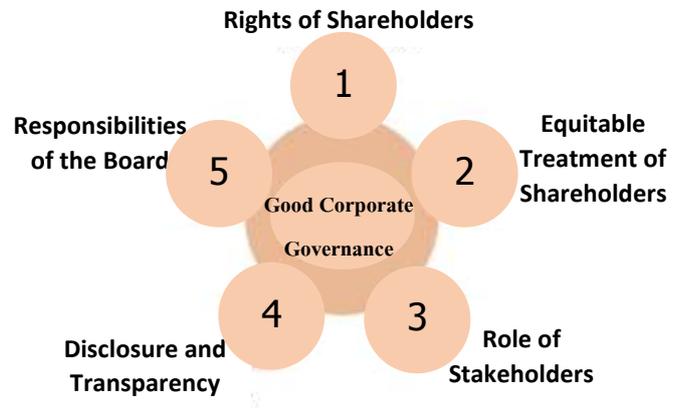
Economic info	unit	2017	2018	2019
<b>Economic value added building (Financial statement)</b>				
<b>Ordinary share information (baht)</b>				
Par value of shares ( baht)	baht	1	1	1
Book value per share	baht	2.08	1.90	2.03
Earnings per share	baht	-0.24	-0.17	0.06
<b>Operating results (thousand baht)</b>				
Revenue from sales	baht	1,072,666	1,171,219	1,287,214
Total revenues	baht	1,080,637	1,178,724	1,301,723
Net profit	baht	-51,325	-36,754	12,208
<b>Balance sheet (thousand baht)</b>				
Current assets	baht	338,034	433,087	465,396
Total assets	baht	1,093,037	1,134,880	1,161,313
Current liabilities	baht	624,228	692,904	670,436
Total liabilities	baht	648,723	727,320	727,337
Issued and Paid-up Share Capital	baht	214,000	214,000	214,000
Shareholders' equity	baht	444,314	407,560	433,976
<b>Financial Ratio</b>				
Return on Equity/ ROE	%	-12.45	-8.63	2.90
Return on fixed assets	%	-7.62	-5.39	1.87
Return on assets / ROA	%	-4.78	-3.33	1.06
Gross profit	%	9.31	11.03	13.83
Current ratio (CA/CL)	times	0.54	0.63	0.69
Liquidity ratio	times	0.52	0.60	0.64
Debt to Equity ratio	times	1.46	1.78	1.68

Table 2: Performance T.Krungthai Industries Public Company Limited.

## Good Corporate Governance

T.Krungthai Industries Public Company Limited has conducted its business by adhering to the principles of good corporate governance, compliance with business ethics, Risk management, Internal control, including compliance with related laws and regulations strictly in order to create efficient professional management transparency, fairness and accountability by taking into account the economic and social responsibility without being involved in any form of corruption. Therefore, the board of directors, executives and employees have role, duty and responsibility to comply with the policy of good corporate governance and business ethics to increase the ability to compete and build up the trust of shareholders and stakeholders in long term as well as create the value for the organization and the sustainable business growth.

**The company's Board of Directors established the Code of Best Practices** for directors of a listed company according to the guidelines of the Stock Exchange of Thailand. After having the company listed on the Stock Exchange of Thailand, the firm launched the "Corporate Governance Policy" and the "Code of Conduct" guides to distribute to the company's directors, executives and employees at all levels to adhere to and follow the practices accordingly.



Picture 3: Principles of Good Corporate Governance

**To apply Good corporate governance principles for listed companies 2017 (CG Code).** In 2019, the Good Corporate Governance Committee reported the Code of Conduct to the Board of Directors in order to acknowledge the guidelines of CG Code, in the overall, the Board of Directors understands the roles of directors in accordance with the CG Code and will review and improve the Company's good corporate governance policy to be in line with the practices of CG Code

**Compliance with the Good Corporate Governance Principles.** The company is committed to ensuring the continuous compliance with strict guidelines on its the policy to develop good corporate governance. In year 2018, the company was rated with "Excellent" (five stars) by the Thai Institute of Directors.

## Business management with corporate governance

In business the company complies with the framework of honest trade competition. By adhering to conducting business in accordance with fair rules Under the legal framework and code of conduct of the company Without any acts of corruption which are harmful to each other and not seeking competitors' trade secrets or competitors' specifications by unlawful means or violating the agreement not to disclose competitor information Whether from customers or other people Details are as follows.

**Trading parties** the company has a policy to treat business partners equally and fairly by taking the best interests of the company into account. The policy is based on fair and equal receipt of return for both parties and on avoiding situations that may cause a conflict of interest. The company strictly complies with its commitments, provides accurate information, correct reports and follows negotiations to find solutions for problems based on the level of business relationship. As table two Guideline Business Management with Corporate Governance

**Creditors** the Company complies with the conditions stated in the loan agreement Customers The Company constantly pays attention and holds responsibilities towards all customers by providing good quality products, prompt service and keep customers' information confidentially.

**Competitors** the company acts towards competitors in an honest practice. The company does not breach confidentiality or obtain trade secrets of competitors by fraud. The company operates under the rules of good competition practice, does not damage the reputation of trade competitors by accusations.

In the year 2019, from the business operation that focuses on the principle of fair business operation causing the company to not have any disputes in matters relating to business competitors

Guideline Business Management with Corporate Governance	
	1. The company offers the opportunity to do business for all partners and to consider the selection of partners based on equality and fairness.
	2. Do not request, receive or pay any benefits in a dishonest manner to partners and/or creditors.
	3. Strictly comply with the agreed terms and in the case of an inability to comply with any terms, the creditor needs to be informed immediately in order to find solutions together.

**In the year 2019, not have any disputes in matters relating to business competitors.**



**Table 3: Guideline Business Management with Corporate Governance**

## Anti- corruption Practice

T.Krungthai Industries Public Company Limited is confident that the stable and sustainable progress of business operations must be based on business operations with honesty along with compliance with the Code of Conduct and corporate social responsibility with the principles of good corporate governance. The company recognizes that the corruption is the root cause of damage of the economy, the society and the nation as well as is a major obstacle to the stable and sustainable growth of the organization. Therefore, the company is aware and gives importance to operations in anti-corruption by cultivating and campaigning for its employees having the awareness and values in the operation with honesty, transparent working process, clear, verifiable, and no direct or indirect action related to corruption.

The company announced its intention to participate Thailand's Private Sector Collective Action Coalition Against Corruption (CAC) Project since 2017. The company has established an anti-corruption policy and other policies including the process of risk assessment to prevent and suppress corruption by evaluating the risk level for both the chance and the impact on corruption in order to determine preventive measures and monitor ongoing evaluation. The company also has the guidelines for supervision and control to prevent and monitor by internal control system and risk management which covers the working systems of the organization.



Picture 4: Certificate of Membership

Additionally the company has the process of risk assessment to prevent and suppress corruption by evaluating the risk level for both the chance and the impact on corruption in order to determine preventive measures and monitor ongoing evaluation besides the guidelines for supervision and control. To prevent and monitor by having internal control system and risk management covers the working systems of the organization including the method of receiving clues or reporting the fraud to employees to use in the complaint if see corruption in the organization as well as providing continuous communication, training and awareness among executives and employees at all levels and monitoring and reporting on anti-corruption and anti-corruption supervision regularly.

In the year 2019, the company has organized a campaign about anti-corruption for employees continuously every year in order to gain knowledge and participate in corruption prevention including renewal of membership of the Private Sector Collective Action Coalition Against Corruption Project to show commitment and intention to be another force in driving corruption away and create transparency values in Thai society.



