

Sustainability Development Report



รายงานความยั่งยืน
ประจำปี 2567

Our Efficiency,
Ethics, Innovation,
Quality and Safety
YOU CAN ALWAYS RELY ON

2024

“BEST SERVICE FOR BETTER LIVING”

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MESSAGE FROM CHAIRMAN OF THE BOARD AND MANAGING DIRECTOR

The continuous crises over the past several years have led to rapid and volatile technological and social changes, impacting our way of life. This has transformed society into a new era that emphasizes fundamental factors such as speed, convenience, and comfort, within a good and pollution-free environment, including food, hygiene, and economic stability, all for a better quality of life. There's a growing opposition to all activities using polluting technologies and fuels, such as fossil fuels, alongside demands for their replacement with green technology and clean energy. This primarily affects manufacturing industries, especially the Oil and Gas sector and those generating electricity from fossil fuels. Consequently, the growth rate of the Oil and Gas industry has declined due to continuous replacement by green technology and clean energy. This directly impacts engineering safety inspection businesses within the Oil and Gas sector, leading to a corresponding decrease in the company's performance.

Operating in a business environment that faces technological, social, and political changes, etc., while needing to sustain the organization, has compelled the company to adapt and develop appropriate strategies for management and investment. This aims to mitigate risks to financial performance and diversify investments into other target groups over different periods and situations. Throughout this process, the company has maintained its core business vision, which is steadfast in its responsibility for safety of life, property, and the environment, and a strong commitment to supporting the adoption of green technology and clean energy to replace fossil fuels. Therefore, despite the company appearing to be in a crisis due to its financial performance, opportunities for growth have emerged from new business investments made over the past several years. The company is well aware that driving an organization in such a challenging and rapidly changing era requires building strength alongside growth in all dimensions: business, society, environment, and governance. It thus maintains operational standards by integrating the Sustainable Development Goals (SDGs) to align with its business operations, aiming to achieve strategic directions and sustainability development goals across all sectors. This ensures the delivery of valuable services to customers and all stakeholders equally, for safety and economic value creation in engineering, agriculture, medical devices, public health, food and drug nutrition, and the environment, under the concept of **“Best Service for Better Living.”** This sustainability development strategy, which began in 2023 and extends to 2025, has been reviewed and adjusted, and its reporting will also align with international GRI standards.

TNDT



However, the company recognizes its mission as a listed company on the stock exchange, where sustainable organizational growth is a paramount responsibility. Therefore, the company must seek opportunities to expand its business to ensure future stability, supplementing its traditional service business with new ventures that meet the demands of modern society. This will be achieved through collaboration with Strategic Partners and Startups, enabling comprehensive business operations. Concurrently, the company fosters internal growth by enhancing employees' skills and knowledge, both Hard Skills and Soft Skills, and by implementing various applications to reduce costs and losses, thereby maximizing work efficiency, precision, and effectiveness.

In this regard, the company extends its gratitude to all shareholders and investors for their continuous concern and support, to all experts for their invaluable advice, to partner clients for their unwavering support, and to every member of the organization for their collective effort and wisdom in assisting with all company activities amidst various crises, ensuring successful outcomes. As the Chairman of the Board, CEO, and all executives, we remain committed to leading the organization toward stable and sustainable growth.

A stylized blue ink signature of Mr. Suwat Dangpibulskul.

(Mr. Suwat Dangpibulskul)
Chairman of the Board

A stylized blue ink signature of Miss Chomduen Satavuthi.

(Miss Chomduen Satavuthi)
Chief Executive Officer / Managing Director





Vision

Aiming to strengthen leadership in the service business through NDT processes and the utilization of radiation properties, combined with technology, innovation, and scientifically-principled tools. These are applied to provide services for inspection, diagnosis, and certification in terms of safety for life, property, and the environment. This also includes the development and research of value creation for economic benefits in engineering, agriculture, medicine, public health, nutrition, food and pharmaceuticals, environmental conditions, and more. All of this is done to become the most reliable service provider in ASEAN under the concept of “Best Service for Better Living.”

Mission

Accessing target customer groups with a development plan to enhance business management and decision-making efficiency, including strengthening knowledge, confidence, and systems that are quality-driven and effective. This ensures convenience, speed, accuracy, and adherence to both national and international standards, utilizing modern technology and innovation.

VALUES TRUST



T

Transparency

Providing services with accurate, transparent, truthful and verifiable reporting, without deviating from acceptance criteria and international standards

R

Research & Development

Research, seek and create new innovations in order to keep up with the times including tools, methods of work, internal processes to increase efficiency and the potential to provide services and create added value for customers including reducing the impact on the environment.

U

Utilization

Bringing innovations that are modern, suitable and that meet international standards into practical applications.

S

Sustainability

Business development with awareness and adherence to professional ethics and morals and strictly responsible to stakeholders for true sustainability.

T

Transformation

Modify the working process information forwarding and communication with a clear link system so that stakeholders can easily keep up with the situation leading to sustainable business operations.

THE ORIGIN OF “TNDT”



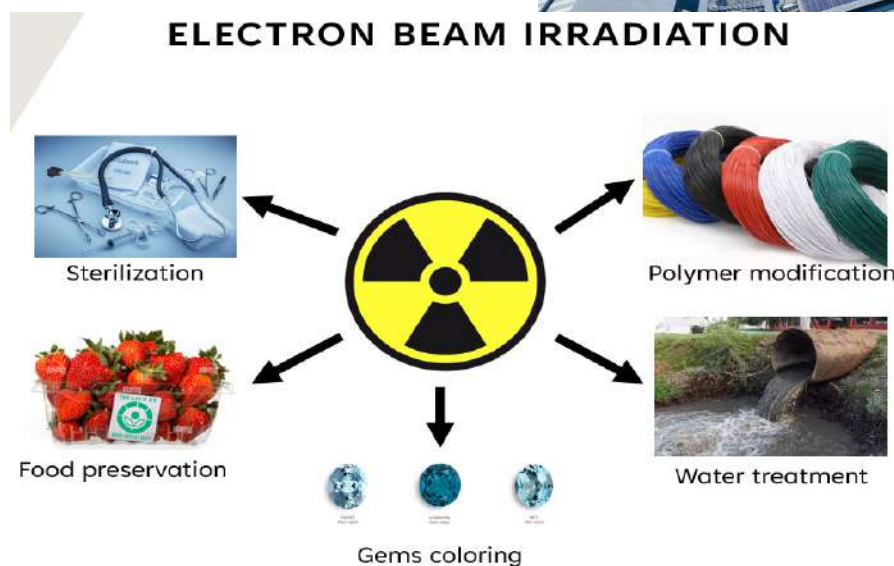
Thai NDT PCL “TNDT” was established in 1982 and listed on the MAI in 2007. The company is engaged in providing professional services for testing, inspection, and safety certification through Non-Destructive Testing (NDT). NDT is a specialized technique that enables the examination of internal structures of components details that cannot be easily seen with the naked eye, felt by touch, or detected by other simple means while preserving the integrity of the test object before, during, and after the examination in order to utilize the information for its intended purpose. This technique, recognized for over 100 years, has been continuously developed and applied across various industries and for multiple purposes, including engineering, agriculture, nutrition, occupational health, medicine, and environmental management. In its early years, TNDT focused on industries that faced high risks of severe engineering hazards, such as fuel, energy, petrochemical, chemical, and large-scale structural sectors, which were expanding rapidly while other industries had yet to attract significant attention. Consequently, the engineering safety inspection services sector grew steadily until around 2014, when a slowdown occurred, mirroring challenges in the Oil & Gas industry due to economic factors, oil and gas price crises, global warming, pollution, and later, the worldwide outbreak of COVID-19 that caused severe economic damage. These crises have rapidly disrupted economic, technological, and social landscapes, altering lifestyles and rendering traditional safety measures insufficient. Increasing importance is now placed on hygiene, convenience, speed, a healthy environment, and economic stability. These shifts have led to declining performance and growing business complexities, clearly signaling a change in the era. In response, TNDT has formulated policies and strategic plans to transform and expand its business from providing engineering safety inspections for fossil fuel-based industries to targeting the clean energy sector and other industries. Additionally, the company is broadening its service portfolio to include value-added services such as material quality enhancement, sterilization for products in the medical, agricultural, food, and pharmaceutical sectors, and wastewater treatment, all of which are growing sectors with promising prospects. TNDT leverages its established expertise in radiation technology and NDT processes as a foundation for its business, while also expanding into clean energy production such as solar rooftop electricity generation and electric vehicle power to align with global trends, meet current market demands both domestically and internationally, and ensure the long-term sustainability of the organization.

Nature of the Business

(1) The Company operates a business of third-party to testing, inspecting and certifying the safety results for the use of workpieces, both equipment and structures in accordance with international standards and laws in the case of testing services, tests will be performed using a Non-destructive Testing (NDT) to compare the data obtained with acceptance criteria based on international standards and regulations, scientific principles are applied using equipment and tools in the fields of chemistry, physics, radiation, magnetic fields, ultrasonic, etc. The services are provided by personnel with qualifications and expertise according to the requirements of international standards and laws. The services include inspecting equipment and components during normal operation or during construction, assembly, and periodic inspections. This also includes testing for any impact on mechanical properties caused by environmental factors or usage. This includes inspection for maintenance planning and repairs, as well as risk-based inspection based on normal equipment risk assessment. Service users include those who are required to be inspected according to conditions specified in standards or regulations, and for the safety of the equipment they possess. Therefore, service users are customers who are entrepreneurs in high-risk industries for engineering accidents, such as oil and gas, petrochemicals, energy in various forms etc.,

(2) Providing irradiation services in the industrial, agricultural, consumer goods, medical, hygiene, herbal products, etc. groups to certify sterilization results, food preservation, product shelf life extension, value-added creation from product quality improvement, etc.

(3) Providing services for the installation of solar cells, etc., including production of solar energy for sale.



Service information

A. Organizations concerned with the Business Operation

The Company has to conduct business under the Rules and Regulations of the private and government agencies as follows:

(1) Department of Energy Business, Ministry of Energy

(1.1) Regulating safety standards for the use of fuels and gases.

(1.2) Processing licences and certifications for controlling engineers, including licenses and certifications for testers and inspectors, and other related.

(2) Department of Industrial Works – SAFETY

Supervising and enforcing safety standards for the operation, maintenance, and upkeep of machinery, boilers, pressure vessels, storage tanks, and hazardous materials transportation tanks in industrial plants. The department is responsible for issuing licences and certifications.

(3) Occupational Safety and Health Division, Department of Labour Protection and Welfare

A. Supervising and maintaining safety standards for the use and maintenance of machinery, boilers, pressure vessels, and hazardous material storage and transportation tanks in industrial plants to protect workers in terms of safety, occupational health, and environmental conditions in the workplace.

B. Issuing licenses and certifications as testers and inspectors.

(4) Office of Atoms for Peace, Ministry of Higher Education, Science, Research and Innovation

A. Overseeing safety and security in nuclear and radiation fields, as well as safeguarding nuclear safety from radiation exposure. It is the agency responsible for issuing various licences and related matters.

B. Licensing radiation safety officers and technical personnel handling nuclear materials, with the responsibility of assessing and issuing licences to radiation safety officers.

C. Providing testing and calibration services for radiation measuring instruments.

(5) Thailand Institute of Nuclear Technology (Public Company Organization)

A. Service for inspecting and issuing safety certificates for equipment used in radiography and containers for radioactive materials.

B. Service for assessing personal radiation exposure (OSL) and reporting radiation exposure received from radiation work.

C. Service for calibrating radiation measurement equipment.

D. Service for training radiation generator operators.

(6) Bureau of Radiation and Medical Devices, Department of Medical Sciences, Ministry of Public Health

Provide analysis services of film badge result service. (Government Organization).

(7) Thailand Industrial Standards Institute (TISI), Ministry of Industry

Provide evaluation and certification of internationally accepted quality standards

(8) The Council of Engineers and Engineering Institute of Thailand

The central organization responsible for issuing licenses to practice professional engineering in the category of juristic persons and natural persons

(9) Council of Science and Technology Professionals, Nuclear Section.

Promote and develop the capabilities of professionals in the field of science and technology to meet the standards, including regulating and supervising the practice of science and technology in the nuclear field.

(10) Council of Science and Technology Professionals

Issue licences for controlling energy production for Solar Rooftop business operators

(11) The Provincial Electricity Authority / Metropolitan Electricity Authority

Issue permits for connecting power generators to the power grid.



B. Qualifications of Personnel (Operator)

(1) Entrepreneur

(1.1) The qualification of the entrepreneur must be a license to practice the controlled engineering profession, type of juristic person from the Council of Engineers, with a review of qualifications in accordance with the requirements to consider the renewal of the licence annually.

(1.2) Electricity producers must obtain licenses from either the Provincial Electricity Authority or the Metropolitan Electricity Authority, as well as the Energy Regulatory Commission.

(1.3) Possessor of radiation must have a license from the Office of Atoms for Peace, Ministry of Higher Education, Science, Research and Innovation

(2) Technician (Operator)

(2.1) The qualifications of an NDT technician must be a person certified through a thorough selection process, including both theoretical and practical training, according to the curriculum. They must also retake the certification exam when their certification expires. This certification must be issued by a person who has received the highest level of certification, which is level 3 from an internationally recognized standard institute in the United States.

(2.2) Radiation operator.

(2.2.1) Personnel in charge of radiation sterilization processes must obtain a professional certification from the Science and Technology Professional Council, Nuclear branch. Operators working in safety must obtain an RSO license from the Office of Atoms for Peace (OAP) according to the level of responsibility.

(2.3) Pressure Equipment Inspector (Authorized API Inspector)

The qualifications of an Authorized API Inspector include having the required education and experience in pressure vessel, pressure piping, storage tank, and petrochemical product storage container inspections. Additionally, the inspector must be certified by the American Petroleum Institute (API) in accordance with the requirements of an accredited institution. The API certification must be renewed through re-examination when it expires.

(2.4) High-Level Radiation Safety Officer (Radiation Safety Officer : Advanced Level)

The qualifications of a high-level radiation safety officer must include passing both theoretical and practical evaluations and holding a license certified by the Office of Atoms for Peace. This enables them to control and take responsibility for supervising type 1 radiation generators. They must be present at all times during the use of the radiation generator, both during normal operations and in the event of an accident or radiation emergency, as required by the Ministry of Public Health Radiation Safety Officer Regulation of 2021.

C. Technical Services

(1) Safety Engineering The Company offers 2 types of NDT technologies as follows:

(1.1) Conventional NDT: such as RT, MT, PT, UT, etc.

The Conventional NDT technologies have long been in use, 70% of the earnings are by conventional techniques. the advantage is the customers are accustomed and the services fee is on the fundamental level, even though it will require more time and the accuracy will not be much different.

(1.2) Advanced NDT: such as PA, AE, MFL, RBI, ET, AUT, X-Ray Crawler, etc.

The effectiveness and efficiency of advanced NDT methods, which are proven to be valuable and more appropriate in some certain situations and surroundings, will be better performances in accuracy and safety than the Conventional techniques. However, the higher cost of advanced NDT equipment and personnel will result in higher service prices. The customers, who require the services of advanced NDT, always consider the interests of saving time, which will fall more than 10 times to reduce the opportunity cost of business operations. This can build credibility to the product, to reduce opportunity costs in the production process. Nowadays, advanced NDT methods have gained more recognition and tend to have continued expansion.

(1.3) Electrical engineers must have a professional engineering license in the electrical field.

(2) Product Sanitization and Quality Enhancement

(2.1) Radiation Sterilization Service

Radiation sterilization using electron beam technology is an innovation that utilizes radiation from electron beams to destroy or inhibit the growth of bacteria that cause diseases or product contamination. This results in a product that is free from pathogens or with a level of microorganisms that meets accepted standards. The amount of electron beam used depends on the purpose of the service, such as extending the shelf life of a product, eliminating pests, reducing or sterilizing microorganisms, and so on.

(2.2) Radiation sterilization service for improving material quality

Due to the high energy properties of electrons, electron beam technology can induce chemical, physical, and biological changes in materials, which can be utilized for various purposes without compromising the quality of the products. This service can be applied to improve the quality of materials for engineering purposes, such as plant breeding and genetic modification, as well as to enhance the physical and biological properties of the materials.

D. Relevant Standards

International engineering standards, the Company was certified in accordance with ISO 9001: 2015 and ISO / IEC 17020: 2012 from the Ministry of Industry. For accreditation of the audit agency to assure the quality of the inspection services and the impact on the environment, the Company also has been abided by the international standard such as The American Society of Nondestructive Testing (“ASNT”), American Petroleum Institute (“API”), European Norms (“EN”), The American Society of Mechanical Engineers (“ASME”), British Standards (“BS”), Deutsche Industrial Norms (“DIN”), Japanese Industrial Standards (“JIS”), American Society for Testing and Material (“ASTM”), Thai Industrial Standard Institute (“TISI”), American Welding Society (“AWS”), as well as the Department of Energy Business’s, Ministry of Energy Office of Atom for Peace, Ministry of Science Technology and environment current regulations and requirements and future’s application, if any.





E. Customer Groups The Company's customers can be divided into 6 groups as follows:

- (1) **Production Plants:** These include fuel and chain product groups such as power plants, oil refineries, gas separation plants, gas refilling plants, petro-chemical plants, power plants, material production factories, containers, pipeline containers, etc.
- (2) **Construction Contractors:** These include contractors commissioned to construct factories and products assembling as well as setting up a factory system e.g., Oil and Gas production plants, oil and gas pipelines both onshore and offshore, high-pressure containers such as spherical tank, oil & gas tanks, oil cylinders, oil refinery, drilling platforms, power plants, suspension bridges, dams, irrigation systems, building complexes, airports, mass transit systems, etc.
- (3) **Entrepreneurs whose businesses are subject to the specific legal regulations:** such as gas stations, transportation systems, group occupant. These include business operators using highly flammable agents in their businesses such as gas, oil, chemical substances, hotels, hospitals, restaurants, etc.
- (4) **Entrepreneurs in the sterile product group,** such as food manufacturers and distributors, agricultural product, medical devices, cosmetic factory, etc.
- (5) **Entrepreneurs who require to improve and develop product quality,** such as cable manufacturers, plastic pellets manufacturer, etc.
- (6) **Entrepreneurs or organizations that aim to reduce electricity costs or support the use of clean energy,** such as industrial factories, department stores, educational institutions, etc.

F. Type of Services

The Company has divided the services according to their responsibilities into 6 types as follows:

- (1) **Testing Service :** The Company will report the result of test-pieces as provided by the customers only. No evaluation of the adequacy of the product's usability.
- (2) **Inspection Service :** The Company provides both inspection services and evaluate the adequacy of safe usage of such inspected workpiece, for example, an inspection of high-pressure containers as required by Department of Energy Business, an inspection of pressure equipment's in oil distillery and petrochemical, etc.
- (3) **Consulting Service and Turn-Key Management :** The Company provides consulting and advice on engineering safety inspection and testing procedures as required by laws and international technological standards governing the customer's business according to the law domestically and internationally, including the extent to which it is necessary to be fully engineering tested and inspected to meet the requirements, as well as fully integrated project management in the field of supervision, safety testing & inspection in the processes of construction and structural assembly (turnkey project).
- (4) **Remaining Life Assessment**
- (5) **Radiation sterilization services :** The Company provides consulting and advice on the use of radiation properties, as well as necessary information to customers regarding the radiation sterilization of their products, in order to achieve the desired objectives of radiation sterilization, as well as radiation sterilization services for various types of products according to the amount of radiation required by customers, such as food, herbal medicines, medical equipment, etc. Additionally, the Company issues certification for products that have been properly and thoroughly radiation sterilized, according to the type of product and the amount of radiation received. All steps of the radiation sterilization process are carried out in compliance with regulations, laws, and international standards, ensuring that the products can be used both domestically and internationally.
- (6) **Consultancy, design and installation of electrical systems**

G. Strengths of the Company

The company is the first domestic operator to utilize radiation for professional testing, inspection, and certification services using Non-Destructive Testing (NDT) for engineering safety in high-risk industries, where severe incidents can affect life, property, and the environment. It is also the first private company to offer radiation-based sterilization for food preservation and disinfection. With over 43 years of experience, the company has established a strong reputation in this service sector and has built extensive relationships with both government and private entities.

(1) Knowledge Transfer and Workforce Development: The company has played a key role in disseminating expertise and training NDT technicians for industries such as energy, fuel, and large-scale structures, in addition to radiation sterilization for food preservation and disinfection.

(2) Standards and Regulatory Contributions: It has had the opportunity to co-develop professional standards and specifications, based on both academic expertise and ethical practices, which have been incorporated into several ministerial regulations. These contributions have facilitated smooth business operations and ensured legal compliance.

(3) Adherence to High Standards: Throughout its history as a central service provider in the safety industry, the company has consistently adhered to professional ethics, corporate governance, integrity, transparency, and strict legal compliance. This commitment has earned it recognition, trust, and acceptance from its clients and relevant regulatory bodies.

(4) Innovation and Creativity: Leveraging its experience and an extensive network of private and government partners, the company has continuously initiated and implemented innovative technical solutions and new processes to enhance its service offerings.

(5) Resilience in Adverse Conditions: Drawing from its experience navigating multiple economic crises stemming from political instability, natural disasters, industrial disruptions, and the global economic downturn caused by the COVID-19 pandemic the company has developed significant resilience. This resilience has enabled it to effectively plan for and manage potential future risks, ensuring long-term business sustainability.

(6) Strategic Business Expansion: The company has proactively extended its existing business into new growth areas to mitigate risks associated with the volatile Oil & Gas industry. This includes expanding into high-potential markets such as the Republic of Indonesia and the Republic of the Union of Myanmar, as well as extending services into other industries such as sterilization in the nutrition, medical, and agricultural sectors, which are increasingly in demand in the New Normal era.





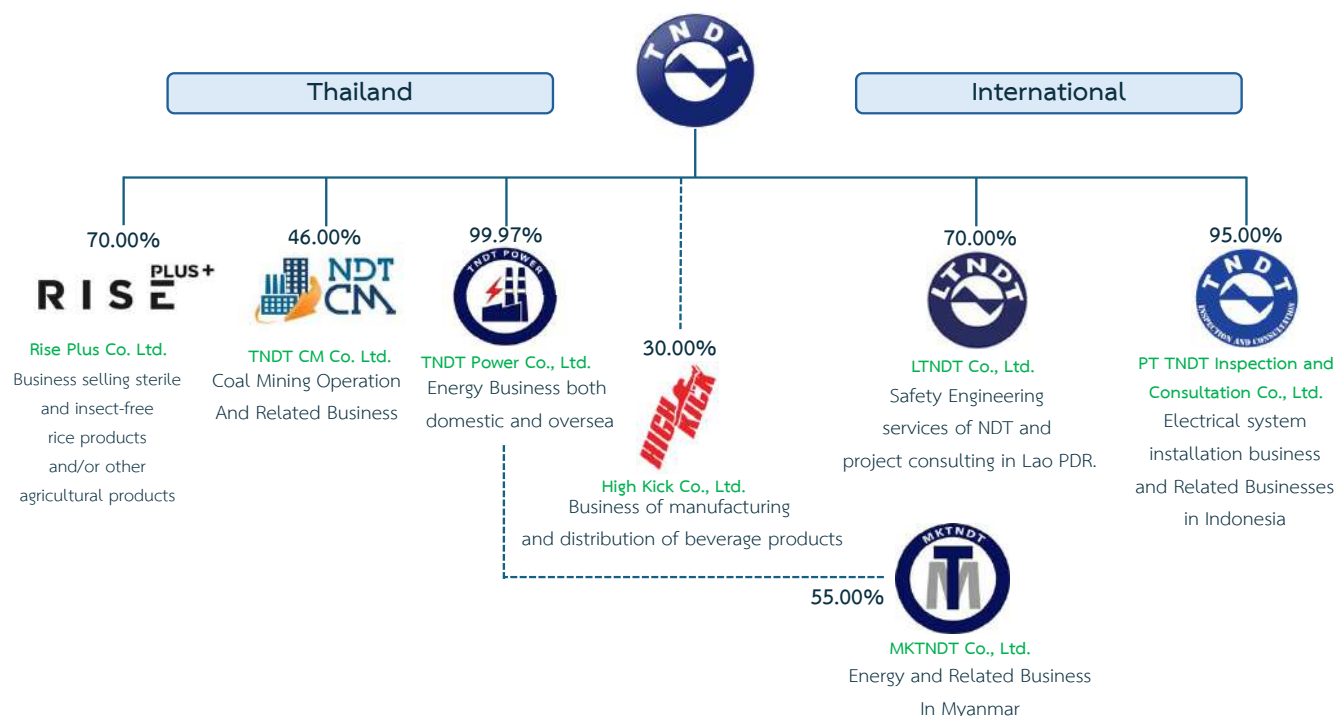
Company Information as of December 31, 2024

Company Name	:	THAI NONDESTRUCTIVE TESTING PUBLIC COMPANY LIMITED
Trading Name	:	TNDT
Established	:	APRIL 21, 1982
Registration No.	:	0107550000025
Type of Business	:	NONDESTRUCTIVE TESTING & INSPECTION SERVICES
Capital – Registered	:	601,685,073.00 Baht
Capital – Paid – up	:	404,034,999.50 Baht
Par Value per Share	:	0.50 Baht
Common Share – Registered	:	1,203,370,146 Shares
Common Share – Paid – up	:	808,069,999 Shares
Head Office	:	19 Soi Ramkhamhaeng 60 Yaek 8 (Suanson 8), Ramkhamhaeng Road, Huamark, Bangkok, Bangkok 10240
Telephone	:	(66) 0-2735-0801 (Auto 10 lines)
Fax	:	(66) 0-2735-1941
Branch Office 1	:	29 Banphlong Road, Mabtaput Sub-District, Muang Rayong District, Rayong 21150
Telephone	:	(66) 0-3869-2226-7
Fax	:	(66) 0-3869-2229
Branch Office 2	:	63/8 Moo3, Map Kha Sub-district, Nikhom Phatthana District, Rayong 21180
Telephone	:	(66) 0-3801-7467
Fax	:	-
Home page	:	www.tndt.co.th
E-mail	:	headoffice@tndt.co.th

Shareholding Structure of the Company & Subsidiaries. As of December 31, 2024 (according to the registration)

(1) Subsidiaries

Business Structure



1. The Board of Director's Meeting No.2/2023 held on May 12, 2023, which approved to dissolve the subsidiary and disclose the news through system Listed Companies Information Disclosure (ELCID) of the Stock Exchange of Thailand on May 15, 2023 as follows;

Company name	LTNDDT Co., Ltd.
Type of business	Nondestructive Testing and Inspection and related services at Lao People's Democratic Republic (Lao PDR).
% shareholding	70% of paid-up capital (Approximately 1,256,000 baht as of the Company registration date of July 25, 2011)

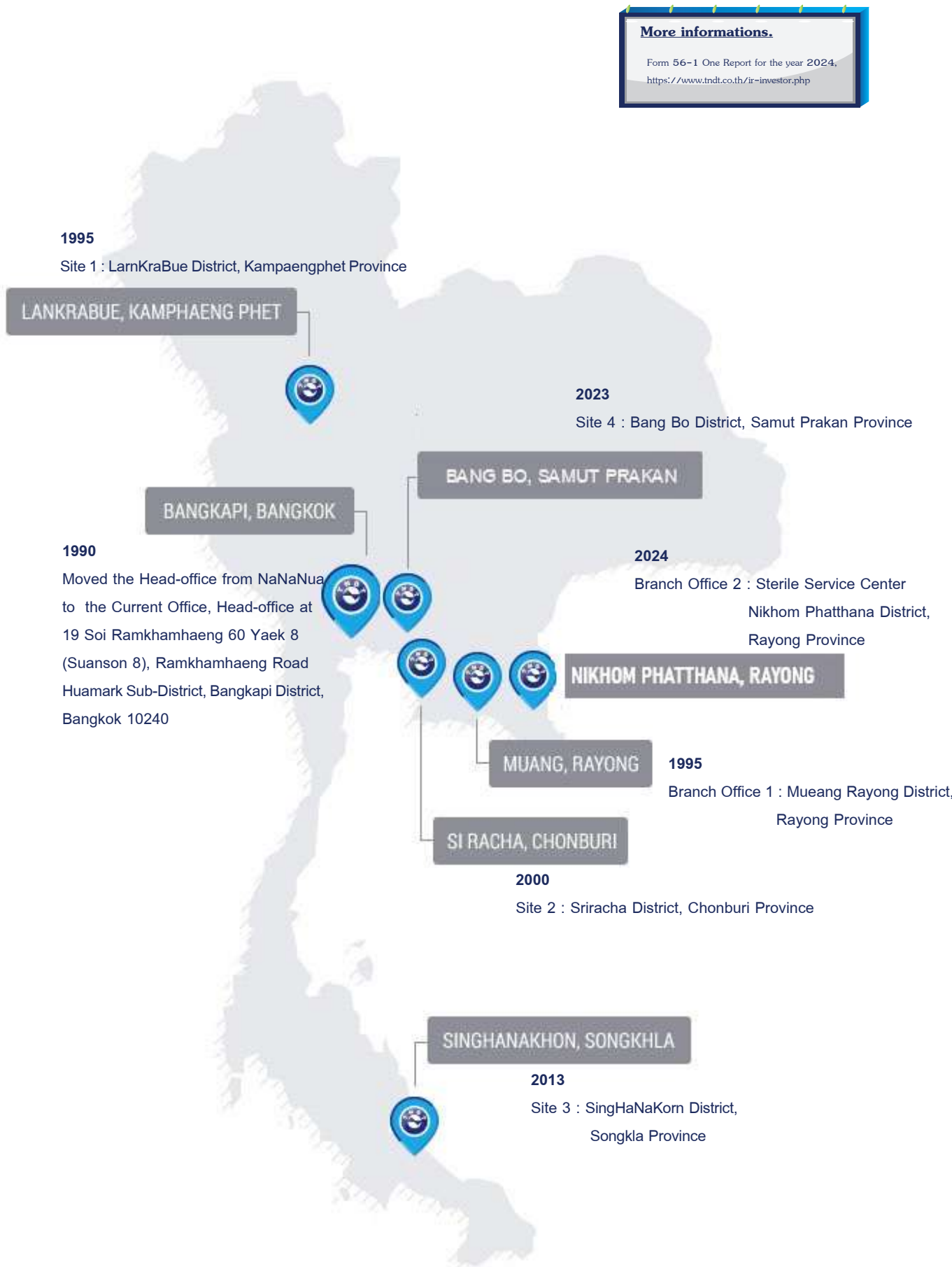
The reason for dissolution is the subsidiary has not operated commercially for a while due to unfavorable operating conditions. The process of dissolving shall be carried out according to the regulatory requirements. However, the dissolution of the subsidiary has no effect on the Company's operations or financial position in significance.

2. On August 15, 2024, the Company established a new subsidiary, namely, Rise Plus Co., Ltd., using the source of funds from the issuance and offering of newly issued ordinary shares to Private Placement in accordance with the purpose of using the increased capital. The total investment value of 70,000,000 baht (seventy million baht) (representing 70 percent of the registered capital).

3. On December 27, 2024, the Company acquired newly issued ordinary shares in High Kick. The source of funds for this transaction will come from the issuance and offering of newly issued shares offered to existing shareholders in proportion to their shareholding (Right Offering). The total investment value is 69,989,700 baht (sixty-nine million nine hundred eighty-nine thousand seven hundred baht), which does not exceed 70,000,000 Baht as the Board of Directors approved (representing 30 percent of the registered capital)

(2) Service Centers

The company has 7 locations in total, including its head office, branch offices, and service units situated in key areas across the country.



ABOUT THIS REPORT



Thai NDT Public Company Limited has prepared its 12th consecutive annual Sustainability Report for 2024. This report demonstrates the company's commitment to transparently disclosing its performance in sustainable development, covering both internal (In Process) and external (After Process) processes. It encompasses economic, social, and environmental aspects, as well as the company's good corporate governance. The report also addresses issues of interest to all stakeholders and those deemed significant both within and outside the organization.

Reporting Guidelines

This report comprises data and details based on the company's operations, focusing on key issues that impact the economic, social, and environmental aspects of the business value chain for relevant stakeholders. It has been prepared in accordance with international sustainability reporting guidelines under the GRI Universal Standards framework. We've also integrated the Sustainable Development Goals (SDGs) to align with our business operations, including a review of our processes across economic, social, and environmental dimensions. This aims to elevate disclosure for greater sustainability in management, consistent with our policies, vision, mission, and business operations, leading to truly sustainable growth.

Reporting Scope

This report covers the company's sustainable development performance data for the period January 1, 2024, to December 31, 2024. It encompasses all of the company's entities, including the Bangkok Head Office, Rayong Branch Office, and five service units. This scope aligns with the company's Annual Registration Statement / Annual Report (Form 56-1 One Report) for 2024, determined by business relevance and impact. The report has been prepared and published on www.tndt.co.th to ensure that all stakeholders and interested parties can access and receive comprehensive and equal information about the company.

Key Stakeholders

The company's key stakeholders are categorized into nine groups: shareholders, customers, employees, business partners, creditors, competitors, government agencies/public and private organizations, internal organizational environment and local communities, and external society and environment. These groups were considered in determining the content of this report.

For more information

Executive Board and Sustainable Development Committee

E-mail : secretary@tndt.co.th
Tel : +66 (0) 2-735-0801 (Auto 10 lines) Ext 10, 11
Fax : +66 (0) 2-735-1941

Further references

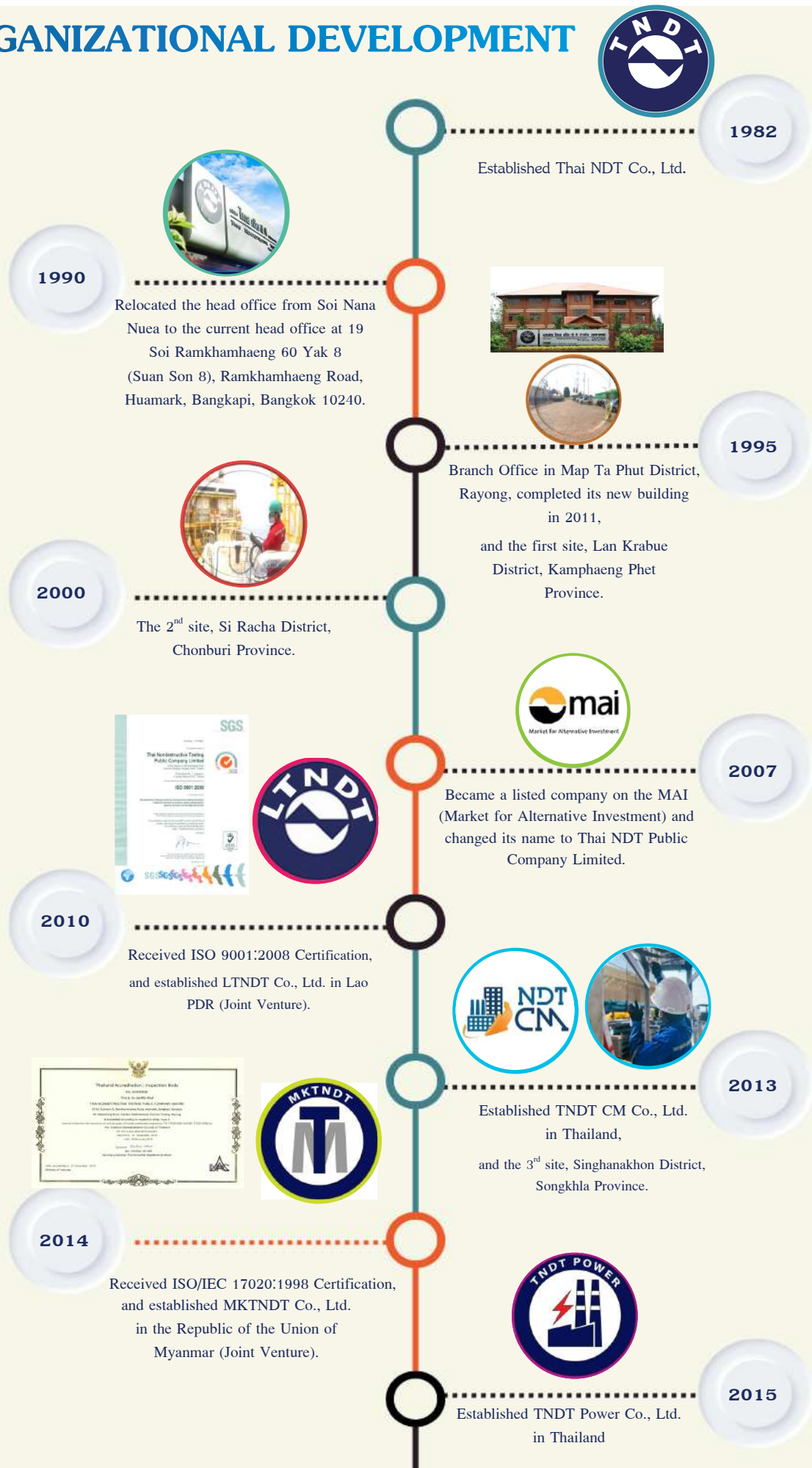
Form 56-1 One Report
for the year 2024,
<https://www.tndt.co.th/ir-investor.php>



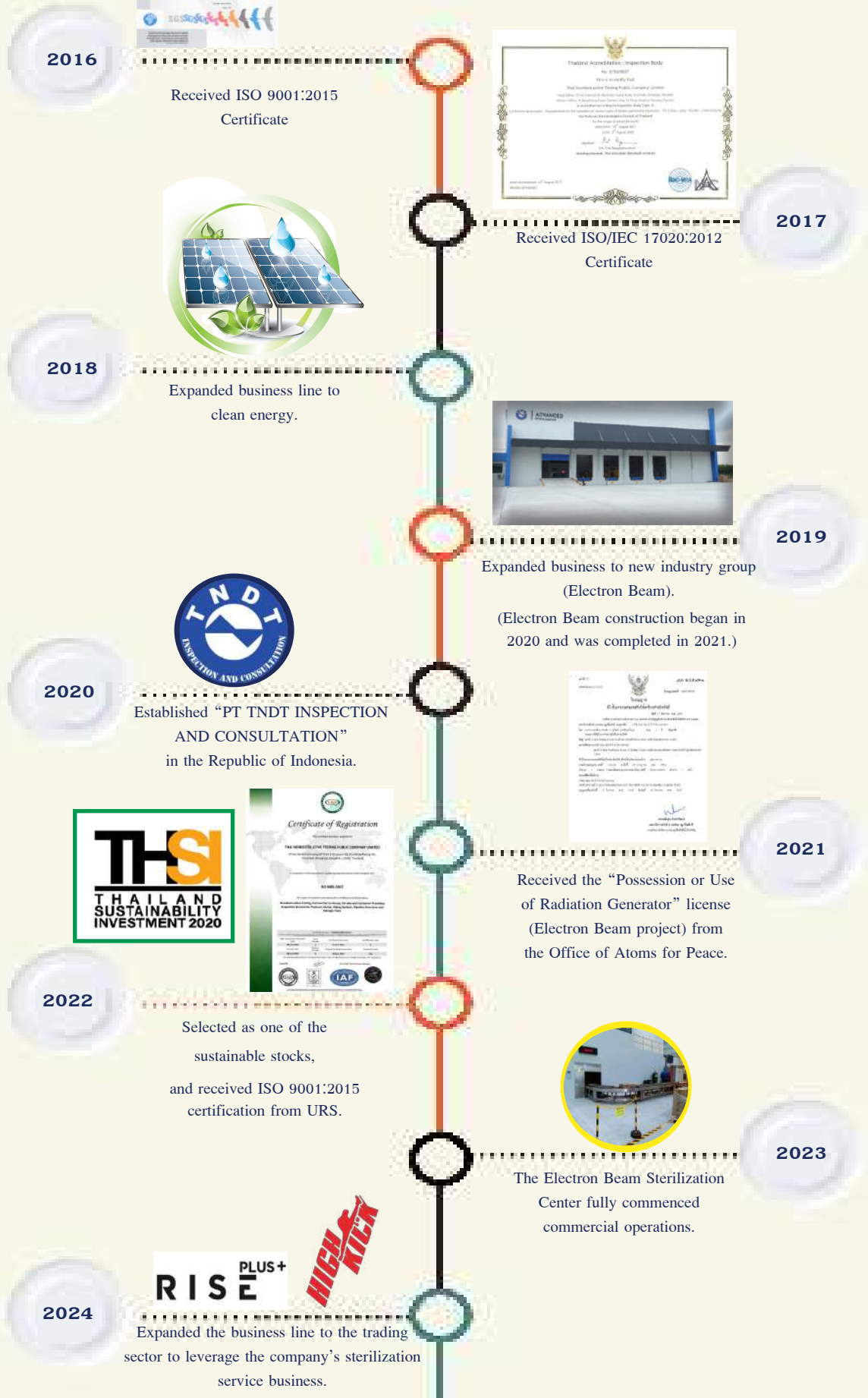
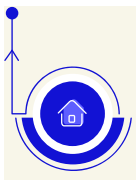
Stakeholder Engagement

The company conducts assessments and analyses to utilize operational data, such as customer meetings, feedback sessions, satisfaction surveys, and collaborative activities with stakeholders. This information is then reviewed to identify key issues relevant to stakeholders, ensuring comprehensive coverage across all operational processes within the business value chain.

ORGANIZATIONAL DEVELOPMENT



ORGANIZATIONAL DEVELOPMENT



► ORGANIZATIONAL SUSTAINABILITY

The company's core business is providing Non-Destructive Testing (NDT) services for inspection and certification, used to assess operational conditions. We initially focused on industries with high risks of severe accidents, such as the fuel, energy, chemical, and large-scale structural industries. Our goal is to operate as a Social Enterprise (SE), prioritizing safety for life, property, and the environment through modern technology and innovation. NDT techniques are widely applicable across various sectors, including agriculture, nutrition, occupational health, medicine, and environmental management. Building on this, the company has expanded its service business plan to cover other industries comprehensively. We've also broadened our service objectives to include value creation through sterilization of products in medical, agricultural, food, and pharmaceutical sectors, as well as wastewater treatment. These are growing industries with continuous expansion opportunities. This expansion leverages radiation property technology and innovation, while maintaining our familiar NDT processes as a service foundation. Furthermore, we've added a clean energy power generation business line, such as solar rooftop electricity production and electric vehicle (EV) energy. This aligns with current trends and meets evolving demands, both domestically and internationally, contributing to the company's long-term sustainability.

OVERALL POLICY

As our core business is a professional one deeply intertwined with the safety of life, property, and the environment, the company is committed to conducting business with the utmost responsibility. We adhere strictly to academic principles, emphasizing professional ethics, morality, and good corporate governance. We maintain transparency in all business dealings, comply with regulations from both public and private sectors in every activity related to our operations, and staunchly reject and oppose all forms of corruption. Every executive and employee is tasked with supporting, driving, and acting in accordance with our policies and management framework. This commitment aims to build confidence among stakeholders and establish credibility within our industry, while also supporting the company's future expansion strategies.

Vision

Aiming to strengthen leadership in the service business through NDT processes and the utilization of radiation properties, combined with technology, innovation, and scientifically-principled tools. These are applied to provide services for inspection, diagnosis, and certification in terms of safety for life, property, and the environment. This also includes the development and research of value creation for economic benefits in engineering, agriculture, medicine, public health, nutrition, food and pharmaceuticals, environmental conditions, and more. All of this is done to become the most reliable service provider in ASEAN under the concept of "Best Service for Better Living."

Mission

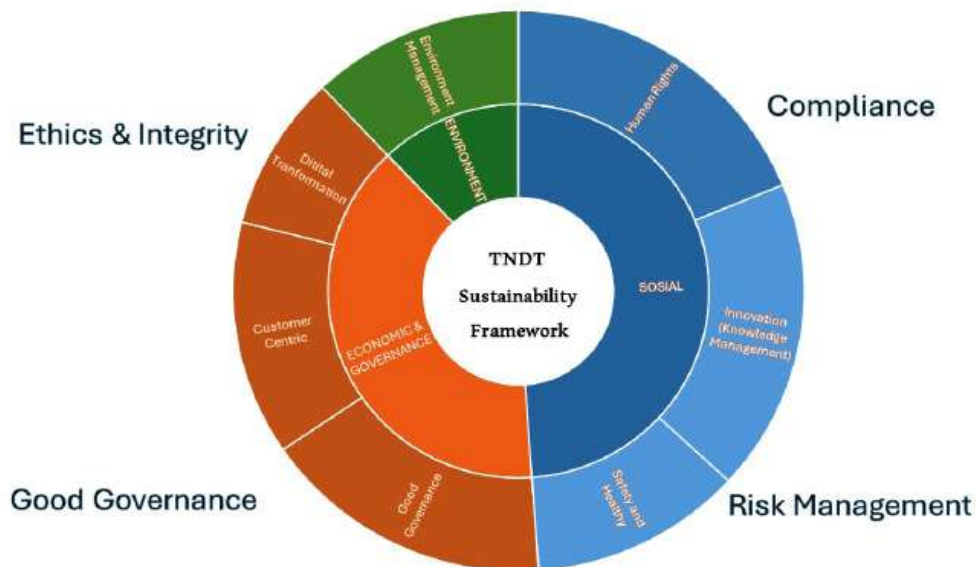
Accessing target customer groups with a development plan to enhance business management and decision-making efficiency, including strengthening knowledge, confidence, and systems that are quality-driven and effective. This ensures convenience, speed, accuracy, and adherence to both national and international standards, utilizing modern technology and innovation.

