



Corporate Governance Policy

AAPICO Hitech Public Company Limited (hereinafter referred to as “The Company”) is committed to conduct our business responsibly and with integrity, honesty, transparency, and fairness. AAPICO’s business principles are defined by its ethical framework and continuous improvement in response to changes in the economy, society, environment, and corporate governance circumstances.

1. Policy and Corporate Governance Practice

The Company places great importance on operating under good corporate governance and is determined to continuously improve its governance practices and standards across the organization in order to gain and maintain stakeholders’ trust and confidence in its operations. The Board of Directors is responsible for developing the corporate governance policy, overseeing the drafting process thereof, and approving the final version. The Board also ensures that the Company adheres to good corporate governance principles and acts in compliance with its corporate governance policy.

1.1 Policy and Guideline: The Board of Directors

The Company has established significant principles and regulations related to the Board of Directors in order to conduct business in a transparent manner. These policies and guidelines cover the nomination and remuneration of directors and executives that are aligned with their duties and responsibilities, the independence of the board of directors from management, director development, and performance evaluation, as well as supervision of subsidiaries and associated companies.

1.2 Policy and Guideline: Shareholders and Stakeholders

1) Rights of Shareholders

The Company respects the rights of shareholders to help steer the Company’s business directions and seeks their approval on important matters that may

affect the Company’s operations and shareholders’ benefits. Apart from the election of directors to supervise the Company’s operations on their behalf, shareholders are also encouraged to attend shareholders’ meetings to express their opinions, ask questions, and vote on important affairs of the Company.

Scheduling Shareholders’ Meetings

The Company makes efforts to encourage and facilitate shareholders in exercising their rights and emphasizes the best practice and high standards for its shareholders’ meetings. The Company schedules the shareholders’ annual general meeting within 4 months of the annual closing of its accounts. The Company takes the shareholders’ convenience as a main factor in fixing the date and time as well as selecting a meeting venue in areas that are easily accessible by public transport. The Annual General Meeting (AGM) of shareholders for the year 2021 was set at Amari Watergate Bangkok on April 23, 2021 at 10:00 A.M. The hotel was located on Phetchaburi Road, which was easily accessible by public transport (e.g. taxi, bus, boat, rail mass transit, etc.) and had sufficient capacity to accommodate meeting attendees. Due to the 3rd wave of the Coronavirus Disease 2019 (COVID-19) pandemic, the Company had to set stricter standards by limiting the number of attendees as per the government’s notice. However, the Company had arranged for live broadcast of the Annual General Meeting year 2021 to provide a convenient channel for shareholders who wished to join the meeting via online platform.

Notice of Shareholders' Meeting

The Company disclosed the Board of Directors' decision on the AGM date, the AGM agenda, and the Board's opinions via the Stock Exchange of Thailand (SET) website in order to notify shareholders prior to sending out meeting notices. The Company ensured that the shareholders' meeting notice contained correct and complete information regarding the time, date, venue, and agenda of the meeting, and provided facts and opinions of the Board Meeting for each agenda item. The notice of shareholders' meeting and supporting documents – including the minutes of the previous meeting, the annual report, and proxy forms with complete instructions – will be made available in both Thai and English on AAPICO's website 30 days prior to the meeting date. The same documents were mailed to shareholders 14 days in advance of the meeting date to allow enough time for shareholders to prepare for the meeting. In addition, the Company also conducted 2021's AGM via an online platform for shareholders to observe the proceedings using electronic devices.

Appointing Proxies

For shareholders who were unable to attend the meeting in person, the Company provided an option to appoint proxies or delegate their votes to other individuals or to the Company's independent directors. The Company had specified independent directors' names in the proxy forms defined by the Ministry of Commerce. Shareholders could exercise their voting rights without conditions by using Proxy Form B attached to the meeting notice or download other proxy forms – including those proxy forms required for investors who authorize custodians in Thailand – from AAPICO's website. The Company considered and treated proxies as if they were shareholders and had included their votes in the voting system in accordance with their wishes.