Picture 5: Policies related to anti-corruption

# Whistle Blowing

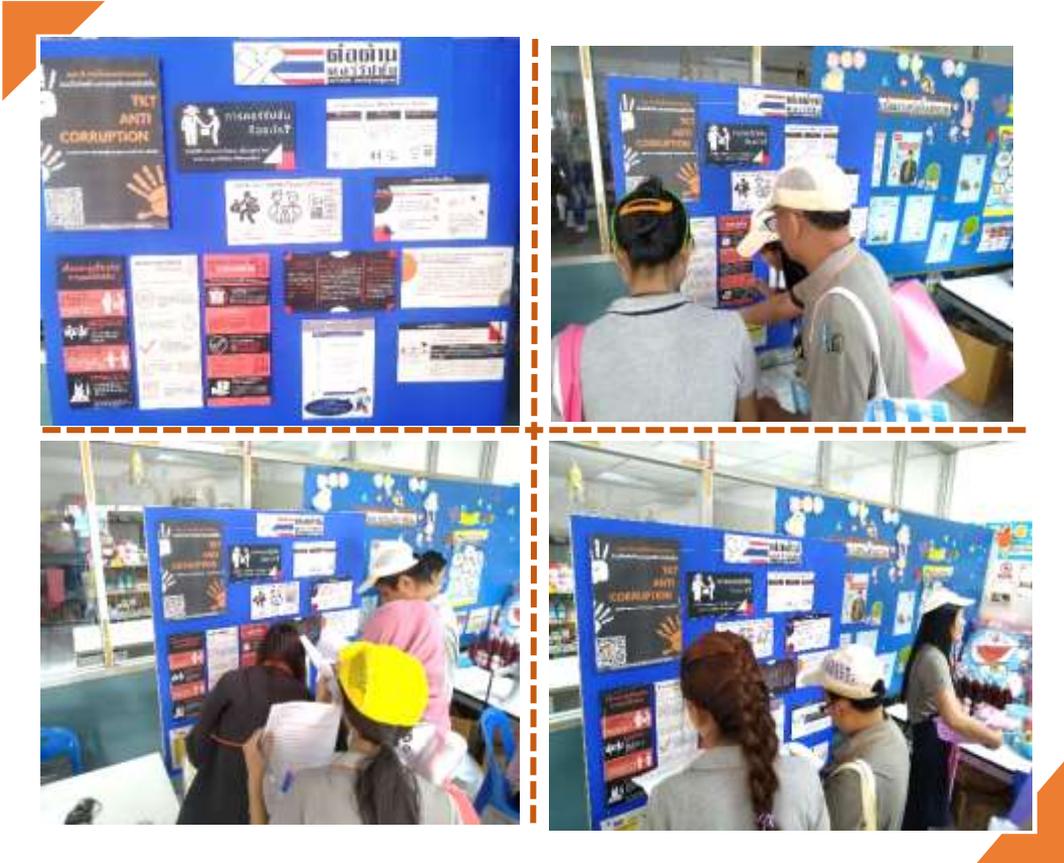
**If any one, See any acts of corruption please report.**

<p><b>Inform to Audit Committee via email: <a href="mailto:independent@tkrungthai.com">independent@tkrungthai.com</a></b></p> <hr style="border: 1px solid black;"/> <p><b>Inform via website: <a href="http://www.tkrungthai.com">www.tkrungthai.com</a></b></p>	<p><b>Inform via the human resources department of the company.</b></p> <hr style="border: 1px solid black;"/> <p><b>Inform via sending a letter to Audit Committee of T.Krungthai Industries Public Company Limited, 23 Soi Chan 43, Yak 21 Tungwatdon, Sathorn, Bangkok 10120</b></p>
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Picture 6: Whistleblowing Fraud Reporting

Table 4: Summary of Anti-Corruption Operation of year 2019

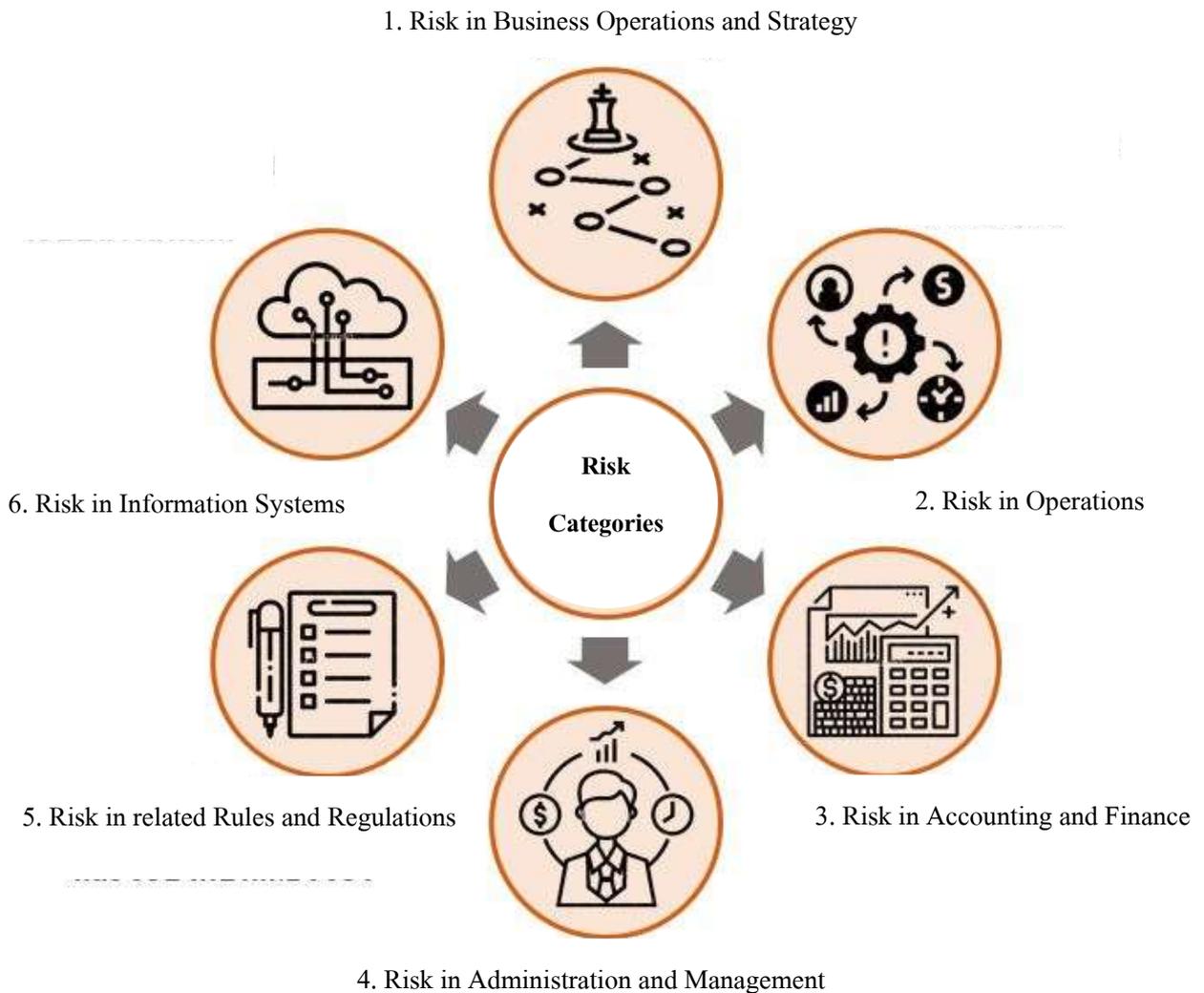
- 1 Establish operation guidelines in accordance with anti-corruption policy in order to be guideline for employees to adhere to practice in the same direction including establishing good standards for transparency and enable to inspect in every process
- 2 Establish a working group on anti-corruption by defining roles in driving the anti-corruption work within the organization continuously
- 3 Carry out risk assessments and set guidelines for risk management on corruption in relevant departments
- 4 Organize activities to increase knowledge and understanding of employees in Policy and Guidelines about Anti-corruption and Whistleblowing policy
- 5 Prepare a self-assessment form about anti-corruption in order to submit the membership renewal of the Private Sector Collective Action Coalition Against Corruption (CAC)



