TCM
CORPORATION

Attachments

For Annual Registration Statement/Annual Report 2025
Form 56-1 One Report
(e-One Report)

TCM Corporation Public Company Limited
Fiscal Year End 31 December 2025

Corporate Governance Assessment by the Thai Institute of Directors Association

In reference to the Corporate Governance Code (CG Code) for listed companies, revised by the Securities and Exchange Commission (SEC) in 2017, the Company has updated its Corporate Governance Manual to align with these principles. The manual is reviewed regularly, at least once a year. In 2025, the Company achieved a **'5-Star' or 'Excellent'** rating. Below are the items the Company has not yet implemented, along with the accompanying explanations:

No.	Criteria	Company description
A35	Over the past year, the Company provided training and education to directors, executives, and employees regarding the prevention of insider trading.	The Company integrates insider trading matters into its communications regarding business ethics and the code of conduct. While executives and employees are required to acknowledge these ethics, "Insider Trading Prevention" is not specified as a standalone topic.
A40	Over the past year, the Company provided training and education to directors, executives, and employees regarding the prevention of conflicts of interest.	Similar to insider trading, this is integrated into business ethics communications. Executives and employees must acknowledge the code of conduct, but "Conflict of Interest Prevention" is not listed as a separate topic.
B27	The Company discloses the results of its Human Rights Due Diligence (HRDD) process within its business operations.	The Company is currently studying the HRDD process and therefore did not disclose performance results in the 56-1 One Report 2025.
D10	The Company defines the required qualifications for director nominees to ensure alignment with the Company's business strategies.	The Board consists of 9 executive and independent directors who possess the full and appropriate qualifications for current governance; therefore, no new recruitment process has been initiated.
D13	The Board of Directors has established a policy limiting the tenure of independent directors to a maximum of 9 years, with no exceptions.	While the SEC's CG Code suggests a limit of 9 years, the Company does not fix a term limit. It remains at the Board's discretion to reasonably assess if the individual maintains sufficient knowledge and independence to serve on the Audit Committee.
D17	The Audit Committee includes at least one member with an educational background or expertise in accounting, and the committee's charter and duties are publicly disclosed.	Members of the Audit Committee did not graduate directly in accounting, but they possess the knowledge, expertise, and experience required for the role from this and other companies.
D34	The Company has designated a responsible person or a Compliance unit to oversee adherence to laws, regulations, requirements, policies, and standards.	The Company requires each subsidiary to establish its own compliance unit. These units work closely with operations, allowing for greater flexibility and agility in oversight.
D42	The Company discloses the policy and criteria for CEO compensation, covering both short-term and long-term performance-based incentives, as well as the compensation policy for senior executives.	The Company discloses the overall policy and criteria for compensation but does not specify the exact figures.