At the Meeting

During registration, the Company used technology to facilitate and smoothen the shareholder registration process. The Company provided adequate staffs and facilitated the affixing of stamp duty on proxy forms to assist shareholders at the registration table.

Prior to the meeting, the Company Secretary introduced the Board of Directors, Management, and external auditors to the meeting. At the 2021 AGM meeting, every member of the Board of Directors, including the Chairman of every committee, was present.

The MC elaborated on the voting procedure, the vote count, and the announcement of voting results. Votes are to be cast openly by using voting cards bearing a vote and the shareholder's signature. The Company then collects and counts the disapproval and abstention votes and deducts these from the total to conclude the approval votes. After the voting count has been completed, the result is announced for each agenda item. In the event that the counting process might take a long time, the Chairman may proceed to the next agenda item in order to avoid disrupting the Meeting. Voting results shall then be announced upon the counting completion. Shareholders are requested to return their signed voting cards to the Company after the meeting has been adjourned.

The AGM meeting in 2021 proceeded according to the agenda published on the meeting notice. There were no changes in the order of the agenda and no request to consider any other matters. For each agenda item, the Chairman ensured that shareholders had adequate time to freely express their opinions and raise questions. The Chairman also welcomed additional comments and inquiries regarding shareholders' interests and arranged for the management to answer all questions clearly and thoroughly.

The policy regarding conflict-of-interest matters is that any director with vested interests or involvement on any agenda item must inform the meeting, recuse themselves, and abstain from voting on that agenda item. At the 2021 AGM, nominated directors were requested to leave the meeting room for shareholders to duly consider the appointment of directors and vote on individual basis.

The Company honored the right of shareholders to attend and vote at the shareholders' meeting even after the meeting had already commenced. Their attendance constituted part of the quorum, starting from the agenda item for which they were first in attendance and could exercise their rights provided that the resolution in question had yet to be concluded.

After the meeting, the Company disclosed the resolution with the voting results for each agenda item on the SET website at the end of the same day. The meeting minutes were completely and accurately recorded with details of the number of shareholders and proxies in attendance, the voting results, shareholders' comments and questions, as well as the explanations from the directors and the management. The minutes of the 2021 AGM meeting were prepared and submitted to the SET within 14 days after the meeting as per the SET rule, and was made available to the public on AAPICO's website in both Thai and English.

2) Equitable Treatment of Shareholders

The Company treats every shareholder fairly and equally regardless of their shareholding proportions and of their gender, age, race, nationality, religion, beliefs, social status, physical abilities, and political views. Shareholders receive equal voting rights: one share is equal to one vote. No shares have extra privileges over other shares – a shareholder's voting power is equal to the number of shares they hold.

Proposing Agenda Items and Nominating Directors

The Company protects the interests of every shareholder, whether they be major or minor, individual or institutional, and Thai or foreign. All shareholders have equal rights to express their opinions, propose agenda items, and nominate the Company's directors. The Company defined the criteria and procedures for shareholders to propose agenda items or nominate directors – or both – in advance for the Board of Directors to deliberate and include in the AGM meeting agenda. This information is publicly available on AAPICO's website in both Thai and English and was also announced on the SET website. For the 2021 AGM, the Company invited all eligible shareholders to propose agenda items and/or nominate directors during the period from November 2020 to January 2021. However, there were no proposals from shareholders to be considered for the 2021 AGM.

Facilitating Shareholders' Convenience at the Meeting

The Company aims to make it as convenient as possible for every shareholder to attend the shareholders' meeting – be they individuals, juristic persons, or institutional investors.

At the 2021 AGM, the Company arranged for registration to begin at least one hour prior to the scheduled meeting time and to remain open until the last meeting agenda item. The Company used an online tool to support the registration and voting process.