Picture 7: Anti-Corruption Campaign Activity

## Risk Management

The company had realized that risk management is an important issue and tool to management framework. Risk management is significant to investors, shareholders, business operations therefore a manual has been prepared to be followed. Risk management policy and Risk Management Committee shall assess risks and determine preventive measures along with the responsible officers for monitoring and analyzed the risk practices in the organization. Responsible authorities that has been linked to risk management strategy shall manage the organization to reduce or mitigate the risks that may cause to the organization. The company has set out the risks that may affect the business in six categories as follows:



Picture 8: Business Risk Categories

In year 2018, The company has to comply with the regulations of risk management manual and shall conduct a risk assessment in each group every six months and found out that the risk has materialized as follows:

➤ **Risk in Business Operations and Strategy**

**The risk in the change of raw material price**

If the price of raw material become higher our cost of goods sold will also be higher which will make out profit less

Change of material price has no impact to the company operation as prices quoted to the customers are calculated based on the raw material cost and cost structure and the responsibility on this is given to the marketing dept. to follow up the price change of the raw material and quote the price to customers as per the material cost.

➤ **Risk in Operations**

**Risk in Cost of Production higher than competitor due to machinery and technology**

If production costs are higher than that of the competitors due to the obsolete / outdated machineries and technology that makes our production waste higher and less production combined with higher maintenance cost and higher cost of goods sold.

Therefore the company has to follow up any changes in technology all the time and send its employees regularly both abroad and locally. In the case of the machineries used for production, we have to check its efficiency on a regular basis and calculate the maintenance cost once a year and make sure that the maintenance expenses won't be high. If the outcome is not satisfactory then the company must take into consideration to purchase new machine.

**Risk in lack of raw materials**

Material used for production is a special kind of raw material for automotive industry, should the material used is not enough it will affect our production and delivery.

The company control this risk by purchasing the material from trusted and reliable suppliers, make plans ahead and must be under control and monitored regularly.

➤ **Risk in Accounting and Finance**

The Company has planned to reduce the liabilities on current loan as to give flexibility in financial management and to provide support for future business to yield satisfactory rate of return. As you can see from D/E Ratio with the highest 2.5:1 at present D/E ratio 1.78 for fiscal year 2018.

The Company has focus on monetary regulations and proper financial management. The Company regularly analyzed impacts of all risks in order to prepare for the sudden affects from any unpleasant situations that might happen. Financial risks that the Company put focuses is to closely protect financial risk that can affect our expenses.

### **Risk form interest rate**

Risk from interest rates incurred from the change of interest rates in the future which effects upon results of operation and cash flow of the Company.

The company has prevented such risk by planning to financing funds from sources that have lower interest rates than the market rate for operating the business in advance. Moreover, the interest burden of the company is relatively low compared to the revenue. And the company tried to match the loan repayment term with investment term such as the investment in machinery and equipment was financed by the long term source of fund in order to be related to the payback period.

### **Risk from exchange rate**

The Company has certain foreign currency transactions that give rise to significant exposure to market risk from change in foreign exchange rates.

However, the Company has forwarding contract for foreign exchange rated as a hedge against such risk for the purchase of machineries and equipment from foreign country.

### **Risk from credit provision**

The Company constitute risk from the credit offered in respect of trading accounts receivable since trade accounts receivable may not be able to settle debt pursuant to term and covenant agreed upon and also risk from counter party who cannot comply with the term and covenant in the contract of loan which may incur financial loss.

However the Company hold the policy to hedge against such risks via the analysis of financial status and consideration of capability in term of debt repayment of clients and each counter-party. Regarding the consideration of audit granted for trading accounts receivable who are anticipated of uncollectable in debt settlement, the Company sufficiently considered the allowance of doubtful debt.

## **➤ Risk in related Rules and Regulations**

### **Risk on not complying to the rules and regulation of SET/SEC**

The SET / SEC have set regulations for listed companies to observe and follow rules in administering companies in appropriate manner including the prohibitions and punishments for the companies who do not observe and follow the rules.

The company has to strictly and closely follow SET / SEC rules and has to appoint someone to be directly responsible to follow up news / reports, and or latest regulations for listed companies for confidence that the company strictly follows the rules of SET / SEC on time.

The risk assessment of this aspect in 2019 found no violation of any rules, regulations or terms and conditions of the Stock Exchange of Thailand.

## ➤ Risk in Information Systems

### **Risk of data loss**

There is a risk of Enterprise Resource Planning (ERP) software database loss and malfunction of computer systems, which could cause damage to the company's operations.

Therefore, the company has applied a preventive method of data loss by improving the ERP to support increased data volumes and ensure the stability of the operation of all segments. The company has ensured that the database system features a backup storage system that is secure. The personnel provides authorities for chief information officer to support for training and other issues and let all the employees be aware and carry out effectively and adequately.



## Responsibilities to Consumers and Achievement Award

Company set a policy and customers treatment guidelines in business code of conduct through company website both in Thai and in English (www.tkrungthai.com), as well as an excellence-determined approach in company ideology

The company pays attention to customers by offering services with quality, standard, promptitude, punctuality and privacy. We also comply with the ISO 9001:2015 / IATF 16949:2016 /ISO14001: 2015 standards, and the needs of the customers.

In 2019 from operations that emphasize responsibility to consumers, Resulting in the company receiving 5 awards as follows

1. Received the award “Excellence in Zero Defect” from Mitsubishi Motors (Thailand) Company Limited.
2. Received the award “Safety Certificate” from Toyoda Gosei (Thailand) Co., Ltd.
3. Received the award “2019 TCC Risk Management Activity” from Toyota Co-Operation Club.
4. Received a 100% quality assessment score for the 2019 Annual General Meeting of Shareholders from the Thai Investors Association.
5. The company has been rated as "excellent"  from the assessment of corporate governance (Corporate Governance Report of Thai Listed Companies) by the Institute of Directors of Thailand

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Received the award “Excellence in Zero Defect” from Mitsubishi Motors (Thailand) Company Limited.	Received the award “Safety Certificate” from Toyoda Gosei (Thailand) Co., Ltd.	Received the award “2019 TCC Risk Management Activity” from Toyota Co-Operation Club.	Received a 100% quality assessment score for the 2019 Annual General Meeting of Shareholders from the Thai Investors Association.	The company has been rated as "excellent"  from the assessment of corporate governance (Corporate Governance Report of Thai Listed Companies) by the Institute of Directors of Thailand.
				

Table 5: Achievement Award

## Relationship with Investor

The Company's Board of Directors realized that either Company's financial or non financial information has an influence on the decision making of the investors as well as all of the stakeholders. The Company has always stressed out to the management to provide regular, complete, correct, accurate, and prompt information to the public. Moreover, the Company has appointed Mr. Chumpol Techakraisri, Assistant Managing Director, to be a contact person with financial institutions, shareholders, analysts and related government sectors on the investors' relations related issues and this connection, the company held an activity who are interested in the company's performance by inviting them to visit on once a year.