Organizational Sustainability Management Goals

The company annually reviews its sustainability management policy through its Sustainable Development Committee. This committee has reviewed and adjusted the sustainability development strategy to "Best Service for Better Living," which will be implemented from 2023 to 2025. This strategy reflects the company's recognition of the importance of technological changes, the new modern lifestyle trends, and the evolving global situation. It also takes into account relevant regulations and both internal and external factors that could impact stakeholders. In 2024, the company integrated the Sustainable Development Goals (SDGs) to align with its business operations, committing to achieving success in line with its vision, strategic direction, and sustainability development goals across all sectors. Furthermore, reporting under this strategic framework will adhere to international GRI standards.

SUSTAINABILITY FRAMEWORK

The company has established a “Sustainability Framework” to guide its operations in creating organizational sustainability across economic, social, and environmental dimensions. This framework emphasizes business growth built upon a foundation of social and environmental responsibility, operating under good governance, ethical and moral business conduct, adherence to laws and regulations (compliance), and effective risk management. The goal is to foster a balanced and high-quality coexistence, while also responding to the United Nations’ Sustainable Development Goals (SDGs) and creating sustainable value for all stakeholders.



SUSTAINABILITY STRATEGY

Strive for business operation on the basis of standard and regulation.

BEST SERVICE ON STANDARD AND REGULATION (Economy + Governance)

Instill adherence to professional ethics, morality, virtue, and good governance, including anti-corruption measures, in all aspects of the organization. These principles form the foundation of professional businesses involved in ensuring the safety of life, property, and the environment. And the organization shall conduct its business with professionalism, adhering strictly to academic principles, international standards, and local laws. It shall also continuously seek new business opportunities in line with the times and collaborate with partners to ensure the organization's long-term stability.

Enhance the service for co-value creation with stakeholders.

BEST SERVICE FOR CO-VALUE CREATION (Society)

We are committed to elevating our services to create shared value with all stakeholder groups. This means providing services that leverage modern technology and innovation, precisely meeting client needs and delivering accurate information for sound decision-making, thereby fostering sustainable financial value. Simultaneously, we aim to inspire and support employees at all levels equally, based on their individual capabilities. This empowers them to develop skills, expertise, and proficiency in their areas of strength. We encourage them to collaborate in conceiving and developing new innovations - whether tools, equipment, or service methods - for commercial benefit, always prioritizing safety and potential impacts. This approach ultimately leads to an improved quality of life for our employees, extending this positive value to their families and the wider community.

Ensuring effective environmental management.

BEST SERVICE FOR BETTER ENVIRONMENTAL (Environment)

We build confidence through services that minimize environmental impact at every service location. This is achieved by managing operations before, during, and after service delivery to reduce negative effects on society, communities, and the environment. Our approach is based on international standards, adhering to regulations, rules, laws, and other requirements from all relevant agencies to foster shared sustainability.

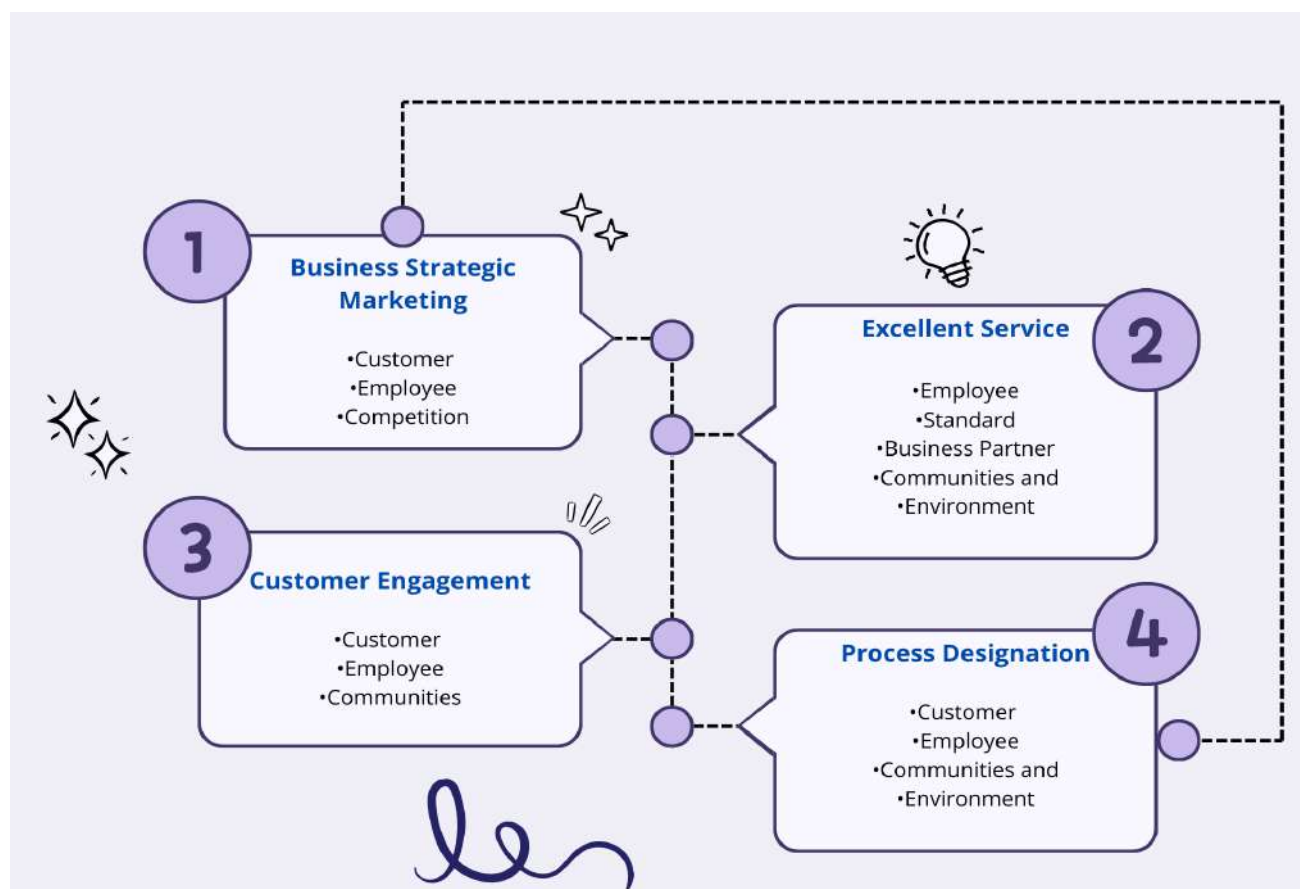
MANAGING STAKEHOLDER IMPACTS IN THE BUSINESS VALUE CHAIN

“Reporting Approach”

The company has defined the content of this report by first assessing the impacts within its business value chain on relevant stakeholders. This assessment aligns with the Corporate Social Responsibility (CSR) guidelines of the Stock Exchange of Thailand, the SEC Office, and international GRI Universal Standards. Furthermore, the Sustainable Development Goals (SDGs) have been integrated to align with business operations, serving as practical guidelines for both the head office and branch offices. This framework results in a Corporate Social Responsibility report that ensures the business operates systematically, transparently, and fairly, allowing for accessibility and verifiability. This approach fosters trust among all stakeholder groups in the company’s management, leading to truly sustainable business success.



1. Value Chain



Business Strategic Marketing

Expand and leverage services into other industry groups as opportunities arise, collaborating with capable and specialized partners from both the public and private sectors. This includes adopting modern technology in our operational processes, specifically in marketing for rapid outreach and in innovating and developing tools and equipment that meet customer needs and create a competitive advantage.

Excellent Service

Managing internal operational processes in collaboration with relevant stakeholders to foster mutual development and elevate service delivery, leading to organizational success. This is achieved by:

1. Promoting personnel development in knowledge, expertise, and ultimately, multi-skill proficiency.
2. Selecting qualified external personnel, partners, or suppliers who meet standards to collaborate and create shared value.
3. Strictly adhering to relevant standards, requirements, laws, and regulations, as well as anticipating future changes.
4. Improving and developing service quality through modern technology and processes, covering all inspection and testing procedures.
5. Enhancing the quality of life for employees and those around them, including local communities near operational sites, by improving living conditions, income generation, and fostering a sense of belonging to their homeland.

Customer Engagement

Promoting and procuring modern technology ensures that personnel, customers, and stakeholders can access information conveniently, quickly, accurately, and in a timely manner. This builds confidence and satisfaction, meeting customer needs and fostering their continued engagement with the company's services. We are committed to strictly adhering to international standards, requirements, laws, and relevant regulations, both current and future. This also includes adapting to evolving technologies to continuously elevate the highest quality of service. Ultimately, this leads to creating a better quality of life for surrounding communities and service areas.

Process Designation

We will evaluate feedback from satisfaction surveys and direct inquiries to guide improvements, alongside developing new knowledge, expertise, and skills. By ensuring comprehensive and rapid access to information, we empower employees to create personal value and co-create innovative services. This will be based on relevant standards, requirements, laws, and regulations, ensuring we can fully meet current and future market demands. Our aim is to offer suitable alternative technologies for clients' businesses, fostering strong competition, reducing client costs, and creating mutual competitive advantages.





Sustainable Development Committee

The Board of Directors officially established the Sustainable Development Committee (TNDT-SDC) in 2024. This committee is chaired by the Deputy Managing Director and is tasked with supporting and driving sustainability management. Its responsibilities include announcing sustainability management policies, defining sustainability management strategies, and establishing a sustainability management framework. This framework guides the company in balancing business operations with stakeholder expectations, while also adhering to the Corporate Governance Code (CG Code). The committee ensures maximum benefit for all stakeholder groups, promoting equal and fair treatment in line with the Code of Business Conduct. This encompasses economic, social, and environmental considerations, with the aim of setting policies, strategies, and plans that align with the company's goals and relevant international standards.



“Best Service for Better Living”





“To deliver excellent services rooted in knowledge, expertise, and proficiency, coupled with the careful selection of all operational components and the integration of modern, environmentally-friendly technology. This commitment aims to build confidence and sustainably create shared value—both financial and non-financial—with service recipients and all stakeholder groups.”






2. Analysis of Stakeholders in the Business Value Chain

In 2024, the company adopted the United Nations Sustainable Development Goals (UN SDGs) as a framework to analyze and define the scope of sustainability issues across three dimensions: economic and governance, social, and environmental.

SDGs issues	Stakeholders	Sustainability		
		Economic & Governance Dimension	Social Dimension	Environmental Dimension
 3 Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol 3.6 Reduce the number of deaths and injuries from road traffic accidents. 3.9 Reduce the number of deaths and illnesses from hazardous chemicals and from pollution and contamination of air, water and soil.	- Customer - Employee - Alliance		<ul style="list-style-type: none"> • Human Rights • Safety and Healthy - Occupational Health Management and safety in work and service - Manage work environment risks, health and well-being of employees - Control and prevent the dangers of the harmful use of drugs and alcohol. - Manage safety to reduce the number of injuries and deaths from road accidents. - Efficient management of emergencies, crises and business continuity in order not to affect business, society, community and environment	
 4 Increase the number of young people and adults with require necessary skills including technical and professional skills for employment having a decent job and entrepreneurship 4.7 Ensure that all learners have the knowledge and skills necessary to promote sustainable development, including education for sustainable development and sustainable livelihoods, human rights, gender equality and promote culture	- Employee - Supplier	<ul style="list-style-type: none"> • Good Governance - Training, promoting and cultivating employees with knowledge and skills on sustainable development, human rights, ethics and anti-corruption. - Communicate and create mutual understanding through information technology media for everyone in the organisation including related parties to be informed and complied with under the same policy	<ul style="list-style-type: none"> • Human Rights • Innovation (Knowledge Management) - Enhance potential and develop personnel to gain knowledge and equally train the technical and other necessary skills that are required. - Organise training courses on safety and environment from both inside and outside the organisation. - Transfer knowledge, professional expertise and sharing innovations with educational institutions, government agencies and external organisations.	

SDGs issues	Stakeholders	Sustainability		
		Economic & Governance Dimension	Social Dimension	Environmental Dimension
 <p>5.5 Ensure women to fully participate and have equal opportunity to lead at all levels of decision-making in politics, economics and public affairs.</p>	- Shareholder / Investor - Employee	<p>• Good Governance</p> <p>- Recruit and select directors based on necessary skills, specialisation and has a variety of board structures which has at least one female committee</p>	<p>• Human Rights</p> <p>- Employment policy based on knowledge, expertise with non-discriminatory of gender, religion, race and culture</p>	
 <p>6.2 Achieve the goal of providing everyone with access to fair sanitation and hygiene and stop excretion in the open air</p> <p>6.3 improves water quality by reducing pollution, eliminating littering and reducing the release of hazardous chemicals and hazardous materials.</p> <p>6.4 Increase water usage efficiency across all sectors and ensure sustainable water usage and supply in order to solve the problem of water shortage</p>	- Employee - Community		<p>• Safety and Healthy</p> <p>- Occupational Health Management and safety in work and service</p> <p>- Manage work environment risks , health and well-being of employees</p>	<p>• Environment Management</p> <p>- Manage waste and residual materials responsibly by implementing 3R including Recycle, Reuse, Reduce and manage hazardous substances properly and appropriately.</p> <p>- Reduce greenhouse gas emissions by reducing the use of electricity, water supply and fuel by 1% per year.</p>
 <p>8.2 Achieve higher levels of economic productivity through diversity. Improve technology and innovation including focusing on manufacturing sectors with high added value and mainly use labour.</p> <p>8.5 achieve full employment, productivity and having decent job for all women and men including youth and people with disabilities and provide equality of wages and value.</p>	- Employee - Community - Shareholder - Supplier	<p>• Customer Centric</p> <p>- Enhance the standard of service by developing ability, training, educating and creating new qualify personnel according to international standards</p> <p>- To develop and seek the technology of tools, equipment, innovations that are always up-to-date</p>	<p>• Human Rights</p> <p>- The Company has established employment policy with a non-discriminatory of sex, religion, race, culture, including providing fair welfare and compensation.</p> <p>- The Company has established policies and regulations based on basic rights that employees and their families should receive by consider equality, or greater than various basic standards that employees truly deserve.</p>	

		Sustainability		
SDGs issues	Stakeholders	Economic & Governance Dimension	Social Dimension	Environmental Dimension
<div><div>8</div><div>ลดการจ้างงาน กลุ่มคนเปราะบาง และคน ด้อยโอกาส</div><div></div></div> <div>8.6 Reducing the proportion of unemployed youth, uneducated and untrained</div> <div>8.7 Take effective measures immediately in order to eliminate forced labor, end modern slavery and human trafficking</div> <div>8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers</div>	<div>- Employee</div> <div>- Community</div> <div>- Shareholder</div> <div>- Supplier</div>	<div>• Customer Centric</div> <div>- Build good relationship with customers by providing satisfying service and discuss with customer in order to improve service processes that meet customer needs and comply with international standards</div>	<div>• Human Rights</div> <div>- There are projects / activities that support occupational Health and safety at work To reduce accidents to all personnel equally</div>	
<div><div>9</div><div>พัฒนา โครงสร้างพื้นฐาน นวัตกรรมและ อุตสาหกรรม</div><div></div></div> <div>9.4 Improve infrastructure and industries to achieve sustainability by optimising resource utilisation and using cleaner and more environmentally friendly industrial technologies and processes.</div> <div>9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries</div>	<div>- Employee</div> <div>- Supplier</div> <div>- Customer</div>	<div>• Digital Transformation</div> <div>- Implement Microsoft 365 to enhance productivity, communication, and timely coordination for agility, flexible and responsive to today's uncertain situations</div> <div>- Use modern technology to provide services, which can increase efficiency, reduce time, cost and accidents caused by operators.</div> <div>- Reduce the use of resources in the work process by creating and storing more electronic files.</div>	<div>• Innovation (Knowledge Management)</div> <div>- Develop and transfer knowledge, professional expertise and sharing innovations with educational institutions, government agencies and external organisations</div>	<div>• Safety and Healthy</div> <div>- Purchasing, procuring and using environmentally friendly resources under the project “Green Procurement” by setting “environment” as one of the main considerations for sourcing resources along with “quality, price, delivery time”.</div>
<div><div>10</div><div>ลดความ เหลื่อมล้ำภายใน และระหว่างประเทศ</div><div></div></div> <div>10.3 Ensure equal opportunity and reduce inequality of outcomes including by eliminating discriminatory laws, policies and practices.</div>	<div>- Employee</div> <div>- Supplier</div> <div>- Customer</div>		<div>• Human Rights</div> <div>- Respect human rights with equality with regard to human dignity, freedom of individuals with non discriminate in respect of origin, race, nationality, skin color, sex, age, language, religion, culture Class, disability, not discriminate or exclude anyone and encourage everyone to have awareness of their rights, duties and responsibilities towards other people and society</div>	

SDGs issues	Stakeholders	Sustainability		
		Economic & Governance Dimension	Social Dimension	Environmental Dimension
 <p>16.3 Promote the rule of law both nationally and internationally and ensure that everyone has equal access to justice.</p> <p>16.5 Reduce corruption and all forms of bribery</p> <p>16.6 Develop an effective, responsible and transparency institution at all levels</p>	<ul style="list-style-type: none"> - Employee - Customer - Supplier - Government Agency 	<ul style="list-style-type: none"> • Customer Centric - Create value for sustainable business, focusing on transparent and efficient management. Prepare corporate ethics policy, business ethics and good corporate governance principles in both organisational structure and management strategy - There is a regular corruption risk assessment. In the case that an act that implies corruption or misconduct is found, employees at all levels, including all groups of stakeholders can notify through the channels specified by the Company in order to carry out data verification, corrected and prevented including report to the Board of Directors to prevent and monitor risks from corruption and corruption 	<ul style="list-style-type: none"> • Human Rights - Respect human rights with equality and does not discriminate against anyone and encourage everyone to have awareness of their rights, duties and responsibilities towards other people and society 	

SELECTION, ASSESSMENT, AND SIGNIFICANT ISSUES

TNDT Recognize and emphasize to the selection and prioritization of main issues in sustainable development (Materiality) to meet the needs and expectations of the appropriate stakeholders, in accordance with the Company's business operations which has been evaluated and prioritised based on the chain of forwarding credibility along with activities that have been carried out together. Including provide opportunities for communication through various channels between the Company and stakeholders. In addition, the GRI Universal Standards Reporting Guidelines were used to analyse and audit various operations in order to achieve sustainability in all processes.

1

Identifying main issues

The Company analyses sustainability issues throughout the process of passing on credibility and identifies main issues in sustainable development by considering the business operations such as vision, mission, strategy, risk of the company including various factors related internally and externally that affect all groups of stakeholders.

2

Prioritization of main issues

The Company's Sustainable Development Committee jointly prioritizes by considering main issues in 2 areas:

- (1) issues that are important to the Company;
- (2) main issues and interesting to all groups of stakeholders, divided into 1 - 4 levels (Important-Very Important) and consider the importance in the context of organizational sustainability.

3

Review of main issues

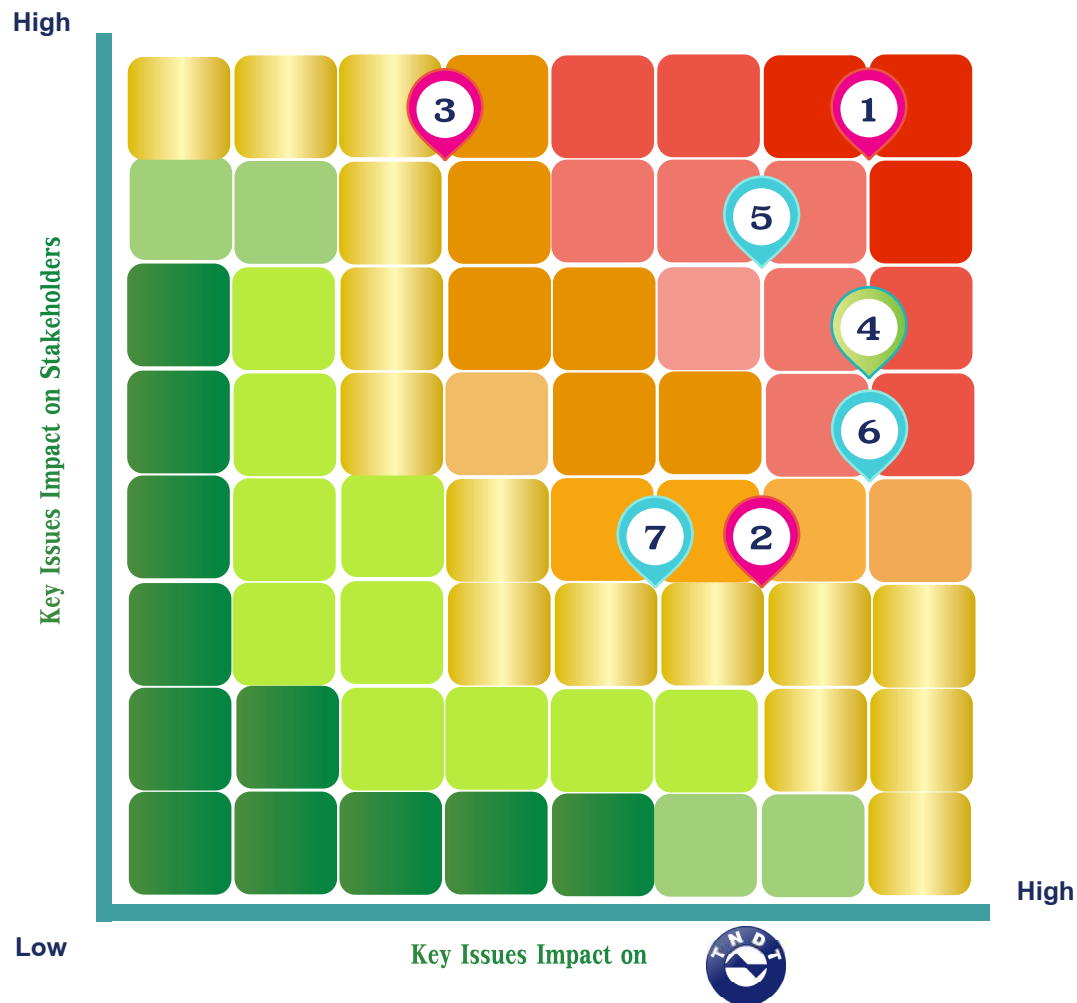
Verify accuracy and summarise main sustainability issues, submit to the Managing Director and report to the Audit Committee for review and approval to ensure that the main issues have been prepared according to details and presentations covering important matters related to the Company within the relevant scope both internally and externally in its entirety.

4

Continuous improvement

Review main issues and related to sustainability from past to present and evaluate the performance of each issue in order to see whether if the issues that communicated are fully consistent with the interests and expectations of all stakeholder groups, and utilizing them to develop and improve continuously.

SUMMARY OF KEY POINTS IN THE REPORT



Sustainability Issues

Dimension	Main Issues	SDGs Issues
Economic and Good Governance	1. Good Governance Corporate Governance 2. Digital Transformation Transformation to Creativity with Technology 3. Customer Centric Adjustments to Enhance the Service Together	
Environment	4. Environment Management Environmental and Energy Management	
Social	5. Human Rights Respect and Equal Rights 6. Safety and Healthy Occupational Health and Safety Management 7. Innovation (Knowledge Management) Application and Innovation	

STAKEHOLDER ENGAGEMENT

Stakeholder	Approach to Engagement	Stakeholder Expectations	Operations in 2024
Shareholders Investors	<ul style="list-style-type: none"> - Annual General Meeting of Shareholders - Company website for news and complaint channels - Meetings and roadshows with investors 	<ul style="list-style-type: none"> - Receiving accurate, clear, transparent, comprehensive, equitable, and timely information that is verifiable. Good corporate governance. - Effective risk management with robust control and audit systems. - Business stability and continuous growth. 	<ul style="list-style-type: none"> - Adherence to the company's policies and code of conduct, which are reviewed annually. - Prudent risk management. - Transparent and consistent reporting of company news/work progress through the company's website and the Stock Exchange of Thailand. - Regularly meeting and answering questions from shareholders at annual meetings, and responding to inquiries via phone and email as requested. - This also includes participating in mai Forum events to provide information to investors. - Consistent online and in-person discussions and meetings with investors, as well as on request.
Customers	<ul style="list-style-type: none"> - Joint discussions/meetings - In-person meetings, discussions, and visits - Participation in activities - Satisfaction surveys - Technical knowledge sharing - Standardized operating procedures - Channels for reporting tips, complaints, or suggestions 	<ul style="list-style-type: none"> - Strict adherence to contracts and all terms and conditions with customers. - Maintaining commercial data and customer confidentiality. - Service delivery according to quality systems and international standards. - Accurate and precise test and inspection results. - On-time project delivery. - Easy access to service information. - Billing for services based on actual work performed. 	<ul style="list-style-type: none"> - Offering fair pricing/bids according to established procedures and consistently maintaining customer confidentiality, ensuring information is never misused. - Regularly meeting and discussing with customers on both project-related matters and safety, as convenient and appropriate (e.g., monthly, quarterly, and tailored to each customer's project). - Operating in accordance with certified international standards, such as ISO 9001, ISO 17020, ASNT, and API. - Conducting 436 customer satisfaction surveys, which yielded "Excellent" evaluations. - In cases of complaints, the company promptly investigates the cause and implements corrective actions to prevent recurrence, effectively addressing customer needs.
Creditors	<ul style="list-style-type: none"> - Joint meetings - In-person discussions and conversations - Participation in activities as opportunities arise - Reporting through the stock exchange channels - Channels for reporting tips, complaints, or suggestions 	<ul style="list-style-type: none"> - Adherence to agreed-upon terms, contracts, and obligations. - Accurate, appropriate, and timely reporting of financial information. - Ethical business management. - Open facilitation of information regarding the company's financial status upon request. - Timely debt repayment. - Collaborative problem-solving. - Investigation of corruption and fraud. 	<ul style="list-style-type: none"> - Met and discussed with financial institution creditors 6 times. - Reported financial information and useful news through the Stock Exchange of Thailand channels and the company's website at least quarterly, and consistently as appropriate.
Competitors	<ul style="list-style-type: none"> - Social gatherings and exchanges of ideas and experiences. - Channels for reporting tips, complaints, or suggestions. 	<ul style="list-style-type: none"> - Fair competition, without exploitation. 	<ul style="list-style-type: none"> - Met with competitors to elevate NDT professional standards.
Employees	<ul style="list-style-type: none"> - CEO and executive meetings with various management levels and employees. - Labor relations activities. - Site/employee housing visits. - Discussions and inquiries. - Expertise development. - Performance potential assessment. - Important organizational news. - Channels for reporting tips, complaints, or suggestions. 	<ul style="list-style-type: none"> - Appropriate, fair, and equal compensation and welfare, without discrimination between male and female employees. - Expertise and career growth. - Job satisfaction and happiness. - Safety in operations. - Transparent and comprehensive disclosure of useful information/news. - Providing employees with communication channels to connect with the company. 	<ul style="list-style-type: none"> - Organized 2 "CEO Meets Employees" events. - Provided 200 training courses for knowledge development for employees at all levels and departments, including both internal and external training programs. - Consistently disclosed useful information/news to employees via the company website, email, and company MS Teams groups. Employees can also communicate back to the company through these same channels. - Conducted regular and continuous meetings, surveys, and inspections by the Welfare Committee/Safety Committee to promote well-being, health, and safety for employees. - Regularly and appropriately monitored and visited various employee units, both through online systems and in-person visits to units.
Suppliers (Vendors/ Contractors/ Service Providers)	<ul style="list-style-type: none"> - Adherence to our partner policy, which involves selecting partners who conduct business ethically, possess recognized expertise and experience. - Joint meetings. - In-person discussions and conversations - Site visits. - Participation in activities as opportunities arise. - Channels for reporting tips, complaints, or suggestions 	<ul style="list-style-type: none"> - Fair and equitable consideration of purchasing/hiring decisions and proposed prices, without exploitation. - Providing knowledge, consultation, and advice on products/services. - Building strong, non-exploitative partnerships. - Timely payment according to agreed-upon terms and conditions. - Collaborative problem-solving. - Not soliciting or offering any illicit benefits in trade with partners. 	<ul style="list-style-type: none"> - Adhered to fair competition guidelines, with purchases made from 188 domestic suppliers and 11 international suppliers. Annual evaluations and selections of domestic partners based on the company's standard criteria resulted in 164 partners achieving Grade A. We also successfully collaborated on projects with both international and domestic partners. - Regularly provided appropriate safety training for partners/contractors. - Increased purchases of products from partners in line with our Green Procurement policy. - Visited the products of vendors/distributors.


Stakeholder	Approach to Engagement	Stakeholder Expectations	Operations in 2024
Government Agencies / Public Organizations / Educational Institutions	<ul style="list-style-type: none">- Participation in meetings as a member / committee- Participation in activities as opportunities arise.- Reporting results to government agencies.- Channels for reporting tips, complaints, or suggestions	<ul style="list-style-type: none">- Strict adherence to all relevant laws, regulations, rules, announcements, and standards.- Accurate operations and reporting of results in accordance with established standards and laws.- Full cooperation at every opportunity.- Prevention of corruption and fraud.	<ul style="list-style-type: none">- Strictly adhered to laws and regulations related to business operations.- Served as a speaker for theoretical/practical knowledge alongside 3 government agencies/educational institutions, and offered opportunities for students to visit the company's premises for educational tours.- Regularly participated in meetings, discussions, communications, and collaborations with government agencies and public organizations to foster understanding, knowledge exchange, and appropriate joint work. Examples include signing a cooperation agreement with the National Institute of Nuclear Technology and serving on the board of the Nuclear Society of Thailand and the sub-committee of the Council of Science and Technology Professionals (Controlled Science and Technology) in the nuclear field, to help draft strategic plans and amend the council's regulations concerning the practice of controlled science and technology professions in the nuclear field.- Abstained from acts of corruption/bribery.
Environment	<ul style="list-style-type: none">- Green Procurement- Public benefit activities.- Channels for reporting tips, complaints, expressing opinions, or suggestions	<ul style="list-style-type: none">- Supporting goods and services from suppliers who also advocate for environmental preservation.- Strict adherence to environmental standards and legal requirements.- Avoiding both direct and indirect pollution impacts on the environment.	<ul style="list-style-type: none">- Reducing resource consumption and procuring green products and consumables with environmentally friendly production processes (e.g., paper, folders, printer ink).- Proper disposal of waste/materials from operations, such as returning 52 pieces of radioactive material to overseas manufacturers and properly disposing of 2,077 tons of chemical-contaminated rags/liquids/materials through licensed disposal companies authorized by the Ministry of Industry.- Efficient use of existing resources and the ability to reuse them.- Organizing CSR activities at least once a year to provide employees with opportunities to participate in natural resource and environmental conservation.



KEY REPORTING PRINCIPLES

Key Issues	Reporting Topics and the Significance of Issues	Scope of Impact						Alignment
		Internal	External					
			Government	Customers	Partners / Suppliers	Associates Society Community	Shareholders	GRI
BEST SERVICE ON STANDARD AND REGULATION – Key Economic Issues								
1. Organization of Good Governance	Corporate Governance							
	• Good Corporate Governance	/	/	/	/	/	/	2–9
	• Business Ethics	/	/	/	/	/	/	2–23, 2–26
	• Anti-Corruption	/	/	/	/	/	/	2–23, 2–26
	Risk Management							
	• Risk Management	/	/	/	/	/	/	3–2, 3–3
	• Internal Control	/		/		/	/	2–12, 2–25
	• Crisis Management	/	/	/	/	/	/	
	Performance							
	• Business Value Chain Management	/		/	/		/	2–6
	• Economic Performance / Outcomes	/		/	/		/	2–6
	• Investment and Expansion of Service Base to Other Industry Groups	/		/	/		/	2–6
• Value Sharing with Stakeholders	/	/	/	/	/	/	2–6	
2. Customer Centric	• Customer Relationship Management	/		/	/			2–23
	• Building strong customer relationships	/		/	/			2–23
	• Developing employee potential and improving work processes	/		/				2–23
	• Providing services at a fair price							2–23
3. Digital Transformation	Digital Transformation	/		/	/			2–23
BEST SERVICE FOR BETTER ENVIRONMENTAL – Key Environmental Issues								
4. Environment Management	Environmental, Community, and Social Stewardship	/	/	/	/	/		3–3, 2–12, 2–13, 2–23, 2–27
BEST SERVICE FOR CO-VALUE CREATION – Key Social Issues								
5. Human Rights	Adherence to Human Rights Principles and Fair Treatment of Labor							
	• Adherence to Human Rights Principles.	/						2–7
	• Promoting equality and building upon success	/						2–22, 2–23
	• Fair compensation	/						2–21, 2–30
	• Employee data	/						2–7
6. Safety and Health	Occupational Health and Safety Management							
	• Safety, Occupational Health, and Environmental Inspections.	/	/	/	/	/		2–22, 2–23 403–5
	• Emergency Preparedness and Response							
	• Work Environment and Health	/			/			2–23
	• Reducing Work-Related Injury Rates	/						2–23
7. Innovation (Knowledge Management)	Capacity Building and Personnel Development	/	/					2–17

BEST SERVICE ON STANDARD AND REGULATION



“Strive for business operation on the basis of standard and regulation.”

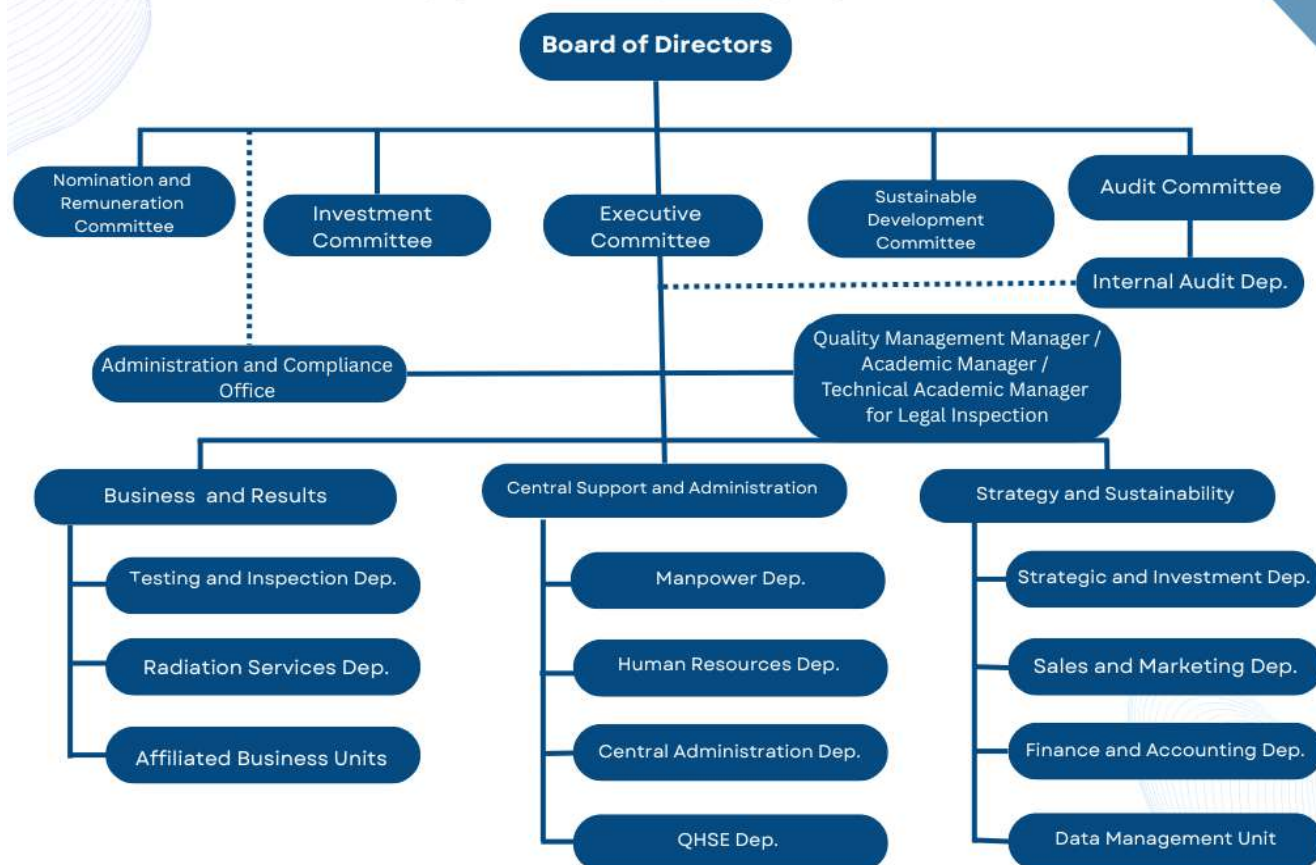
Instilling a commitment to professional ethics, morality, integrity, and good governance, as well as combating corruption in all sectors of the organization. This forms the foundation for a professional business involved with the safety of life, property, and the environment. The aim is to conduct business professionally, accurately, and in strict accordance with academic principles, international standard requirements, and local laws. This also includes continuously seeking business opportunities in line with current trends and expanding the business with partners for the organization's stability.

Organization of Good Governance



Corporate Governance Structure

COMPANY STRUCTURE



(1) Management Structure

In 2024, there were 6 Board of Directors and Committees as follows:-

Director's Name	Board of Directors	Nomination and Remuneration Committee	Audit Committee / Independent Director	Executive Committee	Investment Committee	Sustainable Development Committee
1. Mr. Suwat Dangpibulskul	x	-	-	-	-	-
2. Mr. Chaya Jivacate	/	/	-	-	-	-
3. Miss Chomduen Satavuthi	/	-	-	x	-	-
4. Mr. Krirkkiet Satavuthi	/	-	-	/	-	-
5. Dr. Vasu Keerativutisest	/	-	-	-	-	-
6. Dr. Wicha ^{ID} Jiwalai	/	x	x	-	-	-
7. Mr. Vichai ^{*/ID} Watcharavatanakul	/	/	/	-	-	-
8. Dr. Jumpon ^{*/ID} Kluaymai-ngarm	/	-	/	-	-	-
9. Mr. Parin Sathianpagilanagorn	/	-	-	-	x	-
10. Mr. Adisorn ^{ID} Thavornthanasarn	/	-	-	-	-	-

Remark :

- 1. Symbol x = Chairman
- / = Director
- * = A Director proficient and graduate in accounting.
- ID = Independent Director

2. Mr. Parin Sathianpagilanagorn was appointed as a director of the Company at the Extraordinary General Meeting of Shareholders No. 1/2024 on July 26, 2024.

3. Dr. Vasu Keerativutisest resigned from being a director of the Company, effective from November 14, 2024.

4. The Board of Directors' meeting No. 1/2025 on February 28, 2025 resolved to appoint Mr. Adisorn Thavornthanasarn to the position of director of the Company, replacing Dr. Vasu Keerativutisest, the director who resigned, and to be an independent director, effective from March 1, 2025.

Board of Directors



Board of Directors: 9 members

8 Male Directors (2 Chairpersons)

Chairman of the Board / Chairman of the Audit Committee (Independent Director) and Chairman of the Nomination and Remuneration Committee (Independent Director)

1 Female Director

Chairwoman of the Executive Board / CEO / Managing Director



7 Non-Executive Directors,

of these, 4 are independent directors.



2 Executive Directors,

with the Chairman of the Board not being an independent director and not being the same person as the Chairwoman of the Executive Board / CEO / Managing Director.

The company's Board of Directors consists of 9 members, with 2 executive directors and 7 non-executive directors, including 4 independent directors.

The company's Board of Directors consists of 9 members, with 2 executive directors and 7 non-executive directors, including 4 independent directors. The company has established a Board of Directors whose qualifications meet the criteria set by the Stock Exchange of Thailand and have been appointed by the Shareholders' Meeting. To balance power within the board, there are 4 independent and non-executive directors. Additionally, there are 3 directors who are neither independent nor executive directors, which is more than half of the total 9 board members. This structure allows them to independently provide opinions on the work and review the management's operations, as well as maintain independence in audit management. To balance power between the board and management, the company has separated the positions of Chairman of the Board and Managing Director, ensuring they are not held by the same person. Independent directors also participate in determining meeting agendas, further balancing power to align with good corporate governance practices.

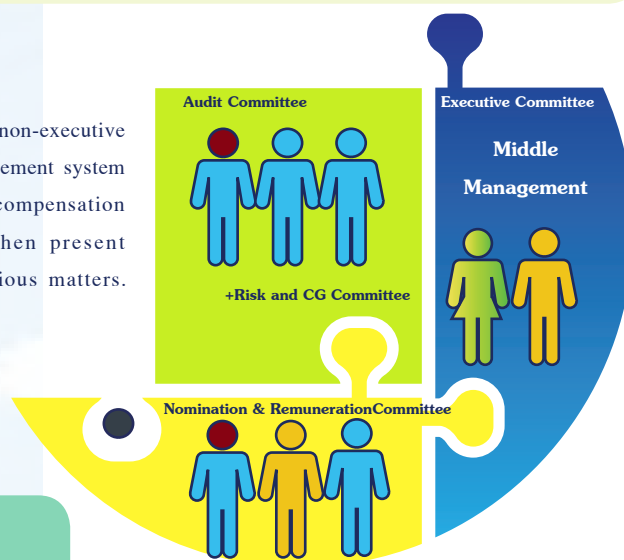
The Board of Directors comprises no less than 5 and no more than 12 members, elected by the Shareholders' Meeting. There are 4 independent directors, with 3 independent directors also serving on the audit committee. At least half of all directors must reside in Thailand. The Board is responsible for nominating and selecting directors, considering necessary and missing skills (Board Skill Matrix), as well as profession, specific expertise, and gender to ensure diversity in the board's structure. There should also be at least 1 female director to enhance the effectiveness of the Board of Directors' performance.

The sub-committees are composed of a sufficient number of non-executive and independent directors. Their role is to review the financial management system and internal controls, as well as to oversee the nomination and compensation of directors and senior executives. These sub-committees then present their reports to the Board of Directors for consideration on various matters. The Board of Directors has appointed 5 sub-committees as follows:



The Nomination and Remuneration Committee

The Nomination and Remuneration Committee must consist of at least half independent directors. All members must be company directors appointed by the Board of Directors and possess qualifications as stipulated by securities and stock exchange laws, as well as announcements, regulations, and/or rules of the Stock Exchange of Thailand. It is mandated that the Nomination and Remuneration Committee should meet regularly, at least twice a year.



Audit Committee

The company's Audit Committee members are independent directors and must be company directors appointed by the Board of Directors. They must possess qualifications as stipulated by securities and stock exchange laws, including announcements, regulations, and/or rules of the Stock Exchange of Thailand, as well as those set by the company. Their term of office is limited to a continuous period of no more than 9 years, or 3 terms. If an independent director is to be re-appointed beyond this term, the Nomination and Remuneration Committee must unanimously approve that the independent director has provided significant benefits to the company and that their continued service beyond the defined term does not compromise their independence. This re-appointment also requires approval from the Board of Directors' meeting and must be presented to the Shareholders' Meeting for further consideration and approval.

Good Governance Committee and Risk Management Committee

The Board of Directors has not yet established the two aforementioned sub-committees. Therefore, the Audit Committee has been assigned the responsibility of reviewing adherence to the code of conduct and good corporate governance principles. This includes setting the Risk Management Policy and Internal Control System for reviewing and evaluating business risk management across all internal and external factors, including international business operations, to ensure maximum efficiency and prevent corruption. To achieve this, an internal audit unit will be appointed to audit operations within various company departments. The Audit Committee will review the policies, guidelines, and progress of risk management, as well as various operational systems. Evaluations will be conducted to reduce or control risks, keeping potential impacts at an acceptable level and preventing corruption. To ensure the independence of the internal audit unit, allowing it to fully perform its audit and oversight functions, the Board of Directors has stipulated that the internal audit unit will report its audit findings directly to the Audit Committee. The Audit Committee will then present its reports to the Board of Directors on a quarterly basis.