The 2021 AGM was conducted in Thai, as most shareholders are Thai. However, for the benefit of foreign directors and shareholders, the Company had prepared supplementary documents and presentations in English. English-speaking members of the staffs were also on hand to provide any necessary translation during the discussion and question sessions for the convenience of shareholders.

The Company provided disclosures of information in both Thai and English and made this information

available to the public via the AAPICO website, the SET website, and other relevant channels to ensure that all shareholders had access to this information in an equitable and timely fashion.

3) Role of Stakeholders

The Company adheres to ethical business practices and conducts its businesses in order to create joint value with its stakeholders for the mutual and sustainable benefit of all parties. The Company recognizes and acknowledges the rights of stakeholders, their interests, and the different needs of each group.

The Company endeavors to protect the basic rights of its stakeholders in accordance with relevant laws and regulations, and has carefully defined the policy, guidelines and practices that appropriately address the needs of each stakeholder. The Company categorizes key stakeholders into 8 groups, as follows:

Shareholders

Shareholders are the owners of AAPICO's business. The Company shall operate its businesses to create long-term corporate sustainability, increase the Company's economic value, and generate good returns to shareholders – with the Board of Directors acting as the shareholders' representative. Directors and executives are to perform their duties with honesty and integrity, to supervise and manage AAPICO's businesses to operate effectively, efficiently, and in a transparent and auditable manner. They shall act in consideration of the best interests of the shareholders and in compliance with good corporate governance principles.

AAPICO arranges activities with shareholders and provides equal access for shareholders to reach out to the Company. Its key activity is the shareholders' factory visit which is arranged on an annual basis. The Company provides an equal opportunity for all

shareholders to sign up and participate in this activity. Shareholders can register their names in person at the AGM, by telephone call, or via email. Due to the limited availabilities, the Company selects the participants on a first come first served basis, regardless of the number of shares held. However, due to the COVID-19 pandemic situation in 2021 and in an effort to prevent the spread of the disease, the annual factory visit has been put on hold.

AAPICO discloses financial and non-financial information in a factual, complete, adequate, constant, and timely manner. Shareholders, investors, and stakeholders are well informed of financial results and public disclosures via AAPICO's website and the SET website. The Company monitors access to internal information to prevent anyone from using such information for personal gain, which could be damaging to the organization. The Company assigns Investor Relations (IR) to be its primary contact window in communicating business information and clarifying questions and concerns of shareholders and the public, hence reducing the fluctuation of and impact on the Company's share price.

Customers

AAPICO focuses on the principle of Safety, Quality, Cost, Delivery, Engineering and Management (SQCDME) as the key success factor for a high standard of operations and customers' satisfaction. AAPICO emphasizes expert production and the delivery of high-quality products to its customers in a timely manner and at a competitive and reasonable price. The Company ensures the continuity of its production and on-time delivery to support the overall supply chain of the automotive industry.

AAPICO values good relationships with customers. As a large tier 1 supplier in Thailand, the Company commits to continuously developing and improving its product quality and services according to the SQCDME principle

in order to meet and exceed the expectations of its customers. The consistent recognition of its quality management system – as well as numerous awards and accolades from many customers – are clear confirmations of AAPICO’s commitment to excellence.

AAPICO has a policy of keeping each customer’s information strictly confidential in accordance with the Personal Data Protection Act B.E. 2562 (2019). The Company ensures that employees are aware not to share any business information with its partners or other parties. The Company works closely with each customer and operates in compliance with customer guidelines and policies for good management and good corporate governance.

AAPICO values innovation. The Company does not violate any regulations or contractual rights regarding the use of intellectual property and copyrights. The use of information technology must comply with the Computer Crimes Act and other local intellectual property and copyright laws.

The Company also conducts customer satisfaction surveys to pinpoint areas for improvement and to get a good idea of the customers’ satisfaction level, then use this information to improve the Company’s products, services, and customer-relative operations. The customer satisfaction survey results of 2021 show a score of 91.25%.