Picture 9: Company Visit Activity



Picture 10: Opportunity Day Activity

For the year 2019, the company organized the Company Visit activity to visit the kingkaew Factory. And has received the attention of shareholders to visit the factory. In addition, the company has a good intention to provide opportunities for analysts. And retail investors have the opportunity to be informed of the movement and the Company's operating results consistently and continuously, with the Company participating in the activity of listed companies to meet investors (Opportunity Day) of the Stock Exchange of Thailand

The investors can also ask information through IR Contact and can contact at e-mail address: [investor@tkrngthai.com](mailto:investor@tkrngthai.com), telephone no. 02-211-3732 ext. 104.



**SOCIAL**

**สังคม**

## Human Rights

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T.Krungthai Industries Public Company Limited realizes the importance of respecting human rights by treating people with equality regardless of their similarities or differences of race, religion, gender, age, education and status as well as respecting personal rights and freedoms. All employees have the opportunity to demonstrate competency, work expertise and receive fair performance evaluation because these things can help build up the inspiration for new perspectives and value added to the company. The company pays attention to every employee's opinions, which the human rights respect is specified in the Company's Code of Business Ethics. There is also establishing a Whistle Blowing and Grievance Policy to give employees the opportunity to express opinions, suggestions or complaints about various violations of the law or incorrect actions to the Board of Directors directly.

In addition, the company has set Measures to protect the complainant, witness, or the person who may be affected by the complaint in order to demonstrate respect and responsibility for processing personal information. Providing protection, keeping confidentiality of personal information, restrict the disclosure and use of personal information as necessity and granting access to personal information according to the hierarchy and duties of the involved parties in order to prevent the impact on welfare, safety, performance evaluation or promotion etc.

### Complaint handling agency

Audit Committee (Independent Director)

T. Krung Thai Industries Public Company Limited,  
No. 23, Soi Chan 43, Yaek 21, Thung Wat Don  
Sub-district, Sathorn District,

Bangkok 10120

**Email : [independent@tkrungthai.com](mailto:independent@tkrungthai.com)**



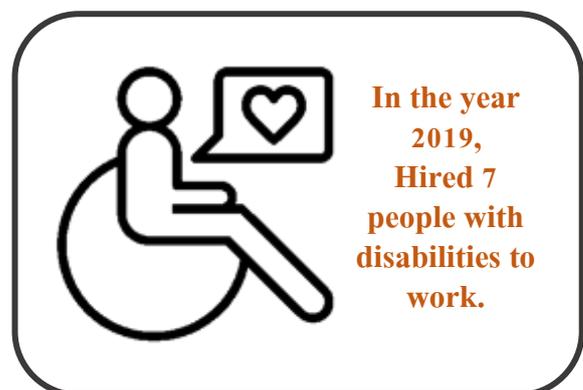
**In the year 2019, there were  
no complaints regarding  
discrimination**

## Educational and career promotion

T.Krungthai Industries Public Company Limited gives importance to education by collaborating with both government institutions and the private sector in improving knowledge, working skills to high school and university students studying in various institutions. In the year 2019, the company has opened house for student admission for internships within the company totally 16 students as the following details:

- Mahanakorn University of Technology. Bachelor of Engineering Program in Computer Engineering, 2 people.
- King Mongkut's University of Technology North Bangkok. Bachelor of Engineering Program in Automotive Engineering, 1 People.
- North Eastern Technological College Sakon Nakhon. Vocational Certificate Program in Accountancy, 1 People and Diploma in Electrical Power, 1 People.
- N-Tech International College of Technology. Certificate of Vocational Education (Electronics), 1 People.
- Suan Sunandha Rajabhat University. Bachelor of Logistics and Supply Chain Management, 1 People, Bachelor of Food Business Management, 1 People and Bachelor of Management, 1 People.
- Prachinburi Technical College. Diploma of Vocational Education (Mechanical), 1 People and Diploma in Electrical Power, 1 People
- Eastern College of Technology (E.TECH). Diploma in Electrical Power, 1 People and Diploma in Business Computer, 1 People.
- Chulabhorn (Ladkwang) Technical College. Diploma of Vocational Education (Mechanical), 1 People

Aside from giving importance to education, the company also gives importance to improve the quality of life of the disabled in Thai society by participating in supporting the disabled persons to work in the organization, have income and firm career with fair employment. In the year 2019, the company hired 7 disabled persons to work in the company.



Picture 11: Educational and Career Promotion

## **Fair Labor Practices**

The company realizes that "employees" are an important resource that will lead the organization to achieve its goals. The company therefore focuses on giving every employee pride and confidence in the organization. Including fair remuneration management for employees and also conducting various activities Through the 3 employees welfare committee. The company realized set a policy and staff treatment guidelines in business code of conduct through a company website both in Thai and in English (www.tkrungthai.com) as well as in company rule and regulations and Plan to give an opportunity to the disabled to have an occupation in order to make a proudly living in society without discrimination following The Disabled's Life Quality Promotion and Development Act. & Provide a channel for suggestions and opinion expressions obtained from staff & Set a policy of information and complaints inform & including complaints rules and practices for staff.

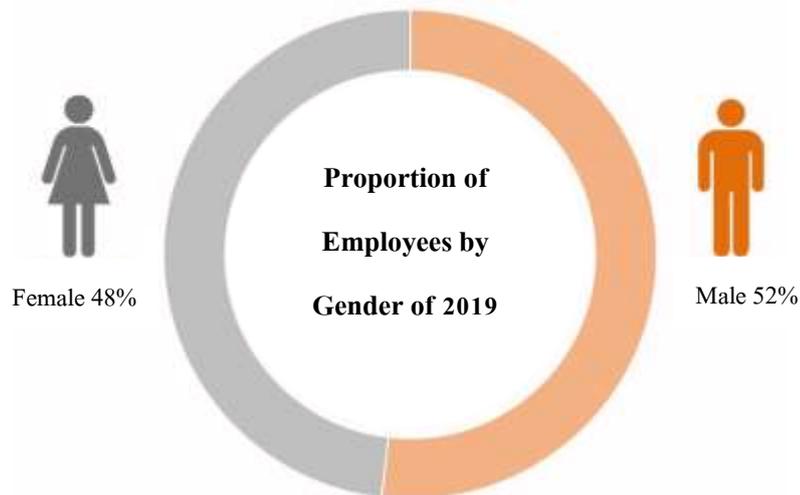
## **Employee care**

The company has a policy of remuneration and benefits management that determines appropriate payment for the employees according to their qualifications, knowledge and ability, and work experience. The minimum salary must not be less than the minimum wage determined by the government. Other types of compensation and welfare, such as bonus, provident fund, life insurance, medical treatment expense, annual physical checkup, uniform, transportation, free rice, affordable store, cooperative, gifts, and financial support in various situations, are also offered. We also carry out sports activities, New Year and festive celebrations, designation, transference, and awarding. The company has a concrete policy of human resource development, training, and potential development offered to its employee. In order to evaluate employees' real performance compared to the target, the company uses the Key Performance Indicator (KPI) system as the evaluation tool.