Executive Committee

The Board of Directors proposes the appointment of the Executive Committee, selecting a suitable number of directors and/or executives. The Board of Directors then appoints one of these executive directors as the Chairman of the Executive Committee.

Investment Committee

The Investment Committee consists of directors and/or executives of the company, and/or external advisors, appointed by the Board of Directors or by management delegated by the Board. The Board of Directors will appoint one member of the Investment Committee as its chairman. The Investment Committee functions as a management body, screening various investment projects to ensure that the company's investment projects are linked to and consistent with the policies and goals of the investment plan.

Sustainable Development Committee

It has the authority to support and drive the implementation of sustainability management, including the "announcement of the Sustainability Management Policy," "the definition of Sustainability Management Strategies," and the "Sustainability Management Framework." This serves as a guideline for balancing business operations with stakeholder expectations, as well as conducting business in line with the principles of Good Governance (CG). This framework considers maximizing benefits for all stakeholder groups, ensuring equal and fair treatment according to the Code of Business Conduct, which covers economic, social, and environmental aspects. The committee is responsible for setting policies, strategies, and plans that align with the company's goals and relevant international standards. It aims to ensure that the organization's operations initiate sustainable development across both the company and its subsidiaries. It is committed to consistently conducting business according to the sustainable development guidelines of relevant agencies, under the oversight of the Audit Committee. This is carried out by virtue of the Audit Committee's charter, to ensure business operations are systematic, transparent, fair, accessible, and auditable. This leads to confidence from all stakeholder groups in the management, resulting in truly successful and efficient sustainable business operations as assigned by the Board of Directors.

The Sustainable Development Committee must report on the progress of sustainable development directly to the Managing Director for consideration and inform the Audit Committee. Furthermore, it must present reports to the Board of Directors for approval (as appropriate) at least twice a year.

For the roles, duties, and responsibilities of the Board of Directors and all 5 sub-committees, please refer to Form 56-1 One Report for the year 2024, Chapter 7 "Corporate Governance Structure and Key Information about the Board of Directors, Sub-Committees, Executives, Employees, and Others," pages 106-111.

Operating Performance in the Past Year

Board and Committee Meeting Attendance in 2024 (Average) (Attended at meeting venue and via online system)

Board of Directors (8 meetings): 98.44%

Audit Committee (4 meetings): 100% (This includes the responsibilities of the Good Governance Committee, Risk Management Committee, and Sustainable Development Committee)

Nomination and Remuneration Committee (3 meetings): 100%

Executive Committee (6 meetings): 100%



In 2024, the Audit Committee held 4 joint meetings with non-executive directors, internal auditors, and external auditors. During these meetings, they discussed issues and matters of concern without the presence of company management.

Annual Assessment 2024

(Full score: 4.00)

Board of Directors

Per Committee 3.89

Per Individual 3.96



Audit Committee

Per Committee 3.98

Per Individual 4.00



Nomination and Remuneration Committee

Per Committee 3.96

Per Individual 4.00



Chairman of Executive Committee / CEO / MD

Excellent Level



Self-assessment of the Board as a whole, covering 6 topics:

1. Board Structure and Qualifications
2. Board Roles, Duties, and Responsibilities
3. Board Meetings
4. Board Dynamics in Performing Duties
5. Relationship with Management
6. Director Development

Self-assessment of Individual Directors, covering 5 topics:

1. Personal Qualifications
2. Readiness to Perform Duties
3. Meeting Participation
4. Roles, Duties, and Responsibilities
5. Relationship with the Board and Management



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ระยะเวลา 1 มกราคม 2567 - 31 ธันวาคม 2567

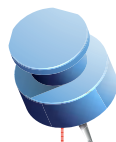
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Board Skill Matrix

The company and the Nomination and Remuneration Committee are responsible for identifying and selecting qualified candidates for each committee. They ensure a diverse board structure, considering a wide range of qualifications. This includes in-depth knowledge and expertise in the company's business and related industries, specialized professions, experience beneficial to business operations, age, gender, and educational background. They also assess essential skills for achieving the organization's primary objectives and goals, as well as identifying any missing skills (Board Skill Matrix).

Policy on Board Diversity / CEO

The Company and the Nomination and Remuneration Committee are responsible for selecting and considering the qualifications of each committee to ensure that the structure of the committee is diverse, including qualifications in terms of knowledge, expertise in the Company's business and related industries, specialized professions, experience that is beneficial to the business, age, gender, and educational background, as well as skills that are necessary for achieving the organization's main objectives and goals, and skills that are still lacking (Board Skill Matrix). At least one female committee member should be on the committee because they are meticulous and careful in management. In addition, the committee must have at least one non-executive director who has experience in the company's main business or industry to ensure that the overall committee has appropriate qualifications and can understand and respond to the needs of stakeholders more effectively. A professional search firm or the Director Pool of the Thai Institute of Directors Association (IOD) may be used to select directors, and the qualifications of the CEO are also considered.



For information regarding the compensation of the Board of Directors, Managing Director, and executives, please refer to Form 56-1 One Report for 2024, Chapter 7 "Corporate Governance Structure and Key Information about the Board of Directors, Sub-Committees, Executives, Employees, and Others," pages 117-119.

Corporate Governance



The Board of Directors is committed and steadfast in its role as organizational leader, aiming to promote and create sustainable value for both the company and its subsidiaries. This commitment extends to business operations, management, and governance. The Board prioritizes transparent, fair, auditable, and accountable management, all based on professional ethics and strong moral principles. It strives to maximize benefits for all stakeholders within the value chain, aspiring to elevate the standards of good corporate practices. This approach is intended to build trust among all stakeholder groups, enhance the company's image, and lead to truly sustainable business development.

The Board of Directors has therefore established a written Good Corporate Governance Policy for the company, to ensure that all directors, executives, and employees adhere to and comply with the following principles:

1. The Board of Directors will adhere to policies and practices related to the performance of its duties. This includes the nomination and compensation of directors and senior executives, ensuring independence from management, director development, and performance evaluations. It also covers the oversight of subsidiaries and associates, and other related matters.

2. The Board of Directors will establish a clear vision, management structure, and strategies. They will also oversee the safety of personnel, assets, and the environment, both within the organization and in nearby communities. This includes defining roles and operational guidelines that ensure transparency, allowing for systematic monitoring, tracking, and measurement of business performance. Furthermore, the Board will manage risks effectively, maintaining sufficient independence and accountability for their duties in line with good corporate governance principles. They will strictly adhere to legal requirements and carefully consider relevant regulations in all countries where investments are made.

3. The Board of Directors promotes adherence to good corporate governance principles among employees at all levels. This includes policies and practices concerning all shareholder and stakeholder groups, covering shareholder care, equal treatment, promotion of shareholder rights, prevention of insider trading, prevention of conflicts of interest, responsibility towards all stakeholder groups. Compensation in cases of rights violations, anti-corruption measures and measures to address non-compliance with these policies and practices

4. The Board of Directors encourages employees at all levels to strictly adhere to the company's rules and regulations, as well as the requirements and announcements of the Stock Exchange of Thailand, the Securities and Exchange Commission, and all laws relevant to business operations. They also ensure continuous monitoring of changes in these regulations.

5. The Board of Directors must regularly review the suitability of and approve the Good Corporate Governance Policy at least once a year. They must also establish a system for inspection, monitoring, evaluation, and review to ensure full adherence and compliance by employees at all levels, fostering true sustainability.

The Board of Directors serves as a role model for corporate governance, encouraging senior executives and management to follow suit. They are committed to operating the business with a strong emphasis on responsibility towards society, community, and the environment, consistently adhering to relevant sustainable development guidelines. The Audit Committee has been assigned the duty of overseeing and reviewing these efforts, reporting the outcomes of good corporate governance practices to the Board of Directors at least once a year or whenever relevant changes occur. This information is also disclosed to the public through the Form 56-1 One Report and the SD Report.

For more details on operating performance, please refer to Form 56-1 One Report for 2024, section "Report on Key Corporate Governance Performance," pages 130-161.



Significant Changes and Developments in Corporate Governance Policies, Practices, and Systems in the Past Year

(1) Review of Policies, Practices, and Governance : The company places utmost importance on applying the Principles of Good Corporate Governance (CG Code) for listed companies issued by the Stock Exchange of Thailand, integrating them into all organizational activities. The CG Code is used as a guiding principle for operations. In certain matters where the company has opted for an exception, it has developed plans and alternative practices to ensure transparency in business operations. For more details, please refer to Form 56-1 One Report for 2024, “Item 6.1.4 Exemption from Adherence to Good Corporate Governance Principles,” page 101.

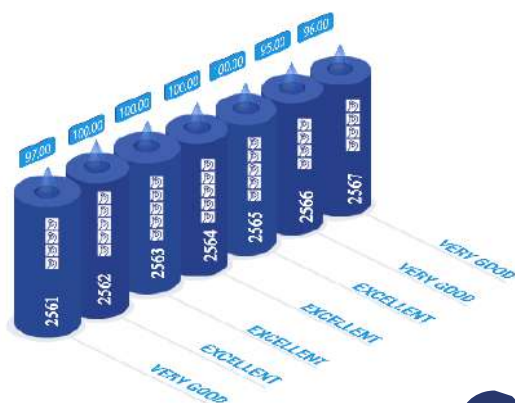
(2) Charters : All committees reviewed and revised their respective charters during the Board of Directors’ Meeting No. 1/2025 on February 28, 2025.



(3) Corporate Governance Report (CGR) Survey Project :

Since 2019, the company’s Board of Directors has diligently reviewed and monitored operations. They have also applied and adapted all 8 principles of good corporate governance (CG Code) from the Securities and Exchange Commission (SEC), along with the CGR 2023 guidelines from the Thai Institute of Directors. This effort aims to ensure strong company performance, enhance credibility with all stakeholder groups, benefit society as a whole, and create sustainable value for the business.

In 2024, the company received an “Excellent” rating in the Corporate Governance Report (CGR) assessment from the Thai Institute of Directors, marking 9 consecutive years at this level. The company achieved a perfect score of 100%, which is an improvement from 95% in 2023.



(4) AGM Quality Assessment Project :

The company adheres to and follows the guidelines in the “AGM Checklist” set by the Thai Investors Association. The company received a score of 96 points for the quality of its 2024 Annual General Meeting of Shareholders (an increase from 95 points in 2023).



In 2024, the company and the Board of Directors received no complaints and engaged in no actions that violated any rules or regulations of relevant regulatory bodies, such as the SEC or the SET.

Creating Value for the Business

The Board of Directors, as the organizational leader committed to creating sustainable value for the business, emphasizes transparent and efficient management. To this end, it has approved the development of an Organizational Ethics Policy, a Code of Business Conduct, and Principles of Good Corporate Governance. These cover both organizational structure and management strategy, defining systematic and transparent operational roles and guidelines that are auditable. Examples include setting a clear vision and strateg, ensuring transparency in business operations, overseeing the safety of personnel, assets, and the environment within the organization and surrounding communities, and strictly adhering to the company’s internal rules and regulations, as well as the requirements and announcements of the Stock Exchange of Thailand, the Securities and Exchange Commission, and all business-related laws. The Board continuously monitors compliance with these rules, regulations, and requirements by executives and employees. This commitment aims to raise the standards of good corporate practices, building trust among all stakeholder groups, enhancing the company’s image, and ultimately leading to truly sustainable business development.

Handbook of Good Corporate Governance Principles

The Board of Directors has formalized the company’s Corporate Governance Policy in writing, ensuring that all directors, executives, and employees adhere to and comply with it. The policy’s suitability is reviewed and approved at least once a year. During the Board of Directors’ Meeting No. 1/2568 on February 28, 2568 (February 28, 2025), the Board reviewed the Good Corporate Governance Principles (11th Amendment, 2024). The content has been updated to align with the Good Corporate Governance Principles of the SEC, the Stock Exchange of Thailand, and other relevant agencies.



The details of the company’s Good Corporate Governance principles can be found on the company’s website at www.tndt.co.th, under the “Sustainable Development” page, in the “Good Corporate Governance” section.



Business Code of Conduct

The Board of Directors has established a Business Code of Conduct policy for the Board members, executives, and employees. This policy aims to encourage and ensure that directors and employees at all levels are aware of it and commit to following it. A system is also in place to regularly monitor compliance. It is mandated that executives at all levels serve as role models and promote awareness among employees under their supervision. This is to ensure employees understand and strictly adhere to the Business Code of Conduct with honesty, fairness, and responsibility towards all stakeholders, shareholders, and relevant parties. The Code of Conduct includes disciplinary penalties to prevent any acts of corruption. This approach fosters a positive image for the organization, builds confidence among all stakeholder groups in business operations, and contributes to sustainable business development.

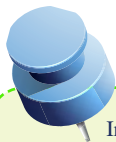
Business Code of Conduct Handbook

During the Board of Directors' Meeting No. 1/2025 on February 28, 2025, the Board reviewed the Business Code of Conduct (9th Amendment, 2024). This revised code remains in continuous use to the present. The Board has assigned directors and executives to disseminate this code to all company employees via the internal information system and the internet. It is also made public to promote good practices that the company expects all directors and employees to be aware of and abide by. Compliance is regularly monitored, and it is the responsibility of all levels of management to ensure that employees under their supervision understand and concretely adhere to the company's code of conduct. The company also consistently provides Business Code of Conduct training for all new employees. Detailed information regarding the company's Business Code of Conduct can be found on the company's website at www.tndt.co.th, under the "Sustainable Development" page, in the "Business Code of Conduct" section.

Operating Performance in the Past Year

The Audit Committee has reviewed compliance with the Business Code of Conduct and the Principles of Good Corporate Governance and found that the company has adhered to the Principles of Good Corporate Governance (CG), including the Business Code of Conduct. The company has integrated both the original and new CG principles and is committed to conducting business with a strong emphasis on responsibility towards society, community, and the environment, consistently following the sustainable development guidelines of relevant agencies.

The Audit Committee has also reviewed the company's operations regarding compliance with the requirements and laws of the SEC, the Stock Exchange of Thailand, and other standards related to the company's business operations. It was found that the company has complied fully and effectively, with no significant deficiencies identified.



In the past year, the company and its Board of Directors received no complaints regarding corruption, ethical misconduct, or violations of the company's Code of Conduct. Furthermore, the company provided training to 100% of new employees and conducted a review of compliance among 20% of existing employees. Throughout this monitoring and verification process, no complaints regarding corruption, ethical misconduct, or violations of the company's Code of Conduct were found.

The details of the company's Business Code of Conduct can be found on the company's website at www.tndt.co.th, under the "Sustainable Development" page, in the "Business Code of Conduct" section.



Anti-Corruption

The Board of Directors is committed to and emphasizes conducting business with honesty, fairness, and responsibility towards society and all stakeholder groups. This is achieved by adhering to the principles of good corporate governance, ethics, the business code of conduct, and the company's work practices, as well as strictly complying with both public and private sector regulations. The Board oversees the development of anti-corruption policies and practices, including processes for training, promoting, and instilling knowledge among employees regarding the company's anti-corruption policies and guidelines. This also includes educating them about the prohibition of paying bribes for business gain, fostering awareness of their duties to act with integrity, and consistently monitoring the results. This proactive approach aims to prevent risks arising from fraud and corruption.

Anti-Corruption Policy.

"Directors, executives, employees, and workers of the company are prohibited from using their authority, whether directly or indirectly, to seek benefits for themselves or others. This also forbids offering illegal incentives to any third party to gain business advantages for the company. The company will regularly monitor and review compliance, including conducting a corruption risk assessment at least once a year. Furthermore, practices and operational requirements will be reviewed to ensure alignment with changes in business, regulations, and legal mandates."

The company communicates and educates everyone within the organization through its information technology systems, bulletin boards, and training programs. This ensures a clear understanding of the requirements, guidelines, and responsibilities, so that everyone in the organization, including relevant stakeholders, is aware of and adheres to the same policy.

Anti-Corruption Prevention and Countermeasures.

The company has implemented anti-corruption prevention and countermeasures for directors, executives, and employees to adhere to. The anti-corruption policy is integrated into every company activity. The company also regularly conducts corruption risk assessments across all processes to identify potential risks. In cases where suspected corruption or misconduct is found, employees at all levels, including all stakeholder groups, can report it through designated channels. This allows for the review, investigation, correction, and prevention of such issues, as well as reporting to the Board of Directors for ongoing prevention and monitoring of corruption risks. Whistleblowers/complainants can choose the most suitable reporting channel. Additionally, the company has measures in place for investigation and disciplinary action, as stipulated by company regulations and/or relevant laws. If contact with the whistleblower or complainant is possible, the company will provide a written update on the outcome of the action taken.

Additionally, the company has an Internal Audit Department that conducts audits according to a quarterly plan. They report their findings to the Audit Committee / Independent Directors for review, who then present these findings to the Board of Directors for their awareness and to jointly determine appropriate corrective actions.

Whistleblower / Complainant Protection Measures

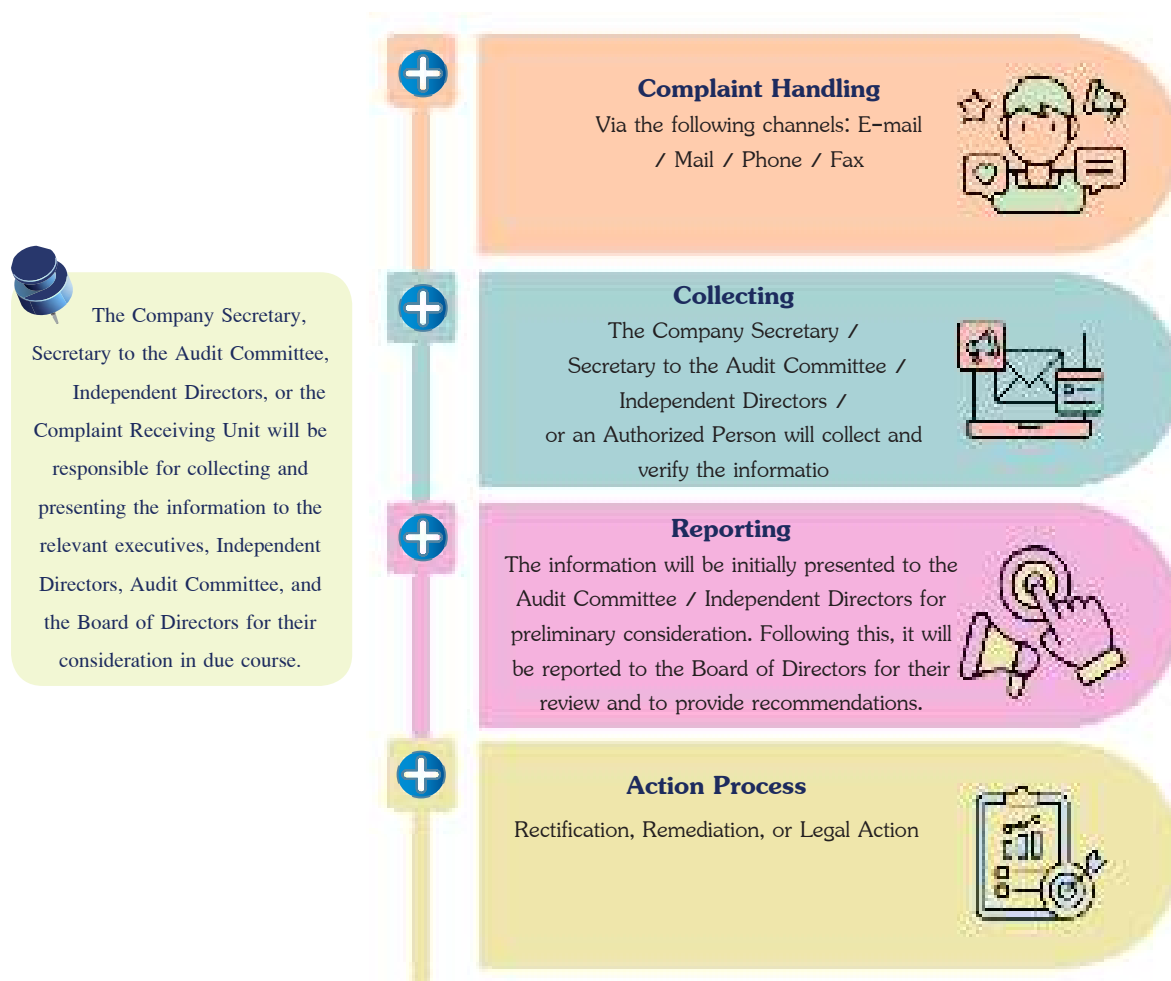
The company has a policy to protect whistleblowers, complainants, those providing feedback, or suggestions. Complainants may choose to remain anonymous if they believe that disclosing their identity could lead to insecurity or harm. In cases where a complainant reveals their identity, the company will keep their information confidential and proceed with corrective actions. This involves verifying the information and reporting significant impacts to the Board of Directors for their consideration, recommendations, and the implementation of remedial actions or legal proceedings for the alleged misconduct.

The details of the company's anti-corruption efforts can be found on the company's website at www.tndt.co.th, under the "Sustainable Development" page, in the "Anti-Corruption" section.



TNDT HAS ESTABLISHED POLICIES AND PRACTICES TO PREVENT CORRUPTION.

The company has a policy to protect employees/whistleblowers who report, complain, provide feedback, or offer suggestions. Complainants may choose to remain anonymous if they believe that disclosing their identity could lead to insecurity or harm. If a complainant chooses to reveal their identity, the company will keep their information confidential and proceed with corrective actions. This involves verifying the information and reporting significant impacts to the Board of Directors for their consideration, recommendations, and the implementation of remedial actions or legal proceedings for the alleged misconduct.



Channels for Whistleblowing, Complaints, Feedback, or Suggestions

The Board of Directors places significant importance on the participation of employees and all stakeholder groups. Therefore, it has established channels for whistleblowing, lodging complaints regarding rights violations or non-compliance with the business code of conduct, and providing feedback or suggestions that benefit the company's business development. These contact channels are disclosed on www.tndt.co.th and in the Annual Information Form / Annual Report (Form 56-1 One Report), as well as in the company's Good Corporate Governance Principles Handbook and Business Code of Conduct Handbook. The contact channels are as follows:



Independent Directors : independent@tndt.co.th
Company Secretary : secretary@tndt.co.th
whistleblow : whistleblow@tndt.co.th



Phone : 02-735-0801 (10 lines)
080-0702553
Fax : 02-735-1941



Independent Directors / Company Secretary's Office / Complaint Receiving Unit
 Thai Nondestructive Testing Public Company Limited
 19 Soi Ramkhamhaeng60 yak8(Suansong8) Ramkhamhaeng Rd.,Huamark,
 Bangkok, Bangkok 1024

Operating Performance in the Past Year

The Audit Committee has reviewed the company's anti-corruption policies and prevention measures. They consistently assess corruption risks that may arise from business operations across all processes, establishing appropriate anti-corruption measures. This includes reviewing internal audit processes to monitor and evaluate compliance, as well as fostering and instilling in all employees an awareness of their duty to act with integrity and transparency. The Committee observed that the company has effectively implemented its anti-corruption policy in conjunction with all its business activities. Furthermore, the company has conducted self-assessments in line with the anti-corruption assessment guidelines set by the Thai Institute of Directors (IOD). The company's system for preventing and combating corruption from business operations is deemed sufficient, offering diverse channels for whistleblowing and complaints. These various communication channels for reporting suspected corrupt practices are disclosed on www.tndt.co.th and direct reports to the Audit Committee (Independent Directors). Crucially, the company has measures in place to protect whistleblowers and complainants, aimed at preventing and managing risks that could lead to corruption in any of the company's operations. In 2024, there were no reported incidents or confirmed acts of corruption involving the company and/or its subsidiaries.

The company has established clear anti-corruption guidelines to serve as a definite framework for its business operations and to facilitate its journey towards becoming a sustainable organization.



RISK MANAGEMENT



Given the nature of the Company's service business, which is a specialised professional business for the safety of life, property and the environment, using technological processes and innovation based on scientific principles, it is essential to be aware of the importance of effective and efficient risk management. This is the foundation that will enable the Company to operate the business, which is sustainable growth in all dimensions: economic, social, and environmental. This is especially important in the context of the rapidly changing, volatile and directionless (disruptive) environment, both in terms of technology and social that severely affect our way of life and business operations. The various uncertain events that are happening now make it essential for organisations to have clear policies, principles and plans, as well as readiness to cope with change, develop their management so that they can respond to the needs of all stakeholders in a balanced way. This includes preventing losses that may arise from volatility and change, while at the same time seeking opportunities to increase business value both domestically and internationally to ensure the continued stability of the organisation.

The Company has been severely and continuously affected by various uncertainties. This has made it clear that the cause is inadequate risk management for the current situation. Therefore, in order to ensure that the management covers all relevant risk factors, the Company has established a policy and developed a manual to be used as a guideline for implementation. The policy and manual stipulate that the Board of Directors, management and all employees must be responsible for the risks in their own line of work. They have the duty to study, analyze and assess the opportunities and the severity of the impact that risks may have on the business. They must also find measures to prevent and control these risks. This is to ensure that risk management is consistent with the Company's objectives, goals and strategic plans. It also includes evaluating the effectiveness of risk management, monitoring the situation and risk factors that may change at any time, and reporting to the Audit Committee and the Board of Directors. The risk management policy and manual should be reviewed at least once a year, and also provide an appropriate information technology system to support effective risk management.

The Board of Directors has determined that risk management shall be an integral part of the Company's decision-making, strategic planning, planning and operations. The establishment of a Risk Management Committee is currently underway. In the meantime, the Audit Committee has been assigned to oversee the framework, evaluate, approve, and monitor the risk management plan, as well as set the Risk Management Policy and Internal Control System. The Audit Committee will also review the risk management system to ensure that risks are managed throughout the organisation in accordance with the plan. This is to ensure that the management of all internal and external risks, both domestically and internationally, is as effective as possible. The aim is to reduce or control risks to an acceptable level, including preventing corruption. The Audit Committee will report to the Board of Directors on a quarterly basis. This is in preparation for and in response to the ever-changing global landscape, in order to find a suitable and clear balance for future management

1. Risk Management Policy

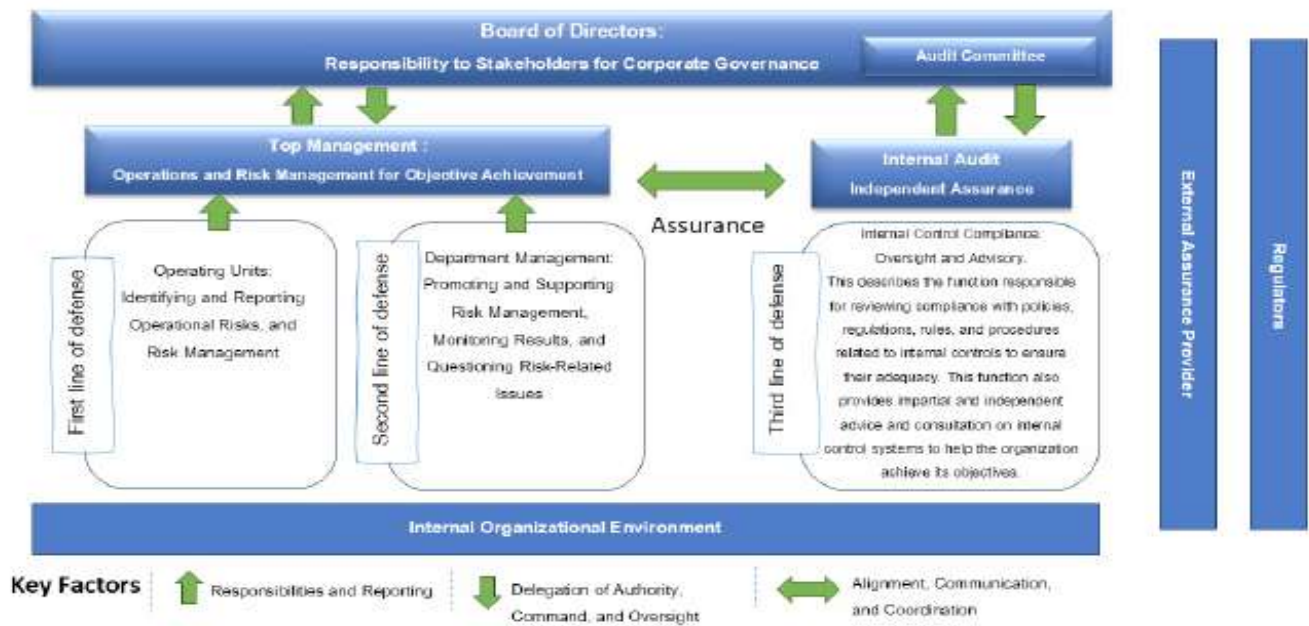
The Company applies the principles of The Committee of Sponsoring Organization of the Treadway Commission (COSO) in the form of Enterprise Risk Management (ERM) and other related principles, such as the Corporate Governance Code (CG Code) of the Securities and Exchange Commission of Thailand (SEC) and the Environmental, Social and Governance (ESG) guidelines of the Stock Exchange of Thailand (SET), including the principles of the Professional Councils to manage risks and corporate governance. The relevant units directly involved jointly consider internal and external risk factors and then set out guidelines for management in the same direction to achieve effective results and cover all possible risk issues comprehensively. This includes regular monitoring, reviewing and auditing, as well as monitoring new risks that may arise in the future, including eliminating and preventing factors that lead to corruption so that risks can be managed in a timely manner or reducing the impact to a level of risk that the organization can accept (Risk Appetite). The Three Lines of Defense Model, which is an international standard, has been adopted as a tool for inspection to ensure that the Company has an appropriate internal control system for risk management. It is specified that

First Line is the risk-owning unit that will understand the business and the risks that come with the work they are responsible for. They are responsible for overseeing their own work in accordance with the prescribed criteria to ensure that there is appropriate internal control and risk management.

Second Line is the middle management or risk management team that is responsible for overseeing, controlling, and managing the development of risk management guidelines and communicating the various criteria to the risk-owning units. They are responsible for controlling and monitoring whether the work of the various units complies with the relevant criteria.

Third Line is the internal audit function that is responsible for auditing compliance with policies, criteria, and practices related to internal control over risk management. This is to ensure that there is adequate internal control and to provide independent and impartial advice, including advice on internal control systems that will help the organisation achieve its objectives.

Three lines of Defense Model



There are guidelines as follows:

1. All departments are responsible for identifying, assessing and managing significant risks, both acceptable and unacceptable criteria, on a regular basis. This should be done with consideration for feasibility and practicality, and under a balance between the cost and benefits of risk management.
2. There should be regular communication, knowledge transfer and risk management development for employees. This should ensure that they understand and are aware of their responsibility and involvement in managing risks in their own line of work.
3. The Company's working groups and relevant personnel must regularly report the results of their operations on significant risk issues that affect the financial position, operating results, corporate governance, sustainability and image that may undermine the confidence of customers, investors and stakeholders to the Board of Directors. They must also continuously improve the effectiveness of their operations.
4. In the event of a significant and urgent change, the head of each department must arrange for a risk review to determine special control measures and report to the Management Committee immediately.

Additional information can be found on the company's website (www.tndt.co.th), on the **"Sustainable Development"** page, under the **"Policy"** section, and then the sub-section **"Risk Policy."** This information is reviewed and presented to the Board of Directors for their awareness, and to jointly determine appropriate corrective actions.



2. Risk Management Plan

The Company uses the Bow Tie Diagram as a tool to analyze each risk in order to clearly see the risks that the Company is facing, the level of severity, the causes, and the various methods that need to be in place to reduce or control that risk. The risk management plan is as follows:

(1) Define Objectives

The objectives must be aligned with the organization's policies and vision, and take into account the impact on the economy, society, community and the environment. The objectives must be clear and appropriate, and must be set using the SMART principle, which consists of:

- Specific : Set a clear goal
- Measurable : able to measure
- Attainable : Achievable
- Relevant : consistent with the objectives and goals
- Timely : Set a clear time period

(2) Identify Risks

This involves understanding the causes of risks, identifying events or activities in the work process that may lead to errors, damage or failure to achieve the objectives set. The method of identifying organizational risks comes from joint meetings of different units in the organization to ensure that they are working in the same direction, both in terms of acceptable risk appetite and the range of acceptable risk tolerance, which consists of the risks covered various aspects as follows:

- Strategic Risk
- Operational Risk
- Financial Risk
- Environmental, Social and Governance Risk (ESG)
- Technology and Compliance Risk
- Emerging and Other Risk



(3) Analyze and Assess Risks

This involves two main factors:

- 3.1 Likelihood of Risk: This is the probability of a risk occurring.
- 3.2 Impact of Risk: This is the severity of the impact of a risk on the organisation.

(4) Plan Risk Management Actions

The first step is to ensure that management and staff in the organisation have a common understanding of the definition of risk and opportunity. This will ensure that they are working in the same direction when faced with events and periods of uncertainty that may have a negative or positive impact on the organisation's management. Negative impacts are considered risks, while positive impacts create opportunities for the organisation. Therefore, a risk management plan is important, as follows:

- 4.1 Support the organisation in considering the acceptable level of risk.
- 4.2 Establish an effective framework for risk management.
- 4.3 Be a part of good governance.
- 4.4 Be an important tool for management.
- 4.5 Reflect an overview of all important risks.
- 4.6 Create a database that is useful for management and operations.
- 4.7 Help the organization develop in the same direction.

(5) Implement Action Plans

Effective implementation requires the person responsible for implementing the plan to communicate the plan to relevant stakeholders, especially those who will be directly involved in the implementation. This should be done in a way that is appropriate and ensures that they understand the plan before they start working on it. The organisation should also have activities in place to assess new risks that may arise in the organisation on a continuous basis. This will help the organisation to find ways to deal with and manage potential risks appropriately and in a timely manner.

(6) Monitoring

In order to have a complete risk management system, the organisation must have an evaluation and follow-up system after the plan has been implemented. This is to review which management plans are effective in reducing risks so that they can be used in the future. The frequency of follow-up is set at every 3 months and the results are reported to the Audit Committee and the Board of Directors on a quarterly basis.

Risk Factors for the Company's or Group's Business Operations: Current and Emerging Risks



(1) Business Strategy Risks

(A) Competition and Industrial Risk

Causes and Impacts

The Company is a professional services company that provides specialized technical services. Technicians who are sent out to provide services must be trained and pass an exam to obtain a license in accordance with international standards before they can start working. Therefore, qualified and experienced technicians are in high demand in this industry. In a high-growth industry, there will be a shortage of personnel due to the migration of technicians, and high service fees. However, in a case where the industry slows down, there will be an oversupply of personnel and low service fees. This will affect the planning of personnel not to be in line with demand, and revenue increases the chances of loss of the Company.

Risk Management

- Properly plan NDT technicians appropriately based on the demand of the industry
- Control the service cost and manage the organization tightly to continuously improve, develop, and enhance readiness in terms of efficiency and capability to respond to changing industry circumstances. Emphasis should be placed on reducing unnecessary reliance on excessive labor.
- Planning to diversify to other industries with the opportunities of continual growth in the future, such as agricultural, medical, and food industries, etc.
- Seeking business partners in order to strengthen the organization.

(B) Business Administration Policy

Causes and Impacts

The inspection service, which has been the main business operation for over 40 years, is facing increased competition from more business rivals. Competition has intensified in many forms, both from the service providers and the service recipients, leading to an increase in risk factors in conducting the business such as;

- The industry and supply chain are in a downturn and are being transformed by the times. This has the potential to impact business performance in a way that is not commercially favourable.
- The rapidly changing and volatile situation in terms of technology, innovation and society around the world is resulting in the company facing uncertainty from these directionless changes.
- Mistakes from the risk management plan are not yet complete, making the efficiency not enough to cope with the risk from the new situation.

Risk Management

- Expand services to customers in other industries, such as medical, public health, agriculture, etc., which are industries that the new society needs.
- Add business lines by extending from the familiar and experienced inspection and testing services to provide maintenance, service life assessment, etc., including trading business.
- Develop the use of modern technology and innovation to provide services in line with customer technology.
- Plan for the management of organisational resources by collecting data records in the main database so that all parties can retrieve the data they need immediately and enable the organisation to work together effectively to improve, change, and adapt to changing industry conditions promptly.
- Study external communication data to link it to the internal communication system to enable more effective engagement with external organisations.



(2) Financial Liquidity Risks

(A) Customer Services Fee

Causes and Impacts

The impact of the economy that has not yet recovered and the outbreak of the COVID-19 virus, etc. in the past, even though the situation has improved, the economy has not returned to normal, affecting the overall business chain, causing some customers, both large and small, to pay debts past the due date and not pay debts due to business closure, including the industrial downturn, causing performance to decrease, affecting debt repayment on time, which may cause a lack of credibility with financial institutions.

Risk Management

- Regularly follow up and collect debts, together with using a policy of relaxing the terms or credit limits as appropriate
- Use a strict policy in considering credit to customers with a strong financial position and collateral as a priority.
- Negotiate to solve the problem together with the customer and temporarily stop work if the customer has been in arrears for a long time.
- Convert the debtor's assets to pay off the debt, including legal action (as a last resort).

(B) Plan to support the Investment Expansion

Causes and Impacts

As the company is in the process of expanding its business, which is the future of the company, and there are many projects that are still ongoing both domestically and internationally, it is necessary to have financial readiness. When there is a lack of liquidity, it will cause projects to be delayed or unable to continue.

Risk Management

- Plan and prepare to find more sources of funds for financial readiness in line with the use of investment funds in new businesses.
- Manage the payment of both principal and interest on time to maintain credit with financial institutions.
- Accelerate the generation of income from investments in new business groups as soon as possible.
- Use financial instruments such as fundraising, bond issuance, capital increase, borrowing from financial institutions, etc.
- Invest with capital groups in contemporary businesses.

(C) Foreign Exchange

Causes and Impacts

Most of the tools, equipment, and materials used in the business are imported from abroad, including foreign customers who bring their workpieces in for service. This means that changes in the value of the baht against foreign currencies have both direct and indirect financial impacts.

Risk Management

- The equipment, tools and raw materials are using Baht as the currency, in order to reduce foreign exchange risk in accordance with the Company policy.
- All service payments are settled in Thai Baht or through a forward contract to specify the fixed cost.
- The Company will be developing tools and equipment for operational purposes, in order to reduce the dependency of foreign tools and equipment.



(3) Cost of Services Risk

Causes and Impacts

Fluctuations in the prices of materials used in operations can lead to inconsistent service costs. Additionally, some materials, such as radioactive substances, are subject to government control. Changes in government policies can disrupt normal procedures and lead to material shortages, making it impossible to provide continuous service.

Risk Management

- All purchasing and selling contracts for raw materials must be finalized in advance with regards to the accurate quantities and fixed pricing. Drawing a carefully planned for use of materials according to the actual project workload in each period, along with closely tracking the industrial situation.
- Maintaining a good alliance with the suppliers and distributors so that every party in the supply chain can jointly solve whenever there is any tendency of price fluctuation, production change/cancellation and unexpected shortage of the raw materials.
- Monitor government policies and regulations, as well as the economic situation, in order to plan for the prevention of risk factors from both domestic and international sources.

(4) Contractors' Procurement Risk

Causes and Impacts

- The group of users that are state enterprises and large private companies that own projects often leave the employment in the responsibility of the private subcontractor, both the terms and conditions of work and service fees. Therefore, accepting work in this manner is a risk that relies on the contractor, which has a high chance of receiving unfair service fees and trade debt problems.
- The impact on the economy and industry as a whole, resulting in high competition while service fees are low. Together with the employment conditions of the employer leading to unfair business behavior of the counterparty, resulting in higher costs of getting work while the service fees are lower. There is an increased risk of loss and good governance.
- Providing the same service that has to compete with the government sector affects opportunities and service fees unfairly.

Risk Management

- Taking caution by choosing to work with contractors which shall have financial stability and recognize the professional standards
- Using the turnkey services by QA & QC management for burden reduction and being beneficial to the project owners, for which, still have low competition, and for more business opportunities of the Company.
- Expanding the customer group into other industries, to reduce the risk of relying on only the former industrial group.
- Expand customer base to new industries to reduce the risk of relying on a single industry group and customer groups that are aware of safety professional standards and ethics.

(5) Wage Risk

Causes and Impacts

With labour laws that aim to protect workers, each time there is an increase in the minimum wage, it usually impacts all levels of employees. This has a direct impact on the cost of business operations due to the cost of employee wages being a major expense for businesses.

Risk Management

ROI analysis is conducted from various aspects in order to determine the break-even point for business operations and to adjust employee compensation to be appropriate for the economic conditions, potential and efficiency of personnel. This will increase efficiency in service, leading to improvements in work quantity, revenue, and customer satisfaction. In addition, there is sufficient reason to request an appropriate increase in service fees from customers, which will be ensured that the increase in wages for quality employees is not the main factor contributing to risk.





(1) Internal personnel risks

Causes and Impacts

• The changing industrial environment affects skilled technical personnel, leading to personnel relocation, which is one of the main risk factors for the specialist service industry.

- Personnel with specialized knowledge, skills, and expertise are in demand from competitors and project owners.
- The cost of training these personnel is higher, especially in terms of time, and has implications for management costs.

Each relocation and each person is a direct risk.

- Personnel lack professional ethics.

Risk Management

• Seeking partners in the NDT & Inspection industry to solve the problem of shortage and overflow personnel problems appropriately.

• Promoting personnel in the organization by accelerating of Training Center in order to train personnel with more qualified and up-to-date efficiency, being ready so as to cope with technological and social transformation by being trained by the experts, etc. both internal and external of the Organization, for the purpose of fully accumulating a variety of knowledge and expertise. The training intervenes in the professional ethics, morals, and virtues and opposes corruption in all training courses so as to cultivate the awareness of being a good member of the organization including motivating the organization awareness, as well as reducing the shortage of qualified personnel migration.

• Establish confidence and plan job security for highly skilled personnel. Create motivation for work and promote appropriate rewards.

• Seeking for qualified personnel both domestic and international, who are qualified NDT technicians to reduce cost and time in forming the personnel while minimizing damage when migrating, and reduce the labour law obligations.

- Seek and develop innovation to use services to meet customer needs, in order to rely on personnel as much as necessary.

(2) Occupational Health Risk

Causes and Impacts

The NDT and Inspections that require workers to be in hazardous locations, risk of accidents during operations, for example: work at height, confined spaces or chemicals area including regular testing and inspection with radiation, etc.

Risk Management

• Establish policies, guidelines, and safety measures related to international standards and relevant laws, which are enforced strictly as practice guidelines.

• Provide employees and at-risk areas with personal protective equipment and emergency warning signals in full compliance with standards.

• Conduct regular risk assessments and analyses of work processes and activities to identify potential hazards and risks, including those that may be hidden or unnoticed. Based on the results, we prioritize and rank the identified risks to develop appropriate risk management plans.

• Arrange training sessions to prepare both employees and customers for various emergency situations, such as fire extinguishing and evacuation drills, radiation emergency drills, hazardous chemical spill response training, and etc.

• Monthly monitoring and evaluation of personal radiation exposure, in addition to the annual health check-up provided by the Company. There is also rotation of duties related to radiation work to control exposure within the standard limits set.

• A regular occupational health and safety evaluation plan is implemented for all employees at all job sites to analyze risks and take corrective action, as well as provide additional work knowledge and behavioral changes for safety in the workplace.

• Provide vehicle tracking technology to track and monitor employees' driving behavior and use the data to plan, improve, and prevent accidents.

• Provide monitoring, review, and evaluation of operations and continuously improve occupational health and safety management systems.

(3) Emerging Risk

(n) Epidemic Disease

Causes and Impacts

Infection of employees, personnel involved in the workplace, and external people who are in close contact can be life-threatening.

Risk Management

- Implement rapid and clear policies for avoiding, preventing, and treating epidemics.
- Closely monitoring the situation and strictly complying with laws and regulations as well as announcements from government agencies.
- Adjusting the working time in both the office and service operation by employees are able to work from a safe location, as well as limiting personnel who are not involved in the work, and keep far away from the operation area as possible.
- Procure necessary equipment and systems to prevent and control the spread of disease to various agencies in a timely and appropriate manner.

(B) Cyber Threat

Causes and Impacts

Impact on the hardware, software, and information system. This can come in many forms, such as dangers to the electrical distribution system, modifications to the software, malware, viruses, unauthorized access to the operating system, etc. may affect the system hardware. These threats may damage the corporate network or steal confidential business information. Or misuse the Company's data which may damage the operation of the Company greatly.