Suppliers

AAPICO conducts business with its suppliers in a fair and transparent way in accordance with the Company’s Code of Conduct. The Company has a policy of selecting its suppliers in a fair and open manner, where no parties have the unfair advantage of a separate, prior, closed-door negotiation for a contract. The purchase of materials and hire of services are decided based on the quality, price, service, punctual delivery provided according to the agreement and product requirements, and safety and

environmental concerns. Procurement officers shall refrain from demanding or accepting – and shall not be influenced by – the offer of gifts, favors, or benefits of any kind from suppliers. Employees must adhere to the Company’s policy regarding the gifts and the anti-corruption policy to avoid any incidents leading to corruption.

Suppliers are the Company’s valued business partners. The Company is committed to promoting cooperation between the Company and its suppliers to create good relationships and to improve the efficiency, capabilities, skills, and knowledge of suppliers to ensure that they operate in compliance with good corporate governance practices and consistently achieve the quality standards as required by the customers. Activities in 2021 include the annual supplier meeting, the supplier audit, CSR activities, etc.

The Company supports environmental-friendly procurement and is determined to avoid doing business with suppliers who do not operate in compliance with laws and regulations related to human rights, intellectual property, and other related regulations.

Joint Venture Partners

AAPICO treats its joint venture and business partners with respect, impartiality, and fairness. The Company honors its business agreements and acts in compliance with business ethics, restrictions, and applicable regulations and laws of the countries where it operates. The Company collaborates with its partners to promote and support the joint venture business operations and encourages the exchange of ideas, opinions, and suggestions to drive the business towards mutual goals.

Joint venture partnership is a long-term business relationship. The Company looks for integrity and competence as the key qualifications of its business partners. The Company ensures that its partners are

competent and reputable, and avoids the risk of the Company being associated with any unethical, illegal, or corrupt activities.

AAPICO has a philosophy whereby the Company clearly defines its management control to avoid any possible conflicts. In all its business partnerships, AAPICO has successfully established long-term relationships that enable both companies to enjoy synergies and mutual benefits and to achieve long-term sustainable growth.

Creditors

AAPICO commits to operate its businesses in compliance with good corporate governance practices in order to create confidence on the part of its creditors. The Company follows all terms and conditions as agreed upon with creditors, including trade creditors, guaranteed creditors, financial institutions, and debenture holders. AAPICO maintains consistent communication with creditors. The Company reports to its creditors with full transparency and sufficient disclosure in a timely manner, while also striving to fulfill its obligations under its credit agreements. Should there be any events that may have a material impact on its financial position and inevitably delay payment as scheduled, the Company endeavors to communicate and reach alignment with its creditors for a waiver or other suitable solutions to resolve such matters.

Competitors

AAPICO operates with openness and integrity by adhering to the principle of fair and honest competition. The Company conducts its business operations in compliance with laws and relevant regulations, and with concern for trade ethics and transparency. The Company shall not operate in any manner or under any circumstances that may cause or result in any violation of general or special competition regulations. It refuses to gain unfair advantage over its competitors through inappropriate, unethical, and unlawful

activities, such as illegal market sharing and illegal pricing cooperation, or to engage in any actions that violate relevant competition laws, competitors' intellectual property rights, or that may damage competitors' reputations via untruthful statements. The Company affirms its support for free trade and avoids any acts that may result in a market monopoly or limit fair competition.

Employees

AAPICO values its employees' well-being and quality of life. The Company ensures that employees receive their basic rights and are provided with appropriate compensation and benefits in accordance with their knowledge and capabilities, with reference to the standard cost of living, and in line with other companies in the same industry.

Remuneration

Employees are remunerated according to their duties and responsibilities, as well as individual performance in their roles. Employees' performance is fairly evaluated based upon the achievement of agreed key performance targets. The Company determines employees' remuneration and benefits according to their positions, as required by laws and regulations, and with consideration for its financial position, profitability performance, and economic circumstances - i.e., consumer price inflation, minimum wage requirements, etc.