## **Important employee information and employee diversity**

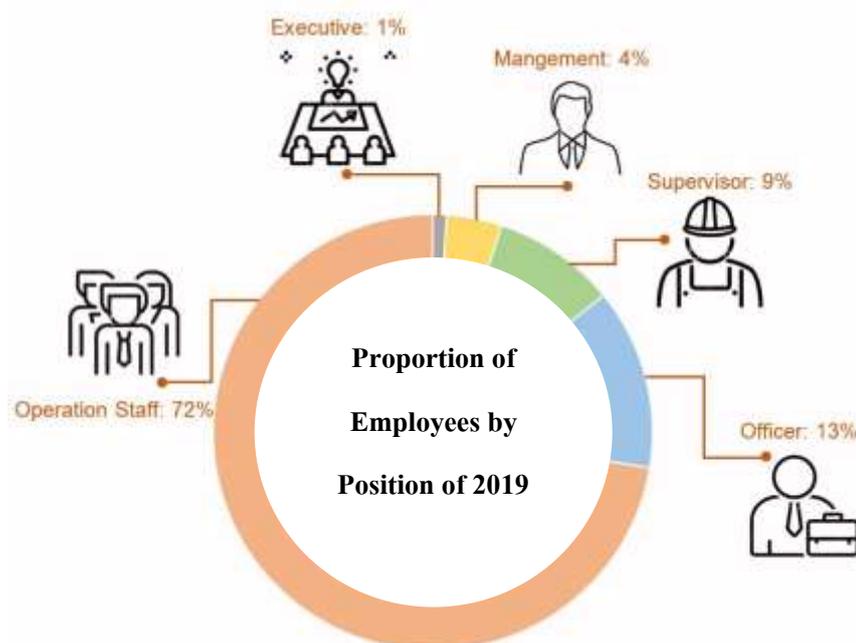
At the end of the year 2019, the company has 693 daily staff and 408 monthly staff totally 1,101 staff who are at the headquarters 40 staff or equivalent to 4%, Kingkaew factory 475 staff or 43%, Kabinburi factory 274 staff or 25%, Suwinthawong factory 312 people or 28% by splitting into Tmold 70 staff or 6% and Injection 242 staff or 22% of the total number of employees. All employees are male 571 persons and female 530 persons, the details can be found in the 12<sup>th</sup> - 15<sup>th</sup> pictures as follows

Picture 12: Proportion of Employees by Gender of 2019



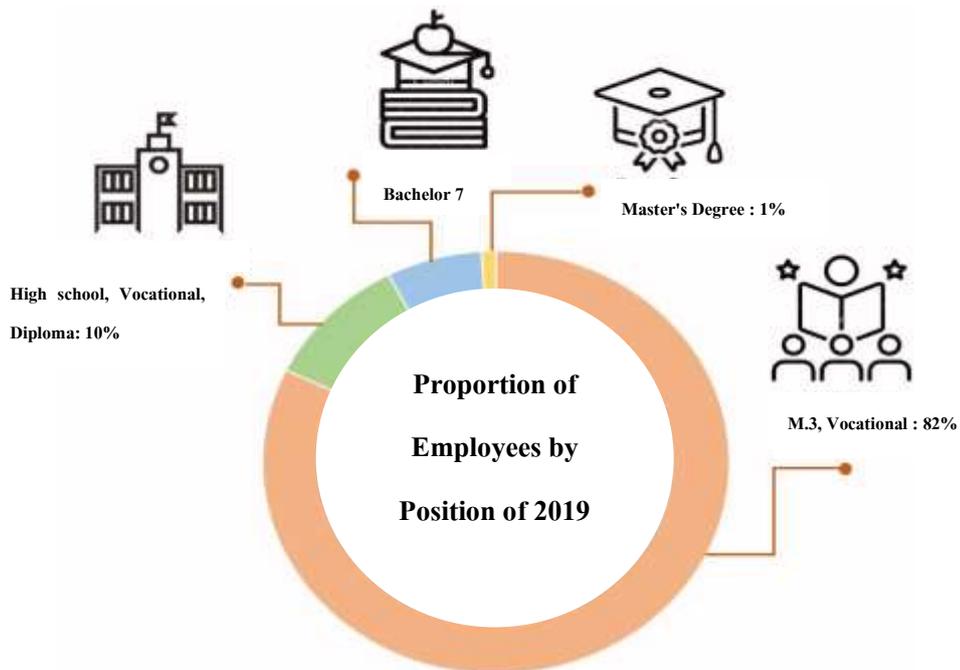
The company is committed to conducting business in accordance with the principles of good corporate governance and giving importance to employees with a non-discriminatory basis and providing gender equality for every employee. In the year 2019, the company employs female 48% and male 52%.

Picture 13: Proportion of Employees by Position of 2019



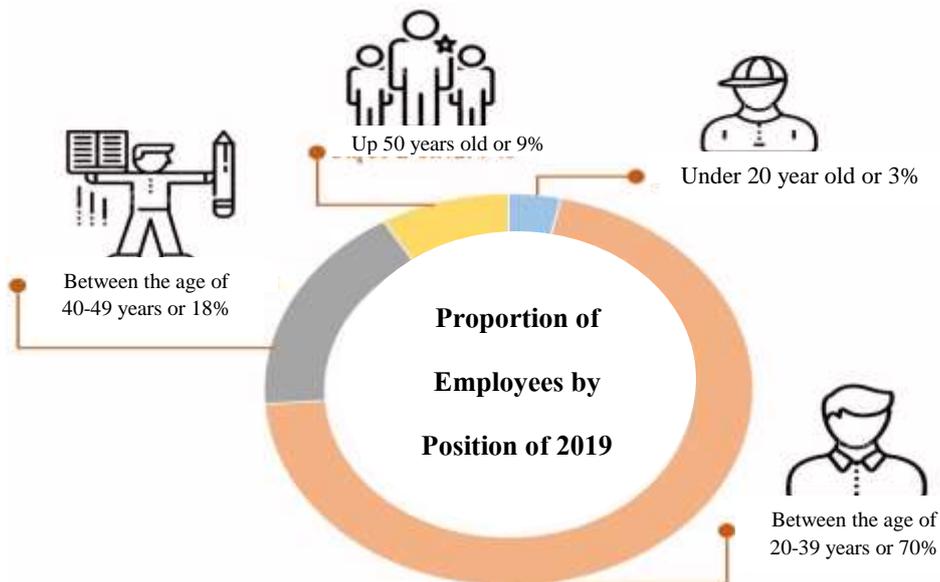
The company has realized importance to organization management by decentralizing the authority and the management power thoroughly and efficiently within the organization including promoting the career path of employees. In the year 2019, the company has employees in the level of Executive 1%, Management 4%, Supervisor 9%, Officer 13% and Operation Staff 72%.

Picture 14: Proportion of Employees by Educational of 2019



The company believes that diversity and non-discrimination are the principle of the best recruitment. In the year 2019, the company has employees classified by education level as follows: Master's degree 1%, Bachelor's degree 7%, Upper Secondary or Diploma 10% and Secondary school year 3 or Vocational Certificate, etc. 82%

Picture 15: Proportion of Employees by Age of 2019



The company believes that sharing experiences, concepts and working methods among employees who have diverse experiences and various generations will create innovation or new work processes within the organization. In the year 2019, the company hired employees in the age of 50 years up 9%, age between 40 - 49 years 18%, between 20 - 39 years old 70% and under 20 years old 3%

## Employee development

T.Krungthai Industries Public Company Limited places importance on human resource development, enhancement of working skills and other skills besides working process in order to create motivation and awareness of the value of work enhancement and good production process. The company therefore focuses on encouraging employees to bring the knowledge gained from the training to improve themselves in both working and daily personal life.