Risk Management

- Monitoring the situation and being on guard for new cybernetic threats. Including regular drills of cyber-attack threat response plans and disaster recovery plans to be able to respond to the incident promptly, this will let the Company be able to minimize the damage of the information system.
- Establishing and announcing policies and guidelines for the use of the information technology and communication system to all levels of the employees to raise awareness of the technology usage, as it will protect the Company's assets as well as the employee's personal information.
- Implement a system for accessing important data in order of priority and necessity to prevent unauthorized access and use.
- Enhance website security with attack prevention systems such as Web Application Firewall or DDoS.
- Be careful when using the internet and avoid accessing inappropriate websites.
- Set up a daily data backup program and test its recovery regularly.
- Require employees who use the computer system to change their passwords every 4 months and/or immediately in the event of an emergency.
- In the event of an emergency, quickly identify the cause and find a solution within a specified time frame to resume normal business operations as soon as possible.
- Purchase cyber insurance.

(C) Technological and Social Changes

Causes and Impacts

The changing lifestyle in society has led to an increase in electricity demand amidst the opposition to energy from fossil fuels. As a result, the production of electricity from oil has decreased, which has affected the industry chain as a whole in the same direction. This has had an impact on the business performance of the Company.

The use of clean energy in electricity generation has led to changes in the techniques used for inspection services, which in turn has impacted the need for personnel to adapt to these changes.

Risk Management

- Expanding the services to other industrial sectors to a complete range of services and expanding the objectives of the service to maintenance and products life-assessment, as well as the creation of added value and sterilization in the product lines such as medical, agricultural, consumer products including wastewater treatment, etc., which is a growing industry and has opportunities for continuous expansion.
- Adjusting the organization chart to be in line with the current business direction according to the era.
- Adjusting the work regulations in the organization to have more flexibility and order, to reduce unnecessary costs by using various applications to lower variable costs and increase productivity.
- Developing the employees' knowledge and understanding in line with the advancement of new technologies, including digital technology changes.
- Collaborates with partners and educational institutions to develop personnel, technology, and innovation.

(4) PDPA Risk

Causes and Impacts

Failure to comply with regulations may lead to damages to the reputation and image of the company, including fines and legal proceedings both civil and criminal, as well as administrative.

Risk Management

Studying the guidelines for compliance and regulations on the protection of personal information under the Personal Data Protection Act 2019 (PDPA), which will take effect in 2021, All parties involved must expedite the completion of documentation and processes related to compliance. A Data Protection Officer (DPO) has been established to oversee various processes related to the collection, use, or disclosure of personal data in accordance with the aforementioned legislation.



(1) Management of unused materials:

- (a) Radioactive materials and hazardous chemicals that are in the process of operation.
- (b) General waste, such as used paper, tape cores, boxes, crates, iron, wire staples, etc.

Causes and Impacts

- If not disposed of properly, it will have harmful effects on life, property, community and the environment, including the organization's credibility and illegality, as well as professional ethics.

Risk Management

- Complying with the rules and regulations set by the international standards or the public and the private sectors, for example: the regulation on radiation usage by the Office of Atoms for Peace, Ministry of Higher Education, Science, Research and Innovation, the regulations set by the Department of Business Energy, Ministry of Energy, and ASNT standards, etc.
- Training the employees, partners, and contractors together every time before starting works in order for well-understanding of their duties, responsibilities as well as how to act in an emergency situation.
- Complying with the regulations of the area diligently and transports with a specialized vehicle promptly to prevent the impacts on the lives, properties, communities and the surrounding environment.
- Correctly selecting and disposing of the leftover wastes from work processes properly according to the standards or regulations of the supervising organization.
- Encourage employees to use available resources cost-effectively and efficiently and apply the 3R principles: recycle, reuse, and reduce which are the principles for responsible material handling.

(2) Environment and Climate Changes

Causes and Impacts

The various processes involved in the company's operations may directly and indirectly affect the emission of carbon dioxide and other greenhouse gases into the atmosphere, which are the causes of global warming and climate change.

Risk Management

- Install a vehicle tracking system to prevent vehicles from going off-route. This will control the use of fuel as much as necessary and reduce carbon dioxide emissions without affecting the organisation.
- Give importance to environmental governance by strictly implementing relevant policies to minimise environmental impact. For example, regularly monitoring and analysing the concentration of hazardous chemicals in the workplace atmosphere, and using portable fire extinguishers containing environmentally friendly substances.
- Set policies and targets for energy reduction under the Energy Saving project by raising awareness, understanding, and consciousness of energy conservation among all levels of employees, all offices, and branches to participate in "closing, adjusting, releasing, and reducing" the use of electricity, tap water, and fuel within the organization.
- Manage and purchase products with environmentally friendly production and service processes (Green Procurement).

Risks from Other Factors

(1) Political Risk

Causes and Impacts

Political stability helps to support economic and social development. At the same time, if political uncertainty retards confidence in economics and corporate governance, and cannot motivate the investors, both domestic and overseas, it will affect both the whole industry and the inspection industry.

Risk Management

Avoiding involvement in unfair business behaviour and accelerating the development of NDT personnel with potentiality and efficiency and expanding the business steadily both domestic and internationally, which has already been performed, for example in the Republic of Indonesia, etc.

(2) Governance Agency

Causes and Impacts

- The Company's business involves safety and security of human lives, property and the environment, as well as being regulated by many rules and regulations of the independent entities and the governmental organizations concerned. These rules and regulations have been modified and updated in content currently and continually. Although the compliance with the rules and regulations will incur additional costs of services, the more social rules and the easier management will occur.

- In some professional businesses, it is necessary to strictly comply with all academic principles, laws and regulations. However, there are exceptions in the law that allow the government or state-owned enterprises to not comply. This allows the government or state-owned enterprises to compete with the private sector. In addition, the law does not cover the issue of monopoly business practices. This results in an imbalance of bargaining power and the need to operate under uncontrollable risk conditions, such as price, personnel competition, and disclosure of confidential information. These factors all lead to policy corruption by both project owners, both the government and large private companies.

- The uniform application of labor laws to all contractual personnel whether they are laborers, licensed professionals, or employed under varied contractual arrangements poses a significant risk. These legal requirements can create disparities that impact the organization's credibility and cost structure.

Risk Management

- Personnel management is strictly conducted within the framework and boundaries of labor laws to ensure smooth business operations.

- The company aims to expand and transition its business into industries where the associated labor law risks are more acceptable.

(3) Shareholders Meeting's Votes Control from the major shareholders

Causes and Impacts

The Previous Major Shareholder of the Company is the Miss Chomdeun Satavuthi family, consisting of Miss Chomdeun Satavuthi / Mr.Kirrkhiat Satavuthi / Mrs.Juraisri Satavuthi / Mr.Anusorn Satavuthi / Miss Rassiya Satavuthi / Mr. Thanun Satavuthi and Mr.Suwat Dangphibulskul, herein referred to as "the Major Shareholders", control the percentage of the shares equal to 36.33% of the total shares already sold and is considered acting in concert, according to the Capital Market Commission Board announcement (TorJor.7/2552) under "The specifications of relationship or behavior described as 'acting in concert' in order to assert the owner's rights to vote and still pany. Therefore, the Major Shareholders has the authority in management and control the votes in most of the significant meetings, except legal matters or the Company's regulations which states that the accepted votes of the shareholders meeting must be no less than 3/4 of the number of shareholders present and has the right to vote in the case of a refusal. In other words, other shareholders in the meeting which has the right to vote may not be able to gather enough votes to refuse or balance out the management of the Major Shareholders.

In 2024, the company conducted a private placement by issuing and offering additional ordinary shares to a limited group of investors, including the New Edge Energy Opportunity Sub Fund. These investors are not considered related parties under the Capital Market Supervisory Board's Announcement No. 21/2551 on guidelines for related party transactions (and subsequent amendments) and the Securities and Exchange Commission's Announcement on the disclosure and practices of listed companies regarding related party transactions, B.E. 2546 (and its amendments). Additionally, a rights offering was conducted with existing shareholders in proportion to their holdings, resulting in a change in the company's major shareholding structure. However, these changes do not affect the company's business policies.

Risk Management

The Board of Directors have set up the policies and the transaction procedures by the directors, the Major Shareholders or the authorized personnel including individuals that may have conflicts of interests, must report and be granted an approval from the Audit Committee in all cases before proposing to the Board of Directors meeting for consideration and notify the Stock Exchange of Thailand within the next working day immediately in order to prevent the leakages of internal data and investment related information to be used for personal gains and to stop any possible conflict of interests that may arise. As a result, any approvals for the transactions must be beneficial, fair and reasonable, including being within the limitation and prices of the market, to which the Audit Committee will follow up all related transactions every quarter. This is done by having the internal control team to conduct the audit and the directors, who are related and/or have the stakes, will not be in the meeting and cannot vote during the Board of Directors' meeting.

Based on the company's policies, management plans, and risk factors affecting the business, the company has established the **"Proactive, Responsive, Avoidance"** risk management framework to serve as a unified guideline for operations.

The company must proactively manage to find opportunities from changes in modern society in order to restore performance and return to sustainable growth.

Proactive

The company must be prepared for various uncertain situations, both those that are currently being faced and those that may arise in the future, and that have both positive and negative impacts on the business. The company must also assess the risks from these situations and manage them effectively.

Responsive

The company avoids all activities that will cause negative impacts and corruption.

Avoidance



Crisis Management

The company has consistently assessed crisis risks and sought the best measures to mitigate both the severity and frequency of potential events. As a result, it has developed a Business Continuity Plan (BCP), which is reviewed annually.

In 2024, with the COVID-19 pandemic situation easing, the company assessed potential crises that could severely and urgently impact business operations. Considering the likelihood and potential impact, the company identified a major flood emergency as a key scenario, with the following potential impacts:

No.	Crisis Assessment	Likelihood	Impact	Risk Level
1	Employees unable to access the office.	H	H	H
2	Employees injured due to the flood event.	M	H	H
3	Business documents damaged.	M	H	H
4	Materials / equipment / tools for serving customers damaged.	M	H	H
5	Inability to perform work according to the plan.	M	H	H
6	Loss of customer confidence / damaged organizational image.	M	H	H

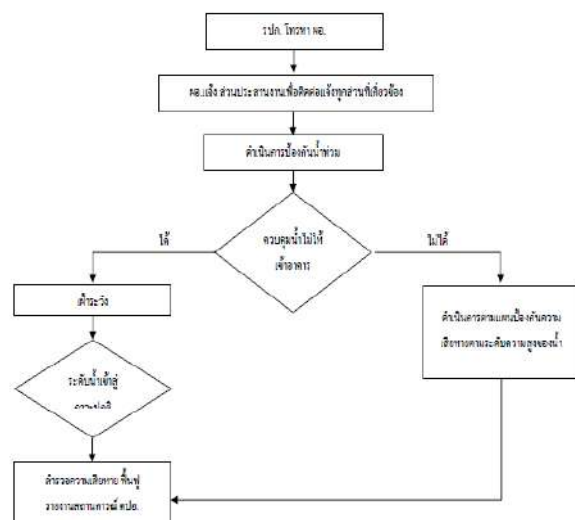
Remark : H = High, M = Medium, L = Low

Crisis Management

1. Develop Emergency Prevention and Response Plan for Floods: This plan covers preparation before, during, and after a flood event to effectively prevent and minimize losses.
2. Establish an Emergency Operations Team: A dedicated team is set up to respond to emergencies, operating around the clock—both day and night, and on weekdays and weekends.
3. Relocate Essential Items to Higher Ground: Crucial documents, materials, equipment, and tools are moved to elevated locations during flood seasons.
4. Closely Monitor News and Situations: The company diligently tracks news and current events to stay informed about developing situations.
5. Manage Information Technology Systems to Ensure Continuous Operations: This involves setting up and maintaining IT infrastructure that allows work to continue seamlessly even when employees cannot access the office.



แผนผังปฏิบัติงาน (Emergency plan work flow) กรณีเกิดน้ำท่วม



INTERNAL CONTROLS

The Board of Directors sets policies and considers the framework for the risk management process stemming from both internal and external organizational factors. It prioritizes the internal control system at both management and operational levels, covering finance, administration, and operational efficiency and effectiveness. This ensures compliance with relevant laws, regulations, and rules, aiming for effectiveness and efficiency, and focusing on continuous, sustainable development. This includes the internal environment, enterprise risk assessment, and the Risk Management Policy, which covers the entire organization to prevent incidents that could impact operations or other areas. This is coupled with ongoing oversight and monitoring of performance and a continuous review of the internal control system through discussions and inquiries with the Managing Director, auditors, and other relevant parties.

At the Board of Directors Meeting No. 1/2025, held on February 28, 2025, all 8 directors were present, including the 3 members of the Audit Committee / Independent Directors. The Board of Directors assigned the Audit Committee to consider and assess the adequacy of the company's internal control system to continuously develop and enhance the efficiency and effectiveness of its operations. The Audit Committee reviewed the company's internal control system across 5 components, following the international standard guidelines of the Internal Control – Integrated Framework by The Committee of Sponsoring Organizations of the Treadway Commission (COSO), which include:

1. Control Environment
2. Risk Assessment
3. Control Activities
4. Information and Communication
5. Monitoring Activities

To identify potential events that could impact the organization and manage them within the organization's acceptable risk appetite, the company aims to ensure that operations achieve organizational objectives. A report is submitted to the Board of Directors for their information quarterly. If there are recommendations or significant deficiencies found, the internal auditors will report to the Audit Committee, which will then present the findings to the Board of Directors for consultation and subsequent corrective action. The results of this assessment are disclosed in **the Form 56-1 One Report for 2024**.

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Guidelines

The company is committed to promoting and instilling in its personnel a steadfast dedication to integrity, morality, and strong ethics in every step of its operations. This is achieved by establishing policies and handbooks that serve as guidelines for risk management, including governance and monitoring. The company also focuses on organizational structuring, defining duties and responsibilities, and providing comprehensive knowledge to ensure personnel can perform their duties accurately, systematically, and with maximum efficiency for the organization. Furthermore, performance and competency evaluations are regularly conducted to continuously develop the potential of its personnel and foster their career advancement.

Implementation

1.1 Organizational Structure and Personnel Responsibilities, and a Conducive Work Environment. Clearly defined organizational structure and personnel responsibilities, along with a suitable and good work environment, are crucial foundations for the internal control system. These elements contribute to the efficient operation of the company's business. Therefore, the Board of Directors has established a Good Corporate Governance Handbook, an Anti-Corruption Handbook, a Business Code of Conduct Handbook, disciplinary guidelines, and other future handbooks as deemed necessary. This also includes various company regulations and operational procedures to ensure compliance by all directors, executives, and employees at every level. Compliance is monitored by the Internal Audit Committee, under the supervision of the Audit Committee, to ensure the company's operational system is conducted with integrity, fairness, transparency, and traceability. This also serves to prevent conflicts of interest and internal corruption within the organization, aiming to provide maximum and equitable benefits to all stakeholder groups.

1.2 Independent Board of Directors. The Board of Directors is independent from management and comprises Independent Directors / Audit Committee members who possess extensive knowledge, capability, expertise, and experience in the company's business. They are credible and genuinely independent in carrying out their duties, with no business relationships with the company, nor any other relationships that could influence their judgment and performance. Their role is to oversee, define roles and responsibilities, set targets, and provide guidance for the performance of the Board and management. This also includes reviewing and monitoring the company's business operations to ensure compliance with requirements, laws, and charters. This encompasses the roles of the Board of Directors, Nomination and Remuneration Committee, Audit Committee, auditors, internal auditors, those responsible for financial reports, executives, and employees, as well as the development of an internal control system that covers all stages of the work process.

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1.3 Delegation of Authority and Succession Planning. The company has established a comprehensive and appropriate policy defining authorities and responsibilities. It ensures clear accountability and approval powers across all levels, including the Board of Directors, Nomination and Remuneration Committee, Audit Committee, senior executives, management, and all employees. This structure promotes checks and balances among different functions. Additionally, the company actively recruits suitable personnel for positions and develops a Succession Planning strategy for key and critical roles. It also consistently promotes and supports the development of employees' knowledge and capabilities, aiming for them to become specialists in their fields and various technologies. This system is reviewed by the Nomination and Remuneration Committee, which then reports to the Board of Directors for their acknowledgment.

1.4 Retention of Valued Personnel. The company consistently strives to retain its most valuable personnel to foster their confidence in the organization and cultivate a sense of belonging and dedication. This is achieved by encouraging and supporting employees' career advancement, providing opportunities to contribute ideas and create innovations, offering equal welfare and benefits based on knowledge and ability, sharing fair compensation, and creating a happy and secure working environment. Furthermore, the company promotes, supports, and collaborates with educational institutions and relevant organizations to ensure a sufficient supply of professionals in this field, meeting the industry's demands.

1.5 Internal Training and External Development. The company has established an internal training center to continuously develop and increase the number of NDT (Non-Destructive Testing) personnel, meeting the growing demands and workload. Training is conducted by both the company's own instructors and external experts. In addition, the company sends employees for training at relevant external institutions to build proficiency in using new technologies and learning new techniques. This comprehensive knowledge and skill development ensures that services consistently meet customer needs across all processes, aligned with the nature of the business.

2



Risk Assessment

Guidelines

The organization considers the likelihood of risks and the severity of their impact to understand varying risk levels. This enables the establishment of appropriate risk controls, helping the organization to effectively plan and allocate resources within limited budgets, personnel, or time.

Implementation

2.1 The Audit Committee has reviewed the risk management policy guidelines and the risk management plan based on the Corporate Risk Profile.

2.2 The company continuously monitors situations, evaluates, and analyzes organizational risks, encompassing both internal and external factors that could impact business operations and the internal control system. This includes assessing the potential for corruption within the organization. Measures and an annual audit plan have been established to prevent and manage risks that might affect the achievement of the company's operational objectives, keeping them at an appropriate and acceptable level. Furthermore, the company has communicated with all executives and employees to foster risk awareness and promote shared responsibility between management and staff in managing identified risks.

3



Risk Response

Guidelines

Considering Appropriate Approaches and Methods for Risk Management. This involves considering appropriate approaches and methods to manage potential risks based on the assessment of adequacy, likelihood, and impact. The goal is to manage risks and reduce their potential impact to an acceptable level.

Implementation

3.1 The Audit Committee is responsible for monitoring and reviewing operational performance, as well as evaluating the effectiveness and adequacy of the risk management process in accordance with the audit plan. This also includes improving the audit process, with an emphasis on assessing risks at the activity level to enhance efficiency. Furthermore, they review the internal control system through meetings and performance evaluation reports from the independent internal auditors who assess the accuracy and transparency of information quarterly.

3.2 The Audit Committee has reviewed the company's compliance with its Anti-Corruption Policy, risk management guidelines in operations, and various operational systems. They found that the company has appropriately and comprehensively defined its operational scope to cover risks in significant business processes and workflows, as detailed in the section "Risk Management" on pages 52-59.

4

Control Activities

Guidelines

The company has control measures and operational procedures in place that help reduce the risk of not achieving organizational objectives to an acceptable level. It implements control activities through policies which define expectations and steps for policy implementation. This also includes selecting and developing general control activities using technology systems to support the achievement of objectives.

Implementation

4.1 The company controls and monitors operational performance in accordance with various policies set by the Board of Directors, as well as the company's regulations, operational procedures, and work methods. This also includes compliance with laws, regulations of the Stock Exchange of Thailand, and other laws relevant to the company's business. Furthermore, the company has established and documented authorities and an operational power matrix, covering general management, finance, accounting, procurement, and human resources. For future transactions, any director or party with a vested interest in the transaction will not participate in the consideration, and the best interests of the company will be paramount. Approval authority strictly adheres to the established operational power matrix.

4.2 The Internal Audit Committee reports any deficiencies found during internal audits to the relevant employees and management for immediate improvement and correction. Audit results are reported to the Audit Committee, which then presents them to the Board of Directors quarterly. The Audit Committee will summarize and prepare an annual performance report, which is then presented to the Board of Directors and disclosed to shareholders in the company's annual report, signed by the Chairman of the Audit Committee.

4.3 The Audit Committee observed that in 2024, the company demonstrated full compliance with established policies and disclosed information in accordance with all relevant laws, regulations, and requirements. The company's assets were well-managed, and no significant weaknesses or deficiencies were found.

5

Information and Communication

Guidelines

The organization effectively communicates relevant information to everyone, ensuring awareness of organizational objectives, emerging risks, the outcomes of risk management, and their individual responsibilities for necessary internal controls. This comprehensive communication supports the seamless operation of internal controls as intended.

Implementation

5.1 The company employs software and equipment for preparing documents and meeting reports, as well as for recording and communicating various information. This data is disseminated through properly licensed information systems, ensuring that the Board of Directors, executives, and all levels of employees receive information promptly and conveniently for immediate use. This also fosters their awareness of risks and shared responsibility between management and employees, including important benefits.

Furthermore, when matters are submitted for the Board of Directors' consideration, the Company Secretary is responsible for preparing all relevant documents and information to support decision-making. These are sent to the Board of Directors in advance, at least 7 days prior to the meeting, allowing sufficient time for review and consideration. The Company Secretary is also responsible for preparing and systematically maintaining records such as the director's register, Board meeting invitations, Board meeting minutes, the company's annual reports (Form 56-1 One Report, SD Report), shareholder meeting invitations, and shareholder meeting minutes for easy retrieval. They also maintain reports of interests declared by directors or executives and send copies of these interest reports to the Chairman of the Board and the Chairman of the Audit Committee within 7 business days from the date the company receives the report. Additionally, they perform other duties as prescribed by the Capital Market Supervisory Board and assigned by the Board of Directors.

5.2 The company prioritizes accurate, complete, transparent, and timely information disclosure, in accordance with the regulations of the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET). This includes financial information, non-financial information, and other material information that may affect securities prices and investment decisions of shareholders and investors. The Company Secretary acts as the coordinator for submitting information reports to the SEC and SET. They also oversee the disclosure of the company's information and news to the public and shareholders accurately and completely through the SET's channels, Form 56-1 One Report, SD Report, and the company's website (www.tndt.co.th). This is reported to the Board at every Board of Directors meeting.

The company prevents the use of inside information to mitigate potential damages arising from the exploitation of crucial information that could impact investments. Immediately after a meeting, the company will notify the SET of the Board of Directors' resolution of approval on the same meeting day or by 9:00 AM on the next business day, to prevent the misuse of inside information for personal gain.

The Board also emphasizes the participation of all stakeholder groups, both internal and external. Therefore, they have established channels for whistleblowing, complaints, expressing opinions, or offering suggestions that can benefit the company's business development. The Company Secretary / Secretary to the Audit Committee will collect this information and present it to the Board of Directors, the Audit Committee, and relevant management for consideration and corrective action. The company has disclosed these contact channels in its Form 56-1 One Report, on its website at www.tndt.co.th, and in the company's Business Code of Conduct Handbook.

Operational Performance in the Past Year

The Audit Committee has reviewed the results of the company's internal control system assessment and internal audit reports submitted by the Internal Audit Department. They have also reviewed and approved the scope of operations to comprehensively cover significant business processes and workflows, and have enhanced the efficiency of the internal audit process to encompass the risk management system. This includes a focus on assessing risks at the activity level, thoroughly covering important units with high-risk exposure. Furthermore, they have reviewed audit reports and monitored corrective actions based on recommendations, as well as evaluated the annual performance of the internal audit function. The Audit Committee concludes that the company's internal control and internal audit systems are adequate and appropriate for its business operations, covering risk factors and adapting to changes in both internal and external environments. They are effective in operations, ensure sufficient and complete information disclosure, and properly safeguard the company's assets, with no significant weaknesses or deficiencies found. This aligns with the auditor's opinion, which reported no material weaknesses affecting the company's financial statements.

Head of Internal Audit

The Audit Committee is responsible for considering the independence of the internal audit team and for approving the proposal, appointment, relocation, or dismissal of the Head of Internal Audit. The Audit Committee proposed to the Board of Directors the appointment of Mr. Thanun Satavuthi as the internal audit controller and head of the Internal Audit Department starting from Q2/2020. This appointment was made due to his extensive experience in the company's business operations and his thorough understanding of its activities and operations, deeming him adequately suited to perform these duties.

The Internal Audit Department operates independently in developing and reviewing the effectiveness of the risk management system, reviewing the internal control system, reviewing financial reports, and reviewing operational systems to cover all company activities. This also extends to covering important units with high-risk levels, through coordination with auditors, management, and the company's internal auditors. They report audit findings to the Audit Committee for review and to provide recommendations on various matters for continuous and comprehensive correction, prevention, and development across the entire system. These findings are then presented to the Board of Directors for their information quarterly. During an audit, if any doubts arise that could lead to potential impacts or damage if not promptly addressed, the Internal Audit Department or its assigned personnel must immediately inform the relevant parties or the Audit Committee for further investigation and corrective action.

Details regarding the education history, experience, and training of the Head of Internal Audit are provided in the Form 56-1 One Report for 2024, under Attachment 3: Details concerning the Head of Internal Audit, Internal Auditors, and Head of Compliance Operations, on pages 264-265.

Company Compliance Oversight Body

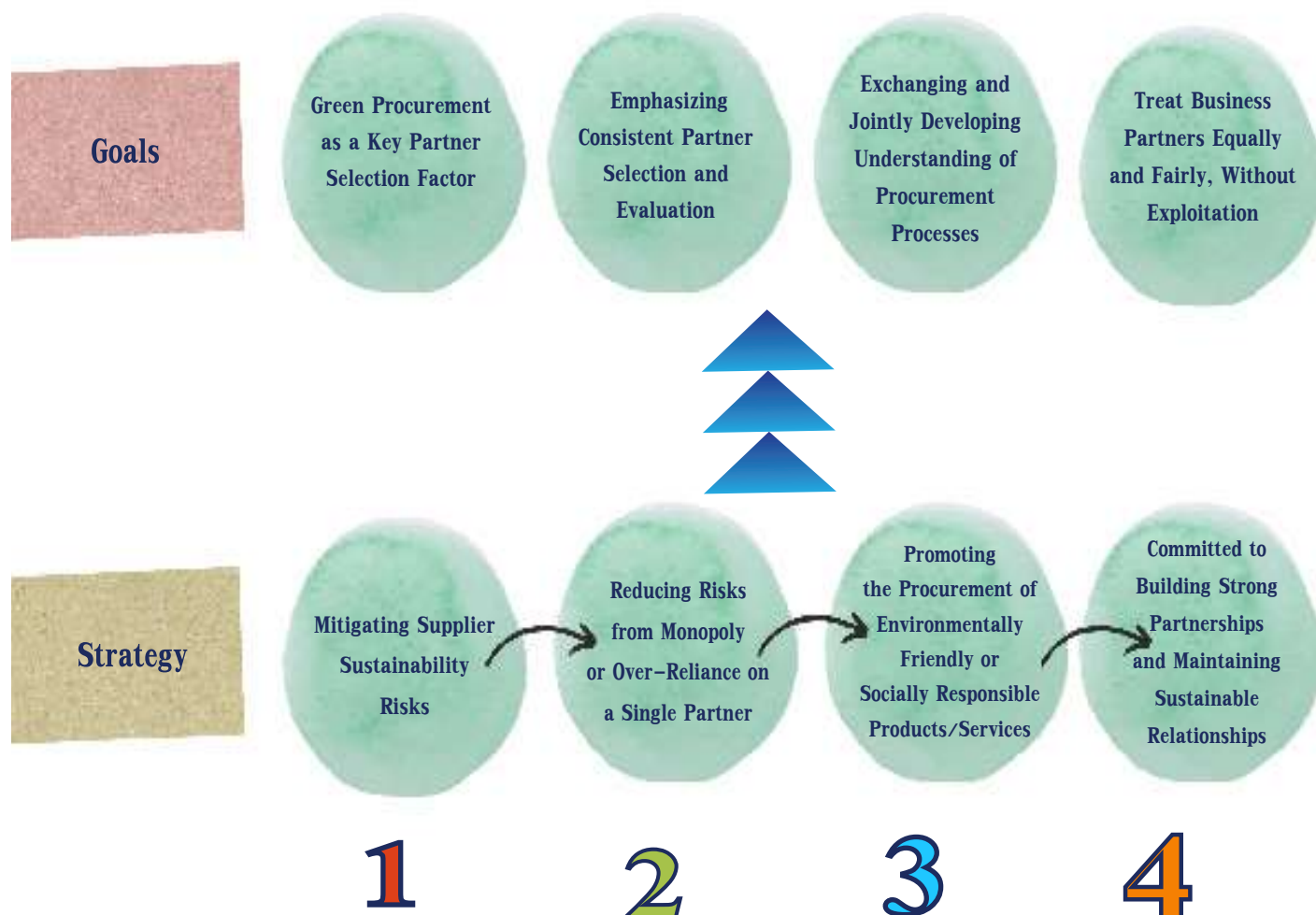
The company has not yet established a dedicated Compliance Department. However, it has assigned the Company Secretary's Office the responsibility of overseeing, supervising, and reporting compliance matters to the Board of Directors. The Company Secretary acts as the primary person in charge of ensuring that the company, its Board of Directors, executives, and employees perform their duties in accordance with all relevant announcements, regulations, laws, and other rules set forth by the Securities and Exchange Commission (SEC), the Stock Exchange of Thailand (SET), and other related agencies.



BUSINESS VALUE CHAIN MANAGEMENT

Thai Nondestructive Testing Public Company Limited is committed to building strong, stable partnerships and to fostering awareness and support for its business partners to operate with good governance and responsibility towards the environment and society. Therefore, the company treats its partners equally and fairly according to contractual agreements, without exploitation. All dealings are based on honesty, sincerity, and fairness, covering both the procurement process and the terms and conditions of agreements. Directors and employees of the company are prohibited from receiving personal benefits, and must avoid accepting gifts, gratuities, or invitations to parties or social gatherings from business partners, in line with relevant policies and ethics. This is to prevent personal gain and ensure that operations are conducted solely for the benefit of the company.

Beyond that, the company also promotes mutual assistance in exchanging and jointly developing capabilities, elevating the competence of personnel and service technology to meet relevant standards. This serves as a guideline for practice and a path toward shared sustainability. To achieve this, the company has established the following policies and guidelines for collaboration with its business partners:



Supplier Treatment Policy

The company prioritizes selecting business partners who operate with integrity, are involved in similar or related businesses, possess a strong reputation and experience, have technical expertise, and demonstrate robust financial standing. This approach aims to facilitate mutual assistance, exchange of knowledge, and joint development of personnel capabilities and technology.

Guidelines

1. **Commitment to Fair Treatment:** We are dedicated to treating all business partners equally and fairly, strictly adhering to the terms of our agreements.
2. **Honesty and Transparency:** We provide accurate information and operate without exploitation, always based on sincerity, honesty, and fairness.
3. **Ethical Conduct:** We avoid giving or receiving any undue benefits when conducting business with our partners.
4. **Proactive Communication:** If the company is unable to meet its contractual obligations, we will inform the partner in advance to collaboratively find solutions.

The details of the Supplier Treatment Policy can be found on the company's website, www.tndt.co.th, under the page "Sustainable Development", in the section "Policy", and the sub-section "Supplier Treatment Policy"

Policy on Treatment of Product Owners / Distributors / Agents

The company is committed to building strong partnerships and maintaining sustainable, mutually beneficial relationships with product owners, distributors, and agents, without exploitation. We aim to maintain stable and good relationships. The company also has an anti-corruption policy in place to prevent the acceptance of personal benefits that could impact the company's costs or operations.

Guidelines

1. **Sales and Purchase Agreements:** Agreements on sales and purchases must adhere to mutually agreed-upon terms regarding price and appropriate quantity.
2. **Quality, Standards, and Price:** Product owners, distributors, or agents must supply goods and services that meet the agreed-upon quality, standards, and price.
3. **Prohibition of Personal Benefits:** Directors and employees of the company are prohibited from receiving personal benefits from product owners, distributors, or agents.
4. **Hazardous Waste Management:** The company prioritizes selecting product owners, distributors, or agents who accept the return of hazardous waste from material scraps remaining after services for proper disposal.

The details of the Policy on Treatment of Product Owners / Distributors / Agents can be found on the company's website, www.tndt.co.th, under the page "Sustainable Development", in the section "Policy", and the sub-section "Policy on Treatment of Product Owners / Distributors / Agents"

We define and analyze key business partners based on the following criteria:

1. **Criticality to Business Processes:** Partners who supply raw materials, goods, and services that are essential to the company's business processes.
2. **Market Scarcity:** Partners who are among a limited number of suppliers in the market.

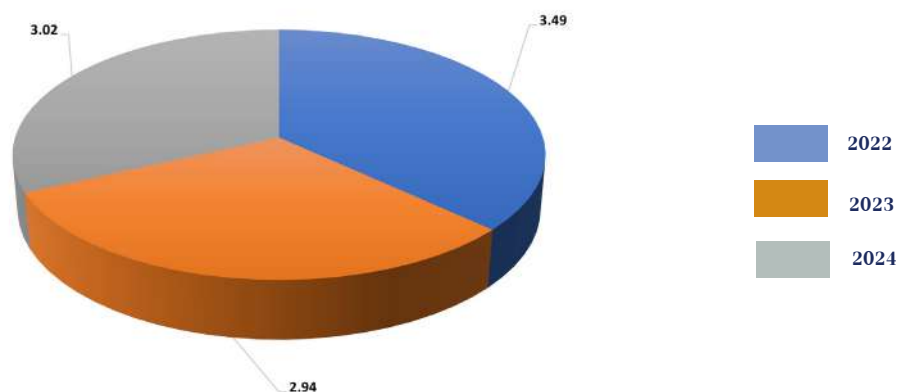


Operational Performance in the Past Year

Number of of Trading Partners for year 2022 – 2024

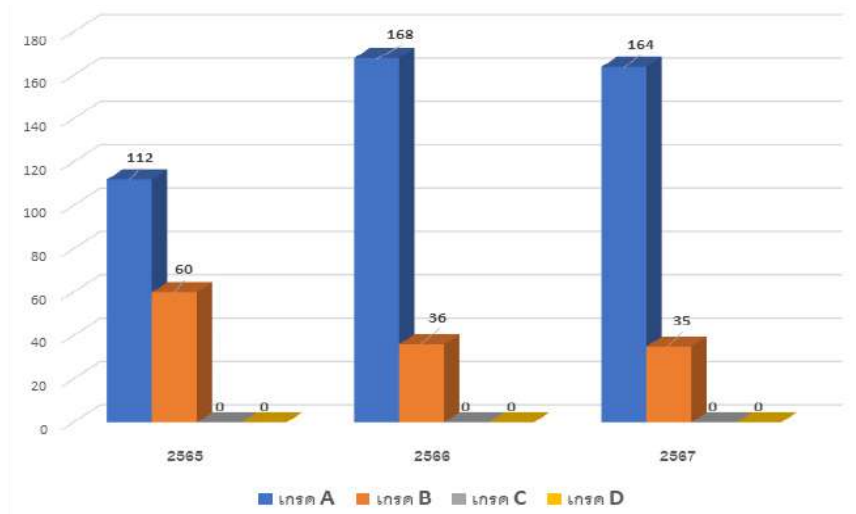
Year	Number of Business Partners			Number of Significant Business Partners			proportion
	Domestic	Inter.	Total	Domestic	Inter.	Total	
2022	159	13	172	5	1	6	3.49
2023	189	15	204	5	1	6	2.94
2024	188	11	199	5	1	6	3.02

Proportion of the number of Significant Business Partners to the total number of Business Partners
for the year 2022 – 2024



Results of Business Partners Assessment for year 2022 – 2024

Year	Business Partners Grading				Number of Business Partners / year (cases)
	A	B	C	D	
2022	112	60	0	0	172
2023	168	36	0	0	204
2024	164	35	0	0	199



Unit : Cases

The 199 Trading Partners in year 2024 could be grading as follows :-

1. Grade A in the total number of 164 or 82.41%

(The delivery and / or services as on the condition and qualification specified.)

2. Grade B in the total number of 35 or 17.59%

3. Grade C in the number of 0 or 0.00%

4. Grade D in the number of 0 or 0.00%

In 2024, the number of trading partners decreased by the previous year. Due to the purchase of the same type of product and some products were ordered from the seller only once, resulting in both domestic and international trading with the same seller and some that were not traded with in the previous year.

In addition, by the assessment of all 199 suppliers, there were 6 major suppliers and 164 suppliers who passed the standard assessment set by the Company in grade “A” and have communicated the appreciation to such partners by online systems .

ECONOMIC PERFORMANCE

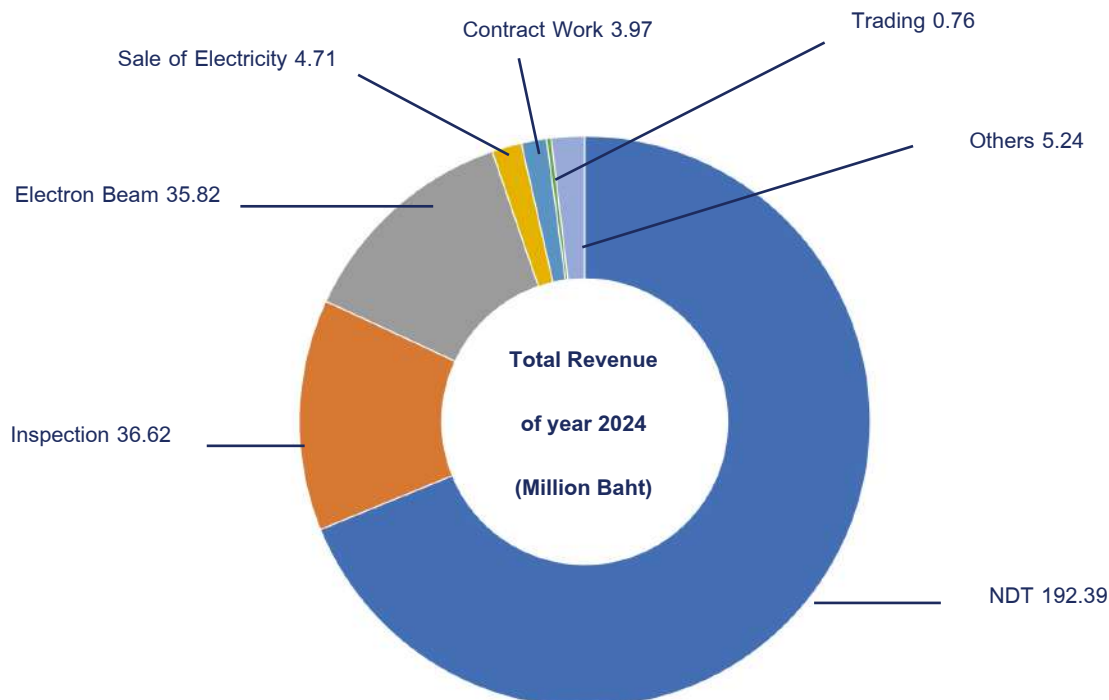


The Board of Directors places great importance on conducting business under ethical principles and good corporate governance, aiming to create maximum benefit for all stakeholder groups in every relevant dimension. This requires a balance that helps the organization operate stably and sustainably, following correct and desirable practices. The company's operations align with its established policies, objectives, goals, strategies, and mission. In the past year, 2024, the company achieved the following economic results, expansion of investment base, and value sharing with stakeholders:

Financial Position / Operating Results (Million Baht)	2022	2023	2024
Total Revenue	253.51	336.29	279.51
Costs and Expenses (excluding income tax expense)	306.69	644.59	108.80
Gross Profit from Services	76.71	117.97	108.80
Net Profit (Loss)	(53.63)	(359.26)	(292.93)
Total Assets	1,103.51	745.92	683.44
Total Liabilities	541.75	543.38	469.38
Shareholders' Equity	561.76	202.53	214.06
Retained Earnings (Unappropriated)	40.26	(318.96)	(611.89)

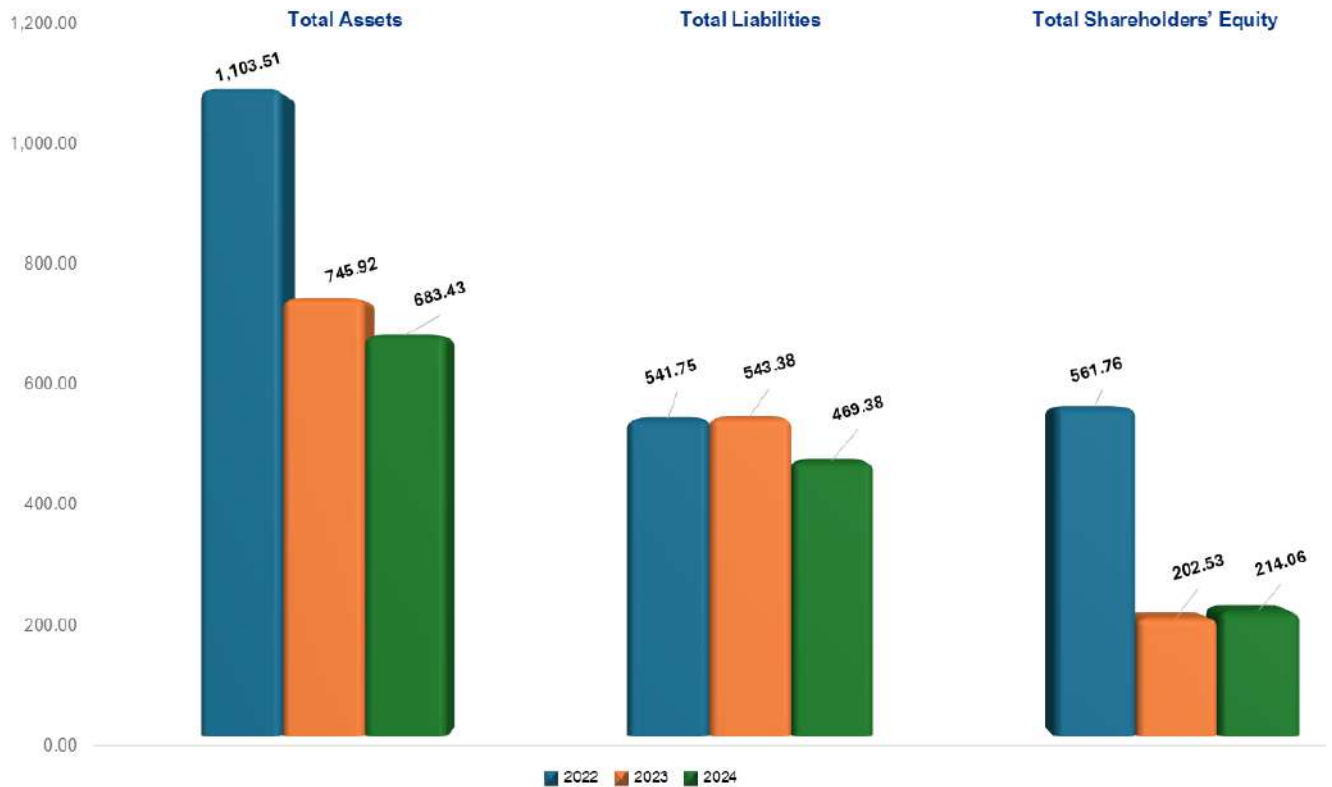
Financial Ratios	2022	2023	2024
Net Profit (Loss) Margin (%)	(21.15)	(106.83)	(104.80)
Return on Equity (ROE) (%)	(9.55)	(177.39)	(136.84)
Return on Assets (ROA) (%)	(4.86)	(48.16)	(42.86)
Debt-to-Equity Ratio (times)	0.96	2.68	2.19
Earnings (Loss) Per Share (Baht)	(0.0665)	(0.4446)	(0.2658)
Book Value Per Share (Baht)	0.70	0.25	0.12

Revenue Structure by Service (Million Baht)	2022		2023		2024	
	Amount	%	Amount	%	Amount	%
1. Revenue from Services - NDT	178.25	74.34	205.33	61.06	192.39	68.83
2. Revenue from Services - Inspection	45.87	19.13	38.24	11.37	36.62	13.10
3. Revenue from Services - Electron Beam	5.51	2.30	33.32	9.91	35.82	12.82
4. Revenue from Solar PV Rooftop	5.84	2.44	28.47	8.47	4.71	1.69
5. Revenue from EPC Contracts Work	0.00	0.00	28.90	8.59	3.97	1.42
Total Revenue from Services	235.47	98.21	334.26	99.40	273.51	97.85
6. Revenue from Sales	0.00	0.00	0.00	0.00	0.76	0.27
7. Other Miscellaneous Income	4.30	1.79	2.03	0.60	5.24	1.87
Total Revenue	239.77	100.00	336.29	100.00	279.51	100.00

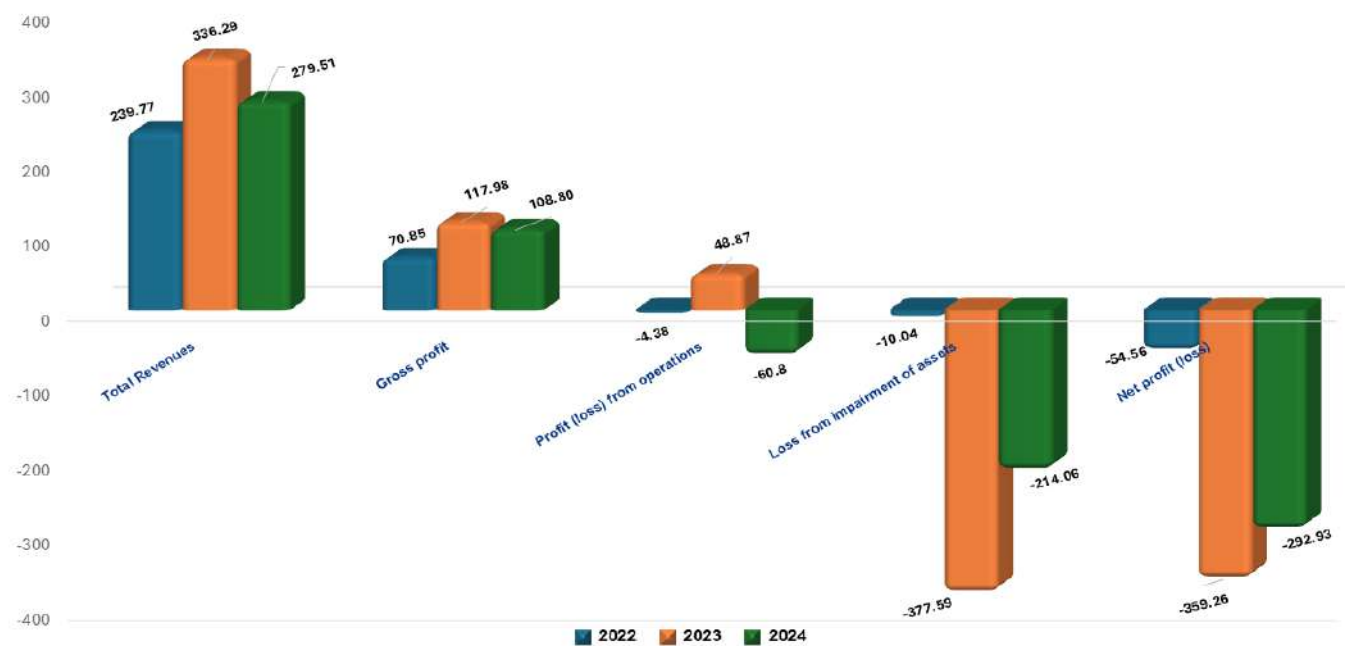


Financial Statement as of December 31, 2024. [Separate financial statement]

unit : million baht



unit : million baht



For further details, please refer to the Form 56-1 One Report for 2024, Part 1, Section 4: Management Discussion and Analysis (MD&A), pages 74 – 93 and Part 3: Financial Statements, pages 174 – 242.