The Company ensures appropriate compensation and benefits associated with each job function. These benefits include fix allowances, work-related benefits such as travelling accommodation, accommodation, uniform, transportation, annual check-up, medical benefits, sports day, New Year activities, and financial assistance such as mortgage and loan support for employees. The Company has also established a provident fund, where the Company and employees who are members of the fund contribute to the fund on a monthly basis.

Training and Development

The Company places great importance on human resource development as one of its management priorities. In 2021, the Company has structured the AAPICO training and development program for employees at different levels and functions within the AAPICO Group. Each employee is free to choose to attend training programs that best serve each individual's self-development skills and needs, enabling them to advance in their career and prepare for the next level of responsibility and leadership. During COVID-19 pandemic, the Company move most of its' training courses to online to ensure the safety of employees.

Health and Safety

Employees' health and safety is a top priority at AAPICO. The Company has established the 5S principles and practices to promote a clean and proper workplace environment. In order to maintain high standards of safety and discipline within the organization and reduce the risk of workplace accidents, the Company arranges for regular safety training and organizes the Safety Week activity. Due to the COVID-19 pandemic in 2021, the Company has taken steps to ensure that there are preventative measures to protect the employees – including setting up coordination with the employees to follow-up on any symptoms, proactive testing, and arranging for vaccination for the employees.

Child Labor and Human Rights

Human rights is included in the Company's Code of Conduct. AAPICO respects human rights in all its activities and will not act in violation of local and/or international human rights laws or child labor protection regulations. The Company ensures that its employees are treated fairly and equally, promotes mutual respect and openness in its corporate culture, and aims to create a happy workplace for every employee. The Company commits to maintain the well-being of its

employees and has shared its efforts and commitment towards sustainability with suppliers and customers throughout the automotive part supply chain.

Community and Society

AAPICO carries out its businesses with consideration for its responsibilities to communities surrounding its facilities. As a part of the management agenda, the Company supports and contributes to many activities and community projects. It also encourages employees to be involved in improving the lives of people in the community.

The Company operates in compliance with social and environmental protection laws and related regulations, and the requirements of the Labor and Social Welfare Ministry, the Industrial Ministry, the Industrial Estate Authority of Thailand and other relevant agencies.

The Company has a policy for all companies of AAPICO Group to manage and use their resources in the most efficient ways and aims for environmental protection in every part of its operations. With its "Green" vision, the Company promotes awareness of energy conservation and continuously implements the concept of using minimum input of natural resources to achieve maximum output. Additional information on the Company's corporate social responsibility activities can be found in the sustainability report section.

4) Disclosure and Transparency

AAPICO has defined and implemented measures concerning disclosures to investors and stakeholders. The disclosure of information, both financial and non-financial, should be complete, sufficient, transparent, reliable & up-to-date and should reflect the true and actual status of the Company. Such information is distributed in an equitable and timely manner. The Company has designated parties to handle the disclosure of information to the public, established

guidelines for the disclosure of various types of information, as well as defined public disclosure period. This includes setting a period for prohibiting directors, executives, or personnel of the Company from buying, selling, or accepting transfers of securities to prevent the usage of inside information before disclosing important information to the public. The Company follows the laws, rules and regulations, and obligations required by the Securities and Exchange Commission (SEC), the Stock Exchange of Thailand (SET), and other relevant government agencies.

The Company ensures that any disclosure of financial results has been reviewed and audited by an external auditor and must be certified by the Audit Committee and the Board of Directors prior to public release. The quarterly and annual financial statements and 56-1 One Report were prepared fairly and accurately according to the generally accepted accounting principles in a complete and accurate manner and were made available in the public domain as required by the SEC and the SET.