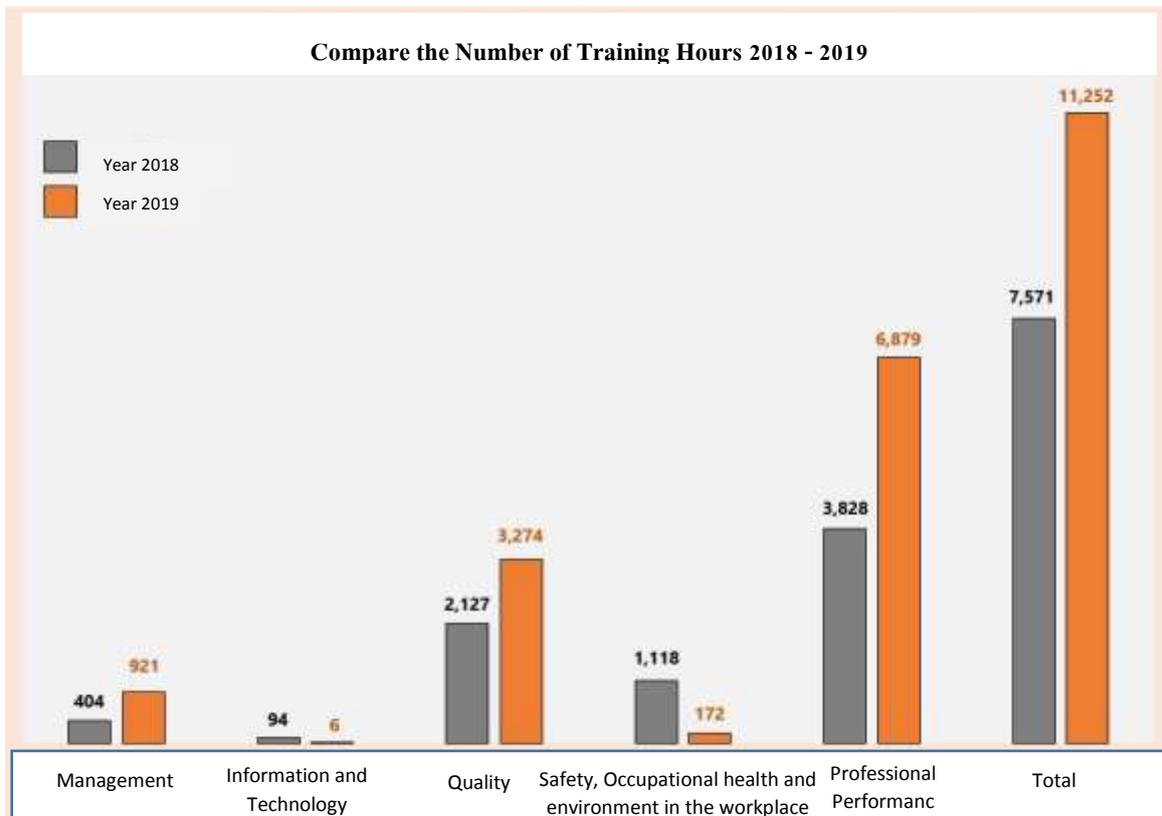
The company emphasizes on short-term and long-term personnel matters, starting with the selection process of knowledgeable and capable personnel into the organization by providing a good and safe working environment. Training is provided both within the organization and outside the organization. In the meantime, the company also gives employees the opportunity to learn continuously to increase knowledge in the organization, which contributes to sustainable human development along with the development of quality of life, either professional progress or happiness in both workplace and daily life of employees.

In the year 2019, the company conducted employee development with a variety of tools, with training, on the job training, coaching, counseling and mentoring, etc. with the development topics to enhance the work and improve production processes such as Toyota production [TPS], ERP (Enterprise Resource Planning) management system, quality management system standards ISO9001:2015, quality management systems for the automotive industry. IATF16949:2016, ISO 14001:2015 Environmental Management System Standards and Skill Standards Training etc. Training are in various areas according to the level of staff positions according to Table 5 Training hours classified by level of staff positions of year 2019

Category	Number of employee									
	Senior executives		Executive		Supervisor		Employee		Total	
	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019
1.Management	200	204	102	504	18	204	84	9	404	921
2.Information and Technology	0	6	12	0	12	0	70	0	94	6
3.Quality	81	240	354	672	652	2,180	1,040	182	2,127	3,274
4.Safety, Occupational health and environment in the workplace, Energy Conservation.	56	56	286	12	90	40	686	64	1,118	172
4.Professional Performance	56	36	228	12	347	702	3,197	6,219	3,828	6,969
Total	393	542	982	1,200	1,119	3,126	5,077	6,474	7,568	11,342

Table 6: Training Hour in Each Position Year 2019

From Table 5 shows that the company pays attention to staff development. When compared with the training hours in 2018, the company has increased training hours to 3,681 hours or 67% as shown in Figure 16. The comparison of the number of training hours in 2018 and 2019



Picture 16: Compare the Number of Training Hours 2018 – 2019

**In the year 2019, training hours increased by 67%**



## Safety and Health of Employee

The company places importance on the safety and occupational health of its employees of all levels by establishing the safety commission and the safety and occupational health policy in the workplace.

In 2019, the company carried out the Safety Week which included the energy and environment conservation issue. It also conducted safety orientation and demonstration of the safety station called DOJO Station for all new employees, annual training on safety restrictions for the sub-contractors operated in the company, and safe driving campaign during Songkran and New Year celebration for all employees. In addition, there was a basic firefighting training for 40% of the staff of each department in all 3 plants. There was also an evacuation fire drill training and annual physical checkup