VALUE SHARING WITH STAKEHOLDERS



Separate financial statement as of December 31, 2024.

Stakeholders	2022	2023	2024
Business Partners			
- Suppliers - Domestic	34,002,737.08	73,154,411.09	34,805,781.55
- Service Providers - Domestic	-	-	-
- Suppliers/Service Providers - International	7,763,062.79	9,565,288.74	12,731,677.30
Remuneration			
- Directors*	565,000.00	550,000.00	570,000.00
- Executives**	9,096,798.97	8,732,660.10	7,533,160.65
- Employees**	83,183,103.01	88,797,641.63	84,666,661.94
Shareholders			
- Dividends	22,067,817.00	-	-
Promoting Careers for Persons with Disabilities	342,735.00	257,690.00	257,690.00
Public Charities	16,700.00	3,000.00	17,899.00
Community & Society	610,260.00	29,826.33	-
Environment	217,073.00	302,422.40	19,000.00
Government			
- Taxes***	18,131,829.53	10,896,258.06	16,906,081.00

* Directors' Meeting allowance for all committees (Regarding remuneration, the directors have a clear intention not to receive it, so the company can reserve it for future business expansion opportunities)

** Income, professional fees, bonuses (if any), provident fund, and welfare benefits.

*** Corporate income tax, value-added tax, land and building tax, and other taxes.

• The Company's effective tax rate from 2021-2023, compared to the statutory corporate income tax rate calculated at 20%. For 2023 and 2024, the company was exempt from tax due to operating losses.

(Thousand Baht)	2022	2023	2024
Profit (Loss) Before Income Tax Expense	(54,990)	(380,100)	(283,953)
Income Tax Actually Paid	0.457	-	-

As a recipient of investment promotion (BOI), the company has complied with the conditions and requirements of the investment promotion certificate. Consequently, it has received financial assistance from the government, resulting in a 20% reduction in income tax payments from the annual profit, as follows:

(Million Baht)	2022	2023	2024
BOI-Promoted Profit (Per Financial Statements)	(9,916)	(43,891)	(39,776)
Tax Reduction from Accounting Calculation	-	-	-

Customer Centric



Customer Relationship Management

TNDT's core business revolves around providing services that ensure safety for life, property, and the environment through advanced technology and innovation. We specialize in non-destructive testing (NDT), inspection, and certification using technical processes. To gain customer acceptance, build trust leading to referrals, and foster long-term relationships where clients grow with us, it's crucial to engage in conversations to build mutual understanding and truly access their genuine feelings and needs.

TNDT supports and promotes elevating service quality to a higher level, encompassing both service quality and employee quality. We also create incentives that align with our goals, aiming to build positive customer experiences that lead to mutual, sustainable success and shared achievement. This is achieved by:

Guidelines

- 1. Adherence to Standards and Ethics:** Conduct business in strict compliance with international standards (e.g., ASTM, ASME) and the requirements and laws of relevant government agencies (e.g., Department of Energy Business, Office of Atoms for Peace (OAP), Thailand Institute of Nuclear Technology). This must be done thoroughly and precisely, based on professional ethics, morality, and integrity, without bias or alteration of test results, even if they do not meet standards requested by customers.
- 2. Personnel Development and International Standards:** Continuously develop and enhance the capabilities of personnel with the necessary skills, knowledge, expertise, and proficiency in operations to ensure full compliance with international standards (e.g., ASNT, API, CSWIP) and other relevant certifications. This ensures an immediate and accurate response to customer needs upon service requests.
- 3. Technological Advancement and Calibration:** Continuously develop, research, and advance the technology of tools and equipment to remain modern and aligned with international standards. This includes the verification and calibration of instruments when due, as specified by manufacturers and accredited organizations, to ensure the reliability of testing and inspection services throughout the operational process.
- 4. Confidentiality and Feedback Channels:** In all communications, coordination, and documentation, the company must maintain the confidentiality of customer information, including personal data and other details, in accordance with the Personal Data Protection Act B.E. 2562 (2019). Additionally, channels must be provided for complaints, opinions, or suggestions to facilitate mutual development.

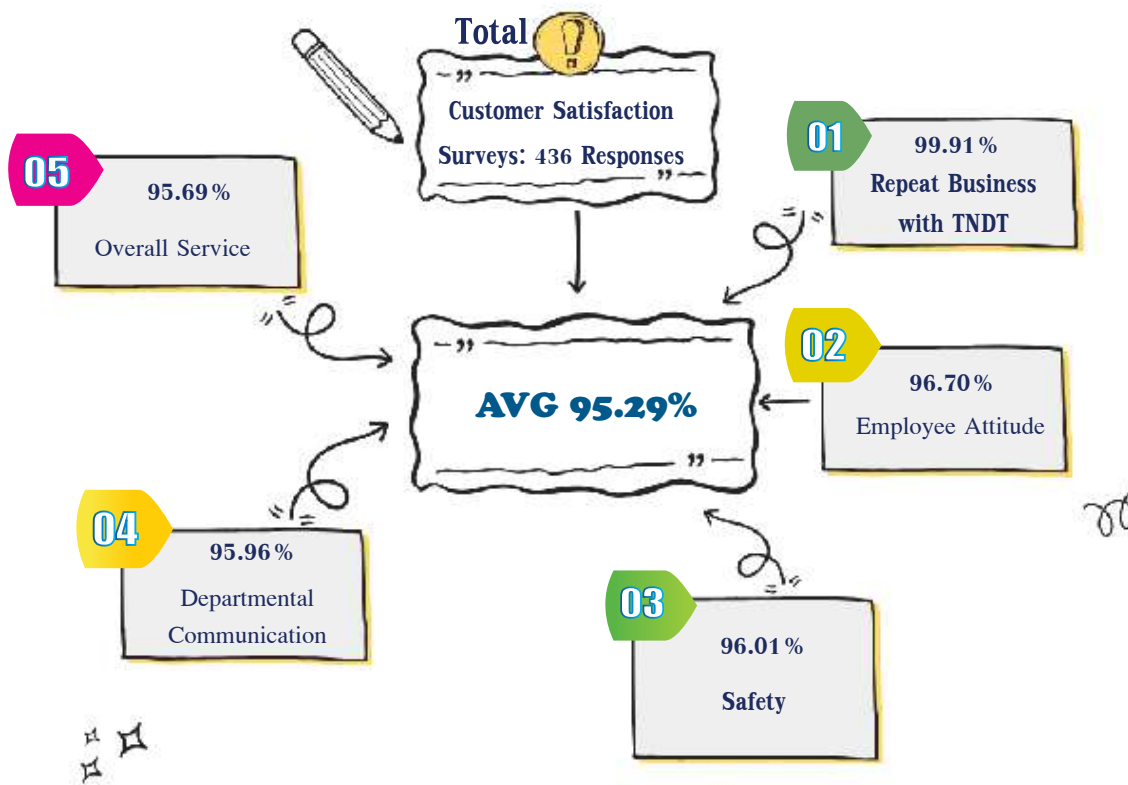
Operational Performance in the Past Year

Satisfaction Surveys / Operational Complaints and Improvement Actions

The company is dedicated to providing services that ensure safety for life, property, and the environment. We uphold principles of integrity, fairness, attentiveness, responsibility, and quality service, all based on professional ethics, international standards, and relevant laws. We maintain strict confidentiality of customer information from the initial stages through to the delivery of accurate and reliable inspection results to the industry or customers. This confirms the quality and safety for use of inspected products, processes, or components. Furthermore, we prioritize the rights of our customers and colleagues in the operational area. We collaborate with clients to conduct safety training courses, fostering mutual understanding and confidence in joint operations, thereby building trust in our services.

In 2024, the company consistently held meetings, discussions, and exchanges of information and news through various online channels with clients regarding occupational health, safety, and environment for both onshore and offshore projects. Key clients included PTT Exploration and Production Public Company Limited, CUEL Limited, Thai Oil Public Company Limited, among others. Furthermore, the company signed cooperation agreements with clients, emphasizing principles of morality, ethics, codes of conduct, responsibility towards stakeholders, prevention and anti-corruption, respect for human rights, and sustainable practices. Examples of such clients include SPIE Global Services Energy (Thailand) Co. Ltd.

In 2024, our company achieved an average score of 95.29% in customer service satisfaction surveys, which is categorized as "Excellent" significantly surpassing our target of 71.43%. When examining specific areas, customers expressed the highest satisfaction in the following five aspects:



Furthermore, in cases where customers lodge complaints or evaluations do not meet the company's set criteria, the company will promptly collaborate with the unit involved to analyze the root cause and identify corrective and preventive measures to avoid recurrence. The company will then track the resolution to completion to inform the customer of the actions taken and solutions as soon as possible.

Building Strong Customer Relationships

The company prioritizes retaining existing customers with whom we have strong relationships, as this is key to expanding our new customer base through word-of-mouth referrals. To achieve this, we organize joint meetings between management and clients. These sessions provide technical consultations, track service outcomes, and gather feedback, suggestions, or other input from customers. This information is then used to improve our work processes on a quarterly, monthly, or client-specific basis. Meetings are conducted both in-person at operational sites or client offices, and via online platforms.



Additionally, the company prioritizes the rights of customers and collaborators within operational areas. We organize safety training courses in cooperation with clients to foster mutual understanding and confidence in joint operations, thereby building trust in the company’s services. This also includes providing recommendations on appropriate inspection and testing methods.



Enhancing Employee Potential and Improving Work Processes

Comprehensive training across all courses is crucial for developing skilled personnel. This focus on enhancing employee potential, knowledge, and abilities ensures they meet client specifications and possess diverse (multi-skills). Such development not only creates growth opportunities for employees but also improves the company’s business quality. This approach expands the company’s prospects for securing various service contracts, allowing us to meet diverse customer needs in all testing and inspection processes, as well as related fields. Consequently, the company benefits from increased reputation and revenue, while employees gain valuable experience, proficiency, and ultimately, expertise in their professional careers.

The company therefore supports its employees in attending both internal and external training programs. These programs cover various NDT technical aspects crucial for operational work, as well as Soft Skills aimed at improving work processes. Employees are also encouraged to study new technologies and then transfer this knowledge to other internal personnel (from senior to junior staff). This continuous development allows us to further enhance our capabilities and meet both current and future customer demands.



Further Details

“Employee Development Policy” please refer to the Form 56-1 One Report for 2024, specifically pages 121 - 129.





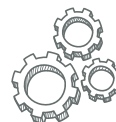
Training at Rayong Branch Office



Training at Head Office - BKK



On-the-Job Learning



Providing Services at Fair Prices

The company is committed to providing services based on professional ethics, international standards, and relevant laws. From the initial stages through to the delivery of accurate and reliable inspection results, we strive to confirm the quality and safety of services, processes, or inspected items for our industrial clients and customers. This commitment extends to our pricing practices. We offer proposals within the framework of competitive regulations, ensuring fairness and appropriateness throughout the bidding process. We provide consultations and recommend the most suitable testing and inspection services and equipment for our clients' businesses, adhering to established standards. All contract details are specified completely and accurately according to agreements, and we maintain strict confidentiality of client information. We are proud to report that, to date, the company has never received any complaints from customers regarding bidding processes that did not follow procurement procedures, favored specific individuals, or involved unfair price competition (0% of complaints).



Supporting Knowledge

The company actively participates in various activities with government agencies, private organizations, and educational institutions, both online and through hands-on operations. This collaboration aims to disseminate specialized professional knowledge related to inspection and workplace safety for relevant personnel and the general public. Examples of our contributions include:

- Serving as a sub-committee member for the Council of Science and Technology Professionals (CSTP), Nuclear Branch, to draft strategic plans and amend council regulations concerning the practice of controlled science and technology in the nuclear field.
 - Being part of the working group reviewing the draft standard for non-destructive testing of rail welds for the Rail Technology Research and Development Institute (Public Organization).
 - Supporting visits and discussions on the utilization of electron beam accelerators for study or research purposes by university students from institutions such as Chulalongkorn University and Kasetsart University.
 - Conducting practical technical engineering workshops at our Bangkok office, Rayong branch, and various operational units. These workshops are for students from industrial technology and engineering departments participating in cooperative education programs and practical training from various educational institutions, including Chulalongkorn University, King Mongkut's University of Technology North Bangkok, King Mongkut's University of Technology Thonburi, Kasetsart University, Rajamangala University of Technology Thanyaburi, Ubon Ratchathani University, Prince of Songkla University, Rajamangala University of Technology Srivijaya Songkhla, Burapha University, and Chanthaburi Technical College.
 - Hosting study visits from Nerntrai Wittayakom School in Trat Province.
- Etc.



Digital Transformation



The global landscape has witnessed significant shifts, from rapid technological advancements and evolving consumer behaviors to swift and volatile business disruptions. The COVID-19 pandemic further exacerbated these changes, even as the situation eases, leading to substantial impacts on business operations. Despite these challenges, the company has consistently strived to adapt effectively and promptly to these changes. We've achieved this by integrating Digital Technology within the organization to maximize agility and flexibility in our operations. This integration also supports the company's Business Continuity Plan (BCP).

Digital Platform

Since the company began implementing Microsoft 365 to boost operational efficiency in 2020, we've seen several benefits. It has effectively prevented data leaks to external parties and allows us to store shared files indefinitely, with quick access to information. There's no longer a need for portable storage devices like flash drives, and we can instantly retrieve or forward data to clients. Essentially, it functions as a mobile data repository, accessible via desktop application installations and the "Teams" application. Employee usage has increased significantly, as it provides rapid data access, enabling agile operations and the flexibility to work from anywhere.

Digital Workplace

The company is adapting its approaches and operational processes to keep pace with modern times, prioritizing employees by shifting from traditional office-based work to a flexible work model. This involves using mobile digital devices for work, communication, meetings, and online training via Microsoft Teams / Zoom. We encourage employees to be prepared with both information and operational capabilities to work from anywhere (Work From Anywhere). This allows staff greater flexibility in adjusting their work schedules and locations to fit their lifestyles. Internal data transfer is facilitated by VPN (Virtual Private Network), while both internal and external data transfer utilize Microsoft OneDrive.

Microsoft 365 Usage Rate

In 2024, there has been consistent and increasing usage of various Microsoft 365 software within the company.

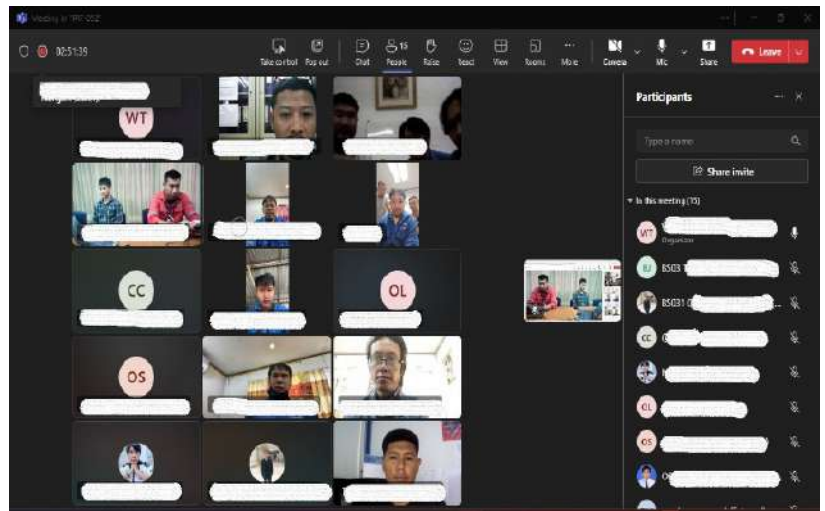
The company has established an **Online Training Website** to serve as a central hub for e-Learning. This platform leverages current technology to facilitate remote education, allowing internal personnel and learners to access training without needing to travel to a physical training center. This approach effectively bridges educational gaps and proved to be a highly suitable training format during the COVID-19 pandemic. Furthermore, it significantly contributes to reducing training costs.



E-Learning: Training via Electronic Systems

In 2024, the company continued to conduct internal E-Learning training via Microsoft Teams and the company's Training Center website. A total of 15 courses were offered, covering areas such as safety and environment, quality systems, work skill development, and NDT technical subjects.

Online Training TN-052-FRT



Online Training V2-T214



E-Learning

Knowledge
Content



BEST SERVICE FOR BETTER ENVIRONMENTAL

“Ensuring effective environmental management.”

Ensuring Confidence Through Environmentally Responsible Services : We aim to build confidence by providing services that minimize environmental impact at every service location. This involves managing our operations before, during, and after service delivery to reduce negative effects on society, communities, and the environment. We operate strictly in accordance with international standards and the rules, regulations, and laws of all relevant authorities, fostering shared sustainability.



Environment Management



Environmental, Community, and Social Stewardship

Given that our company serves clients in high-risk industries, where accidents could have severe consequences for life, property, and the environment, we operate with the utmost responsibility. Beyond technical expertise, this commitment involves adhering to professional ethics, morality, and good corporate governance principles. We strictly comply with governmental and private sector regulations in all business activities. Furthermore, we establish practices that align with international standards and our organizational goals and strategies. This builds credibility within the industry and among our clients, assuring them that services received from our company are safe and will not impact life, property, society, or the environment, whether before, during, or after service delivery. Recognizing that environmental stewardship is a shared responsibility, we have developed both an “Environmental Policy” and a “Corporate Social, Community, and Environmental Responsibility Policy.” These policies aim to promote and ensure practical implementation, reduce negative impacts, and improve the well-being of local communities, employees, and all related stakeholders.

Before Service

(1) Strict Adherence to Regulations and International Standards: The company places high importance on complying with all government and private sector regulations that serve as guidelines for social and environmental benefit. This is particularly true for all business activities, including regulations concerning radiation use from the Office of Atoms for Peace, Ministry of Science and Technology, and requirements from the Department of Energy Business, Ministry of Energy, among others. We also strictly adhere to international standards.

(2) Environmental Education and Policy Dissemination: We provide training and disseminate environmental policies to employees and nearby communities to ensure they are aware of and comply with these guidelines. Our focus is on strict adherence to environmental standards and laws.

(3) Green Procurement and Sustainable Practices: We implement management and procurement of products that utilize environmentally friendly production and service processes (Green Procurement). This is carried out in accordance with international standards and all relevant laws.

During Service

(1) Resource and Energy Efficiency: We promote the efficient and valuable use of existing resources and energy, and/or encourage their reuse for maximum benefit. This leads to reduced operational costs and ensures continuous environmental education for our employees.

(2) Safety Innovation and Radiation Reduction: We foster the development and advancement of innovations aimed at enhancing safety and minimizing radiation impact on both our personnel and those involved, as well as the surrounding environment.

(3) Community and Environmental Projects: The company encourages and supports external social, community, and environmental projects or activities, driven by the collective effort of management and employees from all departments. We also offer opportunities for stakeholders to participate in various company projects or activities as appropriate.



After Service

(1) Responsible Waste and Residue Management with 3R Principles: We manage waste and residual materials responsibly by applying the 3R principles (Reduce, Reuse, Recycle). We also ensure that hazardous materials are handled correctly and appropriately.

(2) Hazardous Material Control Practices: We have established operational guidelines for controlling hazardous materials throughout their lifecycle. This includes proper storage, transportation, usage, and waste management to ensure maximum safety and minimize environmental impact.

Operational Performance in the Past Year.

Operations Under Relevant Regulations and Laws.

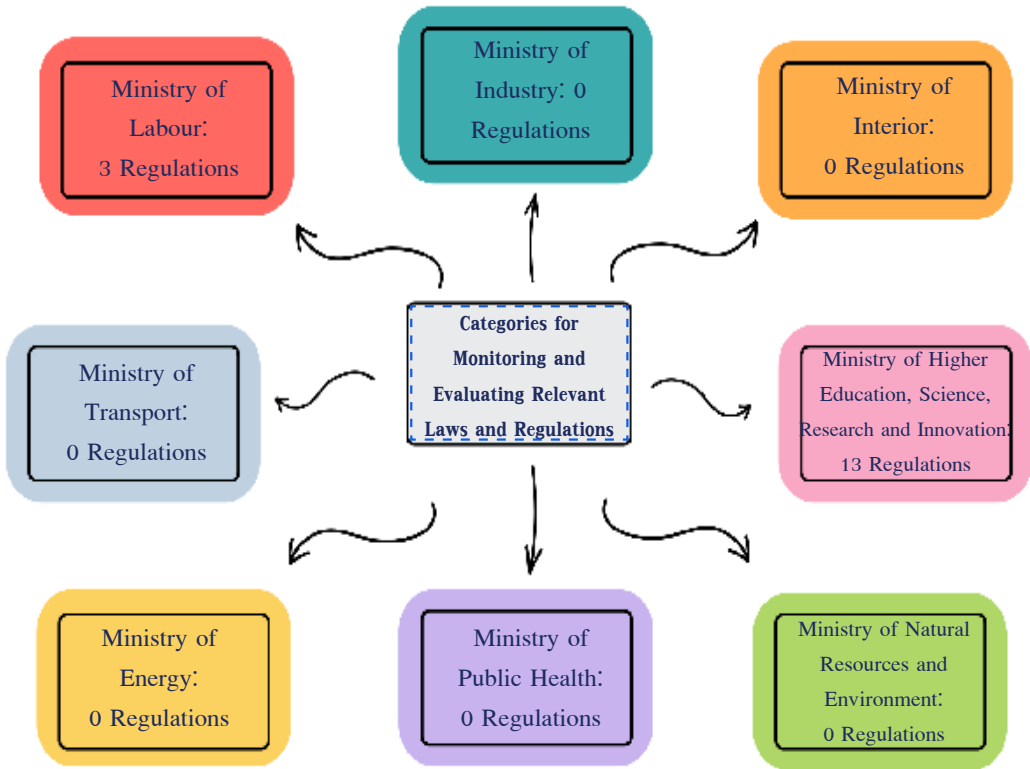
The company recognizes the critical importance of conducting business in full alignment with laws, regulations, and operational standards. We actively monitor and verify our operational compliance to prevent potential negative impacts on our business, such as damage to our corporate image, financial penalties, or even suspension of operations due to non-compliance. Therefore, we operate with a strong focus on governing safety, occupational health, and workplace environment practices in accordance with legal requirements and the company’s own Corporate Compliance Policy. This is coupled with a regular Compliance Review system to mitigate the risks associated with non-adherence to laws, regulations, and relevant international operational standards. This approach helps us maintain the company’s image and credibility with all stakeholders, and we strongly encourage all management and employees to adhere to these principles rigorously.

Compliance Process for Relevant Laws and Regulations

The HSE (Health, Safety, and Environment) department is responsible for continuously monitoring and compiling all relevant updated or newly issued occupational health and safety laws/regulations on a monthly basis. They gather this information from various reliable sources to ensure that all active legal requirements are the most current versions. HSE then evaluates whether each newly promulgated law is “relevant” or “not relevant” to occupational health and safety. This assessment involves carefully reviewing the summary of the law’s key provisions and evaluating them against the company’s existing practices and operational context. Any relevant laws will necessitate corresponding operational adjustments and strict compliance.

In 2024, a review of laws and regulations pertaining to activities impacting the company in the area of occupational health and safety was conducted. This ensures that the company’s occupational health and safety operations comply with relevant legal and other requirements. The key related laws are summarized as follows:

In 2024, the company received no complaints whatsoever related to compliance with relevant laws, rules, or regulations.



Monitoring and Evaluation of Relevant Occupational Health, Safety, and Environmental Laws in 2024

Year			Goals**
2022	2023	2024	2025
100 %	100 %	100 %	Maintain 100.00 %
Monitoring and Evaluating Relevant Laws	Monitoring and Evaluating Relevant Laws	Monitoring and Evaluating Relevant Laws	Fostering Compliance Through Collaborative Problem-Solving (Enhance Governance with solution provider)

Train and disseminate environmental policies to employees and nearby communities to be aware of and adhere to, focusing on strict compliance with environmental standards and laws.

The company places importance on environmental care, including the working environment. Therefore, the company has prepared and published an environmental policy for employees to be aware of and strictly adhere to through the company's public relations board and through online channels on the company's website :

>> <https://www.tndt.co.th/en/sustainability/sustainability-policy/policy-for-environment/> <<



In 2024, the company provided occupational health, safety, and environmental training to a total of 218 employees. Key training courses conducted included: Radiation Protection (8-hour course) : 21 employees, Radiation Emergency Plan Drills: 55 employees, Defensive Driving: 29 employees, Safety in Chemical Handling: 19 employees, Work at Height Safety: 44 employees. These training initiatives demonstrate the company's commitment to ensuring a safe and healthy working environment for its employees.



Green Procurement: Environmentally Friendly Product and Service Management and Sourcing

The company actively implements “**Green Procurement**”, a program focused on sourcing and utilizing environmentally friendly resources. Under this initiative, “**Environmental Impact**” is designated as a core consideration in our resource procurement process, alongside the traditional factors of “**Quality, Price, and Delivery time**” This ensures that our purchasing decisions consistently reflect our commitment to sustainability.

Benefits of Green Procurement

The Far-Reaching Benefits of Green Procurement Green Procurement offers a multitude of benefits, extending far beyond just the purchasing entity to positively impact consumers, producers of goods and services, and society and the environment as a whole. It’s clear that green procurement isn’t just advantageous for the organizations implementing it; its benefits ripple out to everyone. By actively sourcing and purchasing environmentally friendly products and services, we’re taking a significant step towards environmental conservation and fostering a sustainable development of human society that lives in harmony with nature. This approach is a vital pathway to a more sustainable future for all.

How to Choose Environmentally Friendly Products and Services

1. Products with Eco-labels

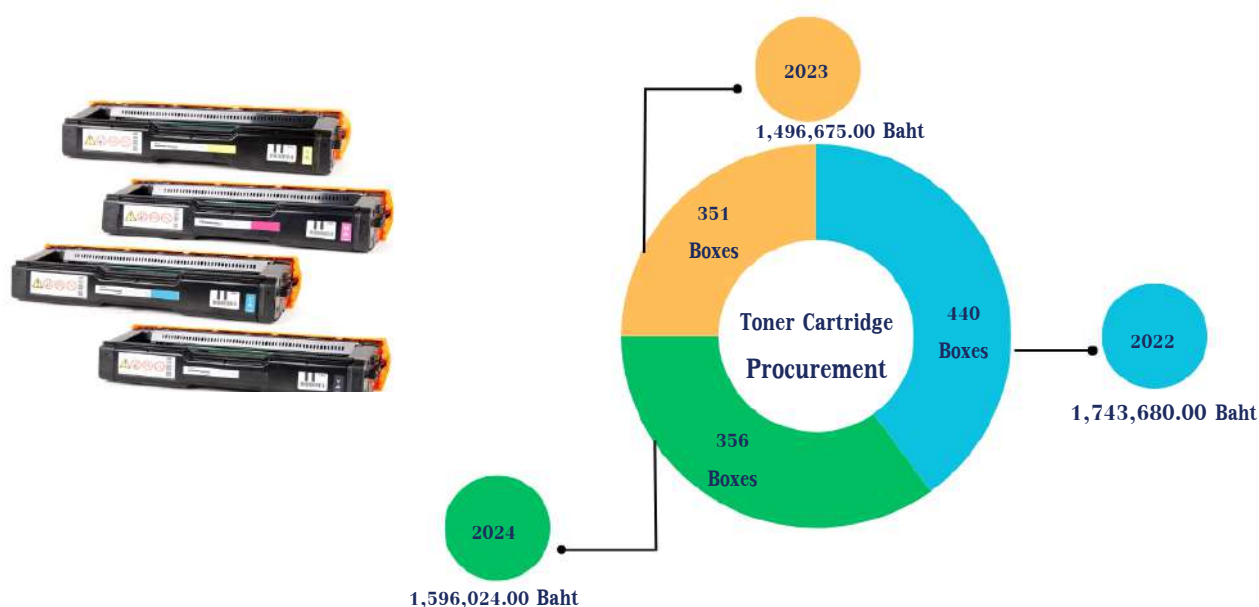
2.Recognizing that the purchasing department plays a crucial role in promoting environmental preservation activities, we emphasize Green Procurement by actively selecting suppliers who hold Environmental Management System (ISO 14001) or Social Responsibility (ISO 26000) certifications. Our commitment to environmental considerations begins at the very first stage of resource acquisition. We designate “environment” as a primary and essential factor in our resource procurement decisions, weighed equally alongside “quality, price, and delivery time.” This approach drives us to actively seek environmentally friendly products, which include:

(1) Procurement of Toner Cartridges for Photocopiers / Printers

- Free from Hazardous Substances: Products must not contain mercury, lead, chromium, or cadmium as ingredients.
- No Harmful Chemicals or Carcinogens: They must not use chemicals hazardous to health or carcinogens.
- Non-toxic Amine-Free Color Toners: For color toner cartridges, there should be no toxic amines in the toner powder mixture.
- Genuine Products from Direct Distributors: Cartridges must be genuine products purchased directly from authorized distributors.

Toner Cartridge Procurement Figures (2022–2024)

No.	Supplier	2022		2023		2024	
		Quantity (Boxes)	Total Value (Baht)	Quantity (Boxes)	Total Value (Baht)	Quantity (Boxes)	Total Value (Baht)
1	T.N. Magnet	288	1,312,850.00	249	1,155,310.00	285	1,299,240.00
2	Discovery	129	340,430.00	83	265,365.00	67	277,484.00
3	Ricoh	23	90,400.00	19	76,000.00	4	19,300.00
Total		440	1,743,680.00	351	1,496,675.00	356	1,596,024.00



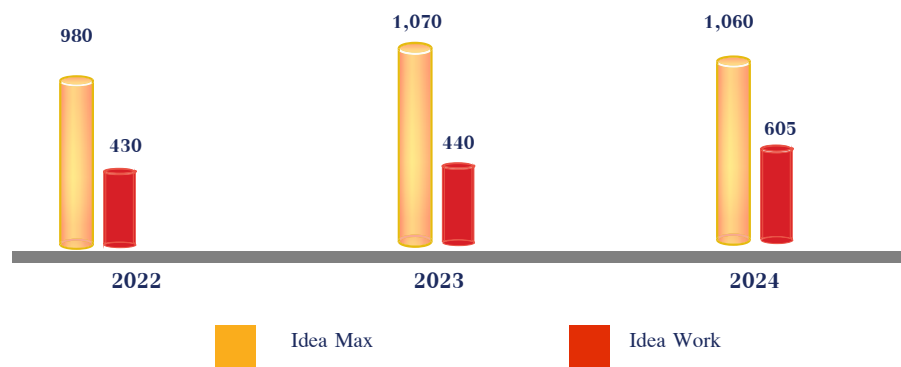
(2) A4 Paper Procurement

- The company partners with Thai Paper Products Public Company Limited for all our internal and external paper needs. We primarily use two types of A4 paper from them, IDEA MAX A4 70 gsm (Orange packaging) and IDEA WORK A4 80 gsm (Red packaging). Notably, the IDEA MAX paper is manufactured under the SCG Packaging Green Process standard. This innovative paper reduces resource consumption by 10% thanks to its Ultra Performance Formula, aligning with our commitment to Green Procurement and environmental stewardship.

** Ultra Performance Formula is an innovation from SCG Packaging. It's a special blend of production techniques and paper structure that results in paper that is whiter, thicker, smoother, and more opaque. This enhanced opacity significantly reduces show-through, allowing for efficient and full utilization of both sides of every sheet. This means you get greater value from your paper, maximizing its performance and cost-effectiveness.



A4 Paper Order Volume (Reams) 2022–2024



A4 Paper Order Volume (2022–2024)

Our supplier, Thai Paper Products Public

Year	Volume (Reams)			% Environmentally Friendly Paper Used	Value (Baht)
	Idea Max (70g)	Idea Work (80g)	Sum		
2022	980	430	1,410	69.50	122,805.00
2023	1,070	440	1,510	70.86	140,880.00
2024	1,060	605	1,665	63.66	154,840.00
Total	3,110	1,475	4,585	68.00	418,525.00

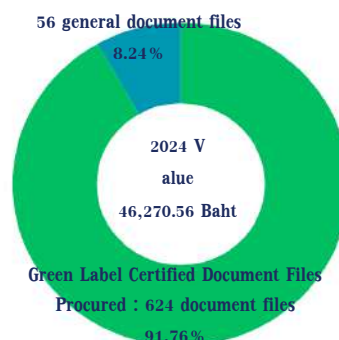
In 2024, the usage volume of IDEA WORK A4 paper increased compared to 2023. This rise is a direct result of the easing of the COVID-19 situation, which allowed the company to resume normal service operations with clients. As IDEA WORK paper is specifically used for client reports, its consumption directly correlates with our service volume and therefore cannot be reduced. Conversely, IDEA MAX paper, primarily used for internal office purposes, offers opportunities for usage reduction. In some cases, we can reuse IDEA MAX paper, contributing to our efforts to minimize internal paper consumption.

(3) Procurement of Document Files

● The company prioritizes the procurement of environmentally friendly document files that have received Green Label certification, indicating their commitment to environmental sustainability. Specifically, we utilize the following models from Elephant Brand (อสมิ์), Black Files: Models 100, 112, 115, 120, 125 White Files: Models 9350V, 9230V, 9330V, 9250V, 9265V



General Document Files Procured :



Type of General Document Files	2024 Value 46,270.56 Baht		2023 Value 60,608.00 Baht	
	Volume (Document File)	%	Volume (Document File)	%
Green Label Certified	624	91.76	740	67.88
General Document Files	56	8.24	350	32.12
Total	680	100.00	1,090	100.00

In 2024, the company successfully reduced its document file procurement by 410 files, representing a 37.61% decrease compared to 2023. This significant reduction is a direct result of our Reuse policy. Furthermore, when new purchases are necessary, the company prioritizes Green Label certified files, reinforcing our commitment to environmentally friendly practices.

(4) Returning Iridium Containers to the Supplier Country

Year	Import (Container)	Export (Container)
2022	5	5
2023	9	7
2024	7	5
Total	21	17

(5) Procurement of Film Developing Solution / Aerosol Sprays / White Rags / Batteries

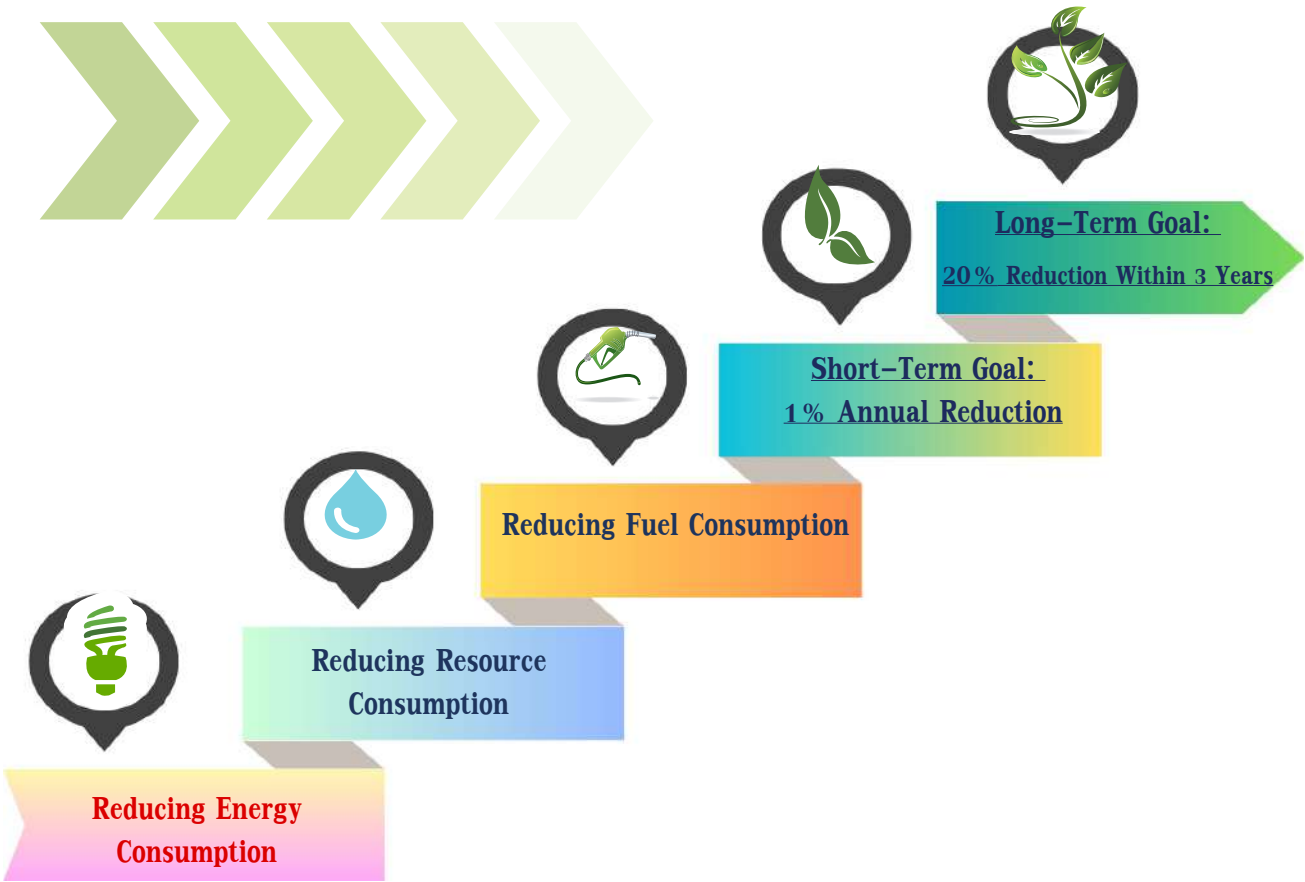
Year	Film Developing Solution	Aerosol Sprays	White Rags	Batteries
2022	418.00	12,416.00	500.00	1,964.00
2023	395.00	16,008.00	950.00	1,410.00
2024	387.00	10,564.00	1,050.00	1,872.00
Total	1,200.00	38,988.00	2,500.00	5,246.00

Promoting Efficient Resource and Energy Use, and Maximizing Reuse

Energy Management and Greenhouse Gas Emission Reduction

The escalating problem of climate change has led Thailand to prioritize its resolution, both through international cooperation and the establishment of significant domestic strategies. The country is also actively encouraging public and private organizations to participate in driving these efforts. An example of this commitment is the Excise Department’s policy on vehicle taxation, which is now levied based on the carbon dioxide (CO2) emissions rate of the vehicle. This policy has been approved by the Cabinet and came into effect in 2021. The ultimate goal of this measure is to reduce widespread impacts and achieve sustainable solutions to climate change.

Thai N.D.T. Public Company Limited is committed to being a part of the solution to current environmental challenges, particularly concerning energy and greenhouse gas emissions. We have set clear goals and operational guidelines to achieve this. Our objective is to reduce the consumption of electricity, tap water, and fuel by 1% annually (compared to the previous year). This direct approach will lead to a significant reduction in carbon dioxide (CO2) emissions, reflecting our dedication to minimizing our environmental footprint and contributing to a more sustainable future.



Energy Saving Project

Our company has implemented the “Energy Saving” project, starting with fostering awareness and a strong sense of responsibility for energy conservation among all employees. This initiative emphasizes employee participation at every level through the “Turn Off, Adjust, Unplug, Reduce” (ปิด ปรับ ปลด ลด) guidelines. These guidelines are communicated to staff across our offices and various branches, aiming to modify employee behavior towards more energy-efficient practices. The project also includes continuous monitoring of operational results to evaluate its ongoing success and ensure sustained progress in energy reduction.