The Company compiles and submits reports related to the directors and executives as required by law. The Company has a policy requiring directors and executives to report their interests relating to the management of the Company or its subsidiaries and reports any changes in the holding of the Company's shares – whether under their own names or those of their related parties – to the SEC in a timely manner as required. Details of directors, their duties and responsibilities, their attendance at meetings, training, and directors' remunerations are disclosed in Section 2.7 and 2.8 of 56-1 One Report and on the AAPICO website.

AAPICO provides information concerning Company's operations and the shareholding arrangements of its subsidiaries, joint ventures, and affiliated entities in form 56-1 One Report and on the AAPICO website. Furthermore, in accordance with SET regulations, the

Company ensures that stakeholders, investors, shareholders, and the stakeholders are adequately and accurately informed of essential major investment initiatives and any developments within the Company.

Report of Changes in Securities Holding of Directors and Executives

The Company has a policy that requires the directors and executives of the Company, including their spouse and minor children (if any), to report the change in their holding of the Company's securities (Form 59) to the SEC within 3 days starting from the transaction date – except in the case that the change in securities holdings is the result of an Employee Joint Investment Program (EJIP) or other scheme which are exempted from reporting by SEC.

There were changes in securities holdings of Directors and Executives during the year as follows:

Changes in Securities Holdings of Directors and Executives During the Year of the Company

Name	Position	Number of Shares		
		At the book-closing date March 16, 2021	Increase (Decrease) during the year	At the book-closing date February 28, 2022
1. Mr. Yeap Swee Chuan	President and Chief Executive Officer	44,122,773	4,412,277	48,535,050
2. Mrs. Teo Lee Ngo	Executive Director	31,811,346	3,181,134	34,992,480
3. Mr. Kenneth Ng	Independent Director	-	-	-
4. Mr. John Parker	Independent Director	-	-	-
5. Mr. Wichian Mektrakarn	Independent Director	20,000	2,000	22,000
6. Mrs. Vachira Na Ranong	Independent Director	35,000	3,500	38,500
7. Mr. Kaikhushru (Kai) Taraporevala	Independent Director	-	-	-
8. Ms. Yeap Xin Rhu	Chief Financial Officer	25,959,760	2,074,276	28,034,036
9. Mr. Satttha Peth-in	General Manager, Sales and Marketing	85	50,008	50,093
10. Mr. Yongxiang Li	Assistant General Manager, Accounting	-	-	-
11. Mr. Tiwa Boontam	Assistant General Manager, Operation	1,500	2,850	4,350

Note: The Company has paid stock dividend on May 20, 2021

Investor Relations

The Company designated Investor Relations (hereinafter referred to as "IR") Department as the principal point of contact for communication with shareholders, investors, analysts, SEC, SET and other relevant authorities.

The Investor Relations Department is responsible of disclosing and disseminating information in accordance with the SET, SEC, and the Ministry of Commerce announcements, which are made available in both Thai and English on several channels, including the SET website and Company's website. The following below channels are also available for shareholders and others to communicate with:

- 1) The Opportunity Day Conference and SET digital Roadshow held by SET
- 2) Analyst Meeting
- 3) Company visits between management team and shareholders, investors, and analysts
- 4) Meeting with investors in Non-Deal roadshow
- 5) Forums or panel discussion events for knowledge sharing
- 6) Communication via email, intranet, internal bulletin boards, and activities with employees

- 7) The Company website "www.aapico.com" and email address aapicohitech@aapico.com
- 8) Annual General Meeting of Shareholders of the Company

In 2021, the Investor Relations Department organizes activities to increase contact and interaction with different groups of stakeholders and allocates time for executives to be able to attend and participate in meetings both in Thailand and abroad. The list of activities indicated below:

2021 IR Activity Lists:

Activities	Frequencies
1. Annual General Meeting 2021	1
2. Opportunity Day ¹	4
3. SET Digital Roadshow ¹	2
4. Analyst Meeting ¹	4
5. Non-Deal Roadshow ^{1,2}	4
6. Company Visits ^{1,3}	10
7. Interviews via TV and/or online programs of executives ¹	7