Picture 17: Policy Safety, Occupational health 2019

## Summary on Safety Activities



**Safety Training Activities for Sub-Contractors**

**Day, 14 February 2019**

**Safety Training 5S. / KYT / Hiyari, Hatto**

**Day, 16 February 2019**



**Safe Driving Activities on Songkran**

**Day, 11 April 2019**

**Basic Fire Protection Training Activities**

**Day, 26 October 2019**



**Annual Health Check-up Activities for Staff on the year**

**Day, 1<sup>st</sup> and 8<sup>th</sup> November 2019**

### Evacuation Fire Drill Training

Day, 28 November 2019



### Safety Week Activities

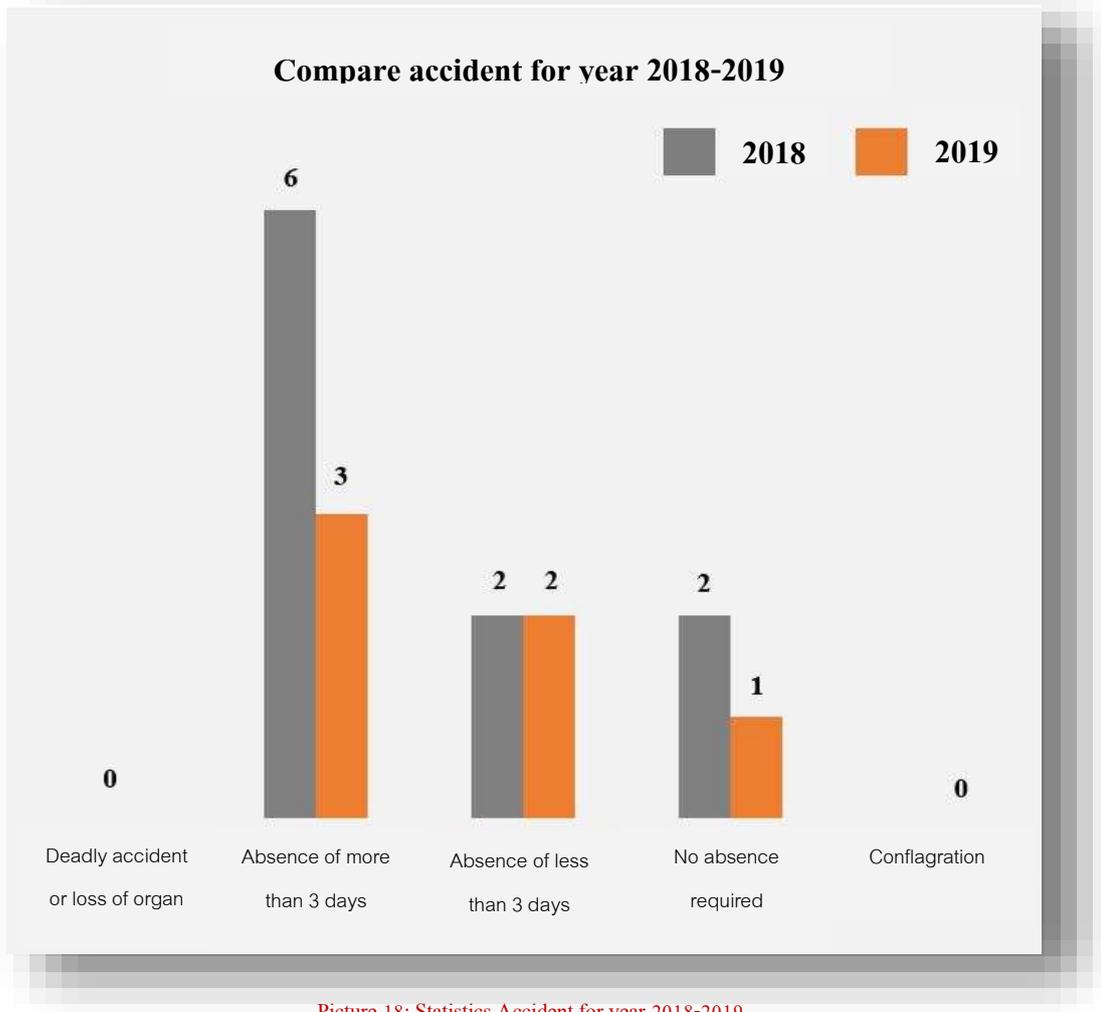
Day, 12 December 2019

Table 7: Summary Activities Safety, Occupational health and environment in the workplace for year 2019

Item	Day	Activities
1	14 Feb 2019	Safety Training Activities for Sub-Contractors.
2	16 Feb 2019	Safety Training 5S. / KYT / Hiyari, Hatto.
3	11 Apr 2019	Safe Driving Activities on Songkran.
4	26 Oct 2019	Basic Fire Protection Training Activities.
5	1,8 Nov 2019	Annual Health Check-up Activities for Staff on the Year.
6	28 Nov 2019	Evacuation Fire Drill Training.
7	12 Dec 2019	Safety Week Activities.

## Safety Statistics

The importance given by the company to safety in a workplace and the availability of full-time occupational safety staffs, and the safety and occupational health commission in all 3 plants, the statistics of a safety accident of 2019 decreased from 2018, As follows.



## Employee benefits

The company sets the election of welfare committee to be the agents of employees to discuss with the employer on welfare arrangements for employees including providing suggestions and guidelines in providing appropriate welfare and benefits for employees and shall be the most advantage to employees. Details can be found in Table 8. Benefits that employees receive

	<b>Employee benefits</b>	✓
	Provident fund	✓
	Life insurance	✓
	Accident insurance	✓
	Social security fund	✓
	Dental welfare	✓
	Annual health check	✓
	Maternity allowance	✓
	Scholarships for employees' children	✓
	Death benefit money	✓
	Shuttle bus	✓
	Transportation fee	✓
	Accommodation allowance	✓
	Staff uniform	✓
	Raise wages and pay bonuses	✓
	Award of life	✓
	Free Rice	✓
	Staff Health Care	✓

Table 8: Benefits that employees receive

## Employee health care

The company emphasizes and pays attention of the health of the employees regularly both physical and mental health (Health and Well-being Project) by organizing the annual health check for employees in year 2019 in order to take care of the family of T.Krungthai Industries PLC. be always healthy and strong. Providing clean and safe drinking water for employees with having the quality test system of drinking water regularly by sending water samples from the water dispenser of the company to test for contaminants and / or germs that may be contaminated with drinking water. Besides, the company also pays attention to the mental health care for retired employees to prepare themselves for retirement.

## Community and Society Development

The company recognizes and values the operation with responsibility to the community and society. The company has a policy to support the development of communities around the factories through various activities continuously in accordance with the framework and development plan of community and society that is in line with the business operation. The company aims to create common values in taking care and promoting the quality of life of communities and society including linking good relationships between companies and communities for good cooperation.

The Company set a policy of social responsibility and a whole in business code of conduct through company website both in Thai and in English ([www.tkrungthai.com](http://www.tkrungthai.com)) and Provide communication channels internally and externally for suggestions, opinion expressions and information inform obtained from staff and communities

In 2019, the company is committed to being a socially responsible organization. With internal and external activities by creating projects or activities for society and communities as follows:

### Supporting gifts and sports equipment on Children's Day



Picture 19: Supporting gifts on Children's Day: 1

The company has organized activities to support gifts and sport equipment on the occasion of Children's Day for the school and the community around the factory. To support the youth in the surrounding community to spend leisure time in playing sports, which is useful in training for youth to have discipline and sportsmanship (can accept to lose, win and forgive), which is an important qualification of youth who will be important force in national development.

**“Because we believe that children today shall be the future of the nation”**



Picture 20: Supporting gifts on Children's Day: 2

### Buddhist Lent Candle Offering. At Samnaksong Photharam Lan Tham.

The company has organized activities about Offering Buddhist Lent's candles to Samnaksong Photharam Lan Tham "To promote the abbey as a spiritual center of people in the community" by offering the food and other necessary things for consumption and to enable employees to realize the value and involve in carrying on the good traditions of Thailand, which is an expression of the love and unity of the employees within the company as well.

### Songkran Day Festival (Thailand Happy new year)

Activities for Songkran Day And Thai New Year to carry on a good tradition and celebrating the Thai New Year with the objective "To strengthen love Commitment to each other, both in the company, community, society and religion." In the year 2019, the company organized activities for employees to show gratitude to the executives and senior people, including bathing the Buddha Statue as a blessing on the occasion of the Thai happy New Year.



Picture 21: Buddhist Lent Candle Offering & Songkran Day

### Education Support for Employees' Children

The company recognizes the importance of education which is an important fundamental of social and country development. Therefore, the company provides scholarships to employees' children. In the year 2019, the company gave scholarships to employees' children to build morale for the employees and their families as well as providing opportunities and promoting education for Thai youth who are valuable assets and important force in social and country development accordingly.



Picture 22: Education Support for Employees' Children

### Blood Donation, Quarterly at Thai Red Cross

The company has organized blood donation activities for the Thai Red Cross quarterly. The objective is to be a part of helping millions of Thai people around the country who want to receive blood transfusions to save their lives. All the employees and executives are pleased to donate blood. This project is held every quarter in order to support and express the responsibility to society and the environment.