Turn Off Lights When Not in Use	Turn Off Your Screen Before Stepping Away	Set Air Conditioner to 25 C°	Unplug After Use	Valuing Water Usage	Reduce Speed, Turn Off Engine
ปิด 12.00 - 13.00 น. และหลังเลิกใช้งาน ปิดไฟดวงที่ไม่จำเป็น / ปิดเมื่อกำลังใช้พื้นที่ เปิดเมื่อเปิด ปิดเมื่อสว่าง	ปิดหน้าจอ หรือ ตั้งค่า Sleep Mode เมื่อหยุดใช้ ปิดเครื่อง เมื่อเลิกใช้	หรือ 27 C° + เปิดพัดลม เปิด 08.30 - 11.30 น. และ 13.30 - 16.30 น. ปิดก่อนเลิกงาน 30 นาที	ทุกครั้งหลังเลิกใช้ ปิดสวิตช์ไฟ และปลั๊กไฟ ก่อนถอดปลั๊ก	ไม่เปิดน้ำทิ้งระหว่างล้างจาน แก้วน้ำ พบน้ำหยด น้ำรั่ว ต้องแจ้งช่าง	ขับขี่ด้วยความเร็วที่เหมาะสม ดับเครื่องยนต์ทุกครั้งเมื่อจอดที่หมาย

Operational Performance Over the Past Year

Target

Reduce energy consumption by **1%**

Performance in 2024



Electrical

Electrical energy consumption

•293,962.05 kWh

Increased from 2023

•1.38 %

The value decreases in quantity

•92,192.64 THB

Tap water

Tap water consumption

•6,814.96 m3

Increased from 2023

•19.07 %

The value increases in quantity

•20,330.77 THB



Fuel

Fuel consumption

•137,814.83 Liter

Decreased from 2023

•13.64%

The value decreases in quantity

•649,853.13 THB

Greenhouse gas

emissions

•504,406.02 kgCO2

Decreased from 2023

• 9.44 %

** In 2024, our electricity consumption increased compared to the previous year. However, despite this rise in usage, the total cost of electricity payments actually decreased. **

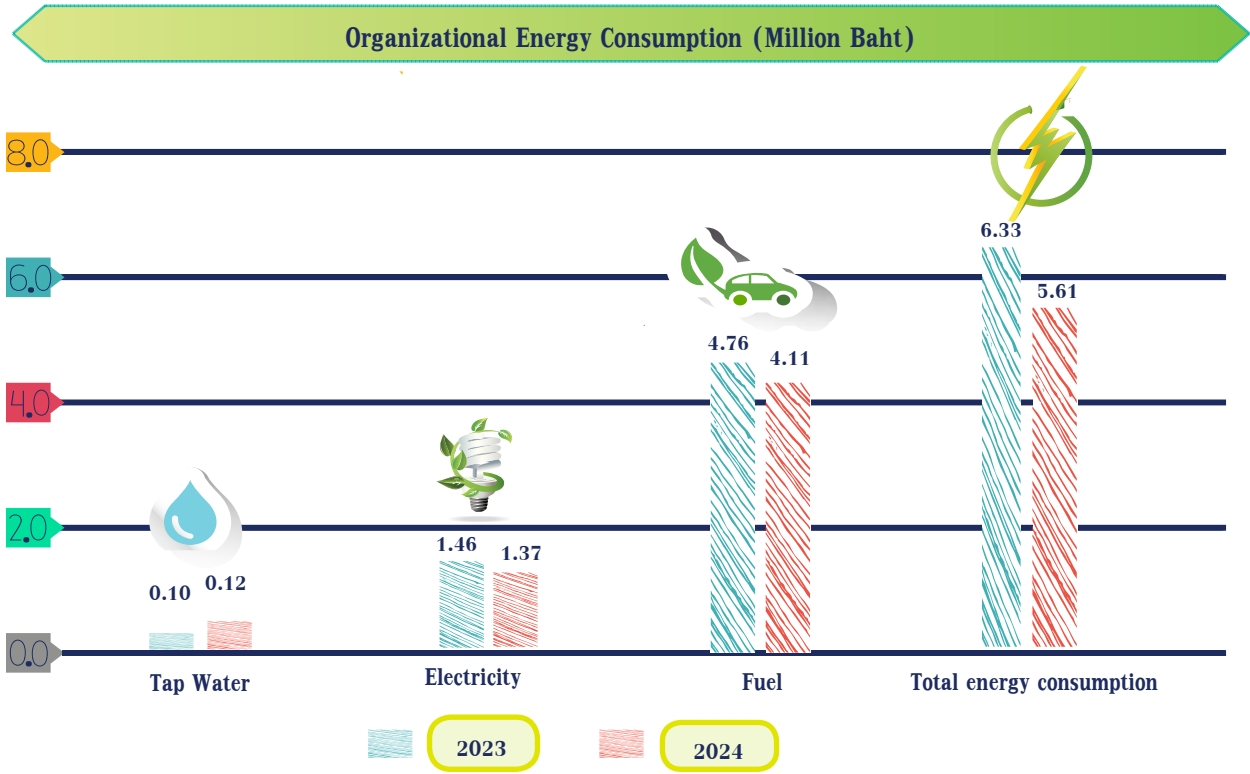


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Performance in Energy Management and Greenhouse Gas Emission Reduction

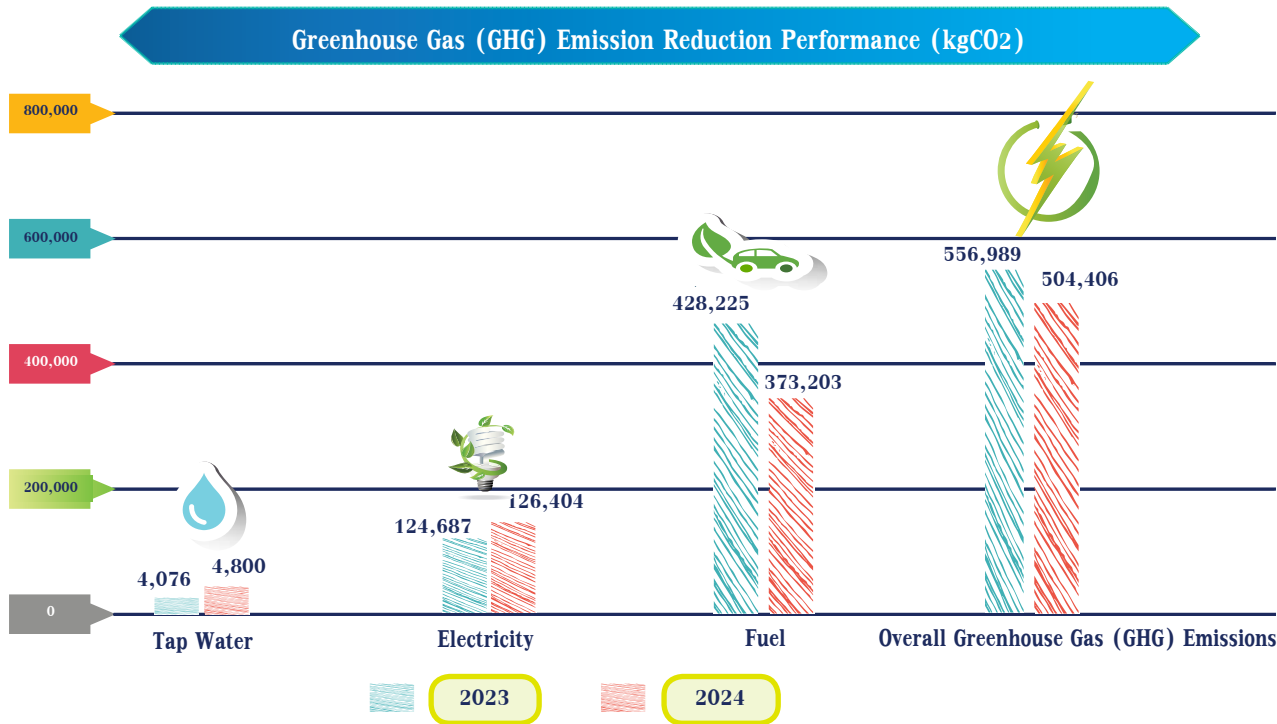
Our company has successfully implemented a system for collecting organizational energy consumption data. In 2024, we observed a notable overall reduction in internal energy consumption, averaging 11.37% compared to 2023. This substantial decrease in energy use directly led to an overall reduction in greenhouse gas (GHG) emissions by 9.94% when compared to 2023. These positive results align with our established goals. Therefore, we can conclude that, under normal circumstances, the organization’s overall energy consumption continues to trend downwards, a direct outcome of our ongoing “Energy Saving” project.



Energy Intensity Ratio (MWh / Thousand Baht Revenue)* 2023 = 6.54071379 MWh / Thousand Baht Revenue and 2024 = 6.07572602 MWh / Thousand Baht Revenue

Total Energy Consumption Per Employee (MWh / Person) 2023 = 8,356.46061229 MWh / Person (Employee) and 2024 = 7,511.48980877 MWh / Person (Employee)

Additional Description : (*) Total revenue and total expenses from consolidated financial statements.



*Energy conversion data to kgCO2 units refer to the standard “IPCC Guidelines for National Greenhouse Gas Inventories”.

Fostering Social, Community, and External Environmental Projects/Activities

Providing Foundational Knowledge to the Community

The company's business model primarily involves providing services directly at client operational sites. These sites present a diverse range of industrial and environmental characteristics, varying significantly in geography, culture, and more. For instance, projects like testing inter-regional gas/oil pipelines can span hundreds of kilometers, traversing multiple provinces, communities, agricultural fields, grasslands, and villages, as well as busy traffic routes. These projects often extend continuously for over a year, from start to finish. Such long-term operations can potentially disrupt the normal daily lives of local communities or obstruct transportation routes. Furthermore, specific testing and inspection activities that require the use of radiation carry the inherent risk of radioactive material dispersion in the work area. Recognizing these potential impacts, our company places paramount importance on safety, occupational health, and the working environment. Before commencing operations, we engage with communities by providing basic foundational knowledge about our work. During operations, we implement hazard prevention systems to protect our employees, the community, and the surrounding environment, all in adherence to international safety standards.

Community and Social Development Initiatives

Coexistence

The company is committed to learning the culture and traditions of all religions in the area where it operates, for peaceful coexistence and joint development to create a good quality of life by creating jobs, supporting activities, and providing assistance to people in the community as appropriate, including improving the scenery around the operating area.

Impact Reduction

Not creating adverse impacts on communities, workplaces, and throughout the journey, as well as conserving the resources and environment of the nearby community.



Responsible Waste and By-Product Management

The company places significant emphasis on the management of discarded materials to ensure proper and appropriate control, care, and handling, in full compliance with relevant laws and regulations. This commitment is crucial for preventing harm to personnel, impacts on communities, and damage to the environment. We are dedicated to operating in a way that prioritizes safety and minimizes environmental impact. To achieve this, our Occupational Health, Safety, and Environment Department, in collaboration with the Safety Committee, is responsible for the effective management of discarded materials. Alongside these systematic efforts, we actively raise awareness among the entire TNDT family (employees) to encourage their participation in Reducing the volume of discarded materials in the workplace and minimizing the environmental impact caused by discarded materials, Lowering the costs associated with waste disposal. This comprehensive approach ensures that discarded materials are managed responsibly, safeguarding both people and the planet.



Definition	
Type	Meaning
Discarded Materials or Waste	Refers to all items no longer in use or waste generated from any of the company's activities. This also includes any deteriorated products and wastewater that contain hazardous components or characteristics. Essentially, it covers any material deemed unusable or potentially harmful, requiring careful and responsible management.
General Waste	Refers to items our company doesn't intend to reuse or sell. These materials are designated for disposal by local authorities and typically include everyday items such as food scraps, leaves, wood pieces, cans, bags, or bottles that contained food and beverages.
Hazardous Waste	Hazardous waste refers to discarded materials or waste that contain, or are contaminated with dangerous substances. This type of waste is difficult to dispose of safely and can cause harm to living organisms or permanently damage the environment. Examples include: Batteries, Light bulbs, Paint cans, Aerosol spray cans, Materials contaminated with oil or chemicals, Chemical residues, and their containers, Proper handling and disposal of hazardous waste are critical to protect both human health and the environment.

The company is committed to sustainable paper management through a multi-pronged approach. We effectively reuse paper scraps from film envelope cutting for internal documents and unofficial external correspondence. Alongside this, we've been utilizing reused paper since 2018. A key strategic shift has been to transition work processes towards electronic files, significantly reducing paper consumption, lowering costs, and indirectly lessening our environmental impact.

However, starting in 2023, as the COVID-19 situation eased, our company was able to resume full services to clients. This led to an increase in average paper consumption across the company. This rise is primarily due to the necessary use of paper for submitting test results reports to clients, which is a standard part of our normal business operations. Despite this increase in paper volume, we've successfully reduced overall paper-related costs. This was achieved through negotiating better prices by making larger bulk purchases. This demonstrates our ability to adapt to operational demands while still seeking cost efficiencies.

Goals

Reduce Paper Consumption by at Least 2% Annually



Average Company-Wide Paper Consumption (Sheets)

2022	2023	2024	% Increase Compared to 2023
601,500	753,500	769,500.00	2.12

Company-Wide Paper Usage Costs (Baht)

2022	2023	2024	% Decrease Compared to 2023
119,227.87	145,407.51	143,122.38	1.57

It also encourages employees to use available resources and energy efficiently and/or modify them to reuse them for maximum benefit, leading to reduced operating costs and always educating employees on environmental issues.

Before



After



Annual Electrical Equipment Maintenance for 2024

Discarded Material Management

The company prioritizes the proper disposal of hazardous waste, which includes items like film developing solutions, aerosol spray cans, oil or chemically contaminated rags, used light bulbs, and batteries. These materials are sent for disposal to facilities that are legally authorized and licensed to handle them. In the past year, we observed fluctuations in the volume of discarded hazardous materials, with quantities both increasing and decreasing as detailed in the data below. Looking ahead, our company has outlined a clear development strategy for managing discarded materials: we will establish specific targets for the coming years, focusing on reducing the cost of hazardous waste disposal. This commitment reflects our ongoing dedication to responsible environmental stewardship and operational efficiency.

From 2022 to 2024, the company has consistently ensured the proper and compliant disposal of our hazardous waste and discarded materials. The details of our operations during this period are as follows:

Year	No.	List	The process of birth	Elimination	Quantity	Disposer	Value (Baht)
2022	1	Oil or Chemically Contaminated Rags	Wiping Parts After Spraying	Making mixed fuels	500.00	AK Mechanical & Recycling Co., Ltd. and	17,561.40 18,000.00
	2	Film developing solution	Developing film produced by radiography	Landfill	760.00	Professional West Technology (1990) Public Company Limited	
	3	Spray can	Spray resulting from injection of workpieces	Stabilize and bury	1,495.00		
	4	Deteriorated Light Bulbs	Management of Deteriorated Light Bulbs Used Within the Company	Sent for disposal at Bang Kapi District Office	10.00		
	5	Batteries and Flashlight Batteries	Used Within the Company	Sent for disposal at Bang Kapi District Office	15.00		
Net Weight (Kilograms)					2,780.00		
	6	Radioactive material Ir-192	Non Destructive Testing	Return to manufacturer	30.00	Overseas manufacturers 100%	176,361.56
Total net quantity (Pieces)					30.00		



Year	No.	List	The process of birth	Elimination	Quantity	Disposer	Value (Baht)
2023	1	Oil or Chemically Contaminated Rags	Wiping Parts After Spraying	Making mixed fuels	750.00	Professional Waste Technology (1999) Public Company Limited and AK Mechanical & Recycling Company Limited and One More Link Company Limited	53,600.00
	2	Film developing solution	Developing film produced by radiography	Landfill	1,215.00		
	3	Spray can	Spray resulting from injection of workpieces	Stabilize and bury	1,680.00		
	Net Weight (Kilograms)				3,645.00		
	4	Flashlight battery	The flashlight battery used within the company.	Sent for disposal at Bang Kapi District Office	80.00	Bang Kapi District Office	-
	5	Deteriorated Light Bulbs	The deteriorated light bulbs used within the company.	Sent for disposal at Bang Kapi District Office	10.00		
Net Weight (Kilograms)				90.00			
	6	Radioactive material Ir-192	Non Destructive Testing	Return to manufacturer	52.00	Overseas manufacturers 100%	218,808.12
Total net quantity (Pieces)				52.00			

Year	No.	List	The process of birth	Elimination	Quantity	Disposer	Value (Baht)
2024	1	Oil or Chemically Contaminated Rags	Wiping Parts After Spraying	Making mixed fuels	810.00	One More Link Company Limited	19,000.00
	2	Film developing solution	Developing film produced by radiography	Landfill	1,000.00		
	3	Spray can	Spray resulting from injection of workpieces	Stabilize and bury	250.00		
	4	Deteriorated Light Bulbs	The deteriorated light bulbs used within the company.	Sent for disposal at Bang Kapi District Office	10.00		
	5	Batteries and Flash-light Batteries	Used within the company.	Sent for disposal at Bang Kapi District Office	700.00		
	Net Weight (Kilograms)				2,770.00		
	6	Radioactive material Ir-192	Non Destructive Testing	Return to manufacturer	52.00	Overseas manufacturers 100%	153,207.48
Total net quantity (Pieces)				52.00			

Remark :

All Ir-192 used in our operations is imported 100% from overseas manufacturers and is subsequently returned 100% to those overseas manufacturers.

Established comprehensive operational guidelines to ensure the safe and environmentally responsible handling of hazardous materials, from storage and transport to usage and waste management. We aim to prevent harm and minimize environmental impact.

Our company places significant importance on operations involving hazardous materials, striving for the highest levels of safety and minimal environmental impact. This commitment spans the entire lifecycle of these materials, from storage and transport for use to proper management after they are no longer needed. We've entrusted our Occupational Health, Safety, and Environment (OHSE) Department, in collaboration with the Safety Committee, with the comprehensive responsibility for managing, controlling, and overseeing these processes. Their role is to ensure all activities align correctly with relevant laws and regulations, preventing harm to our employees, and avoiding adverse effects on communities and the environment. In parallel with these rigorous management practices, we actively work to raise awareness among all members of the TNDT family (our employees). This internal focus encourages everyone to : Reduce the volume of discarded materials in the workplace, minimize the environmental impact caused by these materials, lower the costs associated with their disposal. By integrating stringent controls with a culture of proactive awareness, we ensure responsible handling of hazardous materials, safeguarding both people and the planet while also achieving operational efficiencies.

Storage Control



Disposal of unused materials

By collecting unused materials to be disposed of at Rayong office



- น้ำยาล้างฟิล์ม
- กระป๋องสเปรย์
- เศษผ้าปนเปื้อน
- หลอดไฟเสื่อมสภาพ
- แบตเตอรี่ ถ่านไฟฉาย



BEST SERVICE FOR CO-VALUE CREATION



“Enhance the service for co-value creation with stakeholders.”

We are dedicated to elevating our services to create shared value with all stakeholders. This commitment is achieved by providing cutting-edge technology and innovative solutions that align with client needs. Our goal is to empower recipients with accurate information for precise decision-making, ultimately fostering sustainable financial value for all involved. Beyond external partnerships, we actively inspire and support employees at all levels, recognizing individual capabilities and promoting equal opportunities. This focus enables our team members to develop their skills, expertise, and proficiencies in their areas of strength. We encourage a collaborative environment where employees can jointly conceive and develop new innovations for commercial benefit, including tools, equipment, and service methodologies. Throughout this process, safety and potential impacts remain paramount considerations. This holistic approach not only enhances the quality of life for our employees but also extends positive value to their families and the surrounding communities.

Adherence to Human Rights Principles and Fair Labor Practices



Adherence to Human Rights Principles

The company recognizes and deeply values the importance of respecting human rights with equality and impartiality. We consider the inherent human dignity and individual freedom of every person, without distinction based on origin, race, nationality, skin color, gender, age, language, religion, culture, social class, disability, marital status, physical and health status, personal standing, economic or social status, social beliefs, education, political opinion, or any other factor. This commitment adheres to the fundamental principles of international human rights law. Every director, executive, and employee, including those in our subsidiaries, is required to strictly follow this policy. Our company provides equal opportunities to everyone in the workplace under the same lawful rules, regulations, announcements, and directives. We explicitly prohibit any form of violation or harassment, whether verbal or physical, towards others. We are committed to non-discrimination and non-exclusion of any individual. Furthermore, we encourage everyone to be aware and conscious of their rights, duties, and responsibilities towards others and society. This comprehensive approach ensures a respectful, equitable, and inclusive environment for all.

Operational Performance Highlights from the Past Year

In 2024, in addition to Thai employees, the company also hired 40 foreigners who are different in race, religion, language, culture, etc. to work together and have the opportunity to exchange knowledge in both working techniques and knowledge development. The company takes care of and treats all employees of all nationalities and religions with impartiality and equality.

The company has established policies and procedures to ensure that employees and their families receive their fundamental rights. We are committed to providing equality and fairness, matching or exceeding the basic standards that employees are truly entitled to. This commitment reflects our dedication to the well-being and equitable treatment of every member of the TNDT family.

Employment Policy

Based on the principle of consideration of the applicant's knowledge and abilities without discrimination and without discrimination based on gender, religion, or any other matters unrelated to the work. The employment characteristics are divided into 2 types: permanent employment and temporary employment with a clear employment period.

Respect for Human Rights and Fair Labor Practices Policy

– **Child Labor** – The Company does not employ child labor under the age of 18. The Company strictly complies with labor laws.

Fostering Equality and Building on Success

The company establishes policies and procedures to guarantee that employees and their families receive their fundamental rights. We are committed to providing equality and fairness, meeting or exceeding the basic standards employees are truly entitled to. This commitment ensures that no distinction is made based on origin, race, nationality, skin color, gender, age, language, religion, culture, social class, disability, marital status, physical and health status, personal standing, and so forth. Specifically, our policies include:

(1) Fair and Equitable Compensation and Benefits: We provide compensation and welfare benefits that are appropriate, just, and equal based on an individual's abilities.

(2) Respect for Personal Privacy: We do not violate personal privacy, nor do we disclose or disseminate employees' private information. We also do not arbitrarily hand over employee data to third parties, unless required for legal proceedings.

PDPA Policy

(3) We consistently encourage and support employees in developing diverse skills through study tours and seminars, participating in both internal and external events, regular training, and attending local and international training programs to acquire new, up-to-date techniques. This commitment aims to enhance professional expertise, boosting our capacity and efficiency to provide comprehensive and sufficient services in all processes, while also preparing for the expansion into new business lines.

(4) We empower employees to leverage their abilities in research and development. This involves inventing and innovating modern tools, equipment, and solutions that meet international standards and are practically applicable. This initiative helps reduce service costs for both the organization and our clients.

(5) Creating a Positive and Safe Work Environment: We ensure a conducive work environment that includes collaborative workspaces, providing access to online learning platforms (Knowledge Center) via our website (www.tndt.co.th) and an internal library. Essential safety equipment to prevent workplace hazards, ensuring a safe working environment.



Development

(6) **Employment of disabled persons:** The company provides financial assistance to recipients who are disabled persons or caregivers of disabled persons to support them in obtaining a career and earning income for living from that career, totaling 2 cases, in accordance with Section 35, namely, employment of disabled persons in social work, such as growing vegetables to generate income and raising pigs.

Continuously Enhancing the Quality of Life
for Persons with Disabilities

“Pig Farming for Income Generation” Vocational Promotion Project

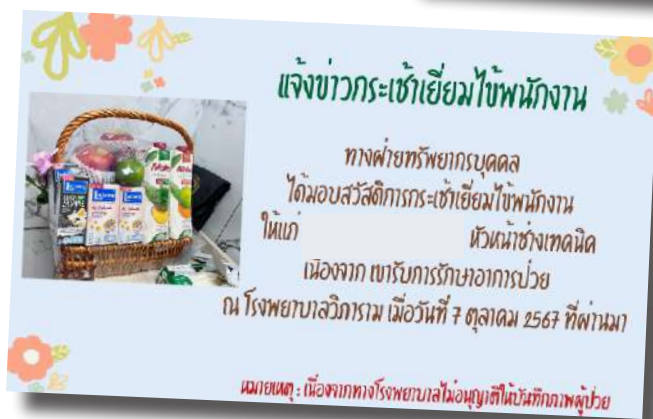


“Home Garden Vegetable Farming for Sale”
Project

(7) We are committed to procuring safety systems and equipment that meet all regulatory and legal requirements to protect our employees, clients, and the community. This proactive approach aims to prevent potential hazards arising from our operations that could impact lives, property, the environment, and our clients’ reputations.



(8) Give importance to the quality of life of employees and assist employees on occasion, such as providing areas for Muslim employees to pray, breastfeeding rooms, and nurses' rooms, providing budgets for sports promotion, gift baskets for employees who are sick or give birth, and organizing vegetable garden projects in the workplace, etc. In addition, provide areas and equipment for recreation so that employees can exercise, such as ping pong tables, football fields, petanque courts, and a large area for organizing activities/gatherings on various occasions, etc.



(9) Provide opportunities and channels for employees to file complaints or make suggestions on various matters arising from work via the suggestion box / E-mail / postal service / HR department / the company's questionnaire, etc., without disclosing the information of the complainant in any way.



Whistleblower / Complainant Protection Measures

The Company has a policy to protect whistleblowers, and complainants, and express opinions or suggestions. The complainant can choose not to reveal himself/herself if he/she believes that such disclosure may cause insecurity or damage. In the event that the complainant reveals himself/herself, the Company will keep the information of such person confidential and take corrective action by having the information inspected and reporting to the Board of Directors on matters with significant impacts for consideration, providing suggestions, and taking corrective action or taking legal action for such wrongdoing.

Fair Compensation

Employee Compensation

The company sets policies for employees to receive compensation aligned with the company's performance (short-long term), suitably/fairly, such as from annual performance evaluations Strategic plan evaluations (3-5 years), additional welfare/benefits (exceeding legal reqs.) such as provident fund, life/accident insurance, and health care: Annual health check-ups (according to job nature), collaboration with state banks: Arranging low-interest loans (lower than general banks) for supplementary career creation/solving personal family debt (short-long term), good work environment provided: Rest areas/activity zones, necessary equipment for hazard prevention etc.

CEO Compensation

The Managing Director's (CEO) compensation is reviewed annually, adhering to principles and policies set by the Nomination and Remuneration Committee. This review aligns with the company's short-term and long-term performance, aiming for the maximum benefit to the company. Short-term compensation includes salary, bonuses, and other incentives. Long-term incentives are tied to financial performance and the achievement of strategic objectives over the long term. Performance evaluations also consider executive development, business expansion, and the company's profit growth. For further details, please refer to Form 56-1 One Report, Section "7.6.2 CEO Compensation," page 118.

Executive Compensation

The Managing Director annually reviews executive compensation based on the principles and policies set by the Nomination and Remuneration Committee. This review directly aligns with the company's short-term and long-term performance, utilizing individual Key Performance Indicators (KPIs) to ensure fairness and equality. The outcomes of these evaluations are then used to determine rewards and career progression, aiming to both incentivize and enhance the development and potential of our executives. For more detailed information, please refer to Form 56-1 One Report, Section "7.6.3 Executive Compensation," on page 118.

Employee Compensation

(1) Monetary Compensation

The company's employee compensation policy prioritizes fairness and suitability, taking into account each employee's knowledge, abilities, and performance. It also aligns with the industry average and supports the company's business expansion and growth.

In 2024, monetary compensation for employees included : Salary, Other income, Provident fund contributions, Professional fees, Bonuses (if applicable).

The company established a provident fund for all employees, managed by KASIKORN Asset Management Co., Ltd., effective January 1, 2005. The company contributes 5% to 10% of an employee's salary to the fund, based on their length of service. Employees are required to contribute at least 5% of their salary, but not exceeding the company's contribution rate.

Effective January 1, 2017, the fund transitioned to the K Master Pool Fund, with KASIKORN Asset Management Co., Ltd. continuing as the fund manager. Employees can now contribute 5% to 15% of their salary from their entry into the fund. The company maintains its contribution rate of 5% to 10% of the employee's salary (under the original criteria). Employees can choose investment styles that suit their individual needs, aiming for good short-term and long-term returns, as well as higher returns based on their length of service and chosen fund type. This initiative encourages savings for the future and/or builds financial security after retirement. Currently, there are 30 members in the provident fund.

(2) Other compensation

Beyond the statutory benefits required by law, the company provides additional benefits to employees, such as medical expenses, group life and accident insurance, annual health check-ups, financial assistance, and others, such as funeral assistance in the event of the death of an employee, father, mother, child, or legal spouse, assistance in the event of an employee's marriage, ordination, emergency loan, arranging a source of home loans at a special interest rate, etc., including giving importance to the quality of life of employees and providing assistance to employees on occasion, such as providing a prayer area for Muslim employees, a breastfeeding room, a nurse's room, providing a budget for sports promotion, a basket for visiting employees in the event of illness or childbirth, organizing a vegetable garden project in the business premises, etc. In addition, there are areas and equipment for recreation for employees to exercise, such as a ping-pong table, a football field, a petanque field, and a large area for organizing activities/parties on various occasions, etc.

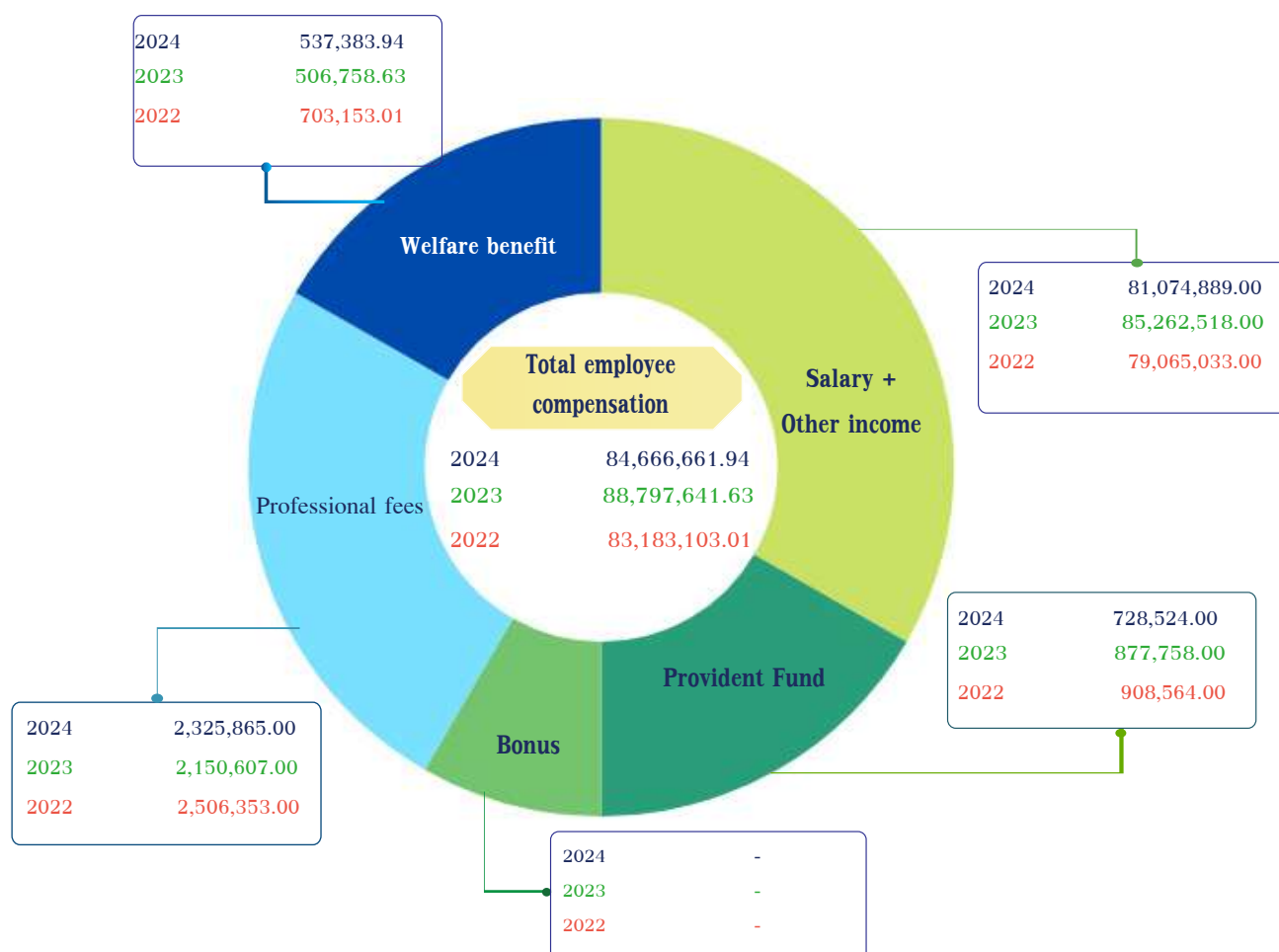
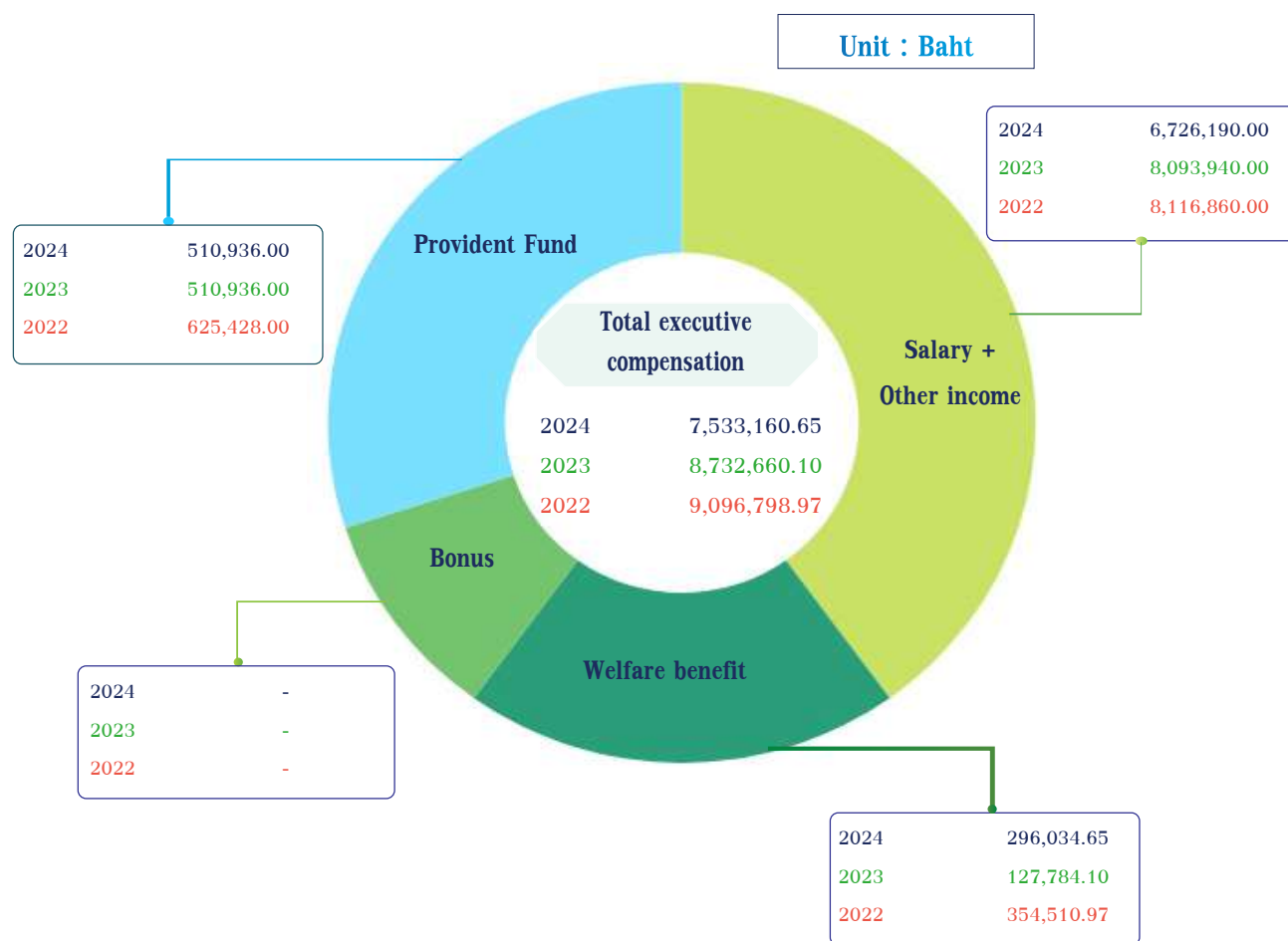


Compensation and welfare that are appropriate, fair and equal according to ability.

In 2024, there were no cases of employees violating standards or laws, and no complaints were filed.

The company actively promotes and instills in all employees strict adherence to rules, regulations, and standards related to anti-corruption and bribery laws. Furthermore, we provide clear channels for employees to report grievances or offer suggestions regarding their work. These channels include : Email, Mail, Human Resources Department. We ensure that the information of the complainant remains confidential and will not be disclosed, fostering an environment where employees feel safe to speak up without fear.

Operational Performance Highlights from the Past Year



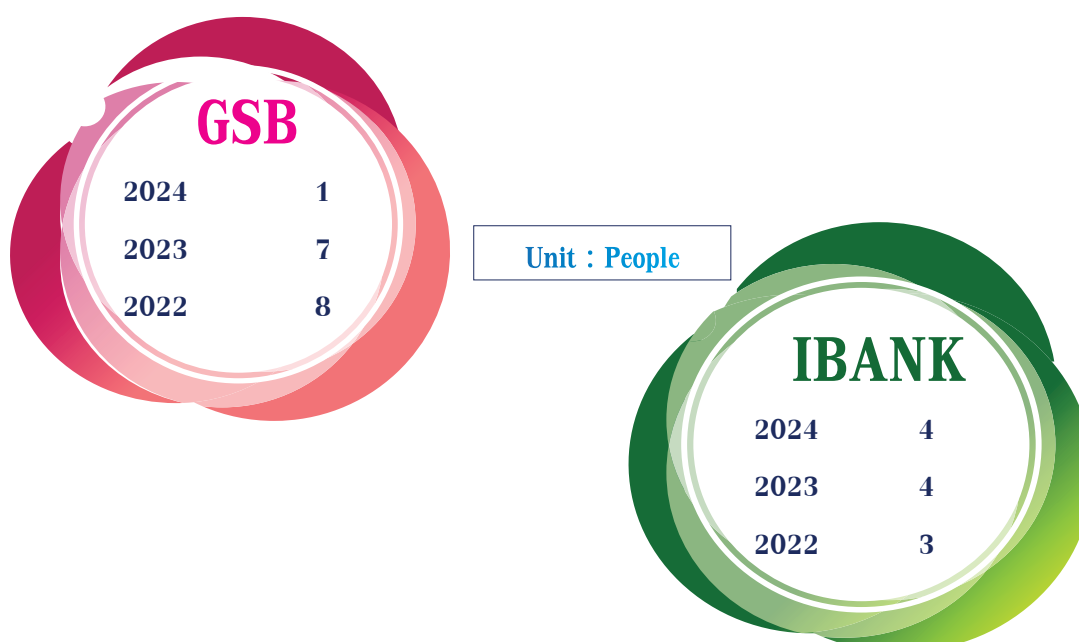
Provident Fund

Sex	Number of Employees	Investment Plan	Number of Member	Employee Contributions		Employer Contributions	
Female	11 people	Plan1	3 people	5 %	4 people	5 %	6 people
		Plan 2	5 people	6 %	2 people	7 %	1 people
		Plan 3	1 people	10 %	3 people	9 %	1 people
		Plan 4	2 people	14 %	1 people	10 %	3 people
				14 %	1 people	9 %	1 people
				15 %	1 people		

Sex	Number of Employees	Investment Plan	Number of Member	Employee Contributions		Employer Contributions	
Male	19 people	Plan 1	7 people	5 %	5 people	5 %	4 people
		Plan 2	5 people	7 %	1 people	7 %	2 people
		Plan3	5 people	9 %	1 people	10 %	13 people
		Plan 4	2 people	10 %	8 people		
				15 %	4 people		

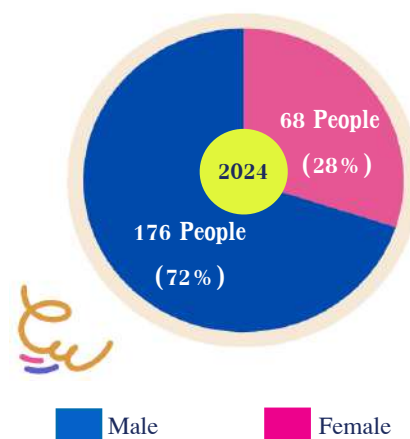
Access to Funding for Debt Resolution

Our company has signed Memoranda of Understanding (MOUs) with three financial institutions, including both government and private banks: Siam Commercial Bank, Government Savings Bank, and Islamic Bank. This initiative aims to provide easily accessible low-interest funding for our employees. This program allows employees to: Resolve personal debt issues, Secure capital for supplementary occupations outside of working hours, Apply for housing loans. As of December 31, 2024, 5 employees have successfully applied for and received approval for funding/loans through this program. This represents 2.05% of our total workforce.



EMPLOYEE DATA FOR 2024

List	Number (people)		
	2022	2023	2024
Male	193	180	176
Female	63	66	68
Total	256	246	244

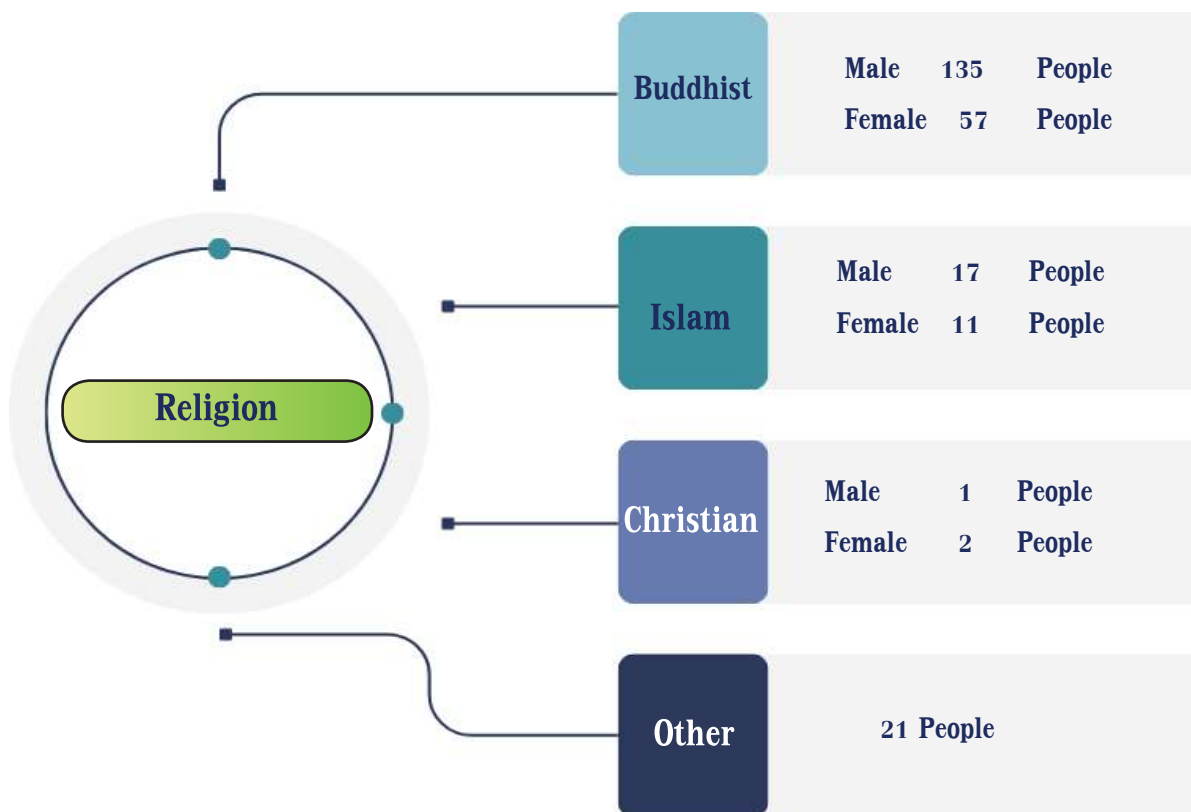
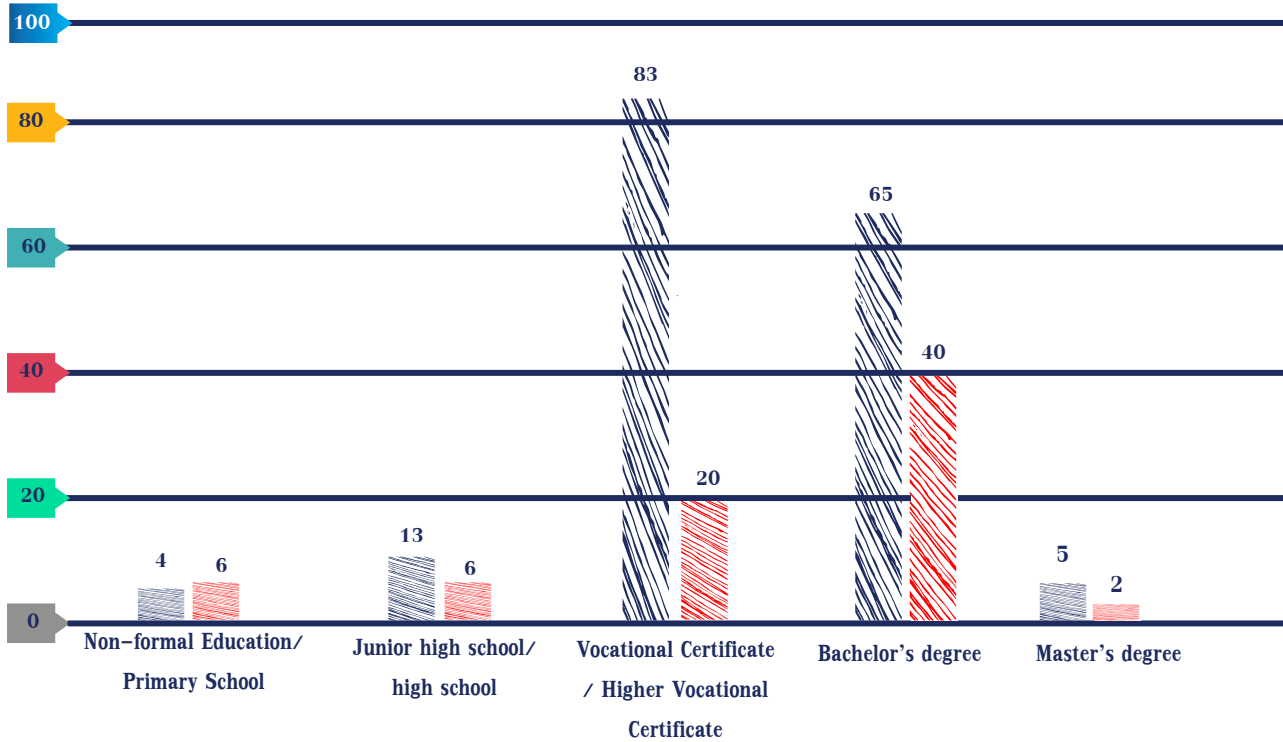


Employee type	Number (people)		
	Male	Female	Total
C-level	3	1	4
Departmental Managers	3	1	4
Sectional Managers	6	0	6
Division Managers	5	1	6
Company Secretary	0	3	3
Engineers	19	2	21
Supervisors	18	7	25
Technicians	96	3	99
Administrative / Office Staff	26	50	76
Total	176	68	244

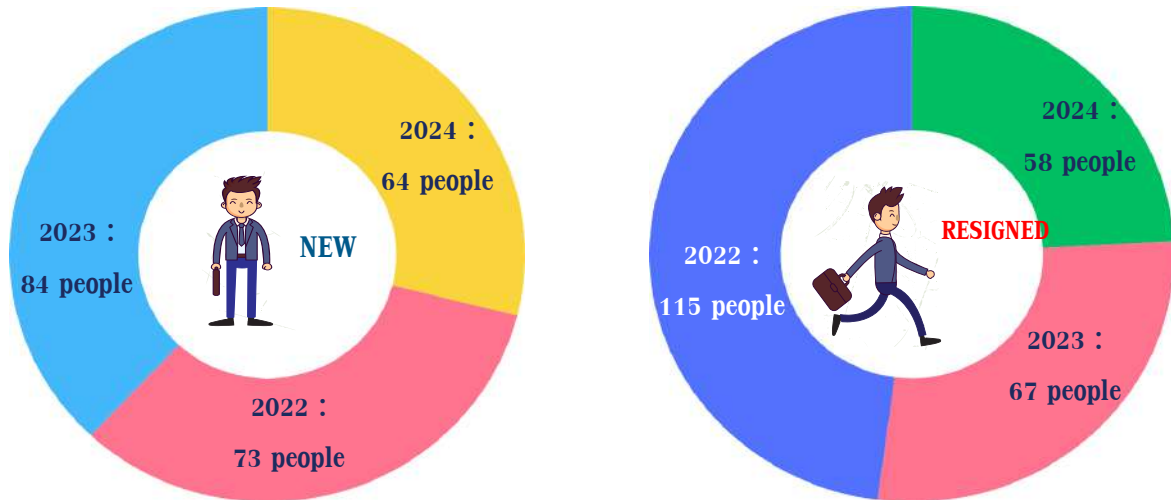


Education

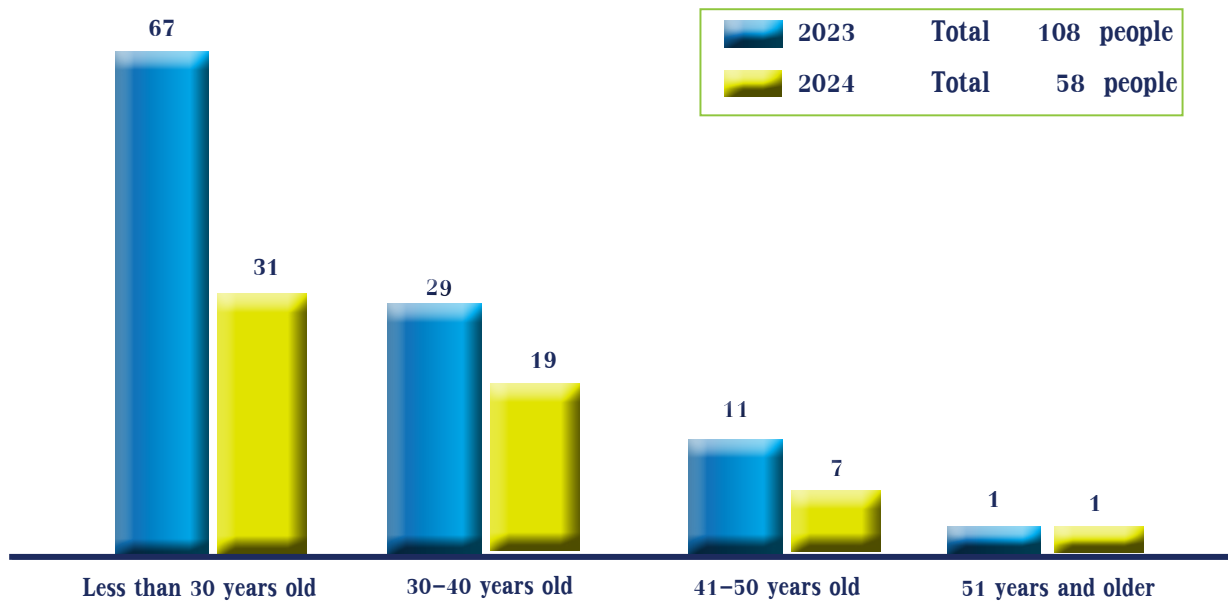
Male Female



Number of employees (regular / contract) new and resigned



The age ranges of employees who resigned in 2023 – 2024.



