



บริษัท ช. การช่าง จำกัด (มหาชน)

CH. KARNCHANG PUBLIC COMPANY LIMITED



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587 ถนนสุทธิสารวินิจฉัย แขวงรัชดาภิเษก เขตดินแดง กรุงเทพมหานคร 10400

587 Suthisan Winitchai Rd., Ratchadaphisek, Dindaeng, Bangkok 10400, Thailand.

Tel. 66(0)2277-0460, 66(0)2275-0026 Fax: 66(0)2275-7029

www.ch-karnchang.co.th

PROVIDENT FUND MANAGEMENT

POLICY AND PRACTICES

CH. KARNCHANG PUBLIC COMPANY LIMITED

PROVIDENT FUND MANAGEMENT POLICY AND GUIDELINES

The Provident Fund (PVD) is a fund established by the Company to encourage employees' savings, to be used upon retirement, resignation, in the event of disability, or as financial security for their families in case of death. This scheme is regarded as a form of welfare benefit provided by the Company to employees. Employees may voluntarily choose whether or not to participate in the PVD, under which contributions are made by deducting a portion of the member's salary, while the Company also provides a matching contribution in accordance with the terms and conditions stipulated in the PVD Regulations. The Company has appointed Krungthai Asset Management Public Company Limited as the Fund Manager.

Objective

To encourage savings among employees through the PVD as a means of financial stability upon retirement, the Company's key supporting guidelines for the PVD management are as follows:

Facilitating PVD Enrollment for Employees

The Company allows employees to enroll in the PVD upon completion of their probationary period, with no restriction on the enrollment period.

Encouraging Flexible and Sufficient Savings through PVD for Financial Security upon Retirement

The PVD offers members flexible and continuous savings options with a wide range of contribution rates from 2 percent to 15 percent of wages to suit their individual income and financial obligations. This flexibility enables employees with lower income or temporary financial issues to continue their membership without resigning from the PVD, thereby ensuring continuity of savings for retirement security. In addition, the Company continuously encourages long-term savings planning through the PVD by providing training programs, expert consultations, and ongoing communications to enhance employees' awareness of the importance of savings.

Supporting Efficient Management of PVD Members' Investment Portfolios

- (1) Offering and Establishing a Variety of Investment Policies with Suitable Options for Members

The Company offers PVD members a variety of investment policy options in both debt and equity instruments, enabling them to flexibly select and adjust investment portfolios in alignment with their individual risk tolerance, age, and savings goals. Access to appropriate advice is also provided through regular training programs with fund investment specialists.

(2) Providing Knowledge or Information for Suitable Investment Policy Selection

Training programs conducted by fund experts enable members to raise questions and directly consult with professionals so they can make decisions in selecting and adjusting their investment plans to suit and align with their individual savings goals.

(3) Encouraging Continuous Monitoring of Investment Portfolios

The Company encourages PVD members to register for the use of the fund manager's online system via the website or mobile application, enabling them to monitor their portfolios, including accumulated savings and investment returns, at all times.

The PVD Management Practices

1. PVD Membership Enrollment

Employees are eligible to enroll in the PVD after completion of their probationary period. Details of the enrollment process are provided during the new employee orientation. Upon becoming a member, a member may resign from and re-enroll in the PVD an unlimited number of times, provided that the re-enrollment requires a minimum gap of six months after resignation from the PVD.

For employees who are first-time PVD members and have been employed for a certain period of time, the membership period is counted based on their years of service. For those who re-enroll in the PVD (with a maximum gap of six months), the membership period will commence from the date of re-enrollment.

2. Contribution Rates

Contribution rates: The PVD members have the option to select the amount of their accumulated contributions to the PVD and the matching contributions made by the employer. Details are provided as follows:

Years of Service	Member Contribution	Employer Contribution
Less than 10 years	2% – 7%	Equal to the member's selected rate
10 years or more	2% – 15%	Equal to the member's selected rate, but up to 10% maximum

Change of Contribution Rate: Once a year.

Employee's Contribution Entitlement: Fully entitled, including net returns.

Employer's Contribution Entitlement: Based on conditions and years of service, with the following details in each case:

Termination Reason	Entitlement
Resignation	Based on years of service
Termination with a valid reason (no fault)	Based on years of service
Death, disability, or retirement	100%
Fund withdrawal by the employer	100%
Transfer under the employer policy	Based on years of fund membership
Dismissal due to violation of work rules	No entitled to contributions

The Company allocates a percentage of contributions (accumulated savings and benefits) to employees subject to payment conditions that are contingent upon their years of service. As for employees who resign from and re-enroll in the PVD (with a maximum gap of six months), their membership period will commence as follows:

Years of Service or Fund Membership Period	Employer Contribution Percentage (%)
Less than 1 year	0
1 year but less than 2 years	20
2 years but less than 3 years	40
3 years but less than 4 years	60
4 years but less than 5 years	80
5 years or more	100

3. Supporting PVD Member's Fund Management

Ensuring that suitable investment policies and plans are provided, PVD members can voluntarily choose their preferred investment plan. The Company establishes a total of six investment plans that define the investment proportions of debt instruments and equity instruments, as follows:

Investment Policy	Debt Instrument	Equity Instrument
Plan 1	100%	0%
Plan 2	90%	10%
Plan 3	80%	20%
Plan 4	70%	30%
Plan 5	60%	40%
Plan 6	50%	50%

If a member resigns from the PVD without resigning from employment with the Company, and subsequently re-enrolls in the PVD membership, the member's entitlement to the employer contributions will be treated in the same manner as a first-time membership. Upon retirement, the PVD members remain eligible to continue holding their investment units without withdrawing their investments.