Picture 23: Blood Donation Activitive



**ENVIRONMENT**

สิ่งแวดล้อม



## Environmental Care

The company has the policy to conduct every business activity with attention and adherence to environmental protection, implementing the Green Industry System Level 3. We also carry out various activities to enhance the communities in order to benefit the economy and society, That were included in policy in 2019 as follows:

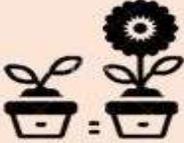
<b>Environmental Policy 2019</b>	
	1. Strictly involve on its commitment to the environment of the company.
	2. Prevent and reduce the environmental impact caused by various company's activities both directly and indirectly.
	3. Develop and improve its environmental management system continuously.
	4. Promote energy conservation and resource use worthy and sustainably.
	5. Educate and strengthen good understanding of the environment to the employees and to be aware of the importance of environmental impacts.
	6. Support the environmental conservation for the society and organization and inform all the stakeholders and staffs of the company's environmental policies and activities.

Table 9: Environmental Policy 2019

## Environmental Quality Examination

In order to meet the legal requirements, the company conducts the annual environmental quality examination at least once a year. The results of light, sound, air quality and water quality examination have always been in good standards as determined by the laws. For 2019, the results showed that our environment was in line with the laws and there was no environmental complaint from any interested person, with an exception for the maximum sound level in the plastic scrap mill the area that was higher than 90 dB(A) although it was not on continuous operation. Therefore, the company created the hearing protection project for the employees that operate in the area, and provided them with appropriate personal safety equipment, which were ear muffs and dust masks. Also, we constantly examine and monitor our employee health to reduce risk that may occur.

In addition, the company continuously conducts the examination of drinking water by sending a sample of drinking water the company provided for the employees from the dispensers in the company to conduct a contaminant and germ analysis twice a year. We also change the filters in the dispensers every month to ensure quality, clean, and safe drinking water. The environmental results can be viewed in Table 10.

<b>Workplace environment and Resource usage</b>	unit	2019
Industrial waste management		
- Total quantity of Non-dangerous waste to be disposed (tons)	Ton	85
- Total quantity of dangerous waste to be disposed (tons)	Ton	37
Air		
- Quality of air in the workplace		
Toluene           std. $\leq$ 200 ppm	ppm	0.017
Xylene           std. $\leq$ 100 ppm	ppm	<0.010
Methyl ethyl ketone std. $\leq$ 200 ppm	ppm	0.228
Carbon dioxide   std. $\leq$ 5000 ppm	ppm	387
Water		
- pH of water as at releasing point	ph	7.6
- Biochemical oxygen demand (BOD)	mg/l	8
- Chemical oxygen demand (COD)	mg/l	58
- Fat Oil and Grease	mg/l	1.8
Noise Level		
- Average noise level during 8 hours in workplace	dB(A)	82
- Maximum noise level in workplace	dB(A)	84.2
Complaint about the external environment		
- Numbers of complaints about the external environment	Time	0

Table 10: Environmental examination results 2019

## Efficient use of resources

### CO2 Reduction / Energy Saving Activity

Before	After																																				
																																					
<table border="1"> <tr> <td colspan="2">Information of electricity usage before improvement (Old Machine)</td> </tr> <tr> <td>2 motors of Injection Machine, Electrical rating 55 kw per item (inclusive)</td> <td>= 110 Kw</td> </tr> <tr> <td>Heater Injection Machine, Electrical rating</td> <td>= 47.6 Kw</td> </tr> <tr> <td><b>Total</b></td> <td><b>= 157.6 Kw</b></td> </tr> <tr> <td>Working hours</td> <td>= 24 Hour</td> </tr> <tr> <td>Working days after installation until Mar 19 (estimate)</td> <td>= 175 Day</td> </tr> <tr> <td>Average electricity (2017)</td> <td>= 3.91 Baht</td> </tr> <tr> <td>Power rating of the injection machine (Old Injection Machine)</td> <td>= 157.6 Kw x 24 Hour x 175 Day = 661,920 Kwh</td> </tr> <tr> <td>Co2 reduction</td> <td>= 0.5624 x 661,920 Kwh/year = 372.3 Ton co2</td> </tr> </table>	Information of electricity usage before improvement (Old Machine)		2 motors of Injection Machine, Electrical rating 55 kw per item (inclusive)	= 110 Kw	Heater Injection Machine, Electrical rating	= 47.6 Kw	<b>Total</b>	<b>= 157.6 Kw</b>	Working hours	= 24 Hour	Working days after installation until Mar 19 (estimate)	= 175 Day	Average electricity (2017)	= 3.91 Baht	Power rating of the injection machine (Old Injection Machine)	= 157.6 Kw x 24 Hour x 175 Day = 661,920 Kwh	Co2 reduction	= 0.5624 x 661,920 Kwh/year = 372.3 Ton co2	<table border="1"> <tr> <td colspan="2">Information of electricity usage before improvement (New Machine)</td> </tr> <tr> <td>2 motors of Injection Machine, Electrical rating 55 kw per item (inclusive)</td> <td>= 94 Kw</td> </tr> <tr> <td>Heater Injection Machine, Electrical rating</td> <td>= 44.6 Kw</td> </tr> <tr> <td><b>Total</b></td> <td><b>= 138.6 Kw</b></td> </tr> <tr> <td>Working hours</td> <td>= 24 Hour</td> </tr> <tr> <td>Working days after installation until Mar 19 (estimate)</td> <td>= 175 Day</td> </tr> <tr> <td>Average electricity (2017)</td> <td>= 3.91 Baht</td> </tr> <tr> <td>Power rating of the injection machine (Old Injection Machine)</td> <td>= 138.6 Kw x 24 Hour x 175 Day = 582,120 Kwh</td> </tr> <tr> <td>Co2 reduction</td> <td>= 0.5624 x 582,120 Kwh/year = 327.4 Ton co2</td> </tr> </table>	Information of electricity usage before improvement (New Machine)		2 motors of Injection Machine, Electrical rating 55 kw per item (inclusive)	= 94 Kw	Heater Injection Machine, Electrical rating	= 44.6 Kw	<b>Total</b>	<b>= 138.6 Kw</b>	Working hours	= 24 Hour	Working days after installation until Mar 19 (estimate)	= 175 Day	Average electricity (2017)	= 3.91 Baht	Power rating of the injection machine (Old Injection Machine)	= 138.6 Kw x 24 Hour x 175 Day = 582,120 Kwh	Co2 reduction	= 0.5624 x 582,120 Kwh/year = 327.4 Ton co2
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Picture 24: CO2 Reduction / Energy Saving Activity

Summary of Energy Reduction in 2019 by changing new machinery to replace old machines that have a long service life in order to save the maintenance costs and reduce CO2 emissions by 44.88 Ton CO2.

Quality Improvement Project to maintain the Factory Standards for the year 2019.



Picture 25: Quality Improvement Activities to maintain the Factory Standard of year 2019

**Activity Environmental Conservation and Energy Conservation**



**Picture 26: Activity Environmental Conservation and Energy**

**Kabinburi Plant :**

517 Mu 9, Nongki,  
Prachinburi  
25110

Tel. 037-455430-3

Fax. 037-455434

**Suwintawong Plant :**

28/4 Mu 1, Suwintawong Rd,  
Klong Udom Chojajorn,  
Maung, Chachoengsao  
24000

Tel. 038-593334-41

Fax. 038-539344

**King Kaew Plant :**

59 Mu 6, King Kaew Road.  
Rajatava, Bangplee,  
Samutprakarn  
10540

Tel. 02-7384690-9

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23 Soi Chan 43 Yak 21,  
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Fax. 02-2124864