Operational Performance Highlights from the Past Year

There were no complaints of rights violations or non-compliance with business ethics.

Safety and Healthy



Occupational Health and Safety Management

The company has established a robust foundation for its Occupational Health and Safety (OHS) management system, ensuring full compliance with relevant laws and regulations. To achieve this, we have appointed dedicated Safety Officers and formed an Occupational Health, Safety, and Environmental Committee. This committee is responsible for jointly setting OHS policies, objectives, various safety measures, work plans, and targets. Furthermore, we have established an OHS Working Group to ensure that the organization maintains high standards and operational guidelines for achieving maximum safety in all activities, both within and outside the organization. This comprehensive approach underscores our commitment to providing a safe working environment for everyone involved.

- **HSE Policy Definition:** We establish clear policies for occupational health and safety to guide all our operations.
- **Safety Committee:** Our dedicated Occupational Health, Safety, and Environmental Committee actively participates in setting policies, objectives, and measures.
- **HSE Communication:** We ensure effective communication regarding safety, occupational health, and environmental matters throughout the organization.
- **Legal Compliance:** All operations strictly adhere to relevant occupational health and safety laws and regulations.
- **Hazard Identification & Risk Assessment:** We proactively identify hazards and assess risks, considering their potential social and environmental impacts.
- **Social Responsibility:** We implement regulations to ensure employees uphold social responsibility in their actions.
- **Emergency Preparedness and Response:** We maintain robust plans and procedures for preparing for and responding to emergency situations.
- **Work Environment Monitoring:** Regular monitoring of the work environment ensures safe and healthy conditions.
- **Responsible Waste Management:** We efficiently and responsibly manage all discarded materials.
- **Resource Consumption Reduction:** We actively work to reduce the consumption of non-renewable resources.
- **HSE Training:** Continuous training programs are provided in occupational health and safety.
- **HSE Projects/Activities:** We implement various projects and activities that support occupational health and safety in the workplace.
- **Personal Protective Equipment (PPE):** We provide and ensure the proper use of necessary personal protective equipment.
- **Incident/Accident Investigation & Injury Management:** We conduct thorough investigations of all incidents and accidents, managing work-related injuries and illnesses effectively.
- **HSE Internal Audit:** Regular internal audits of safety, occupational health, and environmental performance are conducted.
- **Road Safety Management:** We implement measures and policies to ensure road safety related to our operations.



Safety, Health, and Environment (SHE)

The company places paramount importance on the safety, occupational health, and environmental well-being of employees at all levels. We've established a dedicated Occupational Safety, Health, and Environment Committee (คปอ.) to set policies, define operational guidelines, and monitor performance. This committee holds monthly meetings to review the results of policy implementation, report work-related accident statistics, and develop operational procedures. We also ensure the provision of appropriate technical information to prevent potential harm to personnel, property, and the environment. Furthermore, we regularly organize training sessions and various activities related to safety.

The company ensures that its Occupational Health and Safety (OHS) policy is widely disseminated to the public, stakeholders, and employees. We achieve this through various channels, such as information technology systems and leveraging digital platforms for broad reach, postings, and training programs. We actively encourage participation by providing opportunities for everyone to offer comments and comply with the policy. This inclusive approach helps ensure that the implementation of our OHS management system fully aligns with and achieves its stated objectives.

www.tndt.co.th



Safety Strategy

The safety strategy is firmly oriented towards promoting, raising awareness, and instilling a deep sense of safety consciousness among all stakeholders. The ultimate goal is to cultivate a culture of safety where safe behaviors are ingrained in every aspect of our operations. To achieve this, we will leverage technology in safety management to elevate our safety standards. We plan to utilize modern technological tools to support safety activities, ensuring convenience and speed. This commitment aims to provide all stakeholders working with our company with confidence that they will operate in a safe environment, free from serious accidents that could impact surrounding communities and the environment.



HSE Internal Audit

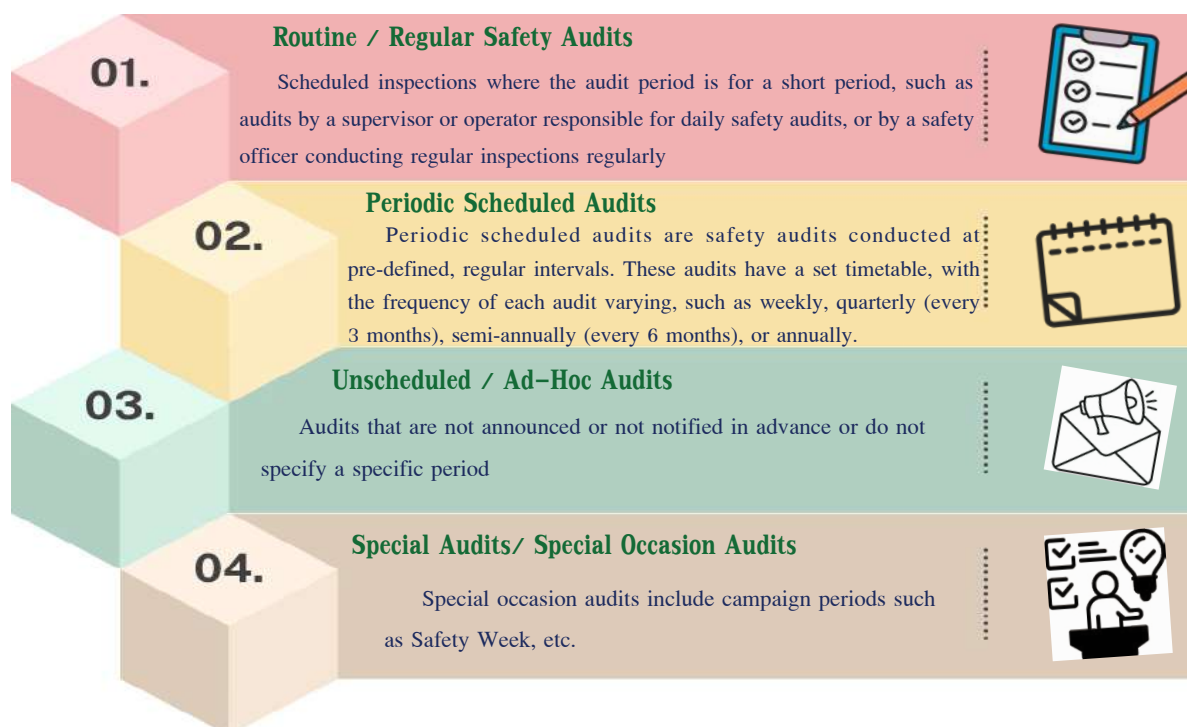
To ensure the safety of our employees, compliance with legal and client requirements, and the protection of our community, the environment, and company assets, we actively promote and instill a strong safety awareness in all staff. Employees are expected to prioritize safety in their work and always be prepared for emergencies, with the well-being of our team, community, environment, and company assets as paramount. Our Occupational Health, Safety, and Environment (HSE) Department has established an operational plan that includes regular HSE Internal Audits. These audits evaluate and verify employee performance across all relevant departments by recording data, implementing corrections, and tracking results. This ensures consistency and accuracy with established internal and external operating procedures, ultimately strengthening safety across all our operations.

Safety Performance Audits

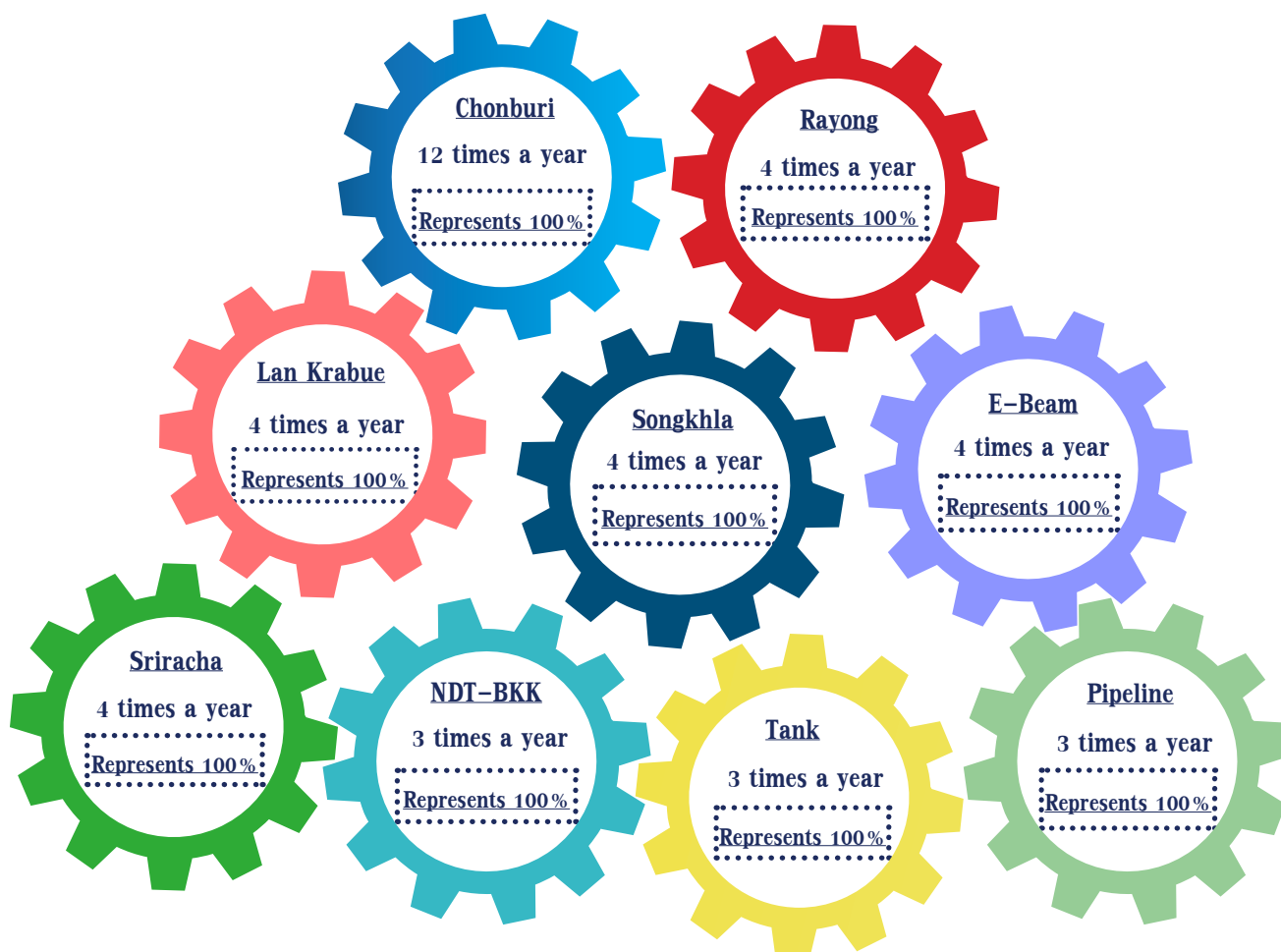
Our audits for Safety, Occupational Health, and Environment are specifically focused on identifying the root causes of various hazards that have the potential to impact or pose a risk to the safety and occupational health of our employees. These hazards could also lead to property damage. Such risks can emerge from tools, equipment, and the work environment itself, at every stage of operations and at any work site. The primary objective is to collect comprehensive hazard data. This information is then used to implement improvements, establish preventative measures, and ultimately ensure the safety of our employees in their daily work.

Safety, Occupational Health, and Environmental (SHE) audits serve as a clear demonstration of management's unwavering commitment to maintaining the safety and occupational health of every employee. These audits are instrumental in identifying any abnormalities or actions that could lead to hazards due to non-compliance or deviations from established operating procedures. By actively engaging in these audits, we aim to stimulate and reinforce employees' understanding, awareness, and recognition of potential dangers. This process helps to instill a culture of caution and preparedness in all work activities. Furthermore, it facilitates the timely development of solutions, effective reporting of findings, and the proposal of appropriate corrective actions or preventative measures throughout every stage of the audit process.

Types of Safety Audits



Audit Plan



Operational Performance Highlights from the Past Year

Occupational Health, Safety, and Environmental (HSE Internal Audit)

No.	Site	Indicator (times/year)	Real inspection time	Date of audit	Performance
1	Chonburi	12	1	17,19 January 2024	100.00%
			2	14-15 February 2024	
			3	13-14,19 March 2024	
			4	19 April 2024	
			5	14 May 2024	
			6	13 June 2024	
			7	25 July 2024	
			8	21 August 2024	
			9	12 September 2024	
			10	19 October 2024	
			11	13,15 November 2024	
			12	19 December 2024	
2	Lan Krabue, Kamphaeng Phet	4	1	22 March 2024	100.00%
			2	24 June 2024	
			3	10 September 2024	
			4	23 December 2024	
3	Songkhla	4	1	22 March 2024	100.00%
			2	21 June 2024	
			3	11 September 2024	
			4	25-26 December 2024	
4	Bangkok NDT	3	1	10 April 2024	100.00%
			2	23 July 2024	
			3	9 October 2024	
	Tank and Pressure Vessel	3	1	10 April 2024	100.00%
			2	23 July 2024	
			3	9 October 2024	
5	Rayong	4	1	14-15 March 2024	100.00%
			2	15 May 2024	
			3	27 August 2024	
			4	13 November 2024	
6	Electron Beam	4	1	14 March 2024	100.00%
			2	15 May 2024	
			3	28 August 2024	
			4	14 November 2024	
7	Pipeline	3	1	10 April 2024	100.00%
			2	23 July 2024	
			3	23 October 2024	
8	Sriracha	4	1	13 March 2024	100.00%
			2	14 May2024	
			3	21 August 2024	
			4	14 November 2024	

Target 2025 -----> Maintain 100 %



Comparing Types of Safety Audits

Compare safety audits from 2022 to 2024

No.	Site	Indicator (times/year)	Year			Target**
			2022	2023	2024	2025
1	Chonburi	12	100.00% On target	100.00% On target	100.00% On target	Maintain 100%
2	Lan Krabue	4				
	Kamphaeng Phet					
3	Songkhla	4				
4	Bangkok					
	NDT	3				
	Tank	3				
5	Pipeline	3				
6	Sriracha	4				
7	Electron Beam	4				

Safety, Occupational Health, and Environmental Training

The company is dedicated to supporting, promoting, and raising awareness among all employees regarding their roles and responsibilities in Safety, Occupational Health, and Environmental operations. We aim to instill in every employee the paramount importance of safety throughout all related work processes. To achieve this, we provide comprehensive training programs focused on developing the potential of our workforce. These programs emphasize the critical importance of workplace safety, aiming to cultivate employees into knowledgeable, capable, modern, skilled, and valuable resources for society. Our training strictly adheres to rules, regulations, international standards, and relevant environmental laws. This rigorous approach ensures that employees gain a thorough understanding, enabling them to perform their duties correctly, safely, and with maximum efficiency. Ultimately, this drives the company towards sustainable success and the achievement of its organizational goals.



Objectives of the training.

To transfer knowledge to employees and all relevant stakeholders, from basic knowledge to new knowledge that benefits the development of human potential.

Increase the capabilities of employees and all relevant stakeholders to be able to compete with other people or competitors.

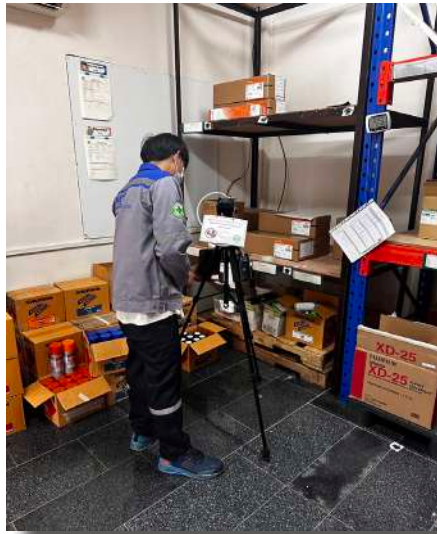
Increase the potential of the organization and transfer new knowledge to employees.

To reduce operating costs as much as possible by increasing working potential to the best possible extent.



External Environmental Quality Measurement for 2024

Measure and analyze the concentration level of hazardous chemicals in the atmosphere of workplaces and chemical storage areas.



In 2024, our company conducted hazardous chemical concentration monitoring at two key locations: Head Office in Bangkok and our Rayong Office. The specific areas tested were the film developing rooms and chemical storage rooms. This monitoring was performed by NPSS Management Co., Ltd., a laboratory qualified and legally authorized to analyze hazardous chemicals. We are pleased to report that the results of the assessment, measurement, and analysis of hazardous chemical concentrations from the laboratory met all standards, with levels not exceeding the legal limits.

External Inspection of Radiation Facilities in 2024



In 2024, our company successfully received certifications from the Office of Atoms for Peace for 2 of our facilities at the Rayong Branch Office: Certified on August 20, 2024, and the Electron Beam site: Certified on July 8, 2024. These certifications underscore our commitment to ensuring the highest level of safety for our operators, the public, and the environment.

Occupational Health, Safety, and Environmental (OHSE) training programs

No.	Course	Stakeholders (people)				Total (people)
		Employees	Customers	Contractors/ Partners	Interns	
1.	Safety, occupational health and working environment	47	-	-	-	47
2.	Defensive Driving and Driving Etiquette for New Employees	29	-	-	-	29
3.	Confined Space-Safety in confined spaces 4 duties (for permitters, supervisors, assistants and operators)	3	-	-	-	3
4.	Safety in working with radiation	21	-	3	-	24
5.	Safety in working with chemicals	19	-	-	-	19
6.	Working at Height Knowledge training	44	-	-	-	44
7.	Basic Fire Fighting	108	-	-	-	108
8.	Firefighting and evacuation drill course	190	-	-	2	192
9.	Radiation Emergency Response Training Course	55	4	-	-	59

Safe Radiation Operations

Thai Nondestructive Testing Public Company Limited (TNDT) specializes in engineering safety testing and inspection using Non-Destructive Testing (NDT) techniques. Given the nature of our operations, which often involve radiation, it's absolutely crucial for us to establish and adhere to stringent guidelines for preventing potential hazards related to radiation work. Our goal is to ensure the safety of both our operators and the general public. To achieve this, all relevant stakeholders within our company collaboratively review and consider recommendations from both domestic and international sources. We also adapt these guidelines to best suit our company's specific operations. Our primary focus is always on achieving the highest level of safety for our employees, the organization, the community, and the environment. To this end, we incorporate requirements, regulations, and standards concerning radiation safety from various organizations at both international and national levels, including:

- Practical Radiation Safety Manual (IAEA)
- IAEA (International Atomic Energy Agency) Safety Series
- Ministerial Regulations: Atomic Energy for Peace Act (OAEP)
- Radiation Safety Manual: Thai AEC-1/Rev.1 (Office of Atomic Energy for Peace)
- Gamma Radiography Radiation Safety Handbook (Amersham)
- Operation and Maintenance Manual of Gamma Radiography Systems (Amersham)
- Publications of ICRP (International Commission on Radiation Protection)
- Codes of Federal Regulations
- Working Safety in Gamma Radiography (U.S. Nuclear Regulatory Commission)
- American National Standard for General Radiation Safety- Installation Using Non-Medical X-Ray and Sealed Gamma-Ray Sources up to 10 MeV (ANSI N43.3-1993)
- Clients' Requirements for Onsite Radiography Services
- NUCLEAR ENERGY FOR PEACE ACT, B.E. 2016
- NUCLEAR ENERGY FOR PEACE ACT (NO. 2), B.E. 2019
- Regulations of the Ministry of Radiation Safety, B.E. 2018
- Ministerial Regulations Prescribing Health Examination Standards for Employees Working on Risk Factors, B.E. 2020
- Ministerial Regulations Prescribing Working Standards Regarding Radiation, B.E. 2021
- Ministerial Regulation on Radiation Safety, B.E. 2561 (2018)



Operational Performance Highlights from the Past Year

Radiation Protection

Radiation hazard prevention will be successful in achieving its goals depending on the highly effective safety management (Safety organization) together with the radiation workers in the unit and the responsible supervisors who must cooperate, support and pay continuous attention as well as carefully monitor the management at every level by using the measures that the company has set as follows:

1. Radiation safety documents

The HSE department has documented and continuously updated the safe practice of radiography, with announcements and notifications to relevant staff.

ตำแหน่ง	ชื่อ	ชื่อ	ตำแหน่ง	ชื่อ	ตำแหน่ง	ชื่อ
ผู้ควบคุมงาน	Mr. P. S.	Mr. S.	ผู้ควบคุมงาน	Mr. S.	ผู้ควบคุมงาน	Mr. S.
ผู้ปฏิบัติงาน	Mr. P. S.	Mr. S.	ผู้ปฏิบัติงาน	Mr. S.	ผู้ปฏิบัติงาน	Mr. S.

ตำแหน่ง	ชื่อ	ชื่อ	ตำแหน่ง	ชื่อ	ตำแหน่ง	ชื่อ
ผู้ควบคุมงาน	Mr. P. S.	Mr. S.	ผู้ควบคุมงาน	Mr. S.	ผู้ควบคุมงาน	Mr. S.
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ตำแหน่ง	ชื่อ	ชื่อ	ตำแหน่ง	ชื่อ	ตำแหน่ง	ชื่อ
ผู้ควบคุมงาน	Mr. P. S.	Mr. S.	ผู้ควบคุมงาน	Mr. S.	ผู้ควบคุมงาน	Mr. S.
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In 2024, our company is actively updating and modernizing its Safety Manuals and Regulations. The HSE (Occupational Health, Safety, and Environment) department is leading this initiative by creating these crucial documents in both PDF format and accessible via QR Code Generator. This approach aims to establish an online learning resource, making it significantly easier, more convenient, and faster for users to access various safety-related information. This commitment ensures that vital safety knowledge is always current and readily available to all employees and relevant stakeholders.



2. Safety Inspections for Radiographic Testing (RT) Operations.



RADIOGRAPHIC TESTING-RT



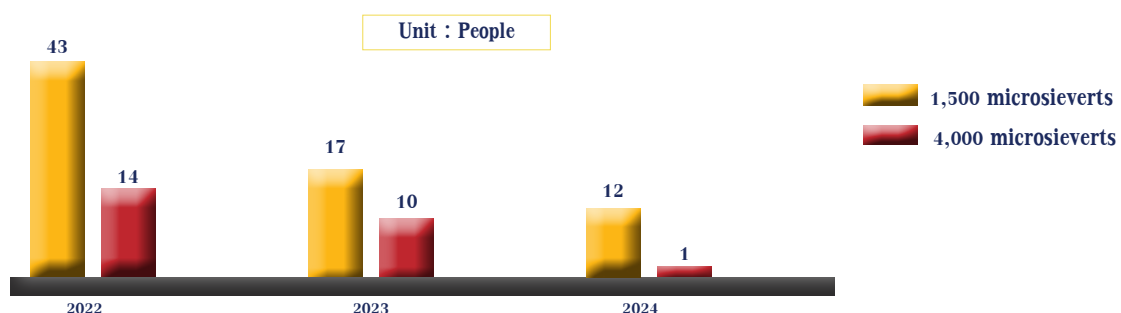
3. Optically Stimulated Luminescent (OSL)

The company provides Optically Stimulated Luminescent (OSL) personal radiation dosimeters and mandates that all personnel wear, carry, or attach their OSL dosimeter to their person at all times during radiation work.

The company sets strict internal limits for employee radiation exposure: a monthly dose should not exceed 1,500 microsieverts (μSv), and an annual dose should not exceed 4,000 microsieverts (μSv). However, our monitoring of personal radiation dosimeter reports for 2024 revealed that 12 employees exceeded the monthly limit of 1,500 μSv , and 1 employee received a dose higher than the annual limit of 4,000 μSv .

We are committed to controlling and preventing radiation hazards, ensuring our radiation workers receive the lowest possible dose that is reasonably achievable (ALARA), in line with operational standards. Our paramount goal is to ensure no employee's radiation exposure surpasses the limits stipulated in the Ministerial Regulation on Radiation Safety B.E. 2561 (2018).

Summary of radiation exposure from 1,500 – 4,000 microsieverts from 2022–2024



Employees using Optically Stimulated Luminescent (OSL)

Year	Quantity (persons)	Annual Radiation Exposure (Percentage)		
		From 1,500 to 4,000 microsieverts	From 4,000 microsieverts	Understanding the 50,000 Microsievert Limit
2022	99	43.56	12.87	100.00
2023	122	13.93	8.20	98.36
2024 On target	113	10.61	0.88	100.00

Target 2025



01

The number of employees who received an annual radiation dose exceeding 4,000 microsieverts was lower in years prior to 2024.

02

The number of employees who received an annual radiation dose ranging from 1,500 to 4,000 microsieverts was lower in years prior to 2024.

รู้จัก...อุปกรณ์บันทึกปริมาณรังสีประจำตัวบุคคล

ที่บริษัทฯ ของเราใช้งาน

โอ เอส แอล (Optical Stimulated Luminescent Dosimeter : OSL)



เป็นอุปกรณ์บันทึกปริมาณรังสีที่ใช้สวมใส่หรือติดไว้ตามส่วนต่าง ๆ ของตัวพนักงาน เพื่อบันทึกปริมาณรังสีสะสมที่พนักงานได้รับตามช่วงเวลาของการปฏิบัติงานเกี่ยวกับรังสี (อ้างอิง : กฎกระทรวง กำหนดมาตรฐานการปฏิบัติงานเกี่ยวกับรังสี พ.ศ. 2564)

“โดยบริษัทฯ ได้กำหนดให้ผู้ปฏิบัติงานกับรังสีจะต้องพก, สวมใส่หรือติด OSL ไว้ตลอดเวลาที่ปฏิบัติงาน เพื่อบันทึกและควบคุมปริมาณรังสีสะสมไม่ให้พนักงานที่ปฏิบัติงานด้านรังสีได้รับปริมาณรังสีสะสมเกินที่กำหนด”

(อ้างอิง : TNDT-SP1RW-98 วิธีการปฏิบัติงานถ่ายภาพด้วยรังสีอย่างปลอดภัย)

ข้อควรระวัง/คำแนะนำในการใช้งาน OSL

- ห้ามยืมหรือแลกเปลี่ยนยี่ห้อใช้งาน
- ระวังไม่ให้เปียกน้ำ หรือได้รับความชื้น หรือตกหัก เสียหาย
- ระวังไม่ให้อยู่ใกล้ความร้อน หรือที่ที่ได้รับแสงแดดโดยตรง เช่น ในรถยนต์
- ใช้ OSL ให้ถูกต้องตามวิธีปฏิบัติงาน
- สังคัล HSE เมื่อครบกำหนด เพื่อรับการประเมินผลการรับรังสี

“ใช้ถูกวิธี
จัดเก็บเหมาะสม”

เผยแพร่โดย : ส่วนอาชีวอนามัย, ความปลอดภัย และสิ่งแวดล้อม (HSE)



4. Radiation Emergency Training and Drills

Tur company prioritizes readiness for any potential radiation emergency. We achieve this through comprehensive Radiation Emergency Training and Drills, ensuring we're fully prepared to respond effectively should such a situation arise



5. Measures and Methods for Radiation Security

Radiation security is one of the social responsibilities that the company must carry out, whether it is detecting, delaying, and responding to security incidents to prevent theft, sabotage, unauthorized access, illegal movement, or other intentional illegal actions related to radioactive materials, locations, and related information.






Emergency Preparedness and Response

The company consistently implements various measures to ensure we're always prepared and ready to respond to emergencies. This proactive approach aims to significantly reduce potential damage from undesirable events and various emergency situations. Developing comprehensive emergency preparedness plans allows us to handle different types of crises, empowering our employees to operate effectively even under challenging circumstances. It also builds confidence among our customers and surrounding communities, assuring them that our company is always prepared to respond swiftly and efficiently in any emergency.

The company has established, implemented, and maintains operational procedures to effectively respond to emergencies and to prevent or mitigate potential occupational health and safety consequences. In developing our emergency response plans, we carefully consider the needs of all relevant stakeholders, including emergency assistance providers and surrounding communities. To ensure the highest efficiency in our emergency preparedness and response, we have formalized these efforts into an operational plan. This plan defines the scope of our emergency preparedness and response, designed to address various crises or emergency situations our company might face. The plan includes an assessment of the severity of emergency situations, encompassing the following types of incidents:

Operational Performance Highlights from the Past Year

Emergency situation			
Fire		The Ministerial Regulation on Standards for Administration, Management, and Operations in Safety, Occupational Health, and Working Environment related to Fire Prevention and Suppression B.E. 2012.	Practice once a year --> 100 %
Chemicals		The Ministerial Regulation on Standards for Administration, Management, and Operations in Safety, Occupational Health, and Working Environment related to Hazardous Chemicals B.E. 2013.	Practice once a year --> 100 %
Radiation		The Ministerial Regulation on Standards for Administration and Management in Safety, Occupational Health, and Working Environment related to Ionizing Radiation B.E. 2004.	Practice once a year --> 100 %




Emergency Scenario Analysis / Threat & Impact Assessment

Emergency situation	Impact						
	Buildings, Premises, and Assets	Personnel/ Employees	Community side	Environmental	Customer	Score	Priority
Fire	4	4	5	5	4	22	1
Chemicals	2	2	2	2	1	9	3
Radiation	3	4	5	5	3	20	2

Remark : Level of impact that has occurred

Level	Meaning	Criteria for considering the level of impact
1	No impact	No impact on operational or service capability.
2	Low impact	<ul style="list-style-type: none"> Low level of damage to the organization. Resulting in a 5-10 percent reduction in operational or service capability. First aid required. Impact on the organization's reputation and confidence at the local level.
3	Moderate impact	<ul style="list-style-type: none"> Moderate level of damage to the organization. Resulting in a 10-25 percent reduction in operational or service capability. Medical treatment required. Impact on the organization's reputation and confidence at the local level.
4	High impact	<ul style="list-style-type: none"> High level of damage to the organization. Resulting in a 25-50 percent reduction in operational or service capability. Injury to service recipients / individuals / groups. Impact on the organization's reputation and confidence at the national level.
5	Highest impact	<ul style="list-style-type: none"> Very high level of damage to the organization. Resulting in a more than 50 percent reduction in operational or service capability. Loss of life and/or threat to the public. Impact on the organization's reputation and confidence at the national and international levels.

2024 Annual Performance Summary

Emergency Situation	Action/Frequency	Date of Action	Site	Results of operations
	Fire drill once a year 100 %	4 October 2024	Head office, Bangkok	100.00 %
		18 October 2024	Rayong Branch	
		19 October 2024	E-Beam	
		26 October 2024	Songkhla	
	Chemical spill drills once a year 100 %	6 June 2024	Lan Krabue, Kamphaeng Phet	100.00 %
		11 October 2024	Rayong Branch	
		26 October 2024	Songkhla	
		21 November 2024	NDT - Bangkok	
	Practice radiation emergency plans once a year. 100 %	19 March 2024	NDT - Bangkok	100.00 %
		5 June 2024	Lan Krabue, Kamphaeng Phet	
		19 October 2024	E-Beam	
		26 October 2024	Songkhla	
		15 November 2024	Chonburi	
		2 December 2024	Rayong Branch	

Emergency Preparedness Plan for 2024

Emergency preparedness: The Company has established, implemented, and maintained procedures to respond to emergencies and to prevent or mitigate potential occupational health and safety impacts. In planning for emergency response, the Company has considered the needs of relevant stakeholders, such as emergency assistance and surrounding communities. The Company has reviewed and improved emergency preparedness and response procedures at specified times as appropriate. The emergency preparedness plan has been prepared as follows:



Summary of operating results for 2024

Success indicators	Performance Results		
	2022	2023	2024
Fire evacuation drill	100%	100%	100%
Chemical spill drill	100%	100%	100%
Radiation emergency drill	100%	100%	100%

Goal 2025
Maintain 100 %



Firefighting and Evacuation Drill for 2024



Head office, Bangkok



Rayong Branch
& E-Beam



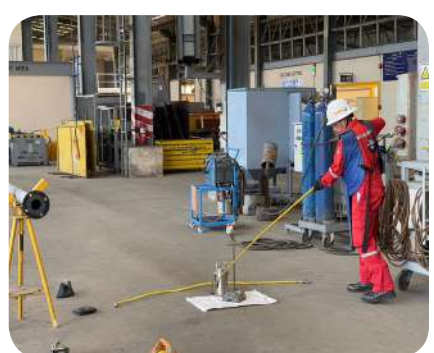
Songkhla site



Hazardous Chemical Spill Drill for 2024



Radiation emergency drill for 2024



Road Safety Management

The company is acutely aware of the importance of road safety for our employees, especially those who travel to various sites for their work. We actively instill in our staff a strong sense of responsibility for safe driving, protecting themselves, their colleagues, the communities along their routes, and other road users. This commitment is deeply rooted in our foundation of social responsibility. To ensure this, our company has implemented and consistently maintains various measures, rules, regulations, and relevant requirements that all employees are expected to follow at all times. This comprehensive approach to road safety is integral to our operational practices and our dedication to the well-being of all stakeholders.

At our company, Road Safety Management is a meticulously planned and executed initiative, driven by our Quality, Health, Safety, and Environment (QHSE) Division. Specifically, our Occupational Health, Safety, and Environment (HSE) Department and the Safety and Operational Quality Control Section, in collaboration with the Safety Committee, have established clear guidelines for managing road safety. We have developed explicit procedural documents that all employees are required to follow. These procedures are rigorously aligned with both relevant legal requirements and the specific demands of our clients' contracts. To ensure widespread understanding and compliance, these guidelines are communicated thoroughly to every employee.



Operational performance over the past year



The Company's Road Accident Information

	2022	2023	2024
Car crash (times)	4	4	4
Other (times)	2	0	1

Social responsibility by issuing regulations for employees to follow as follows:

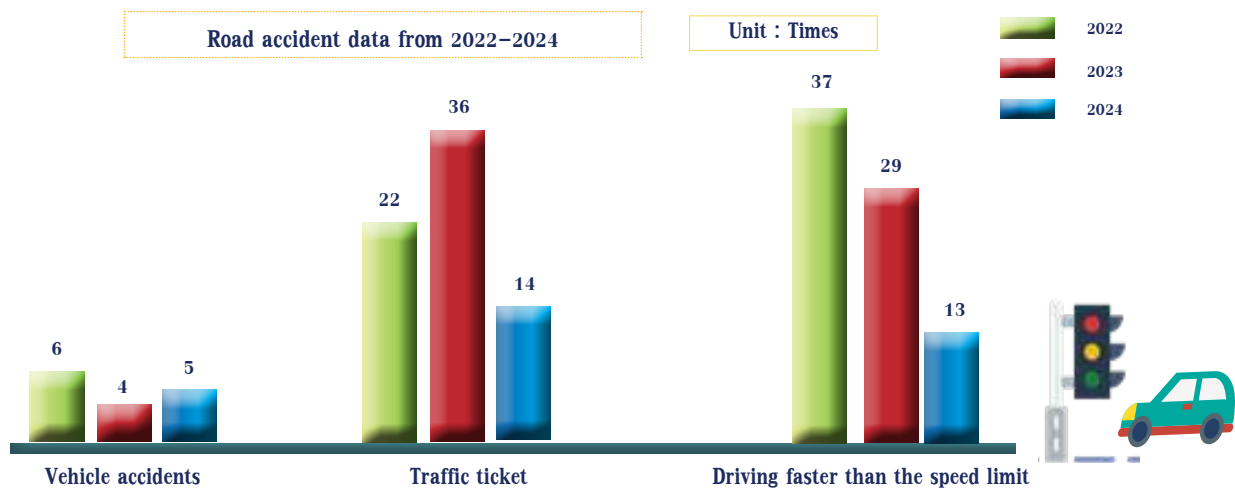
Accidents caused by speeding create immense impact forces, leading to significant losses. The company deeply understands this and consistently emphasizes to employees that safe driving hinges on awareness and a strong sense of social responsibility. This means drivers must comply with traffic laws, never drive under the influence, and adhere to speed limits. Crucially, the most vital element is changing driver behavior to consistently maintain safe speeds. Our fundamental guidelines for safe driving speeds are:

***In urban areas and communities: Not exceeding 50 kilometers per hour.

***** Outside urban areas: Not exceeding 90 kilometers per hour.

These comprehensive measures are vital in reducing the risk of accidents. Because of this, our company has established rules and regulations that all employees must follow, along with clearly defined penalties for non-compliance. This entire framework is put in place with one primary goal: to ensure the safety of our employees themselves, as well as the community and society at large.

No.	Rules/Regulations	Action
1.	The Company's Vehicle Speed Limits. - Not exceeding 120 Km. per hour for general areas. - Not exceeding 80 Km. per hour for client-specified areas. - Adherence to all other legally mandated speed limits.	Check the vehicle's driving speed with the Smart Fleet Analyst program every month.
2.	The alcohol content is 0 milligrams percent.	Randomly measure alcohol levels, with a frequency of random testing set at least once per year per site.

**Trends in vehicle accidents from 2022 – 2024**

2022 decreased from 2021 : 3 Times
 2023 decreased from 2022 : 2 Times
 2024 increased from 2023 : 1 Time

Traffic police tickets for 2022 – 2024

2022 decreased from 2021 : 4 Times
 2023 increased from 2022 : 14 Times
 2024 decreased from 2023 : 22 Times

Speeding of employees 2022 – 2024

2022 decreased from 2021 : 5 Times
 2023 decreased from 2022 : 8 Times
 2024 decreased from 2023 : 16 Times



In 2025, the Company will maintain existing measures to **reduce the incidence/accident statistics** in the following year to ensure safety for road users.

Workplace Environment and Health

We understand that the workplace environment is a crucial factor significantly impacting both safety and operational efficiency. Environments with excessive noise, insufficient lighting, or high temperatures can lead to employee fatigue and stress, directly affecting their performance and the quality of their work. In alignment with the Occupational Safety, Health and Environment Act B.E. 2554 (2011), Section 6 of Chapter 1, which mandates employers to arrange and oversee workplaces and employees to ensure a safe and hygienic working environment and to support employees to prevent harm to their lives, mental well-being, and health.