Remarks

- 1) Due to the outbreak of COVID-19 in the previous year, changes were made to the channels to participate in the Investor Relations activities, wherein the executives and the Investor Relations met with various groups and provided information through various channels, such as phone calls and virtual conferencing via MS Teams, Zoom, WebEx and Google Meets etc.
- 2) An event hosted by the securities companies whereby the investors and analysts can meet the management team and IR department
- 3) Meeting with the management team directly via physical meetings and/or online meeting which investors will be able to inquire regarding the Company's business and operations, performance, and others.

Additionally, the Investor Relations Department has strengthened its digital operations by minimizing the usage of paper and providing information via digital channels in order to minimize greenhouse gas emissions and preserve the environment.

2. Code of Conduct

AAPICO Group is determined to conduct business with ethics, integrity, fairness, and transparency; while being responsible to all shareholders and stakeholders within the framework of law, morality, and ethical business conduct of the Company. For this reason, the Company has implemented a policy and developed a guideline for all employees on good corporate governance and code of conduct that are in compliance with the principles of good corporate governance for listed companies by the SEC.

The Company's Code of Conduct consists of several essential points, including regulatory compliance, anti-corruption guidelines, Company's conflict of interest prevention guidelines, safeguarding of the Company's confidential information, risk management and internal control, intellectual property and information and communications technology, political rights and neutrality, human rights, responsibility to stakeholders, reporting of non-compliance, and protection of whistleblowers. These codes of conduct form standard guidelines of behavior that employees of all ranks and positions must strictly adhere to. The Company has provided 3 communication channels to promote awareness on the conduct among the employees, including internal communication in the form of policy announcement, new employee orientation, and the development of employee handbooks.

The Company regularly follows up on the matter of compliancy with the Company's code of conduct and advocate for the employees and stakeholders to express their opinions, suggest, complain, or report any wrongdoing or suspicion of such at any time, so that the Company can take actions to resolve the problems in time and prevent any impact to the Company's reputation or operation. The Company takes care to ensure that no unfair treatment will take place as a result of refusal to take part in acts of corruption, or from the reporting of wrongdoings. To this end, the Company has set in place measures to

protect the information and identity of the whistleblowers by allowing the whistleblower and the related source to remain anonymous. The evidence will be reported to the supervisor – whether anonymously or otherwise as desired – and then further reported along to the audit committee via email. In the case that the reported act is a violation of rights, corruption, or violation of laws and the code of conducts; it will be reported to the Board of Directors and the Company's president for further investigation. Should any violation and non-compliance be discovered, the Company shall carry out a fair interrogation and consider disciplinary and/or legal penalties deemed appropriate if found guilty.

In addition, for the purpose of communicating the Company's intention of conducting a business that is fair, transparent, and accountable, the Company has delivered our code of business conduct to our suppliers and business partners, as well as made the information available on the Company's website in the Investor Relation section – under the Corporate Governance: Corporate Governance Policies – for the shareholders, investors, regulators, stakeholders, and anyone who might be interested.

3. Milestones of Policy, Guideline, and Corporate Governance of This Past Year

3.1 Milestones of Policy, Guideline, and Corporate Governance System

In 2021, the Board of Directors reviewed the policy, practices, and systems related to corporate governance. In addition, the Board of Directors had to consider the election of directors who were to retire by rotation, the Board's performance appraisal form and the assessment results, the structure of the board of directors and sub-committees, etc.

3.2 Other practices under CG Code

AAPICO places great importance on being good corporate governance by conduct its business with integrity, transparency, impartiality as shown in the

evidence that the Company have been ranked in "Excellent" score, equivalent to 5 stars in 2021 CG rating with the total average score of 90% increased from 87% in the previous year. This award reflects the Company's sincere attitude towards all stakeholders which the Company commit to respect the right of the shareholder and build good relationships with all stakeholders.