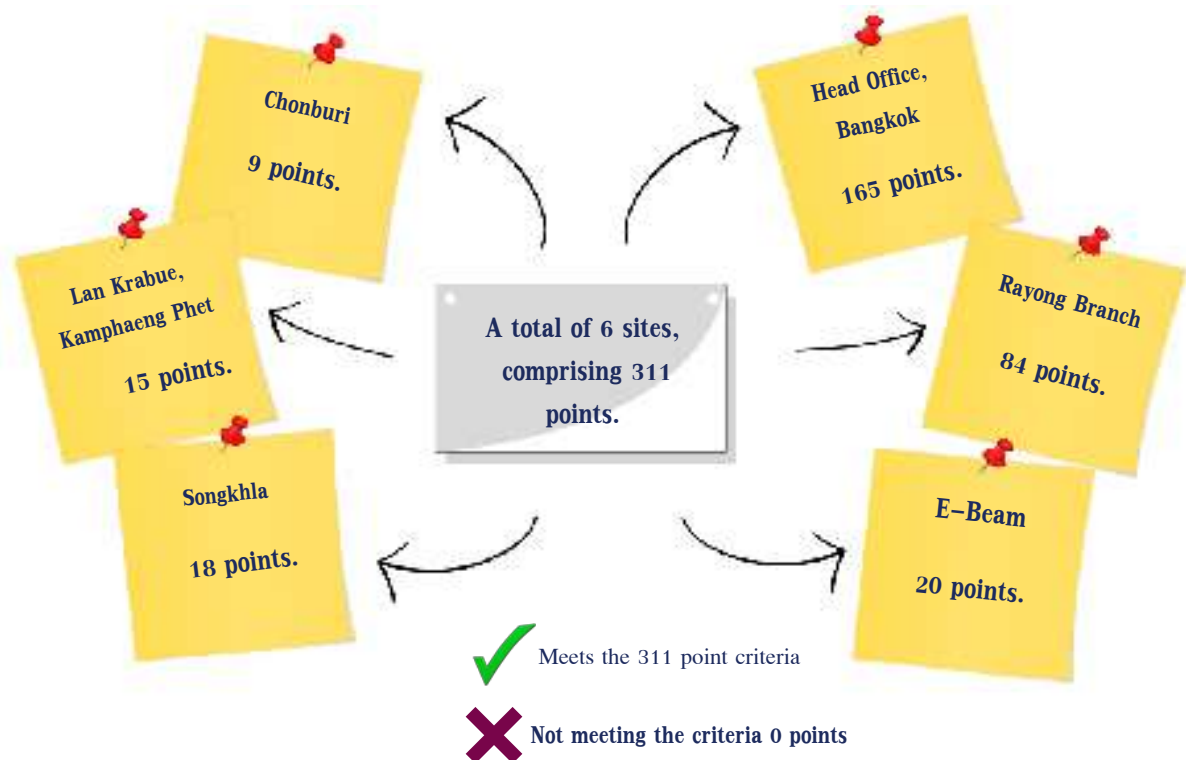
Thai Nondestructive Testing Public Company Limited (TNDT) recognizes and prioritizes the importance of the working environment, understanding its potential impact on employee health. Therefore, our Occupational Health, Safety, and Environment (HSE) Department systematically conducts monitoring and assessment of the working environment. Our process follows industrial hygiene principles, beginning with an initial survey to identify potential health hazards. We then conduct measurements, analyses, and evaluations, comparing the results against legal standards or recommended guidelines from recognized institutions or organizations. Finally, we compile reports that include observations and recommendations for ongoing control and prevention. This specifically includes measurement and analysis of lighting levels in the workplace, and measurement and analysis of hazardous chemical concentrations in the working environment. By proactively managing these environmental factors, we ensure a workplace that promotes the health, safety, and productivity of all our employees.

Operational Performance Highlights from the Past Year

Measurement and analysis of lighting levels in the workplace environment

At our company, workplace lighting measurement and analysis is a crucial part of our commitment to occupational safety and health for both our Bangkok and provincial offices. This is done to comply with the Ministerial Regulation on Standards for Administration and Management in Safety, Occupational Health, and Working Environment concerning Heat, Light, and Noise B.E. 2549 (2006). We conduct these measurements once a year to verify that lighting intensity levels are safe for employees' work. It's important to note that standard lighting values vary depending on the nature of the work performed at different workstations, ensuring that light levels are never below the legally mandated minimums. Beyond just checking light intensity, these measurements also serve as a form of health surveillance for our employees. A qualified Professional Safety Officer is responsible for carrying out these assessments, ensuring our compliance and promoting a healthy work environment.

Our 2024 annual assessment of workplace lighting levels across 6 company sites, encompassing a total of 311 measurement points, has yielded excellent results.

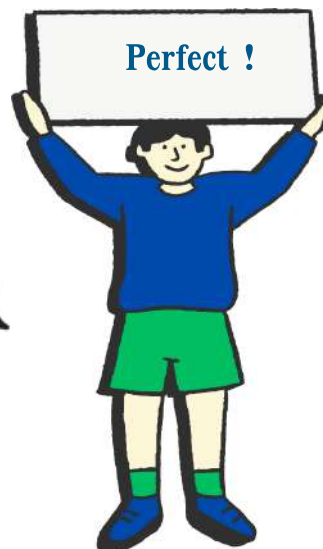


Our recent measurement and analysis of lighting levels in the workplace environment found that no measurement point had lighting below the occupational safety standard.

TNDT Lighting Measurement for 2024



Evaluation results



Corrective / Improvement Actions for Non-Compliance



- Enhancing employee knowledge regarding health-related topics and promoting an optimal working environment.
- Repair or replace any damaged or malfunctioning light fixtures to ensure they operate normally.
- Advise employees to lower the height of light fixtures to a level that provides sufficient illumination for their tasks.
- Use light fixtures coated with silver or white paint, which are highly effective at reflecting light, to increase brightness in work areas.
- Reposition workstations to avoid areas with shadows or where the worker's own body casts a shadow.
- Leverage natural light to supplement and enhance overall illumination.
- Regularly clean light fixtures, walls, ceilings, and any other surfaces or areas that can reduce light levels.

Measurement and analysis of hazardous chemical concentrations

The company meticulously conducts laboratory-based measurements and analyses of hazardous chemical concentrations. We utilize methods, instruments, and equipment that adhere to international standards or are widely recognized, often referencing procedures from accredited organizations. This rigorous process allows us to accurately assess the chemical exposure of our employees in compliance with legal requirements.

The company proactively conducts measurements and analyses of hazardous chemical concentrations in key areas. This includes the film developing rooms and chemical storage areas at both our Bangkok Head Office and Rayong Office. These analyses are performed by a laboratory utilizing established standards such as those from NIOSH (National Institute for Occupational Safety and Health) and OSHA (Occupational Safety and Health Administration). We are pleased to report that the assessment results for hazardous chemical concentrations from the laboratory analyses are all within the prescribed standards, ensuring they do not exceed the permissible limits.

Hazardous Chemical Concentration Measurement and Analysis Image



Employee health check

The company is dedicated to ensuring the safety and well-being of our employees and surrounding communities. We achieve this through a multifaceted approach. We provide annual health check-ups for all employees to promote their good health and hygiene, coupled with consistent and ongoing health advice. We have established a robust system to prevent workplace hazards for our employees and the communities near our operational sites. Furthermore, our Safety Inspection Unit conducts random safety inspections of radiation work areas. We also send all tools and equipment used in our operations for regular inspection and calibration in accordance with quality and safety control standards. These practices adhere to both international standards and government regulations, aiming to instill confidence in society and safeguard the environment. Crucially, all our company's operations are conducted with a deep commitment to professional ethics, integrity, and moral principles, which are paramount to how we work.



ภาพบรรยากาศ ตรวจสุขภาพประจำปี “สำนักงานใหญ่”



Random Alcohol and Drug Testing in 2024



Proceedings

Alcohol Measurement (Breath)

Alcohol Level = 0 mg %

The employee proceeded with normal duties

First Testing

Alcohol Level > 0 mg %

--> Rest for 30 minutes for re-testing.

Second Testing

Alcohol Level > 0 mg %

--> Employees are strictly prohibited from working.

Drug Testing (Urine)

No drugs detected upon testing

The employee proceeded with normal duties

In cases where illicit drugs are detected.

The employee is strictly prohibited from working and must undergo a confirmation test again by an authorized body for result verification, in accordance with the notification of the Narcotics Control Board.

Performance operations for the past year

In 2024, the company strictly adhered to standards for preventing and resolving drug-related issues in the workplace. This commitment ensures our employees enjoy a good quality of life, free from drug problems. Throughout the year, we conducted 72 random alcohol tests (breathalyzer), and 1,872 random drug tests (urine). We are pleased to report that no alcohol or illicit drugs were detected in any of these tests.



Our 2025 Goal ----> 100% drug-free results for all employees undergoing testing.



Inspection of firefighting equipment / Inspection of the Fire Alarm System

The company regularly inspects and assesses the performance of its firefighting equipment and the Fire Alarm System. This ensures all equipment is in ready-to-use condition in case of any abnormal incidents.



Provide First Aid Kits

The company's HSE (Health, Safety, and Environment) Department actively supports and provides First Aid Kits to assist employees or individuals who sustain injuries. We consider these kits to be essential and ensure they are readily available at each work unit's operational site and in company vehicles used for work. This allows for immediate first aid in case of unexpected accidents. Each first aid kit is stored in a securely sealed plastic box or waterproof container. We ensure that all necessary equipment and medications are fully stocked and available in sufficient quantities for employee use.



Reducing the Rate of Work-Related Injuries

The company's operations encompass a wide range of services, involving both our employees and various stakeholders who play crucial roles. This is why we are deeply committed and strive our utmost to reduce work-related injuries, illnesses, and fatalities for both our employees and all stakeholders. Therefore, the health and safety of our employees and a suitable working environment are paramount issues for us. We prioritize these aspects to effectively control and manage potential financial impacts that could arise from staff absenteeism or reputational risks stemming from fatal accidents caused by unsafe operating environments.



Occupational Health, Safety and Environment Committee (HSE Committee)

The company established the Occupational Health, Safety and Environment (HSE) Committee in accordance with the proportions stipulated by the Ministerial Regulation on Standards for Administration and Management in Safety, Occupational Health and Working Environment B.E. 2549 (2006). This was done to ensure stricter and more effective oversight of safety. Concurrently, we actively encourage supervisors and management to be safety leaders, aiming to cultivate a culture of safety throughout the entire organization. We've defined safety performance indicators and are committed to identifying the root causes of accidents to implement preventive measures and corrective actions, ensuring similar incidents do not recur. Discussions on incidents and accidents are consistently brought to the SHE Committee meetings. Furthermore, data from incident and accident investigation reports is used to compile accident statistics. This allows us to study impacts, monitor trends, and plan accident prevention strategies that align with national legal requirements and our company's occupational health and safety management system.

Operations of the Occupational Health, Safety and Environment Committee

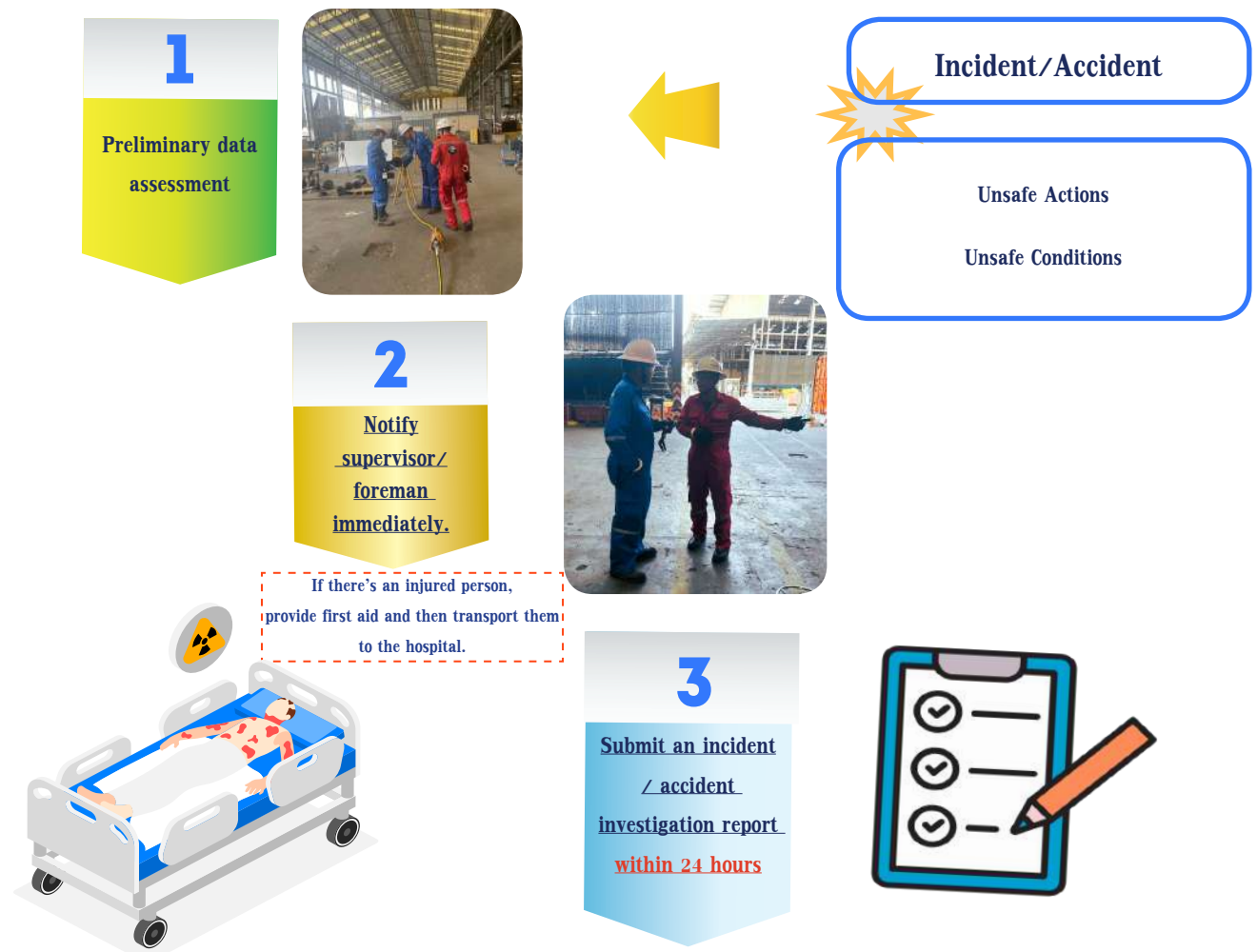
Indicators	การประชุม คปอ.ประจำปี			Target 2025
	2022	2023	2024	
HSE Committee meetings are held at least once a month (12 times per year)	100.00%	100.00%	100.00%	Maintain 100.00%
HSE Committee reporting (12 times per year)	100.00%	100.00%	100.00%	Maintain 100.00%

Incident and Accident Investigation

The company sets safety performance indicators and diligently works to identify the true root causes of accidents. We then establish preventative measures and implement corrective actions to ensure similar incidents don't happen again. Discussions about incidents and accidents are a regular agenda item in our Safety Committee meetings. The data from incident and accident investigation reports is used to compile accident statistics. This allows us to study the impact, monitor trends, and plan accident prevention strategies that align with national legal requirements and our company's occupational health and safety management system. To facilitate this, our company categorizes incidents and accidents as follows:



Incident/Accident Investigation



Work-related incidents/accidents.

Accident Statistics of Thai Nondestructive Testing Public Company Limited.

The company meticulously collects safety statistics to inform our occupational health and safety planning. This ensures we meet our objectives and comply with both occupational safety laws and the company's own health and safety policies. We track detailed statistics on injuries requiring medical treatment or first aid, and incidents/accidents resulting in lost workdays. The specifics are as follows:

TNDT Personal Safety Pyramid Performance Report (3-Year Accident Statistics)

No.	HSE Indicators	Year		
		2022	2023	2024
1.	Total of Manhours Worked	616,328	595,880	585,272
2.	Fatalities	0	0	0
3.	Lost Time Occupational illnesses (LTOI)	0	0	0
4.	Total Recordable Spill Rate (TRSR)	0	0	0
5.	Lost Time Injury Frequency (LTIF)	0	0	2
6.	Total Recordable Injury Rate (TRIR)	0	0	2
7.	Vehicle Accident Rate(VAR)	2	4	5
8.	Exposure Radiation Overdose Rate (EROR)	10	10	1
9.	Total Incident	18	20	8
10.	HSE Plan Complete	98.08	99.27	100.00



Summary of HSE Performance in 2024

Evaluation	STAT. of 2023 (case)	STAT. of 2024 (case)	HSE Performance of 2024 (case)
Fatalities	0	0	0
Lost Time Occupational illnesses (LTOI)	0	0	0
Lost Time Injury Frequency (LTIF)	0	0	2 (0.68/200,000 Mhrs)
Total Recordable Injury Rate (TRIR)	0	0	2 (0.68/200,000 Mhrs)
Vehicle Accident Rate (VAR)	4 (1.38/200,000 Mhrs)	≤ 2 (0.68/200,000 Mhrs)	5 (1.70/200,000 Mhrs)
Effective Radiation Overdose Rate (EROR)	10 (3.45/200,000 Mhrs)	≤ 5 (1.70/200,000 Mhrs)	2 (0.68/200,000 Mhrs)

Remark : Accident rate calculation, OSHA standard =
$$\frac{\text{Number of injuries and illness} \times 200,000}{\text{Total Man hours of all employees}}$$

**Personal Safety and Personal Protective Equipment (PPE)**

The company places immense importance on workplace safety. To that end, we provide Personal Protective Equipment (PPE) to ensure employees wear the appropriate gear correctly for each type of work. This serves to prevent and reduce the severity of potential work-related injuries. The proper use of PPE is a mandatory practice and is clearly outlined in our safety manual.



Personal Protective Equipment (PPE)

No.	Activities	Personal Protective Equipment								
		Safety helmet	Safety glasses	Safety shoes	Mechanic overalls	Gloves	Earplugs	Face masks/masks	Belts and lifelines	Self-contained breathing apparatus (SCBA)
1	Radiography Testing (RT)	/	/	/	/	/	C	/	X	X
2	Penetrantament Testing (PT)	/	/	/	/	/	C	/	X	X
3	Magnetic Particle Testing (MT)	/	/	/	/	/	C	/	X	X
4	Ultrasonic Testing	/	/	/	/	/	C	/	X	X
5	Gas Pipeline Pressure Testing	/	/	/	/	/	C	/	X	X
6	Water Tank Pressure Testing	/	/	/	/	/	/	/	X	X
7	Working at Heights	/	/	/	/	/	C	/	/	X
8	Lifting, Equipment Moving	/	/	/	/	/	C	/	X	X
9	Confined Space Work	/	/	/	/	/	C	/	X	/
10	Chemical Work	/	/	/	/	/	C	/	X	X
11	Working on Sparks	/	/	/	/	/	C	/	X	X
12	Electrical Work	/	/	/	/	/	C	/	X	X
13	Office Work	X	X	X	X	X	X	/	X	X

Remark :

/	Means	Must be worn by selecting the appropriate type
X	Means	Not required
C (Consider)	Means	The supervisor or safety officer should consider the suitability by evaluating the working environment in that area.

Projects/Activities supporting occupational health and safety efforts to equally reduce incidents/accidents for all personnel.

KYT.

The company continues to implement KYT (Kiken Yochi Training - Hazard Prediction Training) activities as an ongoing commitment to supporting occupational health and safety. This method involves analyzing and predicting potential hazards that may arise from work activities. We then establish measures or methods to manage these hazards to ensure workplace safety. KYT helps to uncover hidden dangers in the work environment. Beyond empowering employees to participate in identifying and defining methods for hazard prevention, it also fosters unity in conducting these activities, thereby building a shared safety consciousness throughout the organization.



HSE KPIs

Additionally, the company organizes an awards ceremony where senior management presents certificates and accolades to internal departments that achieve success in their Occupational Health, Safety, and Environment (HSE) Key Performance Indicators (KPIs). This recognition occurs for both the first half of the year and for the overall performance in the second half. This initiative specifically aims to support the reduction of vehicle-related accidents.



SOCs Card/HazOb & Near Miss Report

Safety observation and communication involves identifying hazards and analyzing them. The insights gained are then used to improve designs and implement comprehensive prevention measures against undesirable events, ultimately making work processes more standardized and safer.



Employees participate in activities 12 times per month.



Awards for Achievement

Safety, Health, and Environmental Awards

As a direct result of our strict adherence to safety policies and guidelines in 2024, our company was honored with a significant Safety, Health, and Environment (SSHE) award. We received the CEO Contractor Award for SSHE Excellence from PTTEP, in recognition of achieving zero recordable accidents over a continuous five-year period.



Employee engagement and traditional preservation activities.



Pouring water on elders to ask for blessings during Songkran Day.



The company's annual merit-making ceremony.



The company's New Year's party and 43rd anniversary celebration.



Innovation (Knowledge Management)



Personnel Empowerment and Development

Given the rapid changes in business operations due to the COVID-19 pandemic, the evolving economic landscape, and the advent of digital technology, our company prioritizes employee development in this era of uncertainty and rapid transformation. We emphasize continuous self-learning, or lifelong learning, and are focused on shifting to a blended learning approach to suit current circumstances. Furthermore, we actively promote employees' career advancement.

Accessible and open online learning resources are crucial tools that empower employees to continuously learn and develop their potential. This presents an opportunity for our company to actively encourage ongoing self-directed learning among our staff. To this end, we've developed and curated a comprehensive learning platform: the Thai NDT Training Center. This platform is designed to promote employee learning with diverse content, including technical skills, safety protocols, and management principles. Employees can access and learn from anywhere, at any time, using their mobile devices, tablets, or computers. We believe our employees are the heart of our organization's drive for continuous strength, prosperity, and stability in an era of complex and rapidly changing digital technology. Therefore, employee development is essential, going hand-in-hand with sustainable employee care and retention. It is imperative that our employees consistently engage in lifelong learning and develop new skills.



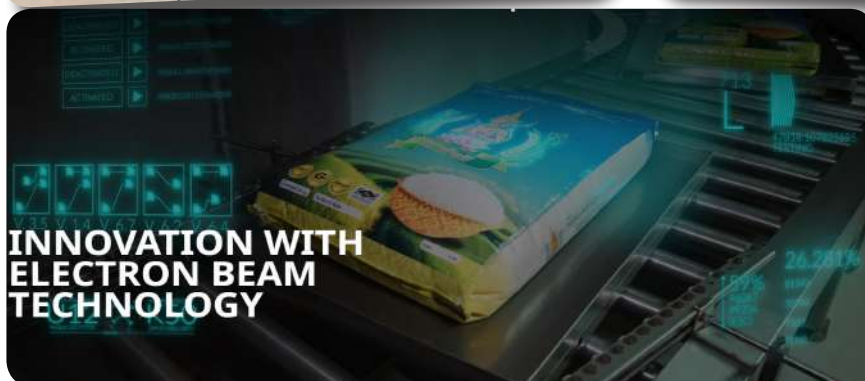
Performance results for the past year.

Our company has consistently supported employees with knowledge, expertise, and creative ideas. We firmly believe this fosters in-house innovation, providing a crucial business advantage and preparing us for rapid change. We embrace new technologies to integrate into our business processes, while continuously developing beneficial ideas that add value to the organization. In 2024, our innovation efforts focused on the following:

We're actively collaborating with partners across government, the private sector, and academic institutions to develop technology and innovation. Our focus begins with nuclear technology, which is our core business. In 2024, our company partnered to expand sterilization services using E-Beam radiation innovation to agricultural products, such as rice. This initiative aims to increase value and enhance the quality of life for farmers. Furthermore, we're supporting radiation innovation in research to improve the quality of cocoa beans and other agricultural products.

We established “The Light Lab” project to encourage employees with creative backgrounds and positive attitudes to develop and expand their ideas. This initiative aimed to improve work processes, enhance management, and evolve our business to stay current and ready for future changes. Here’s a timeline of its progression : In 2021, we selected employees for a pilot program, in 2022 saw the beginning of innovative concept prototype creation, and in 2023, we started product brand creation and defined product direction. However, due to unfavorable industry and economic conditions in 2024, the project has been temporarily postponed.

We're improving work processes by integrating new technologies and innovations. This helps us reduce redundant steps and assists in planning the allocation of business resources. We've implemented an accessible and secure internal data storage system, which will enable the organization to collaborate more efficiently and respond effectively to current business demands.



<https://riseplus.ai/>



Training

Training in all courses helps develop our employees' potential and creates opportunities for their growth, while also enhancing the quality of our company's business operations. This enables us to offer a wide range of services and meet customer needs across all testing and inspection processes, as well as in related fields. As a result, our company sees growth in reputation and revenue. For employees, it means growth in experience and the development of proficiency, leading to expertise in their respective careers. The various training initiatives from the past year include:



1. In-house Training

The Company has trained the technicians for several methods of NDT technics to serve the customers' requirements. The technicians and engineers were to be taken examination and certified for the standard criteria of "The American Society of Non-destructive Testing (ASNT)" and other International Organizations such as ISO, etc. Moreover, the local and foreign experts were invited to train the technicians and engineers for more knowledge, for example, Advanced Technologies, Radiation Safety, International Standards for Welding in Industrial such as ASME Code, Confined Spaces, etc.

The Company developed channels of online training, internal and external training, to encourage employees to access more training and self-development, with the method of lifelong learning to keep up with today's rapidly changing era.

In 2024, the company has internal training on safety and environment (HSE) organized in the company as follows:

HSE / SAFETY In-house Training Courses by Lecturer of the Company (MS TEAM Program)	Level of attendees – Number of participants (People)							
	Admin	Operation	Technician	Admin & Technical Supervisor	Engineer	Asst.– Company Secretary	Asst.–Manager	
							Div.	Dept.
Hand and Finger Prevention	-	-	-	- / -	-	-	-	-
Safety of working with chemicals	16	-	-	1	1	-	1	-
Hand and Finger Prevention and Basic First Aid	19	-	4	- / -	1	-	1	1

Some courses with practical training still require actual training in each unit for expertise and correct implementation. In 2024, the Company has internal training in Safety and Environment (HSE) organized in the Company as follows:

HSE / SAFETY In-house Training Courses by Lecturer of the Company	Level of attendees – Number of participants (People)							
	Admin	Opera- tion	Techni- cian	Admin & Technical Supervisor	Engi- neer	Asst.– Company Secretary	Asst.– Manager	
							Div.	Dept.
Working at Height	-	-	37	1	6	-	-	-
Safety at work	16	-	-	1	1	-	1	-
Safety in radiation work	16	-	-	1	1	-	1	-
Radiation emergency plan	16	-	-	1	1	-	1	-
Radiation Safety	-	-	20	-	-	-	-	-

For internal NDT training, lecturing knowledge has been changed to lecture through the MS TEAM program as well. In the practical part, the experts and lecturers on the job site will teach separately, while governing and monitoring by the Company's personnel accredited by the American Society for Non-destructive Testing (ASNT) and other international organizations to certify the quality of training in each part.

NDT In-house Training Courses by Lecturer of the Company	Level of attendees – Number of participants (People)							
	Admin	Operation	Technician	Admin & Technical Supervisor	Engineer	Asst.– Company Secretary	Asst.– Manager	
							Div.	Dept.
MT,PT I - Liquid Penetrant Testing and Magnetic Particle Testing Level I	2	-	15	- / -	-	-	-	-
MT II - Magnetic Particle Testing Level II	-	-	7	- / -	1	-	-	-
PT II - Liquid Penetrant Testing Level II	1	-	10	- / -	1	-	-	-
UTM II - Ultrasonic Thickness Measurement Testing Level II	4	-	8	- / -	2	-	-	-
Radiographic Testing	-	-	10	-	-	-	-	-
Visual Testing	1	-	15	-	-	-	-	-
Ultrasonic Testing	2	-	6	1	1	-	-	-
Positive Material Identification (PMI)	4	-	23	4	8	-	1	1

In addition, the Company has invited specialists both local and international to strengthen the knowledge on various aspects for the employees in all levels so as to develop knowledge and related skills, to support the performance of the individual employee. It also created and shared ideas and new perspectives between the outside organizations, created relationships between departments within the organization and applied to develop and perform their duties within the organization efficiently even more.

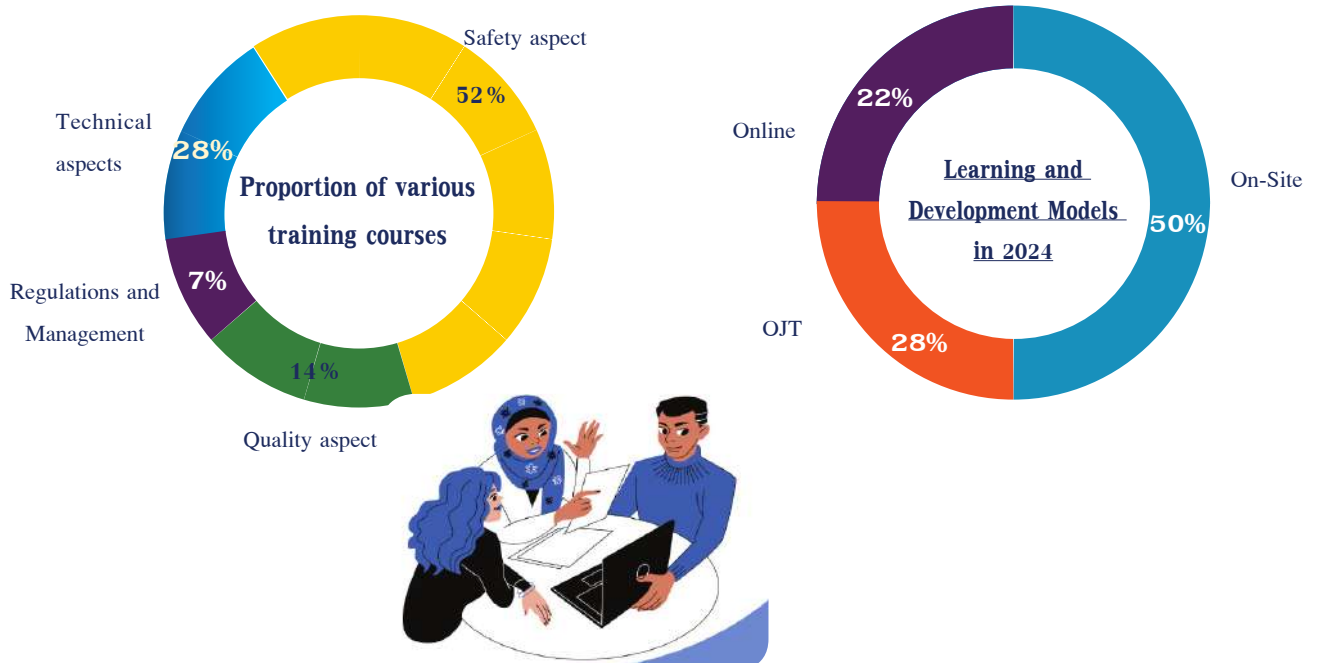
In-house Training Courses by External Lecturer	Level of attendees – Number of participants (People)							
	Admin	Operation	Technician	Admin & Technical Supervisor	Engineer	Asst.– Company Secretary	Asst.–Manager	
							Div.	Dept.
RT SCANNER (FILM DOGOTIZATION SYSTEM)	-	-	-	- / -	-	-	-	-
AE Operator Training	-	-	-	- / -	-	-	-	-
Preparing for the Administration of the Personal Data Protection Act 2019	2	-	-	- / -	-	-	-	1
Turnaround 2022	-	-	-	- / -	-	-	-	-
Confined Space- 4 duties	-	-	3	-	-	-	-	-
Basic Fire-Fighting	51	-	35	5/8	2	-	2	5
Fire drills and fire evacuation training	65	-	79	9/12	12	-	8	5

Soft Skill Courses / Activity In-house Training Courses by Lecturer of the Company	Level of attendees – Number of participants (People)							
	Admin	Operation	Technician	Admin & Technical Supervisor	Engineer	Asst.– Company Secretary	Asst.–Manager	
							Div.	Dept.
Orientation; Company's Regulation, Quality, NDT Introduction	12	6	9	- / -	5	-	1	-

In 2024, more self-learning in basic courses has been done, to promote self-learning, and self-develop in planning & proceeding, and time arrangement.

In-house Training Courses by Self-Learning	Level of attendees – Number of participants (People)							
	Admin	Operation	Technician	Admin & Technical Supervisor	Engineer	Asst.– Company Secretary	Asst.–Manager	
							Div.	Dept.
Orientation; Company's Regulation, NDT Introduction	37	-	19	- / -	4	-	2	-
Defensive Driving Course (DDC)	6	-	15	- / 3	5	-	-	-
Quality System ISO 9001 / ISO 17020	37	-	19	- / -	4	-	2	-
Occupational safety and health and working environ- ment for new employees.	16	-	24	2 / -	3	-	2	-
Occupational Health and Safety Management Sys- tems ISO 45001 : 2018	37	-	19	- / -	4	-	2	-

In 2024, the Company held the in-house training courses for 22 programs or 91 times or 4,999 hours/year. There were 386 employees attended (double counting) (or 191 person - individual counting), the average 12.95 hours / person / year (or 26.17 hours/person/year - individual counting).



In-house Training



UTM-II T217



M1P1 - T209



UT II - T 210



2. External Training

The company provides employees with opportunities to participate in training programs both domestically and internationally, partnering with standardized and internationally recognized organizations. This is crucial for developing their potential and expertise to keep pace with rapidly evolving technology. By doing so, we can better meet client demands for our services. When sending employees for external training, we prioritize the integrity and effectiveness of the training organization, as well as the value and benefits gained. In a business deeply involved with the safety of lives, property, and the environment, the accuracy and correctness of test results are paramount. These factors directly determine client satisfaction and trust, which, in turn, define the future of our company. It's this commitment to readiness and quality that has enabled our company's growth to the present day.

(1) All Committees

The committees will regularly attend training and seminars, including courses related to their duties and other relevant programs, in accordance with the regulations and requirements of the Securities and Exchange Commission (SEC), the Stock Exchange of Thailand (SET), and other relevant agencies. These programs are organized by entities such as the SEC, SET, the Thai Institute of Directors (IOD), Thai Investors Association, Thaipat Institute, and the MAI Listed Companies Association, among others. This annual training ensures they stay updated, using the acquired knowledge to enhance their performance and provide guidance or suggestions for improving and developing the company's operations. The insights from these sessions are reported to the Board of Directors at every meeting.

(2) Executives and Company Secretary

Executives and the Company Secretary will annually assess and participate in relevant training programs that align with their duties and the company's business operations. This is in accordance with the regulations and requirements of the Securities and Exchange Commission (SEC), the Stock Exchange of Thailand (SET), and other relevant agencies. These programs are organized by entities such as the SEC, SET, the Thai Institute of Directors (IOD), Thai Investors Association, Thaipat Institute, and the MAI Listed Companies Association, among others. The goal is to apply this knowledge to improve and develop their own capabilities, as well as enhance the company's overall operations.

BOD

Dr. Wicha Jivalia

Independent Director /
Chairman of the Audit Committee /
Chairman of the Nomination and Remuneration
Committee 5 Course, Total 12 Days and 3.00 Hrs.

Mr. Vichai Watchravathanakul

Independent Director /
Director of the Audit Committee /
Director of the Nomination and Remuneration Committee
9 Course, Total 48.50 Hrs.

Dr. Jumpon Kluaymai-ngarm

Independent Director /
Director of the Audit Committee
10 Course, Total 28.00 Hrs.

Ms. Chomduen Satavuthi

Director / CEO / Managing Director
3 Course, Total 9.00 Hrs.

Mr. Parin Sathianpagilanagorn

Director
1 Course, Total 6.0 Hrs.

AC

Department Executive and higher (4 persons)

8 Course, Total 58.0 Hrs.

Division Executive (1 person)

3 Course, Total 24.0 Hrs.

Company Secretary (1 person)

Assistant Company Secretary (2 persons)

59 Course, Total 180.5 Hrs.



3. Summary of Training

No.	Level of attendees	Details of Training				
		Number of Courses	Number of Participants / double counting (People)	Number of Participants / individual counting (People)	Total (Hours)	AVG / Person / Year (Hours)
1.	Director	28	5	5	166.5	33.3
2.	Executive - Department and higher	8	4	4	58.0	3.0
3.	Executive - Division	26	18	9	262.0	29.1
4.	Company Secretary	59	3	3	180.5	60.2
5.	Engineer	18	47	25	580.0	23.2
6.	Admin Supervisor	46	46	14	269.0	19.2
7.	Technical Supervisor	11	11	6	92.0	15.3
8.	Technician	45	286	110	3,595.0	32.7
9.	Admin Officer	23	187	87	1,176.0	13.5

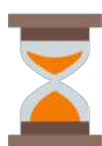
External Training



190 People (double counting)
137 People (individual counting)



200 programs



2,418.20 hrs./year
average : **12.73 hrs./person/year**
individual counting: **17.65 hrs./person/year**



452,342.64 Baht
average : **2,380.75 Baht/person/year**
individual counting : **3,301.77 Baht/person/year**

Quantitative and qualitative results

Goal

Reduce annual external training costs by



30.00%

Goal

In 2024, external training costs decreased. This was due to sending fewer personnel for outside training and instead focusing more on in-house training, **which aligns with our objectives.**

57.03%

4 Certificate

(1) Certificate in year 2022 – 2024

	Number of Employees acquiring NDT Certification																															
	MT			PT			RT			UT			VT			ET			UTM			RAT			Wrapping		API		Equipment Certificate			
	I	II	III	I	II	III	I	II	III	I	II	III	I	II	III	I	II	III	I	II	III	I	II	III	I	II	510	570	CR	HN	PMI	FRT
	2024	2	9	-	2	9	-	8	-	-	2	-	-	-	5	-	-	-	-	1	-	-	-	-	-	-	-	-	4	20	41	48
2023	3	8	-	5	12	-	7	1	-	1	-	-	-	5	-	-	1	-	-	9	-	-	-	-	-	-	-	-	-	-	-	-
2022	-	6	-	-	5	-	-	2	-	-	-	-	-	3	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	25	3

(2) Renewal Certificate in year 2022–2024

	Number of Employees Renewal NDT Certification																															
	MT			PT			RT			UT			VT			ET			UTM			RAT			Wrapping		API		Equipment Certificate			
	I	II	III	I	II	III	I	II	III	I	II	III	I	II	III	I	II	III	I	II	III	I	II	III	I	II	510	570	CR	HN	PMI	FRT
2024	-	33	-	-	35	-	5	9	-	1	4	-	-	11	-	-	-	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-
2023	-	22	-	-	15	-	9	11	-	-	4	-	-	10	-	1	1	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-
2022	-	4	-	-	-	-	-	4	-	-	2	-	-	-	1	-	2	-	-	-	-	-	-	-	-	-	4	5	-	-	-	-

Career / Role Growth Opportunities

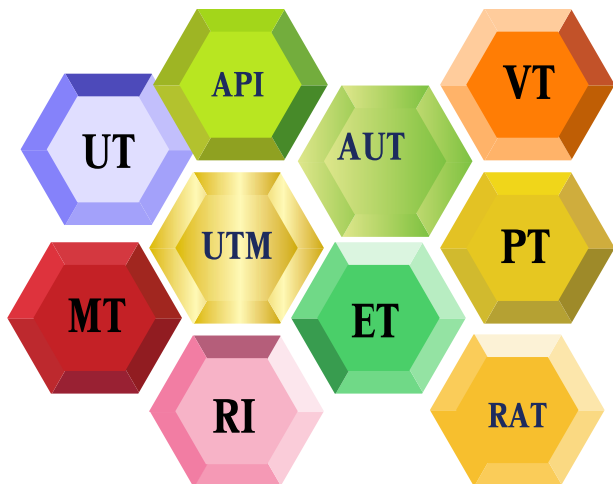
The company recognizes the crucial importance of developing our employees' potential, encompassing both their skills and technical knowledge in various methods, as well as their technical quality control. We see this as a vital and core element of our organization, akin to creating added value for the company. Therefore, we've established a career growth policy, or "Road Map," which runs parallel to our commitment to quality business operations. This initiative aims to motivate and drive employees to achieve the goals set by the company.

Further details can be found in the 2024 56-1 One Report, Employee Development Policy, pages 121 - 129."



Professional knowledge development in collaboration with educational institutions and government agencies, along with expanding awareness/outreach.”

The company truly values developing our employees’ potential. This includes enhancing their skills, technical knowledge across various methods, and technical quality control. We see these as crucial factors and a core heartbeat of our organization, essentially adding significant value to the company. That’s why we’ve established a career growth policy, or “Road Map.” This initiative works hand-in-hand with our commitment to quality business operations. Its purpose is to motivate and empower our employees to achieve the goals we’ve set for them.



Government Agencies / Public Sector Organizations

The company cooperates with and adheres to all applicable laws, regulations set by government agencies/public sector organizations, and relevant international standards. Furthermore, we commit to conducting our operations with integrity and honesty, strictly refraining from bribery, gift-giving, or any other acts that could facilitate business unfairly.

In 2024, the Company has operated its business in compliance with the regulations of government agencies and the relevant private sector completely, there were no cases of complaints of non-compliance in any way. In addition, the Company had participated in various activities with public and private agencies both online and practical to disseminate knowledge and educate on specific professions which is related to NDT & work safety for the concerned people and the surrounding public, for examples

- Being a sub-committee of the Council of Council of Science and Technology Professionals, Nuclear Branch (CSTP) ; to join - drafting a strategic plan and amend the regulations of the Council, on the practice of the controlled profession in science and technology, nuclear branch.
- Being a working group to consider draft standards for non-destructive inspection for rail welds of the Railway Technology Research and Development Institute (Public Organization)
- Support for visiting and discussing the use of electron accelerators in education or research for students from various universities, such as Chulalongkorn University / Kasetsart University, etc.
- Practical training in various engineering techniques at the Bangkok office, Rayong branch and various operating units for students from the Department of Industrial Technology and various engineering in the cooperative education program and practical training from various educational institutions such as Chulalongkorn University / King Mongkut’s University of Technology North Bangkok / King Mongkut’s University of Technology Thonburi / Kasetsart University / Rajamangala University of Technology Thanyaburi / Ubon Ratchathani University / Prince of Songkla University / Rajamangala University of Technology Srivijaya Songkhla / Burapha University / Chanthaburi Technical College, etc.
- Welcomed the study group from Noen Sai Wittayakhom School, Trat Province.
- etc.



Organizational innovation development

1987

Using water to raise the level instead of setting up scaffolding in a globe tank to reduce hazards in confined spaces.

1992

Innovating high-altitude inspections with Scorpion tank climbers to reduce time and the cost of installing scaffolding.

1997

Creating an innovative of Processing Temperature Control Unit to maintain film quality in hot weather conditions.

2002

Producing survey meters for the safety of personnel and those involved before work. and reduce dependency on foreign countries

2014

Researching and developing film reading equipment (viewer) to reduce purchases and imports from abroad and be suitable for weather conditions within the country.

2015

Establishing the Creative Research and Development (CRD) department by bringing together a group of personnel who are skilled in technology research and development to create concrete innovations that can be used to compete in the inspection market both domestically and abroad.

2016

The Company received the award for **“Outstanding Innovative Organization”** from the National Innovation Agency (Public Organization)

2017

The Company received financial support under the project. “Convert technology into capital” from the National Innovation Agency (Public Organization) in accordance with the government’s policy to promote innovation under the topic: “Semi-automatic X-ray drive system for non-destructive inspection of oil and gas pipeline welds” (X-Ray Crawler).

2018

The Company used the funds provided in 2017 to invent the propulsion system until it was completed in November 2018 and put it into practice in **“Natural Gas Pipeline Project No. 5, Section 2”** that the Company received between 2018 - 2020 with a work value of approximately 52 million baht.

2019

The Company used propulsion system tools in **“Northeast Oil Pipeline Project Ayutthaya-Chaiyaphum”** period received between the end of 2019-2021, total project value approximately 27 million baht.

2020

The Company has taken advantage of such tools to operate the Natural Gas Pipeline Project No. 5, Phrase 2 since 2018 and the Northeastern Oil Pipeline Project, Ayutthaya - Chaiyaphum section from 2019 until the present. In 2020, revenue was recognized for each project in the amount of approximately 37.50 million baht and 15.26 million baht, respectively.

2021

(1) The Company completed construction and equipment for the Sterile Building Center project in preparation for operating the Electron Beam aseptic business. In 2021, the tools and equipment were being tested for installation.

(2) It establish the “TNDT Creative Knowledge Center” project to encourage employees with creative backgrounds and positive attitudes. In 2021, the Company started a pilot project by selecting 9 qualified employees to join the project and invited two external speakers who are experts in the design thinking process to provide knowledge in both theory and practice through the online system.

(3) It collaborated with partners in both the public and private sectors to develop technology and innovation in nuclear technology, which is the main business of the Company, together with the National Institute of Nuclear Technology (Public Organization) according to the memorandum of understanding signed in 2020, in 2021 there were two joint meetings between the management and there was always an exchange of knowledge at the operational level on occasion.

2022

The Company operated a sterile business and improved products with Electron Beam. The sterile center received ISO 9001:2015 quality management system certification and was in the process of requesting ISO 13485:2016 system certification. The product groups used included human food, animal food, herbal medicine, cosmetics, which are products that are sold both domestically and exported abroad. In addition, product groups that are currently being tested and studied to take advantage of Electron beam include medical gloves, cables, plastic pellets. It is expected to be able to serve this group of customers by 2023.

2023

The Sterile Center Project began commercial operations at the end of 2022 and was able to operate at full capacity in 2023, which received good feedback from customers and another 2 service centers were being planned.

2024

The Sterile Center Project has been expanded to a trading business in collaboration with Ming Mongkol International Trading Co., Ltd. to procure and distribute agricultural products that have undergone a sterile process.





Global Reporting Initiative Standard GRI Standard

GRI Content Index

GRI Standard / Other Source	Disclosures	Chapter	Page/ Website	Omission			External Assurance
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